

**University of Oregon**  
**Department of Intercollegiate Athletics**

**Review Panel on Sexual Misconduct Prevention and Response**

**July, 2014**

# University of Oregon Department of Intercollegiate Athletics Review Panel on Sexual Misconduct Prevention and Response

## **INTRODUCTION**

The Department of Intercollegiate Athletics (AD) at the University of Oregon has policies, procedures and practices that are consistent with the desire to provide exceptional student-athletes with educational opportunities to enable them to pursue excellence in the classroom, the community and their lives while competing at the highest level in their chosen sport. The expectations for success are promoted throughout the student-athlete experience from start to finish.

- Initial recruiting
- University/athletic department orientation
- Team rules
- Student development activities
- Academic support services
- Disciplinary responses
- Graduation

## **FULL NOTEBOOK**

Materials presented in the full notebook provide the reviewer with information regarding the comprehensive nature of the efforts to accomplish the mission of the University and the Athletic Department

Presented here are brief introductions to each of the sections in the full notebook. The documents related to recruiting, policies and education are most pertinent. The recruiting procedures in Men's Basketball and Football, the Student-Athlete Handbook and the programming in student development are key materials.

Despite the fact that the information presented is not exhaustive, the volume of materials is somewhat overwhelming. The table of contents outlines the various sections included in the notebook with the following subsections important to review:

- A.1.a. Policies and Handbooks – Sections specific to student-athletes
- A.2.a.b. Policies and Handbooks – Student-Athlete Handbook
- B. Student-Athlete Development
- C.4. Recruiting of Student-Athletes- Description of recruitment process
- F.3. General Response – Athletic Director's written report to the University Senate, Spring 2014
- G.1. Other Resources – Suggested interviews

The specifics of each of the sections are contained in the full notebook. All of the complete documents and materials (along with other descriptions of practices followed) are available both on-line (link) and in hard copy in the President's office.

## **POLICIES AND HANDBOOKS**

1. Policies and Procedures Manual – Department of Athletics
  - a. Sections specific to student-athletes
  - b. Sections specific to coaches
2. Student-Athlete Handbook
  - a. Sections specific to behavioral expectations
  - b. Determination of receipt of handbook

The mission of the University of Oregon Department of Intercollegiate Athletics is to “provide an outstanding collegiate experience to the student-athletes while enabling them to pursue excellence in the classroom, the community and their lives while competing at the highest level in their chosen sport.” Accomplishing this mission is contingent on the collaborative participation by all involved. The policies, procedures and expectations as established by the NCAA, the PAC-12, the University of Oregon and the UO Athletic Department are in place for this purpose.

Each of the documents explicitly establishes the regulations and expectations of all involved. The Student-Athlete Handbook is of particular importance in clarifying the principles of conduct for each individual. Each student-athlete acknowledges receipt of this document and is briefed on its contents. References to the Code of Conduct for all students at the UO are included, but the requirements for student-athletes are more inclusive and definitive regarding their continued enrollment and participating on teams representing the UO.

## **STUDENT-ATHLETE DEVELOPMENT**

1. Annual reports highlighting educational opportunities
2. List of national experts in S/A Development/Life Skills that have been consulted, used
3. Review of communication via gatherings, orientations, life-skill education regarding conduct expectations
4. Summer Bridge Program description
5. Sport Specific student development initiatives

Student-athlete development at the University of Oregon is extensive and multi-faceted. Every member of the Athletic Department is responsible for providing education and serving as role models to positively impact student-athletes in the

development of life skills that prepare them to be productive citizens. Athletic department leaders, coaches and staff directly involved with student-athletes on a daily or at least regular basis have been charged with explicitly providing guidance and education to assist student-athletes in taking full advantage of the resources, programming and services available.

From the arrival on the UO campus to graduation, opportunities to develop character, integrity and leadership are provided to student-athletes. For those student-athletes who enroll for summer, the Summer Bridge program acclimatizes them to the university environments and expectations in all aspects of their student experience. This closely monitored experience allows for observations of high risk students and allows for early interventions. Other freshmen student-athletes participate in the UO IntroDUCKtion which presents an overview of expectations, both academically and socially.

The UO developed a best-practice approach and offered two specific courses in Leadership and Life Skills that have been duplicated by many other institutions. The syllabi for those courses are in the notebook. Those courses are in hopefully a temporary hiatus while the academic curricular approval process is successfully negotiated. The information regarding the “rights, responsibilities, attitudes and choices with regard to personal health, financial responsibility, relationships, sexual issues, and drugs and alcohol” are essential topics for all students to understand, but especially for SA’s who are highly visible with specific measures of accountability.

The general programming from the Student-Athlete Development unit includes leadership development, life skills, career development, and mentoring events and programs. The O Heroes program is a unique outreach approach to promote community service and cooperative endeavors. Two psychologists are under contract with the athletic department to provide personal assistance and attention as requested or advised.

In addition to the programs and events offered to all SA’s, each sport team promotes and delivers specific sessions regarding mental, social and psychological health. The responsibilities and expectations regarding leadership, behavior and team building are all topics that have been presented. Psychologists, counselors, motivational speakers, community leaders, athletic mentors, judicial practitioners and life coaches have all been used to facilitate sessions.

## RECRUITING

The attachments with details applicable to recruiting include:

### Recruiting of student-athletes

1. NCAA legislation related to contacts/evaluations/admissions using flow chart
2. Admissions Policy for Student-athletes
3. Academic Policy for Student-athletes
4. Description of recruitment process from first contact through signing – examples from Football, Men's Basketball, Soccer, Lacrosse
5. Data regarding use of recruiting services

Recruiting student-athletes to the University of Oregon is an extensive and exhaustive process that is the lifeline to the success of the Athletic Department. Success of the Athletic Department is contingent on excellence in athletic competition, excellence in academic endeavors and excellence in the personal development of each student-athlete. With that in mind, recruitment of each prospective student-athlete (PSA) is a comprehensive process to assess whether the PSA has the characteristics to meet the expectations at the UO, in the AD, and for each team.

Under the Recruiting of Student-Athletes section of the full notebook, details related to NCAA regulations, departmental policies, admission procedures, and descriptions of recruitment processes for a representative set of sports are included. An examination of those documents describes the specific details and difference processes for selected athletic teams.

Recruiting is a long arduous time frame for many sports and in most cases is a multi-year process. The UO has a national and international presence and signing the best talent to meet the institutional and team needs is desired. Coaches at all levels, former athletes, family members, and PSAs themselves are all submitting names of PSAs. Recruiting services are also used to identify prospects for initial screening. For the women's sports, the talent identification begins as early as age 14 with some categorization of potential interest occurring then. For sports in which physical maturation is a key component of athletic performance, the identification of prospects becomes more intense during the last two years of high school.

In all cases, multiple observations and inputs occur prior to a PSA being thought of as a recruit. Given the number of scholarships available in football, inquiries and information are received from as many as 7,500 PSA's to eventually sign 20 student-athletes. For other sports, that initial pool of PSAs may be only 100 with the eventual signing of 3 or 4 recruits. In every instance however, the screening process is quite similar.

Athletic talent is what initially puts a PSA in consideration and the initial evaluation is primarily related to skill level. Observation in competitions, review of film, and examination of performance statistics are key aspects of consideration.

Academic achievement and analysis of the potential for academic success is also critically important and information on performance in the classroom occurs as soon as a PSA is being seriously considered. The academic requirements and minimum qualifications as published by the NCAA are the initial benchmarks to meet but the University of Oregon requirements are in excess of those. Details of those requirements and procedures are described in attachments.

Assessments of a PSA's character and personal attributes are more difficult to quantify but are of critical importance for UO athletes. Multiple data points are considered for every athletic team but the process varies from team to team. In every case, the reactions of PSAs during competition and their overall work ethic are key. Additionally, interaction with coaches, parents, counselors, teachers and teammates provides insight on the character and personality of the recruit. Social media interactions are informative as are direct communication patterns. Current student-athletes spend time with each recruit and their input and impressions are also considered.

## **CONTRACT LANGUAGE – Employees and Coaches**

1. Coaches contract language related to recruiting, student-athlete development, compliance, NCAA regulations
2. Position description for Professional Development Coordinator

Compliance with NCAA, PAC-12, UO, and UO AD rules and policies is important to the successful operation of and meeting the mission of the Athletic Department. Every employee signs a contract agreeing to know, understand and abide by all applicable rules and regulations. Coaches' employment agreements explicitly identify the responsibility to work with student-athletes for essential academic progress along with the personal and athletic development. The expectations regarding the overall safety and well-being of the SA's is highlighted in contract language and is included in the performance evaluations for each coach.

## **STUDENT-ATHLETE DATA**

### Demographic data

1. Academic data
  - a. Majors
  - b. Academic performance
  - c. APR, graduation rate report

All components of a student-athlete's development are important to the University of Oregon and the Athletic Department, but the academic success is of utmost emphasis. Careful consideration of academic preparedness is a key component of recruitment. Both the high school GPAs (3.49) and Test scores of first time freshman student-athletes are comparable to the population of freshman admits at the UO. The academic support for the student-athletes is a priority for the office of Academic Affairs at the University. Highlights of the academic status of the student-athletes are presented in the data in this section.

## **GENERAL RESPONSES**

1. Report to Oregon State Senator on Student-Athlete welfare - Fall, 2013
2. Materials provided to IAC at its request, Spring 2014
3. Athletic Director's written report to the University Senate - Spring 2014

Each year, the Athletic Department provides information in response to requests concerning specific areas of interest by individuals and groups. Student-athlete welfare, specifically the manner in which student-athletes who are medically unable to participate are supported, was requested for an Oregon State legislator and is included here.

After the incident involving three of the men's basketball players this spring, the Intercollegiate Athletic Committee requested documentation of policies and procedures regarding behavioral expectations. The relevant documents clearly detail the responsibilities and requirements that accompany being a student-athlete and representing the University of Oregon.

The Athletic Director makes an annual report to the University of Oregon Faculty Senate. The attached 2013-14 report provides a brief overview of the year in regards to academics, student-athlete support, finances and economic impact, compliance, donors/fans/community engagement, brand or visibility, and special events that provide recognition for the University - locally, state-wide, nationally, and internationally.

## OTHER RESOURCES

1. Suggested Interviews
  - a. Recruiting
    - i. Head Coaches: Mark Helfrich (Football), Dana Altman (Men's Basketball), Robert Johnson (Men's and Women's Track & Field), Kelly Graves (Women's Basketball), Kat Mertz (Soccer), and Ria Scott (Women's Golf)
    - ii. Staff: Josh Jamison (Men's Basketball) and James Fisher (Football)
  - b. Student-Athlete Development
    - i. Athletics: Horace Raymond (Football), Katie Harbert (Student-Athlete Development), Dave Mikula (counselor), Dr. Greg Skaggs (Medicine)
    - ii. Academic: Stephen Stolp (Support Services) and Jennie Leander (Support Services)
  - c. Student-athletes
    - i. Student –Athlete Advisory Committee representatives- Lisa Peterson
    - ii. Post-graduates -
2. Other reports
  - a. Benchmarking reports on Student-Athlete and Player Success programs – Arizona State, NBA, South Carolina, Ross Business School, Michigan, NCAA, NFL, Notre Dame, U Michigan residential college Minnesota, USC, US Olympic committee, U Michigan Engineering

Complete information on any topic is impossible, but specific inquiries to get detailed insights from persons dealing with recruiting prospective student-athletes and programming student-athlete development can be valuable. In this section are the names of individuals who can provide first-hand information about how their processes and activities work. Those with the most information on the recruiting of student-athletes are the coaches and recruiting coordinators. Listed here are the coaches and the operations staff with the most direct information. In the area of Student-Athlete Development, persons directly involved are included as potential persons to interview and also include those directing the academic support programming.

The University of Michigan sought information to benchmark what practices were in place through the country regarding student-athlete development and life skills programming. The responses were shared with the respondents and are included here. These responses provide an overview of other entities and their operations.



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This document is a content outline for the notebook with the sections and subsections starred (\*) that are the most important for the specific topic of interest.

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  - b. Sections specific to coaches
2. \*Student-Athlete Handbook
  - a. \*Sections specific to behavioral expectations
  - b. \*Determination of receipt of handbook

### **B. \*Student-Athlete Development**

1. \*Annual reports highlighting educational opportunities
2. \*List of national experts in S/A Development/Life Skills that have been consulted, used
3. \*Review of communication via gatherings, orientations, life-skill education regarding conduct expectations
4. \*Summer Bridge Program description
5. \*Sport Specific student development initiatives

### **C. \*Recruiting of student-athletes**

1. NCAA legislation related to contacts/evaluations/admissions using flow chart
2. Admissions Policy for Student-athletes
3. Academic Policy for Student-athletes
4. \*Description of recruitment process from first contact through signing – examples from Football, Men's Basketball, Soccer, Lacrosse
5. Data regarding use of recruiting services

### **D. Contract Language –employees, coaches**

1. Coaches contract language related to recruiting, s/a development, compliance, NCAA regulations
2. Position description for Professional Development Coordinator

### **E. Student-athlete data**

1. Demographic data
2. Academic data
  - a. Majors
  - b. Academic performance
  - c. APR, graduation rate report

### **F. \*General response on topic**

1. Report to Oregon State Senator on Student-Athlete welfare, Fall, 2014
2. Materials provided to IAC at their request, Spring 2014

3. \*Athletics Director written report to the University Senate, Spring 2014

**G. \*Other resources -**

1. \*Suggested Interviews

- a. \*Recruiting

- i. \*Coaches: Helfrich(football), Altman(men's basketball) Johnson(Men and Women's Track and Field), Graves(Women's basketball), Mertz(Soccer), Scott(Women's golf)
- ii. \*Staff: Jamison(men's basketball), Fisher(football)

- b. \*Student-Athlete Development

- i. \*Athletics: Raymond(Football), Harbert(Student development), Mikula(psychologist), Skaggs(medical)
- ii. \*Academic: Stolp(Support services), Leander(Support services)

- c. \*Student-athletes

- i. \*Student –Athlete Advisory Committee representatives- Lisa Peterson contact
- ii. \*Post-graduates -

2. Other reports

- a. Benchmarking reports on Student-Athlete and Player Success programs – Arizona State,NBA,South Carolina,Ross Business School,Michigan,NCAA,NFL,Notre Dame,UMich residential college,Minnesota,USC, US Olympic committee, U Mich Engineering

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## STUDENT-ATHLETES - CONDUCT AND ETHICS

The University of Oregon has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, all student-athletes involved in the intercollegiate athletics program are expected to represent the University in an honorable manner at all times. Coaches and professional staff members are expected to instruct student-athletes on appropriate behavior and to assist them with understanding the intent of rules and regulations imposed upon them by all relevant governing authorities.

### Governing Authorities

Standards of ethical conduct are established and enforced by:

- **The National Collegiate Athletic Association (NCAA)**

Student-athletes are subject to the rules and regulations of the NCAA, which govern unsportsmanlike behavior, non-therapeutic drug use, non-permissible awards, benefits and expenses, gambling and bribery, and other forms of misconduct. All such rules and regulations are found in the current edition of the *NCAA Division 1 Manual*, available at <http://www.ncaapublications.com>.

- **The Pacific-12 Conference (PAC-12)**

The University and the Department of Intercollegiate Athletics fully endorse the policies of the PAC-12 Conference, found in the *Pacific-12 Conference Handbook*, available here: <http://compliance.pac-12.org/tools/>, as they relate to student-athlete conduct, Conference championship play and the intra-Conference transfer of student-athletes.

- **The University of Oregon**

Student-athletes are subject to University rules and regulations, as published in the University of Oregon *Student Conduct Code*, available at: <http://uodos.uoregon.edu/StudentConductandCommunityStandards/StudentConductCode/tabid/69/Default.aspx>.

- **Department of Intercollegiate Athletics**

Student-athletes must abide by all rules and guidelines set forth by the Department of Intercollegiate Athletics and published in the Department's *Student-Athlete Handbook*. Additionally, team rules may be established by each individual sport's Head Coach and his/her staff within parameters set by the Athletic Director and the University.

When in doubt, student-athletes are encouraged to obtain clarification regarding any Departmental, University, Conference or NCAA rules and regulations from a member of the coaching staff, the sport administrator who oversees the program or the Senior Associate Athletic Director, Chief Compliance Officer or designee, as appropriate.

In addition to the rules and regulations of the aforementioned authorities, general Departmental policies on conduct are set forth below.

### **Personal Conduct and Responsibilities**

The Department of Intercollegiate Athletics makes every effort to offer a program that meets the objectives of the University by assisting student-athletes in earning their degrees as they strive to achieve their full potential both on and off the field. The Athletic Director, professional staff members associated with the various sports programs, and individual Head Coaches work together to develop appropriate standards for personal conduct.

Student-athletes accepted into the University of Oregon athletics program are extended the privilege of participating in intercollegiate athletics. This privilege in no way constitutes a right to participate. Therefore, in agreeing to join the intercollegiate athletics program, student-athletes must be willing to accept personal responsibility for their behavior. Obligations include, but are not limited to, responsible conduct in the following areas:

#### 1) Academics

- a) Attend classes regularly and complete all academic assignments;
- b) Communicate to the appropriate parties (e. g., instructors) in a timely manner when an academic/athletic conflict occurs;
- c) Consult with academic advisors and attend study halls or tutoring sessions, as directed;
- d) Maintain an academic load of at least twelve (12) hours per quarter and make satisfactory progress toward a degree;
- e) Accept personal responsibility for maintaining academic eligibility;
- f) Strive to obtain a college degree within five (5) years; and
- g) Understand and live by the academic regulations of the University as described in the Department's *Student-Athlete Handbook*.

## 2) Athletics

- a) Abide by all team, Departmental, University, Conference and NCAA rules;
- b) Achieve and maintain optimum physical condition within accepted health standards;
- c) Attend all organized practices unless officially excused;
- d) Take proper care of equipment and return it in good condition; and
- e) Treat officials and opponents with respect, and avoid undue confrontations.

## 3) General Conduct

- a) Know and follow the University's Student Conduct Code;
- b) Obey residence hall policies and regulations;
- c) Obey all federal, state and local laws; and
- d) Abstain from using tobacco, alcohol and non-therapeutic drugs (See Policy 506B, Student-Athletes: Drug Education and Testing Program).

The *University of Oregon Student Conduct Code* is published in every academic term's Duck Call Schedule of Classes. Each student-athlete is responsible for insuring that they obtain and read a copy of this publication, in addition to the

Department's *Student-Athlete Handbook*. All University of Oregon students are governed by the standards of behavior and responsibility, individual rights and disciplinary guidelines defined within the Code.

In addition, educational seminars are available at various times throughout the year. Topics covered include career counseling, drug education, date rape, gambling, AIDS, and other current issues concerning student-athletes.

### **Dress Code**

Head Coaches are encouraged to set dress code standards for student-athletes, especially when traveling as a team. Coaches may also specify what constitutes appropriate dress while representing the University at other times.

### **Sportsmanlike Conduct**

Sportsmanlike conduct means more than the absence of negative actions in public. Each individual Head Coach is expected to provide student-athletes with instruction on appropriate conduct, including positive techniques for handling the following playing-field situations:

- Communicating with officials and opponents on routine matters during athletics events;
- Maintaining control during emotionally charged situations, including assisting a teammate or colleague who needs calming; and
- Reacting in a positive manner to an aggressive action by an individual or a group.

Through discussions with their coaches, student-athletes are expected to know what constitutes inappropriate behavior and to conduct themselves in a manner that avoids such behavior. Unacceptable behavior on the playing field includes, but is not limited to, the following:

- Physically abusing officials, coaches, opponents or spectators;
- Engaging in undue public criticism of game officials, Conference

personnel, another institution, its student-athletes or its personnel;

- Throwing objects;
- Interacting inappropriately with officials or the news media;
- Inciting players or spectators to negative actions or to any behavior that insults or defiles an opponent's traditions;
- Using obscene or otherwise inappropriate language or gestures;
- Making public statements which are derogatory, controversial or outside the Department's media policy;
- Engaging in negative recruiting by making derogatory statements about another institution or its personnel; and/or
- Participating in any action which violates generally recognized ethical standards of intercollegiate athletics participation.

The University investigates incidents of unsportsmanlike conduct and may discipline accordingly any involved student-athlete(s) found out of compliance.

### **Acquaintance Rape**

Because acquaintance rape, commonly called "date rape," is an increasingly serious concern nationwide, the Department publicly addresses such behavior with its student-athletes. It expects all student-athletes to conduct themselves in a manner which avoids any association with such a charge. Coaches and staff members who counsel student-athletes should make them aware of the consequences of such a charge. Further, student-athletes are encouraged to:

- Understand the definition of rape;
- Be conscious of the signals they transmit to others;
- Be careful not to place themselves in situations that could be misunderstood or misread;
- Accept a negative response to their overtures (e.g., "no" does **not** mean "yes");
- Avoid drinking or taking drugs at all times, but especially when on a date.



Lastly, students should be encouraged to seek appropriate counseling, as necessary.

### **Gambling and Bribery**

The NCAA and the Athletics Compliance Office have established specific guidelines concerning involvement in gambling and bribery in intercollegiate or professional sports. The Athletic Director or his designee, as well as the individual sports coaches, are responsible for educating student-athletes concerning these guidelines.

Student-athletes should be made very aware of how gambling and bribery threaten the integrity of intercollegiate sports. In addition, they are responsible for the following:

1. Reporting any offers of gifts, money or favors in exchange for supplying team information or for attempting to alter the outcome of any contest;
2. Maintaining a clear understanding of what constitutes gambling and bribery activities and reporting any suspected infractions;
3. Contacting the coach or other Departmental personnel (i.e., the Chief Compliance Officer or designee) when questions occur concerning appropriate release of team information; and
4. Increasing individual and team awareness that participation in gambling or bribery activities can result in disciplinary actions by the University and the NCAA (see "Enforcement" below), as well as local, state and/or federal prosecution of the involved individual(s).

### **Hazing**

Hazing is defined in Public Act No. 88-328 as "any action which recklessly or intentionally endangers the health or safety of a person for the purpose of initiation, admission into or affiliation with, or as a condition for continued membership in, a student organization." (The term "hazing" does not include an action sponsored by an institution of higher education which requires any athletic practice, conditioning or completion of curricular activity.)

Hazing, which is prohibited in any form at the University of Oregon, includes (but is not limited to) situations which would require any of the following:

1. Indecent exposure of the body;
2. Any activity that subjects the person to extreme mental stress, such as sleep deprivation or extended isolation from social contact;
3. Confinement of a person to unreasonably small, unventilated, unsanitary or unlighted areas;
4. Assault; and/or
5. Any physical activity or ingestion of a substance which could adversely affect the health or well-being of the individual.

Penalties in cases of individual violators are outlined in the *University of Oregon Student Conduct Code*. Organizations found to be encouraging or authorizing hazing may be subject to suspension or termination of activities, as well as any penalties pursuant to the penal code.

### **Harassment**

The University of Oregon does not condone harassment directed toward any person or group within its community. Coaches are responsible for instructing student-athletes on the definition of harassment and for encouraging them to refrain from actions that intimidate, humiliate or demean a person or groups or that may undermine their sense of security or self-esteem.

Student-Athletes should further be informed that if they believe they have been subjected to harassment, they should contact the sport's liaison.

### **Agents**

As detailed in the Athletics Department Compliance Manual, it is essential that student-athletes know the NCAA rules related to professional sports. A violation of the rules concerning agents could have severe negative consequences for the University and the student-athlete. NCAA rules forbid a student-athlete to:

- Agree, either orally or in writing, to be represented by an agent or

organization in the marketing of his/her athletic ability or reputation until after completion of the last intercollegiate contest in his/her sport, including postseason games;

- Negotiate or sign a playing contract in any sport in which the student-athlete intends to compete;
- Ask to be placed on a professional league's draft list; (See NCAA manual for exceptions.)
- Accept payment of expenses or gifts of any kind (including meals and transportation) from an agent (this rule extends to relatives or friends of the student-athlete);
- Receive preferential benefits or treatment (for example, loans with a deferred pay-back schedule) because of reputation, skill or pay-back potential as a professional athlete; or
- Retain professional services for personal reasons at less than the normal charge from a representative of the student-athlete's school's athletics interests.

During the 2013 Oregon legislative session and effective January 1, 2014, HB 3296, an amendment to Oregon's Uniform Agent Athlete Act (UAAA) was passed. This Chapter 54 Oregon Revised Statute defines an agent, mandates registration and also mandates prosecution if the law is violated. The violation of these regulations can result in criminal and civil penalties for the agent and civil penalties for the involved student-athlete.

The Athletic Director or his designee discusses agents at the beginning of each year in team eligibility meetings. At other times, for assistance with the selection of professional agents or any question related to a professional sports association, student-athletes should be directed to talk with their coach or the appropriate Compliance Office staff member.

## **Enforcement**

### University of Oregon Student Conduct Code

The *Student Conduct Code* of the University of Oregon can be found at:

<http://uodos.uoregon.edu/StudentConductandCommunityStandards/StudentConductCode/tabid/69/Default.aspx>

Violations of the University's *Student Conduct Code* are under the jurisdiction of the Director of Student Conduct & Community Standards.

Any student-athlete conduct violation should be reported immediately to the Director of Student Conduct & Community Standards, who is ultimately responsible for investigating all such charges and enforcing sanctions imposed for conduct violations.

#### Legal Violations

When a student-athlete violates a local, state or federal law and the misconduct involves a misdemeanor, or violent action, drug and/or felony charge, the student-athlete may be suspended from participation in intercollegiate athletics until the charges have been addressed by the legal system. By suspending the student-athlete, the Department and the University are in no way pre-judging the situation; rather such action is taken in order to protect the intercollegiate athletics program and, specifically, the student-athlete's team, from negative media attention.

If such action is taken, the student-athlete is given written notification of the suspension, signed by the respective Head Coach and the Athletic Director. The student-athlete may appeal this decision. Such an appeal must be submitted within 72 hours of the notice of suspension. Based on all available information, the Athletic Director may lift or modify the suspension or leave it in place until the case has been decided by the legal system.

A determination regarding further action by the Department and the University is made on a case-by-case basis once the charge has been resolved by the court. Like all other citizens, if accused, the student-athlete is innocent until proven guilty.

While on suspension, the student-athlete may not practice or compete; however, financial aid will remain in place. Further, the student-athlete's name will remain on the squad list and he or she may continue to use student-athlete support services, such as the weight and training rooms and academic support services.

In order to protect the accused and to limit media attention, student-athletes and staff are encouraged to refrain from addressing the student-athlete's case with the media. All questions concerning the situation should be referred to the Assistant Athletic Director – Communications for a prepared statement release.

#### Department University, Conference and NCAA Violations

Non-Academic conduct violations of the University's *Student Conduct Code* or Department's *Student-Athlete Handbook* are reported to the Dean of Students, while violations of PAC-12 Conference or NCAA conduct rules are reported to the student-athletes' Head Coach, the Athletic Director, the Conference Commissioner and the NCAA, as appropriate.

If a student-athlete is found to be in violation of University, Conference or NCAA policy, the penalty imposed is dependent upon the severity of the offense and may include the following:

1. Written warning;
2. Disciplinary probation;
3. Dismissal from the squad;
4. Cancellation or gradation of financial aid; and/or
5. Suspension or expulsion from the University.

## DEPARTMENT STAFF - CONDUCT AND ETHICS

The University of Oregon has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, members of the Department of Intercollegiate Athletics are expected to represent the university in an honorable manner at all times.

### Governing Authorities

Standards of ethical conduct for departmental staff are established and enforced by the Athletic Director, the University, the UO Board of Trustees, the Pacific-12 Conference and the National Collegiate Athletic Association. All departmental staff members are:

- Expected to comply with the general conduct and ethics guidelines set forth in this manual;
- Subject to the same rules of conduct affecting all university employees and any departmentally accepted codes of ethics for their specific positions;
- Subject to the State Board of Higher Education ethics statement which is included as part of the Notice of Appointment for all department officers of administration;
- Subject to the Recruiting Code of Ethics, set forth in the current *Pac-12 Conference Handbook*; and
- Subject to the rules and regulations of the NCAA governing dishonesty and unsportsmanlike behavior, involvement in non-certified contests, marketing student-athletes to professional teams and other forms of misconduct (See Policy 702, Compliance Policies - NCAA Certification of Compliance, in this Manual).

The Executive Senior Associate Athletic Director for Finance and Administration reviews policies and procedures regarding acceptable business practices pertaining to each staff member's area of responsibility.

Additionally, the Assistant Commissioner for Compliance of the Pac-12 Conference is responsible for periodically conducting rules seminars to inform staff about applicable NCAA rules and regulations. However, staff members are also expected to stay abreast of NCAA interpretations by reading *The NCAA News* and reviewing the *Pac-12 Conference Handbook* and the *NCAA Manual*. Department personnel should contact the Senior Associate Athletic Director, Chief Compliance Officer or the Faculty Athletics Representative regarding the interpretation or clarification of any NCAA or conference regulation at any time.

### **Business Ethics**

It is the policy of the Department of Intercollegiate Athletics to conduct its business dealings in an ethical manner and to ensure compliance with all rules and regulations applicable to the University of Oregon, as well as other governing authorities.

To achieve this goal, employees should have a practical, working knowledge of applicable business practices rules and regulations within their area of responsibility. Departmental staff members with supervisory responsibilities should instruct employees on such regulations and inform them of acts which might lead to violations. Any employee who has knowledge of a violation should report it to his/her supervisor, the Senior Associate Athletic Director who oversees his/her program and/or the Athletic Director.

Departmental staff members are expected to exercise care in the use of personnel, capital equipment and supplies, and funds entrusted to them. Further, **the Department prohibits the use of work time, facilities or property for other than officially approved university business.** Tickets, favors and entertainment provided by departmental employees must be consistent with accepted university business practices, as well as Pac-12 Conference and NCAA rules and regulations. Staff members may not accept gifts, payments, entertainment or other favors which may influence future decisions made by the department.

The NCAA requires that full-time coaches and administrators report annually to the Athletic Director and the University President the source(s) and amount of any athletically related outside income or benefits received during the year. (See Policy 511, Outside Employment and Promotional Activities - Coaches and Administrators, in this Manual for additional information.) Additionally, department staff may not:

- Use the NCAA's name or logo in endorsing a product or service;
- Use the University's or the Pac-12 Conference's name or logo without permission;
- Receive regular supplemental pay from an outside source for an unspecified achievement;
- Receive pay from an outside source for scheduling athletics events;
- Use student-athletes' pictures or names on any commercial product;
- Represent a professional sports organization as a coach or scout; or
- Act as an agent marketing a student-athlete to a professional sports organization.

In addition, departmental staff members may not engage in activities that would place them in a conflict of interest situation or disclose confidential information concerning the department without proper authorization.

Furthermore, staff members are to conduct their personal business so as not to bring attention or discredit to themselves or to the department. The department will not act as a collection agency or be involved in determining the validity of contested debts on behalf of its staff members.

### **Recruiting**

Coaches and staff members are to adhere to the recruiting regulations, as specified in the *NCAA Manual*, the *Pac-12 Conference Handbook* and the *Department of Intercollegiate Athletics Policies and Procedures Manual*, and are not permitted to recruit student-athletes under false or misleading pretenses or by offering inducements that are in direct violation of the rules or policies of any governing authority.

Revised: 10/13



**Academics**

The primary objective of the University of Oregon is to educate its students. Every effort is made by the University and the Department of Intercollegiate Athletics, within prescribed rules and regulations, to offer a mutually beneficial program that will achieve this objective. Recognizing the importance of the education experience, coaches and student-athlete guidance personnel should be actively involved with the academic development of each student-athlete.

**Athletic Participation**

The physical well-being of the student-athletes is to be the primary concern when developing training programs and coaching guidelines. Therefore, rules governing individual sports are to be within the parameters designated by the NCAA, the Pacific-12 Conference, the Director of Athletic Medicine and the Athletic Director.

Coaches are encouraged to formulate rules for team training that are reasonably attainable and are based upon the combined professional expertise of the coaching, athletic medicine, and strength and conditioning staff.

**Sportsmanlike Conduct**

Coaches and staff are to act as positive role models in demonstrating sportsmanlike conduct. Criticism of sports officials is never acceptable, no matter whether it occurs before, during or after a contest. The Pacific-12 Conference admonishes public criticism of officials or comments evaluating officiating. Institutional personnel are prohibited from commenting on officiating, other than directly to the Conference Office. Further the Commissioner may institute institutional disciplinary action if the institution fails to censure its own staff members.

**Gambling and Bribery**

In order for the Athletic Director, the Head Coaches and Departmental staff to fulfill their responsibilities to educate student-athletes concerning illegal gambling and bribery in accordance with NCAA guidelines (as specified in Policy 401,

Student-Athlete - Conduct and Ethics, in this Manual), the following educational program has been established:

1. Counseling student-athletes as to the seriousness of the gambling problem, including a review of applicable federal, state and local laws, as well as the posting of informational literature in locker rooms and other obvious places.
2. Informing student-athletes that they are required to report any solicitation to become a party to sports bribery or gambling activities and that failure to do so, if so determined after due process, will result in expulsion from the team.
3. Educating squad members as to the nature and prevalence of gambling and bribery in intercollegiate sports. (To help student-athletes better understand the consequences of participating in illegal activities, head coaches are encouraged to use specific examples of student-athletes who have become involved in gambling or bribery activities.)
4. Implementing security measures to prevent potential bribers or gamblers from contacting student-athletes on campus, especially before major competitions.
5. Denying press credentials to representatives of any organization which regularly publishes or promotes the advertising of "tip sheets" or other materials used to encourage gambling on intercollegiate athletics events.

### **Agents**

It is essential that coaches, in conjunction with the Senior Associate Athletic Director, Chief Compliance Officer, apprise student-athletes of the NCAA's position regarding their association with agents and professional sports, as well as the consequences of applicable rules violations.

The NCAA rules forbid a coach or other member of the athletics staff from representing, directly or indirectly, a student-athlete in the marketing of his/her athletic ability or reputation to a professional sports team or organization and from receiving any compensation or gratuities for such activity.

**Enforcement**

Departmental staff members are to uphold the principle of institutional control of, and responsibility for, all intercollegiate sports activities in conformity with applicable rules and regulations. Violations of University, Pac-12 Conference or NCAA regulations can result in sanctions against the individual, as well as the University. Therefore, every effort must be made to ensure adherence by staff and student-athletes to all regulations.

All Departmental staff members sign an NCAA Certification of Compliance form attesting to their compliance with NCAA rules and regulations during the previous year. Additionally, administrative employment contracts include a Compliance Clause, to which the employee must agree.

Additionally, with regard to business practices throughout the year, the University's Internal Auditor reviews all departmental expenses to make certain they meet University, State and NCAA guidelines.

**Investigations, Hearings and Appeals**

Departmental staff members having knowledge of any alleged violations of applicable governing rules or regulations are to cooperate with the proper authorities by furnishing factual information and assistance, as requested. Suspected violations of NCAA regulations should first be reported to the Senior Associate Athletic Director, Chief Compliance Officer. Reports of suspected violations are referred to the Athletic Director and the Faculty Athletics Representative.

During official hearings or inquiries, the University, Pac-12 Conference and the NCAA strive to protect the individual rights of the accused party. If investigative findings result in proposed disciplinary actions, the accused party has the right to appeal to the Athletic Director.

**Violations**

Departmental staff found in violation of governing rules and regulations are

subject to disciplinary or corrective action as designated by the Athletic Director, University President, the Pacific-12 Conference and/or the NCAA Committee on Infractions. Depending on the violation and the severity of the rule, the staff member may be given a reprimand, assessed a fine (of a day's pay or more), suspended (with or without pay) or terminated.



# University of Oregon Student-Athlete Handbook





## STUDENT-ATHLETE HANDBOOK

### ACKNOWLEDGEMENT OF RECEIPT

The University of Oregon Student-Athlete Handbook contains information regarding the rights and responsibilities of student-athletes.

I have received a copy of the University of Oregon Student-Athlete Handbook and acknowledge that I am responsible for reading and understanding all information pertaining to my participation in intercollegiate athletics at the University of Oregon. I agree to abide by the rules and regulations set forth by the University of Oregon, the Pac-12 Conference and the NCAA.

I further acknowledge that if I do not understand any part of the information enclosed in this handbook, it is my responsibility to seek clarification with the proper party.

Sport: \_\_\_\_\_

\_\_\_\_\_  
Student-Athlete Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Student-Athlete Name



## **Department Philosophy & Objectives**

### **Mission**

The University of Oregon Department of Intercollegiate Athletics will provide an outstanding collegiate experience to our student-athletes while enabling them to pursue excellence in the classroom, the community and their lives while competing at the highest level in their chosen sport.

### **Principles**

- Strive to recruit student-athletes who are academically prepared and make every effort to help each meet their academic commitments.
- Provide academic support services so that our student-athletes will receive the best educational experience, including obtaining their degree.
- Create a supportive family atmosphere where student-athletes feel connected to their peers, the community and the University.
- Ensure that student-athletes will become responsible, contributing citizens through career counseling, development of life skills and community service opportunities.
- Provide facilities and medical staff to enhance the physical fitness and wellness of all student-athletes.
- Require all members of our department to demonstrate and promote the highest standards of integrity, leadership, sportsmanship, ethical behavior and a true respect for equity and diversity.
- Maintain a quality comprehensive intercollegiate athletic program that is self-sufficient and self-sustaining in harmony with the mission and goals of the University.
- Operate in accordance with all rules and regulations set by the University, the PAC-12 Conference and the NCAA.



### **Student-Athlete Code of Conduct**

#### **University of Oregon Department of Intercollegiate Athletics Student-Athlete Standards**

The University of Oregon sponsors 20 varsity sports: Acrobatics and Tumbling, Baseball, Men's and Women's Basketball, Men's and Women's Cross Country, Football, Men's and Women's Golf, Women's Lacrosse, Women's Sand Volleyball, Women's Soccer, Softball, Men's and Women's Tennis, Men's and Women's Track and Field (Indoor & Outdoor), Women's Volleyball. There are more than 450 University of Oregon Student-Athletes each year.

There are special responsibilities and requirements that accompany being a student-athlete and representing the University of Oregon. The University expects its student-athletes to demonstrate academic honesty and integrity, to train and strive for their highest degree







### **Academic Responsibilities**

A high priority for the Department of Intercollegiate Athletics is to expand and support every effort that will foster intellectual development and graduation of our student-athletes. While several levels of support exist at the University of Oregon, responsibility for success ultimately rests upon student-athletes' shoulders. As a result, each student-athlete is expected to:

- Set a primary goal to obtain a degree;
- Seek assistance before and/or when academic difficulties occur from the instructor and Services for Student-Athletes;
- Attend all academic appointments, counseling, and advising sessions as scheduled;
- Adhere to the University's policy regarding academic integrity; and
- Maintain NCAA minimum course-hour requirements per quarter, making progress toward a degree based on NCAA and University standards.

### **Good Sportsmanship**

Student-athletes are ambassadors of the University of Oregon and, as a result, hold the responsibility of behaving with dignity and sportsmanship. In this pursuit, student-athletes shall exemplify honesty and good sportsmanship during games and competition. Behavior at all times should reflect positively on the reputation of the University of Oregon both on and off the field of play, in pre-game comments to media, and when traveling and competing at other institutions.

The University of Oregon expects our student-athletes to always maintain an attitude of respect toward our opponents. As models of good sportsmanship, University of Oregon student-athletes should look for ways to encourage and appreciate quality play and effort, regardless of whether it's exhibited by a teammate or an opponent.

Sportsmanlike conduct means more than the absence of negative actions in public. Each head coach is expected to provide student-athletes with instruction on appropriate conduct, including positive techniques for handling the following playing-field situations:

- Communicating with officials and opponents on routine matters during athletics events;
- Maintaining control during emotionally charged situations, including assisting a teammate or colleague who needs calming; and
- Reacting in a positive manner to an aggressive action by an individual or a group.

Through discussions with their coaches, student-athletes are expected to know what constitutes inappropriate behavior and to conduct themselves in a manner that avoids such behavior. Unacceptable behavior on the playing field includes, but is not limited to, the following:

- Physically abusing officials, coaches, opponents or spectators;
- Engaging in undue public criticism of game officials, Conference personnel, another institution, its student-athletes or its personnel;
- Throwing objects;
- Interacting inappropriately with officials or the news media;
- Inciting players or spectators to negative actions or to any behavior that insults or defiles an opponent's traditions;
- Using obscene or otherwise inappropriate language or gestures;
- Making public statements which are derogatory, controversial or outside the Department's media policy;
- Engaging in negative recruiting by making derogatory statements about another institution or its personnel; and/or
- Participating in any action which violates generally recognized ethical standards of intercollegiate athletics participation.

The University investigates incidents of unsportsmanlike conduct and may discipline accordingly any involved student-athlete(s) found out of compliance.

### **Dress Code**

Head coaches set dress code standards for student-athletes, especially when traveling as a team. Coaches may also specify what constitutes appropriate dress while representing the University at other times.



### **Athletically-Related Financial Aid**

Athletically related financial aid is a financial award given to a student-athlete based on athletic ability. These awards are commonly referred to as athletic scholarships. According to NCAA policies, athletic scholarships are limited to expenses for tuition and compulsory fees, room and board, and required course-related books. Most often, athletic scholarships are awarded for one academic year.

Each varsity sport is provided an athletic scholarship budget within the guidelines of the NCAA, Pac-12, and Athletic Department budget. Athletic scholarships are allocated at the discretion of the head coach. After a student-athlete is recommended by the head coach for an athletic grant-in-aid, the paperwork is returned to the Grant-in-Aid Coordinator for processing, and then it is sent to the athletic director and director of financial Aid for approval.

Following approval of an athletic scholarship and the start of its award period, NCAA rules and University of Oregon policies permit the reduction or cancellation of the athletics aid during the period of its award if a student-athlete:

- Renders himself or herself ineligible for intercollegiate competition;
- Fails to make satisfactory academic progress in his or her course of study;
- Fails to make applicable financial obligations to the university;
- Violates written team rules as defined by the head coach;
- Violates the terms of a written agreement between the student-athlete and the Department of Intercollegiate Athletics and/or the University of Oregon;
- Fraudulently misrepresents any information on an application, letter of intent, or financial aid agreement;
- Engages in serious misconduct warranting substantial disciplinary penalty; or
- Voluntarily withdraws from his or her sport at any time for personal reasons.

At the end of the athletics aid award period, each coaching staff will decide whether to renew or not renew each respective student-athlete's athletics aid for another award period. If the coaching staff decides to renew the athletics aid, they will also make a decision to either increase or decrease the athletics aid or keep it the same as the previous award. As part of a renewal, athletics aid may be reduced for any reason, including athletics ability.

In the event a student-athlete's athletics aid is reduced, cancelled, or not renewed for another award period, he or she will receive written notification of these actions. Such notification will occur on or before July 1 of the academic year in which the award period is ending. The notification letter will contain information and instruction on the opportunity for a hearing if the student-athlete believes the actions were done either for questionable reasons or without following proper regulations. The first instruction is to contact the Director of Financial Aid in writing within seven (7) days of the receipt of the letter to appeal. The Director of Financial Aid then issues a written decision. If either party is unsatisfied with the decision, it may appeal within seven (7) days of the decision. This appeal is made to the Financial Aid Appeals Board, which has its procedures governed by Oregon Administrative Rule 571-003-0125. The board hears the appeal on the merits of the case and issues a decision. The final appeal process is described in this decision, which is an appeal to the University President within seven (7) days of that decision. The President's decision is final. For questions about this information, please contact either the head coach or Grant-In-Aid Coordinator.

### **Employment**

Any student-athlete wishing to work during the regular academic year or summer must submit an Employment Approval Form to the Compliance Office prior to the commencement of his/her employment. This form must be filled out by the student-athlete and the student-athlete's employer prior to the start of employment. Failure to do so may jeopardize the student-athlete's NCAA eligibility. Compensation must be provided for work actually performed, and at a rate commensurate with the going rate in that locality for similar services. Student-athletes cannot accept any benefits or privileges that are not available to other employees by the employer. This includes arranged transportation, provided meals, or bonuses given by the employer. Compensation associated with legitimate employment does not count against individual or team financial aid limits.

### **Medical Responsibilities**

Participation in intercollegiate athletics at the University of Oregon is contingent upon medical approval by the Athletic Medicine Staff. This process must be completed each year prior to the start of training and/or competition. Each year student-athletes are required to sign a consent form demonstrating their understanding of the NCAA drug-testing program and their willingness to



participate. The Department of Intercollegiate Athletics does not condone substance abuse or illegal drug use by its student-athletes. Nor does the department endorse or permit the use of performance enhancement substances.

#### **Residence/Dining Hall Responsibilities**

Student-athletes typically live in dorms during their first year. After their first year, student-athletes usually move off-campus; however they are given a choice to remain in the dorms. All student-athletes are required to abide by the regulations and policies of the residence and dining halls.

#### **Campus Communication Responsibilities**

The University must be able to communicate quickly and efficiently with enrolled students in order to conduct official University business. E-mail is an available and appropriate medium for such communication. Unless otherwise prohibited by law, the University may send official communications to employees and students by e-mail to an account assigned by the University with the full expectation that such e-mails will be read by the recipient in a timely fashion. Student-athletes are expected to use their U of O email address as their primary email account. If student-athletes wish to forward email to their personal accounts, they may do so. It is the student-athlete's responsibility to ensure that process is correct. For more information regarding this policy, visit the University's Registrar page at [http://registrar.uoregon.edu/current\\_students/email\\_policy](http://registrar.uoregon.edu/current_students/email_policy).

#### **Compliance Responsibilities**

Student-athletes must participate in all mandatory educational programs held by the Compliance Office. Student-athletes are also to assist the Department of Intercollegiate Athletics administration by providing information for eligibility certification and NCAA compliance issues whenever sought. Automobile registration and employment information is also to be filed with the Compliance Office.

#### **Social Media Responsibilities**

University of Oregon student-athletes are representatives of the University and are always in the public eye. Student-athletes should be mindful about their social media accounts. Any postings must therefore be consistent with Federal and State laws. Student-athletes should not post information, pictures and statements that would embarrass themselves, their families, their team, the Athletic Department or University. Student-athletes should always consider how information posted on their personal profiles can be used without prior consent or knowledge. Access to these sites is generally available to anyone such as faculty, coaches, athletic administrators, future prospective employers, and the media. Student-athletes should keep in mind their personal safety when posting information online. Limit information about whereabouts or upcoming plans to minimize the potential of being stalked, assaulted, or the victim of other criminal activity.

#### **Legal Issues**

When a student-athlete violates a local, state or federal law and the misconduct involves a misdemeanor, or violent action, drug and/or felony charge, the student-athlete may be suspended from participation in intercollegiate athletics until the charges have been addressed by the legal system. By suspending the student-athlete, the Department and the University are in no way pre-judging the situation; rather action is taken in order to protect the intercollegiate athletics program and, specifically, the student-athlete's team from negative media attention. For more information, see Section IX: Team Rules of the Compliance Manual.

#### **Tickets to Events**

Student-athletes may be given complimentary tickets for their family and friends to the competition they are competing, including post-season competition. The policy for complimentary tickets must be followed or this privilege will be revoked.

**TICKETS TO UNIVERSITY OF OREGON ATHLETIC EVENTS CANNOT BE SOLD OR TRADED FOR GOODS OR SERVICES.**

#### **Travel Expectations**

When traveling as official representatives of the University of Oregon, student-athletes' actions should reflect favorably on the University, their team, and themselves. Student-athletes are expected to adhere to their particular team dress code, nutritional requirements, and curfew.

#### **AA and Pac-12 Conference Responsibilities**



All student-athletes are subject to NCAA rules and regulations, as acknowledged by signing the NCAA Student-Athlete Statement administered annually prior to certification of eligibility. Additionally, all Pac-12 Conference rules and regulations must be followed explicitly. It is the responsibility of the student-athlete to acquaint themselves with the rules and regulations of each unit.

**Violations of the Student-Athlete Standards**

If a student-athlete's head coach or the Director of Athletics believes the student-athlete has violated the student-athlete standards, they may, at any time, reprimand the student-athlete, suspend or dismiss the student-athlete from the team, or impose conditions of probation on the student-athlete's continued participation on the team. Non-Academic conduct violations of the University's *Student Conduct Code* or Department's *Student-Athlete Handbook* are reported to the Dean of Students, while violations of PAC-12 Conference or NCAA conduct rules are reported to the student-athletes' head coach, the athletic director, the Conference Commissioner and the NCAA, as appropriate.



## Athletic Department Staff Directory

Administration			
Rob Mullens	Athletic director: Football, M Basketball,	541-346-5455	athleticdirector@uoregon.edu
Jim Bartko	Executive Senior Associate Athletic director: Baseball, M/W Golf	541-346-5431	jbartko@uoregon.edu
Mike Duncan	Senior Associate Athletic director - Events	541-346-5326	duncan2@uoregon.edu
Vin Lananna	Associate Athletic director : XC, Track & Field	541-346-5493	vlananna@uoregon.edu
Lisa Peterson	Senior Associate Athletic director: Volleyball, A&T, Softball, Lacrosse, W Basketball, Soccer	541-346-5329	lpete@uoregon.edu
Craig Pintens	Senior Associate Athletic director	541-346-5814	pintens@uoregon.edu
Eric Roedl	Executive Senior Associate Athletic director: M/W Tennis	541-346-5942	roedl@uoregon.edu
Jody Sykes	Senior Associate Athletic director - Compliance	541-346-5452	sykes@uoregon.edu
Herb Yamanaka	Associate Athletic director	541-346-5479	hyamanak@uoregon.edu

Compliance			
Bill Clever	Executive Assistant Athletic director, Compliance	541-346-5502	jclever@uoregon.edu
Leanne Brooks	Assistant Athletic director, Eligibility	541-346-2255	lrbrooks@uoregon.edu
Tyler Hinton	Grant-In-Aid Coordinator	541-346-4499	thinton@uoregon.edu
Jordan Hall	Compliance Intern	541-346-8066	jeh@uoregon.edu
Erica Jensen	Compliance Intern	541-346-5439	ejensen9@uoregon.edu

Services for Student-Athletes and Student-Athlete Development (John E. Jaqua Academic Center)			
Steve Stolp	Executive Director: Baseball, M Basketball, Football	541-346-5354	Stolp@uoregon.edu
Jennie Leander	Senior Associate Director: Football, W Basketball, Lacrosse	541-346-1523	jleander@uoregon.edu
Dietrich Moore	Associate Director: Softball, Track & Field, Volleyball	541-346-5252	dmoore4@uoregon.edu
Chris Young	Academic Advisor: M/W Golf, M Basketball, Football	541-346-1036	cly@uoregon.edu
Jennifer Jackson	Academic Advisor: Football, Soccer, A&T, M/W Tennis	541-346-5429	jdj@uoregon.edu
Tim Bruegman	Academic Coordinator: Football	541-346-5456	bruegman@uoregon.edu
Shirley Brabham	Tutor Coordinator/Office Manager	541-346-1144	shirleyb@uoregon.edu
Kate Wagner	Learning Specialist	541-346-5342	kwagner3@uoregon.edu
Wendy Pierpont	Learning Specialist	541-346-6502	pierpoint@uoregon.edu
Blake Postma	Learning Specialist	541-346-5428	bpostma@uoregon.edu
Nick Lougee	Learning Specialist	541-346-1787	lougee@uoregon.edu
Twinkle Morton	Learning Specialist	541-346-5427	tamorton@uoregon.edu
David Salmon	Learning Specialist	541-346-5428	dsalmon@uoregon.edu
Anna Poponyak	Learning Specialist	541-346-5342	apoponya@uoregon.edu
Tony Burgess	Building Monitor	541-346-5359	anthonyb@uoregon.edu
Sara Wells	Office Specialist	541-346-5072	saraw@uoregon.edu
Chris Sjoblom	IT Consultant	541-346-5237	sjoblom@uoregon.edu
Katie Harbert	Assistant Athletic Director, Student-Athlete Development	541-346-5367	kharbert@uoregon.edu



Dr. Greg Skaggs	Director of Athletic Medicine	541-743-3057	gskaggs@uoregon.edu
Dr. Craig Davidson	Team Physician	541-852-1290	cjdavid@uoregon.edu
Kim Terrell	Associate Director, Athletic Medicine	541-914-1673	kterrell@uoregon.edu
Kevin Steil	Associate Director, Athletic Medicine: Football	541-954-5309	ksteil@uoregon.edu
	Clinical & Sport Psychologist		
Linda Ulmer	Insurance Coordinator	541-346-5471	lulmer@uoregon.edu
Stephanie Brooks	Athletic Trainer: M/W Golf	541-913-3292	slb@uoregon.edu
	Athletic Trainer: M/W XC, Track & Field	541-335-9787	
Tom Embree	Athletic Trainer: Baseball	541-913-3291	tembree@uoregon.edu
Heather Halseth	Athletic Trainer: Soccer, A&T	541-912-4077	hgarris@uoregon.edu
Travis Halseth	Athletic Trainer: Football and Lacrosse	541-913-8571	thalseth@uoregon.edu
Clay Jamieson	Athletic Trainer: M Basketball, Softball	541-954-7682	cjamiesn@uoregon.edu
Tori Noda	Athletic Trainer: Volleyball, W Basketball, MW Tennis	541-968-3500	tnoda@uoregon.edu
Tracey Oshiro	Athletic Trainer: MW Track & Field	808-256-7862	oshiro@uoregon.edu
Carol Sue Haley	Insurance Coordinator	541-346-2257	chaley@uoregon.edu
Bowerman Athletic Training Center		541-346-5486	
Casanova Athletic Training Center		541-346-5304	
McArthur Court Athletic Training Center		541-346-5347	
Matt Knight Athletic Training Center		541-346-2258	

Emergency Phone Numbers	
Emergency Medical System	9-1-1
Eugene Police Department	541-682-5111
Sacred Heart Hospital	541-686-7300
Poison Center	1-800-222-1222
Campus Police	541-346-6666
Assault Prevention Shuttle	541-346-7433
Designated Driver Shuttle	541-346-RIDE
Student Health Center	541-346-2770

Casanova Center  
 2727 Leo Harris Parkway  
 Eugene, OR 97401  
 541-346-4481



### Compliance

The goal of the compliance office is to provide the education and support that our student-athletes, coaches, administrators and supporters need to make the right decisions and comply with the rules. It is very important for both you and the University of Oregon that you know and abide by all NCAA legislation. If you have specific questions about NCAA rules or would simply like more information, please contact the University of Oregon Athletic Department's compliance office. The compliance office is located in Suite 203 of the Casanova Center, and the office can be reached at 541-346-4486. The compliance staff members and responsibilities are as follows:

**Jody Sykes** - Senior Associate Athletic Director-Compliance

**Bill Clever** - Assistant Athletic Director

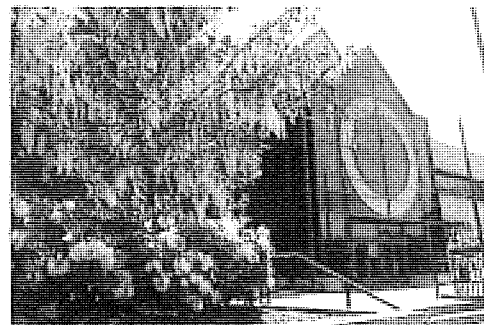
- NCAA rules interpretations, transfers, waivers, CARA, new legislation, investigations

**Leanne Brooks** - Assistant Athletic Director

- Initial eligibility, continuing eligibility, transfers

**Tyler Hinton** - Grant-In-Aid Coordinator

- Athletic scholarships, monthly stipends, employment, book return, outside aid



The following is a summary of some of the NCAA and PAC-12 rules that govern the enrolled student-athlete. These rules are discussed in seven categories: honesty; amateurism; gambling; recruiting; eligibility; awards and benefits; transfers; and other important policies.

#### Honesty

The NCAA expects student-athletes to compose themselves in a manner that reflects positively on the institution and collegiate athletics. Critical to that expectation is honesty. Evidence of dishonest, fraudulent or otherwise unethical conduct is a serious matter with serious consequences, including loss of eligibility. Unethical conduct by a prospective or enrolled student-athlete may include, but is not limited to, the following:

- Refusal to furnish information or providing false information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or the individual's institution. If interviewed, simply tell the truth;
- Academic misconduct involving a staff member (including student employees like team managers, tutors, etc.) or which results in student-athletes receiving academic credit used to make them eligible for competition. Student-athletes should do their own academic work.

#### Amateurism

Student-athletes must be an amateur in their sport to represent the University of Oregon in competition. They are not eligible to participate in intercollegiate athletics if they have ever taken pay, or the promise of pay, for competing in that sport, agreed to compete in professional athletics in that sport, played on any professional athletics team, or used their athletics skill for pay in any form for that sport. They are not eligible to compete in a sport if they have ever accepted money, transportation or other benefits from an agent or agreed to have an agent market their athletics ability or reputation. NCAA legislation permits student-athletes to participate in media activities (e.g., film and stage, and writing projects) as specified, provided the student-athlete does not receive any remuneration beyond legitimate and normal expenses from the sponsoring entity for the activity. All requests for any commercial appearances in conjunction with an event must be approved by the compliance office.

- Promoting Activities: Student-athletes may be requested by Oregon or a charitable organization to participate in some type of promotional activity. Please remember the following:
  - Any activity in which student-athletes are invited to participate must be cleared through the compliance office.
  - The student-athletes name, picture or appearance may only be used with the approval of the head coach and the athletic director.
  - Radio and television appearances should be approved by the office of athletic communications.
- Autographs: While it is permissible for student-athletes to autograph photos, hats and other items for our fans (subject to team policies), they can never receive any money, items (e.g., iPhone) or services (e.g., tattoo) of value in exchange for the autograph or appearance at a particular location.



### **Promotional Activities**

The Department of Intercollegiate Athletics adheres to all University, Pacific-12 Conference and NCAA rules and regulations related to student-athletes' participation in promotional activities. The Compliance Office staff is responsible for evaluating and approving all requests for promotional activities. NCAA Bylaw 12.5 states that a member institution or recognized entity thereof (i.e. fraternity, sorority, student government organization), a member conference or a non-institutional charitable, educational or nonprofit agency may use the student-athlete's name, picture or appearance to support its charitable or educational activities, or to support activities considered incidental to the student-athlete's participation in intercollegiate athletics, provided the associate athletic director - compliance gives written approval to the activity.

As a prerequisite to the approval, the student-athlete and an authorized representative of the entity must sign a release statement ensuring that the student-athlete's name, image or appearance is used in a manner consistent with the following requirements:

- The specific activity or project in which the student-athlete participates does not involve co-sponsorship, advertisement or promotion by a commercial agency other than through the reproduction of the sponsoring company's officially registered regular trademark or logo on printed materials such as pictures, posters or calendars;
- The student-athlete does not miss a class to participate in the activity;
- The student-athlete's name, picture or appearance is not utilized to promote the commercial ventures of any nonprofit agency; and
- All monies derived from the activity or project go directly to the member institution, charitable organization or educational or nonprofit agency. However,
- The student-athlete is permitted to receive legitimate and normal expenses from the University of Oregon, the charitable organization or non-profit or educational agency related to the activity, provided participation takes place within the state or, if outside the state, within a 100-mile radius of the campus.

### **Gambling**

The NCAA opposes all forms of legal and illegal sports wagering. A wager is any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value. Sports wagering has the potential to undermine the integrity of sports contests and jeopardizes the welfare of student-athletes and the intercollegiate athletics community. For these reasons, the NCAA membership has adopted specific rules prohibiting student-athletes from engaging in gambling activities as they relate to intercollegiate or professional sporting events.

Sports wagering includes placing, accepting or soliciting a wager (on a student-athlete's own behalf or on the behalf of others) of any type with any individual or organization on any intercollegiate, amateur or professional team or contest. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize.

### **Agents**

As detailed in Section IX of the Athletics Department Compliance Manual, Conduct and Ethics, it is essential that student-athletes know the NCAA rules related to professional sports. A violation of the rules concerning agents could have severe negative consequences for the University and the student-athlete. NCAA rules forbid a student-athlete to:

- Agree, either orally or in writing, to be represented by an agent or organization in the marketing of his/her athletic ability or reputation until after completion of the last intercollegiate contest in his/her sport, including postseason games;
- Negotiate or sign a playing contract in any sport in which the student-athlete intends to compete;
- Ask to be placed on a professional league's draft list; (See NCAA manual for exceptions.)
- Accept payment of expenses or gifts of any kind (including meals and transportation) from an agent (this rule extends to relatives or friends of the student-athlete);
- Receive preferential benefits or treatment (for example, loans with a deferred pay-back schedule) because of reputation, skill or pay-back potential as a professional athlete; or
- Retain professional services for personal reasons at less than the normal charge from a representative of the student-athletes' school's athletics interests.





## Recruiting

- **Permissible Contacts for Student-Athletes:**

- Student-athletes may write to the prospects at any time.
- Student-athletes may have person-to-person contact with a prospect that is on campus for his/her official or unofficial visit.

- **Use of social media in the recruiting process:**

- NCAA rules permit student-athletes to send a private message (e.g., Twitter direct message, Facebook message) to a prospective student-athlete, as long as the message is not at the direction of a University of Oregon coach or staff member.
- However, NCAA rules state student-athletes may not:
  - Post to social media websites (e.g., Twitter, Facebook, Instagram) that the University of Oregon is recruiting a prospective Student-Athlete, regardless of a pre-existing relationship;
  - Publicize (i.e., post to Twitter, Facebook, Instagram, etc.) a prospective student-athlete's visit to the institution's campus;
  - Comment, publicly or through social media, about a prospective student-athlete's athletic ability, the contribution he or she might make on the institution's team, or the likelihood of the prospect to sign with the institution; or
  - Post a picture to a prospective student-athlete's social media website(s).

- **Hosting a Prospective Student-Athlete on a Campus Visit**

Acting as a student host is an important service to the institution and the Department of Athletics. Appropriate conduct is required by institutional, conference and NCAA standards. Student-athletes are expected to familiarize themselves with the institution's most up-to-date policies on official and unofficial visits and review the rules carefully on the Student Host Agreement that they sign prior to receiving the host money. These policies can be found under the compliance tab on [goducks.com](http://goducks.com). Specifically:

- Student-athlete must be enrolled full-time at this institution and be a current student-athlete. Former student-athletes are not permitted to act as student-hosts.
- Student-athletes may receive a maximum of \$40 for each day of the visit to cover the actual costs of entertaining the prospect. ***This money may not be used for the purchase of souvenirs such as t-shirts or other items.***
- No cash may be given to the visiting prospect or anyone else.
- Student-athlete may receive a complimentary admission to a campus athletic event, if the admission is used to accompany the prospect.
- If several students host the same prospect, only one may receive the expense money.
- Student-athletes should not allow recruiting conversations to occur, on or off campus, between the prospect and a booster of the athletics program. If an unplanned meeting occurs, only an exchange of greeting is allowed.
- Student-athletes may receive a complimentary meal, provided they are accompanying the prospect during the official visit. Only one student host per prospect may be provided a free meal if restaurant facilities are utilized.
- Student-athletes may not accept the use of an automobile from Oregon or a representative of its athletic interests.
- Student-athletes may not transport or entertain the prospect more than 30 miles from the campus.
- A prospect visiting a Division I institution may participate in physical workouts or other recreational activities during a visit to an institution's campus provided such activities:
  - Are not organized or observed by members of the athletics department coaching staff, and
  - Are not designed to test the athletics abilities of the prospect.

## Eligibility

To be eligible to compete, student-athletes must be in good academic standing according to the University of Oregon, be enrolled in at least a minimum full-time program (not less than 12 hours), and maintain satisfactory progress toward a baccalaureate degree (i.e. averaging the completion of 12 degree-applicable credits per term, appropriate grade point average, etc.). For further information on academic standards that pertain to your eligibility, please consult the academic advisor for your sport or the compliance office. A chart detailing continuing eligibility requirements can be found under the compliance tab on [goducks.com](http://goducks.com).



### **Awards and Benefits**

Athletic awards given to individual student-athletes are limited to those approved or administered by Oregon, the PAC-12 or an approved agency. If student-athletes have any doubt about whether an award that they receive has been approved, contact the Compliance Office before accepting the award. Student-athletes should be very careful about accepting any type of "award" based on their athletic ability from any entity other than the University of Oregon or the NCAA.

- Awards and practice/competition equipment provided by the institution may not be sold or exchanged for anything of value until after you have exhausted your eligibility and are no longer receiving athletic aid.
- Student-Athlete Complimentary Admissions. Complimentary admissions to team competitions are distributed in accordance with NCAA rules and regulations. Each student-athlete is allowed four complimentary admissions for each home event and two to four for each away event in his/her designated sport. Student-athletes may neither receive payment for complimentary admissions nor exchange them for any item of value. To ensure compliance with NCAA rules and regulations, the athletic department has developed the following procedures for the distribution of student-athlete complimentary admissions:
  - In advance of the first event, student-athletes must submit a listing of family members and relatives, for reference throughout the season. This listing contains the names of the persons eligible for student-athlete guest admissions.
  - When playing either at home or on-the-road, student-athletes must designate the specific recipients for each even by means of internet-based player-guest system. Student-athletes must designate all recipients by name.
  - If a fellow University student is a recipient of the complimentary admission, the name(s) of the student(s) must be submitted prior to the deadline set by the ticket office. The student receiving a student-athlete's complimentary admission must present a current University student ID and a photo ID in order to be admitted.
- Extra Benefits. Receipt by a student-athlete of a benefit not authorized by the NCAA will render the student-athlete ineligible. An extra benefit is any special arrangement by an institutional employee (coach, administrator, or staff member), a booster, provided to a student-athlete or to the family or friends of a student-athlete. Examples of extra benefits would be:
  - Cash or loans
  - On-campus parking at a free or a reduced rate, at any time throughout the year
  - Gifts, meals, or free services (i.e. birthday gift, restaurant meal)
  - Special discounts for goods or services (i.e. for sneakers, clothes)
  - Use of an automobile or transportation (i.e. cannot use a coach's car)
  - Rent free or reduced housing (i.e. you can't stay at coach's house)
  - Tickets to athletics, entertainment or community events
  - Financial assistance to pay educational costs
  - Use of telephone or calling card

Note: NCAA rules allow athletic department staff or a booster to provide an occasional meal to student-athletes, provided such meal is hosted in accordance with the applicable NCAA legislation and has compliance office approval. If student-athletes find themselves in a situation that does not seem covered by any of the above rules, they should contact the compliance office.

### **Transfer policies and procedures**

Circumstances sometimes arise where the fit between the student-athlete and the institution is not suitable for either the student or the institution. In those instances, the institution exercises considerable discretion over whether or not to permit the student to contact other institutions regarding a possible transfer or whether or not to grant an applicable exception to the transfer rule. Much like the financial aid appeals process, explanation of the process is precipitated by the student-athlete visiting with the assistant athletic director of compliance to discuss the application of relevant NCAA and PAC-12 Conference rules to their individual circumstances. The institution requires the student to visit with the head coach of his/her sport to discuss a possible transfer from the institution. Once that conversation has occurred, the head coach notifies the compliance office to send out permissions to contact to the institutions identified by the student. In the event an appeal from an adverse decision is necessary, see the transfer appeal policies found under the compliance tab on goducks.com.

### **Exit Interviews**

Exit interviews are to be conducted with the student-athletes in each sport whose eligibility has been exhausted or who transfer. Interviews are to be conducted without coaches present. The purpose of the interview is to aid in developing athletics programs that



continue to meet the needs of students and to aid in developing specific sport's programs. The senior associate athletic director who is the administrator of the sport conducts oral and written interviews using Exit Interview forms.

#### **Important Policies:**

##### **Hazing, harassment and other grievance procedures**

Various University of Oregon offices have responsibility for other grievance areas. For example, claims of hazing come under the purview of the Office of Student Conduct; harassment claims are referred to Office of Affirmative Action & Equal Opportunity; grievances regarding sexual orientation go to the Office of Student Life. Student-athletes are informed of these grievance procedures in the same manner as all other students. Hazing is defined as "any action which recklessly or intentionally endangers the health or safety of a person for the purpose of initiation, admission into or affiliation with, or as a condition for continued membership in, a student organization." (The term "hazing" does not include an action sponsored by an institution of higher education which requires any athletic practice, conditioning or completion of curricular activity.)

Hazing, which is prohibited in any form at the University of Oregon, includes (but is not limited to) situations which would require any of the following:

- Indecent exposure of the body;
- Any activity that subjects the person to extreme mental stress, such as sleep deprivation or extended isolation from social contact;
- Confinement of a person to unreasonably small, unventilated, unsanitary or unlighted areas;
- Assault; and/or
- Any physical activity or ingestion of a substance which could adversely affect the health or well-being of the individual.

Penalties in cases of individual violators are outlined in the *University of Oregon Student Conduct Code*. Organizations found to be encouraging or authorizing hazing may be subject to suspension or termination of activities, as well as any penalties pursuant to the local code.

#### **Sexual Misconduct**

A mission of the Student Conduct Code is to encourage good decision-making, personal integrity, and interpersonal behavior that is cooperative rather than coercive and that respects the rights of others. Sexual Misconduct (as covered in section OAR571 021 0120 of the Student Conduct Code) violates these values, and is committed when a student engages in sexual behavior described in section OAR571 021 0905(30) in the Student Conduct Code.

#### **OAR571 021 0105: Definitions**

- (8) "Contacting" has its common meaning. It includes, but is not limited to, communicating with or remaining in the physical presence of the other person.
- (9) "Contact of a Sexual Nature" for purposes of Sexual Misconduct in the Student Conduct Code means the touching of the genitalia, anus, buttocks or breasts of a person or causing such person to touch the genitalia, anus, buttocks or breasts of another.
- (13) "Explicit Consent" for purposes of Sexual Misconduct in the Student Conduct Code means voluntary, non-coerced and clear communication indicating a willingness to engage in a particular act. "Explicit consent" includes an affirmative verbal response or voluntary acts unmistakable in their meaning.
- (21) "Mental Disorder" for purposes of Sexual Misconduct in the Student Conduct Code means that a person suffers from a mental disease or disorder that renders that person incapable of appraising the nature of the conduct of another person.
- (22) "Mental Incapacitation" for purposes of Sexual Misconduct in the Student Conduct Code means that a person is rendered incapable of appraising or controlling one's own conduct at the time of the alleged offense because of the influence of a controlled or intoxicating substance or because of any act committed upon the person without consent.
- (24) "Penetration" for purposes of Sexual Misconduct in the Student Conduct Code means any degree of insertion, however slight, of the penis or any object into the vagina or anus, or the penis into the mouth.
- ( ) "Physical Helplessness" for purposes of Sexual Misconduct in the Student Conduct Code means that a person is unconscious or for any other reason is physically unable to communicate unwillingness to engage in an act.



**(30) "Sexual Misconduct" means:**

- (a) Unwanted Penetration is Penetration of another person, or causing the Penetration of another person, when one:
- (A) Does not first obtain Explicit Consent from that person; or
  - (B) Knows or should have known the person was incapable of consent by reason of Mental Disorder, Mental Incapacitation, or Physical Helplessness.
- (b) Nonconsensual personal contact occurs when a student subjects another person to contact of a sexual nature when a reasonable person would know that such contact would cause emotional distress:
- (A) Without having first obtained Explicit Consent; or
  - (B) When he or she knows or should have known the person was incapable of consent by reason of Mental Disorder, Mental Incapacitation, or Physical Helplessness.
- (c) Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that interferes with work or academic performance because it has created an intimidating, hostile, or degrading environment and would have such an effect on a reasonable person of the alleged complainant's status when the conduct is unwelcome and sufficiently severe or pervasive that it deprives that person of benefits of the University's educational environment.

**OAR571 021 0120: Violations of Community Standards by Individual Students**

(3) Standards Relative to the Rights of Individuals and to the Welfare of the University Community. An environment conducive to learning is one where the rights, safety, dignity and worth of every individual are respected. The following conduct endangers such an environment, and threatens the welfare of the University community as a whole:

(h) Sexual Misconduct. A mission of the Student Conduct Code is to encourage good decision-making, personal integrity, and interpersonal behavior that is cooperative rather than coercive and that respects the rights of others. Sexual misconduct violates the values, and is committed when a student engages in sexual behavior described in OAR571 021 0105(30).

(A) A complaint alleging Sexual Misconduct may be filed whenever Sexual Misconduct:

- (i) Materially interferes with another person's academic performance or participation in a University Sponsored Activity, or performance of University employment;
- (ii) Is committed on University Premises or at a University Sponsored Activity; or
- (iii) Demonstrates reasonable threat to the health or safety of a Member of the University Community or the alleged student survivor.

(B) Sexual gratification or pleasure of any party involved is not relevant to a determination of whether Sexual Misconduct occurred.

(C) A violation of provisions of the alcohol or drug policy in the Student Conduct Code does not affect a person's ability to file a complaint regarding another person's Sexual Misconduct on the same occasion.

(D) Consent to one form of sexual activity does not automatically operate as consent to any other form sexual activity. A "no" always means that consent is not present, whereas a "yes" to one act at one time does not mean "yes" to other acts or to the same act at other times. Voluntarily making oneself incapacitated does not mean one is giving consent to any form of sexual activity.

**Acquaintance Rape**

Because acquaintance rape, commonly called "date rape," is an increasingly serious concern nationwide, the Department publicly addresses such behavior with its student-athletes. It expects all student-athletes to conduct themselves in a manner which avoids any association with such a charge. Coaches and staff members who counsel student-athletes should make them aware of the consequences of such a charge. Further, student-athletes are encouraged to:

- Understand the definition of rape;
- Be conscious of the signals they transmit to others;
- Be careful not to place themselves in situations that could be misunderstood or misread;
- Accept a negative response to their overtures (e.g., "no" does not mean "yes");
- Avoid drinking or taking drugs at all times, but especially when on a date.



Lastly, student-athletes should be encouraged to seek appropriate counseling, as necessary.

#### **Academic Class and Exam Conflicts**

Academic class and exam conflicts are handled by the Associate Athletic Director for Compliance and academic services with the student-athletes' academic requirements given priority over practice needs. Specifically, student-athletes are not permitted to miss class time due to practice activities, except when related to an away-from home contest in which practice is held on the road. These policies are provided to the institution's coaching staffs and are verbally discussed with the staffs by each sport's administrator and by the Associate Athletic Director for Compliance and Eligibility, who enforces these policies.

#### **Scheduling and Final Examinations**

There are no athletic contests scheduled during the final examination week (Monday through Friday). Future examination dates are available through the Registrar's Office. A reduced schedule of home-contest activity is recommended for the last half of the week prior to the final examination period. Any proposed exceptions to the above must be presented in writing to the Director of Athletics for approval. If participation in an unscheduled contest (e. g., national tournament or meet) falls during the final examination period, the procedure is as follows:

The student-athlete provides the head coach with a list of courses, times and place of exams, and the names of the professors involved.

- The Department sends a letter to the professors requesting cooperation with the student.
- The student-athlete is responsible for meeting with each professor to make mutually agreeable adjustments for the examination.
- Upon completion of the adjusted examinations, if requested by the head coach, the director of athletics sends a letter of thanks to each professor involved.

#### **Travel Policies**

Student-athlete welfare and safety are of the utmost concern to the Department of Athletics. The following travel policies and guidelines are in effect as evidence that programs have been put into place that protect the health of, and provide a safe environment for student-athletes:

- Each team has standards for team conduct while traveling. Specific requirements for dress, individual conduct, curfews, and free-time activities will be distributed in writing by the head coach to the student-athletes.
- Student-athletes must stay with the team at all times of the trip, starting at departure from Eugene and return to Eugene.
- Lodging: As a general rule, student-athletes may not share hotel rooms with staff members, including but not limited to: coaches, administrators, athletic trainers, graduate assistants, and student-athletic trainers. When exceptions are made, the student-athlete and the staff member shall be of the same gender.
- Per Diem: Staff and student-athletes are allotted \$40/day in meals or per diem. All members of the travel party must sign for the exact amount of cash and number of meals received on the Per Diem Form. Never sign a blank form.

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### **Financial Aid**

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#### **Relevant Contacts**

- Tyler Hinton, Grant-In-Aid Coordinator (Compliance Office), 541-346-4499
  - Contact Tyler for questions or information on financial aid (especially athletically-related financial aid), housing, textbooks, employment, and/or using athletics aid to study abroad. Also, to ensure your NCAA eligibility, Tyler must be contacted with any scholarships or grants you receive from organizations outside the institution.
- Katie Harbert, Assistant Athletic Director of Student-Athlete Development (John E. Jaqua Academic Learning Center), 541-346-5367
  - Contact Katie for questions or information on the Student-Athlete Assistance Fund.

#### **Common Financial Aid Sources For Student-Athletes**



- Athletics Aid: Also known as athletic scholarships, student-athletes may receive athletics aid either up to a full grant-in-aid, which covers tuition and fees, room and board, and required course-related books, or in a combination or lesser portion of these elements.
- Pell Grant: This federal grant is awarded on the basis of eligibility criteria and expected family contribution to attendance costs. Student-athletes must complete a Free Application for Federal Student Aid (FAFSA) online to possibly qualify and receive this grant.
- Student Loans: Student-athletes may obtain student loans that are both available to, and administered on the same bases as, all other students. Further, these loans may not be based upon their athletic potential. Types of student loans include public loans, such as state and federal student loans, and private loans, such as bank loans.
- Student-Athlete Assistance Fund: If student-athletes are eligible to receive a Pell Grant, they are also eligible for this NCAA-provided fund. The following are commonly permissible uses of the fund:
  - Student-athlete costs for clothing and other essential expenses (i.e., not expenses for entertainment) up to \$500;
  - Student-athlete costs for expendable academic course supplies (e.g., notebooks, pens) and rental and nonexpendable (e.g., computer equipment, camera) academic course supplies that are required for all students enrolled in the course;
  - Student-athlete medical and dental costs that are not covered by another insurance program (e.g., premiums for optional medical insurance, hearing aids, vision therapy, off-campus psychological counseling); and
  - Student-athlete costs associated with emergencies.

#### **Limits On The Amount Of Financial Aid Student-Athletes May Receive**

- Student-athletes may receive athletics aid up to a full grant-in-aid and then any other financial aid up to the cost of attendance.
- If they receive a Pell Grant, they may receive either a full grant-in-aid and other financial aid up to the cost of attendance or a full grant-in-aid plus the Pell Grant, whichever is greater.
- Student loans that are legitimate loans based upon a regular repayment schedule, available to all students, and administered on the same basis for all students are not included in determining if they have exceeded the cost of attendance.
- Student-Athlete Assistance Fund money is not included in determining if they have reached the limit on the amount of financial aid they may receive.
- Other types of institutional financial aid that are excluded from the NCAA individual limit are the following:
  - Senior scholar-athlete awards
  - Federal grants based on demonstrated financial need
  - State grants based on demonstrated financial need
  - Certain state merit-based grants
  - Operation Gold Grants
  - AmeriCorps program benefits
  - State awards to disabled veterans
  - Military reserve training program payments
  - Montgomery G.I. Bill benefits
  - Post-9/11 G.I. Bill benefits
  - U.S. Military Annuitant Pay
  - U.S. Nuclear Propulsion Officer Candidate Program benefits
  - Veterans Educational Assistant Program benefits
  - Vocational Rehabilitation for Service-Disabled Veterans Program benefits
  - Welfare benefits
  - Certain special U.S. entitlement program benefits

#### **Possibilities For Reduction, Cancellation, Renewal, Or Nonrenewal Of Your Athletics Aid**

- Reduction or Cancellation of Athletics Aid: NCAA rules and University of Oregon policies permit the reduction or cancellation of athletics aid during the period of its award if:
  - The student-athlete render himself/herself ineligible for intercollegiate competition;
  - The student-athlete fails to make satisfactory academic progress in their course of study;
  - The student-athlete fails to make their financial obligations to the university;
  - The student-athlete violates written team rules as defined by the head coach;
  - The student-athlete violates the terms of a written agreement between themselves and the Department of Intercollegiate Athletics and/or the University of Oregon;



- The student-athlete fraudulently misrepresents any information on an application, letter of intent, or financial aid agreement;
- The student-athlete engages in serious misconduct warranting substantial disciplinary penalty; or
- The student-athlete voluntarily withdraws from his or her sport at any time for personal reasons.

If athletics aid is reduced or cancelled during the period of its award, student-athletes will receive written notification of the action, which will include information on the opportunities for a hearing and appeal described below.

- **Renewal or Nonrenewal of Athletics Aid:** Toward the end of each of the athletics aid award periods, coaching staffs will decide whether to renew or not renew student-athlete's athletics aid for another award period. If the coaching staff decides to renew the athletics aid, they will also make a decision to either increase or decrease the athletics aid or keep it the same as the previous award. As part of a renewal, athletics aid may be reduced for any reason, including athletics ability. Student-athletes will receive written notification of these decisions on or before July 1 of the academic year in which the award period is ending.
- **Hearing Opportunity and Appeals Processes:** In the event a student-athlete's athletics aid is either reduced, cancelled, or not renewed for another award period, he or she will receive written notification of these actions. The notification letter will contain information and instruction on their opportunity for a hearing if they believe these actions were done either for questionable reasons or without following proper regulations. The first instruction is to contact the director of financial aid in writing within seven (7) days of their receipt of the letter to appeal. The director of financial aid then issues a written decision. If either party is unsatisfied with the decision, it may appeal within seven (7) days of the decision. This appeal is made to the Financial Aid Appeals Board, which has its procedures governed by Oregon Administrative Rule 571-003-0125. The board hears the appeal on the merits of the case and issues a decision. The final appeal process is described in this decision, which is an appeal to the University President within seven (7) days of that decision. The President's decision is final.

#### Textbook Distribution

- The textbook distribution program is administered by the Compliance Office with accordance with grant-in-aid stipulations and NCAA guidelines concerning allowable limits of financial aid.
  - Textbooks are distributed to student-athletes at either The Duck Store or the Jaqua Academic Center.
  - The Compliance Office sends the class schedules of those student-athletes on book scholarships to The Duck Store. The Duck Store staff pulls the **required** books and bags them individually for each student-athlete. Student-athletes present their student identification at the Jaqua during the first three days of each term, or at The Duck Store thereafter, to sign for receipt of their books.
  - **Recommended** books are not included in student-athlete book scholarships and must be purchased by the student-athlete if they choose to.
  - Books for recurring courses (i.e., Spanish 101, 102, 103) will only be issued once.
  - Student-athletes are required to return the textbooks to the Compliance Office by the end of Finals Week of each term. Failure to do so will result in the cost of the textbooks being charged to the student-athlete's student account.

#### Using Athletics Aid To Study Abroad

- If student-athletes want to study abroad and use their athletics aid to do so, they must first meet with their academic advisor to see how studying abroad fits into their degree plan. Then, they must see Tyler as well as Leanne Brooks in the Compliance Office for approval. Tyler will provide a form asking to indicate if any of the following factors are present, among other items:
  - Student-athlete degree program requires participation in a study-abroad program.
  - Student-athlete degree program requires an internship, which they are choosing to complete through a study-abroad program.
  - The proposed study-abroad program is structured in such a way that it allows them to participate while still maintaining full-time enrollment status at the University of Oregon; further, this arrangement allows them to use institutional, state, or federal financial aid as if they were enrolled in classes at the University of Oregon.



- Study-abroad academic credit will transfer back to the University of Oregon and appear on student-athlete's transcript; further, in doing so, they are enrolled in placeholder courses at the University of Oregon for the equivalent number of credit hours they take at the foreign institution.
- Student-athlete has exhausted his or her eligibility to compete in NCAA athletics.
- Given the involved steps, student-athletes must initiate this process with ample time to complete them before the proposed departure. Failure to do so may result in the inability to use athletics aid for the study-abroad program.

#### **Summer Athletics Aid**

- Summer athletics aid is awarded in proportion to the amount of athletically-related financial aid student-athletes receive during the academic year (e.g., if they receive a 50% athletic scholarship in the academic year, they may only receive up to 50% of athletics aid in the summer term(s)).
- The award of summer athletics aid is at the discretion of the head coach and Athletics Department.
- Student-athletes wishing to attend summer school at another institution must pay for the class themselves.

#### **Food Services**

The Department of Intercollegiate Athletics adheres to all University, PAC-12 Conference and NCAA rules and regulations related to providing food service to student-athletes. The Compliance Office serves as the Department's liaison to University Housing and the Department's nutrition staff, which administers food services for student-athletes. Depending on their living arrangement, student-athletes participate in the University's meal program, receive a monthly stipend meal allotment, and/or eat at a Department training table meal.

##### **On Campus Meal Service**

University Housing administers the food service program for student-athletes living on campus, offering three meal plans that vary in number of meals per day. Student-athletes in this situation select their desired meal plan and those who receive board from an athletic scholarship receive all or a portion of the meal as part of that aid.

Student-athletes use their University of Oregon Photo ID to purchase or receive a meal in the dining halls. The University takes identification card photos year-round and replacement cards are available in the basement of the Erb Memorial Union. Housing issues temporary cards prior to registration when students check into their rooms.

##### **Off Campus Meal Service**

In compliance with NCAA regulations, student-athletes living off-campus who receive room and board as part of an athletic scholarship are given a stipend equal to the average on-campus room and board rate. Stipend checks are distributed monthly by the grant-in-aid coordinator.

Married student-athletes receive the same board amount as any other student-athlete living off-campus.

#### **Training Table**

Participation in one of the Department's training tables must be in compliance with NCAA and PAC-12 Conference regulations. These rules limit student-athletes to one (1) training table meal per day, during the academic year. Each coaching staff determines the number and dates of training table meals and the department nutrition staff prepares and arranges the meal.

##### **Eligibility for Training Table**

Student-Athletes with scholarships that include board receive these meals as part of that scholarship, and all other student-athletes must purchase these meals at the average rate of meal costs on campus.

#### **Housing**

- On-Campus Housing
  - The University of Oregon makes a variety of residence halls available to student-athletes, however Barnhart Hall is used to house the majority of student-athletes. The cost of on-campus housing is considered part of the standard athletic financial aid package for student-athletes and does not exceed the limits established by the NCAA.



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- Room assignments for incoming freshmen and transfers are requested by the student-athlete's head coach and coordinated with University Housing by the Compliance Office. **Each incoming student-athlete must submit a completed Housing Application along with the application fee to the Compliance Office in order to have his/her requested processed.**
- Continuing student-athletes are permitted to retain their rooms from year to year provided they file their renewal request on time. Each Spring, continuing student-athletes must renew their annual housing contracts with University Housing.
- Student-athletes on full scholarship are responsible for initiating the deposit fee through a grant-in-aid deduction, whereas all non-scholarship student-athletes are responsible for paying the required room deposit themselves.
- Off-Campus Housing
  - Head coaches retain the right to approve or deny the requests of their student-athletes to live off campus. If they have the approval of their head coach, student-athletes are responsible for selecting suitable housing. The Associated Students of the University of Oregon (ASUO) maintains a rental director of off-campus housing in the area in its office in the EMU South and online at <http://asuorental.uoregon.edu/>.
  - Stipend checks are prepared monthly. Student-athletes are responsible for picking up their own checks from the Compliance Office.
  - When necessary, the Compliance Office will prepare a letter to the student-athlete's landlord designating that he/she is a scholarship recipient and will receive a specific sum for housing. **Student-athletes are responsible for all costs above the financial aid amount stipulated for housing.**

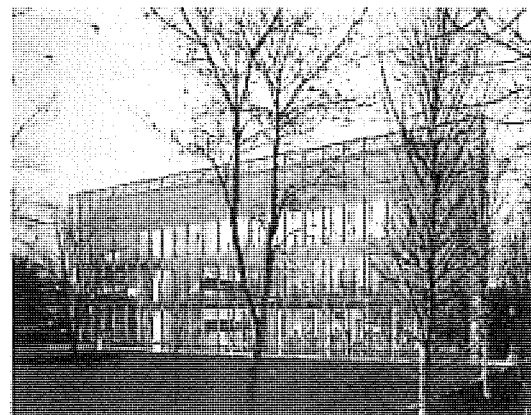
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## Academic Services

### Services for Student-Athletes

Services for Student-Athlete (SSA) recognizes the unique demands on the student-athlete make the rigors of college life particularly challenging. SSA assists student-athletes by providing daily services including: individualized advising, tutorial services, computer centers, career counseling and current curriculum information to help student-athletes achieve their academic endeavors. There is equal opportunity for all student-athletes, regardless of grant-in-aid status or sport. The following services are provided:

- **Academic Advising:** Academic Advisors in SSA provide guidance in all aspects of educational planning. Academic advisors help students plan their course schedules, monitor academic performance, help with graduation planning, and make referrals to the tutorial services when a student-athlete needs additional academic support. Advisors also monitor continuing eligibility per NCAA rules.
- **Tutorial Services:** The goal of our tutorial services is to help student-athletes become successful and independent. SSA provides one-on-one tutoring, group tutoring and study sessions, as well as instruction in academic skill building, study and test-taking strategies, and time management.
- **Mid-Quarterly Reports:** Each term the academic progress of student-athletes is monitored through SSA. As part of the process, University faculty members are encouraged to complete progress reports on the student-athlete's academic progress. This provides information necessary to strengthen our tutoring program, and give positive support to the efforts of the student-athletes.
- **Computer Centers:** There is a 54-computer lab located on the 3<sup>rd</sup> floor of the Jaqua Center. The lab has a semi quiet area and an absolute quiet study area. Computer lab hours coincide with Jaqua office hours (see below).
- **Career Counseling:** In collaboration with Student-Athlete Development, there are many resources available to assist students in developing their long-range career focus along with assistance to create resumes, write cover letters, learn interview techniques and provides the students opportunities to network with local and national companies and organizations. The Career Center on campus is also available for these





types of individualized services. Their website is <http://uocareer.uoregon.edu/>.

- **Study Hall:** Study Hall is located at the Jaqua Academic Center for student-athletes. Freshmen, newcomers and anyone with a cumulative GPA below a 3.0 is required for mandated study hall.

Services for Student-Athlete office hours:

Sunday 9:00am-10:00pm

Monday-Thursday 7:00am-11:00pm

Friday 7:00am-8:00pm

Saturday 12:00pm-8:00pm

## **NCAA Requirements**

### **Progress Towards Degree**

- All student-athletes must successfully complete six (6) quarter hours in the previous regular academic term of full-time enrollment to be eligible to participate in the next regular academic term.
- All student-athletes must complete 36 credits per year to be eligible for competition the following academic year.
- 75% of satisfactory progress credit must be achieved during the regular academic year. A student-athlete shall not earn more than 25% of satisfactory progress credit during the summer sessions. Therefore, you must complete at least 27 hours of applicable credit during the fall, winter and spring terms and can use no more than 9 hours of credits from summer school for NCAA eligibility.
- Declaration of a major is required by the beginning of the student-athlete's 7th term (junior year).
- Degree progress based on major declared is as follows:
  - Prior to 7<sup>th</sup> term, 40% of degree requirements completed
  - Prior to 10<sup>th</sup> term, 60% of degree requirements completed
  - Prior to 13<sup>th</sup> term, 80% of degree requirements completedIn other words, by the start of the fourth year (senior year), 60% of the degree requirements must be met in order to be eligible to compete during that year. Based on these requirements, it is important that a student-athlete decides upon a major early on and can begin making progress toward that degree.

### **Good Academic Standing**

- Complete 36 hours per year applicable to the designated degree program
- Minimum required GPA:
  - 1.80 by the beginning of the second year (sophomore year)
  - 1.90 by the beginning of the third year
  - 2.00 by the beginning of the fourth year**FAILURE TO MEET THESE REQUIREMENTS WILL CAUSE A STUDENT-ATHLETE TO BE INELIGIBLE FOR COMPETITION.**

For further information, contact the Associate Athletic Director for Compliance.

### **Course Registration, Adds and Drops**

In order to remain academically eligible to participate in intercollegiate athletics, a student-athlete's course load must not drop below 12 hours. If dropping a class results in a student-athlete being registered for less than 12 hours, the Compliance Office informs the individual's head coach of the potential eligibility problem.

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## **Student-Athlete Development**

The mission of the Office of Student-Athlete Development is to develop and implement innovative programs and individualized support services that will empower student-athletes to make positive contributions to their communities and have the best opportunity to grow and succeed in college and later in life. The Office of Student-Athlete Development manages the O Heroes program, the Student-Athlete Advisory Committee (SAAC) and all student-athlete affairs and welfare. Programming is designed to promote a respect for diversity and inclusion, to assist student-athletes in identifying and applying transferable life skills, to encourage student athletes to effectively access campus resources, and to develop character, integrity and leadership skills.



### **O Heroes**

O Heroes is the University of Oregon's student-athlete volunteer and community outreach non-profit program that focuses on impacting the community and instilling global awareness. On average, O Heroes volunteers almost 4,000 service hours through projects with local nonprofits like the *Boys & Girls Club* and the *Greenhill Animal Shelter*. While originally focusing on local initiatives, O Heroes has expanded to annual international service trips to the Dominican Republic, Peru, and beyond. While volunteering is not required, O Heroes is an opportunity for student-athletes to expand their resumes, discover new interests, and give back to the community that supports them. Each student-athlete is encouraged to attend events in order to experience the impact they have on kids, animals, and nature within the area. This impact is recognized throughout the department and community and is appreciated through various ways: *Hero of the Week* on [goducks.com](http://goducks.com), event leadership opportunities, and local news & radio interviews. All of our events are student-athlete driven and seek to connect the 18 different varsity sports through service.

#### **Annual Projects:**

- Special Olympics
- Susan G. Komen Race For The Cure
- Greenhill Humane Society Animal Shelter
- Thanksgiving Baskets for St. Vincent de Paul
- Read Across America
- Boys and Girls Club
- University Day
- Quackin' Action with Springfield Schools
- O Heroes International Service Trip

### **Personal Development**

A goal of Student-Athlete Development is to provide the best training and programming to help our student-athletes develop standing character, great decision making skills, and become model citizens. This component of the student-athletes' development is presented through seminars, workshops, team meetings, classes, and individual advising. Components of the personal development commitment include:

- Foundations of Leadership and Life Skills is a course that serves as an introduction to higher education at the University of Oregon and as an ongoing orientation to resources, skills, and social issues pertaining to student-athletes.
- Leadership Challenge: This intensive course for students challenges participants to consider a variety of aspects surrounding leadership theories, styles, skills, and practices and to apply these leadership principles to the college environment and other settings in the community, specifically the environment of intercollegiate athletics.
- Student-Athlete Development Seminars: Seminars are generally offered twice per term on a variety of educational topics that are typically identified as areas of interest or needs by SAAC.
- Team Workshops: Customized team workshops are available on a variety of topics. These programs may involve expert speakers, campus staff, or professionals from the community.
- Season ending summaries and Exit Interviews: student-athletes are provided an opportunity to complete a confidential survey administered from the Office of Student-Athlete Development and covers all aspects of student-athlete life. Survey results are compiled in a way that maintains anonymity and are given to appropriate administrators for review.
- Symposiums: These events are opportunities to address educational topics separately by gender and include networking opportunities as well as educational topics such as leadership and athletic identity.

### **Career Development**

Student-Athlete Development encourages student-athletes to develop and pursue career and life goals. By working closely with the UO Career Center and Services for Student-Athletes, we provide support, resources, and encouragement for our student-athletes to be proactive in their career development. This support may include, but is not limited to: strengths inventory assessments, resume and cover letter writing, and various career development workshops. Career support is provided through individual support and group programs.

- Senior Success Series: Junior and Senior student-athletes are encouraged to participate in this series of monthly workshops designed to develop the skills needed for student-athletes to transition to the "real world." The series includes topics such as



etiquette, networking, interviewing, resumes, etc. Students who attend at least 5 Senior Success events are awarded \$500 from the Opportunity Fund to purchase an interview suit or professional attire.

- **Mentor program:** The mentor program matches student-athletes with professionals and caring adults. The mentor program may be geared toward career mentorship but mentors may serve as life mentors as well. Student-athletes interested in having a mentor should communicate their interest to Student-Athlete Development.
- **Individual support:** Student-Athlete Development staff are prepared and have resources to support student-athletes with a variety of career-related topics including:
  - **Career Direction:** individual career counseling, personalized career assessments.
  - **Career Information:** career library, career center website, connecting student-athletes with employers.
  - **Job Search:** job postings, career fairs, on-campus interviews with employers, using social networking for career development.
  - **Employment Preparation Tools:** resume and cover letter review, mock interviews, networking.
  - **Internships:** web-based and hard copy internship listings.
  - **Graduate School Decisions:** graduate school website, graduate school fair.

### **Supporting Academic Excellence**

Student-Athlete Development supports Services for Student-Athletes in the development of student-athletes' academic success.

- **Awards Banquet :** Each Spring all student-athletes who earn scholar-athlete status are honored at a banquet. Additional awards are presented as well including the top three Athletic Department awards: Emerald, Jackson and Higdon Awards.
- **Graduation Reception:** To honor our graduating student-athletes, a reception is held every spring, the day before the University Commencement. This event is a celebration for all seniors and their families.

### **Student-Athlete Opportunity Fund**

The Student-Athlete Opportunity Fund (SAOF) is distributed by the NCAA and is intended to provide direct benefits to student-athletes as determined by conference offices. Student-athletes can access the SAOF directly in the following methods:

- Student-athletes who graduate with a 3.25 GPA or higher (undergrad only) qualify for \$500 towards the purchase of a computer upon graduation.
- All student-athletes have various opportunities such as Student-Athlete Development Seminars and Opening Ceremonies to receive \$25 vouchers which can be used for travel expenses or school supplies.
- Junior and Senior student-athletes are encouraged to complete five Senior Success events, which qualify them for \$500 towards the purchase of professional attire.
- Student-Athletes who are Pell Grant eligible also qualify for the Student-Athlete Assistance Fund meaning they can be reimbursed for up to \$500 towards travel costs or clothing.
- Student-athletes applying to graduate school are eligible for up to \$500 towards the cost of grad school application fees, grad school testing and grad school test preparation.

### **SAAC**

The Student-Athlete Advisory Committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. SAAC also offers input on the rules, regulations and policies that affect student-athletes' lives on NCAA member institution campuses. SAAC is open to all student-athletes and meets bi-monthly. If student-athletes are interested in SAAC, they should contact their team's SAAC representative, the Office of Student-Athlete Development or their head coach. The University of Oregon SAAC was awarded the Spring 2009 National SAAC of Excellence Award.

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### **Athletic Communications**

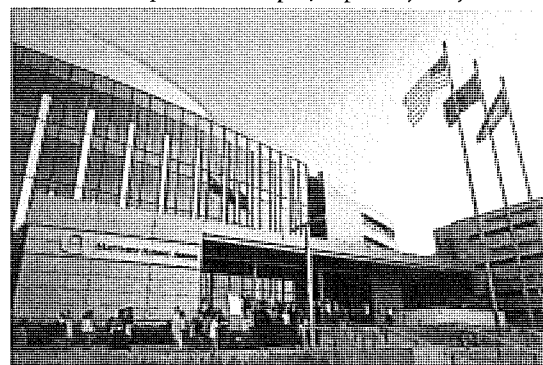
The Office of Athletic Communications produces and updates the majority of content on the department's official website, [www.GoDucks.com](http://www.GoDucks.com), including student-athlete biographies, team rosters, statistics, press releases and multimedia guides. The office publicizes UO student-athletes, coaches, and sports programs and assists with nominations for academic All-American teams and other major awards. Athletic Communications personnel are typically present at all home competitions as well as some road contest to record results and handle media needs.



The Office of Athletic Communications strives to make dealing with the media a pleasant and manageable experience. A wide variety of media outlets, including local and national newspapers, websites and television networks, have an interest in covering Oregon Athletics. The Athletic Communications staff, as a result, will assist and help coordinate all publicity aspects for you and your team.

#### Interview Tips for Student-Athletes

- All media interviews should be arranged through the Office of Athletic Communications. If approached outside of practice or competition by a reporter, ask them to make their interview request through a member of the Athletic Communications staff.
- Do not give out your telephone number to members of the media.
- Mentally prepare for interviews ahead of time. If you have questions or concerns about a particular topic, reporter, etc., ask an Athletic Communications staff member for guidance.
- Regardless of what a media member might tell you, EVERYTHING you say is "on the record."
- Be positive. Give credit to your teammates, coaches, and opponents.
- Speak in short clear sentences. If your answers get too lengthy, you could be misquoted or quoted out of context.
- Don't be afraid of silence. If you need time to think about your answer, do so. Broadcasters and reporters can and will edit the interview.
- Try to keep eye contact with the reporter or with the camera. People with wandering eyes are often considered untrustworthy.
- Be aware and avoid use of hedges (i.e., umm, ahh, and, you know, etc.). You don't need to fill every second of an interview with sound. A simple pause between sentences can help eliminate hedges.



#### Social Media Best Practices for Student-Athletes

- If you wouldn't want your grandmother to see it then DON'T post it.
- If you even hesitate for a second to post it, DON'T! There is a reason you hesitated in the first place.
- Make sure your default picture (and all others) are appropriate.
- Your Twitter handle and Facebook name and URL should not include profanity or slang.
- Privacy settings only go so far. Social media is public, always keep that in mind.
- Respect yourself and respect others. You are conversing on a public platform after all.
- The laws of the real world still apply in the world of social media, i.e.; underage drinking is against the law, harassment, hate crimes, cyber bullying, etc. Remember that teachers, coaches, teammates, peers, and other important influencers are watching and listening.
- ReTweeting profanity is no different than using it in your own original Tweets. DON'T do it.
- Avoid replaying to, or ReTweeting Twitter users with vulgar names.
- Is who you are presenting yourself to be online, who you want the world to see you as? Be a responsible social media user.
- Don't allow a hater to bait you into a "social beef." Ignore them and remember their actions are usually fueled by jealousy.
- If you don't like something a media member wrote about you, your coach or your teammate, ignore it. Engaging in a public Twitter or Facebook argument is a battle you won't win.
- Consider opinionated topics off limits. Avoid commenting on sexual orientation, race, and religion.
- There are many other teams and student-athletes at your school. Take the time to give them a shout-out when they do big things.
- What happens in the locker room stays there. Things that are said in private team settings should never find their way onto social platforms.
- Don't tweet or post during class. That's like disrespecting someone (in this case, your professor) behind their back. Always be mindful that your professors may be monitoring your social accounts.
- If your coaching staff and/or athletic administrators give you guidelines to follow for Twitter and/or Facebook, be sure to trust and follow them closely. Your team and staff have your long-term best interests in mind.



- Athletic department administrators are monitoring your social accounts. The NCAA has acknowledged that it monitors Student-Athlete activity on Twitter as well. Even if you don't compete in a major conference or revenue sport, don't be fooled into believing nobody is paying attention.
- Multiple mentions of the same business could be considered an endorsement, which is impermissible according to NCAA legislation.
- Act as a representative of your sport and your team and always maintain a professional profile.

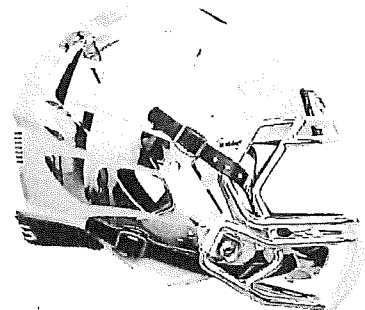
### **Equipment Room and Facilities**

The mission of the University of Oregon equipment staff is to use our experience, education and training to properly equip and support student-athletes, coaches and staff. We outfit student-athletes and coaches with state of the art equipment and position ourselves as industry leaders of equipment innovation and safety. The equipment room is a fast-paced, creative, team environment where change is embraced and innovation is encouraged. We conduct our business with integrity, honesty, accountability, transparency and an exceptional work ethic while representing ourselves and the University of Oregon in a first class manner.

There are three equipment rooms used by the Athletic Department: one on the first floor of the Len Casanova Center, serving Football, Baseball, Soccer, Lacrosse and Acrobatics and Tumbling. The Matthew Knight Arena equipment room serves Men's and Women's Basketball, Volleyball and Men's and Women's Golf. The McArthur Court equipment room serves the sports of Track & Field/ Cross Country, Men's and Women's Tennis and Softball. The hours of operation vary to accommodate daily operation, practice and scheduled events.

### **Policies**

- The University of Oregon equipment rooms follow all NCAA and PAC 12 guidelines regarding equipment issue, maintenance, and return.
- The student-athlete must be cleared for practice or competition through the compliance office prior to any equipment issued.
- All equipment must be turned in no later than two weeks after the last competition.
- Student-athletes are subject to invoicing and/or holds placed on accounts for equipment not returned.
- The equipment manager makes arrangements for the cleaning and laundering of practice and game apparel and uniforms. Student-athletes are responsible for picking up their practice and game apparel and uniforms before practice, and for delivering it to the designated laundry drop-off area.
- Equipment room personnel reserve the right to refuse service to any student-athlete not conducting him/herself in an appropriate manner. The student-athlete is held responsible for any issued gear. The equipment room is responsible for the upkeep, including laundering, mending, and repairing gear as needed.
- NIKE is the official apparel, footwear and uniform supplier of UO Athletics. Other competing brands are not permitted to be worn during practice or competition.
- It is impermissible to sell equipment or gear received from the University of Oregon Athletic Department. Doing so is a violation and could result in being removed from the team.



The University of Oregon Equipment Staff will provide every student-athlete with safe, comfortable, practical clothing for use during practice and competition. Please do not hesitate to contact Aaron Wasson, Director of Equipment Operations at the Casanova Center equipment room with any questions or concerns.



### Sports Nutrition

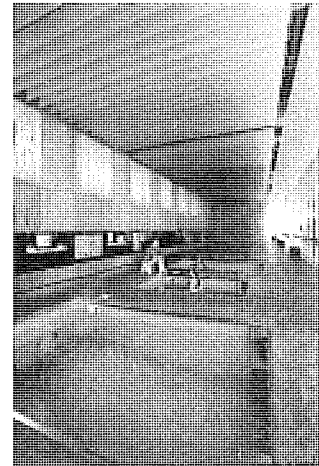
Each student-athlete has unique nutritional needs based on sport, position, and individual goals. We offer individual and team nutrition support to optimize the health and performance of each student-athlete.

**We offer the following services:**

Nutrition counseling- Team & Individual	Weight loss/gain goal setting
Supplement planning/review	Training table planning
Grocery store tours	Hydration planning/monitoring
Pre-game meals	Body composition (Bod Pod) analysis
Cooking classes	Travel & competition nutrition support
Food allergy guidance	Injury rehabilitation nutrition support

**Nutrition Bar (Casanova Center, Matthew Knight Arena, Hayward Field)**

The nutrition bar is available to all student-athletes regardless of scholarship status to provide NCAA permissible supplements that meet the nutritional needs of the student-athletes. Supplements provided coincide with student-athletes' individual goals whether to gain, lose or maintain weight (goals are determined in collaboration with coaching staff, dietitian and athlete.) The Nutrition Bar is not to be used to replace a meal but rather to fuel student-athletes training sessions and to meet recovery needs post training.



**Post-workout recovery:** The optimal time to replenish what is lost during training is 15-30 minutes after activity. Products offered at the Nutrition Bar contain adequate amounts of carbohydrate and protein to jump start the recovery process.

Nutrition Bars are conveniently located at multiple training sites to allow for easy access to recovery products.

**Bod Pod:** The University of Oregon Sports Nutrition Department uses the Bod Pod to determine body composition (body fat and muscle mass). The frequency of body composition analysis is dictated by each sports training/competition schedule in addition to coaching staff preference. The goal of the analysis is to determine each student-athlete's ideal body composition for training and competition; one in which a student-athlete can maintain, and avoid injury and illness. Every student-athlete will have the opportunity to schedule an appointment to review their information and an opportunity to discuss the results with the team Dietitian. To inquire about nutrition counseling or other services offered contact the Director of Sports Nutrition, Adam Korzun at [akorzun@uoregon.edu](mailto:akorzun@uoregon.edu).

### Strength & Conditioning

#### Standard Conditioning Facility Policies and Procedures

##### Individual Exercise Programming

- Each and every individual that utilizes the facility must have a workout (preferably in writing) that is approved by the strength and conditioning staff.
- Each individual must go through proper warm-up procedures prior to any moderate to high intensity work.

##### Facility Etiquette

- Appropriate attire - consisting of firm soled, flat or semi - raised heel, athletic shoes are required. Athletic sweats or shorts, socks, and shirt are required. Dress shoes, sandals, jeans, and blouses are examples of unacceptable attire. School colors and or plain neutral (white, black, or gray) are necessary.
- Absolutely **NO FOOD OR BEVERAGE** - drinks, food, or tobacco of any kind are forbidden in the facilities workout area.

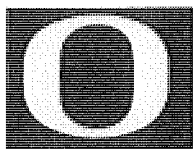
- Maintaining neatness and safety - All participants are required to replace all equipment in and to its proper location after use: all plates to their respective racks, bars and dumbbells to their proper places, cones, medicine balls, etc.

#### **Hours of Availability**

- Intercollegiate student/athletes have facility arrangement capabilities from 6 A.M. until 7 P.M. Monday through Friday and at selective times on the weekends.
- Club sport student/athletes and Sports Conditioning class athletes have facility arrangements from 11 A.M. until 1 P.M. and 5:30 P.M. until 7 P.M. during the weekdays.
- Athletic Department Staff have facility arrangement capabilities from 10:30 A.M. until 1 P.M., and 5:30 P.M. until 7 P.M. during the weekdays.
- Absolutely NO times are available for unscheduled, unauthorized, private workouts, completely devoid of normal workout hours!

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### **Athletic Medicine**



#### **STUDENT-ATHLETES' RESPONSIBILITIES FOR MANAGING INJURY/ILLNESS**

Consultation with the Athletic Medicine staff prior to seeking treatment for an injury or illness is essential. All medical care must be coordinated through a member of the Athletic Medicine staff. Report all injuries and illnesses to the team assigned Athletic Trainer promptly to insure rapid access to appropriate diagnosis and treatment; and to insure that optimal care and recovery are achieved in a timely manner. It is required that all medical care is coordinated through the Athletic Medicine staff for the charges to be eligible for secondary insurance coverage by the Athletic Department's insurance carrier. Unauthorized medical expenses are the student-athletes' responsibility.

In the event that emergency treatment is necessary, it is the responsibility of the student-athlete, coach, or parents to contact a staff athletic trainer to notify them of the emergency.

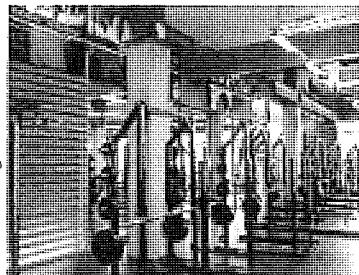
The Athletic Department is not responsible for pre-existing injuries sustained prior to the student-athlete being cleared for participation. Any medical bills for such injuries will be the responsibility of the student-athlete and/or parent.

NOTE: The student-athlete's current insurance information, health history, and required physical examination must be on file before the start of the current season's practice and competition. Without this information the student-athlete is not eligible for practice and/or competition.

Insurance is available for purchase through the UO Student Health Center which covers non athletic injuries and illnesses. More information is available at <http://healthcenter.uoregon.edu/Insurance.aspx>

#### **MEDICAL EXPENSES AND INSURANCE COVERAGE FOR STUDENT-ATHLETES**

The Athletic Department is the secondary provider to pay medical costs associated with athletic injuries and illness (i.e. Oregon will be responsible for medical costs not covered by the student-athletes' own insurance). This secondary coverage by the University of Oregon applies only to injuries and/or illness arising from sport participation and/or practice.



Although every situation may not be addressed, what follows are some general guidelines that may help in determining what will be a payable expense and those that are not.



1. What types of services will the University provide secondary coverage?

In general, the University of Oregon will provide financial assistance as a secondary provider for the diagnosis and treatment of all injuries and illnesses directly arising from practice and competition. It is required that the student-athlete will first seek treatment from the Athletic Medicine staff unless the nature of the injury is an emergency requiring immediate treatment elsewhere. The student-athlete's personal insurance will be listed as the primary provider.

Examples of services **included** in this section:

- X-rays, MRI, laboratory tests, custom bracing;
- Referral to physicians pre-authorized by the Athletic Medicine staff;
- Surgical procedures, outpatient and inpatient, by physicians pre-authorized by Athletic Medicine staff;
- Hospital charges at local hospitals and outside area hospitals authorized by Athletic Medicine staff;
- Physical therapy when referral is pre-authorized by Athletic Medicine staff;
- Second opinions pre authorized by Athletic Medicine staff;
- Most infirm charges for treatment and medications for inpatient stays;
- Dental work for traumatic injury;
- Any condition or injury that the Directors of Athletic Medicine deem necessary to investigate and treat to permit safe participation

2. What are examples of services not covered by the University secondary insurance?

Generally speaking, these are the same conditions that would apply if the student-athlete were not a student-athlete at the University of Oregon and was not injured/ill due to participation in practice or competition. An athlete is considered as a student during the summer and during the academic year when he/she is not officially practicing or competing. The student-athlete is also automatically considered a student as soon as his/her eligibility is finished, i.e., the last varsity competition. Examples of services that may not be covered are:

- Medications for conditions present before entering the University of Oregon (asthma, attention deficit disorders, etc);
- Medications for conditions unrelated to practice or competition such as diabetes, hypertension, etc.;
- Some psychotherapeutic medications
- Injuries incurred in an accident (auto, bike, etc.);
- Injuries incurred from an altercation in the dorm or off campus
- Over the counter medications
- Any injury incurred while preparing for a professional athletic tryout after conclusion of the athlete's eligibility, or playing in summer league practice/competitions not sponsored by the University of Oregon

3. What is the University's position on surgeries, second opinions, and examinations performed away from the University?

The University of Oregon Athletic Medicine Department recognizes the value of second opinions for injured or ill student-athletes. The University will pay for a second opinion only if the following conditions are met:

- Prior approval is obtained from the Director of Athletic Medicine or a staff athletic trainer. Requests must include the physician's name, specialty, location, and other information as needed;
- Specific diagnostic testing over and above routine laboratory tests or office X-rays must be approved by the Athletic Medicine staff before such testing occurs;

- The student-athlete is requested to forward all results of a second opinion evaluation to the Athletic Medicine staff;
- Results of a second opinion examination will be reviewed by the Athletic Medicine staff along with recommendations for further treatment and care. Final decisions regarding care and suitability to return to competition and practice will be the responsibility of the University of Oregon Athletic Medicine staff

Requests for payment for surgeries performed by physicians not referred by the Athletic Medicine staff will be reviewed on an individual basis prior to the surgery or procedure.

In cases where there is a discrepancy of opinion between the Athletic Medicine staff and a consulting physician, a third opinion may be requested. In such a case, the third consultant will be chosen by the Athletic Medicine staff (in agreement with the student-athlete) at University expense from a group of prominent, nationally recognized sports medicine experts. The results of this evaluation, along with recommendations for care and treatment will be reviewed by the Athletic Medicine staff. Decisions regarding return to competition and practice remain solely with the Athletic Medicine staff.

#### 4. What is the team physician's role in returning athletes to competition?

Authorization of return to practice or play after injury or illness is solely determined by the University of Oregon's team physicians. Outside health care provider's recommendations must be endorsed by the University of Oregon's team physicians, this includes physical therapy plans, lifting/reconditioning programs, etc.

#### **End of Medical Coverage**

Student-athletes who complete their eligibility and continue to train on site assume the liability or financial costs from any injuries incurred after the last day of NCAA competition at the conclusion of their traditional sport season.

Post eligibility student-athletes who want to use athletic department facilities to train may do so only with the express consent of the director of speed, strength, and conditioning. Use of athletic medicine facilities will be at the discretion of the Athletic Medicine staff as to whether post eligible injuries may be treated by the Athletic Training staff.

### **NON-ATHLETIC INJURY & ILLNESS POLICY STATEMENT**

The University of Oregon Athletic Department is not responsible for payment for non-athletic related medical expenses for student-athletes. Student-athletes should report to the athletic trainer and/or team physician for assistance and guidance if medical treatment is necessary. If it is determined from a diagnosis that a student-athlete has a pre-existing or genetic condition the University of Oregon Athletic Department and/or the University of Oregon secondary injury insurance will not be responsible for any expenses related to medical care for these conditions.

## OREGON ATHLETIC MEDICINE

### INSURANCE BILLING PROCESS AND INFORMATION

(Save a copy of these instructions for future reference)

**All bills must be submitted to the student-athletes/parent/spouse insurance first.** A copy of the explanation of benefits from the primary insurance carrier must be provided to the Insurance Coordinator in the Athletic Department. A medical bill is submitted to your insurance company by the provider's office/hospital.

Charges from the Student Health Center, relating to athletics participation for student-athletes are paid initially by the Athletic Department. A bill is then submitted to your insurance for any reimbursement with a copy to parents/spouse. **Please send any reimbursement or Explanation of Benefits information to the Athletic Department.**

After your insurance company receives a claim form and an itemized bill, they will send an Explanation of Benefits and/or payment to the provider's office or to the insured. If you receive a check and an Explanation of Benefits from your insurance, please send the check and a copy of the EOB to the provider's office for which the charges were incurred. If the payment was only a portion of the balance, or even denied please send or bring a copy of the EOB and the itemized statement to The U of O Athletic Medicine Center for submission to the University's secondary insurance. **The secondary insurance cannot be billed without the EOB indicating payment or denial from the primary insurance.**

If you receive a request for more information from your insurance, complete it as soon as possible. If you need more information or assistance regarding an injury, call the Insurance Coordinator at 541-346-2257. If your insurance requires proof that your son/daughter is a full-time student, please have you son/daughter access the information from Duck Web. [https://duckweb.uoregon.edu/pls/prod/twbkwbis.P\\_WWWLogin](https://duckweb.uoregon.edu/pls/prod/twbkwbis.P_WWWLogin)

If you receive a billing from a provider or medical facility or information from insurance, either contact the provider's office, the insurance company or forward the information to the Insurance Coordinator. **Do not assume that the bill will be "taken care of" without follow up, as this may lead to delinquent bills and adverse consequences for the student-athlete.**

The Athletic Department medical injury insurance covers student-athletes' existing injury for two years from the date of initial injury, likewise, the University of Oregon Athletic Department complies with coverage also for two years from injury date.

If a student-athlete leaves the team or school, secondary insurance coverage is in effect for documented athletically related injuries for two years from the date of injury, provided that medical treatment received is on the advice of an Athletic Medicine staff and the athlete continuing care has been supervised by the athletic trainer or team physician. Coverage will cease two years from the date of the original injury.

**IF YOU HAVE QUESTIONS OR CONCERNS, PLEASE CONTACT Linda Ulmer [lulmer@uoregon.edu](mailto:lulmer@uoregon.edu) or phone during business hours 541-346-2257.**

# CONCUSSION

## A FACT SHEET FOR STUDENT-ATHLETES

### WHAT IS A CONCUSSION?

A concussion is a brain injury that:

- Is caused by a blow to the head or body.
- From contact with another player, hitting a hard surface such as the ground, ice or floor, or being hit by a piece of equipment such as a bat, lacrosse stick or field hockey ball.
- Can change the way your brain normally works.
- Can range from mild to severe.
- Presents itself differently for each athlete.
- Can occur during practice or competition in ANY sport.
- Can happen even if you do not lose consciousness.

### HOW CAN I PREVENT A CONCUSSION?

Basic steps you can take to protect yourself from concussion:

- Do not initiate contact with your head or helmet. You can still get a concussion if you are wearing a helmet.
- Avoid striking an opponent in the head. Undercutting, flying elbows, stepping on a head, checking an unprotected opponent, and sticks to the head all cause concussions.
- Follow your athletics department's rules for safety and the rules of the sport.
- Practice good sportsmanship at all times.
- Practice and perfect the skills of the sport.

### WHAT ARE THE SYMPTOMS OF A CONCUSSION?

You can't see a concussion, but you might notice some of the symptoms right away. Other symptoms can show up hours or days after the injury. Concussion symptoms include:

- Amnesia.
- Confusion.
- Headache.
- Loss of consciousness.
- Balance problems or dizziness.
- Double or fuzzy vision.
- Sensitivity to light or noise.
- Nausea (feeling that you might vomit).
- Feeling sluggish, foggy or groggy.
- Feeling unusually irritable.
- Concentration or memory problems (forgetting game plays, facts, meeting times).
- Slowed reaction time.

Exercise or activities that involve a lot of concentration, such as studying, working on the computer, or playing video games may cause concussion symptoms (such as headache or tiredness) to reappear or get worse.

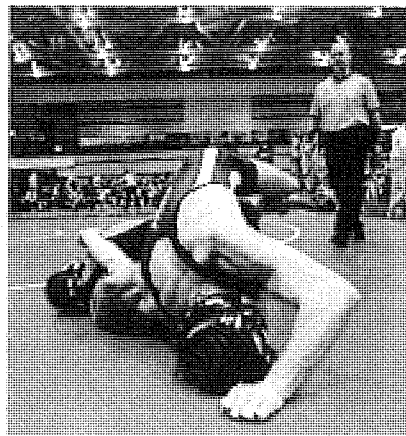
### WHAT SHOULD I DO IF I THINK I HAVE A CONCUSSION?

**Don't hide it.** Tell your athletic trainer and coach. Never ignore a blow to the head. Also, tell your athletic trainer and coach if one of your teammates might have a concussion. Sports have injury timeouts and player substitutions so that you can get checked out.

**Report it.** Do not return to participation in a game, practice or other activity with symptoms. The sooner you get checked out, the sooner you may be able to return to play.

**Get checked out.** Your team physician, athletic trainer, or health care professional can tell you if you have had a concussion and when you are cleared to return to play. A concussion can affect your ability to perform everyday activities, your reaction time, balance, sleep and classroom performance.

**Take time to recover.** If you have had a concussion, your brain needs time to heal. While your brain is still healing, you are much more likely to have a repeat concussion. In rare cases, repeat concussions can cause permanent brain damage, and even death. Severe brain injury can change your whole life.



**IT'S BETTER TO MISS ONE GAME THAN THE WHOLE SEASON.  
WHEN IN DOUBT, GET CHECKED OUT.**

For more information and resources, visit [www.NCAA.org/health/safety](http://www.NCAA.org/health/safety) and [www.CDC.gov/Concussion](http://www.CDC.gov/Concussion).



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## **STUDENT-ATHLETE SUBSTANCE ABUSE PROGRAM**

The University and the Department of Intercollegiate Athletics are committed to developing and maintaining an environment that encourages Oregon's student-athletes to avoid the abuse of alcohol and the unauthorized use of controlled substances and performance-enhancing drugs. The primary purpose of the Department's Substance Use and Drug Testing Program is to educate and support student-athletes. Although sanctions have been developed as a deterrent to the continued use of drugs, student-athletes should be assured that the program is designed to insure their mental and physical health and well-being while they are students at the University of Oregon.

The objectives of this program are as follows:

- o To maintain the integrity of the athletic program by emphasizing the non-use of drugs and alcohol;
- o To educate student-athletes on the physical, psychological and social effects of abusive drugs;
- o To provide an early detection system for potential drug abusers, as well as recreational and addicted drug users, providing them with a mechanism for counseling and rehabilitation; and
- o To provide a deterrent for the use and abuse of drugs, student-athletes are instructed not to take any over-the-counter drugs or supplements without first consulting with a staff Team Physician or Athletic Trainer. Over-the-counter, as well as prescription drugs, can result in "false" positive drug tests and may also have a detrimental effect on the student-athlete's health and athletic performance. Student-athletes should also report the use of prescription drugs to the Athletic Trainer.

### **Drug Education and Counseling Services**

Working with the Student-Athlete Development staff, the Team Physician and other private and campus resources, the Department of Intercollegiate Athletics administration provides a program of drug information and counseling referral for student-Athletes.

### **University of Oregon Randomized Drug Testing**

*All student-athletes and student-managers currently enrolled at the University are subject to random drug testing.*

The process of selection and testing is as follows:

1. A randomized list of student-athletes is generated by a certified laboratory that is contracted by the Athletic Department.
2. Coaches are notified by the Compliance Department that one of their athletes has been selected and are informed of the time and place of testing. This notification typically happens the evening before testing, and coaches are responsible for notification of the student-athlete of their selection.
3. A certified collector will collect a urine sample from the student-athletes selected. If a student-athlete does not supply a sample within the three hour assigned time an oral specimen will be taken. If a student-athlete does not show up for the test it will count as a positive test.
4. The sample is tested for one or all of the following: Amphetamines, Cocaine, Marijuana, Synthetic Marijuana, Anabolic Steroids, Opiates, Ecstasy, and masking agents
5. All results are provided to the Director of Athletic Medicine. The student-athlete, athletic director, and head coach will be notified when a positive test occurs.
6. The student-athlete will be referred for treatment, education and counseling as appropriate.

Student-athletes may also be chosen for selection if there is reasonable suspicion of use. Concerns regarding a student-athletes behavior and performance are brought to the attention of the Team Physician by team coaches, strength coaches, academic personnel, and athletic trainers. The Team Physician is the only person who may authorize the testing procedure.

## **Test Results**

### **Sanctions for Illicit Substances**

**First positive test:** The student-athlete will receive counseling and education about substance abuse. The student-athlete will undergo a mandatory assessment by a clinical psychologist to discern the severity of the student-athlete's substance use and other factors that may influence the student-athlete's recovery. If deemed to be necessary, the student-athlete may be referred for additional sessions of counseling.

**Second positive test:** A formal behavior modification contract will be produced by the Director of Athletic Medicine. The Athletic director shall have discretion to approve the behavior modification contract or require that terms be added. Upon approval by the Athletic Director, the behavior modification contract shall be reviewed and signed by the head coach and the student-athlete. The behavior modification contract will define the behaviors expected from the student-athlete and the consequences for noncompliance.

**Third positive test:** The student-athlete will be immediately ineligible for competition. The student-athlete will remain ineligible until he or she has missed the equivalent of 50% of a season.

**Fourth positive test:** The student-athlete will be dismissed from the team and lose all athletic financial aid, beginning with the next academic term.

### **Sanctions for Performance Enhancing Drugs**

**First Positive:** A student-athlete who tests positive for the use of a performance enhancing drug is ineligible to represent the University in intercollegiate competition during the time period starting with the date of the positive drug test and ending one calendar year later. In addition, the director of athletic medicine will determine a management plan for the student-athlete which will include education or counseling.

**Second positive test:** A student-athlete who tests positive for the use of the same or a different performance enhancing drug shall be declared permanently ineligible for intercollegiate competition. The student shall be immediately and permanently dismissed from the team and all athletic financial aid shall be terminated beginning with the next academic term.

### **NCAA Drug Testing**

Under NCAA regulations, any student-athlete involved in an NCAA championship (individual or team) or in a certified post-season football bowl game may be tested prior to, during or after the event. In addition, student-athletes competing in any sport may be tested by the NCAA at any time during the year.

If any of these tests confirm that the student-athlete has used a banned drug (go to [www.ncaa.org](http://www.ncaa.org)), the NCAA declares the student-athlete ineligible for further participation in post-season and regular-season competition for one (1) calendar year following the positive test and until student-athlete retests negative. Further, recent NCAA legislation specifies that student-athletes who test positive will lose at least one season of competition or the equivalent of one season during their period of ineligibility.

### **Health-Related Policies**

More information is available regarding important medical policies about the topics listed below. Specific questions should be discussed with a member of the Athletic Medicine Staff. Medical information is maintained in confidence unless a written release is obtained from a student-athlete.

Pregnancy policy

Emergency Procedures

Concussion information

Drug Testing Policy – banned drug lists, positive tests and sanctions

Drug education and counseling

Pell Grant, Student-Athlete Assistance and Opportunity Funds

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[https://duckweb.uoregon.edu/pls/prod/twbkwbis.P\\_WWWLogin](https://duckweb.uoregon.edu/pls/prod/twbkwbis.P_WWWLogin)

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### Sickle Cell Screening Information

Although sickle cell trait screening is normally performed on all U.S. babies at birth, many student-athletes do not know whether they have the trait. Following the recommendations of the National Athletic Trainers Association (NATA) and the College of American Pathologists (CAP), if the trait is not known, the NCAA recommended in 2009 that athletic departments confirm sickle cell trait status in all student-athletes during the Medical Examination (Bylaw 17.1.5) period.

In April 2010, the NCAA decided that all Division I student-athletes must do one of the following:

- Be tested for sickle cell trait
- Show proof of a prior sickle cell test
- Sign a waiver releasing the institution from liability

In the fall of 2008, the University of Oregon Athletic Medicine department began offering sickle cell trait screening for all incoming student-athletes. Sickle cell trait screening is done by a simple blood test during the pre-participation physical exam process.

Sickle cell trait is not a disease. It is a term for an inherited condition where an individual has one normal gene for hemoglobin (A) and one abnormal gene for hemoglobin (S). In general, having sickle cell trait does not affect the longevity of an individual. There are no restrictions on athletic activity for student-athletes with sickle cell trait but there are some recommendations involving intense exercise.

The sickle cell gene is common in people who come from places where malaria is wide spread because carrying one sickle cell gene (sickle cell trait) helped decrease the risk of dying from malaria. This makes sickle cell trait much more common in people of African or Mediterranean ancestry where malaria is common. Sickle cell trait causes some red blood cells to change shape when they are stressed by low oxygen levels, dehydration, heat, and other conditions that result from exertion. This shape change can have serious consequences because sickling cells can block blood flow to important organs and muscles. Sickle cell trait has been implicated in the deaths of nine athletes from 2003 through 2010.

The kind of intense exercise done by student-athletes can put unknowing student-athletes with sickle cell trait at risk. Although the consequences can be severe, sufficient rest, hydration, and cooling may be all that are needed to treat most cases of exertional sickling. Student-Athletes who have sickle cell trait can follow a few precautions to ensure their safety. These include:

- Engage in a slow and gradual preseason conditioning regimen.
- Build up your intensity slowly while training.
- Set your own pace. Use adequate rest and recovery between bouts of interval training.
- If you experience symptoms such as muscle pain, abnormal weakness, undue fatigue or breathlessness, stop the activity immediately and notify your athletic trainer and/or coach.
- Stay well hydrated at all times, especially in hot and humid conditions.
- Avoid using high-caffeine energy drinks or supplements, or other stimulants, as they may contribute to dehydration.
- Maintain proper asthma management.
- Refrain from extreme exercise during acute illness, if feeling ill, or while experiencing a fever.
- Beware when adjusting to a change in altitude, e.g., a rise in altitude of as little as 2,000 feet. Modify your training and request that supplemental oxygen be available to you.
- Seek prompt medical care when experiencing unusual physical distress.

Knowledge of sickle cell trait status can be a gateway to education and simple precautions that may prevent collapse among student-athletes with sickle cell trait, allowing you to thrive in your sport.

It is important that you understand the presence of sickle cell trait will NOT restrict you from play. Any student-athlete with a positive test will receive the appropriate follow up care. Your health information will remain confidential, but a positive test will be communicated to the appropriate coaches and trainers.

Your sickle cell trait screening will be done as part of your Pre-Participation Physical. Please let us know if you have any questions.



University of Oregon Department of Intercollegiate Athletics  
Review Panel on Sexual Misconduct Prevention and Response

**STUDENT-ATHLETE DEVELOPMENT**

1. Annual reports highlighting educational opportunities
2. List of national experts in S/A Development/Life Skills that have been consulted, used
3. Review of communication via gatherings, orientations, life-skill education regarding conduct expectations
4. Summer Bridge Program description
5. Sport Specific student development initiatives

Student-athlete development at the University of Oregon is extensive and multi-faceted. Every member of the Athletic Department is responsible for providing education and serving as role models to positively impact student-athletes in the development of life skills that prepare them to be productive citizens. Athletic department leaders, coaches and staff directly involved with student-athletes on a daily or at least regular basis have been charged with explicitly providing guidance and education to assist student-athletes in taking full advantage of the resources, programming and services available.

From the arrival on the UO campus to graduation, opportunities to develop character, integrity and leadership are provided to student-athletes. For those student-athletes who enroll for summer, the Summer Bridge program acclimatizes them to the university environments and expectations in all aspects of their student experience. This closely monitored experience allows for observations of high risk students and allows for early interventions. Other freshmen student-athletes participate in the UO IntroDUCKtion which presents an overview of expectations, both academically and socially.

The UO developed a best-practice approach and offered two specific courses in Leadership and Life Skills that have been duplicated by many other institutions. The syllabi for those courses are in the notebook. Those courses are in hopefully a temporary hiatus while the academic curricular approval process is successfully negotiated. The information regarding the "rights, responsibilities, attitudes and choices with regard to personal health, financial responsibility, relationships, sexual issues, and drugs and alcohol" are essential topics for all students to understand, but especially for SA's who are highly visible with specific measures of accountability.

The general programming from the Student-Athlete Development unit includes leadership development, life skills, career development, and mentoring events and programs. The O Heroes program is a unique outreach approach to

promote community service and cooperative endeavors. Two psychologists are under contract with the athletic department to provide personal assistance and attention as requested or advised.

In addition to the programs and events offered to all SA's, each sport team promotes and delivers specific sessions regarding mental, social and psychological health. The responsibilities and expectations regarding leadership, behavior and team building are all topics that have been presented. Psychologists, counselors, motivational speakers, community leaders, athletic mentors, judicial practitioners and life coaches have all been used to facilitate sessions.

## Student-Athlete Development Overview 2014

### **SA Development Mission:**

The mission of Student-Athlete Development is to develop and implement innovative programs and individualized support services that will empower student-athletes to make positive contributions to their communities and have the best opportunity to grow and succeed in college and later in life.

### **SAAC**

The University of Oregon Student-Athlete Advisory Committee (SAAC) intends to enhance the student-athlete experience by providing opportunities for leadership, community service, personal development, and fellowship. SAAC will also provide student-athletes the opportunity to communicate with athletic department administration on local and national issues, while providing suggestions and feedback on programs that serve student-athlete needs. Each team has at least two SAAC representatives who attend the bimonthly meetings and who participate on one of three SAAC committees (Unification, Healthy Athletes, and O Heroes).



### **O Heroes**

O Heroes is the University of Oregon's Student-Athlete volunteer and community outreach non-profit program that focuses on promoting the spirit of service among student-athletes, impacting the community positively and instilling global awareness.



### **Mentor Program**

The mission of the Mentor Program is to create a supportive atmosphere for student-athletes through a dedicated mentor relationship. Mentors provide guidance and support in order that the student-athletes may grow and succeed during their undergraduate and graduate experience as well as later in life.



### **Career Development**

The primary program for Career Development is the Senior Success Series which is designed to provide education to student-athletes that will help them prepare for the transition from college to the "real world." Events include workshops on resumes, interviewing, dining etiquette, professional attire, networking, and personal finance. In addition to the Senior Success Series, Student-Athlete Development Staff are available to critique resumes and provide one-on-one professional development assistance. We work closely with the University of Oregon Career Center and other Career Centers on campus to ensure student-athletes make the most of their opportunities for career development.

### **Leadership Development**

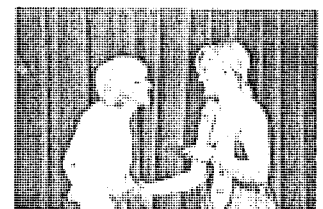
Leadership development is provided through a series of workshops and focuses on the five exemplary practices of leadership: Model the Way, Inspire A Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart. Through various forms of teaching including the use of multimedia, experiential education, role play, and lecture, students will explore topics of leadership relevant to their experience as leaders.

### **Transferrable and Life Skills Education**

Transferrable and life skills education is presented through seminars, workshops, team meetings, classes, and individual advising. Components of the personal development commitment include: Freshmen Life Skills course (pending), SA Development Seminars, Women's and Men's Symposiums

### **Department-wide Events**

Student-Athlete Development is responsible for planning most of the department-wide events for student-athletes including: Opening Ceremonies, the Scholar-Athlete Awards Banquet, and the Graduation Reception.





UNIVERSITY OF OREGON  
DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

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# STUDENT-ATHLETE DEVELOPMENT

2013-2014

PROGRAM REPORT



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## EXECUTIVE SUMMARY

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The mission of the Office of Student-Athlete Development (SA Development) is to develop and implement innovative programs and individualized support services that will empower student-athletes to make positive contributions to their communities and have the best opportunity to grow and succeed in college and later in life.

The University of Oregon Student-Athlete Development program is recognized nationally as one of the most innovative and progressive in the country and several areas of distinction are worth noting. Although the needs of student-athletes are constantly changing, the mission of Student-Athlete Development along with continual needs assessment ensure our programs are meeting clear objectives, which are relevant to student-athlete and team needs. The University of Oregon Student-Athlete Advisory Committee (SAAC) plays a large role in providing the leadership among student-athletes and is uniquely structured as compared to Division I SAACs throughout the country. This unique structure encourages creative and innovative support services which have contributed to a strong sense of community and support among student-athletes. Another strength is that the Student-Athlete Opportunity Fund is used and administered by Student-Athlete Development in many creative ways which include incentivizing educational programs with rewards that are tied to the learning objectives. For example, by participating fully in Senior Success, student-athletes can earn \$500 towards the purchase of professional attire. Student-Athlete Development also provides a Mentor Program that matches student-athletes with adult and professional mentors of various backgrounds.

Although we have confidence in the quality and effectiveness of our programs and services, there are always areas for improvement, which mostly reside with administration of programs and services. One challenge we have is how to provide a consistent and cohesive curriculum for over 450 student-athletes, while at the same time meeting the widely diverse needs of individuals and teams. Being the first academic year without a course for first-year student-athletes or a course on leadership, we did not have a thorough amount of time to engage with student-athletes for all our educational components. The ability to administer educational programs through a course for credit is instrumental to delivering quality and effective education around the topics needed. Another area for improvement is in collaboration with and coordination between teams. In order to be most effective, frequent communication and genuine collaboration must take place between Student-Athlete Development staff, head coaches, and program support personnel. There must be a common language around the vision and educational components delivered so they can be reinforced through various touch points, not just from Student-Athlete Development staff. These areas for improvement have been discussed and we are currently working on developing effective strategies to make improvements.



UNIVERSITY OF OREGON  
DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

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# STUDENT-ATHLETE DEVELOPMENT

2013-2014

PROGRAM REPORT



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## MISSION AND GOALS

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The University of Oregon Department Of Intercollegiate Athletics will provide an outstanding collegiate experience to our student-athletes while enabling them to pursue excellence in the classroom, the community and their lives while competing at the highest level in their chosen sport.

- Our department is committed to the following principles:
  - Strive to recruit student-athletes who are academically prepared and make every effort to help each meet their academic commitments.
  - Provide academic support services so that our student-athletes will receive the best educational experience, including obtaining their degree.
  - Create a supportive family atmosphere where student-athletes feel connected to their peers, the community and the University.
  - Ensure student-athletes will become responsible, contributing citizens through career counseling, development of life skills and community service opportunities.
  - Provide facilities and medical staff to enhance the physical fitness and wellness of all student-athletes.
  - Require all members of our department to demonstrate and promote the highest standards of integrity, leadership, sportsmanship, ethical behavior and a true respect for equity and diversity.
  - Maintain a quality comprehensive intercollegiate athletic program that is self-sufficient and self-sustaining in harmony with the mission and goals of the University.
  - Operate in accordance with all rules and regulations set by the University, the Pac-12 Conference and the NCAA.

The mission of the Office of Student-Athlete Development (SA Development) is to develop and implement innovative programs and individualized support services that will empower student-athletes to make positive contributions to their communities and have the best opportunity to grow and succeed in college and later in life.

The University of Oregon was invited to be a pilot institution for the NCAA CHAMPS/Life Skills program in 1994. In 2002, the program, now called SA Development) was honored with the "Program of Excellence Trophy". This is a lifetime award designed to recognize Division IA athletics programs that have established student-athlete welfare as the cornerstone of their operating principles. It is the goal of SA Development to remain be the premier program in the nation, by providing every student-athlete with the opportunity and encouragement to become a responsible, contributing member to society and by fully supporting them in their transitions into and out of the university no matter their individual characteristics or background.

The SA Development Program is designed to provide the optimum experience for every University of Oregon student-athlete. The program focuses on the holistic development of our student-athletes and recognizes their changing needs. Programming is designed to promote a respect for diversity and inclusion, to assist student-athletes in identifying and applying transferable skills, to encourage student-athletes to effectively access campus resources, and to develop character, integrity, and leadership skills.

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## PROGRAMS AND SERVICES

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### CAREER DEVELOPMENT

- Senior Success Series: The Senior Success Series is designed to provide education to student-athletes, which will help them prepare for the transition from college to the “real world.” We encourage ALL student-athletes to come to the events. Juniors and seniors will earn a point for each event/opportunity they attend. Those who earn 5 points will be awarded \$500 to purchase professional clothing.
  - Resume workshop and networking event, Oct. 15th
    - 65 student-athletes
    - Katie Harbert led a 60 minute resume workshop which included reviewing personal resumes
  - Dining Etiquette, Nov. 11<sup>th</sup> and 12<sup>th</sup>
    - 73 student-athletes
    - Professional etiquette consultant, Mindy Lockard, at Oregon Electric Station taught the fundamentals of professional dining and etiquette
  - Personal Finance, January 21st
    - 77 student-athletes
    - Financial advisor, Jon Derby, presented a workshop on personal finance
  - Dress for Success, February 4th
    - 69 student-athletes
    - Personnel from Nordstrom Rack taught the fundamentals of appropriate professional dress
  - Networking, Feb. 24<sup>th</sup>
    - 47 student-athletes
    - Rich Akerman, led a 60 minute workshop about networking
  - Dinner with the Ducks, May 12<sup>th</sup>
    - 45 student-athletes, 39 professionals
    - Student-athletes and professionals participated in a networking dinner as an educational opportunity for student-athletes to practice the skills they’ve learned through Senior Success and obtained feedback.
  - Opportunity and encouragement to have a resume critiqued by 3 people and turn in final version
  - Opportunity and encouragement to conduct a mock interview through the Career Center
  - Opportunity to attend the Career Center’s Spring Career Fair for a Senior Success point.
- Collaboration with the Career Center and Services for Student-Athletes
  - Encourage student-athletes to meet with Career Center staff, attend Career Fairs and various Career Center events
  - Student-Athlete Development personnel maintain strong connections with the Career Center staff
- LinkedIn-Oregon Student-Athlete Alumni Group
  - 257 members, up 91 from last year
- Internships
  - Nike Internship- for summer 2014
    - Nike Internship Informational Session: Jan. 29<sup>th</sup>
  - Pac-12 Internship-summer 2014
  - Order of the O Internship-year round



- Provide individual assistance to acquire internships
- Employer contacts
  - Including: Fisher Investments, Northwestern Mutual Nike, E & J Gallo Winery, Abercrombie & Fitch, Target, Teach for America, Federated Insurance, First Investors, City of Eugene Police Department, City of Springfield Police Department, Enterprise
- Mentor program
  - 30 active matches
  - 2 athletes and 11 mentors on waitlist
  - Program response from participants both mentees and mentors mainly very positive
  - 72 members of the SA Development Mentor Program on LinkedIn.
- Individual career development support
  - SA Development staff are available for resumes and cover letter reviews, assistance with job searching, interviewing preparation, grad school applications, and other career related steps
- Nominated 8 student-athletes for the NCAA Career in Sports Forum to take place June 2014.
- Bought 5 spots in the Warsaw Sports Business Club (WSBC) for student-athletes. Identified 31 student-athletes who are interested in participating in WSBC events.

#### **PERSONAL DEVELOPMENT**

- Student-Athlete Development Seminars
  - Sexual Health and responsibility with Elaine Pasqua, Aug 7<sup>th</sup>
    - 60 female student-athletes
  - Weaving New Beginnings with Student Affairs, October 17<sup>th</sup>
    - 10 student-athletes
  - Black History Month
    - Race and Football, Feb. 11<sup>th</sup>
      - Partnership with Student Affairs and the Oregon Historical Society to host a program to educate the public and foster dialogue about the intersections of race and football in our state's history.
      - 20 student-athletes, 15 students and 8 professionals
    - Movie viewing:
      - Student-athletes were invited to watch the movie 42, the Jackie Robinson story.
      - 5 student-athletes
    - Breaking Barriers, Feb. 25<sup>th</sup>
      - Mr. George Taliaferro, the first African American to be drafted to the NFL and Judge Viola Taliaferro, the first African American to serve as a circuit court judge in Monroe County, Indiana
      - 100 football players, 10 student-athletes
- Men's Symposium: November 17<sup>th</sup>
  - 32 male student-athletes
  - This symposium addressed the challenges (mentally, socially, financially, emotionally, etc.), which come with the end of an athletic career for male athletes whether it be while in college, upon graduation or after a professional career
  - Panelists included former Duck athletes: Dietrich Moore, Michael Clay, Geoff Nichols, Danny Mercado, Luke Jackson, and Brandon Lincoln.
- Road to Success Women's Symposium: March 9<sup>th</sup>

- Oregon's female student-athletes were invited to hear from 8 successful professional women as they shared their individual professional journeys
- 78 student-athletes attended
- Leadership Series
  - Oct. 24<sup>th</sup> Introduction to Leadership Series, defining leadership, needs assessment
  - Nov. 18<sup>th</sup> Introduction to the 5 exemplary practices of leadership with Katie Harbert
  - Jan. 28<sup>th</sup>: Model the Way with Rich Burk
  - Feb. 10<sup>th</sup>: Inspire a Shared Vision with Tim McMahon
  - April 21<sup>st</sup>: Challenge the Process with Stephanie Baugh
- Freshmen Seminars-In order to fill the void with the lack of the FHS 199 class, we implemented monthly Freshmen Seminars which targeted some of the topics from the course. All Seminars included a workshop topic as well as interactive activities to encourage freshmen student-athletes to build a supportive network of peers.
  - Time Management and Personal Branding with Katie Marston: Nov. 5<sup>th</sup>
    - 40 student-athletes
  - Orientation to the Athletic Department/Expectations of Student-Athletes with Rob Mullens, Orientation to UO and Eugene with upperclassmen, Nov. 25<sup>th</sup>
    - 35 student-athletes
  - Values with Katie Harbert, Jan. 14<sup>th</sup>
    - 66 student-athletes
  - Stress Management and Visualization with Katie Harbert, Feb 18<sup>th</sup>
    - 15 student-athletes
  - Healthy Communities with Katie Harbert, April 15<sup>th</sup>
    - 21 student-athletes
- Alternative Break: O Heroes Abroad
  - 2014: 19 student-athletes from 11 sports will travel to Nicaragua for 8 days to build a sport court and participate in a cultural exchange through Courts for Kids.
- Provide all student-athletes with handbook/planners
- Collaboration with Holden Leadership Center-Encourage student-athletes to participate in events such as LeaderShape Institute, Catalyst, and the President's Leadership Symposium

### O HEROES

#### **What we did: (as of April 2014)**

- Hours: 2684
- Youth Impact: 2078
- Money Raised: \$4167
- Number of Events (in 9 month period): 42
- Overall participation (percentage): 145/481
- Thanksgiving Baskets: 70 (*last year was 61*)
- Boys & Girls Club Hours: 858

### STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)

#### **What we did:**

- Fall Attendance: 58, 47, 52, 45, 46, average: 49
- Winter Attendance: 47, 38, 37, 35, 18, average: 35
- Spring Attendance: 40, TBA
- Met bimonthly, 5 times/term

- Operated with 2 Co-Directors
- 3 committees: O Heroes/Cas to Campus, Unification, Healthy Athletes and Sustainability
- Student-Athlete position within the Intercollegiate Athletics Committee
- Pac-12 SAAC/National SAAC
  - 2 student-athletes attended the fall Pac-12 SAAC meeting
  - 2 student-athletes attended the spring Pac-12 SAAC meeting
- Meeting guests: Athletic Director Rob Mullens, Senior Admin: Craig Pintens, Senior Admin: Jody Sykes.
- Unification Events: fun and healthy recreational activities to bring student-athletes together to build relationships and community
  - Corn Maze: Oct. 28<sup>th</sup>, 28 student-athletes
  - FB game watch party: 94 student-athletes
  - Olympics: Feb. 3<sup>rd</sup> 104 student-athletes
  - Laser Tag: May 2013, 20 student-athletes
  - End of the Year BBQ: June 2013, 85 student-athletes
- Healthy Athletes Events:
  - Tasty Thursday
    - Nov. 8<sup>th</sup> Italian theme: 10 student-athletes
    - Jan 31<sup>st</sup> Cooking Competition, 26 student-athletes
    - April 18<sup>th</sup> Asian theme: 20 student-athletes
    - May 30<sup>th</sup>: 18 student-athletes
    - Sustainability-collaborating with campus sustainability groups. Contributed volunteers to 2 Friends of Trees events.

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## COLLABORATION

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- Services for Student-Athletes
  - Send a representative from Student-Athlete Development to the Services for Student-Athletes meeting once a month.
- Holden Leadership Center (HLC)
  - Build and maintain relationships with staff at HLC.
  - Participate in LeaderShape other leadership programs.
  - Collaborated with HLC staff regarding Alternative Break program.
- Career Center
  - Refer SA's for resume, internship, job search guidance.
  - Maintain relationships with Career Center Staff
- Community Members/donors/professional
  - Invite to various networking opportunities with student-athletes
  - O Heroes projects-partner with over 40 community organizations and schools
- Employers
  - Included employers in networking events and senior success series
- Campus groups:
  - Alliance for Sexual Assault Prevention (ASAP) monthly meetings.
  - Substance Abuse Prevention Coalition monthly meetings.
  - O Heroes projects (examples: Duckling Day with Fraternity & Sorority Life, Dance Marathon)
- DAF

- Endowment Dinner
  - Mentor program
  - Order of the O-continue to build a relationship with their leadership (Opening Ceremonies, "O"lympics, Dinner with the Ducks)
- Warsaw Sports Marketing Center
  - Continued to host 10 spots that will be available to student-athletes to take advantage of the Warsaw undergraduate club events and networking possibilities
  - Participated in Sport for Social Change Summit (4 SA's), MBA Career Fair (2 SA's), Women in Sport Symposium (4 SA's), NAYA Service Project (2 SA's)
  - Promoted Sports Business Club meetings regularly to student-athletes who expressed interest.

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## EVENTS

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### Scholar-Athlete Awards Banquet: May 27<sup>th</sup>

- Annual spring banquet held to honor Scholar-Athletes and recognize the Athletic Department's awards (Emerald, Jackson, Higdon)
- 153 student-athletes earning the Scholar Athlete Award (earning a cum GPA of 3.0 or higher or having 3 consecutive terms of 3.0 or higher)

### Graduation Reception: June 15<sup>th</sup>

- Approximately 80 graduates and their families will attend
- Graduation sashes are distributed to student-athletes



UNIVERSITY OF OREGON  
DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

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# STUDENT-ATHLETE DEVELOPMENT

2012-2013

PROGRAM REPORT



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## MISSION AND GOALS

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The University of Oregon Department Of Intercollegiate Athletics will provide an outstanding collegiate experience to our student-athletes while enabling them to pursue excellence in the classroom, the community and their lives while competing at the highest level in their chosen sport.

- Our department is committed to the following principles:
  - Strive to recruit student-athletes who are academically prepared and make every effort to help each meet their academic commitments.
  - Provide academic support services so that our student-athletes will receive the best educational experience, including obtaining their degree.
  - Create a supportive family atmosphere where student-athletes feel connected to their peers, the community and the University.
  - Ensure that student-athletes will become responsible, contributing citizens through career counseling, development of life skills and community service opportunities.
  - Provide facilities and medical staff to enhance the physical fitness and wellness of all student-athletes.
  - Require all members of our department to demonstrate and promote the highest standards of integrity, leadership, sportsmanship, ethical behavior and a true respect for equity and diversity.
  - Maintain a quality comprehensive intercollegiate athletic program that is self-sufficient and self-sustaining in harmony with the mission and goals of the University.
  - Operate in accordance with all rules and regulations set by the University, the Pac-12 Conference and the NCAA.

The mission of the Office of Student-Athlete Development (SA Development) is to develop and implement innovative programs and individualized support services that will empower student-athletes to make positive contributions to their communities and have the best opportunity to grow and succeed in college and later in life.

The University of Oregon was invited to be a pilot institution for the NCAA CHAMPS/Life Skills program in 1994. In 2002, the program, now called SA Development) was honored with the “Program of Excellence Trophy”. This is a lifetime award designed to recognize Division IA athletics programs that have established student-athlete welfare as the cornerstone of their operating principles. It is the goal of SA Development to remain be the premier program in the nation, by providing every student-athlete with the opportunity and encouragement to become a responsible, contributing member to society and by fully supporting them in their transitions into and out of the university no matter their individual characteristics or background.

The SA Development Program is designed to provide the optimum experience for every University of Oregon student-athlete. The program focuses on the holistic development of our student-athletes and recognizes their changing needs. Programming is designed to promote a respect for diversity and inclusion, to assist student-athletes in identifying and applying transferable skills, to encourage student-athletes to effectively access campus resources, and to develop character, integrity, and leadership skills.

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## PROGRAMS AND SERVICES

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### CAREER DEVELOPMENT

#### What we did:

- Senior Success Series: The Senior Success Series is designed to provide education to student-athletes which will help them prepare for the transition from college to the “real world.” We encourage ALL student-athletes to come to the events. Juniors and seniors will earn a point for each event/opportunity they attend. Those who earn 5 points will be awarded \$500 to purchase professional clothing.
  - Resume workshop and networking event, Oct. 8th
    - 77 student-athletes
    - Judy Sheldon led a 30 minute resume workshop followed by an informal networking event with professionals from our mentor program and Order of the O
  - Dining Etiquette, Nov. 13<sup>th</sup> and 26<sup>th</sup>
    - 82 student-athletes total, first session filled in less than 24 hours so had to offer 2 sessions
    - Professional etiquette consultant, Mindy Lockard, at Oregon Electric Station taught about the fundamentals of professional dining and etiquette
  - Dress for Success, Jan. 22<sup>nd</sup>
    - 67 student-athletes
    - 2 personal stylists from Nordstrom led a workshop on appropriate business attire
  - Networking, Feb. 19<sup>th</sup>
    - 55 student-athletes
    - Mentor Board Chair, Rich Akerman, led a 30 minute presentation about networking
    - Followed by a Speed Networking opportunity with 44 professionals
  - Personal Finance, April 8<sup>th</sup>
    - 53 student-athletes
    - Financial advisor, Jon Derby, presented a workshop on personal finance
  - Transitioning to the ‘real world’, May 13<sup>th</sup>
    - 34 student-athletes
    - A panel of professionals and former student-athletes discuss the mental, emotional and social challenges of the transition from college athlete to the real world
  - Opportunity and encouragement to have a resume critiqued by 3 people and turn in final version
  - Opportunity and encouragement to conduct a mock interview with potential employers
- Collaboration with the Career Center and Services for Student-Athletes
  - Tomorrow’s Leaders, April 24<sup>th</sup>
    - Networking opportunity with potential employers
  - Encourage student-athletes to meet with Career Center staff, attend Career Fairs and various Career Center events
- LinkedIn-Oregon Student-Athlete Alumni Group
  - 166 members
- Internships

- Nike Internship- for summer 2013
  - Pac-12 Internship-summer 2013
  - Order of the O Internship-spring 2013
  - Provide individual assistance to acquire internships
- Employer contacts
  - Including: Fisher Investments, Nike, E & J Gallo Winery, Abercrombie & Fitch, Target, Teach for America, Federated Insurance, First Investors, City of Eugene Police Department, Enterprise
- Mentor program
  - 27 active matches
  - 3 athletes and 8 mentors on waitlist
  - Program response from participants both mentees and mentors mainly very positive
  - 52 members of the SA Development Mentor Program
- Individual career development support
  - SA Development staff are available for resumes and cover letter reviews, assistance with job searching, interviewing preparation, grad school applications, and other career related steps
- Tracking system—Student-Athlete Profile System database
- Nominated 9 student-athletes for the NCAA Career in Sports Forum to take place June 2013. 3 attended

## **PERSONAL DEVELOPMENT**

### **What we did:**

- Student-Athlete Development Seminars
  - Stress management with Dr. Amy Athey, Oct. 23<sup>rd</sup>
    - 33 student-athletes
  - Diversity workshop focused on LGBTQ issues
    - Led by a Lacrosse Senior. Viewed a portion of the film, Training, Rules, followed by a discussion, Mon. Nov. 19<sup>th</sup>
    - 28 student-athletes
  - Alcohol Abuse prevention program: Stay In Bounds, led by 3 student-athletes from the Leadership Class.
    - 75 student-athletes
  - Inclusion-follow up to fall diversity discussion, Feb. 25<sup>th</sup>
    - Led by a Lacrosse Senior.
    - 53 student-athletes
    - Discussed student-athlete film to support LGBTQ student-athletes
  - Personal Defense, April 29<sup>th</sup>
    - Led by Tom Hart
    - 32 student-athletes
  - Speaker Adam Ritz, May 7<sup>th</sup>
    - 40 student-athletes
- Skype Series- thought of and implemented by SA Development GTF
  - Seeks to connect minority student-athletes with former and current athletes of color who have successfully used their athletic talents and education to build careers outside of their sport
  - Jackie Joyner Kersee-goal setting/perseverance
  - Captain Chene Nelson-transitioning from student-athlete to career/balance
  - Sadie Dressekie-identifying strengths



- Road to Success Women's Symposium: March 10<sup>th</sup>
  - Oregon's female student-athletes were invited to hear from 9 successful professional women as they shared their individual professional journeys
  - 65 student-athletes attended.
- FHS 199: 99 freshmen student-athletes (see Appendix for list of course topics)
  - Major Exploration Night, Oct. 29<sup>th</sup>: Students attended 2 sessions hosted by advisors from 7 different majors (Business, Journalism, FHS, Product Design, Pre-Health, Psychology, and Educational Studies)
- Provide all student-athletes with planners
- Leadership Challenge: FHS 409 offered to 20 student-athletes during summer 2012
- Alternative Break: O Heroes Abroad
  - 2012: 16 student-athletes from 8 sports traveled to the Dominican Republic for 8 days to build a basketball court and participate in a cultural exchange.
  - 2013: 20 student-athletes from 11 sports traveled to Peru for 8 days to build a basketball court and participate in a cultural exchange through Courts for Kids.
- Collaboration with Holden Leadership Center-Encourage student-athletes to participate in events such as LeaderShape Institute, Catalyst, and the President's Leadership Symposium

#### O HEROES

##### What we did: (as of January 2013)

- Hours: **3,214**
- Youth Impact: **3,455**
- Money Raised: **\$19,753**
- Number of Events (in 9 month period): **42**
- Overall participation (percentage): **300 out of 486 = 62%** (*last year was 55%*)
- Thanksgiving Baskets: **61** (*last year was 47*)
- Boys & Girls Club Hours: **1,273** (*last year approximately 1,000*)

#### STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)

##### What we did:

- Fall Attendance: 45, 36, 28, 35, 31, average: 35
- Winter Attendance: 46, 34, 37, 42, 30, average: 38
- Spring Attendance: 34, 26, 33, 29, 28, average: 30
- Met bimonthly, 5 times/term
- Operated with 2-3 Co-Directors
- 3 committees: O Heroes/Cas to Campus, Unification, Healthy Athletes and Sustainability
- Student-Athlete position within the Intercollegiate Athletics Committee
- Pac-12 SAAC/National SAAC
  - 3 student-athletes attended the fall Pac-12 SAAC meeting; one of them served as the Chair of the meeting.
  - A UO student-athlete was selected to serve the National SAAC as the Pac-12 SAAC representative
  - 2 student-athletes attended the spring Pac-12 SAAC meeting
- Meetings guests: Athletic Director Rob Mullens, Faculty Athletic Rep Jim O'Fallon
- Unification and alcohol-free Events:
  - Corn Maze: Oct. 28<sup>th</sup>, 28 student-athletes

- FB game watch party: 94 student-athletes
- Olympics: Feb. 3<sup>rd</sup> 104 student-athletes
- Laser Tag: May 2013, 20 student-athletes
- End of the Year BBQ: June 2013, 85 student-athletes
- Healthy Athletes Events:
  - Tasty Thursday
    - Nov. 8<sup>th</sup> Italian theme: 10 student-athletes
    - April 18<sup>th</sup> Asian theme: 20 student-athletes
    - Jan 31<sup>st</sup> Cooking Competition, 26 student-athletes
    - May 30<sup>th</sup>: 18 student-athletes
    - Sustainability-collaborating with campus sustainability groups. Contributed volunteers to 2 Friends of Trees events.

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### COLLABORATION

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- Services for Student-Athletes
  - Send a representative from Student-Athlete Development to the Services for Student-Athletes meeting one a month.
- Holden Leadership Center
  - Build and maintain a relationship with the new director of HLC.
  - Participate in LeaderShape other leadership programs.
  - Continue to collaborate with them about Alternative Breaks
- Career Center
  - Leaders of Tomorrow
  - Refer SA's for resume, internship, job search guidance.
- Community Members/donors/professional
  - Bringing them in for networking opportunities
  - O Heroes projects-partner with over 40 community organizations and schools
- Employers
  - Included employers in networking events and senior success series
- Campus groups:
  - Alliance for Sexual Assault Prevention (ASAP) monthly meetings.
  - Substance Abuse Prevention Coalition monthly meetings.
  - O Heroes projects (examples: Duckling Day with Fraternity & Sorority Life, Dance Marathon)
- DAF
  - Thank-a-thon
  - Endowment Dinner
  - Mentor program
  - Order of the O-continue to build a relationship with their leadership (Opening Ceremonies, freshmen class, Talent Show)
- Warsaw Sports Marketing Center
  - Continued to host 10 spots that will be available to student-athletes to take advantage of the Warsaw undergraduate club events and networking possibilities
  - Participated in Sport for Social Change Summit (4 SA's), MBA Career Fair (2 SA's), Women in Sport Symposium (4 SA's), NAYA Service Project (2 SA's)

- Promoted Sports Business Club meetings regularly to student-athletes who expressed interest.

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## EVENTS

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### Opening Ceremonies

- All student-athletes were invited
- Mucho Gusto for dinner
- Stage hypnotist

### Awards Banquet

- Typically held to honor scholar-athletes however due to Alex Rovello's death the banquet was postponed and joined with the Graduation Reception.

### Graduation Reception

- Approximately 80 graduates and their families attended, totaling approximately 350
- Held on a Sunday afternoon before Monday graduation
- Sashes are distributed to student-athletes
- Short program, highlight video, and announcing SA names-this format seems to be well received

## APPENDIX A: FHS 199 COURSE TOPICS

WEEK	DAY	TOPIC / SPEAKER	Assignment/Reading Due
1	Monday Sept. 24 <sup>th</sup>	Class Introduction	
	Wednesday Sept. 26 <sup>th</sup>	Who are my classmates?	Submit First Day homework and Questions for AD/Order of the O on Blackboard
	Friday Sept. 28 <sup>th</sup>	UO history/tradition	Watch Without Limits and respond to discussion board
2	Monday Oct. 1 <sup>st</sup>	Athletic Department Introduction with Rob Mullens	
	Wednesday Oct. 3 <sup>rd</sup>	O Heroes SA's in society	Watch O Heroes in the DR video and respond to discussion board
	Friday Oct. 5 <sup>th</sup>	Ath. Dept. Scavenger Hunt-meet at the Casanova Center	
3	Monday Oct. 8 <sup>th</sup>	Meaning of college-skits	Read Cronan: "Only connect..." and respond to discussion board
	Wednesday Oct. 10 <sup>th</sup>	Eugene/Oregon community	Read 101 things to do in Eugene. Do one thing on the list and respond to the discussion board.
	Friday Oct. 12 <sup>th</sup>	SA panel	Complete MBTI Assessment online Submit questions for upperclassmen on Blackboard
4	Monday Oct. 15 <sup>th</sup>	IAC Final project details/examples	<b>Complete Unit 1 Quiz on Blackboard</b>
	Wednesday Oct. 17 <sup>th</sup>	Values	Read Ch. 4 from Exploring Leadership: Understanding Yourself and respond to discussion board
	Friday Oct. 19 <sup>th</sup>	Visioning Goal Setting	Values discussion board post
5	Monday Oct. 22 <sup>nd</sup>	MBTI	
	Wednesday Oct. 24 <sup>th</sup>	MBTI	
	Friday Oct. 26 <sup>th</sup>	MBTI	
6	Monday Oct. 29 <sup>th</sup>	Major Exploration Night	<b>Attend Major Exploration Night in place of class</b> MBTI discussion board post
	Wednesday Oct. 31 <sup>st</sup>	Diversity	Major Exploration Night discussion board post <b>FINAL PROJECT PROPOSAL DUE</b>
	Friday Nov. 2 <sup>nd</sup>	Diversity	
7	Monday Nov. 5 <sup>th</sup>	Emotional Intelligence	<b>Complete Unit 2 Quiz on Blackboard</b> Diversity discussion board post
	Wednesday Nov. 7 <sup>th</sup>	Stress Management	Emotional Intelligence discussion board post
	Friday Nov. 9 <sup>th</sup>	Parties-drugs and alcohol	Stress Management discussion board post
8	Monday Nov. 12 <sup>th</sup>	Healthy Relationships/Sex	Drugs/alcohol discussion board post
	Wednesday Nov. 14 <sup>th</sup>	Time Management	Healthy Relationships discussion board post
	Friday Nov. 16 <sup>th</sup>	Followership	
9	Monday Nov. 19 <sup>th</sup>	Public Speaking	Followership discussion board post
	Wednesday Nov. 21 <sup>st</sup>	Resumes	Read Loehr & Schwartz, 12 Essentials for Success <b>VOLUNTEER HOURS REFLECTION DUE</b>
	Friday Nov. 23 <sup>rd</sup>	<b>Thanksgiving Holiday</b> (no class)	
10	Monday Nov. 26 <sup>th</sup>	Personal Finance	Submit resume on Blackboard Read Playbook for Life
	Wednesday Nov. 28 <sup>th</sup>	Project Festival	<b>PROJECT DUE</b>

# Foundations of Leadership and Life Skills

FHS XXX – 3 Credits  
13 Fall Term Syllabus

Meeting Days/Time:			Location:	TBD
M,W,F 10:00-10:50	CRN		Location:	TBD
M,W,F 11:00-11:50	CRN		Location:	TBD
M,W,F 12:00-12:50	CRN		Location:	TBD

INSTRUCTOR	
<b>Katie Harbert</b> Director of Student Athlete Development Intercollegiate Athletics	
Phone:	(541) 346-5367
E-mail:	kharbert@uoregon.edu
Address:	Office 105 Jaqua Center 1615 E. 13 <sup>th</sup> Eugene, OR 97403
Office Hours:	By appt.

## INSTRUCTOR ASSISTANTS

Stephanie Baugh  
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Judy Sheldon  
O Heroes Director  
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## DESCRIPTION

FHS 199 is a three credit course that serves as an introduction to higher education at the University of Oregon and as an ongoing orientation to resources, skills, and social issues pertaining to student-athletes. The course is specifically designed to help student-athletes adjust to college life and related issues, develop a better understanding of oneself and others, and begin to master the art of learning in a new environment. The course provides opportunities for examining the challenges associated with the first-year college experience as they relate to collegiate athletes. The combination of lectures, group processes, online activities, and individual learning has been carefully designed to increase the likelihood that students' first and future years at the University of Oregon will be successful.

## LEARNING OBJECTIVES

During this class we will:

- Begin a personal exploration and planning process for academic and career success.
- Become knowledgeable about skills needed for personal success including goal-setting, time management, and stress management skills.
- Develop an understanding of rights, responsibilities, attitudes and choices with regard to personal health, financial responsibility, relationships, sexual issues, and drugs and alcohol.

Students investing fully in this course will be able to:

- Identify the purpose and importance of higher education and develop an understanding of how they fit in as a new student and athlete.
- Develop a fundamental understanding of the role of student-athletes on campus and in the community.
- Demonstrate an awareness of their personal values and beliefs.
- Develop an understanding of the significance of cultural awareness and respect for diversity among individuals and groups.

WEEK	DAY	TOPIC / SPEAKER	Assignment/Reading Due
1	Monday Sept. 24 <sup>th</sup>	Class Introduction	
	Wednesday Sept. 26 <sup>th</sup>	Who are my classmates?	Submit First Day homework and Questions for AD/Order of the O on Blackboard
	Friday Sept. 28 <sup>th</sup>	UO history/tradition	Watch Without Limits and respond to discussion board
2	Monday Oct. 1 <sup>st</sup>	Athletic Department Introduction with Rob Mullens	
	Wednesday Oct. 3 <sup>rd</sup>	O Heroes SA's in society	Watch O Heroes in the DR video and respond to discussion board
	Friday Oct. 5 <sup>th</sup>	Ath. Dept. Overview and expectations	
3	Monday Oct. 8 <sup>th</sup>	Meaning of college	Read Cronan: "Only connect..." and respond to discussion board
	Wednesday Oct. 10 <sup>th</sup>	Eugene/Oregon community	Read 101 things to do in Eugene. Do one thing on the list and respond to the discussion board.
	Friday Oct. 12 <sup>th</sup>	SA panel	Complete MBTI Assessment online Submit questions for upperclassmen on Blackboard
4	Monday Oct. 15 <sup>th</sup>	IAC Final project details/examples	<b>Complete Unit 1 Quiz on Blackboard</b>
	Wednesday Oct. 17 <sup>th</sup>	Values	Read Ch. 4 from Exploring Leadership: Understanding Yourself and respond to discussion board
	Friday Oct. 19 <sup>th</sup>	Visioning Goal Setting	Values discussion board post
5	Monday Oct. 22 <sup>nd</sup>	MBTI	
	Wednesday Oct. 24 <sup>th</sup>	MBTI	
	Friday Oct. 26 <sup>th</sup>	MBTI	
6	Monday Oct. 29 <sup>th</sup>	Major Exploration Night	<b>Attend Major Exploration Night in place of class</b> MBTI discussion board post
	Wednesday Oct. 31 <sup>st</sup>	Diversity	Major Exploration Night discussion board post <b>FINAL PROJECT PROPOSAL DUE</b>
	Friday Nov. 2 <sup>nd</sup>	Diversity	
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	Wednesday Nov. 7 <sup>th</sup>	Stress Management	Emotional Intelligence discussion board post
	Friday Nov. 9 <sup>th</sup>	Parties-drugs and alcohol	Stress Management discussion board post
8	Monday Nov. 12 <sup>th</sup>	Healthy Relationships/Sex	Drugs/alcohol discussion board post
	Wednesday Nov. 14 <sup>th</sup>	Time Management	Healthy Relationships discussion board post
	Friday Nov. 16 <sup>th</sup>	Followership	
9	Monday Nov. 19 <sup>th</sup>	Public Speaking	Followership discussion board post
	Wednesday Nov. 21 <sup>st</sup>	Resumes	Read Loehr & Schwartz, 12 Essentials for Success <b>VOLUNTEER HOURS REFLECTION DUE</b>
	Friday Nov. 23 <sup>rd</sup>	<b>Thanksgiving Holiday (no class)</b>	
10	Monday Nov. 26 <sup>th</sup>	Personal Finance	Submit resume on Blackboard Read Playbook for Life
	Wednesday Nov. 28 <sup>th</sup>	Project Festival	<b>PROJECT DUE</b>
	Friday Nov. 30 <sup>th</sup>	Class Review	<b>Complete Unit 3 Quiz on Blackboard</b> Project Festival discussion board post
FINAL	CRN 12917	<b>Friday, Dec. 7th 10:15</b>	FINAL REFLECTION DUE
	CRN 12918	<b>Wednesday, Dec. 5th 10:15</b>	FINAL REFLECTION DUE
	CRN 12920	<b>Monday, Dec. 3rd 10:15</b>	FINAL REFLECTION DUE

## TEXTBOOKS & READING MATERIALS

A course packet will include various articles, book chapters and other assigned readings and videos. All readings will be posted on Blackboard. Students are expected to complete these readings as assigned and come to class prepared to discuss them. Additional articles may be assigned throughout the term.

### Required Readings

- Cronon, W. 1998. "Only Connect..." The Goals of a Liberal Education. *The American Scholar*, Volume 67, No. 4, Autumn,
- University of Oregon Office of Student Life , 101 Things to do in the Eugene Area, 2007.
- S. Komives, N. Lucas, T. McMahon. (2007). Understanding Yourself in *Exploring Leadership for college students who want to make a difference* (119-147). San Francisco: John Wiley & Sons, Inc..
- Michigan State University Career Services Network *12 Essentials for Success: Competencies Employers Seek in College Graduates*.
- Loehr, J. & Schwartz, T. (2001). The Making of a Corporate Athlete, *Harvard Business Review*, January, 120-128. Harvard Business School Publishing Corporation.
- The Hartford, (2008). *Playbook for Life, The Student's Guide to Understanding and Planning Your Financial Future*, The Hartford Financial Services Group, Inc.
- Meilinger, P.S. (2001). Ten Rules of Good Followership, in Lester, R.I. & Morton, A.G. (Eds.) *Concepts for Air Force Leadership* (99-101). Maxwell Air Force Base, Alabama. Air University Press.
- McIntosh, P. (2008). "White Privilege: Unpacking the Invisible Knapsack." In J. Noel *Classic edition sources: Multicultural education*, (2<sup>nd</sup> ed). New York: McGraw Hill.

### Resources

- Blake, J. (2011). *Life After College*. Philadelphia, PA: Running Press Book Publishers.
- Bolles, R. B. (2010). *What Color Is Your Parachute? A Practical Manual for Job-Hunters and Career-Changers*. Berkeley, CA: Ten Speed Press.
- Bradberry, T. & Greaves, J. (2009). *Emotional Intelligence 2.0*. San Diego, CA: TalentSmart
- Dreher, D. (1996). *The Tao of Personal Leadership*. New York, NY: Harper Business.
- Dungy, T. & Whitaker, N. (2010). *The Mentor Leader*. Carol Stream, IL: Tyndale House Publishers, Inc.
- Etzel, E.F., Ferrante, A.P., & Pinkney, J.W. (2002). *Counseling College Student-Athletes*, (2<sup>nd</sup> ed.) Morgantown, WV: Fitness Information Technology, Inc.
- Goleman, D. (2006). *Social Intelligence*. New York, NY: Bantam Books.
- Goleman, D., Boyatzis, R. & McKee, A. (2002). *Primal Leadership*. Boston, MA: Harvard Business School Press.
- Hill, N. (1960). *Think and Grow Rich*. New York, NY: Fawcett Books.
- Huang, C.A. & Lynch, J. (1992). *Thinking Body, Dancing Mind*. New York: NY: Bantam Books.
- Kadison, R. & DiGeronimo, T.F. (2004). *College of the Overwhelmed*. San Francisco, CA: Jossey-Bass.
- Komives, S.R., Lucas, N. & McMahon, T.R. (2007). *Exploring Leadership*. San Francisco, CA: John Wily & Sons, Inc.
- Kouzes, J.M. & Posner, B.Z. (2007). *The Leadership Challenge*, (4<sup>th</sup> ed.). San Francisco, CA: John Wiley & Sons, Inc.
- Lencioni, P. (2002). *The Five Dysfunctions of a Team*. San Francisco, CA: Jossey-Bass.
- Littauer, F. & Sweet, R. (2011). *Personality Plus at Work*. Grand Rapids, MI: Revell.
- Maxwell, J.C. (2007). *Talent is Never Enough*. Nashville, TN: Thomas Nelson, Inc.
- Millman, D. (1999). *Body Mind Mastery*. Novato, CA: New World Library.
- Murphy, S. (Ed.). (2005). *The Sport Psych Handbook*. Champaign, IL: Human Kinetics Publishers, Inc.
- Orlick, T. (2000). *In Pursuit of Excellence* (3<sup>rd</sup> ed.) Champaign, IL: Human Kinetics.
- Petrie, T.A. & Denson, E.L. (2003). *A Student-Athlete's Guide to College Success*. Belmont, CA: Wadsworth/Thompson Learning.
- Rath, T. (2007). *Strengthsfinder 2.0*. New York, NY: Gallup Press.
- Rath, T. & Conchie, B. (2008). *Strengths Based Leadership*. New York, NY: Gallup Press.
- Stainback, R. D. (1997). *Alcohol and Sport*. Champaign, IL: Human Kinetics.
- Williams, J.M. (Ed.). (2001). *Applied Sport Psychology* (4<sup>th</sup> ed.). Mountain View, CA: Mayfield Publishing Company.

## STUDENT RESPONSIBILITIES

1. Attendance is mandatory. If for any reason you cannot attend a class, please contact the instructor before class. More than 2 absences, which are not related to team travel, can be grounds for No Credit for this course. Travel letters should be handed in to the instructor on the first day of class. If students miss a class it is their responsibility to find out what material was missed and to complete any homework or readings assigned.
2. All students are expected to arrive to class on-time. Tardiness is irresponsible and disruptive to one's learning, others in the class, and instructors.
3. Assigned reading must be completed before coming to class. Students will be expected to participate in class discussions related to reading assignments.
4. All assignments are required and should be turned in on time for a passing grade. If students are planning to be absent on the day an assignment is due, it is their responsibility to make arrangements with the instructors to turn it in early.
5. Respect for the rights of all classmates is essential to the progress of the course. Students are expected to use active listening skills, show respect and appreciate different points of view, speak from their own perspectives and experiences, and wait to speak without interrupting others.
6. Cell phones and other electronic devices must be turned off and put away before class. Laptops will not be needed and are not allowed in class unless students are using them to assist in a presentation or they have cleared it with the instructor.

## GRADING POLICY

This class is only offered as P/NP. Please note that you must achieve 70% (140/200 points) or higher to receive a pass (P). Your final grade will be based on the total number of points accrued during the term.

	Points
<input type="checkbox"/> Attendance and Participation (1pt per day)	30
<input type="checkbox"/> Individual meeting with SAD staff	10
<input type="checkbox"/> Volunteer hours	10
<input type="checkbox"/> Quizzes (10 points each)	30
<input type="checkbox"/> Assignments (posts and reflections)	40
<input type="checkbox"/> Final Reflection	30
<input type="checkbox"/> Final Project	50

Total: 200

## COURSE REQUIREMENTS

### • Attendance and Participation

Attendance is mandatory. Students who are present, punctual and actively participate in class will earn full attendance and participation points. Students will receive 1 warning for poor class behavior such as tardiness, texting, talking, sleeping, etc. If students continue poor behavior during that class period or later classes they will earn no participation points. If students are disruptive to the class, they may be asked to leave and will earn no attendance or participation points.

### • Individual Meeting with Student-Athlete Development (SAD) staff

An individual meeting with one of the instructors is required. In this meeting students will discuss progress in the course including their plans for the final project. Within the first two weeks of the term, students should arrange meeting times with SAD staff. Meetings should take place between the fourth and eighth weeks of the term (**October 15<sup>th</sup>-November 16<sup>th</sup>**).

### • Volunteer Hours

Each student must volunteer at least 2 hours during the term and are encouraged to turn their points in to the Duck Cup using the online point submission form. Opportunities for volunteering will be offered throughout the term and students may choose from the presented opportunities or arrange for their own service. Volunteer hours and the associated reflection should be completed no later than **Wednesday, November 21<sup>st</sup>**.

### • Quizzes

There will be 3 quizzes throughout the term; one at the end of each Unit. Students are required to take all quizzes. Quizzes will be available on Blackboard for a 24 hour window. If a student is going to be unable to complete the quiz during the scheduled time, arrangements must be made with the instructor prior to missing the scheduled time. If a student does not complete the quiz and has not made prior arrangements, there will be no opportunity to make-up the quiz.

### • Assignments (see Assignments rubric attached)

Throughout the 10-week course, students will be asked to complete various assignments (reflections and discussion board posts). These are designed to give students the opportunity to apply and demonstrate learning and skills taught in class. All assignments should be completed and submitted through Blackboard on time. **Late assignments will not earn points.**

### • Final Reflection (see Final Reflection rubric attached)



Students will be required to write a 4-5 page class reflection paper. The paper should show depth of thought, reflection and critical thinking. It should flow, be organized, and well written. The final reflection is due at the **beginning of each section's final period (see class schedule)** and should be submitted through Blackboard.

- **Final Project**(see Final Project rubric attached)

The final project is for students to create an artistic representation of their personal playbook. Students should imagine they have achieved their vision of their college experience and will create an artistic representation of their legacy at the UO. Students should base it off of the units of class: Where am I? Who am I and where am I going? How will I get there? Students should be original and imaginative in their creations. A **proposal (outline) of the project is due October 31<sup>st</sup>**. Students will bring their projects to class November 28<sup>th</sup> to present their projects for the Project Festival. See Film rubric for more information and to see how work will be graded.

## **COURSE INCOMPLETES**

Students are expected to be familiar with university policy and procedures, which result in failing to complete the course by the end of the term in which it is offered. Please see <http://interact.uoregon.edu/pdf/sas/AIncGrdCon.pdf>.

## **ATTENDANCE POLICY**

Attendance and participation is vital to the learning process in this class. Attendance at all sessions is required and worth fifteen percent of the course grade.

## **ABSENCE POLICY**

Students must contact the instructor in case of illness or emergencies that preclude taking exams as scheduled or attending class sessions. Messages can be left on the instructor's voice mail or e-mail at any time of the day or night, **prior** to class. If no prior arrangements have been made before class time, the absence will be unexcused.

If you are unable to take an exam due to a personal and/or family emergency, you should contact your instructor or as soon as possible. On a case-by-case basis, the instructor will determine whether the emergency qualifies as an excused absence.

## **ACADEMIC MISCONDUCT POLICY**

All students are subject to the regulations stipulated in the UO Student Conduct Code (<http://www.uoregon.edu/~conduct/>). This code represents a compilation of important regulations, policies, and procedures pertaining to student life. It is intended to inform students of their rights and responsibilities during their association with this institution, and to provide general guidance for enforcing those regulations and policies essential to the educational and research missions of the University.

## **CONFLICT RESOLUTION**

The mission of the College of Education is to "Make educational and social systems work for all." Several options, both informal and formal are available to resolve conflicts for students who believe they have been subjected to or have witnessed bias, unfairness or other improper treatment. Campus support includes:

- UO Bias Response Team: 346-1139 or <http://darkwing.uoregon.edu/~brt/>
- UO Conflict Resolution Services 346-0617 or <http://darkwing.uoregon.edu/~crs/>
- UO Affirmative Action and Equal Opportunity 346-3123 or <http://aaeo.uoregon.edu/>

## **DIVERSITY**

It is the policy of the University of Oregon to support and value diversity. To do so requires that we:

- Respect the dignity and essential worth of all individuals.
- Promote a culture of respect throughout the University community.
- Respect the privacy, property, and freedom of others.
- Reject bigotry, discrimination, violence, or intimidation of any kind.
- Practice personal and academic integrity and expect it from others.
- Promote the diversity of opinions, ideas and backgrounds which is the lifeblood of the university.

## **DOCUMENTED DISABILITY**

Appropriate accommodations will be provided for students with documented disabilities. If you have a documented disability and require accommodation, arrange to meet with the course instructor within the first two weeks of the term. The documentation of your disability must come in writing from the Disability Services in the Office of Academic Advising and Student Services. Disabilities may include (but are not limited to) neurological impairment, orthopedic impairment, traumatic brain injury, visual impairment, chronic medical conditions,

emotional/psychological disabilities, hearing impairment, and learning disabilities. For more information on Disability Services, please see <http://ds.uoregon.edu/>

## **GRIEVANCE**

A student or group of students of the College of Education may appeal decisions or actions pertaining to admissions, programs, evaluation of performance and program retention and completion. Students who decide to file a grievance should follow the student grievance procedure, or alternative ways to file a grievance outlined in the Student Grievance Policy (<http://education.uoregon.edu/feature.htm?id=399>) or enter search: student grievance.

## **INCLEMENT WEATHER**

In the event the university operates on a curtailed schedule or closes, UO media relations will notify the Eugene-Springfield area radio and television stations as quickly as possible. In addition, a notice regarding the university's schedule will be posted on the UO main home page (in the "News" section) at <http://www.uoregon.edu>.

If an individual class must be canceled due to inclement weather, illness, or other reason, a notice will be posted on Blackboard or via email. During periods of inclement weather, please check Blackboard and your email rather than contact department personnel. Due to unsafe travel conditions, departmental staff may be limited and unable to handle the volume of calls from you and others.

# **FHS 409: Leadership Challenge**

3 Credits – CRN 40754

## **2011 SUMMER Term Syllabus**

### **Location:**

Jaqua Center, Camp Magruder

### **Meeting Days/Time:**

Monday, June 4<sup>th</sup> 7:00-8:00pm

Friday, July 13<sup>th</sup> 6:00-8:00pm

Saturday, July 14<sup>th</sup> 8:00-5:15pm

Sunday, July 15<sup>th</sup> 7:00-6:00pm

Friday, July 20<sup>th</sup> 6:00pm-Sunday, July 22<sup>nd</sup> 6:00pm

Monday, August 6<sup>th</sup> 5:00pm *ALL ASSIGNMENTS DUE*

<b>INSTRUCTORS</b>	
<b>John Duncan</b> Director Holden Leadership Center	<b>Katie Harbert</b> Coordinator of Student Athlete Development Intercollegiate Athletics
<b>Phone:</b> (541) 346-1146	<b>Phone:</b> (541) 346-5367
<b>Fax:</b> (541) 346-1145	<b>Fax:</b> (541) 346-6458
<b>E-mail:</b> duncan@uoregon.edu	<b>E-mail:</b> kharbert@uoregon.edu
<b>Address:</b> 1228 University of Oregon, EMU Suite 17 Eugene, OR 97403-1228	<b>Address:</b> Jaqua Academic Center 1615 E. 13 <sup>th</sup> Ave. Eugene, OR 97403
<b>Office Hours:</b> By appt.	<b>Office Hours:</b> By appt.

## **INSTRUCTOR ASSISTANTS**

Judy Sheldon  
Dietrich Moore  
Colleen Taggart

Jennie Leander  
Jennifer Jackson  
Stephanie Baugh

Michael Clay  
Janell Bergstrom  
Lisa Peterson

## **DESCRIPTION**

This two-weekend long intensive course for students will challenge participants to consider a variety of aspects surrounding leadership theories, styles, skills, and practices. It will challenge students to apply these leadership principles to the college environment and other settings in the community, specifically the environment of intercollegiate athletics. Through assigned readings, breakout sessions, experiential learning, speakers, reflections, presentations, and a final paper, participants will have the opportunity to: explore various definitions and practices of leadership, define and assess their own leadership style(s), identify characteristics critical to effective leadership, identify obstacles to leadership, and gain insight on how to translate concepts of leadership into daily application. Students will also have the opportunity to work individually and in groups, while interacting with other students, facilitators, administrators, and speakers.

## **LEARNING OBJECTIVES**

Students investing fully in this course will:

- Understand and apply the five exemplary practices of leadership according to The Leadership Challenge.

- Increase awareness of their own personal leadership style including their skills, areas for improvement, and values.
- Learn the basics of group roles, dynamics, and decision making in order to function constructively in group settings.
- Understand the importance of cultural awareness and its importance within the role of effective leadership and successful groups.
- Develop a personal leadership action plan to achieving a personal best that demonstrates critical thinking about the application of leadership theory.
- Understand concepts of bystander intervention and its relationship to effective leadership.

### REQUIRED READING MATERIALS:

Students will be expected to read the following text. Additional articles may be assigned throughout the class:

- The Student Leadership Challenge: Five Practices for Exemplary Leaders by James Kouzes and Barry Posner.

### GRADING POLICY

This class is only offered as P/NP. Please note that you must achieve 70 points or higher out of 100 to receive a pass (P).

The final grade for this course will be determined based on attendance/participation in all seven days of the course, group projects, the portfolio and the final paper.

- ☐ Attendance/participation = 25 points (Note: Attendance is mandatory at all sessions)
- ☐ Group Project = 30 points
- ☐ Leadership Portfolio = 15 points
- ☐ Leadership Action Plan = 30 points

### COURSE REQUIREMENTS

#### Attendance/Participation (25 points)

Attendance and participation is vital to the learning process in this class. **Attendance at all sessions is required.** Full participation means students are engaged in the learning, respectful of all classmates, instructors and guests, arrive on time, and attend for the duration of the class. Classroom behaviors such as texting, checking email, or otherwise disruptive behavior are not acceptable and will result in loss of participation points.

#### Group Project (30 points)

**Due: Monday, August 6<sup>th</sup>**

One of the most critical aspects of leadership includes the ability to work as part of a team. All participants will be placed in groups in which they will work together to address a critical issue in leadership and intercollegiate athletics. Each group will develop and create an action plan for a project to make a positive impact on the student-athlete community. See rubric for specific details.

#### Leadership Portfolio (15 points)

**Due: Monday, August 6<sup>th</sup>**

Each student will receive a binder at the beginning of the course which will include questions for reflection, personal assessments, and other work to be completed during the class. All work and reflections done during the course will be kept in this binder and turned in complete. See rubric for specific details.

#### Leadership Action Plan (30 points)

**Due: Monday, August 6<sup>th</sup>**

A final paper will be required of all participants. The paper will encompass all aspects of leadership discussed throughout the class. It should be a summary of the student's learning and should draw from the assigned readings, speakers, group work and reflection. It will include a personal leadership action plan demonstrating the ability to translate concepts of leadership into daily application. This is a formal paper and should be 5-8 pages typed, 12-pt, well-organized and free of errors. Grading criteria

includes depth of thought, reflection related to core values, synthesis of course concepts, and exploration of new ideas. See rubric for specific details.

### **COURSE INCOMPLETES**

Students are expected to be familiar with university policy and procedures which result in failing to complete the course by the end of the term in which it is offered. Please see <http://interact.uoregon.edu/pdf/sas/AlncGrdCon.pdf>.

### **ABSENCE POLICY**

There are no excused absences. In case of emergency, contact Shelley Deadmond or Jennie Leander.

### **DOCUMENTED DISABILITY**

Appropriate accommodations will be provided for students with documented disabilities. If you have a documented disability and require accommodation, you must meet with the course instructor within the first two weeks of the term. This documentation must come in writing from the Disability Services department in the Office of Academic Advising and Student Services. Disabilities may include (but are not limited to) neurological impairment, orthopedic impairment, traumatic brain injury, visual impairment, chronic medical conditions, emotional/psychological disabilities, hearing impairment, and learning disabilities. For more information on Disability Services, please see <http://ds.uoregon.edu/>.

### **ACADEMIC MISCONDUCT POLICY**

The UO Student Conduct Code is contained in each term's schedule of classes. All College of Education students are subject to the regulations stipulated in this code. This code represents a compilation of important regulations, policies, and procedures pertaining to student life. It is intended to inform students of their rights and responsibilities during their association with this institution, and to provide general guidance for enforcing those regulations and policies essential to the educational and research missions of the University.

Certain student behavior will result in the lowering of the course grade by at least one grade level, may result in an "F" grade for the course, and may result in the student's suspension or expulsion from the university. These behaviors include, but are not limited to:

- a. Dishonesty, including cheating, plagiarism, or knowingly furnishing false information or signatures on extra credit work
- b. Intentional disruption, obstruction, or interference with the process of instruction

Please review policy at: <http://www.uoregon.edu/~conduct/>.

### **EXPECTED CLASSROOM BEHAVIOR**

Classroom expectations include:

- ☐ Participating in class activities
- ☐ Respecting the diversity of cultures, opinions, viewpoints in the classroom
- ☐ Listening to fellow students, professors, and lecturers with respect
- ☐ Arriving on time, prepared for class
- ☐ Attending for the duration of class; not reading other materials, books, newspapers

Racist, homophobic, sexist, and other disrespectful comments will not be tolerated.

### **DIVERSITY**

It is the policy of the University of Oregon to support and value cultural diversity. To do so requires that we:

- Respect the dignity and essential worth of all individuals.

- Promote a culture of respect throughout the University community.
- Respect the privacy, property, and freedom of others.
- Reject bigotry, discrimination, violence, or intimidation of any kind.
- Practice personal and academic integrity and expect it from others.
- Promote the diversity of opinions, ideas and backgrounds which is the lifeblood of the university.

If you believe you have been the victim of or a witness to a bias incident, harassment, or a hate crime, the University of Oregon encourages you to report it to the Bias Response Team. The team can help you document the incident and can provide support.

Bias Response Team:

<http://darkwing.uoregon.edu/~brt/>

346-1139

Affirmative Action and Equal Opportunity <http://aaeo.uoregon.edu/>

346-3123

## Experts and Leaders in the Field of Athletic Counseling and Student-Athlete Development:

### **Faculty:**

Al Petitpas, Springfield College  
Brit Brewer, Springfield College  
Judy Van Raalte, Springfield College  
Taunya Tinsley, California University of Pennsylvania  
Chris Brown, UMKC  
Richard Lapchick, Central Florida University  
Keith Harrison, Central Florida University

### **Practitioners:**

Justin Paysinger, NCAA  
Cricket Lane, UNC  
Ashley Armstrong, UCLA  
Mike Harrity, UND  
Keith Zimmer, Nebraska

### **Professional Organizations**

NCAA, Student Athlete Affairs  
Professionals Association of Athlete Development Specialists  
Association for Applied Sport Psychology  
American Counseling Association, Sports Counseling Interest Network  
American Psychological Association Division 47



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## SUMMARY OF STUDENT-ATHLETE EXPECTATIONS COMMUNICATION

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Expectations of student-athletes are integrated throughout the department on many levels from individual conversations to group programming and by many people from coaching staff to support personnel. Student-Athlete Development programs include expectations of student-athletes and character development in the following programs:

1. SAAC meetings-peer led conversations
2. SAAC meetings-guest speakers
3. Opening Ceremonies
4. Academic Awards Banquet
5. Student-Athlete Development Educational Seminars
6. Student-Athlete Development Mentor program
7. Symposiums (male/female separate)
8. Senior Success
9. Leadership Series
10. Freshmen Seminars (former class for credit)



## **University of Oregon Summer Bridge program for incoming freshman student-athletes**

**What it is:** The Bridge is a summer program designed for incoming freshmen student-athletes. It is designed to allow students to take 6 credits during the Summer term before their freshman Fall term starts. The students are programmed the entire day for the first four weeks of classes, Summer Session I.

**Its purpose:** By having students participate in the Bridge program, they are able to acclimate to a college environment in the sports off-season and without a full load of academic coursework. This "soft start" affords a glimpse into the academic rigors of college, but also provides a total support network from SSA staff. By scheduling students this way, we are able to monitor students' habits during class, provide small group and individual tutoring, teach study skills, and access resources (Accessible Education, Psycho-Ed Evaluations) before the Fall term starts. Bridge gives students and SSA staff a jumpstart on academics and it is a time we all value tremendously.

**The details:** Students take one four-credit academic course plus two more credits. In the past, students have taken Intl 250 or Intl 240, and this year they are taking FHS 213. Their one-credit classes have varied as well, and have included a Library 199 class, a Social Media class (CIS 199), an online SAPP class, an autobiography writing course, and a TLC 199 course.

In addition to the students' academic work, we prepare students for the Math Placement Exam and give a math assessment, writing assessment, academic history assessment, and a GRIT scale test. If students want or need support from Accessible Education, or need Psycho-Educational Evaluations, we facilitate and connect them to the appropriate professionals.

Finally, we provide small group tutoring every day in order to work closely with, observe, monitor, and support students. At the end of this intensive Summer session, Learning Specialists write individual reports on all students and make educational tutoring plans for Fall term.

**Student schedule:** Students take classes from 9-12:20, have lunch, and then work with tutors and Learning Specialists from 1-2pm. On alternating days, groups of students do math preparation from 8-9am or from 2-3pm. During Bridge, we also allow time for assessments, Math Placement, a field trip, and guest speakers. During Summer 2014, we have had guest speakers from Accessible Education and from Student Conduct. We have also had Ken Sufka, PhD (author of *The A Game: Nine Steps to Better Grades*) work with the students.

**University of Oregon Athletic Department  
Teams Additional Programming  
2013-14**

**Women's Lacrosse**

The Program – leadership development and team building – Sept 2013, March 2014

Tom Hart – self-defense – March 2014

Dr. David Mikula – team chemistry – May 2014

**Women's Golf**

Sport Conflict Institute – individual character assessments to optimize performance – throughout the year

Train 2B Clutch – mental training, specifically "having a great attitude, giving your very best and having unconditional gratitude regardless of your circumstance – Oct 2013, March 2014 – available throughout the year

Rolland Todd/Todd Team Coaching – Building a Championship Team – effective communication within the team – work mainly done in 2012, however, still use concepts

Inspirational Women – Patricia Bradach, Global Operations Director of Jordan Brand at Nike; Erica Omlid and Michelle Brosterhous , Nike Golf

**Volleyball**

The Program – leadership development and team building – August 2013

Humanex Presentation – leadership and team building – August 2013 and ongoing throughout the year

Self-evaluation of leadership and creating a team in writing – throughout 2013-14

**Women's Soccer**

Dr. Bettina Jensen – game/stress management – Jan 2014

Dr. Bettina Jensen – team building – May 2014

**Softball**

Brian Cain – mental conditioning coach – process and development team core covenants – Jan 2014

## **Football**

Kip Leonard – judicial system/legal issues – sexual assault – March 2013

The Flippen Group – leadership development training – May 2013

Lee Gordan (180 Communications) – social and sexual awareness – May 2013

The Program – leadership development and team building – June 2013, Oct 2013, June 2014

Tom Hart – sexual awareness – June 2013, August 2013, March 2014

Admiral McCabe (Top Gun XO) – confidence in execution and trusting your teammates – August 2013

Neil Everett and Stan Verett (ESPN) – media awareness/education – August 2013

Carolyn McDermid (UO Chief of Police) – sexual assault – August 2013

Howard Slusher – agent education – August 2013

Elaine Pasqua – sexual responsibility – August 2013

Tony Dungy – social responsibility (treatment of women, responsible parenting, etc) – August 2013

## **Track and Field**

Darren Treasure (Nike Oregon Project) – team performance, stress, balance, confidence, teamwork, etc. – throughout 2013-14

## **Baseball**

Brian Cain – mental conditioning coach – process and development team core covenants – October 2013

Ken Ravizza – mental training – November 2013

## **Sex & Excess: Surviving the Party**

### **Introduction**

Is partying one of your primary goals in college? Do you or your friends wake up the next day with regrets? Welcome to Sex & Excess: Surviving the Party!

Since 1997 Elaine Pasqua has been presenting programs about the negative effects of high-risk behaviors to thousands of students at over 500 colleges and universities across the United States. Her passion is to prevent students from altering their life goals as she has seen many lives that were changed by one inconsequential decision.

For the past four years Elaine was nominated Best Speaker of the Year for the Campus Activities Readers Choice Awards. She has been a keynote speaker for the NCAA. She provides player development training for the New York Giants, the Jets, Baltimore Ravens, Tampa Bay Buccaneers, Carolina Panthers, the NFL, NBA and the Philadelphia Phillies. Elaine has been featured in USA Today, NY1 News, and is the columnist for Student Activities Magazine "Real Life on Campus." She co-wrote, directed, and produced the video "Be Aware of the Risks of Date Rape Drugs" which has been viewed over a half a million times on YouTube.

As Elaine travels across the country, she continually hears the stories of partying-gone-bad. So get ready for a frank, lively, and open discussion about the party, all that can go wrong, and how you can keep it all right as Elaine brings to you Sex & Excess: Surviving the Party.

Please welcome, Elaine Pasqua.