Introduction from the Director of Athletics

Congratulations and welcome to the family that is Concordia University Athletics. Your decision to participate in intercollegiate athletics at Concordia will be a challenging and rewarding experience. The demands of being a student and an athlete can be overwhelming at times. The goal of the coaching staff and administration is to educate, coach and develop you into productive young men and women while preparing you for life upon your graduation.

When you step out onto the field or court, our goals are to bring home victories and win championships. When you step into the classroom, we expect you to set your sights towards high academic success. And while we strive for high marks academically, as well in the win column, we have another goal to achieve this year: winning the NSIC Sportsmanship Award. It will take the success of each and every student-athlete, coach and administrator throughout the year. In order to capture the sportsmanship championship, which is every bit as important as any other championship, we must always use respectful language, treat the officials, opponents, coaching staff, game staff and spectators with respect at all times. It is important that you represent your program, your University, the NSIC but most importantly, yourself and your family, in a professional and sportsman-like manner.

In this handbook, you will find information you will need in your position as a student-athlete at Concordia University, St. Paul. It is your responsibility to read and use this handbook to help you understand what is expected of you and how to manage some of the issues that you will face.

Please consult this handbook or your Student Guide first when you are faced with an unfamiliar situation. Secondly, go to your coach for assistance. Not reading or understanding this handbook will not be an excuse for not following school, NCAA, NSIC or athletic department rules.

Go Golden Bears!

Mark “Lunch” McKenzie
Director of Athletics
Message from the President

*Mens sana in corpore sano* is the famous Latin motto often translated "a sound mind in a sound body." The student-athlete instinctively understands this concept, seeking to achieve physical goals through sport within the environment of a university, where nurturing and expanding the mind is paramount. At Concordia University, we strive to add to mind and body development, growth in character, in confidence and in spiritual conviction. Intercollegiate athletics at Concordia not only has a proud track record of winning teams and outstanding individual athletic accomplishments, but also an holistic view of self-discipline, teamwork, devotion to God and love for others. We welcome athletes from all walks of life to the Concordia campus community, and pray that you will be winners in every positive sense of the word.

President Thomas Ries

“This handbook is published for general information purposes and does not constitute a contract of any kind between the University and a student or prospective student. Concordia University reserves the right to make changes in this handbook at its discretion.”
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University and Athletic Department Mission Statements

Concordia University Mission Statement
The mission of Concordia University, a university of the Lutheran Church-Missouri Synod, is to prepare students for thoughtful and informed living, for dedicated service to God and humanity, and for the enlightened care of God’s creation, all within the context of the Christian Gospel.

Department of Athletics Mission Statement
The mission of the Athletic Department at Concordia University is to build and maintain academic and athletic excellence. Through participation in intercollegiate athletics, our student athletes are challenged physically, mentally, emotionally and spiritually within the context of the Christian Gospel and in accordance with the mission of the university.

Philosophy
The intercollegiate athletic experience of the Concordia University student athlete is a part of the larger educational experience. For some students, the opportunity to compete athletically may have been a major determining factor in selecting Concordia. All students, however, attend Concordia with an educational purpose; and the university seeks to prepare students for living, for serving, and for caring— all within the context of the Christian Gospel.

We understand the term “student-athlete” to be descriptive of our priorities: first a student, then an athlete. Academic matters are primary and of the first order. A student who desires to compete on the intercollegiate level must demonstrate not only academic capability by producing test scores and grade point average, but also by a continual commitment to progress in educational goals that culminate in graduation.

Concordia is a small university when viewed from a national perspective, and it has a long tradition of student participation across a broad range of activities. The intercollegiate athletic program is not reserved only for target recruits or scholarship athletes. It seeks to offer competitive goals to as many student-athletes as possible.

Student-athletes are expected to adhere to the same academic rules as all of their classmates. At the same time, while not relaxing any of the standards, faculty members are asked to find fair and perhaps creative ways for athletes to fulfill all of their academic obligations.

We embrace principles of sportsmanship of participants and fans, not only because they reflect fundamental principles of the NCAA, but also because they demonstrate what it means for us to be doing everything “within the context of the Christian Gospel.” When we recognize the discipline, preparation, and execution of participants and officials, we afford them the dignity and respect with which they are endowed by the Creator. As we define standards of ethical conduct and compliance with rules, we make clear that we are voluntary signatories in both distant and local communities. We constrain ourselves and demonstrate self-control by acting within our
published ethical guidelines. We show our respect for rules and our willingness to comply with the regulations, the bylaws and the constitution of the conference and national associations with which we voluntarily affiliate.

In this critical aspect, university personnel and students serve to model fair play and even-handedness. We expect individuals to know the rules and to conduct themselves in accordance with them. We share responsibility for educating others about the rules, and we share in the task of informing others when a violation becomes apparent.

As a part of a university, which prepares students for thoughtful and informed living, the athletic department acknowledges that it is a part of preparing students for life after college and for the world of work. While a select few may be able to make athletics their profession upon leaving college, we affirm the importance of amateurism without apology. It is not synonymous with being second-rate, but rather that the motive for competing is in participating, rather than in any monetary reward. Amateur athletics holds the potential for the development of such vital experiences as self-sacrifice; building friendships; relating to other of different cultures, races, languages, and customs; leading experiences; internal and external motivation; healthy lifestyle choices; inter-generational relationships; teaching and learning methodologies; and coping skills.

Most student-athletes incur direct expenses and make significant sacrifices in their personal lives in order to compete in intercollegiate athletics. While we do not desire to place undue burdens on student-athletes living complicated lives, we believe that requiring a student to make a personal investment beyond time reinforces the idea that participation at this level is a privilege rather than a right.

Concordia University is proud to be a student-centered university that strives to be exemplary. In being student-centered, we are focused on how the student comes through the college years. We are determined to make a difference in regard to a student’s physical, emotional, and social welfare. Thus our success is measured in many ways beyond wins and losses. It is the goal of the athletic department to support students in the developmental process.

As a part of the division of Student Affairs, the athletic department is part of the university’s student development efforts. It is a partner in the process of young women and men developing into citizens of a world that is not only keenly competitive, but a world in which cooperation and communication need to be demonstrated effectively.

As a member of the NCAA we will communicate the challenge of what the NCAA can do for us as a university, faculty, student body, and athletic department. We will also continue to explore ways in which Concordia and other members of the NCAA can contribute to issues of concerns and importance in our geographical community.

Our goal is to offer a competitive experience that is challenging and one that can be evaluated against other institutions in NCAA Division II. Our schedules will contain predominantly Division II institutions. Concordia is the only Division II school in the metropolitan area, and so "carries the
Expectations for Student-Athletes
Student-athletes are one of the most visible groups in the University community due to their public exposure via the competitive arena and the media. Consequently, what you do and the way in which you do it are often subject to scrutiny by other members of the campus and surrounding community. You are, therefore, placed in a position that requires exemplary behavior, particularly in the classroom. Apart from the very basics of the Student Code of Conduct, the Athletic Department expects student-athletes involved in its programs to be positive and effective members of their team, department, university, and broader community through the following:

1. Take Responsibility
   Each student-athlete is responsible for his/her own attitude and actions. Deliberately choose your responses. Make them a product of your values and decisions—not moods or temporary conditions. The more you wisely exercise your freedom to choose, the more responsible and mature you become. Be a model, not a critic. Focus on things you can control, not things beyond your control.

2. Be Result Oriented
   Set personal goals. Begin each day with a clear understanding of your desired direction and destination. All positive outcomes are created mentally before they are created physically.

3. Prioritize
   Put first things first. Whatever you are doing at the moment, whether it is studying, competing or recreating, do it as well as you can - making it your top priority at that time. Recognize, however, that urgency does not always spell importance. Your education will affect you the rest of your life. Plan to succeed in that first.

4. Cooperate
   Competition is a big part of our lives. Compete on the playing surface hard and well, but cooperate with teammates, coaches, officials, counselors, teachers, fellow students and all others with whom you come into contact. Only one person or team can win in an athletic contest. Everyone can win in other areas of life if an attitude of cooperation exists.

5. Communicate
   Try to understand others first. Then, work hard at making yourself understood. Few
problems can be solved without honest communication and sincere effort.

6. Respect Difference
The subtlest form of true discrimination is to believe that only people made in your own image are of value. Mutual respect is a must for effective teamwork and for an effective educational environment.

7. Achieve Balance
Work to maintain a physical, mental, social, emotional, and spiritual balance in your life. This requires discipline, but without discipline the body becomes weak, the mind mechanical, the emotions raw and out-of-order and the person selfish. Personal investment reaps reward.

University Policies
Student Code of Conduct

Purpose
Members of a university community share purposes that require mutual respect and trust and a commitment to provide and foster a living and learning environment of mutual responsibility. The university community has a special interest in the prevention of certain modes of conduct which are harmful to the interests of the members of the university community. The office of Judicial Affairs has been established to act to protect the rights of all students. By serving as "prosecutor" in cases of alleged violations of university policies, the senior student life administrator is protecting the rights of the students as a community.

Article I: Definition of Terms
The following definitions of terms apply to their use in this document. The senior student life administrator and/or senior academic administrator is the person designated by the University President to be responsible for the administration of the Student Code.

- The term “Allegation” refers to an official written statement alleging a violation of University Code of Conduct and includes but is not limited to an Official Security Incident Report, Residence Life Incident Reports, and any/or written statement submitted by a member of the University Community.
- The term “Administrative Appeals Board” means any person or persons authorized by the senior student life administrator and/or senior academic administrator to consider an appeal from a Judicial Body’s determination that a student has violated the Student Code.
or from the sanctions imposed by the Judicial Advisor.

- The term “cheating” includes, but is not limited to: (1) use of any unauthorized assistance in taking quizzes, tests, or examinations; (2) dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; or (3) the acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff.
- The term “faculty member” means any person hired by the University to conduct classroom activities.
- The term “Judicial Advisor” means a University official authorized on a case-by-case basis by the President to impose sanctions upon students found to have violated the Student Code. The President may authorize a Judicial Advisor to serve simultaneously as a Judicial Advisor and the sole member or one of the members of a Judicial Body. Nothing shall prevent the President from authorizing the same Judicial Advisor to impose sanctions in all cases.
- The term “Judicial Body” Refers to one or more Judicial Officers.
- The term “judicial hearing” is a process in which meetings and investigations with involved parties and or witnesses are held and disciplinary outcomes are determined.
- The term —”Judicial Officer” means the University official designated by the Judicial Advisor to investigate reported incidents and impose sanctions.
- The term “may” is used in the permissive sense.
- The term “member of the University community” includes any person who is a student, staff, faculty member, University official or any other person employed by the University. A person's status in a particular situation shall be determined by the senior student life administrator.
- The term “organization” means any number of persons who have complied with the formal requirements for University recognition.
- The term “plagiarism” includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgment. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.
- The term “policy” is defined as the written regulations of the University as found in, but not limited to, the Student Code of Conduct, Student Policies Handbook, Residence Hall Agreement and Academic Catalog.
- The term “shall” is used in the imperative sense.
• The term “student” is defined as any person who is admitted, enrolled or registered for study at CSP for any academic period and/or those who may attend other educational institutions and reside in an CSP residence hall or attend CSP classes. Persons who are not officially enrolled for a particular term but who have a continuing student relationship with, or an educational interest in, CSP are considered "students". A person shall also be considered a student during any period while the student is under suspension from the institution or when the person is attending or participating in any activity preparatory to the beginning of school including, but not limited to, preseason athletic camps, orientation, placement testing, and residence hall check-in.
• The term “University” means Concordia University, St. Paul.
• The term “University official” includes any person employed by the University, performing assigned administrative or professional responsibilities.
• The term “University premises” includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University (including adjacent streets and sidewalks).

Article II: Judicial Authority
A. The Judicial Advisor shall determine the composition of judicial bodies and Appellate Boards and determine which Judicial Body, Judicial Advisor or Administrative Appeals Board, shall be authorized to hear each case.
B. The Judicial Advisor shall develop policies for the administration of the judicial program and procedural rules for the conduct of hearings, which are not inconsistent with provisions of the Student Code.
C. Decisions made by a Judicial Body and/or Judicial Advisor shall be final, pending the normal appeal process.
D. A Judicial Body may be designated as arbiter of disputes within the student community in cases, which do not involve a violation of the Student Code. All parties must agree to arbitration, and to be bound by the decision with no right of appeal.

Article III: Proscribed Conduct
A. Jurisdiction of the University
1. Generally, University jurisdiction and discipline shall be limited to conduct which occurs on University premises or which adversely affects the University community and/or the pursuit of its objectives. If the University is made aware of an infraction of the Student Code of Conduct off campus, actions may be taken.
2. Students are responsible for the violations of their on-campus guests, and for the damages
and/or losses caused by their guests.

B. Conduct – Rules and Regulations

Any student found to have committed the following misconduct is subject to the disciplinary sanctions outlined in Article IV, Section B:

1. Acts of dishonesty, including but not limited to the following:
   a. Cheating, plagiarism, or other forms of academic dishonesty;
   b. Furnishing false information to any University official, faculty member or office;
   c. Forgery, alteration, or misuse of any University document, record, or instrument of identification;
   d. Tampering with the election of any University-recognized student organization; or
   e. Unauthorized use of University copy, telephone and computer systems.
   f. Attempting, aiding, abetting, being an accessory to or failing to report any act prohibited by the University policy shall be considered the same as a completed violation.

2. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other University activities, including its public service functions on or off campus or other authorized non-University activities, when the act occurs on University premises.
   a. Non-compliance with reasonable time, place, or manner restrictions on expression is considered a violation of this section. Such activity includes, but is not limited to, behavior in a classroom or instructional program that interferes with the instructor or presenter's ability to conduct the class or program, or the ability of others to profit from the class or program.
   b. To remain in the vicinity of activity that is disrupting normal University functions when requested to leave by a University official is prohibited. Bystanders, if their presence incites or adds to the disruption, as well as more active participants in the disruptive activity, may be in violation of this policy as well.
   c. Disruption includes sports and other activities in hallways, stairwells and office areas that is occurring for reasons outside of education. This includes, but is not limited to, bouncing balls, riding bike, skateboarding, etc.

3. Actions which result in physical harm, have the potential for physically harming another person, which create conditions that pose a risk of physical harm to another, or which cause reasonable apprehension of physical harm conditions for person is also prohibited. These actions include, but are not limited to physical abuse, verbal abuse, threats, intimidation, harassment, coercion, retaliation and/or other conduct which threatens or endangers the health or safety of any person.
4. Attempted or actual of and/or damage to property of the University or property of a member of the University community or other personal or public property. Theft includes seizing, receiving, or concealing property with knowledge that it has been stolen, is prohibited. Sale, possession, or misappropriation of any property or services without the owner's permission is also prohibited.

5. Hazing, defined as an act which endangers the mental, emotional or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization. The express or implied consent of the victim will not be a defense. Apathy and/or complicity in the presence of hazing are not neutral acts; they are violations of this policy.

6. Failure to comply with directions, failure to identify oneself, and/or failure to answer truthfully when addressed by University officials or law enforcement officers acting in performance of their duties.

7. Unauthorized possession, duplication or use of keys, access cards or access codes to any University premises or unauthorized entry to or use of University premises.

8. Violation of published University policies, rules or regulations.

9. Violation of federal, state or local law on University premises or at University sponsored or supervised activities.

10. Use, under the influence of, possession or distribution of narcotic or other controlled substances except as expressly permitted by law.

   a. This includes, but is not limited to, the possession or use of illegal drugs or drug paraphernalia (e.g. hookahs, bongs, blow tubes, blunts, look-alike drugs).

   b. The unauthorized possession, use, manufacture, sale, or distribution of any counterfeit, illegal, dangerous, "designer," or controlled drug or other substance is prohibited. This includes prescription medications. Violating any other provision of the Code of Student Conduct while under the influence of any illegal or illegally obtained drug is also a violation of this policy. The possession of drug paraphernalia is also prohibited. Any dilute, late, missed, forged, or failed university required drug screen will constitute a violation of this policy.

      1. The drug policy includes, but is not limited to, the possession of a prescription drug not issued to the student, the inappropriate or unlabeled storage of prescription drugs, falsifying prescriptions, and/or furnishing one's prescription drug(s) to another.

11. Use, possession or distribution of alcoholic beverages or alcoholic beverage containers or public intoxication except as expressly permitted by law and University Policy.
a. The University will also consider ALL individuals found in a location where an alcoholic beverage or drug is present to be in possession of an alcoholic beverage/drug. This would include locations off campus (e.g. underage students drinking in a bar or at a house party). The University reserves the right to, as a condition of enrollment 1) require an offender to enter a University drug or alcohol program, 2) require an offender to get a drug or alcohol assessment from a licensed agency and, if deemed appropriate, complete an approved rehabilitation program, and/or 3) ask participants of co-curricular activities to submit to drug testing, which may be at the student’s own expense (failure to comply with this request will result in the participant being barred from further participation in that activity).

b. Minnesota state law prohibits the consumption of alcohol by a person under the age of 21, whether consumed on or off campus. Any underage person who is encountered by Campus officials and is suspected of having consumed alcohol may be subject to a Preliminary Breath Test (PBT) for the purpose of determining if alcohol has been used by the underage student. Any student who refuses to provide a breath sample for a PBT will be considered in violation of this policy and will be subject to discipline for their failure to submit to the PBT test.

12. Possession of firearms or other weapons including but not limited to, lasers, stun guns, pellet guns, explosives, fireworks or dangerous biological or chemical substances on University premises except in those instances when expressly authorized by University authority for activities properly requiring the use or possession of the item.

13. Participation in activities which disrupts the normal operations of the University and infringes on the rights of other members of the University community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; or intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus.

14. Conduct which is disorderly or indecent; breach of peace; or aiding, abetting or procuring another person to breach the peace on University premises or at functions sponsored by or participated in by, the University.

15. Conduct which goes against the Concordia University, St. Paul, Network Access and Acceptable Usage Policy.

16. Abuse of the Judicial System, including but not limited to:
   1. Failure to obey the summons of a Judicial Body or University official;
   2. Falsification, distortion, or misrepresentation of information before a Judicial Body;
   3. Disruption or interference with the orderly conduct of a judicial proceeding;
   4. Institution of a judicial proceeding knowingly without cause;
   5. Attempting to discourage an individual's proper participation in, or use of, the judicial
6. Attempting to influence the impartiality of a member of a Judicial Body prior to, and/or during the course of, the judicial proceeding;
7. Harassment (verbal or physical) and/or intimidation of a member of a Judicial Body prior to, during, and/or after a judicial proceeding;
8. Failure to comply with the sanction(s) imposed under the Student Code; or
9. Influencing or attempting to influence another person to commit an abuse of the judicial system.

17. Gambling or wagering (except for that provided under Minnesota Statutes).
18. Sexual misconduct, including lewd behavior (see Sexual Misconduct Policy).
19. Conduct resulting in breach or potential breach of security (propping doors, using windows for entering/exiting, defeating locks, etc.)
20. Display of pornographic pictures, vulgar graphics, or drawings offensive to a Christian university community and constituency.
21. Intentional activation of a fire or smoke alarm when no emergency exists.
22. Destruction or making dysfunctional any fire alarm or other part of the emergency communication system.
23. Use, misuse, under the influence of, possession or distribution of mood altering substances except as prescribed by a licensed medical provider.
24. University Faculty and staff do not monitor online communities. The University does not forbid faculty/staff and students from joining and participating in online communities. Any behavior that violates any University policies brought to the attention of a University official will be treated as an opportunity to educate and a judicial sanction may occur.
25. Individuals are prohibited from entering community and public bathrooms designated for members of the opposite sex.
26. Tobacco and Smoking – failure to comply with listed University tobacco and smoking policy.
27. Retaliation
   a. Retaliation is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment or discrimination, supporting a complainant or for assisting in providing information relevant to a claim of harassment or discrimination is a serious violation of University policy and will be treated as an instance of harassment or discrimination.
   b. Acts of alleged retaliation should be reported immediately to the Title IX/Equity/AA Coordinator or to the VPSA or Dean of Students and will be promptly investigated. Concordia University will take all appropriate actions to protect individuals who fear that
they may be subjected to retaliation.

28. The operation of an unmanned aircraft system (UAS), a drone, is regulated by the Federal Aviation Administrations (FAA). Drones are permitted only for educational and/or research purposes. To operate a drone, approval must be obtained from the Director of Security at least three University business days in advance. Email requests should be sent to security@csp.edu and include date, time purpose and length of drone operations and campus location where the UAS will be used.

29. The use and storage of any and all hover board devices (also known as self-balancing scooters or smart boards) is prohibited on University property.

C. Violation of Law and University Discipline

1. If a student is charged only with an off-campus violation of federal, state, or local laws, but not with any other violation of this Code, disciplinary action may be taken and sanctions imposed for grave misconduct which demonstrates flagrant disregard for the University community. In such cases, no sanction may be imposed unless the student has been found guilty in a court of law or has declined to contest such charges, although not actually admitting guilt (e.g., “no contest” or “nolo contendere”).

2. University disciplinary proceedings may be instituted against a student charged with violation of a law which is also a violation of this Student Code, for example, if both violations result from the same factual situation, without regard to the pendency of civil litigation in court or criminal arrest and prosecution. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

3. When a student is charged by federal, state or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his or her status as a student. If the alleged offense is also the subject of a proceeding before a Judicial Body under the Student Code, the University may advise off-campus authorities of the existence of the Student Code and of how such matters will be handled internally within the University community. The University will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators. Individual students and faculty members, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.
Article IV: The Disciplinary Review Process

Administrative Hearing
An administrative hearing conducted by one or more Judicial Officer(s) is the most common way a student conduct case is adjudicated. During the hearing, the student has the right to hear and present information related to the disciplinary process and the allegations against him or her.

Submitting an Incident Report/Allegation and Procedures
1. Any member of the University community may bring an allegation against a student for misconduct. Allegations/Incident Reports must be presented to the Judicial Officer via the link found online at www.csp.edu/reporting and should be submitted as soon as possible after the event takes place. Allegations/reports should include the following:
   a. The date, time, and location of the incident;
   b. The name(s) of the individual(s) involved;
   c. The specific details of the allegation; and
   d. The name(s) of all witnesses and the individual submitting the allegation/report.
2. The Judicial Officer will notify the alleged student(s) of the allegations brought against them in an allegation notice. The allegation notice will be sent via University email to the University provided email account. The alleged student may choose to admit to the allegation in person or in writing using the allegation notice. Failure to respond to the allegation notice by the stated date and time will be considered admission to the allegation. If a student chooses not to schedule and/or attend a hearing, a determination is made about his or her involvement without his or her input, and the student’s right to appeal is forfeited.
3. If the student denies the allegations, the Judicial Officer or Judicial Body may conduct an investigation to determine if the allegations have merit and/or if they can be dealt with through the mutual consent of the parties involved.
4. Upon the completion of the investigation, the Judicial Officer or Judicial Body may determine the allegation to be a violation, a non-violation or refer the case to the senior student life administrator.

Sanctions
Concordia University, St. Paul has created its policies and guidelines for student behavior with the intention of protecting the rights of the community as a whole while assisting students as they develop and define their personal values and boundaries. When misconduct does occur, the University will make every effort to address each situation individually. In so doing, issues of frequency, attitude and circumstance will be considered with the intent of holding each individual personally responsible for his or her individual actions. The goal is to work with students
individually in order to design interventions that will promote growth and healing.

1. **Sanctions:** One or more of the following sanctions may be imposed upon any student found to have violated the Student Code. The University holds the right to impose sanctions not listed below at the discretion of the Judicial Officer. For life and safety related concerns, referrals may be assigned in conjunction with University Sanctions.
   a. **Warnings:** Warnings will be issued in cases of minor misconduct or in cases of unique circumstance. Warnings may include contractual sanctions that would only be enforced if the student repeats the misconduct.
   b. **Fines:** As a general rule, fines will be used as the standard for disciplinary sanctions. However, in cases of gross and/or repeated misconduct, the University reserves the right to use additional disciplinary sanctions.
   c. **Restitution:** Students should expect to be held financially accountable for the cleaning, repair and/or replacement of lost, damaged or stolen property. Further, compensation for physical injury may be included in the sanctioning process.
   d. **Community Service:** The goal of community service is twofold: to provide meaningful service to the local community and to allow the student to build a stronger sense of self through the building of relationships, integrity and a sense of achievement. The University Judicial Officer may assign community service hours to be completed on or off campus.
   e. **Alcohol Education:** Students violating the University alcohol policy may be required to attend an approved alcohol education class. The class should address issues of alcohol abuse, alcoholism, family systems, responsible drinking and sources of help for individuals with drinking problems.
   f. **Educational Sanctions:** Students may be required to perform community service, write a paper, complete an online educational course, or any other activity deemed appropriate for the violation.
   g. **Hall Restriction:** The goal is to help students respect their visitation privileges. Students on hall restriction will not be allowed to meet with members of the opposite sex in residence hall rooms.
   h. **Disciplinary Probation:** Disciplinary probation is a strong warning that any further violation of the Student Conduct Code may result in suspension or expulsion from the residence halls and/or the University. Generally, students who are expelled from the residential halls and/or placed on University probation will not be allowed to publicly represent the University (such as in athletics, music, drama, or student government). As the University believes that extra-curricular activities are a valuable component of a university education, students may be allowed to appeal
to the Judicial Officer requesting that community service hours be exchanged for the opportunity to represent the University.

i. Residence Hall Suspension and Expulsion: Students persisting in misconduct within the residence halls, or in misconduct directly related to life in the residence halls, may be suspended or expelled from the residence hall. A suspension will consist of being removed from the residence hall for a specific period, after which the student may reapply for admittance to the residence hall. Expulsion from the residence halls is permanent.

j. Suspension from the University: Students suspended from the University will not be allowed to attend class or participate as a Concordia student in any capacity for a determined period of time. Conditions for readmission may be specified.

k. Expulsion from the University: Students expelled from the University will not be allowed to attend class or participate as a Concordia student in any capacity. University expulsion is permanent.

l. Disciplinary Hold: Disciplinary holds are used exclusively in cases when students have not completed previously assigned sanctions. When students do not complete sanctions on time, a disciplinary hold will be placed on their student account. This hold will prevent the student from registering for class, obtaining grade reports and receiving a student or official copy of their transcript. Disciplinary holds are set and lifted by the Judicial Officer. Holds will be lifted when students complete assigned disciplinary sanctions or develop a written contract with the Judicial Officer outlining when and how sanctions will be completed.


2. Student Records: the University maintains two separate sets of records regarding student misconduct.

a. Academic Records: Other than expulsion or suspension longer than 30 days from the University (Disciplinary Review, Article IV B.1.j-l), disciplinary sanctions will not be part of the student's permanent academic record. Academic records are maintained by the University Registrar.

b. Disciplinary Records: The University maintains a file in the office of Judicial Affairs for each person found to be responsible for a Code of Conduct violation. Judicial Affairs may, under FERPA exception, disclose information related to student conduct records to Concordia University officials with legitimate educational interests. The Office of Judicial Affairs may, at the student’s request, reveal the contents to other University departments, employers,
schools and others. The Judicial Officer is required to provide access to a student’s file when subpoenaed by a court or federal agency, or as otherwise required by law.

c. A student wishing to view his or her conduct file should contact the Office of Judicial Affairs to schedule an appointment. Federal Law requires that the requested file be reviewed and information on any other student be redacted. The requesting student will be permitted to view his or her prepared file, but will not be allowed to copy, take pictures, or otherwise record the documents. This request will be fulfilled within 45 days of the written request. Student Judicial files are normally kept for seven (7) years.

3. The following sanctions may be imposed upon student groups or organizations:
   a. Sanctions listed in Disciplinary Review, Article IV.B.1, a-m,
   b. Deactivation for a specified period of time. Deactivation includes the loss of all privileges, including University recognition.

Appealing Decisions

1. Right to Appeal: Students have the right to request an appeal based on the criteria discussed below (Article IV C3 a-c). All requests for appeals must be made in writing and submitted to the Judicial Advisor within 72 hours of the decision. If a student chooses not to schedule and/or attend a hearing, a determination is made about his or her involvement without his or her input, and the student’s right to appeal is forfeited. Students are allowed one appeal per case, and each case can be only appealed once.

2. Appeal Process:
   a. A Request for Appeal is made in writing to the Judicial Advisor within 72 hours.
   b. Request for Appeal is evaluated on the merits of criteria listed below (Article IV C3 a-c) by the Judicial Advisor.
   c. Administrative Appeals Board evaluates the appeal and makes final decision on the appeal.
   d. Decision on the appeal is communicated with those parties involved.
   e. Decisions of the Administrative Appeals Board are final.

3. Reviewing Appeals: Appeals will be reviewed on the following basis:
   1. That the decision was made contrary to existing University policy or sanctions are outside parameter of violation,
   2. That information used to reach a decision was incomplete or inaccurate, and/or
   3. That circumstances beyond the control of the student prevented the student from responding to the allegation in a timely manner.
Interim Suspension
In certain circumstances, the Judicial Officer may impose a University or residence hall suspension prior to the hearing before a Judicial Body.
1. An interim suspension may be imposed only:
   1. to ensure the safety and well-being of members of the University community or preservation of University property;
   2. to ensure the student’s own physical or emotional safety and well-being;
   3. if the student poses a definite threat of disruption of the normal operations of the University;
   4. to allow the student to attend to legal matters outside the University.
2. During the interim suspension, students will be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the student might otherwise be eligible.
3. Decisions regarding an interim suspension are made by the Judicial Advisor and may be appealed only to the senior student life administrator.

Incident Form Report
A link to the Incident Report Form can be found online at www.csp.edu/reporting.

Amnesty
Underage possession or consumption immunity provided for a person seeking assistance for another Minn. Stat. 340A.503, the law pertaining to underage possession and consumption of alcohol. It provides that if a person contacts a 911 operator to report that the person or another person is in need of medical assistance for an immediate health or safety concern, the person is not subject to prosecution under this law. The immunity applies if the person is the first person who initiates contact. The person must also provide a name and contact information, remain on the scene until assistance arrives, and cooperate with the authorities at the scene. The person who receives medical assistance is also immune from prosecution. The law also applies to one or two persons acting in concert with the person initiating contact provided that all the same requirements are met.

Modifications
The University reserves the right to change or modify at any time the Student Code of Conduct, except that any changes will not be applicable to pending cases without the consent of all students involved.
If any more questions about university policies the rest of the handbook can be found at https://www.csp.edu/wp-content/uploads/2016-2017-Student-Policy-Handbook.pdf

**Academic Services**

**Advising**
Your Academic Advisor will assist in course selection and registration, academic and career planning, selecting major/minor, degree planning and connecting you with on-campus resources to ensure academic success.

**Faculty Advisor**
Your Faculty Advisor can assist in understanding your major/minor, career outcomes and internships or experiential learning.

**Academic Advising Center**
The Academic Advising Center offers walk-in advising to all students. Information on adding and dropping courses, academic policies and procedures, General Education requirements, declaring a major, degree planning and academic appeals.

Location: MH 114 (in the tunnel)
Email: advising@csp.edu

**Student Policies Handbook**
If you go to the link below you will see that the Student Policies Handbook is to the right. This handbook will talk about academic policies, administrative policies, student accessibility services, campus housing policies, parking policies, code of conduct, student organization policies, and university community policies.

LINK: http://www.csp.edu/academic-programs/resources/#StudentPolicies

**Career Development**
The Office of Career Development seeks to provide high quality career programming for all Concordia University, St. Paul students and alumni. The career development link has places to get student resources, upcoming events, employers, and a section about us.

Location: Poehler Administration Building #121
Email: careerdevelopment@csp.edu
LINK: http://cspcareer.csp.edu/
**Student Accessibility Services**
Concordia University, St. Paul is committed to providing an accessible education to students in compliance with all relevant federal and state laws, including section 504 of the Rehabilitation Act and the Americans with Disabilities Act and the amended ADAAA (2010). Student Accessibility Services (SAS) is available for students taking traditional, cohort, and continuing education credits.

If you are a student who would like more information on what can be offered, please click on the link below or email the Student Accessibility Services office. **Please note** that some accommodations, including sign language interpreters or print materials in alternative formats require additional time—usually more than a week. Contact for more information.

Location: Winget Student Life Center, 3rd floor (above Dining Hall)
Email: sas@csp.edu
LINK: [http://info.csp.edu/sas/](http://info.csp.edu/sas/)

**Diversity Affairs**
Diversity Affairs provides vision and leadership for the university’s diversity efforts through creative programming, effective consultation, and continuous collaboration with students, administrators, faculty and staff. The office sponsors cross-cultural programs and activities that provide opportunities for meaningful dialogue, interactions, and experiences that increase the knowledge, appreciation, trust and respect for students from all cultures. The link below will have more information.

Contact: Dr. Cheryl Chatman-Executive Vice President & Dean of Diversity
Email: chatman@csp.edu
Phone: (651) 603-6151
LINK: [http://concordia.csp.edu/diversity/](http://concordia.csp.edu/diversity/)

**Learning/Tutoring Services**
Tutoring is available free of charge to Concordia students to help them achieve academic success and independence, and improve their study skills. Students who would like to improve their grades from B’s to A’s as well as students who may be struggling in classes may request services. Tutoring Services allows students to explore their learning styles and discover appropriate study skills and learning methods which best match their styles.

Contact: Wendy Vargas- Student Success Advisor/Tutoring Coordinator
Email: vargas@csp.edu
Phone: (651) 603 6216
LINK: [http://info.csp.edu/Tutoring/](http://info.csp.edu/Tutoring/)
Writing Center
The writing center can help students at various stages of writing, from brainstorming ideas to the finishing touches on the conclusion. The focus of tutoring sessions is to help writers gain one or two skills that they can apply to future writing assignments, thereby permanently improving their writing. Simply helping writers to edit their work does not result in long-term learning. Therefore, tutoring sessions are not intended to:
- take the place of in-class writing instruction or discussion of writing assignments
- correct, edit, or make papers error-free
- guarantee results or grades; writers are always responsible for their own work

Theresa FitzPatrick- Director of Writing Center
Email: writingcenter@csp.edu
Phone: (651) 641-8230
LINK: [http://info.csp.edu/writingcenter/](http://info.csp.edu/writingcenter/)

NCAA Initial Eligibility Rules
If you want to compete in NCAA sports at a Division II school, you need to register with the NCAA Eligibility Center to make sure you stay on track to meet initial-eligibility standards.

If you have questions about your eligibility or the registration process, call us toll free at 1-877-262-1492. International students should call 317-917-6222.

[Register with the NCAA Eligibility Center](http://info.csp.edu/writingcenter/)

**Grade 9**
- Ask your counselor for a list of your high school’s [NCAA core courses](http://info.csp.edu/writingcenter/) to make sure you take the right classes.

**Grade 10**
- Register with the NCAA Eligibility Center at [eligibilitycenter.org](http://info.csp.edu/writingcenter/).

**Grade 11**
- Check with your counselor to make sure you will graduate on time with the required number of [NCAA core courses](http://info.csp.edu/writingcenter/).
- Take the [ACT or SAT](http://info.csp.edu/writingcenter/) and submit your scores to the NCAA using code 9999.
- At the end of the year, ask your counselor to upload your [official transcript](http://info.csp.edu/writingcenter/) to the NCAA Eligibility Center.

**Grade 12**
- Finish your last [NCAA core courses](http://info.csp.edu/writingcenter/).
- Take the [ACT or SAT](http://info.csp.edu/writingcenter/) again, if necessary, and submit your scores to the NCAA using code 9999.
- Complete all academic and [amateurism](http://info.csp.edu/writingcenter/) questions in your NCAA Eligibility Center account at [eligibilitycenter.org](http://info.csp.edu/writingcenter/).
• After you graduate, ask your counselor to submit your final official transcript with proof of graduation to the NCAA Eligibility Center.

Division II Academic Eligibility
To be eligible to compete in NCAA sports during your first year at a Division II school, you must meet academic requirements for your core courses, grade-point average (GPA) and test scores. The requirements are changing for students who enroll full-time at a Division II school after August 1, 2018.

If you enroll BEFORE August 1, 2018
You must graduate high school and meet ALL the following requirements:
• Complete 16 core courses:
  o Three years of English.
  o Two years of math (Algebra 1 or higher).
  o Two years of natural or physical science (including one year of lab science if your high school offers it).
  o Three additional years of English, math or natural or physical science
  o Two years of social science
  o Four additional years of English, math, natural or physical science, social science, foreign language, comparative religion or philosophy
• Earn at least a 2.0 GPA in your core courses.
• Earn a SAT combined score of 820 or an ACT sum score of 68.

AFTER August 1, 2018
You must graduate high school and meet ALL the following requirements:
• Complete 16 core courses:
  o Three years of English.
  o Two years of math (Algebra 1 or higher).
  o Two years of natural or physical science (including one year of lab science if your high school offers it).
  o Three additional years of English, math or natural or physical science
  o Two years of social science
  o Four additional years of English, math, natural or physical science, social science, foreign language, comparative religion or philosophy
• Earn at least a 2.2 GPA in your core courses.
• Earn an SAT combined score or ACT sum score matching your core-course GPA on the Division II sliding scale, which balances your test score and core-course GPA. If you have a low test score, you need a higher core-course GPA to be eligible. If you have a low core-course GPA, you need a higher test score to be eligible.

What if I don’t meet the requirements?
If you enroll BEFORE August 1, 2018
If you enroll full-time at a Division II school before Aug. 1, 2018, and you have not met all the Division II academic requirements, you may not compete in your first year. However, if you meet
the requirements to be a partial qualifier, you may practice and receive an athletics scholarship in your first year at college. To be a partial qualifier, you must graduate high school and meet ONE of the following requirements:

- Earn a 2.0 GPA in 16 core courses:
  - Three years of English.
  - Two years of math (Algebra 1 or higher).
  - Two years of natural or physical science (including one year of lab science if your high school offers it).
  - Three additional years of English, math or natural or physical science
  - Two years of social science
  - Four additional years of English, math, natural or physical science, social science, foreign language, comparative religion or philosophy

- Earn an SAT combined score of 820 or an ACT sum score of 68.

If you enroll AFTER August 1, 2018
If you enroll full-time at a Division II school after Aug. 1, 2018, and you have not met all the Division II academic requirements, you may not compete in your first year. However, if you meet the requirements to be a partial qualifier, you may practice and receive an athletics scholarship in your first year at college. To be a partial qualifier, you must graduate high school and meet ALL the following requirements:

- Complete 16 core courses:
  - Three years of English.
  - Two years of math (Algebra 1 or higher).
  - Two years of natural or physical science (including one year of lab science if your high school offers it).
  - Three additional years of English, math or natural or physical science
  - Two years of social science
  - Four additional years of English, math, natural or physical science, social science, foreign language, comparative religion or philosophy
  - Earn at least a 2.0 GPA in your core courses.

- Earn an SAT combined score or ACT sum score matching your core-course GPA on the Division II sliding scale.

If you are concerned you may not meet the Division II academic requirements, consider taking the following actions:

- Ask for advice and accountability from your high school counselor. Check in with the admissions or compliance office at the college you hope to attend.
- Get tutoring or other study help.
- Graduate on time. Division I schools allow college-bound student-athletes who graduate on-time to take one core course during the year after they graduate high school.
- Avoid quick fixes through credit recovery programs. These courses may not be accepted by the NCAA.
- Keep your coursework. If the NCAA Eligibility Center needs to review your record due to irregularities, you may be asked to provide your coursework.
- Follow your high school's policies. The best thing to do is work within the rules.
Amateurism
The NCAA promotes amateurism to create a level playing field for all student-athletes. The young men and women who play college sports are students first, athletes second. If you want to play NCAA sports at a Division II school you must be an amateur athlete.

If there are any more questions please visit the NCAA site about Division 2 eligibility rules.
http://www.ncaa.org/student-athletes/play-division-ii-sports

Athletic Training Room Policies, Expectations and Rules
The function of the Athletic Training Room is to prevent, evaluate, treat, and rehabilitate injuries, which are, unfortunately, part of athletics.

1. Please make arrangements with your athletic trainer for specific needs. If the athletic trainer is not in the athletic training room. Their contact information can be found in the staff directory, on the door of the Gangelhoff athletic training room office or Fandrei athletic training room.

2. Dress appropriately. This is a co-ed facility. All student-athletes must wear shirts, shorts or pants and socks.

3. The athletic training room is a medical facility. Please treat it as one. Absolutely, no food, drinks, equipment, or spikes/cleats are allowed in the training room.

4. Use of profanity and all tobacco products are strictly prohibited.

5. The training room is not a self-service center. Please check with the athletic training staff prior to use.

6. Treat the sports medicine staff with respect. The athletic training staff is here to help. Be cooperative and respectful to them.

7. Arrive in the training room at the appointed time to assure enough time for treatment prior to practice or game. If you are unable to attend treatment standard hours, please consult with the athletic training staff to set up an appointment.

8. Athletes must shower prior to use of the athletic training room.

9. No pictures, videos and/or social media posting is allowed in the athletic training room. All treatment and rehabilitation is confidential to that student-athlete.

10. The sports medicine staff has the right to remove any athlete from the athletic training room for failure to adhere to the athletic training room policies.
Physical Examinations
In accordance with Concordia University Athletic Department on Pre-Participation Exams (Physicals) Concordia University requires that all incoming student-athletes (freshmen or transfers) obtain a current pre-participation exam from a physician prior to their arrival on campus.

There will not be an opportunity for student-athletes to obtain a pre-participation exam through Concordia University. The exam must be performed within 3 months of the start of participation in intercollegiate athletics at Concordia University.

Failure to have a current pre-participation exam will result in the inability for participation in intercollegiate athletics. Athletes wishing to participate in summer workouts with need to have this complete by June 1st. Concordia University has a pre-participation physical exam to bring your physician. You can find this exam via cspbears.com.

Insurance Policy
All Concordia University student-athletes must provide evidence of medical insurance that includes coverage for athletically related injuries. This is a prerequisite for being able to participate in practice or competition. No student will be allowed participation until such evidence is on file with the Department of Athletics.

Concordia University will assume no responsibility for the payment of, or authorization to pay, medical expenses resulting from injuries that occur while participating in athletics at Concordia University.

Insurance coverage must have a limit of at least $90,000 and cover athletically related injuries. If your insurance does not meet these requirements, Concordia University will review the individual circumstances to determine if the insurance meets the insurance coverage requirement. If you have any questions regarding the terms of your coverage, you should contact your insurer immediately. Please be sure to note if there are any exclusions in your policy regarding athletically related injuries.

The NCAA’s Catastrophic Injury Insurance Program covers student-athletes who are catastrophically injured while participating in a covered intercollegiate athletic activity (subject to all policy terms and conditions). The policy has a significant deductible and does not qualify as the basic coverage required for participation in athletics at Concordia University. It is a supplemental coverage in the event of a catastrophic injury. More information on this program can be found on the NCAA’s website (www.ncaa.org).

Concordia University Student Health Insurance. This would ensure coverage for accidents and illnesses that could occur. You can contact Tim Donovon at the David Agency at 952-277-0674 with further inquiries.
Preexisting, In-Season and Out-of-Season Injuries
All student-athletes are required to complete a medical history form prior to completing physical activity. This will state current and past injuries or medical conditions that may be pertinent for the sports medicine staff to provide optimal care.

In-season injuries must be reported to the sports medicine staff for evaluation and creation of a treatment plan. The athletic trainer and team physician will provide limitations for sport participation. It is mandatory for a student-athlete under NCAA guidelines and best practices to report concussion symptoms and follow a progressive return to play before being released for full participation. If an athletic trainer deems necessary, a student-athlete may be referred for further evaluation or imaging as covered in the referral section.

Out-of-season injuries should still be reported to sports medicine staff. The student-athlete always has the option to be seen by another medical professional. However, reporting of the injury to Concordia University’s sports medicine staff is critical to providing optimal care. Out-of-season injuries require an appointment with the athletic trainer for evaluation and treatment planning.

Medical Redshirts
A student-athlete may be granted an additional year of competition by the conference or the Committee on Student-Athlete Reinstatement for reasons of “hardship.” Hardship is defined as an incapacity resulting from an injury or illness that has occurred under all of the following conditions:

1. The incapacitating injury or illness occurs in one of the four seasons of intercollegiate competition at any two-year or four-year collegiate institution
2. The injury or illness occurs prior to the first competition of the second half of the playing season that concludes with the NCAA championship in that sport (see Bylaw 14.2.5.2.3) and results in an incapacity to compete for the remainder of that playing season.
3. The injury or illness occurs when the student-athlete has not participated in more than three contests or dates of competition (whichever is applicable to that sport) or 30 percent of the maximum permissible number of contests or dates of competition set forth in Bylaw 17 in his or her sport.

Referrals
Concordia University athletic trainers practice in correlation with team physicians at Summit Orthopedics. We encourage student-athletes to seek care with Summit Orthopedics as it provides seamless and high quality care.

The athletic training staff encourages student-athletes to check with their insurance prior to beginning a referral process to avoid excessive health care costs.
The student-athlete has the right to choose any location or physician in seeking medical care.

**Treatment and Rehabilitation**
Treatment and rehabilitation takes place in the Gangelhoff Center athletic training room or the Fandrei athletic training room. The certified athletic trainer will screen signs and symptoms, provide care and/or refer the student-athlete to a physician as indicated.

The certified athletic trainer, in conjunction with the team physicians at Summit Orthopedics, is responsible for dictating the participation status of an injured/ill student-athlete. Student-athletes not participating due to injury must attend all practice sessions unless released by the Head Coach. All rehabilitation and/or treatment are the responsibility of the athletic training staff pursuant to the protocols of the physician of record.

Treatments are scheduled around classes. Receiving treatment is never justification for missing a class.

**Pregnancy Guidelines**
Pregnancy places unique challenges on the student-athlete. Information presented to the sports medicine staff (athletic trainers and team physicians) is confidential amongst the student-athlete and the sports medicine staff.

Assistance in providing appropriate counseling, medical care and support groups are available if the student-athlete requests such support.

That NCAA rules permit a one-year extension of the five-year period of eligibility for a female student-athlete for reasons of pregnancy.

**Drug Testing**
The use of illegal drugs, misuse of legal drugs and dietary supplements, use of performance-enhancing substances, misuse of alcohol and inappropriate use of tobacco are inconsistent with the standards expected of student-athletes at Concordia University, St. Paul.

Tests will be primarily conducted for mood-altering and performance enhancing substances. All tests will be performed on urine. Student-athletes are subject to drug testing both by Concordia University and the NCAA.

**Types of Drug Testing**
1. University Testing
   a. Random Testing - Periodic Testing of a portion of the total student-athlete population may occur. This list will be randomly selected from each active squad list. All athletes are eligible for every test.
   b. Just Cause Testing - Student athletes may be tested individually or as part of a regularly scheduled test. This test will be used for student athletes who
demonstrate symptoms or behaviors, which are indicative of substance abuse. No notice of testing is required.

c. Reasonable Cause Testing - Student athletes who have previous violations of the ADD policy will be tested individually or as part of a regularly scheduled test. This test will be used as part of the ADD Policy and the management plan.

2. NCAA Testing Student athletes may be tested while participating in a championship event, a post season football game, or during a regularly scheduled on site NCAA test. Individuals to be tested are selected from team NCAA eligibility lists.

FAILURE TO APPEAR FOR A SCHEDULED DRUG TEST, OR REFUSING TO GIVE A URINE SPECIMEN, WILL BE CAUSE FOR IMMEDIATE SUSPENSION OF THE STUDENT ATHLETE FROM COMPETITION AND/OR PRACTICE AND PROVIDES A BASIS FOR REASONABLE CAUSE TESTING. THIS SUSPENSION WILL BE IN FORCE UNTIL REINSTATED BY THE APPEAL PANEL.

Concordia University recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the Department of Intercollegiate Athletics allows exceptions to be made for those student-athletes with a documented medical history demonstrating a need for regular use of such a substance. Student-athletes are required to inform the athletic trainer assigned to their sport of all prescribed medications that they are taking during any period of practice or competition. The athletic training staff will maintain in the student-athlete’s medical record a letter from the prescribing physician that documents the student-athlete’s medical history demonstrating the need for regular use of such a drug.

For the most current information on banned-drug classes: www.ncaa.org or www.drugfreesport.com.

Strength and Conditioning

Philosophy
The Golden Bear Strength and Conditioning program is not designed to be a quick fix program. An emphasis will be placed on the long-term development of athletes over a 4-5 year training period. Injury prevention is a year round, career long goal. We don’t hold any one form of training on a pedestal (i.e. Olympic lifting, powerlifting, etc.). We believe in an integrated, systematic approach focused on improving the athlete’s ability to perform specific sport tasks.

Mission Statement
The major goal of the Golden Bear Strength and Conditioning Program is to provide our competitive athletes with the means by which they can develop attitude, work ethic, discipline, integrity, accountability, and pride, in themselves and their athletic program. This program plays an essential role in teaching students to conduct themselves with honesty and integrity, make sacrifices, strive for excellence, persevere through adversity, and compete with dignity and pride while developing a commitment to teamwork and service to the community. Athletes will train consistently, sensibly and systematically over a designed and designated period of time, in a safe, clean, and professional environment to prevent injuries and enhance performance. In sum,
Golden Bear Strength expects to produce scholar-athletes whose performance in the classroom and on the fields of play are a reflection of the values of this institution.

**Core Values**
Respect -- Integrity -- Accountability -- Work Ethic

**Student Athlete Expectations**
1. Be early
2. Follow direction the first time it’s given—pay attention to detail
3. Have a positive attitude
4. 100% effort…. you get out what you put in
5. Be a great teammate
6. Hold yourself to an uncommon standard
7. No cutting reps
### ATHLETIC ADMINISTRATION

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mark &quot;Lunch&quot; McKenzie</td>
<td>Director of Athletics / Head Baseball Coach</td>
<td><a href="mailto:mckenzie@csp.edu">mckenzie@csp.edu</a></td>
<td>651-641-8700</td>
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<td>651-603-6205</td>
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<td></td>
</tr>
<tr>
<td>Jordan Nieuwsma</td>
<td>Strength &amp; Conditioning Graduate Assistant</td>
<td><a href="mailto:nieuwsmj@csp.edu">nieuwsmj@csp.edu</a></td>
<td></td>
</tr>
<tr>
<td>Dr. Thomas Saylor</td>
<td>Faculty Athletic Representative</td>
<td><a href="mailto:saylor@csp.edu">saylor@csp.edu</a></td>
<td>651-641-8253</td>
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### ATHLETIC COMMUNICATIONS

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
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<tbody>
<tr>
<td>Josh Deer</td>
<td>Assistant Athletic Director for Communications</td>
<td><a href="mailto:jdeer@csp.edu">jdeer@csp.edu</a></td>
<td>651-641-8893</td>
</tr>
<tr>
<td>Patrick Rydeen</td>
<td>Assistant SID</td>
<td><a href="mailto:rydeen@csp.edu">rydeen@csp.edu</a></td>
<td>651-603-6293</td>
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### ATHLETIC FACILITIES

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Tom Mauer</td>
<td>Assistant Athletic Director for Facilities / Assistant Softball Coach</td>
<td><a href="mailto:mauer@csp.edu">mauer@csp.edu</a></td>
<td>651-641-8855</td>
</tr>
<tr>
<td>Bob Bartel</td>
<td>Head Softball Coach / Athletic Facilities Assistant</td>
<td><a href="mailto:bartel@csp.edu">bartel@csp.edu</a></td>
<td>651-641-8886</td>
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### ATHLETIC TRAINING

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Ted Trzynka</td>
<td>Athletic Trainer</td>
<td><a href="mailto:trzynka@csp.edu">trzynka@csp.edu</a></td>
<td>651-641-8853</td>
</tr>
<tr>
<td>Tim Greve</td>
<td>Assistant Athletic Trainer</td>
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<td>651-641-8853</td>
</tr>
<tr>
<td>Jessica Luby</td>
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<td><a href="mailto:luby@csp.edu">luby@csp.edu</a></td>
<td>651-641-8853</td>
</tr>
<tr>
<td>Ryan Herbel</td>
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<td><a href="mailto:herbelr@csp.edu">herbelr@csp.edu</a></td>
<td>651-641-8853</td>
</tr>
<tr>
<td>Emily Meskan</td>
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<td>651-641-8853</td>
</tr>
<tr>
<td>Edward Szklarczuk</td>
<td>Team Chiropractor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Peter Daly</td>
<td>Team Physician</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Kirk Scofield</td>
<td>Team Physician</td>
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### BASEBALL STAFF

<table>
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<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
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<tbody>
<tr>
<td>Mark &quot;Lunch&quot; McKenzie</td>
<td>Director of Athletics / Head Baseball Coach</td>
<td><a href="mailto:mckenzie@csp.edu">mckenzie@csp.edu</a></td>
<td>651-641-8700</td>
</tr>
<tr>
<td>Marcus McKenzie</td>
<td>Associate Head Coach</td>
<td><a href="mailto:mckenzim1@csp.edu">mckenzim1@csp.edu</a></td>
<td>651-603-6208</td>
</tr>
<tr>
<td>Neil Lerner</td>
<td>Assistant Coach</td>
<td><a href="mailto:gaubj@csp.edu">gaubj@csp.edu</a></td>
<td>651-603-6259</td>
</tr>
<tr>
<td>John Gaub</td>
<td>Graduate Assistant</td>
<td><a href="mailto:gaubj@csp.edu">gaubj@csp.edu</a></td>
<td>651-603-6259</td>
</tr>
<tr>
<td>Jim Wiesner</td>
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<td><a href="mailto:gentryr@csp.edu">gentryr@csp.edu</a></td>
<td>651-641-8353</td>
</tr>
<tr>
<td>Jed &quot;Kos&quot; Kosmoski</td>
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<td><a href="mailto:gentryr@csp.edu">gentryr@csp.edu</a></td>
<td>651-641-8353</td>
</tr>
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### MEN'S BASKETBALL STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
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<tbody>
<tr>
<td>Joey James</td>
<td>Head Coach</td>
<td><a href="mailto:jjames@csp.edu">jjames@csp.edu</a></td>
<td>651-603-6250</td>
</tr>
<tr>
<td>Eric Johnson</td>
<td>Assistant Coach</td>
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<td>651-603-6195</td>
</tr>
<tr>
<td>Andrew Kuderer</td>
<td>Assistant Coach</td>
<td><a href="mailto:kuderer@csp.edu">kuderer@csp.edu</a></td>
<td>651-641-8353</td>
</tr>
<tr>
<td>Roman Gentry</td>
<td>Graduate Assistant Coach</td>
<td><a href="mailto:gentrgr@csp.edu">gentrgr@csp.edu</a></td>
<td>651-641-8353</td>
</tr>
</tbody>
</table>

### WOMEN'S BASKETBALL STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Amanda Johnson</td>
<td>Head Coach</td>
<td><a href="mailto:abehnke@csp.edu">abehnke@csp.edu</a></td>
<td>651-603-6167</td>
</tr>
<tr>
<td>Ashley Ellis-Milan</td>
<td>Assistant Coach</td>
<td><a href="mailto:ellismia@csp.edu">ellismia@csp.edu</a></td>
<td>651-603-6143</td>
</tr>
<tr>
<td>Sophie Kenney</td>
<td>Graduate Assistant</td>
<td><a href="mailto:kenneys@csp.edu">kenneys@csp.edu</a></td>
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### CROSS COUNTRY STAFF
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Jonathan Breitbarth</td>
<td>Head Cross Country / Asst. Track &amp; Field</td>
<td><a href="mailto:breitbarth@csp.edu">breitbarth@csp.edu</a></td>
<td>651-641-8796</td>
</tr>
<tr>
<td>Matt Buns</td>
<td>Assistant Coach</td>
<td><a href="mailto:buns@csp.edu">buns@csp.edu</a></td>
<td></td>
</tr>
<tr>
<td>David Pieper</td>
<td>Assistant Coach / Distance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nic Rudolph</td>
<td>Assistant Coach</td>
<td></td>
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</tr>
<tr>
<td>Shannon Currier</td>
<td>Head Coach</td>
<td><a href="mailto:scurrier@csp.edu">scurrier@csp.edu</a></td>
<td>651-603-6313</td>
</tr>
<tr>
<td>Craig Stern</td>
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<td>651-603-6311</td>
</tr>
<tr>
<td>Houston Jones</td>
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<td>651-641-8259</td>
</tr>
<tr>
<td>Jon Medlo</td>
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<td>651-641-8794</td>
</tr>
<tr>
<td>Joe Lardinois</td>
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<td>651-641-8794</td>
</tr>
<tr>
<td>Jake Munkwitz</td>
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</tr>
<tr>
<td>Reed Johnson</td>
<td>Offensive Graduate Assistant/RB</td>
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<td>651-603-6181</td>
</tr>
<tr>
<td>Trevor Warner</td>
<td>Defensive Graduate Assistant/DB</td>
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</tr>
<tr>
<td>Russell Gary</td>
<td>Assistant Coach/DB</td>
<td></td>
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<tr>
<td>Steve Lydon</td>
<td>Assistant Coach/WR</td>
<td><a href="mailto:lydon@csp.edu">lydon@csp.edu</a></td>
<td></td>
</tr>
<tr>
<td>Dwayne Waltower</td>
<td>Assistant Coach/OL</td>
<td><a href="mailto:waltower@csp.edu">waltower@csp.edu</a></td>
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<tr>
<td>Dennis Lee</td>
<td>Assistant Coach/LB</td>
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<tr>
<td>Ben Harmon</td>
<td>Specialists</td>
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<tr>
<td>Blair Griffith</td>
<td>Student Assistant</td>
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**FOOTBALL STAFF**

**GOLF STAFF**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Taylor Auman</td>
<td>Head Coach</td>
<td><a href="mailto:auman@csp.edu">auman@csp.edu</a></td>
<td>651-641-8789</td>
</tr>
<tr>
<td>Sheryl Maize</td>
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<td>612-802-1691</td>
</tr>
<tr>
<td>George Shortridge</td>
<td>Assistant Coach</td>
<td></td>
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</tr>
<tr>
<td>Nick Auman</td>
<td>Graduate Assistant</td>
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**LACROSSE STAFF**

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<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Mo Dunnigan</td>
<td>Head Coach</td>
<td><a href="mailto:dunnigan@csp.edu">dunnigan@csp.edu</a></td>
<td>651-603-6314</td>
</tr>
<tr>
<td>Emily Roussel</td>
<td>Midfield/Draw Coordinator</td>
<td><a href="mailto:roussel@csp.edu">roussel@csp.edu</a></td>
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### SOCCER STAFF

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Aimé Caines</td>
<td>Offensive Coordinator</td>
<td><a href="mailto:caines@csp.edu">caines@csp.edu</a></td>
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</tr>
<tr>
<td>Steve Bellis</td>
<td>Head Coach</td>
<td><a href="mailto:bellis@csp.edu">bellis@csp.edu</a></td>
<td>651-641-8726</td>
</tr>
<tr>
<td>Tom Kleczewski</td>
<td>Assistant Coach</td>
<td></td>
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</tr>
<tr>
<td>Skylar Schulz</td>
<td>Assistant Coach</td>
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<tr>
<td>Taryn MacMillan</td>
<td>Graduate Assistant</td>
<td><a href="mailto:macmillt@csp.edu">macmillt@csp.edu</a></td>
<td>651-641-8726</td>
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### SOFTBALL STAFF

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Bob Bartel</td>
<td>Head Softball Coach / Athletic Facilities Assistant</td>
<td><a href="mailto:bartel@csp.edu">bartel@csp.edu</a></td>
<td>651-641-8886</td>
</tr>
<tr>
<td>Tom Mauer</td>
<td>Assistant Athletic Director for Facilities / Assistant Softball Coach</td>
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<td>651-641-8855</td>
</tr>
<tr>
<td>Laura Heise</td>
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</tr>
<tr>
<td>Katie Anderson</td>
<td>Assistant Coach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amanda Yurek</td>
<td>Assistant Coach</td>
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### TRACK & FIELD STAFF

<table>
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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Sam Johnson</td>
<td>Head Coach / Sprints &amp; Horizontal Jumps</td>
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</tr>
<tr>
<td>Jonathan Breitbarth</td>
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<td>651-641-8796</td>
</tr>
<tr>
<td>Phill Erickson</td>
<td>Assistant Coach/Pole Vault</td>
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<tr>
<td>Troy Shoberg</td>
<td>Assistant Coach/High Jump</td>
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<tr>
<td>Alyssa Christianson</td>
<td>Graduate Assistant</td>
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<tr>
<td>Colin Goligoski</td>
<td>Graduate Assistant</td>
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<tr>
<td>Matt Buns</td>
<td>Assistant Coach / Distance</td>
<td><a href="mailto:buns@csp.edu">buns@csp.edu</a></td>
<td></td>
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<tr>
<td>David Pieper</td>
<td>Assistant Coach / Distance</td>
<td></td>
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<tr>
<td>Sean Donnelly</td>
<td>Assistant Coach / Throws</td>
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<tr>
<td>Nic Rudolph</td>
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### VOLLEYBALL STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brady Starkey</td>
<td>Head Coach</td>
<td><a href="mailto:starkey@csp.edu">starkey@csp.edu</a></td>
<td>651-603-6173</td>
</tr>
<tr>
<td>George Padjen</td>
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<td>651-603-6173</td>
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