

CONCORDIA COLLEGE-SELMA
ATHLETIC DEPARTMENT
PLAYERS
POLICY
HANDBOOK



Concordia College-Selma prepares students through a Christ-centered education for lives of responsible service in the church, the community, and the world.

Concordia College Mission Statement

Concordia College-Selma will be a diverse, global institution of excellence, and a leader in developing intellectual, spiritual, and moral leaders of Christ-centered justice.

Concordia College Vision Statement



CONTENTS

School Mission	2
Athletic Department Mission	3
Introduction/Philosophy	5
Player Image	6
Academic Philosophy/Goals	8
Academic Monitoring System	9
Classroom Attendance Policy	10
Student-Athlete Academic Responsibilities	11
Study Hall Policy	13
Training Rules	14
What the Coaches Expect from You	15
What You Can Expect from the Head Coach and Staff	16
Basic Reminders of What's Expected	17
Game Playing Policy	18
Basic Relationship with People	19
Dealing with the News Media	20
Discipline	21
Overview of Team Rules	22
Player Acknowledgement of Rules	25

SCHOOL MISSION

The mission statement explains why Concordia exists. It identifies who we are. It determines our direction, boundaries, and priorities.

Concordia College, one of ten postsecondary institutions in the Concordia University System of The Lutheran Church—Missouri Synod, is an historically black, four-year, coeducational college, where the Christian faith as taught from the Holy Scriptures and subscribed to by The Lutheran Church—Missouri Synod provides the foundation for all programs, activities, and relationships. Concordia's student body represents a diversity of geographic, ethnic, and socioeconomic backgrounds. Concordia's faculty and administration are sensitive and responsive to the needs of its student body and surrounding community.

Concordia's traditional liberal arts curriculum provides the conceptual framework necessary for analysis and problem solving in society while the fine arts enlighten and enrich the human spirit. Additionally, the college provides activities and programs that promote the development of social concern and sensitivity to the dignity and worth of each individual. Its Christian campus atmosphere is also supported by such activities as spiritual and academic services and programs, intercollegiate and intramural athletics, and participation in various organizations and clubs.

The mission of Concordia is to “educate students through Christ-centered education for lives of responsible and effective service in the church, community, and the world.” To achieve its mission, Concordia engages students in programs and activities that identify and meet spiritual, academic, social, and physical needs. Included are:

- ◇ Challenging academic programs leading to an Associate of Arts degree or a Bachelor's degree in business administration, early childhood, or elementary education;
- ◇ Enrichment activities, tutorial services and preparatory courses for the under-prepared student;
- ◇ Counseling and testing, career planning services, job placement assistance, and intervention programs in substance abuse and other problems;
- ◇ Regular chapel worship experiences, for Bible study, dormitory devotions, and spiritual counseling; and
- ◇ Involvement in extracurricular activities and participation in various community services and activities.

ATHLETIC DEPARTMENT MISSION

Concordia's athletic department supports the college mission to “educate students through a Christ-centered education for lives of responsible service to the church, the community, and the world,” by doing the following:

1. Producing **RESPONSIBLE** individuals who learn to be accountable for their actions and who understand that every action has a consequence.
2. Producing **POSITIVE LEADERS** who will have a positive impact on their families, workplace, and community; and who in all walks of life will be positive role models who make a positive difference.
3. **EDUCATING AND GRADUATING** each player with a degree that is meaningful to the student-athlete and will assist him/her in reaching career objectives while improving quality of life as a result of the degree.
4. **PRODUCING CHAMPIONS.** Contend for the NCAA/NAIA championship each year.
5. **EMPHASIZING** the importance of spiritual growth by attending each chapel service: Monday, Wednesday, and Friday.

INTRODUCTION

Greetings to the Hornets Family! This booklet serves as the main resource for our athletic program in terms of philosophy, guidelines, regulations, policies, rules, and schedules which impact you as a Hornet athlete. You are responsible for all materials contained in this manual. Read it carefully and use it as a guideline to take PRIDE in being a Concordia College-Selma Hornet!



PHILOSOPHY

The overall philosophy of the Concordia College athletic program is to provide young athletes with the **DISCIPLINE** to reach maximum control with **God** first, **Education** second, and **Athletics** third. Furthermore, it is our aim to train our young men and women so that they may perform on all levels and in all venues at a **Fast, Smart, and Hard** tempo.

PLAYER IMAGE

You have an obligation to your family, school, coaches, teammates, and most importantly, to yourself to project an image compatible with your position in life. Presently, that position includes being a student-athlete at this college. Several points should be considered when projecting the kind of image deemed proper for a student-athlete. The following items are given to you as helpful reminders, having taken into consideration the fact that no two people are exactly alike.

APPEARANCE: This is one area of extreme importance since first impressions are often lasting impressions.

- A. You should have the attitude that appearance is important to you. People tend to judge others based on their appearance. Take great pride in your appearance.
- B. Hair should be kept neat, maintaining an appropriate appearance.
- C. Men: A moustache is suitable, provided it is properly trimmed. It is to be trimmed at the corner of the mouth. Beards are allowed during the *off season*, which is from the end of the last game of the season to the start of the first game of the season. Beards are not allowed during the season, or during any sports function at the head coach's request.
- D. Men: Earrings are not to be worn during fall camps, during sports functions, or in the coaches' offices. Earrings will not be worn when representing the institution in public (travel to away games, interviews, or community work).
- E. Dress should be dictated by the activity you are involved in. Take pride in how you dress.

MANNERISMS ON AND OFF THE FIELD: A good rule to abide by in this area is: never do anything that will embarrass your family, school, teammates, and most of all, yourself. As an individual in the public eye for the majority of the year, you should always have this in mind. Learn to be *humble* winners.

The following are some of the people who are ever present at your college with whom you must maintain positive relationships:

- A. **STUDENTS:** With you everyday. Remember, you are a member of the student body. Don't expect to receive anything that is not made available to every student.

- B. **FACULTY AND ADMINISTRATORS:** The same attitudes should apply as with your peers.

- C. **ALUMNI AND FRIENDS OF THE INSTITUTION:** Win, lose or draw—always have a smile. They are responsible for supporting your school, providing scholarships, and encouraging students to attend, and should be treated with respect at all times.

- D. **FUTURE ATHLETES:** Take time to chat with these youngsters. Many of them may want autographs and are big fans of yours. Be good to them.

- E. **COMMUNITY:** You will have many opportunities to serve the community by working with young people in the elementary schools, middle schools, and high schools, as well as, such organizations as Boys' Club, Special Olympics, service clubs, etc. Lectures on avoiding drugs and achieving academic excellence have been popular topics to share with boys and girls in area schools.

RULES: ALWAYS BE AWARE OF YOUR IMAGE AS A STUDENT-ATHLETE. DO NOT OPENLY DISTORT, EMBARRASS, OR TARNISH THE IMAGE OF OUR ATHLETIC PROGRAM. YOU ARE EXPECTED TO OBSERVE THE GUIDELINES WHICH ARE PROVIDED FOR EACH AREA OF STUDENT LIFE.



ACADEMIC PHILOSOPHY GOALS

Our philosophy toward academics is very simple. The number one reason our student-athletes are at this institution is to get a college degree. The administration, coaching staff, faculty, and staff will do everything possible to provide you the opportunity to earn your college degree. It must be important to you to accomplish this goal, and you must be willing to do the work that is required to receive your degree.

Each athlete is expected to aim for high academic goals. Also, each team will establish academic goals that will help insure team success.

- A. Establish team GPA of 2.3. (We will base this on the previous semester.)
- B. All incoming freshmen must establish in the fall and spring semester of their freshman year a GPA of 2.0.
- C. Eliminate all players from academic probation status.
- D. Eliminate the need for summer school to attain eligibility.
- E. Expect team members to achieve academic honors during the academic year.
- F. Expect seniors to graduate with a college degree.



ACADEMIC MONITORING SYSTEM

To enhance the academic excellence of our student-athletes, we have implemented a program to follow the progress of our young men and women during their college years. There are five phases in our academic monitoring system.

1. **TRUTH STATEMENTS:** Truth statements are to be completed by every student-athlete at the beginning of every semester. Truth statements must also be filled out with honesty pertaining to the academic progress of the student-athlete on a weekly basis by coaches. The deadline for completion of truth statements is the close of business every Friday (unless playing on the road).
2. **PROGRESS REPORTS:** Progress reports will be mailed to each instructor and assessed on a biweekly basis.
3. **RANDOM CLASSROOM CHECKS:** Classroom visits will be made by position coaches or even the Head Coach, to check for attendance and proper conduct.
4. **STUDY HALL:** Every student-athlete with a GPA of 2.5 or below must attend at least 10 hours of mandatory study and time management per week in the STAARS lab.
5. **TUTORIALS:** Tutorials will be available to all student-athletes.



CLASSROOM ATTENDANCE POLICY

It has been well established that class attendance and completion of class assignments are primary factors in academic success. Class attendance will be strictly monitored.

Should any missed classes be reported, for any reason, the following policy will prevail: All missed classes without authorization will be reported to the Discipline Committee (assigned by the Head Coach).

1st cut: DAWN PATROL: Minimum of one day.

2nd cut: DAWN PATROL: Minimum of three days, possibly team suspension.

3rd cut: Referred to the Head Coach, possibly team suspension and/or reduction/loss of scholarship.

Failure of returning students to report back to school *on time* at the beginning of each semester *may* result in the student being denied the opportunity to attend school that semester. Eligibility is your responsibility, and this includes reporting on time and attending *all classes*.



STUDENT-ATHLETE ACADEMIC RESPONSIBILITIES

1. Your responsibilities to academic coordinator's office

- To inform the academic coordinator's office of surgery schedules, family deaths or illnesses, or excused absence from class.
- To make sure that all the class hours and courses count quantitatively towards graduation.
- To meet with academic advisor or academic coordinator to plan a schedule prior to each semester.
- To inform academic coordinator of requests for tutoring assistance and to use only those tutors referred by staff. Provide the tutor with a syllabus of the courses you need help with.
- To come to the academic coordinator to report any academic difficulties and to request assistance. (You can't say you received no help if you don't ask for it!)

2. Responsibilities in academics

- To attend all classes. (No class cuts are allowed.)
- To keep relevant course information such as assignments, exam dates, and grading criteria for each class.
- To purchase the required textbooks and supplies as soon as possible according to the course requirements.
- To inform instructors of expected absences *prior* to an athletic event that requires missing class and to arrange for any makeup work necessary.
- To complete assignments and take examinations when they are scheduled.

STUDY HALL POLICY

- f. To obtain any notes from professor or students in class needed due to excused absences.
- g. To attend study sessions with proper materials.
- h. To attend tutorial sessions properly prepared.



WHERE: STAARS LAB

WHEN: Monday through Thursday (time TBA.)

WHO: The following are required to attend:

1. All first-semester freshmen or first-semester transfers.
2. All students on probation.
3. All students with GPA of 2.0 and below.

RULES AND REGULATIONS

1. The same cut rules apply to study hall as those which apply to regular class attendance and will be dealt with in the same manner.
2. Study hall is for studying only. It is not a social or recreation period. (There will be no cellphone use or video games.)
3. Come to study hall prepared to study. Know what you plan to accomplish in study hall each session. **COME TO STUDY HALL WITH YOUR RESOURCES/ TOOLS.**
4. Should you need to miss study hall for any reason, you should clear this with Mr. Wells and the Head Coach no later than 3:00 PM each day. If not cleared by Mr. Wells and the Head Coach, you will not be granted permission to be absent.
5. No radios, Walkmans, CD players, etc. are permitted in study hall. Study hall is for studying only.
6. No food, beverages, or any other items which might soil or damage furnishings are permitted in study hall.
7. Observe all tutoring regulations and procedures should you need individual tutoring. This includes requesting tutors in advance.
8. All unexcused absences, tardiness, and disciplinary problems will be reported by Mr. Wells to the position coaches and the Head Coach.
9. Study hall is required of all athletes who must attend summer school due to academic problems—lack of hours, low GPA, failure to meet satisfactory progress.

TRAINING RULES

SELF-DENIAL IS KEY!

1. NO DRINKING OF ANY ALCOHOLIC BEVERAGES OF ANY KIND.
2. NO SMOKING.
3. NO USE OF DRUGS OF **ANY KIND** (unless prescribed by team or primary physician).
4. **CURFEW:** Camps/team travel. Curfew is mandatory during camps and during team travel! Curfew time will be set by the Head Coach.
5. Breakfast is mandatory during camps and team travel.
6. Additional precepts:
 - a. No one leaves town without permission of his/her immediate coach or Head Coach.
 - b. No one is permitted to ride a motorcycle.
 - c. *Everyone* is required to shower after every practice and look presentable in the cafeteria.
 - d. Put all trash in a trash can.

The ultimate value from these rules comes not from obeying them for the “rules” sake, though it is important, but more significantly, for self-discipline. Self-discipline will help you realize your potential as individuals and as a team. This will allow you to be “The Best that You Can Be” as individuals and as a team.

WHAT THE COACHES EXPECT FROM YOU

1. Total effort in the classroom and on the field.
2. Positive attitude about your effort in the classroom and on the field.
3. Work toward and receive a valuable education and a degree.
4. Strive to be a winning champion.
5. Practice and play Fast, Smart, and Hard at all times!
6. Honesty in all of your dealings.
7. Loyalty to your team, coaches, administration, teammates, and school.
8. A sense of camaraderie, unity, and “spirit of family” with your teammates.
9. An attitude of truly striving to be the **VERY BEST THAT YOU CAN BE** in everything that you do.
10. Develop yourself as a total person, on and off the field/court, and in and out of the classroom.



WHAT YOU CAN EXPECT FROM THE HEAD COACH AND STAFF

1. To be completely honest and totally loyal in all of our dealings.
2. To provide the leadership and training necessary to achieve our/your goals.
3. To provide an environment that will encourage you to obtain a valuable education and get your degree.
4. To assist you in learning to use your talent to the absolute farthest extent of your capabilities.
5. To provide you with the opportunity to develop your physical and mental skills commensurate with your abilities.
6. To make all decisions predicated on what is best for the team and then what is best for the individual.
7. To be available to you. We have an “open door” policy which makes it possible for you to see us at any time, for any reason.
8. To be firm, but fair and consistent in all our dealings.
9. To care about your development as a total person, both on and off the field/court, as well as in and out of the classroom.



BASIC REMINDERS OF WHAT'S EXPECTED

1. Everyone will wear issued gear only.
2. Everyone have ankles taped or wrapped by a trainer.
3. Everyone MUST be on time!
4. Everyone will control his/her language.
5. Everyone will be individually responsible for getting the proper rest in order to perform effectively on the field/court and in the classroom.
6. Everyone will SPRINT on and off the field/court!
7. Everyone will practice Fast, Smart, and Hard!
8. No one will be excused from practice. If you are hurt, you are expected to attend all meetings and be on the field/court for observations and/or conditioning work unless specifically designated to training room for treatment by training staff. An “injury conditioning program” will be coordinated by the training and/or the off-season conditioning staff.
9. Everyone injured will report dressed for practice in jersey and practice pants/shorts. (No hats or book bags shall be worn.)
10. Everyone will be in conformity with our grooming regulations.
11. Always remember the TEAM is most important and ALWAYS comes first.
12. Weight and locker rooms must always be kept clean (recruit ready) after use.

GAME PLAYING POLICY

It is necessary to establish some basic guidelines regarding those who practice, those who start games, those who play in games, and those who will dress out in games.

1. **UNEXCUSED ABSENCE FROM PRACTICE:** If a player has an unexcused absence from practice during “game week”, he/she will not start in the upcoming game. The player’s status will be evaluated by the Head Coach to determine if he/she will dress out and play in that game.
2. **INJURY POLICY:** If a player is injured, upon his/her return to action, he/she will be given an immediate opportunity to compete for his/her position on the depth chart at which he/she was listed at the time of his/her injury.
3. **INJURY—MISSING PRACTICE DURING GAME WEEK:**
 - a. If a player does not practice on both Tuesday and Wednesday of game week, he/she will *not* start the next game.
 - b. If a player does not practice on Tuesday, Wednesday, and Thursday of game week, he/she will not dress for the upcoming game.
 - c. If a player misses practice on Tuesday due to an injury, but practices on Wednesday and Thursday, that player can start in the upcoming game. The same applies if a player practices Tuesday and Wednesday, and misses Thursday due to an injury.
 - d. If a player practices on Tuesday, but misses Wednesday and Thursday practices, his/her position as a starter will be evaluated by the Head Coach.
4. **PLAYER WHO LEAVES THE TEAM, BUT IS ALLOWED TO RETURN:** If a player voluntarily leaves the team and is permitted by the Head Coach to return, that player will return under the conditions set up by the Head Coach. These will be appropriate to fit the situation. Any such player will return at the bottom of the depth chart and be subjected to appropriate disciplinary measures as set up by the Head Coach and the Squad Discipline Committee.

BASIC RELATIONSHIP WITH PEOPLE

Anytime you enter into a relationship with anybody, there are three key questions that both parties ask about the other person. In order for this relationship to flourish and grow, people must be able to answer “yes” to these pertinent questions:

1. CAN I TRUST YOU?

We must be the type of person whom people can trust. Whether it is on the field/court, or on your expense account, you must be honest. Do what you know in your heart is proper and treat others as you would like to be treated.

2. ARE YOU COMMITTED?

A commitment does not mean “I’ll try”. It means “I’ll get it done”. There will be tough times, but tough times don’t last—tough people do.

3. DO YOU CARE?

This says it all. Whether it is coaching, playing, or living, we must care about other people. One of the greatest commandments of all is **LOVE THY NEIGHBOR AS THYSELF** (Matthew 22:39).



DEALING WITH THE NEWS MEDIA

1. Do not give interviews to the media unless first approved by the Head Coach.
2. Do not speak negatively about your school, sport, or other students.
3. At all times, stay calm and show respect for yourself, your team, your coaches, and your school.
4. Focus on good news and improvement.
5. Keep it short!



DISCIPLINE

The success of any individual, group, organization, and team is dependent upon the discipline of the individual and/or organization.

- ✓ We will be the most disciplined athletic program in the nation, on and off the field/court.
- ✓ Our discipline is paramount to our ability to succeed.

1. Breaches of discipline will fall into three categories:
 - a. **SEVERE:** Breaching institutional policies, breaching state/city laws, involvement with drugs or alcohol, continuous breach in team rules. Enforced by possible probation, suspension, and/or reduction or loss of scholarship.
 - i. At the discretion of the Head Coach.
 - ii. May also incorporate any/all of the enforcements listed.
 - iii. Probation to include curfew, opportunity period, DAWN PATROL, and possible loss of playing privileges.
 - b. **CHRONIC:** Repeated violations of policies as it relates to the responsibilities dealing with academics, training room, equipment/locker room, and conduct on and off campus, all enforced by:
 - i. DAWN PATROL (weekdays/mornings).
 - ii. Loss of practice privileges.
 - iii. Loss of playing privileges.
 - iv. Loss of complimentary tickets.
 - v. Possible probation, suspension, and/or reduction or loss of scholarship.
 - c. **SERIOUS:** Violation of: academic responsibilities, training room responsibilities, team responsibilities, weight room responsibilities, non-athletic/social responsibilities. Enforced by:
 - i. Post-practice opportunity period. Administered by position coach.
 - ii. Loss of complimentary tickets.
 - iii. Loss of practice privileges.
 - iv. Loss of playing privileges.
2. "Amnesty": Only given to student-athlete by the **Head Coach** when a minor offense has been committed and extenuating circumstances affected the athlete's judgment.

OVERVIEW OF TEAM RULES

ACADEMICS

1. Student-athletes must stay above a 2.0 at all times.
2. Student-athletes must be enrolled in a minimum of 12 credit hours per semester.
3. Student-athletes may not drop any classes without written consent from the Academic Coordinator or student-athlete advisor.
4. Student-athletes must not drop below full-time status.
5. Student-athletes must not register for classes that conflict with mandatory practices without the Head Coach's permission.
6. Student-athletes must attend and be on time for all classes.
7. Student-athletes must stay free from disciplinary problems in all classes.
8. Student-athletes must attend and be on time for study hall.
9. Student-athletes must adhere to all study hall rules.
10. Student-athletes will follow institutional policies related to academic integrity.

CAMPUS CONDUCT

11. Student-athletes must adhere to all institutional policies while on campus and inside any campus facility.
12. Student-athletes will be respectful to all members of the faculty and staff.
13. Disciplinary problems in the following facilities will not be tolerated: dormitory, cafeteria, library, recreation center, Admissions, Student Services, administrative offices, or anywhere on campus.
14. Theft will not be tolerated on campus or off campus.
15. Hats will not be worn in campus facilities.

16. Student-athletes will respect the privileges of the dining hall and always buss their trays.
17. Drugs, alcohol, and firearms are not permitted on campus!

GROOMING

18. Student-athletes will wear their trousers up on their waists in a decent fashion.
19. Student-athletes will wear a shirt at all times while on campus.
20. Student-athletes will not wear tank tops while on campus (unless in dorm room).
21. Student-athletes will have a clean shave for every home and away game or event.
22. Student-athletes will have a clean shave for team pictures.
23. Student-athletes will have a clean shave for every team event instructed by Head Coach.
24. Student-athletes will travel in team travel gear, unless otherwise instructed by the Head Coach.

EQUIPMENT ROOM:

25. Student-athletes are not permitted in the equipment room (unless assigned work-study).
26. Student-athletes will follow all equipment room rules.

TRAINING ROOM:

27. Student-athletes will not go to the training room without supervision.

PLAYER ACKNOWLEDGEMENT OF RULES



I, _____, understand and agree to abide by the team rules and regulations in this "Concordia College-Selma Athletic Policy Handbook." I also completely understand that should I break any of these team rules or regulations, I am subject to dismissal from the Concordia College-Selma athletic program and/or the loss or reduction of my athletic scholarship.

(Concordia College-Selma student-athlete)

(Date)





CONCORDIA COLLEGE
1804 Green Street
Selma, AL 36703
(334) 874-5700
www.concordiaselma.edu