

The logo consists of the letters 'MKE' in a bold, white, sans-serif font. Each letter is outlined with a thick yellow border. The letters are set against a solid black rectangular background.

MKE

The background of the cover is a vibrant yellow. A large, stylized, and somewhat abstract illustration of a tiger's head is rendered in a darker shade of yellow, spanning across the middle of the cover. The tiger's features, like its eyes and stripes, are suggested with bold, geometric shapes.

STUDENT-ATHLETE

H A N D B O O K

25-26

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MESSAGE FROM DIRECTOR OF ATHLETICS

Welcome to the 2025-26 academic year!

With each new year comes an opportunity to create championship experiences in the classroom and on the field of competition.

Milwaukee Athletics has a proud tradition of success on the field and in the classroom. For 20 of the past 25 years, Milwaukee has finished among the top three in the Horizon League's McCafferty Trophy standings. Our 158 all-time Horizon League championships across all sports since the inception of the league is nearly twice as many as the runner-up.

During the spring 2025 term, our student-athletes posted a collective 3.522 grade-point average and 73 Panthers posted a perfect 4.0 GPA! In addition, 37 student-athletes earned spots on the College Sports Communicators Academic All-District First Teams, and 18 student-athletes earned Horizon League All-Academic Team accolades during the school year.

Our coaches, staff, and administration are here to support your growth as a student, as an athlete, and as a leader. I encourage you to take advantage of the excellent support system we have in place to make your time at Milwaukee both memorable and rewarding.

Please do not hesitate to stop by my office or reach out to any member of our staff if you need any assistance.

I wish you all the best for the upcoming year and look forward to cheering you on to a Horizon League championship!

Go Panthers!



Amanda Braun
Director of Athletics



Please note, edits to the Student-Athlete Handbook may be made throughout the year. If information is added, removed or edited during the year, an updated version will always be made available at www.mkepanthers.com



MILWAUKEE ATHLETICS MISSION, VISION and CORE VALUES

PURPOSE STATEMENT:

Milwaukee Athletics strives to excel in competition and in the classroom while developing leaders who represent our university in a first-class manner. Through excellence, and engagement with our campus and community, we inspire passion and pride in our university.

CORE VALUES:

Education/Excellence/Leadership/Inclusion/Integrity/Pride

VISION:

Panthers are...

Champions in Academics

Champions in Athletics

MILWAUKEE ATHLETICS DIVERSITY & INCLUSION STATEMENT

The Milwaukee Athletic Department is committed to the values of diversity and inclusion to achieve and sustain excellence. We firmly believe we can best promote excellence by recruiting and retaining a diverse group of student-athletes, coaches and staff and by creating a climate of respect that is supportive of their differences. The Milwaukee Athletic Department promotes a culture in which diversity and inclusion are integral components of the professional development of staff and the educational and athletic experiences of student athletes.

We will provide or enable programming and education that sustains foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to, race, color, gender, religion, age, pregnancy, national origin (including ancestry), disability, veteran status, sexual orientation, gender expression, gender identity, and marital status.



NCAA CONFERENCE AFFILIATION

THE UNIVERSITY OF WISCONSIN-MILWAUKEE IS A MEMBER OF THE HORIZON LEAGUE. THE OTHER HORIZON LEAGUE MEMBER INSTITUTIONS INCLUDE:

Cleveland State University, Cleveland, OH
University of Detroit Mercy, Detroit, MI
University of Wisconsin-Green Bay, Green Bay, WI
IU-Indianapolis-Indianapolis, IN
Northern Kentucky University, Highland Heights, KY
Oakland University, Rochester, MI
Purdue University-Fort Wayne, Fort Wayne, IN
Robert Morris University, Moon Township, PA
Wright State University, Dayton, OH
Youngstown State, Youngstown, OH



THE HORIZON LEAGUE OFFERS LEAGUE CHAMPIONSHIPS IN THE FOLLOWING:

Baseball	Women's Softball
Men's Basketball	Men's Soccer
Women's Basketball	Women's Soccer
Men's Cross Country	Men's Swimming and Diving
Women's Cross Country	Women's Swimming and Diving
Men's Indoor Track	Men's Tennis
Women's Indoor Track	Women's Tennis
Men's Outdoor Track	Women's Volleyball
Women's Outdoor Track	Men's Golf/Women's Golf



THE HORIZON LEAGUE

Celebrating its 46th season of operation in the 2024-25 academic year, the Horizon League continues to aspire toward its goal of being one of the nation's leading athletics conferences while being recognized as a leader in integrity and the development of students. Each of the League's nearly 3,000 Division I student-athletes has the opportunity to maximize athletic development and academic achievement, while also serving the broader community and growing in personal responsibility and accountability. Through athletics, the 190,000-plus undergraduates among Horizon League institutions have the opportunity to come together, learn and grow in life skills and opportunities.

The Horizon League membership features 11 public and private institutions that have impressive academic reputations and a storied tradition of broad-based athletic programs. Membership includes Cleveland State University, the University of Detroit Mercy, Indiana University-Purdue University Indianapolis, Northern Kentucky University, Oakland University, Purdue University Fort Wayne, Robert Morris University, the University of Wisconsin-Green Bay, the University of Wisconsin-Milwaukee, Wright State University and Youngstown State University.

The Horizon League's primary focus is on adding value to the educational experience through its core values: student-athlete well-being, integrity, respect and stewardship. It is the League's belief that athletics is a powerful and visible resource tool that can be used to enhance student-athletes' collegiate experience. The Horizon League's goals are to enhance the holistic university experience for the student-athlete, to create an affiliation of institutions with similar athletic goals, and to adhere to the principals of integrity, diversity, excellence and growth.

The Horizon League sponsors competition in 19 sports - 9 for men (baseball, basketball, cross country, golf, soccer, swimming and diving, indoor track and field, outdoor track and field and tennis) and 10 for women (basketball, cross country, golf, soccer, softball, swimming and diving, indoor track and field, outdoor track and field, tennis and volleyball).

The League receives automatic bids to NCAA championships in baseball, men's and women's basketball, men's and women's golf, men's and women's soccer, softball, men's and women's tennis, and women's volleyball. The Horizon League is headquartered in Indianapolis, the "Amateur Sports Capital of the World," with offices in the J.F. Wild Building (129 East Market Street), located minutes from Bankers Life Fieldhouse, Lucas Oil Stadium, the State Capitol Building, Victory Field (home of the Indianapolis Indians, AAA affiliate of the Pittsburgh Pirates) and the NCAA national office.

HORIZON LEAGUE CHAMPIONSHIPS

Information about Horizon League Championships, including dates and sites, can be found at horizonleague.org.



NCAA Core Guarantees

All NCAA Division I schools are required to provide [NCAA Core Guarantees](#) for all student-athletes. The requirements focus on enhanced student-athlete benefits and services, expanded scholarship protections and enhanced expectations of Division I members. Below is what is required with links to the services that Milwaukee Athletics provides.

- Enhanced [academic services, career counseling and life skills programming](#) to student-athletes.
- Enhanced health care and medical services for athletically related injuries and illnesses during a student-athlete's playing career and for at least two years after graduation or separation from the institution, including payment for out-of-pocket medical expenses such as copayments and deductibles.
- Scholarship protections to student-athletes who receive athletically related financial aid within their first academic year at the school.
- Expanded degree completion funding for qualified student-athletes for up to 10 years after a student-athlete's eligibility concludes, if that student-athlete was previously on full scholarship or received financial aid in a head-count sport.
- Additionally, schools are required to:
 - Attest that they provide [academic support services](#) aligned with NCAA rules.
 - Attest that they provide career counseling for current and former college athletes and life skills development across a range of topics, including at minimum:
 - [Mental health](#)
 - [Strength and conditioning](#)
 - [Nutrition](#)
 - [Name, image and likeness opportunities](#)
 - [Financial literacy](#)
 - [Career preparation](#)
 - Transfer requirements
 - [Diversity, equity, inclusion and belonging](#)
 - [Sexual violence prevention](#)
 - Attest that they provide mental health services and support consistent with the NCAA's mental health best practices
 - Attest that they follow concussion management protocols in line with the NCAA.

UNIVERSITY OF WISCONSIN-MILWAUKEE ATHLETIC DEPARTMENT

STUDENT-ATHLETE CODE OF CONDUCT

As a member of a program in the University of Wisconsin-Milwaukee Athletic Department, a student-athlete becomes a representative not only of their team but also of the University. As a UWM student-athlete, you are expected to behave both on-and off-campus in a manner which brings credit to the University and your team. This includes, but is not limited to, your behavior/actions while utilizing social networks (e.g., Facebook, Twitter, Instagram, chat rooms, blogs, etc).

The University of Wisconsin-Milwaukee Athletic Department requires employees (e.g., coaches, staff, etc) to conduct themselves in a manner which creates a positive image of the people, values and traditions associated with the University, the Horizon League and the NCAA including the Athletic Department Core Values: Education, Excellence, Leadership, Respect, Integrity and Pride. As a student-athlete, you are expected to uphold these same standards of behavior, as well as those outlined in the University Student Code of Conduct (Chapter UWS 17), and set forth by the University of Wisconsin-Milwaukee Athletic Department, your head coach, the Horizon League and the NCAA.

Participating in sports at the University of Wisconsin-Milwaukee **is not a right, but a privilege**. Violations of the UWM Athletic Department Student-Athlete Code of Conduct include, but are not limited to the following:

- Lying and fraud
- Engaging in conduct that reflects poorly upon the University, the team, or the Athletic Department
- Academic dishonesty
- Use of non-therapeutic drugs
- Abuse of prescribed therapeutic drugs
- Impermissible Sports Gambling
- Violation of Local, State or Federal laws
- Violation of NCAA, Horizon League, UWM, Athletic Department or team rules
- Unethical conduct, as defined by the NCAA, including dishonesty in evading or violating NCAA rules and/or knowingly furnishing the NCAA or the University with false or misleading information concerning the student's involvement in or knowledge of matters pertaining to a violation of NCAA regulations
- Hazing
- Engaging in discriminatory or harassing behavior based on the following protected categories: race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation (including gender identity), arrest record status, military status, unfavorable discharge from military service and any other protected class as recognized by state or federal law or the University

If a Student-Athlete Conduct Code violation is found to have been committed, a student-athlete may be assessed a penalty including, but not limited to, a written reprimand, loss of practice or participation status, team suspension, reduction or cancellation of athletics aid and/or termination of their student-athlete status. All final decisions regarding penalties will be made by the Athletic Director. Additional behavioral expectations as well as the disciplinary process are detailed in the Student-Athlete Handbook. In addition, any reduction or cancellation of scholarship aid may be appealed through established University procedures (also detailed in the Student-Athlete Handbook). Finally, any student-athlete misconduct may subject a student-athlete to University nonacademic misconduct charges in addition to any penalty imposed by the Athletic Department. All reports of Student-Athlete Conduct Code violations will be forwarded to the Dean of Students Office.

UNITED WE WILL, UNITED WE ROAR

DISCRIMINATION

UWM maintains policies prohibiting discriminatory conduct, including sexual violence and sexual harassment, by faculty, staff or students. UWM's Discriminatory Conduct and Consensual Relationships Policy (SAAP 5-1) defines discrimination as conduct that (1) adversely affects any aspect of an individual's employment, education, or participation in activities or programs at UWM; and (2) is based on one or more characteristics of the individual that are protected under federal, state or local laws. Characteristics that are protected under federal, state or local law ("protected statuses") may include: age, ancestry, arrest or conviction record, color, disability, gender identity/expression, genetic information, identity as a veteran, disabled veteran, or Vietnam veteran, marital status, membership in the National Guard, state defense force or any other reserve component of the military forces of the United States or this state, national origin, pregnancy, political affiliation, race, religion, sex, sexual orientation.

HATE/BIAS

UWM is committed to creating and supporting a campus climate that is respectful and supportive of all who work, live, study or participate in activities or events in our campus community. Members of the UWM community who have been subjected to, or who have witnessed, an incident of hate or bias are encouraged to submit a report to EDS. UWM defines a hate- or bias-motivated incident as any disruptive conduct — oral, written, graphic or physical — that is directed against an individual, or individuals, because of their actual or perceived protected characteristics, as defined by [UWM's Discriminatory Conduct and Consensual Relationships Policy](#). If you wish to report a hate/bias incident, please use the [Hate/Bias Incident Reporting online form](#). You may also contact EDS at (414) 229-5923 or report in person in Mitchell Hall, Rm. 359.

HAZING

Hazing, in any form, by an athletic team or members of an athletics team is prohibited. In addition to sanctions under the Student-Athlete Code of Conduct, any team or student-athlete found responsible for violations of the [Hazing Policy](#) is subject to appropriate action under the student nonacademic misconduct process through the Dean of Students Office. In addition, the members of a team found guilty of hazing can be subject to fines and/or imprisonment under Wis. Stat. sec. 948.51.

"Hazing" is defined in the Hazing Policy, and includes but is not limited to:

intentional or reckless acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any student organization (including athletics teams). Prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.

Suspected hazing activities **must be reported** to the Dean of Students office (414) 229-4632 or using this reporting form: <https://cm.maxient.com/reportingform.php?UnivofWisconsinMilwaukee>

The UWM Police Emergency can also be contacted using (414)229-9911, on campus phone 9-911 (for emergencies) or (414)229-4627 (for nonemergencies).

UWM SEXUAL CONDUCT POLICIES

UWM's Sexual Violence and Sexual Harassment Policy (SAAP 5-2) prohibits all forms of sexual harassment and sexual violence (which includes sexual assault, sexual exploitation, stalking, dating violence, and domestic violence) on university property, at university-sanctioned or university affiliated events, and where off-campus conduct affects a member of the university community. Wisconsin statutes define these offenses, which are described in this section for informational purposes only.

SEXUAL HARASSMENT, as defined in UWM’s Sexual Violence and Sexual Harassment Policy and in the University of Wisconsin System’s Student Nonacademic Disciplinary Procedures (UWS Chapter 17), includes unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in an education program or activity of the university that when using the legal “reasonable person” standard, is so severe or pervasive and objectively offensive that it has the purpose or effect of unreasonably interfering with an individual’s academic or work performance or participation in a university sponsored or supported activity. See UWS 17.151(1) for definition. *The penalties for sexual harassment by a UWM employee may include any of the following: a fine, job suspension or termination, letters of reprimand or warning, or reassignment.*

SEXUAL ASSAULT, including rape, criminal sexual contact, incest, or statutory rape, as defined in Wisconsin Statute sections [UWS 17.151\(2\)](#), is essentially, engaging in any sexual contact or sexual intercourse with a person without the consent of that person. Consent means words or overt actions by a person who is competent to give informed consent, indicating a freely given agreement to engage in sexual activity or other activity referenced in the definitions of sexual assault and sexual exploitation. A person is unable to give consent if the person is in a state of incapacitation because of drugs, alcohol, physical or intellectual disability, or unconsciousness.

OTHER SEXUAL VIOLENCE may include:

- **DATING VIOLENCE**, is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant [UWS 17.151\(3\)](#)
- **DOMESTIC VIOLENCE**, includes violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, or by a persons who is cohabitating with or has cohabitated as a spouse or intimate partner. [UWS 17.151\(4\)](#)
- **STALKING**, which includes engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress. [UWS 17.151\(5\)](#)
- **SEXUAL EXPLOITATION**, which includes attempting, taking or threatening to take nonconsensual sexual advantage of another person. (Examples include, observing, recording, or photographing private body parts or sexual activity without consent, nonconsensual exposure of intimate parts, etc.). [UWS 17.151\(6\)](#)

If you feel threatened or are in danger you should contact the UWM Police Department at 229-9911 or call 911 if you are off campus. You may report any form of sexual violence or harassment to the UWM Title IX Office at 414-229-7012 or via the online reporting form at uwm.edu/titleix/make-a-report/.

If you would like to speak with someone about your options **confidentially**, you are encouraged to contact UWM’s Advocacy Services at 414-229-4582 or victimadvocacy@uwm.edu. An advocate can explain your options, offer support, give information, and accompany a victim/survivor to any meetings or appointments. Advocacy services are free and confidential.

TITLE IX COORDINATOR

UWM’s Title IX Coordinator is Jamie Cimpl-Wiemer, he coordinates UWM’s response to incidents of sexual harassment and sexual violence. The UWM Title IX Office serves as a resource for all members of the UWM community. If you or someone you know has experienced sexual harassment or sexual violence, please contact the Title IX Office to learn more about the resource and reporting options or visit uwm.edu/titleIX.

GUIDELINES ON MENTAL HEALTH AND WELL-BEING MANAGEMENT

Purpose

The purpose of the Guidelines on Mental Health and Well-being Management is to provide direction for the preparation, recognition, and referral for treatment of intercollegiate student athletes experiencing mental health conditions at the University of Wisconsin – Milwaukee (UWM). These conditions include, but are not limited to, mood disorders such as depression, anxiety disorders, disordered eating, substance abuse disorders, and mental health emergencies. As professionals it is our duty to encourage student athletes to seek mental health treatment when needed and to help make seeking these resources without negative consequences or stigma. UWM Athletics will annually review and adjust this policy to align its management plan with the current best practices released by the NCAA.

Mental Health Professionals and Confidentiality

- Collaboration between the student athlete's primary health care providers of team physicians, certified athletic trainers, campus Student Health and Wellness (SHAW) providers, and other licensed mental health practitioners is crucial to student athletes at UWM receiving the best possible care. Such integration links professionals in a collaborative model of care that can enhance the ability of individual service providers and maximize support of student athlete's wellness.
- UWM Athletics shall only refer student athletes to mental health providers qualified to provide mental health services. This can include, but is not limited to, psychiatrists, clinical or counseling psychologists, licensed mental health counselors, licensed clinical social workers, and board-certified primary care physicians with core competencies to treat mental health disorders.
- Individuals providing mental health care to student athletes shall have autonomous authority consistent with their professional licensure and ethical standards to make mental health management recommendations in collaboration with student athletes.
- UWM Athletics, SHAW, and other mental health providers will maintain strict standards regarding student confidentiality. While student athletes are not required to share, student athletes are encouraged to inform others about their care as appropriate or when it affects their ability to participate in their sport. Release of Information forms must be signed by a student athlete if any information is shared between mental health practitioners and others involved in their care.

Student Athlete and Athletic Staff Education

To ensure that every student athlete and Athletics Department member are familiar with the services available and how to access them, yearly education sessions will be provided to all parties. These education sessions will provide information on campus resources available, how to access those resources, what to do during a mental health crisis, and continue to decrease the stigma around seeking care for mental health concerns. Increased awareness will enhance the likelihood of self-referrals by student athletes or referrals from teammates, coaches, or other staff with the hope of improving the timely evaluation of student athletes in need. The emergency action plan and referral procedures below will be distributed and spoken about yearly with Athletic Department staff and student athletes.

Identification and Evaluation for Mental Health Services

New student athletes shall complete a comprehensive health history that includes questions on mental health. Currently, the mental health questions within the health history questionnaire are:

1. Have you had a mental health issue in the past? If yes, what type and when was it diagnosed?
2. During the past month, have you often been bothered by feeling down, depressed, or hopeless?
3. During the past month, have you often been bothered by little interest or pleasure in doing things?

Returning student athletes fill out a health screening questionnaire that includes questions 2 and 3. Should a new or returning student athlete respond “Yes” to any of the questions above, a follow up discussion between the student athlete and a member of the athletics health care team about resources and potential referral to a mental health care provider will take place.

Additionally, UWM student athletes will perform a mental health screening at least once annually. These screenings will be done with a licensed mental health provider, and the results will be kept confidential.

Non-Emergent Mental Health Referral

UWM Athletics uses on-campus mental health resources for all student athletes and outside mental health resources as suggested by SHAW Counseling providers or UWM Team Physicians. Any off-campus referrals will be made through SHAW Counseling in conjunction with UWM Athletics and will be made at the counselor’s discretion or requested by the student athlete. It is highly suggested that any student athlete requesting to see someone off campus ask for referrals from campus counseling.

Student athletes will always make the final decision to go for mental health evaluation and care in non-emergency situations. While athletics department staff can encourage a student athlete to go for an evaluation, the student athlete cannot be required to go for an evaluation or care.

Non-Emergent Referral Procedure

If a student athlete is interested in seeking services at the SHAW Counseling Center, they can call themselves to schedule a triage appointment. UWM Athletics staff members can also assist them in making an appointment. The student athlete must be the individual that initiates the phone call to set up their appointment with the counseling center.

Student Health and Wellness Counseling Center

Located in the Northwest Quadrant Building floor 8 (utilize Green Elevators)

Telephone: (414) 229-7429, option 2

Hours: Monday – Thursday 8am – 4:30pm and Friday 9am – 4:30pm

Contacts:

- On-Call Counselors are available each day M-F between the hours of 9:00-4:00. Athletes must call the Counseling Center to either consult with the on-call clinician, or to schedule a walk-in crisis appointment with the crisis counselor.
 - Direct Line (414) 229-7429, option 2. Please indicate to the front desk staff that the athlete is requesting a same-day crisis appointment.
- Nathan Sheppard – Clinical Case Manager
 - shepparn@uwm.edu

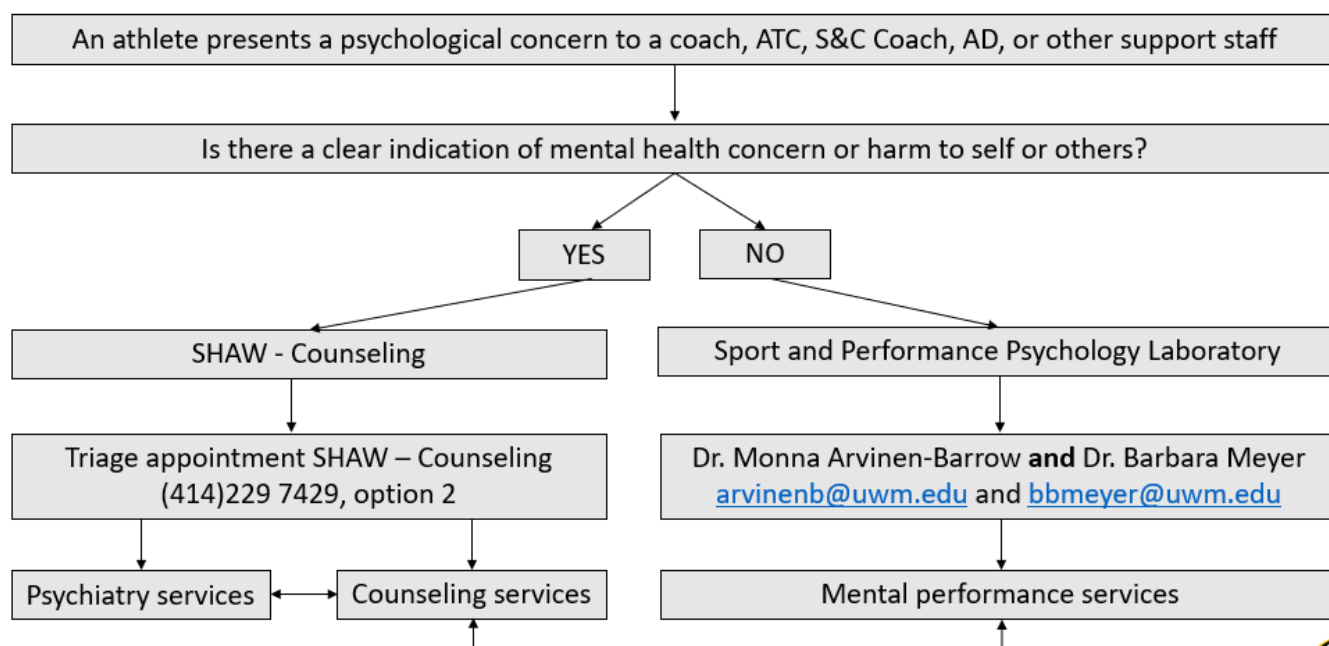
- UW Mental Health Support Line is available to all students at UWM. Students can access this by calling, texting to `888-531-2142

Sport Psychology & Performance Excellence Referral Procedure

UWM Athletics will also utilize the Sport and Performance Psychology Laboratory for student athletes, coaches, teams, or other athletic department staff that are seeking help for mental skills and techniques related to athletic performance. Refer to the matrix below if you are unsure if the student athlete should contact SHAW or Sport Psychology for their current needs.

Should a student athlete, coach, or other athletics staff member wish to schedule an appointment they should email **BOTH** Barbara Meyer (bbmeyer@uwm.edu) and Monna Arvinen-Barrow (arvinenb@uwm.edu). Once they receive the request, they will determine which provider will be best suited to help and set up an appointment with that individual or team.

UWM Psychological Services for Student Athletes Referral Matrix:





UNIVERSITY OF WISCONSIN-MILWAUKEE ATHLETICS
EMERGENCY RESPONSE
MENTAL HEALTH EMERGENCY ACTION PLAN

EMERGENCY Situations that warrant activation of EMS IMMEDIATELY	CRISIS Situations that warrant contacting Mental Health Services ASAP	PROBLEM Situations that warrant suggesting seeking mental health services
Emergency – a sudden, pressing necessity, such as when a life is in danger, requires <u>immediate</u> attention by emergency medical services	Crisis – <u>non</u> -life-threatening situations that require urgent attention within <u>24 hours</u>	Problem – situations that warrant recommending the student athlete seek mental health services.
- Acute delirium/confused state/paranoia - Acute psychosis (often involving hallucinations and/or delusions) - Highly agitated or threatening behavior Specific thoughts, intent, and plan to die by suicide. Specific thoughts, intent, and plan to kill others. - Suicide attempt. - Victim of interpersonal violence/sexual assault – acute - Victim of physical assault - acute - Acute intoxication or drug overdose CALL 911 OR If you are on campus during business hours, and it is safe to do so, walk with them to SHAW-Counseling. If they refuse to go, then call 911. <u>DO NOT LEAVE PERSON UNATTENDED.</u> Monitor until EMS arrives and provide them with any necessary information	Active homicidal thoughts, intent, or plan Active suicidal thoughts, intent, or plan - Thoughts of harming someone else - Concerned about ability to keep themselves safe. - Bothered by hearing or seeing things that others do not. - Manic episode - Severe panic attack - Trauma reaction to an event (e.g. survivor of sexual assault) <i>If during business hours:</i> Monday – Friday 9am – 4pm - SHAW On-call counselor consultation by walking student over to the counseling center, or call 414-229-7429, option 2 <i>If outside of business hours:</i> - UW Health Support 24/7 line. Call or text (888) 531-2142 - Additional Support Lines and local mental health locations are below. <i>If on the road traveling:</i> - Call or text 988. You will be connected to the closest crisis center based on the zip code you call/text from.	“All or nothing” thinking - Becoming more irritable/problems managing anger - Changes in eating and sleeping habits (e.g. insomnia, food restricting) - Decreased interest in activities that have been enjoyable or taking up risky behavior - Drug or alcohol abuse - Excessive worry or fear - Family problems - Feeling out of Control - Increased agitation or irritability - Loss of emotion or sudden changes of emotion within a short period of time - Panic Attacks - Rapid mood swings - Recent environmental stressors (e.g. death of a loved one, breakup) - Self-harming or maladaptive coping behaviors that are not life-threatening or causing serious property damage - Talking about death, dying, or “going away” - Unexplained weight loss or gain - Unexplained wounds or deliberate self-harm - Withdrawing from social contact Provide the student athlete with the phone number for SHAW, 414-229-7429, option 2. Can also suggest a Let’s Talk session if the person is hesitant for a formal consultation.

Important Reminders When Dealing with a Mental Health Emergency

- Don't become the treatment. Set Boundaries of what you will provide – "I will assist you in getting to a mental health provider."
- Ensure your personal safety and the safety of others that may be around.
- Provide a safe space for the student athlete. Listen and show your genuine concern without judgement.
- Do not make promises for confidentiality on what the student athlete is telling you.
- Be persuasive in pointing the student athlete towards appropriate mental health services. Don't get overly involved and protect yourself from becoming too emotionally involved
- ***Understand we are not mental health providers.*** Once a situation, symptoms, or behaviors are identified our goal is to help facilitate a referral to the appropriate provider so proper treatment can be provided.

Additional Emergency Resources and Emergency Locations

UW Mental Health Support – Provides 24/7 crisis support with a trained crisis counselor

- Call or text **(888) 531-2142**

National Suicide Prevention Lifeline – Use for any emergency situation while traveling

- Call or text **988**
- Calls are routed to the closest crisis center based on the area code the call/text comes in from

Milwaukee County Crisis Line

- Call **(414) 257-7222**

Trevor Project Lifeline (LGBTQ+) – Suicide prevention and crisis intervention for young LGBTQ+ individuals

- Call **(866) 488-7386** or text 'START' to **678678**

Mental Health Emergency Center – Milwaukee County psychiatric emergency department

- 1525 N. 12th St.
Milwaukee, WI 53205
- (414) 966-3030
- Walk in's welcome, no appointment necessary.

Columbia St. Mary's Hospital – Milwaukee Campus

- 2301 N. Lake Drive
Milwaukee, WI 53211

Mass Post Traumatic Student Counseling Procedure

SHAW Counseling Center can offer support in the event of a severe injury or death of student, faculty, or staff member if needed. Once the situation and need for services is assessed, the Director of Sports Medicine will work with SHAW to set a location, date and time for group or individual debriefing and crisis supports.

UWM INTERCOLLEGIATE ATHLETICS DRUG EDUCATION AND TESTING PROGRAM

There are three parts to this program: education, counseling and testing. Education and counseling are cornerstones of the program. These program components are designed to alert student-athletes and coaches to the potential harm from substance abuse. Studies have shown that education alone is insufficient. A systematic method for testing athletes is another phase of the program. Procedures used in the implementation for this part of the program are designed to be fair, assure reliability of the tests, and safeguard the privacy of the participants. Great effort has been expended to assure that the least intrusive means are used to accomplish the goals of this program. To the extent permitted by law, information obtained in the operation of the program shall be treated with the utmost confidentiality. This program does not supersede, but is in addition to, the NCAA drug testing requirements.

There are two types of substances on which this program focuses. Substances commonly believed to be and are, hence, used as "performance-enhancing" drugs or compounds are defined and listed in Appendix A. The concern here is to avoid a situation where athletes feel compelled to take these health-endangering substances in order to feel that they are competitive. The second class of substances are the so-called "street drugs" which are defined and listed in Appendix A. The concern here is not that athletes at the college level are more likely than other students to take such substances, but only that there is evidence that their use may impair performance and reaction time to the point where injury to the athlete or others may occur during what is often highly physical competition and may lead to short and/or long term health issues.

FRAMEWORK FOR THE DRUG EDUCATION AND TESTING PROGRAM

I. Educational Component

- A. Each team and coaching staff will meet annually and as often as deemed necessary with a qualified member of the university staff or other qualified individual to discuss the danger of substance abuse. These sessions will include information regarding the use of illegal substances, misuse of alcohol, and the dangers of using reputedly performance-enhancing substances such as anabolic steroids, amphetamines, and over-the-counter items.
- B. The program will draw upon the specialized skills of university and off campus personnel. These staff will serve as discussion group leaders and speakers, as sources of information about abuse, and, in appropriate cases, as counselors.

II. Counseling Component

- A. The university has identified properly trained counselors, physicians and health educators to assist in this program. The services of these providers are available to athletes and coaches if further information or treatment is required.
- B. In addition to counseling by trained specialists available on campus, informal counseling shall be carried out by members of the Athletics Department for further assistance in this effort.
- C. To the extent permitted by law, all counseling is confidential. A system of referral to professionals in Student Health and other appropriate university departments shall be utilized. Student-athletes and coaches shall be informed of the availability of these resources and methods of entering these programs.

D. Consistent with Wisconsin law, individual counseling with licensed medical or psychological personnel will be privileged. Since some athletes may be minors, it may be appropriate in individual cases to attempt to obtain parental consent or to encourage the athlete to allow parental or spousal involvement in the treatment program.

III. Self-Identification Component

Self-identification is known as "Safe Harbor".

A student-athlete may come forward (in confidence as limited by the program) to the director of sports medicine, staff athletic trainer, athletic training student, coach, athletic administrator, team physician or health educator admitting to the use/abuse of banned, street drugs and/or performance enhancing substances prior to their name being drawn for a random test or identified by reasonable suspicion, will not be considered a positive test. At the soonest, most reasonably possible time, a base line drug test will be performed. The student-athlete will be required to follow the drug testing and counseling protocol for first positive and is subject to team and/or individual random, unannounced drug tests. If the student-athlete's level of drug in urine does not decrease, agreed to counseling stops and/or use of banned substances continues, the student-athlete is subject to the consequences of the next positive drug test as outlined in the program. If the drug level decreases in consecutive drug tests, counseling continues, and there is no sign of continued use of banned substances, the ongoing evaluations will not be considered positive tests. This will, hopefully, encourage student-athletes that may be using banned or street drugs to come forward, admit use, and ask for help.

IV. Testing Components

- A. The testing, whether based upon a reasonable suspicion of substance abuse by a student-athlete, full team, or random testing, is confidential as described within the policy, and utilizes methodology with appropriate sensitivity and specificity to minimize the likelihood of inaccuracy.
- B. Reasonable Suspicion Testing Process
 - 1. "Reasonable suspicion" is defined as cause founded on specific, objective facts which, when taken with rational inferences drawn from those facts, indicate that a medical evaluation and possible testing could produce evidence of improper drug use. The evidence supporting the suspicion must be reasonably reliable and presented to the student-athlete. Every effort will be taken to collect a sample from every student-athlete selected by requiring all selected SA's to report to the testing station at the assigned time and place with proper ID. Once checked in at the site, the SA will be required to give a quality sample. Injury or sickness does not preclude/excuse individuals from the testing process. There are times when, based on consideration of the sport's potential for abuse and to reflect special concerns of the Athletics Department, full teams will be selected for reasonable suspicion testing.
 - 2. It is impossible to list every example that would lead a reasonable person to suspect improper drug use. Examples include, but are not limited to:
 - a. chronic tardiness to practices/team meetings
 - b. repeated absence from class or other appointments
 - c. repeatedly skipping meals
 - d. chronic exhaustion
 - e. erratic sleeping patterns
 - f. curfew violations
 - g. repeated automobile accidents and traffic violations
 - h. unexplained absences
 - i. significant decrease in motivation

- j. erratic behavior including personality changes, increased aggressiveness, extreme nervousness, extreme and inappropriate mood swings and withdrawal from friends or teammates
 - k. use or possession of drugs or drug paraphernalia as reported by witness(es)
 - l. incoherent speech
 - m. unexplained deterioration of academic work
 - n. sloppy hygiene or dress
 - o. sudden or repeated need for money
 - p. appetite extremes (both loss of appetite or excessive appetite)
 - q. reddish or bloodshot eyes, watery with wide or narrow pupils
 - r. constant running, red nose; persistent sniffing
 - s. recurrent bouts of "flu" or colds
 - t. deterioration in coordination or balance
 - u. needle marks
 - v. other visible manifestations which indicate that a person may be engaging in substance abuse
 - w. teammate(s) report of use
3. If there is reason to believe that a drug test of a particular student-athlete will produce evidence of improper substance use, then the head coach, athletic trainer or other athletic staff must notify the assistant athletic director for sports medicine or team physician. The Assistant Athletic Director for Sports Medicine or team physician will meet with the head coach and Director of Athletics or designee and present information leading to reasonable suspicion. The student-athlete will meet with the head coach or other athletic staff to discuss the evidence supporting the belief. At that time, the student-athlete may respond to the evidence and explain his/her position.
 4. If they are not satisfied with the explanation given by the student-athlete, the Director of Athletics or designee will determine whether to administer a drug test.

C. Random Testing Selection Process

Specimens will be collected on a random basis throughout the year. Using the rosters of each sport team that have been entered into Healthy Roster, the electronic medical records program, the program selects names from the sport roster at random. This process does not reflect bias toward any individual student-athlete. Names will be chosen within 24 hours of testing. Previously positive SA's that are still on the team are added to the "selected" list to be tested. Names of those that have had police and/or Dean of Students office reports may be added as determined by individual circumstances of those reports. There are times when, based on consideration of the sport's potential for abuse and to reflect special concerns of the Athletics Department, full teams may be selected for testing. In addition, the department may screen NCAA qualifiers, individuals or full teams, to provide an educational experience concerning the collection process, provide information on the NCAA drug testing program, and check for illegal substance(s) use. Every effort will be taken to collect a sample from every student-athlete selected by requiring all selected SA's to report to the testing station at the assigned time and place with proper ID. Once checked in at the site, the SA will be required to give a quality sample. Injury or sickness does not preclude/excuse individuals from the testing process. Only when medically indicated by a licensed medical provider or when extenuating circumstances preclude the selected SA from testing, as determined by the Assistant Athletic Director for Sports Medicine, will the individual be removed from the selection list. They may be replaced by another randomly selected student-athlete from the same team.

D. Requirements of the testing program:

1. Notification

- a. This statement of the University of Wisconsin-Milwaukee's program with respect to substance abuse will be provided to each athlete prior to joining the team, to all student-athletes, and all members of the coaching staff on, at least, an annual basis. It is available on the UWM athletics web page.
- b. A list of substances for which tests may be conducted and their generic names will be included. (Appendix A) and is available on the UWM athletics web page and the NCAA Sports Sciences.

2. Refusal to Participate

A student-athlete may refuse to participate in the testing program, but as a result of such refusal the university may do one or more of the following if the athlete wishes to remain on the official team roster:

- 1) Require a quality sample be given and tested within 6 hours from time of notice or start of group testing, or the testing day, or timeframe as determined by the Assistant Athletic Director for Sports Medicine.
- 2) Automatically consider refusal as a first or next positive; the reprimand for that level will be invoked.
- 3) After a refusal and if not a third positive, re-ask student-athlete to provide a quality sample within timeframe as determined by the Assistant Athletic Director for Sports Medicine. If SA refuses a second time, it will be considered the next level positive. The reprimand for that level will be invoked. The student-athlete, might, by refusing testing, cause themselves to be removed from the team and lose all athletically related financial aid.
- 4) Terminate the student-athletes participation in any sport.
- 5) Terminate athletic aid.

3. Tampering

If a student-athlete tampers with a test sample, this will be considered a refusal to participate in the drug testing program. As a result, the university may terminate the student-athlete's participation in a particular sport and may terminate athletic aid.

4. Acknowledgment Form

An acknowledgment form (Appendix B), signed by the student-athlete, and by the parent or guardian if athlete is under 18, indicating that he/she has received and understands the policy and agrees to provide an appropriate sample, will be returned to the director of sports medicine. This signed acknowledgment form will be a precondition for participation in the athletic program.

5. Training

The Athletics Department will provide periodic education to coaches and athletic trainers about the medical indications of drug use.

E. Drug Screening to Test for "Street Drugs", "Performance-Enhancing Substances", and/or prescription medications.

1. Specimen Collection and Chain of Custody - If it is determined that a test will be administered, the following protocol shall be followed:
 - a. The Director of Intercollegiate Athletics and/or Assistant Athletic Director for Sports Medicine and/or team physician will determine the date and time of urine collection. Those athletes selected will be

- notified at that time. The student-athlete will present him/herself at the collection site with a photo ID. It is possible the SA will be requested to provide a sample with no forewarning.
- b. The urine sample will be collected by athletics department staff or others designated to perform this duty in a manner that seeks to minimize invasion of personal privacy while insuring the integrity of the collection process.
2. For the urine collection process, the student athlete will furnish the specimen while being monitored by a monitor of the same sex. Generally, this will not entail direct observation of the act of urination, however, there may be situations when direct observation is required to insure test integrity. Direct observation may occur on a randomly selected basis, when specimen is not within an acceptable temperature range, when specimen appears tampered with or when suspicious/inappropriate behavior is observed during the collection process.
- a. If urine collection, when the specimen is provided, the monitor will determine the temperature (acceptable range 90-100 F or 32-38 C) measure specific gravity (minimum of 1.0100 is required) with a chemistry dipstick or refractometer. If the temperature and specific gravity are within acceptable ranges, the results of the urine drug test will be read and documented. Resultantly, if the drug test is negative, the result will be documented, chain of custody completed, and specimen will be discarded. If the results are non-negative, the specimen will be sealed and prepared for shipment to an outside laboratory for confirmatory testing. If the temperature is out of range, details will be recorded, the specimen will be discarded, and SA will be required to provide a second sample. Similarly, if the specific gravity is not at the minimum, details will be recorded, and SA will be required to provide a second sample. If the SA cannot provide a quality, testable sample within 5 attempts and/or 6 hours, the testing process will stop and be considered positive as it will be assumed the SA is overhydrating to “wash out” or dilute urine to be collected.
- b. The student-athlete will be given a coded form and will observe that the code number is applied to his/her sealed specimen. The student-athlete will sign a form associated with that code. The SA does not need to declare or bring medications being taken; however, some medications may need to be verified upon laboratory analysis. When necessary, the laboratory’s Medical Director will contact the SA directly to confirm prescription information.
- c. The designated collector will place the sealed specimen in a secure area until it is shipped to the designated laboratory for testing and will make arrangements for the specimens to be taken to the laboratory. Only code numbers will be provided with the specimens. A complete chain of custody, from specimen collection through testing and return of test results, will be assured, and complete documentation maintained.
- d. Code number assignments will be provided to the team physician/Assistant Athletic Director for Sports Medicine from the designated collector in charge of collection within 24 hours of the specimen collection. The team physician/Assistant Athletic Director for Sports Medicine will place these forms in a secure place.
- e. If the laboratory notifies UWM that a sample is unsatisfactory for analysis or that there is any evidence of insecure sealing of the sample container, the team physician or Assistant Athletic Director for Sports Medicine will instruct a designated collector to collect an additional sample within 48 hours or as soon as possible. All other testing procedures will be followed.
- f. Analysis of the specimens shall be obtained from an appropriately accredited or certified laboratory using the most specific and accurate method available. If there is a positive test result, the student-athlete will be given the opportunity, at his or her expense, to have the result verified by a second test using all of the same procedures described in the collection section of this policy. The sample will be tested by the same or different laboratory provided the lab is certified or is selected from a list of laboratories approved by the university as being

of good repute. In order to be considered a positive result both samples from the initial test and requested second test must be positive. If the second test sample is positive for a higher level of the same drug, or is positive for a different drug, the next reprimand will be instituted.

- F. Results/Positive Tests - a test is considered positive if the report from the drug testing company lists the test as positive for an active drug for which the lab is screening. This policy has zero level tolerance for drug use. Virtually no level above zero of a banned or non-prescribed drug is acceptable. The head coach, in consultation with the sport supervisor, has the authority to suspend or dismiss and/or institute other reprimands in addition to those listed below as a result of positive tests. All third positive tests result in removal from the team and loss of athletic scholarship aid. Positive tests are cumulative during all years of eligibility.

1. First Positive Test

- a. An individual who tests positive for a banned or non-prescribed drug(s) is required to meet with the Director of Athletics, or designee, the Assistant Athletic Director for Sports Medicine, the sport supervisor and will be shown a copy of the test results. The athlete will have the opportunity to rebut or explain them. Upon request, the student-athlete may receive a copy of the test results. Names of the student-athletes will be disclosed to the head coach and the Dean of Students Office. The Dean of Students Office will review the results and implement disciplinary processes, which may include campus disciplinary sanctions. The student-athlete may meet with the team physician, if requested by athletic administration or the student-athlete. The team physician may recommend non-participation for a specified period of time. The Director of Athletics may confer with the team physician or Assistant Athletic Director for Sports Medicine on recommendations concerning participation. Additional meetings with a counselor may be required.
- b. Refusal to or not following through on the sanctions as determined by the policy, Director of Athletics or designee and/or Dean of Students Office within 15 days of notification, or other agreed to time period, will result in immediate suspension from intercollegiate athletic participation, including all countable athletically related activity (i.e. practice, film study, competition). Non-renewal of athletic aid may result from this suspension. The aforementioned suspension will be determined by the Director of Athletics or designee.
- c. All individuals with first positive test will be retested in accordance with paragraph 2.e below within nine months of the first positive test and may be tested multiple times at any time. All positives will be tested every time there is a random test. There is an appeal process and it is described in Section V.

2. Second Positive Test

- a. If an individual tests positive a second time, the student-athlete will meet with the Director of Intercollegiate Athletics or designee, the Assistant Athletic Director for Sports Medicine, and the sport supervisor and will be shown a copy of the test results. Other considerations will be used to determine compliance with the policy such as attending educational/counseling sessions and following through with appointments. There will be a mandatory 20% suspension from competitions in the competitive season as defined by NCAA "competitive season". The results are shared with the Dean of Students Office. They will review the results and implement disciplinary actions/processes, which may include campus disciplinary sanctions.

- b. Refusal to participate in the meetings described in F.2.a. will result in suspension from intercollegiate athletic participation, including practices as determined by the Director of Athletics. Non-renewal of athletic aid may result from this suspension.
 - c. In addition to notification to the head coach, Director of Athletics and Dean of Students Office, parents, spouse or guardian may be notified with the consent of the athlete or as otherwise permitted by law.
 - d. Student-athletes following the program who do not represent an unreasonable hazard to themselves or other competitors may be allowed to return to athletic participation with recommendation from the counselor, other counselor, and/or team physician to the Director of Athletics.
 - e. All individuals with positive test samples will be retested at any time within nine months of the second positive test in accordance with the procedures outlined above. They may be tested multiple times and will be tested every time there is a random drug test. There is an appeal process and it is described in Section V.
3. Third Positive Test
- a. If an individual tests positive a third time, the student-athlete will meet with the Director of Athletics or designee, the Assistant Athletic Director for Sports Medicine, and the sport supervisor and will be shown the results. Names of the student-athletes will be disclosed to the head coach and the Dean of Students Office. The results are shared with the Dean of Students Office. They will review the results and implement disciplinary processes, which may include campus disciplinary sanctions. Other considerations will be used to determine compliance with the policy such as attending educational/counseling sessions and following through with appointments. There will be an immediate suspension from all participation from the time of the meeting with the Director of Intercollegiate Athletics or designee. Continued education and counseling will be encouraged. Non-renewal of athletic aid will follow such suspension.
 - b. The confirmatory testing and notification provisions apply in accordance with the procedures outlined above.
 - c. Test results are cumulative throughout a student-athlete's athletic participation at UW-Milwaukee.
 - d. No provision contained herein shall prevent the Assistant Athletic Director for Sports Medicine or a coach from temporarily removing a student-athlete from participation if there is an immediate danger to the health and safety of the student-athlete or others. The coach will report such an incident to the Director of Intercollegiate Athletics at the earliest possible time following the removal.

V. Hearings, Appeals and Reinstatement

A. Hearings

1. Student-athletes who test positive under the terms of this program will be entitled to a hearing to appeal the results of the findings before the Director of Intercollegiate Athletics or his/her designee prior to imposition of any sanction. Request for such a hearing must be made within 24 hours of notification that a sanction is being considered. The hearing will be held no later than 96 hours after the student-athlete so requests. An extension of time for the hearing may be granted upon a showing of good cause by either person/people. An athlete requesting such an extension may be placed on interim suspension during the extension.
2. The Director of Intercollegiate Athletics or designee will notify the athlete of his or her decision within 24 hours after the hearing.

B. Appeals

1. Determinations made under section IV may be appealed to the Student-Athlete Appeals Committee, a subcommittee of the Athletic Board. Such request for appeal(s) must be made within five business days of the determination in question.
2. The Student-Athlete Appeals Committee shall adopt fair hearing procedures, which shall not be adversarial in nature. Procedures shall also provide for confidentiality. The procedure can be found in the Student-Athlete Handbook. The decision of the Student-Athlete Appeals Committee is final.

C. Reinstatement

An individual sanctioned under the testing protocol procedures may be reinstated on recommendation of the counselor, medical personnel and the team physician/director of sports medicine, with the concurrence of the Director of Intercollegiate Athletics and head coach. Such reinstatement may be subject to specific conditions, including periodic testing to ensure compliance.

D. Other Actions

The student-athlete will be subject to university student disciplinary action as a result of a positive drug test(s). The university will not voluntarily supply personally identifiable test data or results of a test to any law enforcement agency.

(8/25)

DESCRIPTIONS OF PROHIBITED SUBSTANCES

The University's drug testing program in intercollegiate athletics is based upon the prohibition of any chemical substances that are not medically necessary (Medically necessary is defined as: taken under the orders of a physician, with notice to the head athletic trainer) and the abuse of legal prescription medications, whether prescribed to the athlete or to others. If an athlete has any questions about a given drug, he/she should feel free to consult the athletic training staff. The student-athlete may check a drug/medication by going to www.drugfreesport.com DFS Axis Log In: NCAA Division I; Password: NCAA1

In an effort to be as specific as reasonably possible and to limit testing to circumstances where it is strictly necessary as an adjunct to the education program, the University has designated a list of performance-enhancing and street drugs that is more limited than the NCAA list of banned drugs. The University does, however, specifically reserve the right to revise these lists at any time (with appropriate notice prior to testing for the substances added), as new evidence becomes available about new drugs or new problems with old drugs. The criteria of seriousness of health concerns and likelihood of abuse despite education will be used in determining whether to add drugs to each list.

The following substances are banned for use by athletes unless proven to be medically necessary:

I. Reputedly "Performance-Enhancing" Substances – Zero tolerance level

- A. Anabolic steroids and diuretics(as listed on the NCAA Banned Drug list)
- B. Amphetamines, cocaine and related psychomotor and central nervous system stimulants including all listed on the NCAA Banned Drug list and:

amphetamine	ephedrine	pemoline
benzphetamine	ethylamphetamine	phendimetrazine
chlorphentermine	fencamfamine	phenmetrazine
cocaine	meclofenoxate	phentermine
diethylpropion	methylamphetamine	pipradol
dimethylamphetamine	methylphenidate	prolintane

II. "Street Drugs" – Thresholds will be in accordance with NCAA Drug Testing Standards

A. Heroin and related narcotic analgesics, including but not limited to:

codeine
heroin
methadone
morphine

B. Hallucinogens, including but not limited to:

angel dust
LSD

****marijuana and THC, synthetic marijuana/THC's** - WHILE CANNABINOIDS HAVE BEEN REMOVED FROM THE NCAA BANNED SUBSTANCE LIST, IT IS STILL A BANNED SUBSTANCE FOR UWM INSTITUTIONAL DRUG TESTS.**

mescaline
PCP
ecstasy

NCAA AND UWM BANNED-DRUG CLASSES

Some Examples of NCAA and UWM Drug Testing Program Banned Substances in each class

NOTE: This is not a complete list of banned drugs

Please see the NCAA banned drug list at:

https://ncaaorg.s3.amazonaws.com/ssi/substance/2025-26/2025-26NCAA_BannedSubstances.pdf

It is your responsibility to check with the appropriate or designated athletics staff before using any substance. Review the label of any product, medication or supplement BEFORE you consume it!

2025-26 NCAA Banned Drugs

The NCAA bans the following classes of drugs:

1. Stimulants;
2. Anabolic Agents;
3. Beta Blockers (banned for golf and rifle only);
4. Diuretics and Other Masking Agents;
5. Narcotics;
6. Peptide Hormones, growth factors, related substances and mimetics
7. Hormone and metabolic modulators
8. Beta-2 Agonists.

****Cannabinoids removed from NCAA drug testing, but remains for UWM Institutional drug testing****

(8/25)

Note: Any substance chemically related to these classes is also banned.

The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

Drugs and Procedures Subject to Restrictions:

1. Blood doping;
2. Gene doping;
3. Local anesthetics (under some conditions);
4. Manipulation of urine samples; and
5. Beta-2 Agonists permitted only by prescription and inhalation.(ie: Albuterol)
6. Tampering of Urine Samples

NCAA Nutritional/Dietary Supplements Warning:

Before consuming any nutritional/dietary supplement product, review the product with the appropriate or designated athletics department staff. There are no NCAA approved supplement products.

1. Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test result.
2. Student-athletes have tested positive and lost their eligibility from using dietary supplements.
3. Many Nutritional/dietary supplements are contaminated with banned drugs not listed on the label.
4. While third party tested and low level risk products may be options, complete elimination of risk is impossible.
5. **Any product containing a dietary supplement ingredient is taken at your own risk.**

There is no complete list of all banned substances

Examples of NCAA Banned Substances in Each Drug Class

Note to Student-Athletes: There is NO complete list of banned substances.

Do not rely on this list to rule out any label ingredient.

1. Stimulants: Amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; methamphetamine; methylphenidate (Ritalin); synephrine (bitter orange); dimethylamylamine (DMA, methylhexanamine), "bath salts" (mephedrone); octopamine; dimethylbutylamine (DMBA, AMP, 4-amino methylpentaine citrate); phenethylamines (PEAS); dimethylhexylamine (DMHA, Octodrine); heptaminol etc.

Exceptions: phenylephrine and pseudoephedrine are not banned.

2. Anabolic Agents (sometimes listed as a chemical formula, such as 3,6,17-androstenedione): Androstenedione; boldenone; clenbuterol; DHEA (7-Keto); epi-trenbolone; testosterone; etiocholanolone; methasterone; methandienone; nandrolone; norandrostenedione; stanozolol; stenbolone; trenbolone; SARMS (ostarine, ligandrol, LGD-4033, S-23, RAD140); DHCMT (oral turanibol) etc.

3. Alcohol and Beta Blockers (banned for rifle only): Alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

4. Diuretics (water pills) **and Other Masking Agents:** Bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.

Exceptions: finasteride is not banned

5. Narcotics: Buprenorphine; dextromoramide; diamorphine (heroin); fentanyl, and its derivatives; hydrocodone; hydromorphone; methadone; morphine; nicomorphine; oxycodone; oxymorphone; pentazocine; pethidine

6. Cannabinoids: marijuana; tetrahydrocannabinol (THC), synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)

7. Peptide Hormones and Analogues: Growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); IGF-1 (colostrum, deer antler velvet); etc.

Exceptions: insulin, Synthroid are not banned

8. Anti-Estrogens: Anastrozole; tamoxifen; formestane; ATD; SERMS (clomiphene, nolvadex); Arimidex; clomid; evista; fulvestrant; aromatase inhibitors (Androst-3,5-dien-7,17-dione); letrozole etc.

9. Beta-2 Agonists: Bambuterol; formoterol; salbutamol; salmeterol; higenamine; norcoclaurine; etc.

Additional examples of banned drugs can be found at www.ncaa.org/drugtesting.

Any substance that is chemically related to the class, even if it is not listed as an example, is also banned!

It is your responsibility to check with the appropriate or designated athletics staff before using any substance. Any substance that is chemically related to the class of banned drugs, unless otherwise noted, is also banned!

NOTE: Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting the Drug Free Sport, 877-202-0769 or www.dfsaxis.com pick: "Axis Login" then pick organization "NCAA 1" then use password: ncaa1

UWM SPORTS MEDICINE

POSITION STATEMENT ON PERFORMANCE ENHANCING SUBSTANCES & NON-THERAPEUTIC DRUGS

Each year student-athletes and coaches look for the “edge” over their opponents. At times, student-athletes make decisions to take a performance enhancing substance based on information read about or hear from others. Examples may include injectable substances, pills, powders, and/or drink mixtures purchased from other people, through the mail, or at retail “nutrition” stores. These are marketed to the public or sold on the internet as “performance enhancing” but research in the area of enhancing performance has shown doubtful improved overall performance. Some examples of these include but not limited to:

protein powders/pills, creatine, amino acid supplements, alcohol, amphetamines, barbiturates, caffeine, ephedrine, cocaine, LSD, PCP, Marijuana or synthetic marijuana, tobacco products, nitric oxide, beta blockers, diuretics, Beta-2 agonists, and anabolic-androgenic steroids & precursors, like:

testosterone	herbal substances, like:
epitestosterone	ma huang
human growth hormone	ephedra
EPO	kava (aka: ava, ava peper, awa, kava root, Kawa, rauschpfeffer, sakau, tonga, yangona
androstenedione	gensing
DHEA, and	gotu kola
	bitter orange (aka: citrus aurantium amara, zhi shi)

UWM and the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports understands athletes are searching for safe, legal, and effective ways to improve their athletic performance. Many of these are banned by the NCAA, UWM, professional sports, national sport organizations, and are illegal. Furthermore, many of them may cause or trigger other health issues like heart conditions, liver disease, and muscle injuries. Some of these items are combined, or “stacked”, in the same product, which may have, at the minimum, an additive effect or even a multiplying effect of the action/reaction to/of the body. These additive or multiplying effects can be very dangerous and have very negative outcomes especially on the heart, for example.

Additionally, most of these compounds have little or no positive influence on exercise performance and are, generally, very expensive when compared to the amount of food an athlete can buy for the same amount of money. Making better food choices, eating a well balanced diet with enough calories, replenishing fluids lost during activity, strength training, correct technique/skill training, and sport specific cardiovascular conditioning are the best ways to enhance performance.

Student-athlete and coaches work long and hard at training, conditioning and developing skills. Sometimes coaches are unaware that student-athletes are ingesting these substances. **It should be noted the student-athletes have tested positive for NCAA banned substances and reported no banned substance use, but have reported the use of “nutritional” substances and supplements.**

Each student-athlete needs to recognize that with the use of these types of performance enhancing products, they are at risk of being disqualified by the NCAA and UWM if they test positive for banned substance. Therefore, **the UWM athletics department position is one where we highly discourage the use of performance enhancing products by our student-athletes.** Student-athletes work hard to achieve athletic excellence and, hopefully, every member of our athletic teams will have the opportunity to compete at the highest level possible, maybe in a NCAA level championship, making an Olympic team, or further competition past college. **Do not let testing positive for a banned substance ruin that experience.**

It is important that you are informed and understand the following:

Current medical information about performance enhancing products and “nutritional” supplements does not support the performance enhancement claims of the manufactures. Many compounds obtained from friends, specialty “nutrition” stores, and mail order businesses may not be subject to the strict regulations set by the Food and Drug Administration. Therefore, the content of many of these compounds is unknown and may not be represented accurately on the list of ingredients, if listed at all. This is very likely with amphetamine-like substances.

Some substances may contain small amounts of banned substances such as testosterone or other anabolic steroids or may be anabolic steroids, but not labeled as such. It may contain an anabolic precursor(pro-hormone). Anabolic steroids and anabolic pro-hormones are banned substances. Many athletes have tested positive for steroid use have admitted to taking pro-hormone substances (those that promote the bodies release of the actual hormone).

Use of these and all substances like these is at the student-athlete’s risk.

A positive test for a banned substance, whether it be a testosterone/epitestosterone ratio than 6 to 1 (the NCAA cutoff) or another anabolic steroid or metabolite is still considered a positive test whether you intended to take it or it was a non-listed ingredient.

It is not possible for the NCAA or UWM drug-testing and drug education committee to determine a student-athlete’s intent when he/she takes a seemingly harmless substance and then tests positive for a banned substance. The appeal process is designed to allow student-athletes to present medical information about the presence of a banned substance. ***Student-athletes who have appealed positive tests on the basis that they did not know the substance they were taking contained banned substances have not been successful!! The NCAA reprimand for a positive drug test is a one year suspension. Don’t let this be you.***

This information will be distributed to all student-athletes at the pre-season sport medicine meeting each year and will in the student-athlete handbook.

If you have any questions, please contact an athletic trainer to get them answered.

08/25

The University of Wisconsin-Milwaukee Name, Image and Likeness Policy

Name, Image and Likeness Usage

The University of Wisconsin-Milwaukee will permit student-athletes to be compensated for the noninstitutional use of their name, image and likeness (NIL). The University of Wisconsin-Milwaukee reserves the right to restrict a student-athlete's ability to reference the institution in the performance of NIL activities other than referencing the fact that the individual is a student-athlete at the University of Wisconsin-Milwaukee.

Basic Principles

Student-athletes cannot receive NIL compensation:

- For agreements without quid pro quo (e.g., compensation for work not performed).
- For agreements contingent upon enrollment at a particular school.
- For athletic participation or achievement.
- By an institution or its staff members.

Moreover, student-athletes are not permitted to promote their NIL activity while on call for required athletically related activities (e.g., practice, competition, pre- and postgame activities, celebrations on the court, press conferences).

Institutional Involvement

The University of Wisconsin-Milwaukee athletic department will provide NIL resources and education to student-athletes, coaches and staff. Athletic department staff members are prohibited from representing prospective student-athletes or enrolled student-athletes in marketing their athletics eligibility and reputation.

Professional Service Providers

Student-athletes may secure representation, only for NIL and not for future professional athletic contract negotiations. A student-athlete must provide the University of Wisconsin-Milwaukee a copy of the agreement for in writing at least 7 days prior to the effective date of the contract.

Examples of professional service providers include, but are not limited to, lawyers, attorneys, NIL agents, financial advisors and marketing reps. A professional service provider representing a student-athlete for purposes of securing compensation for the student-athlete's NIL must be licensed as required by the State of Wisconsin.

Intellectual Property

Student-athletes interested in using the intellectual property of the University of Milwaukee must receive permission in advance from the University Licensing Director in the Office of External Relations. Intellectual property includes, but is not limited to, the University of Wisconsin-Milwaukee marks and logos; the University of Wisconsin-Milwaukee facilities; all aspects of uniforms, gear and apparel; photos, videos and highlights created by or containing the University of Wisconsin-Milwaukee marks or logos.

Memorabilia and Merchandise

Prior to exhausting eligibility, student-athletes are prohibited from selling memorabilia items (e.g., team apparel, participation awards, team gear) provided by the University of Wisconsin-Milwaukee, including

awards and apparel retained by the student-athlete at the end of a season that the institution will not reuse.

Disclosure

Student-athletes shall disclose information and details of all NIL activities prior to engaging in the activity via Opendorse.

Opendorse can be accessed at <https://opendorse.com/milwaukee-panthers>

Need-Based Financial Aid and Tax Implications

Need-based financial aid could be impacted based on compensation from NIL activities. The University of Wisconsin-Milwaukee is not responsible for any tax liabilities or other costs student-athletes incur as a result of their choice to engage in NIL activities. For questions regarding the impact of NIL income on need-based financial aid, please contact the Compliance Enrollment Services Coordinator, Jill Jurena at jj@uwm.edu.

International Student-Athletes

International student-athletes seeking out NIL related opportunities should first seek outside counsel to review the immigration implications of such opportunities.

Application

Prospective student-athletes shall be required to follow this policy starting the day they sign a National Letter of Intent or athletic aid agreement or pay a financial deposit in response to UWM's offer of admission.

Liability

The University of Wisconsin-Milwaukee is not liable for the enforcement, or any claims or damages related to the enforcement of the student-athlete's third-party contracts.

The University of Wisconsin-Milwaukee is only reviewing the agreements and other disclosure information described above for purposes of NCAA rules compliance. Student-athletes are encouraged to have legal representation to review contracts and agreements prior to signing such.

EXTRA BENEFITS TO STUDENT-ATHLETES

"EXTRA BENEFIT" DEFINED

The NCAA defines an extra benefit as any special arrangement by an institutional employee or a booster to provide a student-athlete (or the student-athlete's relative or friend) a benefit that is not also available to the general public or the general student body. Receiving a benefit is not a violation if it is demonstrated that the same benefit is generally available to the institution's students or to a particular segment of the student body (e.g., foreign students, minority students), provided it is determined on a basis unrelated to athletics ability.

EXAMPLES OF "EXTRA BENEFITS"

UWM EMPLOYEES (INCLUDING ATHLETIC COACHES AND STAFF) AND BOOSTERS ARE PROHIBITED FROM PROVIDING A STUDENT-ATHLETE (OR THE STUDENT-ATHLETE'S RELATIVE OR FRIEND) WITH THE FOLLOWING:

- Free or reduced-cost services, rentals or purchases of any type.
- Free or reduced-cost housing. A student-athlete cannot accept free or reduced-cost housing from any UWM employee or booster.
- Special discounts or payment arrangements on a purchase or service (e.g., dry cleaning).
- Use of institutional telephones, long distance access codes or credit cards for personal reasons.
- Use of institutional copy machines and fax machines for personal reasons.
- An automobile or use of an automobile.
- Free or reduced-cost storage of personal belongings.
- Loan of money, signing or cosigning of loans or guarantee of bond.
- Transportation (e.g., a ride home with a coach, ride with a booster).
- Cash or like items (e.g., gift certificates).
- Tangible items (e.g., clothing, cars, jewelry).
- Impermissible academic services (e.g., typing reports, papers, letters for a student-athlete).
- Free or reduced-cost entertainment services from commercial agencies (e.g., movie tickets, dinners, use of car, reduced admission to institutional or community events).
- Educational expenses (other than from permissible institutional and outside sources).
- Complimentary admissions to UWM athletic events.

***A student-athlete's penalty for accepting an extra benefit includes temporary or permanent ineligibility.

STUDENT-ATHLETE EMPLOYMENT

A STUDENT-ATHLETE IS PERMITTED TO BE EMPLOYED, PROVIDED:

1. The employer pays the student-athlete the normal going rate; and
2. The student-athlete is paid for actual work performed.

STUDENT-ATHLETE AMATEURISM

AMATEUR STATUS DEFINED

A STUDENT-ATHLETE FORFEITS HIS OR HER AMATEURISM AND BECOMES INELIGIBLE FOR INTERCOLLEGIATE COMPETITION IN THEIR SPORT IF THE INDIVIDUAL:

- Uses his or her athletics skill (directly or indirectly) for pay in any form in that sport;
- Accepts a promise of pay even if such pay is to be received following completion of college athletics;
- Signs a contract or commitment of any kind to play professional athletics regardless of its legal enforceability or any consideration received;
- Receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based upon athletics skill or participation except as permitted by NCAA rules and regulations;
- Competes on any professional athletics team even if no pay or remuneration for expenses was received;
- Enters into an agreement with an agent (oral or written).
 - An agent is an individual or individuals who either directly or indirectly represent or attempt to represent a prospective or current student-athlete in the marketing of his or her athletics ability for financial gain or seek to obtain any type of financial gain or benefit from securing a prospect's enrollment at an institution or a student-athlete's potential earnings as a professional athlete. (men's basketball please contact Compliance Office for additional rules).

PLEASE SEE INSTITUTIONAL POLICY ON NAME, IMAGE AND LIKENESS FOR FURTHER DETAILS ON PERMISSIBLE WAYS A STUDENT-ATHLETE CAN USE THEIR NAME, IMAGE AND LIKENESS.

OUTSIDE COMPETITION

A student-athlete may compete out-of-season as a member of an outside team in an amateur competition, ONLY IF THE COMPETITION OCCURS DURING AN OFFICIAL VACATION PERIOD AND THE NUMBER OF UWM STUDENT-ATHLETES PARTICIPATING DOES NOT EXCEED THE NCAA LIMITATIONS LISTED BELOW:

DURING THE ACADEMIC YEAR

A student-athlete who participates during the academic year as a member of any outside team in any non-collegiate, amateur competition (e.g., tournament play, exhibition games) except while representing UWM shall be ineligible for competition for the remainder of that academic year and for the following academic year.

GENERAL EXCEPTIONS

- High School Alumni Games (once per year)
- Olympic Games (tryouts and competition)
- Official Pan-American Games (tryouts and competition)
- U.S. National Teams (tryouts and competition)
- Official World Championships and World Cup tryouts and competition

PARTICIPATION WITH OUTSIDE TEAMS

Student-athletes should check with the Athletics Compliance Office prior to participating in non-collegiate, amateur competition. Each sport has specific regulations.

- Baseball - No more than 4 UWM student-athletes on any one team
- Basketball - No more than 2 UWM student-athletes on any one team
- Soccer - No more than 5 UWM student-athletes on any one team
- Volleyball - No more than 4 UWM student-athletes on any one team

NCAA LIMITATIONS ON COUNTABLE ATHLETIC ACTIVITIES

IN-SEASON vs. OUT-OF-SEASON

IN-SEASON

- Maximum of 20 hours per week (and 4 hours per day) of “countable athletically related activities.”
 - Each student-athlete must receive at least 1 day off per week

OFF-SEASON

- Maximum of 8 hours per week of “countable athletically related activities.”
 - Each student-athlete must receive 2 days off per week
 - No more than 4 of the 8 hours may be spent on individual skill instruction
- During official UWM vacation periods (i.e., winter break, spring break, summer break), all required athletically related activities are prohibited unless the sport is within their playing season.

TIME LIMITATION EXCEPTIONS

- The time limitations listed above DO NOT apply:
 - During preseason practice prior to the first day of classes or the first scheduled contest, whichever is earlier.
 - During UWM’s official vacation periods (e.g. Thanksgiving, winter break, spring break) if the team is in-season.
- No countable athletically related activities are permitted between midnight and 5 a.m.

COUNTABLE vs. NON-COUNTABLE ATHLETIC ACTIVITIES

COUNTABLE ATHLETICALLY RELATED ACTIVITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Practices.
- Athletics meetings with a coach, if **initiated or required** by a coach (e.g. individual meetings).
- Competitions and game day activities ALWAYS COUNT AS 3 HOURS.
 - NOTE: No countable athletically related activities may occur **after the competition.**
- **Required** weight training and conditioning.
- **Required** discussion or review of game films.
- Individual skill related instructional activities

NON-COUNTABLE ATHLETICALLY RELATED ACTIVITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Meetings with a coach **initiated by a student-athlete.** (No countable activities allowed).
- Community service or fundraising activities.
- Study hall, academic/compliance meetings, or team banquets
- **Voluntary** weight training not conducted by a coach or staff member.
- **Voluntary** sport related activities.
 - For the purposes of defining the two activities above, “voluntary” means:
 - Student-athlete is not required to report back to an athletics staff member,
 - The activity is initiated and requested by the student-athlete,
 - Attendance and/or participation in the activity is neither required nor reported,
 - Student-athlete may not be punished/rewarded for their participation in the activity.
- Traveling to and from site of competition.
- Training room, rehabilitation, and medical examination activities.
- Recruiting activities (e.g. student host).

“SAFETY EXCEPTION” (applies to swimming/diving (while in the pool) and track field events only):

A coach may be present during voluntary individual workouts in the institution’s regular practice facility without the workouts being considered “countable athletically related” activities provided the coach is only there for safe or skill instruction and does not conduct the workout.

GENERAL NCAA ELIGIBILITY REQUIREMENTS

PLEASE YOUR ACADEMIC ADVISOR FOR ANY QUESTIONS RELATED TO STUDENT-ATHLETE ELIGIBILITY.

YEAR IN SCHOOL	To be ELIGIBLE for Competition for the FALL semester	To be ELIGIBLE for Competition for the SPRING semester
ENTERING FRESHMAN YEAR	• Must be an NCAA Qualifier • Must be admitted to UWM	• Must have passed 6 credits during the Fall.
ENTERING SOPHOMORE YR <i>*after 2 semesters</i>	• Must have passed 6 credits during the previous semester. • Must have earned 24 credits during the previous year (may include summer credits). • Must have earned 18 credits during the previous Fall and Spring. • Must have 90% of GPA required for graduation (i.e., 1.8 GPA based on 2.0).	• Must have passed 6 credits during the previous semester. • • Must have 90% of the GPA required for graduation (i.e., 1.8 GPA).
ENTERING JUNIOR YEAR <i>*after 4 semesters</i>	• Must officially declare a degree/major. • Must have passed 6 credits during the previous semester. • Must have 40% of degree earned. • Must have earned 18 credits during the previous Fall and Spring. • Must have 95% of GPA required for graduation (i.e., 1.9 GPA based on 2.0)	• Must have passed 6 credits during the previous semester. • • Must have 95% of the GPA required for graduation (i.e., 1.9 GPA).
ENTERING SENIOR YEAR <i>*after 6 semesters</i>	• Must have passed 6 degree applicable credits during the previous semester. • Must have 60% of degree earned. • Must have earned 18 credits during the previous Fall and Spring. • Must have 100% of GPA required for graduation.	• Must have passed 6 degree applicable credits during the previous semester. • Must have 100% of GPA required for graduation (i.e., 2.0 GPA).
ENTERING SENIOR YEAR <i>*AFTER 8 SEMESTERS</i>	• Must have passed 6 degree applicable credits during the previous semester. • Must have 80% of degree earned • Must have earned 18 credits during the previous Fall and Spring. • Must have 100% of GPA required for graduation.	• Must have passed 6 degree applicable credits during the previous semester. • Must have 100% of GPA required for graduation (i.e., 2.0 GPA).

The mission of the Milwaukee Athletics Academic Enhancement Office is to enhance the student-athlete throughout all phases of their UWM experience by supporting their academic, professional, and personal development. As part of UWM's commitment, a partnership has been created between the academic and athletic communities on campus to give all student-athletes an opportunity to achieve academic success. Panther Athletics also strives to provide a well-rounded student-athlete experience, by shaping transferable life skills that will stay with our student-athletes throughout their personal and professional careers.

ACADEMIC SUPPORT

The Academic Enhancement Center, located in Pavilion 144, provides a quiet place to study and houses a full computer lab where student-athletes are able to print course materials at no cost. The Center is staffed by a Director and two full-time Athletics Academic Advisors who monitor, support, and advise student-athletes on all Varsity teams.

Academic Monitoring

Each student-athlete entering as a freshman or transfer meets with the athletics academic advisor during new student orientation and throughout the first year to receive assistance with current classes and course registration, provide updates on class progress, and discuss major exploration. Athletic academic advisors also provide ongoing assistance with class scheduling and career planning for upper-classmen student-athletes. Progress reports are also requested from the professors of each student-athlete periodically throughout the year, and academic progress is monitored regularly.

Enrollment in Classes

Student-athletes receive priority registration when registering for classes to accommodate their practice and competition schedules. The NCAA requires that each student-athlete be enrolled full-time, at least 12 credit hours, at all times during the fall and spring semesters. An athlete enrolled in fewer than 12 credits is not eligible for practice or competition. A student-athlete may practice and/or compete while enrolled less than full-time (i.e., 12 credits), ONLY IF it is confirmed by an academic advisor that the student-athlete is in his/her final semester and enrolled in the number of credits needed for graduation. If you practice or compete while enrolled in fewer than 12 credits, you will jeopardize your eligibility and cause your team to forfeit contests. Please see your Athletics Academic Advisor in Pavilion 144 prior to making a change to your schedule, due to the fact that your eligibility may be affected.

An NCA service indicator will be placed on all student-athlete PAWS accounts after the registration period. The NCA service indicator will keep student-athletes from making changes to schedules without receiving guidance from their School or College advisor and/or the athletics academic advisor. The purpose of the NCA service indicator is to safeguard student-athlete progress toward degree eligibility. Student-athletes must meet with their School or College advisor and/or the athletics academic advisor to have the NCA hold lifted and change their course schedule.

Tutoring

Individual and group tutoring sessions are available in all subjects to student-athletes through the Student Success Center (SSC). If a student-athlete requires a different type of tutoring, not offered by the SSC, the Athletic Academic Advisors will make a concerted effort to fill the need. The Academic Enhancement Center has private tutoring and study rooms for student-athletes.

Structured Study Hall

All incoming freshmen student-athletes are required to participate in structured study hall. This also applies to upper-classmen student-athletes based on team requirements and/or their Head Coach's discretion. The specific study hall requirements vary by team and are decided by the respective Head Coach and Athletic Academic Advisor. The structure varies based on the student-athletes' level of academic preparation and grade point average. Structured study hall is intended to create a productive work environment that prioritizes task completion and course progress.

STUDENT-ATHLETE DEVELOPMENT

The Milwaukee Student-Athlete Development program is designed to focus on the well-being and development of student-athletes. Milwaukee Athletics strives to provide a well-rounded student-athlete experience, by shaping transferable life skills that will stay with our student-athletes throughout their personal and professional careers.

Student-Athlete Development Mission

The Milwaukee Athletics Student-Athlete Development program was created to support student-athlete development, and to enhance the quality of the student-athlete experience. The Milwaukee Student-Athlete Development program will:

- Promote student-athletes' ownership of their academic, athletic, career, personal, service and leadership responsibilities.
- Promote respect for diversity and inclusion.
- Translate athletic lessons to life lessons.
- Enhance Departmental, Campus and Community partnerships for the purpose of student-athlete development.
- Foster an environment that encourages access to Campus resources.
- Encourage the development of character, integrity and leadership.

Student-Athlete Development Program Focus (6 Areas)

Through structured programming, the Milwaukee Athletics Student-Athlete Affairs Program will provide support to six key areas of student-athlete development:

- Commitment to Academic Excellence – support the programs and initiatives of the Panther Academic Support Department. Reinforce the goal of student-athlete intellectual development and graduation.
- Commitment to Athletic Excellence – build upon the culture of success in athletic competition.
- Commitment to Career Development – encourage the development of career and life goals.
- Commitment to Personal Development – support and cultivate the continued growth in the areas of emotional well-being and personal growth.
- Commitment to Service – promote a culture of shared responsibility to the Department, Campus, and surrounding Community.
- Commitment to Leadership – provide opportunities for continued cultivation of leadership and management skills.

The UWM Student-Athlete Development Team consists of Amanda Braun, Athletic Director; Kathy Litzau, Senior Associate Athletics Director/SWA; Clare Faurote, Associate A.D. for Academic Services; Peter Baran, Associate A.D. for Compliance; Aaron Haselhorst, Director of Sports Medicine. In conjunction with the Student-Athlete Advisory Committee (SAAC) and coaching staff, the Department will offer a variety of seminars and workshops throughout the year. Experts and consultants will present topics such as drug and alcohol awareness, motivation, goal setting, responsible relationships, nutrition, career development, leadership development, and a variety of other topics at the recommendation of the Student-Athlete Advisory Committee.

For more information on the Student-Athlete Development Program, please contact Clare Faurote at 414-229-2257 or faurote@uwm.edu.

STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)

The Milwaukee Student-Athlete Advisory Committee (SAAC) is a student-athlete leadership group comprised of representatives from each athletic team. SAAC provides insight into the diverse student-athlete experience by promoting, fostering, designing and implementing programs that encourage academic achievement, professional development, sound life choices and social responsibility.

Goals of Milwaukee SAAC

- Promote communication between athletics administration and student-athletes.
- Provide feedback and insight into athletics department issues.
- Continue the tradition of support among athletic teams.
- Generate a student-athlete voice within the athletics department and among all teams.
- Solicit student-athlete feedback to proposed conference and NCAA legislation.
- Organize service efforts in three key areas – Department, Campus and Community.
- Create a vehicle for student-athlete representation in Campus Life (e.g., student government).
- Foster a positive student-athlete image on campus.

SAAC members serve as liaisons between student-athletes, the athletic administration and the campus community. Student-athletes are encouraged to communicate ideas or concerns to their team's SAAC representatives for discussion at scheduled committee meetings. Meetings are held on a monthly basis in Pavilion 148. Non-committee members are welcome to attend any meetings. Coaches and athletics administrative staff are routinely invited to meetings and functions and participate in projects as needed.

For any questions or interest related to the SAAC program, please contact Clare Faurote at 414-229-2257 or faurote@uwm.edu.

WHAT IS “GOOD ACADEMIC STANDING” AT UWM?

Student-athletes must be in "good academic standing" in order to be eligible to compete in intercollegiate athletics. Your athletic eligibility is based on the “**Academic Action**” reported on your Student Grade Report.

No Action	Eligible for practice/competition**
Academic Probation	Eligible for practice/competition**
Cleared Probation	Eligible for practice/competition**
Continued Final Probation	Eligible for practice/competition**
Dropped One Semester	If re-instated, eligible for practice, but NOT competition during that semester
Dropped Four Semesters	If re-instated to school, NOT eligible for practice or competition for one full academic year (not counting summer school)

**Cumulative grade point average must be above 1.8 if entering 2nd year of enrollment; a 1.9 if entering 3rd year; and a 2.0 if entering fourth or fifth year of enrollment.

FINANCIAL AID AND YOUR GRADES

Athletic financial aid may continue in all of the above cases, except in the case of “academically withdrawn for four semesters.” In this case, athletic aid will be canceled for academic reasons and will be subject to review for following semesters pending successful completion of the University’s academic standards.

HOW TO CALCULATE YOUR GRADE POINT AVERAGE

The University of Wisconsin-Milwaukee operates on a 4.00 grading scale and each letter grade that you receive has a point value. Point values are used in calculating grade point averages along with the number of credits in which you are enrolled. This is how it works.

GRADEPOINT VALUE GRADEPOINT VALUE

A	4.00	C-	1.67
A-	3.67	D+	1.33
B+	3.33	D	1.00
B	3.00	D-	0.67
B-	2.67	F	0.00
C+	2.33		
C	2.00		

Take the grade for each course and assign its point value. Then multiply the number of credits for that course by the point value. Add the resulting total points and divide by the total number of credits in which you are enrolled.

EXAMPLE:

Course	Grade	Point Value	Credits		Total
English 101	B+	3.33	3	(3 X 3.33)	= 9.99
Sociology 101	B-	2.67	3	(3 X 2.67)	= 8.01
Math 105	F	0.00	3	(3 X 0.00)	= 0.00
Psychology 101	C	2.00	3	(3 X 2.00)	= 6.00
Learning Skills	C+	2.33	2	(2 X 2.33)	= 4.66
			14		28.66
				28.66 divided by 14 = 2.047	
				Semester Grade Point Average = 2.047	

ON-CAMPUS ACADEMIC & UNIVERSITY RESOURCES

STUDENT SUCCESS CENTER

The Student Success Center connects UW-Milwaukee students to peers, faculty, staff, and resources throughout our campus community to support the personal and academic success of each student. They provide students a variety of academic and support services to empower them to achieve and succeed. The SSC fulfills its mission by providing Peer Mentoring, Supplemental Instruction, Tutoring, Success Coaching, Academic Skill Development, and Bridge Programs. www.uwm.edu/studentsuccess

THE WRITING CENTER

Helps students organize, revise and edit their essays for English and other courses. Appointments may be made online or in person. www.uwm.edu/writing-center

MATH DEPARTMENT TUTORING

Provides tutoring for all Math courses every semester. You can contact the Math Department directly for times and locations. www.uwm.edu/math/undergraduate/resources/tutoring.

CHEMISTRY TUTORING

Provides tutoring for Chemistry courses each semester. Times and locations are posted here: www.uwm.edu/chemistry/undergraduate/tutoring-supplement-instruction.

BUSINESS TUTORING CENTER

The Lubar School of Business Tutoring Center is open to students enrolled in pre-business and business courses, as well as Business 100, 201, 210, and 230. The center is staffed by upperclassmen and open during the academic year. <https://uwm.edu/business/students/current/undergraduate/tutoring/>

PHYSICS TUTORING

The UWM Physics Department offers tutoring in regard to numerous Physics courses. Contact Physics for locations and times, as schedule vary by day and semester. www.uwm.edu/physics/undergraduate/tutoring.

ACCESSIBILITY RESOURCE CENTER (ARC)

The Accessibility Resource Center at the University of Wisconsin Milwaukee is dedicated to providing equal access for students with disabilities to the University's academic, social, cultural and recreational programs. They provide comprehensive services and accommodations for students with disabilities as well as outreach and support to faculty and staff. The Accessibility Resource Center is committed to creating an inclusive and accessible University experience for all students. Students are encouraged to contact the main office of the ARC to set up an appointment with the appropriate staff member. Students must provide documentation for his/her disability and complete the online application (www.uwm.edu/arc/getting-started). A staff member will contact the student once the form is received.

Students with learning disabilities who received accommodations in high school or at previous colleges should contact the ARC at the beginning of the semester to set up accommodations through UWM. The ARC provides accommodation letters that allow students to set up extended test time, note takers, and alternative format test taking with professors. It is the student's responsibility to communicate learning needs with the ARC and their Athletics Academic Advisor. www.uwm.edu/arc

BLACK STUDENT CULTURAL CENTER

The Black Student Cultural Center (BSCC) facilitates the recruitment, retention and growth of students of African descent by maintaining an environment that promotes academic excellence and personal achievements. <https://uwm.edu/bcc/>

AMERICAN INDIAN STUDENT SERVICES

American Indian Student Center's vision is to assist and support UWM American Indian students and to help make our communities stronger. The program provides potential and currently enrolled students with personalized support services which will help them realize their educational goals and make their UWM experience a fulfilling one. <https://uwm.edu/aisc/>

ROBERTO HERNANDEZ CENTER

The Roberto Hernandez Center is dedicated to serving Latinx/a/o students at UWM as well as the Latinx/a/o population of southeastern Wisconsin. www.uwm.edu/robertohernandezcenter

WOMEN'S RESOURCE CENTER

The WRC focuses on empowering women, ending gender violence, and establishing gender equity. www.uwm.edu/womensresourcecenter.

LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER PLUS (LGBTQ+) RESOURCE CENTER

The UWM LGBTRC strives to create a welcoming campus community by providing social-justice-based education, resources, programming, and support for students across the spectrums of gender and sexuality, with an emphasis on intersectional experiences. www.uwm.edu/lgbtrc

CENTER FOR INTERNATIONAL EDUCATION

The Center for International Education at UWM is a comprehensive unit committed to developing, promoting and implementing international education initiatives for students, faculty and staff, and our community. www.uwm.edu/cie

CAREER DEVELOPMENT RESOURCES

The **Career Planning and Resource Center** offers a variety of resources for student-athletes including career counseling, presentations and workshops, an interactive website, career courses for credit, career days as well as special programs within the Athletic Department bringing employers and student-athletes together. There are also Career Services offices for the **Lubar School of Business** and the **College of Engineering and Applied Science**. Numerous internships and job opportunities are available in the metro Milwaukee area, the business and economic center of Wisconsin.

Career Counselors assist current students in assessing their interests and aptitudes, as well as in exploring possible career paths. The Center holds workshops on resume writing, interview techniques, and job search strategies; it also houses a career library and media center. Job vacancy listings, a credential service, and an on-campus interview and referral program also are coordinated by the Career Planning and Resource Center. www.uwm.edu/careerplan

UWM STUDENT-ATHLETE MISSED CLASS POLICY

INTRODUCTION

The University of Wisconsin-Milwaukee has 15 Varsity sports that compete in the Horizon League, an NCAA Division I Conference. Our Varsity sports include baseball, men's and women's basketball, men's and women's cross country, men's and women's soccer, men's and women's swimming and diving, men's and women's track and field, women's tennis and volleyball. Most noteworthy, UWM's 300+ population of student-athletes has a record of academic success as evidenced by a cumulative grade point average of greater than 3.0 and a graduation rate between 70% and 80%. Members of the faculty and staff remain committed to the academic integrity and ongoing success of its student-athletes. Whereas attendance at all class sessions and associated activities is invaluable to the success of all students, the UW- Milwaukee Department of Athletics and the Athletic Board has established the following guidelines in regard to the scheduling conflicts of its student-athletes.

STUDENT-ATHLETE MISSED CLASS POLICY

STUDENT-ATHLETES MUST ATTEND ALL CLASS SESSIONS AND COMPLETE COURSE REQUIREMENTS ACCORDING TO COURSE SYLLABI. WHEN SCHEDULING CONFLICTS OCCUR, THE FOLLOWING REQUIREMENTS APPLY.

1. Student-athletes cannot be excused from classes to attend practice sessions.
2. Student-athletes must submit written information to their instructors including a list of anticipated absences with written verification letters from the Athletics Department during the first ten days of the semester. In addition, student-athletes must provide follow-up notification to each professor 48 hours before each contest that affects their class attendance.
3. Student-athletes should not be penalized for an approved absence due to athletics participation.
4. Student-athletes can request to be excused from class attendance no earlier than 5 hours before a regularly scheduled home competition or no more than 30 minutes before the team's scheduled departure for away competitions. In order to request an excused absence, the student-athlete's Athletics academic advisor must verify the student's absence in letter format to each instructor, including pertinent details about the competition and the time of departure. While home competitions do not require extensive travel, student-athletes are still involved with numerous pre-game activities such as: (a) treatments from athletic trainers and physical therapists, (b) all-team meetings and meals, (c) stretching and warm-up activities, and (d) travel from campus to site of competition.
5. Student-athletes must follow the regular schedule for final exams, unless competing in NCAA Championship events. Exceptions can be made if approved by the Faculty Athletic Representative. In instances where an athletics competition conflicts with a final exam, the student-athlete will notify the instructor as soon as he/she is aware of this conflict and proceed to arrange for accommodations with the instructor.
6. If a student-athlete is excused from course attendance, he or she is still responsible for submitting assignments on time or making alternate arrangements
7. It is recommended that professors document how alternative arrangements for missed work will be completed at the start of the semester and communicate that with the student-athletes who will miss class due to athletics.
8. Upon immediate notification that a student-athlete absence that meets all requirements is unexcused by faculty or staff, the student-athlete must follow the guidelines for appeals, as written in the course syllabus and posted on the UWM website.

Academic Year Calendar - 2024-25 and 2025-2026**SEMESTER I****2024-25****2025-26**

Contractual Period	August 19, 2024-January 2, 2025	August 25, 2025 - January 8, 2026
Orientation and Advising	August 26-August 30, 2024	August 25-August 29, 2025
Instruction Begins	September 3, 2024	September 2, 2025
Fall Recess	November 27-December 1, 2024	November 26-30, 2025
Last Day of Semester Classes	December 12, 2024	December 11, 2025
Experiential Learning Day	December 12, 2024	December 11, 2025
Study Day	December 13, 2024	December 12, 2025
Final Exams	December 14, 16-21, 2024	December 13, 15-20, 2025
Graduation	December 15, 2024	December 21, 2025
Winter Recess	December 23, 2024-January 1, 2025	December 24, 2025 - January 1, 2026

70 class days**70 class days****UWinteriM**

Instruction Begins	January 2, 2025	January 5, 2026
Last Day of UWinteriM Classes	January 17, 2025	January 22, 2026

11 days**13 days****SEMESTER II****2024-25****2025-26**

Contractual Period	January 3-May 18, 2025	January 9 - May 24, 2026
Orientation and Advising	January 13-17, 2025	January 20-23, 2026
Instruction Begins	January 21, 2025	January 26, 2026
Spring Recess	March 16-23, 2025	March 22-29, 2026
Last Day of Semester Classes	May 8, 2025	May 13, 2026
Experiential Learning Day	May 8, 2025	May 13, 2026
Study Day	May 9, 2025	May 14, 2026
Final Exams	May 10, 12-17, 2025	May 15-16, 18-22, 2026
Graduation	May 18, 2025	May 17, 2026
Steam/Heat Shutdown	May 19-23, 2025	May 25-29, 2026

73 class days**74 class days****Summer Session Calendar****2025****2026**

Three-week (Early) Session	May 27-June 14, 2025	June 1 - June 20, 2026
First Four-week (Early) Session	May 27-June 21, 2025	June 1 - June 27, 2026
Second Four-week Session	June 23-July 19, 2025	June 29 - July 24, 2026
Third Four-week Session	July 21-August 16, 2025	July 27 - August 22, 2026

First Six-week Session	May 27-July 5, 2025	June 1 - July 11, 2026
Second Six-week Session	June 9-July 19, 2025	June 15 - July 25, 2026
Third Six-week Session	June 23-August 2, 2025	June 29 - August 8, 2026
Fourth Six-week Session	July 7-August 16, 2025	July 13 - August 22, 2026

Eight-week Session	June 23-August 16, 2025	June 29 - August 22, 2026
Twelve-week Session	May 27-August 16, 2025	June 1 - August 22, 2026

LEGAL HOLIDAYS

2024: January 1 & 15; May 27; July 4; September 2; November 28; December 24, 25 & 31

2025: January 1 & 20; May 26; July 4; September 1; November 27; December 24, 25 & 31

2026: January 1 & 19; May 25; July 4; September 7; November 26; December 24, 25 & 31

ATHLETICS GRANT-IN-AID POLICIES

NCAA regulations allow a student-athlete to receive athletics-based financial aid up to a “full grant-in-aid.” A full grant-in-aid is the amount of money needed to pay tuition, segregated fees, housing, food, books, and other expenses.

Aid from the Athletics Department comes in several forms and can be offered for any or all the areas listed below (*e.g.*, Tuition, Housing, Food, Books).

Tuition & Fees	The amount covering instructional costs. Usually issued by the Athletics Department as a Tuition Remission (either in-state remission or out-of-state remission). Such tuition remissions also pay for segregated fees and the costs of remedial courses (Math and English) that some students may be required to complete. The segregated fee amount is charged to each student to cover costs of student services on campus, such as: student union, food service, student government, health center, and the library.
Housing	The average cost of a double room in University Housing.
Food	The cost of a designated meal plan in the residence halls.
Books	The total cost of textbooks and/or reading materials.
Other Expenses	The cost of transportation and miscellaneous expenses as calculated by UWM.

Athletics Department & NCAA Rules

All student-athletes are required to abide by NCAA, Horizon League, and UWM institutional rules and policies. Information about these rules and policies can be found in the Student-Athlete Handbook on the [Athletics Compliance website](#).

Per the NCAA Board of Governors Policy on Campus Sexual Violence all incoming and transfer student-athletes must complete an annual disclosure related to their conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal, or other acts of violence. Transfer student-athletes must also disclose whether a Title IX proceeding was incomplete at the time of their transfer. Failure to make a full and accurate disclosure could result in penalties, including loss of eligibility to participate in athletics as determined by the institution.

The annual disclosure will occur as part of the student-athlete compliance forms prior to the beginning of each academic year or at the time of initial enrollment for mid-year transfers. Student-athletes are also expected to report any incidents that occur during the year. Questions about this disclosure may be directed to Kathy Litzau, Senior Associate Athletics Director (klitzau@uwm.edu).

The Office of Student Scholarships, upon the recommendation of the coaches and administration of the Department of Athletics, may offer athletics scholarships to student-athletes. Athletics-based financial aid may be awarded in the form of tuition waivers and/or housing and food waivers, stipends, and vouchers for textbooks. UWM monitors all aid received by a student-athlete and may be required to make changes to a student-athlete's financial aid to remain compliant with Federal, State, NCAA, or other agency regulations.

Student-athletes are required to follow the training and conduct rules set forth by the head coach and the Sports Medicine staff. Failure to abide by these rules may warrant non-renewal or lead to cancellation of the athletics grant-in-aid.

STUDENT FEES:

Your athletics scholarship **MAY NOT** be used to pay for special course fees including, but not limited to lab fees, sport and recreation fees, or theater tickets.

Student-athletes are responsible for these special course fees as well as any other charges including, but not limited to library fines, unpaid parking tickets, or housing damage fees.

Student-athletes are responsible for all fees assessed by UWM due to dropped classes or late registration. Student-athletes vacating university housing are responsible for all cancellation fees and/or outstanding charges as a result of violating a residence hall contract.

Failure to pay outstanding bills will result in a hold being placed on your account. This hold prevents you from registering for classes.

SPECIAL SITUATIONS:

Graduate school tuition may be offered to a student-athlete if the student-athlete has eligibility remaining. These scholarships are awarded based on the availability of funds and with approval by the Department of Athletics administration.

Study Abroad tuition for an exchange program may be covered by an athletics tuition waiver. A student-athlete who has eligibility remaining must receive approval from his or her head coach to participate in the exchange program. If you are interested in participating in a study abroad program, please contact Kathy Litzau for additional information.

FAFSA:

All students are encouraged to complete a Free Application for Federal Student Aid (FAFSA) to have federal and state financial aid eligibility determined. The total amount of aid received by any student may not exceed the calculated Cost of Attendance, as determined under federal guidelines, available here [FAFSA Guidelines](#). The only exception is the Federal Pell Grant. The FAFSA can be located here: [FAFSA® Application | Federal Student Aid](#)

RENEWALS/NON-RENEWALS

Athletics scholarships are awarded for a period of between one to four academic years depending on the number of remaining years of eligibility. Athletically related financial aid may be renewed for a fifth year if the student-athlete either has eligibility remaining or has not yet received an undergraduate degree. Student-athletes will be notified in writing of renewal or non-renewal of athletically related financial aid on or before July 1 each year.

Per NCAA rules, athletically related financial aid may not be non-renewed following the period of the award for any athletics reason.

Renewal of athletically related financial aid is not guaranteed, and such aid may be non-renewed for non-athletics related reasons (e.g., earning an undergraduate degree, exhausting eligibility).

If athletically related financial aid is first provided the academic year after a student-athlete's initial full-time enrollment at UW-Milwaukee, the University may choose to not renew or may reduce or cancel such athletically related financial aid after the period of the award for any reason.

Athletically related financial aid may also be reduced if a student-athlete would otherwise exceed the individual financial aid limit (e.g., an outside scholarship, institutional non-athletics aid). Lowering the amount of athletics aid disbursed to avoid a student-athlete receiving athletically related aid in excess of cost of attendance (i.e., the financial aid limit) is not considered a reduction that requires written notification or a hearing opportunity. Countable outside aid is aid that counts towards the team's equivalency limits and examples are provided in Bylaw 15 of the NCAA Division I Manual.

ROOM & BOARD GUIDELINES FOR SCHOLARSHIP ATHLETES

For student-athletes who receive athletic aid that includes room and board, please note there are specific charges that the athletic department MAY NOT cover per NCAA rules. If living in university housing (e.g., Cambridge Hall, Sandburg) the athletic department may cover housing costs as determined by the student-athlete's scholarship offer. Please read your housing contract so you are aware of additional charges that are NOT covered by your scholarship.

SOME EXAMPLES OF COMMON HOUSING FEES CHARGED THAT ATHLETICS MAY NOT COVER:

- Parking
- Loft Rental
- Lost Key in (a charge after several times of being let into your room)
- Lock Change
- Judiciary Module (online activity for rule violations)
- Damage to Common Area
- Late fees associated with signing up to live in dorms or cancellation fees with canceling contract. ALL cancellations must be done in writing and are subject to approval and fees. ALL fees associated with cancellation of contract are the responsibility of the student athlete.
- Difference in cost between a single and double room (**Athletics will only cover the cost of a double room**).

Please be aware of these charges. If you accrue any extra charges, please pay them in a timely manner. Having these charges on your PAWS account over time will prevent you from registering for classes.

MEAL PLANS

Full scholarship athletes will be on the Anytime Dining Silver Plan. Anytime Dining means that a residential dining plan participant can enter any open Residential Dining Hall during operating hours, as many times as they would like, and eat as much as they care to eat.

OFF-CAMPUS ROOM & BOARD PAYMENTS

Off-campus students will receive a check for room and board. Depending on your sport, you will either receive a check for the full amount of your room and board at the beginning of the semester or your check will be split into 4 payments for the semester. Please contact Jill Jurena with any questions.

SUMMER HOUSING:

For those on full room and board that will be staying in university housing during the summer, athletics will pay for a double room during the weeks that you are enrolled in class or when you are required by your sport to be on campus. Any extra days including the week between end of summer and start of fall, are the responsibility of the student athlete.

Summer housing requires that you submit your contract at least 3 business days before you arrive. Housing assesses a fee if make any changes to your original contract. Each fee is approximately \$25 and is the responsibility of the student athlete.

ON-CAMPUS HOUSING REQUIREMENT:

Freshman and sophomore student-athletes who are on a full athletics scholarship are required to live in university housing. This is an athletic department policy, not a university policy. Returning student-athletes self-assign their own rooms. There will be multiple emails and in person meetings in housing starting in February explaining the process.

SUMMER SCHOOL

CLASSES AND CREDITS:

1. Summer school is an ideal time to repeat a previously completed course when you need an improved grade for your major or grade point average.
2. Remember that all University academic policies for probation, dropped for one semester, etc. apply to summer school grades. If you are on probation, summer school grades will be crucial for your eligibility and continued enrollment.
3. Summer credits may not be used to satisfy the 18-credit requirement. Summer credits may be used to satisfy the 24-credit requirement for freshmen student-athletes only.

REQUIREMENTS FOR SUMMER ATHLETICS AID

1. To receive athletic aid during the summer term, you must:
 - a. Have received athletic aid during the spring term immediately prior or will be receiving athletic aid for the first time in fall immediately after;
 - b. Be taking classes required for your major or NCAA eligibility;
 - c. Be taking classes through UWM (online or in-person).
 - i. Courses taken at other institutions are NOT covered by UWM athletic scholarship.
 - d. Be a continuing student-athlete (i.e., not in the transfer portal and enrolled for the upcoming fall term or graduating)
2. Full tuition will be awarded to all student-athletes meeting the above criteria for their first two summer school courses.
3. Any courses beyond the first two summer school courses will be covered by athletic aid in the same proportion that is received during the previous academic year or will be received for the following academic year if the student-athlete was not on aid the previous year.
4. All courses must be completed with a grade of C or better (unless a lower grade is degree applicable). Failure to complete a course with a degree applicable grade may result in future requests for summer athletic aid to be denied.
 - a. If you have any questions related to summer school or your eligibility for summer aid, please contact Jill.
5. If you receive full room and board during the regular academic year, you will receive room and board for the weeks that you are enrolled in class and living in Milwaukee.
6. You may not be eligible for summer school athletics aid if you have quit, graduated, or entered the NCAA Transfer Portal.

If you have questions related to summer school financial aid, please contact Jill Jurena @ 414-229-3710 or jj@uwm.edu.

BOOK SCHOLARSHIP POLICY

All books will be purchased through the UWM online bookstore. Any exceptions (e.g., Clark Graphics) must be approved in advance by an athletic administrator. With any approved exceptions you must verify with an administrator if you will need to return the item at the end of the semester.

Book Pick-Up Procedure

Prior to the first day of classes each semester, Academic Advisors will order books through the UWM online bookstore for each student-athlete receiving books as part of their athletic aid. The books will be distributed during the first week of classes. For any additional books the Academic Advisors/Compliance will place additional orders through the UWM online bookstore and notify the student-athlete when the book arrives for pick-up.

If the book the student-athlete is requesting is not listed on the UWM online bookstore under the appropriate course title, the student-athlete will be required to provide a copy of the syllabus for the class or an email from the professor stating that the book is required/recommended for the course. The Academic Advisors will then search the UWM online bookstore to see if they book is available. If the book is not available through the UWM online bookstore, the Academic Advisors will either order the book from another source or request that the student-athlete order the book and be reimbursed.

Book Return Procedure

1. EACH textbook purchased under the student-athletes athletic scholarship MUST BE RETURNED to the Academic Advisors by the last day of finals (including books the student-athlete was reimbursed for).
2. Student-athletes who fail to return their textbook at the end of the semester will be charged for the value of the book. The student-athlete will also be charged if the book is not returned in "resalable" condition (e.g., water damage, etc.).
3. Student-athletes MAY NOT sell their textbooks to the bookstore or to a third party. If you choose to keep a textbook to use for future use, you MUST inform the Athletic Department.

Stolen Book Policy

If a textbook is stolen, you are required to report the incident to the Police and provide a copy of the Police Report to Athletics. Student-athletes are otherwise responsible for the cost of the textbook(s).

PROCEDURE FOR HEARING OPPORTUNITY IN REDUCTION OR CANCELLATION OF ATHLETICALLY RELATED FINANCIAL AID

Any reduction, cancellation, or non-renewal of athletically related aid may occur only after a student-athlete has been provided with an opportunity for a hearing per NCAA Bylaw 15.3.2.3. The following section outlines the procedure and standards for appealing a reduction, cancellation, or non-renewal of your athletically related financial aid.

A. Athletics Notification and Internal Process

The coach or regular disciplinary authority (e.g., Dean of Students, Residence Hall staff, etc.) will notify the Associate Director of Athletics for Compliance and Enrollment Services, or the Director of Athletics, in writing, of the actions of the student-athlete and the recommendation for reduction, cancellation or non-renewal of athletics aid. The coach may not, unilaterally, make the decision to cancel or reduce athletics aid.

The Director of Athletics or designee will review this recommendation with the coach and any other parties who may have relevant information, as determined by the Director of Athletics. After the decision to reduce, cancel or non-renew a student-athlete's athletics aid, the student-athlete will receive notification from Office of Student Scholarships officially notifying the student-athlete of the reduction, cancellation or non-renewal of athletics aid.

All letters of reductions and cancellations during the period of the award will be sent within five (5) business days of the Director of Student Scholarships being notified by UWM Athletics of the reduction or cancellation. All other letters of reductions, cancellations, non-renewals, and renewals shall be sent to the student-athlete annually not later than July 1st.

Included with the notification is a letter detailing the appeal procedures, which is detailed in the steps below:

1. If the student-athlete wishes to appeal the reduction, cancellation or non-renewal of athletics aid, the student-athlete must request in writing a meeting with his or her Sport Supervisor or Director of Athletics within ten (10) calendar days of the date of the notification from the Office of Student Scholarships.
2. After this meeting the Sport Supervisor or Director of Athletics shall send a written summary of the meeting to the student-athlete. This summary shall include the final athletics decision regarding cancellation, reduction or non-renewal of athletics aid. This summary shall be sent not later than five (5) business days following the meeting.
3. To appeal the final athletics decision, the student-athlete must contact the Director of Student Scholarships or designee in writing within ten (10) calendar days following the date of the written summary report from with the Sport Supervisor or Director of Athletics. The request must officially state the student-athlete's intention to appeal the final athletics decision.

B. Scholarship Appeal Process

1. Students who wish to exercise their right to a hearing must notify the Director of Student Scholarships, in writing, within ten (10) calendar days from the date of receipt of the letter of non-renewal, reduction or cancellation.
2. Students have the right to request either an in-person or in-writing hearing.
3. The statement for a request for a hearing must include the student's:
 - a. Name, ID number, local address and contact phone number;
 - b. Copies of all relevant documents supporting the appeal; and
 - c. A statement of preference for either an in-person or in-writing hearing (a student cannot have both).
4. Once the request is received, the Director of Student Scholarships will request the coach or the Athletic Department provide supporting documentation for the recommendation to discontinue or reduce athletic aid.
5. Upon receipt of a request for an appeal the Office of Student Scholarships will schedule an appeal hearing or paper review as soon as possible but no later than forty-five (45) calendar days after the request is received.
6. The Athletic Appeals Committee shall be comprised of the Director of Student Scholarships and members of the Student Financial Services Appeals Committee.

C. Scope of the Hearing

1. The Committee will address only the issue of whether the reduction, cancellation or non-renewal complies with NCAA rules, regulations and by-laws. The Committee will not address any other issue including alleged violations of the standards of conduct set forth in the *Student Athlete Handbook*, which will be handled separately and in accordance with the *Student Athlete Handbook*.
2. Although the student has the right to present an appeal based on any grounds they wish, the Appeals Committee will limit its decision based on its determination of whether the reduction, cancellation or non-renewal was in accordance with NCAA rules, regulations and by-laws.
3. The scope of the hearing to appeal reductions and cancellations during the period of the award is governed by NCAA bylaws 15.3.4.

D. In-Person Hearing

1. Should a student choose to have an in-person hearing, the Director of Student Scholarships will schedule the hearing with the student and the Athletic Appeals Committee in the requisite timeframe.
2. The Director of Athletics, Compliance Office, and/or coach can be present, in-person, at the Hearing.

3. Neither the student nor UWM Athletics is required to submit supporting written material for consideration during the hearing. If, however, either chooses to do so, they must submit it to the Director of Student Scholarships at least seven (7) business days prior to the hearing.
4. At least three (3) business days prior to the hearing, the Office of Student Scholarships will provide copies of all materials submitted to the other party.
5. The Athletic Appeals Committee may, at any time and at its prerogative, request additional information or conduct its own investigation. The Director of Student Scholarships must be notified at least seven (7) business days prior to the hearing if the student chooses to bring a representative and if that representative has legal training or is an attorney. If the student has legal representation, UWM Athletics shall coordinate representation for the UWM Athletics' staff. The inclusion of legal representation may require the hearing to be postponed until UWM Athletics is reasonably able to coordinate representation.
6. The Athletic Appeals Committee will make its decision based upon the information presented, as well as its own investigation, if any.

E. In-Writing Hearing

1. Should a student choose to have an in-writing hearing, the Director of Student Scholarships will schedule the hearing with the Athletic Appeals Committee within the requisite timeframe and will notify the student and the Director of Athletics of the date of the hearing as soon as it is scheduled.
2. Neither the student nor UWM Athletics is required to submit supporting written material for consideration during the hearing. If, however, either chooses to do so, they must submit it to the Director of Student Scholarships at least ten (10) business days prior to the hearing.
3. The Office of Student Scholarships will provide copies of the materials submitted to each party within three (3) business days of their submission. Both parties will have five (5) additional business days to submit information and comments based upon their review of the other party's written materials. No further information may be submitted prior to the review of the appeal.
4. The Athletic Appeals Committee may, at any time and at its prerogative, request additional information or conduct its own investigation.
5. The Athletic Committee will make its decision on the basis of the information submitted, as well as its own investigation, if any.

F. Decision

1. The Athletic Appeals Committee will review the case and reach a decision. The Director of Student Scholarships will notify the student-athlete and UWM Athletics, in writing, of the committee's decision within five (5) business days of the hearing and/or the conclusion of any subsequent investigation.
2. The decision of the Athletic Appeals Committee is final.
Action taken by the Athletic Appeals Committee has no effect on the student's status as a member of the relevant athletic team. Reinstatement of the award after a successful appeal does not require the coach to allow the student to participate on the team. Action taken by the Athletic Appeals Committee has no effect on the student's eligibility for other non-athletic financial aid.

Please contact Peter Baran, Associate Director of Athletics for Compliance and Enrollment Services, or your sport's supervisor with any questions regarding NCAA Rules and reductions or cancellations of athletics grant-in-aid.

Contact Information

Peter Baran
Associate Athletic Director for Compliance & Enrollment Services
baranp@uwm.edu
(O) 414-251-5321

Jill Jurena
Compliance & Enrollment Services Coordinator
jj@uwm.edu
(O) 414-229-3710

Kathy Litzau
Senior Associate Director of Athletics / Senior Woman Administrator
kclitzau@uwm.edu
(O) 414-750-4510

Cindy Reindl
Student Scholarships Manager
careindl@uwm.edu
Finances@uwm.edu
(O) 414-229-6395

UWM ATHLETIC DEPARTMENT POLICY ON SPORTS GAMBLING

1. Sports Gambling Agreement

- I will not provide information to individuals involved in organized gambling activities concerning intercollegiate competition;
- I will not solicit a bet on any intercollegiate athletic team;
- I will not accept a bet on any team representing the university;
- I will not solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has a tangible value; and
- I will not participate in any gambling activity that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by the gaming industry.

2. Sports Gambling Sanctions (NCAA)

NCAA Bylaw 10.3.2

The following sanctions for violations of Bylaw 10.3 shall apply as follows:

(a) A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins ("point shaving") or who participates in any sports wagering activity involving the student-athlete's institution shall permanently lose all remaining regular-season and postseason eligibility in all sports.

(b) A student-athlete who participates in any sports wagering activity through the Internet, a bookmaker or a parlay card shall be ineligible for all regular-season and postseason competition for a minimum period of one year from the date of the institution's determination that a violation occurred and shall be charged with the loss of a minimum of one season of eligibility. If the student-athlete is determined to have been involved in a later violation of any portion of Bylaw [10.3](#), the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports.

TRANSFER POLICY FOR MILWAUKEE STUDENT-ATHLETES

Notification of Transfer:

Any student-athlete with eligibility remaining who wishes to contact and/or transfer to another institution must submit their notification of transfer via the Transfer Notification Form via the Compliance website. The Compliance Office must respond to such requests within two (2) business days.

The following Athletic Department services may or may not continue to be provided to a student-athlete once they submit their notification of transfer. Please note that each situation is different and exceptions to this policy can be made at the discretion of the Director of Athletics or their designee.

If a student-athlete submits their notification of transfer after they have either voluntarily quit their team or have been cut/dismissed from their team, the following will be:

- i. Available services provided to the student-athlete:
 - a. Academic services and
 - b. Sports medicine services solely for continuing treatment of an existing condition.
- ii. Unavailable services not provided to the student-athlete:
 - a. Issuance of equipment;
 - b. Weight room/strength and conditioning services; and
 - c. Use of athletically-controlled facilities that are not open to all members of the student body.

If a student-athlete submits their notification of transfers but will be remaining on their team, the following will be:

- i. Available services provided to the student-athlete:
 - a. Academic services;
 - b. Sports medicine services solely for continuing treatment of an existing condition;
 - c. Issuance of equipment;
 - d. Weight room/strength and conditioning services; and
 - e. Use of athletically-controlled facilities that are not open to all members of the student body.

Please Note: If a student-athlete informs the institution of their intent to transfer via the Notification of Transfer process, their athletic aid can be reduced or cancelled at the end of the current academic term (if notification is provided during winter or summer break, aid maybe cancelled immediately).

If a student-athlete voluntarily quits/withdraws from their team, their athletic aid can be cancelled immediately or at the end of the academic term.

MEDIA RELATIONS

PHILOSOPHY: WHAT IS EXPECTED OF YOU

As a student-athlete at UWM, you represent yourself, your family, your team and your school. The only exposure to UWM for much of the general public is what they see on TV or read in the paper. Therefore, it is imperative that you make a positive impression during any interactions with news media or any others when in the public eye. Our staff and student-athletes have always worked hard to develop positive relationships with the media and it is your job to continue that tradition. The Athletics Communications Office also welcomes the opportunity to help you improve on your interview skills, public speaking and other interactions.

The expectations of all Milwaukee student-athletes include:

- Maintaining a courteous, cooperative and positive demeanor in all interactions with the media and public.
- Treating all media fairly and equally.
- Honoring media requests, including being available for interviews after games, keeping pre-arranged interview appointments and working closely with the communications staff to fulfill all obligations.
- Never openly criticizing teammates, coaches, opponents, staff or officials.
- Letting your coach and the athletic communications staff know immediately if concerns or conflicts with the media arise.
- Be positive, humble and look presentable.
- Respect your opponents, coaches, teammates and University.

PHILOSOPHY: PROTECTING YOUR RIGHTS

The Athletics Communications Office will only release biographical information on Student-athletes to news media as it relates to their sport. Personal information, other than that found on publicity questionnaires, will be released only with your consent. Cell phone numbers will not be released without your consent. Academic information, including grade-point averages and major, will only be released for legitimate publicity purposes.

INTERVIEW POLICY

Typically, interviews with the media occur before and after games or practices, with additional interviews arranged by the Athletics Communications staff. These interviews are arranged with your athletic, academic and social schedules in mind. Interviews that need to be conducted by phone can be done in the athletics offices or by cell phone, but your personal home or cell number will not be released to the media without your consent. Should you have a concern with an interview request, please let your coach and the Athletics Communications staff know immediately.

THE CRISIS

While we never know when a crisis may develop, we do know any crisis will likely include questions from the media. Student-athletes are often asked to comment on breaking news about their teammates, coaches or school. In many cases, especially in the few moments after the news breaks, the best response is to say nothing. It is still important to be courteous and respectful, but you can simply respond by referring the media to your coach and the athletics communications office. It can be very damaging if you comment on a situation without knowing all the facts, and at an appropriate time the Athletics Communications Office can arrange interviews.

UWM'S POLICY: OPEN AND EQUAL ACCESS TO ALL MEDIA

The Milwaukee Athletics Department maintains open and equal access to all interview areas. If situations arise where a locker room will be open to the media after a game, student-athletes will be given advance notice. Misbehavior toward reporters of the opposite sex (comments, etc.) will not be tolerated.

AN IMPORTANT MESSAGE ABOUT SOCIAL MEDIA

Social media is a fun and useful tool which, when used properly, can help promote your team, teammates, coaches and yourself. It can help your team attract fans and be used to share information that supporters of Panther Athletics would find unique and interesting.

But the dangers of social media are also well known. Cell phones and digital cameras allow the public to catch you in private moments and easily share those photos with the rest of the world. Do not allow yourself to be photographed in a compromising situation.

When participating in any social media channel, you are representing your team, the athletics department and the University at all times. As a student-athlete, you are highly visible in the community and your social media postings and activities will be scrutinized. Even if you have privacy settings and other “safeguards” in place, social media activity is ALWAYS public. Think before you post!

When participating in social media channels like Facebook, Twitter, Instagram, etc., please consider the following simple suggestions:

- A. Do not post offensive or inappropriate pictures
- B. Do not post offensive or inappropriate comments
- C. Do not post personal information like phone numbers and addresses
- D. Be cautious in enabling any location or GPS services – this will allow ANYONE to know where you are any time you make a posting
- E. Remember there are team rules, department rules, University rules and NCAA rules which govern your conduct at all times – this includes social media!



In addition, unless previously approved by your coach or the Athletics Communication staff, student-athletes may not make social media postings in an athletic venue during their own official team activity or competition. This includes student-athlete tutor sessions and study hall.

YOU are accountable for your social media presence. Understand that inappropriate postings can follow you for life. Do not post anything that would embarrass Milwaukee, your team or your family.

The Athletics Communications staff is highly engaged in social media in an effort to promote you and your program. Participate positively in those efforts with follows, retweets and contributions that help let everyone know about the great things happening in Panther Athletics.



STUDENT-ATHLETE APPEAL PROCEDURES

This appeal process will be used by student-athletes to appeal decisions in the following areas: disciplinary actions, code of conduct violations, and positive drug tests. Note that reduction, cancellation, or non-renewal of aid appeals follow a different process.

- A. Athletics Internal Appeal Process (This section does not apply to positive drug test appeals. Please refer to the drug testing policy for initial appeal procedure steps.)
 - a. The student-athlete must contact the head coach to informally discuss the decision within five (5) business days of the notice.
 - b. If the student-athlete is not satisfied with the decision of the head coach, the student-athlete may request a formal appeal to the Athletic Director or designee. This appeal must be in writing and be sent within five (5) business days of the step 1 meeting with the head coach. The Athletic Director or designee will meet with the student-athlete within seven (7) business days upon receipt of the written request. The Athletic Director will render a decision within two (2) business days of the meeting and will notify the student-athlete in writing.
 - c. If the student-athlete is not satisfied with the decision of the Athletic Director/designee, the student-athlete may appeal the decision to the Athletic Board Student-Athlete Appeals Subcommittee.
- B. Athletic Board Student-Athlete Appeals Subcommittee Process
 - a. A student-athlete who wishes to exercise their right to a hearing must notify the Subcommittee Chair, in writing, within five (5) business days of the Athletic Director or their designee's decision.
 - b. The statement for a request for a hearing must include the student-athlete's:
 - i. Name, ID number, local address, email address and contact phone number and
 - ii. Copies of all relevant documents supporting the appeal.
 - c. The Student-Athlete Appeals Subcommittee Chair will schedule a meeting with the subcommittee, student-athlete, and head coach to consider the appeal within ten (10) days of the request for a hearing.
 - d. Neither the student-athlete nor UWM Athletics is required to submit supporting written material for consideration during the hearing. If, however, either chooses to do so, they must submit it to the Student-Athlete Appeals Subcommittee Chair at least five (5) business days prior to the hearing.
 - e. At least three (3) business days prior to the hearing, the Subcommittee Chair will provide copies of all materials submitted to the other party.
 - f. The Student-Athlete Appeals Subcommittee may, at any time at its prerogative, request additional information or conduct its own investigation.
 - g. The Subcommittee Chair must be notified at least five (5) business days prior to the hearing if the student-athlete chooses to bring a representative and if that representative has legal training or is an attorney. The role of any representative is limited to advising the student-athlete, and the representative shall not directly address the Panel on the student-athlete's behalf. If the student-athlete has legal representation, UWM Athletics shall coordinate representation for the UWM Athletics' staff. The inclusion of legal representation may require the hearing to be postponed until UWM Athletics is reasonably able to coordinate representation.
 - h. Within five (5) business days of the meeting, the decision of the subcommittee will be shared with the student-athlete in writing.
 - i. The decision of the appeals subcommittee is final.