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<th>Sport</th>
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<th>Phone</th>
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Salem College Department of Athletics

Philosophy Statement

The Salem College Athletics Department believes that intercollegiate athletics is an integral component of a liberal arts education and that the student-athlete's academic experience is enhanced by participation in the competitive environment of intercollegiate athletics. The Salem College Athletic Department strives for academic and athletic excellence through the establishment and maintenance of an environment that values its students as individuals, develops their unique potential, and prepares them to change the world. In pursuit of athletic excellence athletics provide the student-athlete the opportunity for self-discovery and the development of principles of discipline, competition, sportsmanship, and ethical conduct; they also provide an environment that is respectful, open, and honest. To facilitate this philosophy Salem College is a member of the NCAA and participates under its Division III guidelines.

NCAA Division III Philosophy Statement

Colleges and universities in Division III place highest priority on the overall quality of the educational experience and on the successful completion of all students' academic programs. They seek to establish and maintain an environment in which a student-athlete's athletics activities are conducted as an integral part of the student-athlete's educational experience. They also seek to establish and maintain an environment that values cultural diversity and gender equity among their student-athletes and athletics staff.

To achieve this end, Division III institutions:

(a) Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (students, alumni, institutional personnel) than on the general public and its entertainment needs;

(b) Award no athletically related financial aid to any student;

(c) Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;

(d) Encourage participation by maximizing the number and variety of athletics opportunities for their students;

(e) Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;
(f) Assure that athletics participants are not treated differently from other members of the student body;

(g) Assure that athletics programs support the institution’s educational mission by financing, staffing and controlling the programs through the same general procedures as other departments of the institution;

(h) Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admissions process;

(i) Provide equitable athletics opportunities for males and females and give equal emphasis to men's and women's sports;

(j) Support ethnic and gender diversity for all constituents;

(k) Give primary emphasis to regional in-season competition and conference championships; and

(l) Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.

The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.
Responsibilities and Expectations of Student-Athletes

Student-athletes attend Salem College for the primary purpose of gaining an education. Participating on an athletic team is an integral part of the student’s education and requires self-discipline in organizing a study schedule and strong work habits which contribute to educational and athletic success.

A student's grades should not suffer because of athletics; this can occur, however, because of the student's inability to organize properly to cope with both disciplines. At times, this organization requires a great deal of personal commitment. Consequently, the College expects student-athletes to organize and discipline themselves so that their educational endeavors and athletics pursuits do not suffer.

Requisite to being an athlete is accepting the full responsibility of being a student. As highly visible representatives of the College, student-athletes should demonstrate the willingness to conduct themselves in an exemplary manner. Strict adherence to the following is of vital concern:

1. Attendance at all academic classes is mandatory. Away and home games can, at times, result in a loss of classroom time. Consequently, unnecessary skipping of class should not be the decision of choice.
2. Exhibit honesty and sportsmanship at all times.
3. Set positive examples of behavior on and off the playing field. Represent the College with dignity.
4. Respect the right and dignity of all students, coaches, athletics staff, officials, and opponents.
5. Be responsible for all equipment and uniforms issued.
6. Complete an end of the season evaluation.
7. As a senior, participate in an exit interview with an assigned athletics administrator.
8. When establishing an academic schedule the student-athlete should consider her involvement in athletics, but should never avoid scheduling a course of importance or interest simply to avoid conflicts with athletics participation.

Failure to adhere to these and other expectations set by each team may result in disciplinary action up to and including immediate dismissal from the team.
Missed Class Time

The athletic department expects the student to bear the responsibility of communicating with her faculty the dates of expected absences due to off-campus competition. This should be conducted well in advance so that it does not interfere with the professor’s organized schedule of instruction.

This responsibility also includes the making up of any scheduled exams. As soon as you are notified in reference to a scheduled exam, you should report immediately to your professor the conflict that may exist, so that proper procedure can be taken to rectify the matter.

For away games, the student-athlete is excused from class one half hour prior to departure time.

An email will be sent to faculty at the beginning of each sport season to inform them of dates of travel, times of departure, and current rosters. However, this is not a substitute for the responsibility of communicating with each faculty member regarding potential classtime conflicts.

A student should never be excused from class to attend a practice.
Academic Eligibility

Salem College Athletic Eligibility

The following information defines athletic eligibility requirements as stated by Salem College, the Great South Athletic Conference (GSAC), and the National Collegiate Athletic Association (NCAA). The athletic department checks student-athlete eligibility prior to each season of participation as well as between terms. The information is kept on file with the Director of Athletics.

1. Each student-athlete can participate in four seasons of any given sport. The student-athlete has 10 full time semesters of attendance in which to complete her four seasons. A full time semester is utilized when the student-athlete is enrolled in a full time load and attends the first day of classes.
   a. Full time in fall or spring term equals at least 3 full-credit Salem courses, which converts to an equivalent of 12 semester hours
   b. A student must withdraw prior to the first day of classes in order to not have the semester count towards eligibility.

2. Carry and pass a minimum of 3 full Salem course credits in the fall and spring terms. Anytime a student-athlete drops below 3 course credits, she becomes ineligible immediately.
   a. Repeating a class that was previously passed does not count towards the 3 credits
   b. Passed summer credits or credits taken between terms will be added to the total of the previous full time term.

3. Minimum term GPA requirements based on fall and spring term performance include:
   a. 1.5 at the end of the first semester
   b. 1.8 at the end of the second semester
   c. 1.9 at the end of the third semester
   d. 2.0 at the end of the fourth and subsequent semesters
   **Courses taken at Salem College for academic credit during Jan Term or Salem summer school may contribute to the previous term GPA**

4. Anytime a student is placed on academic probation by the College, she is immediately ineligible to compete in intercollegiate athletics (including travel with the team); however, the student may be eligible to practice if approval is given by the coach. Eligibility begins immediately once certified by the Registrar.

5. Transfer Credits
   a. Credits transferred in from another institution will not influence the GPA at Salem College.
   b. A grade of “C-” or better must be obtained in order to transfer the credit to Salem College.

I understand my academic responsibility as a student-athlete at Salem College and what is required to maintain my academic eligibility. I also acknowledge the complete Salem College Student Athlete Handbook is available on the web and I am responsible to know the content and abide by policies and procedures as outlined in the Handbook as well as other team rules the coach may enforce.
Medical Eligibility

- In order to participate, a student-athlete must have a medical examination and be cleared by the athletic trainer.
  - First year student-athletes are required to have the Salem College Health Form completed and on file and be cleared to participate in intercollegiate sports by a certified physician within six months of initial participation.
  - Returning student-athletes as well as first-year student athletes are required to be cleared by the athletic trainer.
    - The athletic trainer has the final approval or denial of medical eligibility.
  - This examination must occur before the student-athlete is eligible to practice or compete.

- As per NCAA, GSAC, and Salem College guidelines, a student-athlete is required to provide proof of insurance. This includes a copy (front and back) of the insurance card.

- Both the medical examination and the insurance forms must be on file with the Athletic Trainer before a student-athlete is eligible for practice or competition.
Team Fundraising

If a team is interested in raising funds for their sport, the following must be adhered to:

- Discuss why the team wants to fundraise and how the money will be spent with the coach and all team members.
- Make an appointment to speak to the Director of Athletics.
- Come prepared to the meeting by bringing the following:
  - Statement that the coach and all team members have been included.
  - A written explanation as to why fundraising is needed and how the money will be spent.
  - A description of the fundraising activity.
  - Date(s) of the fundraising activity.
  - A projected profit and expense report.
- If the fundraising activity is approved
  - Inform SGA of the specifics of the activity to make sure it does not conflict with other fundraising activities.
  - Provide a detailed profit and expense report to the coach and Director of Athletics.
  - Give all money to the Director of Athletics for deposit.
**Tobacco Products – Bylaw 11.1.5**

As defined by the NCAA in Bylaw 11.1.5 – the use of tobacco products is prohibited by all game personnel (e.g., coaches, trainers, managers and game officials) in all sports during practice and competition. Uniform penalties (as determined by the applicable rules-making committees and sports committees with rules-making responsibilities) shall be established for such use.

**Gambling Activities – Bylaw 10.3**

Staff members of a member conference, staff members of the athletics department of a member institution and student-athletes shall not knowingly:
(a) Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition;
(b) Solicit a bet on any intercollegiate team;
(c) Accept a bet on any team representing the institution;
(d) Solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value; or
(e) Participate in any gambling activity that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling.

**10.3.1 Sanctions.** The following sanctions for violations of Bylaw 10.3 shall apply:
(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 (i.e., “point shaving”) or who solicits or accepts a bet or participates in any gambling activity through a bookmaker, a parlay card or any other method employed by organized gambling that involves wagering on the student-athlete’s institution shall permanently lose all remaining regular-season and postseason eligibility in all sports.
(b) A student-athlete who solicits or accepts a bet or participates in any gambling activity that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling, shall be ineligible for all regular-season and postseason competition for a minimum of a period of one year from the date of the institution’s determination that a violation has occurred and shall be charged with a loss of a minimum of one season of participation. A request for reinstatement may be submitted on behalf of a student-athlete who has participated in such activity only upon fulfillment of the minimum condition indicated above. If the student-athlete is determined to have been involved in a subsequent violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports.

**10.4 DISCIPLINARY ACTION**

Prospective student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Committee on Student-Athlete Reinstatement for restoration of eligibility (See Bylaw 10.3.1 for sanctions of student-athletes involved in violations of Bylaw 10.3). Institutional staff members found in violation of the provisions of this regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual’s previous employment at another member institution.
12.1 Amateur Status

An individual must comply with the following to retain amateur status.

12.1.1 Amateur Status. An individual loses amateur status and thus shall not be eligible for intercollegiate competition in a particular sport if the individual:
(a) Uses his or her athletics skill (directly or indirectly) for pay in any form in that sport, except that prior to collegiate enrollment an individual may accept prize money based on his or her place finish or performance from the sponsor of an open athletics event, the United States Olympic Committee or the appropriate national governing body and actual and necessary expenses associated with the individual’s practice and competition on a professional team;
(b) Accepts a promise of pay even if such pay is to be received following completion of intercollegiate athletics participation;
(c) Subsequent to initial full-time collegiate enrollment, signs a contract or commitment of any kind to play professional athletics, regardless of its legal enforceability or any consideration received;
(d) Receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based on athletics skill or participation, except as permitted by NCAA rules and regulations;
(e) Subsequent to initial full-time collegiate enrollment, competes on any professional athletics team (per Bylaw 12.02.4), even if no pay or remuneration for expenses was received; or
(f) Subsequent to initial full-time collegiate enrollment, enters into a professional draft
(g) Enters into an agreement with an agent.
12.1.1.1 Prohibited Forms of Pay. “Pay” as used in Bylaw 12.1.1 above includes, but is not limited to, the following:
12.1.1.1.1 Salary, Gratuity or Compensation. Any direct or indirect salary, gratuity or comparable compensation.
12.1.1.1.2 Division or Split of Surplus. Any division or split of surplus (bonuses, game receipts, etc.).
12.1.1.1.3 Educational Expenses. Educational expenses not permitted by the governing legislation of this Association (see Bylaw 15 regarding permissible financial aid to enrolled studentathletes).
12.1.1.1.3.1 Educational Expenses from Outside Sports Team or Organization. Educational expenses provided to an individual by an outside sports team or organization that are based in any degree on the recipient’s athletics ability (except as specified in Bylaw 15.2.3.5), even if the funds are given to the institution to administer to the recipient.
(Revised: 1/10/95)
12.1.1.1.3.1.1 Educational Expenses — U.S. Olympic Committee. An individual (studentathlete or prospective student-athlete) may receive educational expenses awarded by the U.S. Olympic Committee, in accordance with the applicable conditions set forth in Bylaw 15.2.3.6.
12.1.1.1.4 Expenses, Awards and Benefits. Excessive or improper expenses, awards and benefits (see Bylaw 16 regarding permissible awards, benefits and expenses to enrolled studentathletes).
12.1.1.1.4.1 Cash or Equivalent Award. Subsequent to initial full-time collegiate enrollment, cash, or the equivalent thereof (e.g., trust fund), as an award for participation in competition at any time, even if such an award is permitted under the rules governing an amateur, noncollegiate event in which the individual is participating. An award or a cash prize that an individual could not receive under NCAA legislation may not be forwarded in the individual.

For more information please reference the NCAA Division III Manual
Transfer Rules

A student-athlete wishing to explore the possibility of transferring from Salem College to another NCAA Division III institution may opt to self-release. The self-release form is located on the NCAA webpage at


This will explain the Division III transfer procedure.

If a student-athlete wishes to transfer to a Division II or I institution, please contact the Director of Athletics or Assistant Athletic Director.
2010-2011 NCAA Banned Drugs

The NCAA bans the following classes of drugs:
   a. Stimulants
   b. Anabolic Agents
   c. Alcohol and Beta Blockers (banned for rifle only)
   d. Diuretics and Other Masking Agents
   e. Street Drugs
   f. Peptide Hormones and Analogues
   g. Anti-estrogens
   h. Beta-2 Agonists

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:
   b. Local Anesthetics (under some conditions).
   c. Manipulation of Urine Samples.
   d. Beta-2 Agonists permitted only by prescription and inhalation.
   e. Caffeine if concentrations in urine exceed 15 micrograms/ml.

NCAA Nutritional/Dietary Supplements Warning:
    ➢ Before consuming any nutritional/dietary supplement product, review the
      product and its label with your athletics department staff!

      Dietary supplements are not well regulated and may cause a positive drug test result.
      Student-athletes have tested positive and lost their eligibility using dietary supplements.
      Many dietary supplements are contaminated with banned drugs not listed on the label.
      Any product containing a dietary supplement ingredient is taken at your own risk.

It is your responsibility to check with athletics staff
before using any substance.

Some Examples of NCAA Banned Substances in each class
NOTE: There is no complete list of banned drug examples!!

Check with your athletics department staff to review the label of any product, medication or
supplement before you consume it!

Stimulants:
amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen);
methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange);
etc. exceptions: phenylephrine and pseudoephedrine are not banned.

Anabolic Agents:
boldenone; clenbuterol; DHEA; nandrolone; stanozolol; testosterone; methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone; trenbolone; etc.

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

**Diuretics and Other Masking Agents:**
bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triamterene; trichlormethiazide; etc.

**Street Drugs:**
heroin; marijuana; tetrahydrocannabinol (THC).

**Peptide Hormones and Analogues:**
human growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); etc.

**Anti-Estrogens:**
anastrozole; clomiphene; tamoxifen; formestane; etc.

**Beta-2 Agonists:**
bambuterol; formoterol; salbutamol; salmeterol; etc.

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 Resource Exchange Center, REC, 877-202-0769 or www.drugfreesport.com/rec password ncaa1, ncaa2 or ncaa3.

*It is your responsibility to check with your athletics staff before using any substance.*

The National Collegiate Athletic Association
June 10, 2009 MEW
Alcohol and Drug Policy

Salem College athletic department subscribes to the Salem College alcohol and drug policy as written in the student handbook.

Student-athletes are subject to team expectations, which may be set by individual teams and/or coaches. Those rules, in addition to the Salem College policy, will also be enforced.

Counseling Resources

The Office of Counseling Services provides assistance to students with questions or concerns about their personal life. Individual counseling sessions allow students to explore personal issues in a safe, compassionate, and confidential environment. Confidentiality is of utmost importance and can only be broken by a counselor under circumstances involving a student threatening harm to herself or others. Referrals to local mental health professionals also are available. Workshops and support groups are offered to assist students with a wide variety of issues such as grief and loss, body image and eating concerns, stress management, coping with depression and other student concerns as needed and requested.

Contact number:  721-2713

Hazing Policy

The Department of Athletics at Salem College supports activities that promote team bonding, team unity, and camaraderie. We encourage experiences that create positive interactions between teammates and other teams. The Athletic Department does not condone any form of hazing. Hazing by student-athletes, coaches, officials, and all other Salem College personnel is prohibited.

Hazing, which can be construed as an act that endangers the mental or physical health or safety of a student or that damages or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization, is prohibited.

The Athletic Department supports the Salem College hazing policy as printed in the student handbook and reserves the right to impose stricter punishment upon the student-athlete and/or sport.
Harassment Policy

Salem College athletic department subscribes to the Salem College sexual harassment policy as written in the student handbook.

Equipment Policy

Salem College provides all athletes with equipment with which to participate. Equipment varies according to the particular sport played but generally includes: travel top and pants, bag, and home/away uniform.

At the beginning of the season, all athletes are required to sign an equipment checkout contract during the checkout process which states that it is the athlete’s responsibility to return all equipment in good condition. At the completion of the season, all equipment is to be turned in the first weekday after the last date of competition at the regular practice time. A hold will be placed on the student’s account and a fine of $5.00 a day will be imposed until the equipment is returned to a maximum of $15.00. The student will be charged the stated replacement value of the equipment, if equipment is lost or in poor condition. The hold will be taken off the account once the equipment and/or payment is accounted for. If equipment and/or apparel does not have to be returned, this will be stated prior to the initial checkout.

If a student does not complete the season, they must return the equipment to the Athletic Department within two days to avoid the $5.00 a day fine. An appointment must be made with the Director of Athletics, Assistant Athletic Director, or Athletic Trainer.
Student-Athlete Advisory Committee

The purpose of SAAC is to:

1. To promote communication between athletics administration and student athletes
2. To promote communication between student athletes and administration of each other’s needs and issues
3. To give student athletes a voice in suggesting the rules, regulations, and policies that affect their lives on campus and within the NCAA governance structure
4. To promote a positive student athlete image through involvement in the Salem College and Winston-Salem community
5. To provide programs for student athletes, which will encourage academic achievement, health promotion, social responsibility, and general awareness

If interested in participating in SAAC, talk to your coach, a member of the Executive Board, or the Director of Athletics.
Student-Athlete Grievance Procedure

A student-athlete who has concerns related to her athletics participation has several options available to resolve the issue.

1. Schedule an individual meeting with the head coach.
   a. This is the preferred method
   b. For issues other than playing time or coaching strategies...
2. Schedule an individual meeting with the director of athletics
   a. The director of athletics will not meet with a student without the coach present for issues pertaining to playing time or coaching strategies.
   b. If the issue involves something other than playing time or coaching strategy issues, the director of athletics will meet privately with the student.
3. Parental involvement
   a. The coach has the right not to speak to a parent regarding playing time or coaching strategies.
   b. The athletic director will only talk with a parent regarding the health and well-being of the student-athlete and will not discuss playing time or coaching strategies.

All students are considered adults and under the Family Educational Rights and Privacy Act. College personnel may not discuss issues with parents unless the student signs a waiver.

Attire and Appearance

It is important that as a representative of Salem College, we present a professional image. This includes wearing proper attire to all athletics events when representing the College. For example, jeans, cut-offs, tee-shirts, tank tops, or sandal type footwear, are not permissible.

Your coach may have an attire and appearance expectation which the team will be required to abide by.
Recruiting Guidelines

Hosting a Prospective Student-Athlete

All student-athletes who assist in recruiting must strictly adhere to the following:

- To conduct oneself in a responsible manner at all times.
- To be a representative of the College and the athletics program.
- To ensure that the prospect is not taken any place where there are drugs or alcohol.
- To be concerned about the safety and welfare of the recruit. This includes comfort, food, sleeping quarters and staying with the prospect.
- To take the prospect to academic classes, talk with professors and fellow Salem students.
- To discuss and plan activities with the head coach prior to all recruit visitations. The coach should be available for suggestions.
- To call the head coach immediately if a problem arises with a prospect.
  For example: The prospect insists on going off campus with friends not associated with your team; or an emergency arises with the prospect or with the student host. The issue of liability is a major concern. Please note, you may be personally liable for the welfare of any recruit brought onto the campus.

- IF A PERSONAL VEHICLE IS USED FOR OFF CAMPUS ACTIVITIES, BE ADVISED THE OWNER'S INSURANCE IS RESPONSIBLE FOR ALL COVERAGE. IN THIS REGARD, STUDENT HOSTS AGREE TO EXECUTE THE COLLEGE'S WAIVER OF LIABILITY, COVENANT NOT TO SUE, RELEASE, INDEMNITY AND HOLD HARMLESS AGREEMENT AS THE STUDENT HOSTS HEREBY AGREE TO DEFEND, INDEMNIFY AND HOLD THE COLLEGE HARMLESS FROM ANY AND ALL CLAIMS, DAMAGES, OR OTHER ACTIONS RELATED TO ANY TYPE OF AUTOMOBILE ACCIDENT, INCLUDING PERSONAL INJURY, PROPERTY DAMAGE OR DEATH.
Department Awards

Letter Awards

Letter award criteria is established by each head coach prior to the beginning of the season. It is a privilege to participate on an athletic program, not a right. Participation on a team does not guarantee a letter.

First season - Certificate
Second season - Nike gymsack with name embroidered
Third season - Athletic jacket
   * One jacket per person, if athlete is a multisport athlete, all sports will be embroidered on the jacket. *
Fourth season - Award displaying all four years of accomplishments.

Team Awards

At the end of the academic year, each team is allotted two team awards to distribute at the end of the year celebration. The name of the awards and the voting criteria are at the discretion of the head coach.

Department Awards

The Joann Woodward Athlete of the Year Award: Open to all student-athletes. Coaches nominate athletes. The nominees are voted on by the entire athletic department.

Scholar-athlete Award: Awarded to the sophomore, junior, or senior letter winner with the highest cumulative grade point average.

Jess Byrd Scholar Athlete: Open to all senior, four year participants. Coaches nominate athletes. The nominees are voted on by the entire athletic department.

Nan Tilley Sportsmanship Award: Presented by the athletic department for a student-athlete who has gone above and beyond to help improve the student-athlete experience. This award is not given annually, but rather when warranted.