



# **STRENGTH AND CONDITIONING MAJOR**

## **PROGRAM**

## **MANUAL**

**OVERVIEW**

**OF THE**

**STRENGTH AND CONDITIONING**

**EDUCATION**

**PROGRAM**

# Introduction

This manual is intended to serve as a guide for the professionals associated with and students enrolled in the UW Oshkosh Strength and Conditioning major in The Department of Kinesiology. It outlines expectations and roles of professionals and students, program policies and procedures, and educational requirements. This manual assists in supporting optimal didactic and clinical education for students desiring to become certified strength and conditioning specialists (CSCS) and seeking to gain employment in the strength and conditioning profession. It cannot possibly account for every conceivable circumstance but should address most issues. The administrative and educational decisions made by the strength and conditioning program personnel are based on the policies and procedures outlined in this manual.

It is the responsibility of each individual associated with the program to become aware of and adhere to the information contained in this document. Please take the time to become very familiar with it. Becoming a Certified Strength and Conditioning Specialist should be the primary goal of every student in the program. Every professional associated with the program should be committed to contributing to that process.

Craig J. Biwer  
Director, Strength and Conditioning Education Program  
University of Wisconsin Oshkosh

## Mission Statement

The mission of the Strength and Conditioning major at the University of Wisconsin Oshkosh is to educate and develop students to become leaders in the strength and conditioning field. Through our high-quality, evidence-based curriculum and wealth of practical experiences, students will apply their knowledge and skills as they grow in their educational pathway. Communication skills will be stressed in our curriculum and will allow students to express their ideas and spawn critical thinking in the classroom and clinical settings. Philosophically, the strength and conditioning major will strive to produce lifelong learners who understand the importance of applying knowledge and clinical experience in the practical setting to create safe and effective training programs.

## Strength and Conditioning Program Goals and Objectives

1. **Provide a contemporary didactic learning environment where students will engage in the presentation and discussion of strength and conditioning knowledge as outlined in CASCE standard III.C.**
  - a. Faculty will provide quality instruction in an organized, educational environment.
  - b. Faculty will provide positive feedback and constructive criticism that enhances student learning.
  - c. Students should be able to synthesize all didactic knowledge from the program coursework and demonstrate acquisition of the "Knowledge and Skills" defined in the latest edition of CASCE.
  - d. Students should be able to demonstrate/apply their didactic knowledge in key Strength and Conditioning major courses.
2. **Provide valuable practical and clinical experiences to students throughout the strength and conditioning curriculum to practice and apply their knowledge, skills and abilities.**
  - a. Field Experience Site Supervisors will provide opportunities for each student to engage in the strength and conditioning learning objectives outlined in CASCE IIID4E.
  - b. Students should be able to apply their clinical/practical skills during their practical experiences outlined in CASCE standard III.D.4E.
  - c. Students should be able to demonstrate/apply their didactic knowledge during their practical experiences outlined in CASCE standard III.D.1.

3. **Provide an educational environment where students will utilize the written and oral communication skills necessary to communicate effectively and respectfully with a variety of individuals, professionals and groups.**
  - a. Students should be able to effectively communicate with athletes, peers, and clinical supervisors in order to express their ideas, thoughts and concerns in their clinical setting.
  - b. Students should be able to express thoughts and ideas in written communication formats such as papers and class projects.
  - c. Students should be able to express thoughts and ideas in verbal communication formats such oral and practical presentations.
4. **Develop students into knowledgeable, responsible entry-level professionals ready to be employed in the strength and conditioning field.**
  - a. Clinical supervisors will encourage all students to engage in teamwork and problem solving activities as they develop into young strength and conditioning professionals.
  - b. Students should be able to synthesize their educational experiences (both didactic and clinical) and apply their skills to perform as an entry-level strength and conditioning specialist.

### History and Current Status of the Program

UW Oshkosh has established an outstanding Strength and Conditioning program that started in 2002. Dave Knight developed the Strength and Conditioning minor in 2002 and earned recognition from the National Strength and Conditioning Association (NSCA) as a Recognized Program. In 2008, the minor grew into an emphasis within the new Kinesiology major. The emphasis continued to grow in popularity and produced a great deal of successful graduates during that time. A strength and conditioning major was developed in 2021 in response to the need of a more rigorous, structured educational program required to sit for the NSCA's Certified Strength and Conditioning Specialist (CSCS) exam.

### Current Program Personnel

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**Other Kinesiology Phone Numbers:**

Albee Room 9 (Albee Hall Strength and Fitness Center) 920-424-3428  
 Albee Room 12 (Fitness Assessment Lab) 920-424-1810  
 Kolf Athletic Training Room 920-424-7142

**Strength and Conditioning Facilities**

The Strength and Conditioning program has a great deal of lab and practical experience built into its major. Most of this experience occurs in Albee 9 (Albee Fitness Center). This space houses the majority of the resistance training equipment and cardiovascular machines. The Physiology of Exercise lab utilizes both Albee 12 and Albee 1 for lecture and lab activities. Biomechanics labs also take place in Albee 12, Albee 6 and in the Biomechanics Lab. Albee 115 (the main gym) and Albee 201 (a smaller gym) are also used for lab classes when necessary. Though not officially space dedicated to the strength and conditioning program, students can gain clinical experience at the Student Wellness and Recreation Center (SWRC) with the head strength and conditioning coach during their time at UWO.

**PROGRAM  
POLICIES  
AND  
PROCEDURES**

## Expectations of Staff and Field Experience Supervisors

Program staff and field experience supervisors should constantly work to make the student's educational experience as positive and beneficial as possible. Specifically, they should:

1. Observe NSCA Code of Ethics; Standards of Professional Practice; CASCE accreditation standards; and Program Expectations, Policies, and Procedures.
2. Promote the NSCA and the Strength and Conditioning profession, particularly the educational reforms.
3. Have good rapport with all constituents of the program.
4. Have appropriate expectations of students.
5. Work to enhance their knowledge of the profession and associated disciplines, as well as that of their colleagues and students.
6. Provide a positive learning environment for students.
7. Give timely and constructive feedback regarding student performance.
8. Maintain an appropriate physical working environment.
9. Serve as a model of professional conduct and attire/appearance.
10. Be available and accessible for student interaction.

## Expectations of Strength and Conditioning Students

*Program faculty and staff expect the following from students:*

1. A consistent effort to conduct themselves in a professional manner, in and out of the classroom or clinical site.
2. A work ethic, exhibiting initiative and a daily desire to learn and improve.
3. Every effort to assist their peers while remaining within the boundaries of their own educational level.
4. When in the strength and conditioning clinical experiences, conduct all interpersonal interactions on a strictly professional basis. Tact and confidentiality should be foremost considerations.
5. Treat all athletes, coaches, and other individuals encountered fairly and with courtesy and respect.
6. A positive attitude exhibited toward their clinical and academic experiences, faculty and staff, peers, and coaches.
7. Prompt attendance at all classes, in-services, guest speaker presentations, and clinical assignments.
8. The strength and conditioning attire/appearance policy will be followed at all times.
9. All of the aforementioned policies are in effect for clinical placements unless their policies and rules state otherwise. All additional policies and procedures should be adhered to.

## Disciplinary Policy

Students are expected to abide by university, department, and program policies and procedures at all times. Failure to do so will lead to disciplinary action and possibly affect the student's progression through the program. Field Experience Supervisors and program faculty should document policy and procedure violations and initiate referral to the Program Director as needed.

Examples of **infractions**: conduct unbecoming a Strength and Conditioning Student; tardiness; attire/appearance violations; unprofessional conduct (horseplay, profanity, breach of confidentiality, insubordination, etc.); poor attitude; probation violations; behavior which adversely affects operations in the clinical settings; misuse of equipment, supplies, or educational resources; inappropriate access to and use of facilities; missing a clinical assignment; failure to attend classes, meetings, or in-services; and demonstration of inability to meet program requirement deadlines.

1. First Offense: Incident recorded on disciplinary form for inclusion in the student's file.
2. Second Offense: Suspension; minimum of three days; additional time determined by Program Director according to the severity of infraction.
3. Third offense: Semester-long probation, including no clinical education, which would require an extra semester to complete the clinical education requirements.
4. Fourth Offense: Expulsion from the program.

NOTE: The Program Director reserves the right to administer more substantial disciplinary action should the circumstances warrant.

### Attire/Appearance Policy

The strength and conditioning profession has gained a great deal of credibility over the past ten years. A large part of that is due to the professional conduct that young professionals are displaying in the field. Part of that conduct involves proper dress and appearance. Due to the importance of looking professional and presentable, the following policies will be in effect:

1. Overall Appearance: all students should be neat and well-groomed during their clinical experiences. Hair should be worn in a manner so that it remains out of the student's face while he/she is performing daily tasks. Jewelry should be kept to a minimum to avoid compromising safety while performing tasks.
2. Hats: UW Oshkosh, "team issue," or name brand (Nike, Reebok, etc.) hats are permissible for outdoor training experiences. Please refrain from wearing other hats. NO wearing hats indoors.
3. Clinical Experience Attire: may consist of a:
  - University of Wisconsin Oshkosh "Kinesiology" or UWO shirt (t-shirt, dri-fit, collared shirt, pullover, or similar items). Hooded sweatshirts should be avoided if possible.
  - Athletic pants, running pants and athletic shorts are considered appropriate if they are in good condition (no holes, too worn, and fit properly).
  - Clothing should provide appropriate movement without being too loose or tight.
  - Shirts should be equipped with sleeves and tucked in when appropriate. Cutoff shirts and sleeveless shirts are not allowed.
  - Clothing should fit so that modesty is maintained at all times (refrain from showing cleavage, midriff, underwear not exposed).
4. Shoes: closed-toe athletic shoes should be worn for daily use. Sport sandals, flip-flops or other open-toed footwear is not allowed.
5. Articles of clothing that identify you as a representative of the UW Oshkosh Strength and Conditioning should not be worn to bars, fraternity/sorority parties, and other events that might in any way reflect poorly on the University.

Students should not have to be reminded about dress and appearance. Your appearance is a direct reflection on you as an individual and the UW Oshkosh Strength and Conditioning Program. Refer to the disciplinary policy for information pertaining to sanctions.

### Clinical Education Policy

All Strength and Conditioning students must complete clinical education experiences. These clinical education experiences can be both on-campus and at off-campus affiliated sites. In order to complete required clinical education as required by program policy and CASCE Standards and Guidelines, students must complete the clinical education plan as assigned. Some of these clinical education experiences will require travel to and from sites, which is the responsibility of the student enrolled in the clinical course. Students are required to demonstrate punctuality and participate actively in all appropriate clinical activities planned and implemented by their field experience supervisor. AT NO TIME SHOULD A STUDENT PERFORM DUTIES AT A CLINICAL SITE IN THE ABSENCE OF THEIR ASSIGNED FEC. Hour requirements are indicated on the clinical experience syllabi. The Clinical Coordinator will monitor hours throughout the semester for each student at each clinical site. Students should also keep track of their time as well.

## Clinical Supervision Policy

During any assigned clinical education placement, the CASCE (Commission on Accreditation of Strength and Conditioning Education) standard for student supervision is to be followed at all times. This requires that the student perform any and all clinical responsibilities at a distance sufficient for auditory and visual contact by the FEC. The FEC must be close enough to intervene on behalf of the student and ensure a safe training environment for all involved. There are no required activities in place of this policy within the program and only hours accrued under supervised clinical practice should be documented and used to fulfill clinical education requirements. Students must work with their FEC to create a mutually agreeable schedule.

## Confidentiality Policy

During your clinical experiences, you may have access to sensitive, personal information of student-athletes, coaches or others in that environment. Training logs, personal training data, personal identifying information, and medical records are to be kept confidential. Students will abide by the clinical facility's confidentiality policy and procedures.

## Fraternization Policy

Students should not engage in any inappropriate relationships with student-athletes that the student may interact with during their clinical experiences. This includes exchange of goods (e.g. payment, jobs), dating, etc. If a student has a roommate/friend/significant other etc. in a particular setting, then the student should inform the Clinical Coordinator to facilitate placements to other settings. Failure to abide by this policy will subject the student to disciplinary action.

## Social Media Policy

In an effort to hold students to a standard of professionalism, this policy will be in effect once students are admitted into the professional phase of the program. Students are expected to refrain from having any social media interactions (including, but not limited to Facebook, Snapchat, Instagram, Twitter, Tik Tok, etc....) with student-athletes at any off-campus clinical sites. Also, in order to comply with confidentiality concerns, no images or posts on various social media sites should include pictures, descriptions, or details of any clinical experiences. Those students who are found to be in violation of this policy will be subject to the disciplinary policy and the severity of the infraction will be considered.

## Attendance Policy

It is paramount that individuals considering a career in athletic training demonstrate the utmost regard for punctuality, responsibility, and dependability. This responsibility begins in the classroom and extends to the clinical experience. To be successful, a student must be able to juggle the demands of academics, clinical education, and other things that happen in their lives. Students experiencing chronic difficulties with this expectation may be asked to reevaluate their status in the program. Finally, absence due to social obligations absolutely will not be tolerated.

## University Policy for Class Attendance

While course attendance and punctuality are under the control of each instructor, students are expected to be present for each scheduled class session.

1. Students are excused from class events and circumstances beyond the student's control such as extended illnesses, medical emergency, and family emergency.
2. Students are directly responsible to each of their instructors for attendance in each scheduled class.
3. Instructors may initiate their own policies regarding attendance.

4. Instructors are expected to announce their attendance policy to each class, but it is the responsibility of the student to know the policies of each of his/her instructors.
5. If students must be absent to participate in a group activity sponsored by the University and approved by the Vice Chancellor, the group's faculty advisor or the instructor in charge should provide a signed excuse at the request of a participating student.
6. The Dean of Students Office may recommend to the instructor that a student who incurs an absence for personal reasons be excused.
7. A University physician may, at his/her discretion, recommend to the instructor that a student who incurs an absence for health reasons be excused.
8. In all cases of absence, excused or otherwise, the student is responsible for completing missed work. The instructor is not required to do extra teaching unless so assigned.
9. Students may only attend courses for which they are registered.

### Grievance Policy for Didactic Education

The official COLS policy can be found at <https://uwosh.edu/cols/wp-content/uploads/sites/42/2016/06/05studentissues.pdf>. This should be used for concerns regarding academic performance or instructor complaints.

### Student Remediation Policy

All courses within the Strength and Conditioning major must be completed with a grade of "C" or higher. Any course with a grade less than a "C" will have to be retaken (and earn a grade of "C" or higher) prior to graduating. The University's student academic standing definitions, processes, and procedures are documented at <https://uwosh.edu/advising/for-students/academic-standing/>.

### Grievance Policy for Clinical Education

If a perceived egregious circumstance occurs, students should first approach their FEC. If matters are not resolved at that level, the next step is to approach the Clinical Coordinator who will involve the Program Director as necessary. If the student still does not believe the problem was sufficiently addressed, the next level of action is the Chair of the Department of Kinesiology. Students are strongly urged to follow the "chain of command" rather than jumping levels.

### Telephone Use Policy

Telephones in the clinical facilities should NOT be used for personal reasons, except in the case of an emergency. Cellular phones should be **turned off, or put on silent, and out of sight** during classes and clinical education.

### Documentation of Clinical Activities (Hours Log)

It is necessary that clinical activities are properly documented to facilitate the completion of the clinical portion of the major. In order to this objective the student should abide by the following guidelines:

1. Enter your start and end time.
2. Summarize your activities and indicate each objective met for each day of the clinical experience.
3. Complete this process on a daily basis.
4. Have your preceptor approve your hours on a weekly basis.

It is important for you to note that not every hour you spend in a clinical education should be recorded. In order for your hours to count, you must have supervision that consists of daily personal/verbal contact with your preceptor. Hours that are not supervised will not count toward your total and should not be documented as such.

Ultimately, the “clinical hours” you are required to obtain constitute a portion of your overall clinical education. You should be given increasing responsibility consistent with your level of clinical skills. Furthermore, the supervision requirement is in some sense a mutual process. It is your preceptor’s responsibility to oversee your learning progression and performance of skills. Learning opportunities through working with a sport or being assigned to training groups are some examples of situations that provide you with those opportunities. It is also partially your responsibility to maintain contact with your clinical preceptor. If that is not occurring you must take the initiative to make the FEC aware of the situation. Ultimately, the learning of clinical skills should supercede the “accumulation” of hours. The Clinical Coordinator reserves the ultimate discretion as to whether or not hours will be accepted. You will be informed if there is an error in that regard and required to make appropriate revisions to your file.

# STRENGTH AND CONDITIONING EDUCATION

## PROGRAM

## INFORMATION

## Admissions Requirements

Admission to the majors within the Department of Kinesiology is competitive; students interested in applying should submit an admissions portfolio the semester in which the requirements are met. Portfolios are assessed and the top students gain entry into the Major. Minimum grade requirements include: grade of B or better in Kinesiology 121, passing grade in Kinesiology 122, and grade C or better in Biology, 211, 212 and Kinesiology 170. Students also submit a cover letter, resume, and essay in an online portfolio. Further information is provided on the department website and in Kinesiology 122.

Completion of the admission requirements does not guarantee admission to the Strength and Conditioning major. The program is selective and only students meeting the criteria and displaying characteristics representative of a high likelihood of professional success will be chosen.

## Transfer Student Policy

Transfer students are subject to the same admissions requirements as all other applicants.

## Graduation Criteria

Students must meet the following criteria to graduate:

Strength and Conditioning Major Graduation Requirements: All courses within the Strength and Conditioning major must have a grade of "C" or better. A major GPA of 2.75 and a cumulative GPA of 2.25 is also required for graduation. All general baccalaureate degree requirements required of the University of Wisconsin Oshkosh and the College of Letters and Science must also be met.

Link to Strength and Conditioning Major 4 Year Plan: [SC-Major-Four-Year.pdf \(uwosh.edu\)](#)