College of William & Mary
Strength & Conditioning

Policy and Procedures Manual
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Training Philosophy

At the College of William & Mary, we strive to create a positive training environment that will give each participant the very best opportunity to become better student-athletes. Individualized sport-specific training programs are designed to meet each student-athlete's needs. The true success of any training program is in the implementation. We believe that TRUST and ADHERENCE to a prescribed training program are established by educating student-athletes about their training throughout the process. Experience has shown that better educated student-athletes are more likely to train HARDER and SMARTER. Our training programs promote COMPETITION, ACCOUNTABILITY, TEAM UNITY, and DISCIPLINE.

Our training programs encompass all aspects of speed, agility, conditioning, strength, flexibility, and injury prevention with an emphasis on proper technique and safety. Our programs are centered around functional, free weight exercises such as the Olympic lifts (i.e., clean, jerk, snatch, etc.). These exercises are ideal for simulating the physiological rigors of athletic competition.
Speed-Strength & Conditioning Staff

Director of Speed-Strength & Conditioning
John Sauer, M Ed, MSCC, CSCC, CSCS, USAW I & II

First Assistant Speed-Strength & Conditioning Coach
Bradley Brookhart, MA, Kinesiology, CSCS, USAW I

Second Assistant Speed-Strength & Conditioning Coach
D.J. McAulay, BA. Kinesiology, USAW Sports Performance Coach

The Speed-Strength & Conditioning staff provides William & Mary athletics with an invaluable resource. Coach John Sauer and his staff have the experience of working with both professional and collegiate athletes, as well as championship teams in a variety of sports. This experience, combined with continuing education and research, enable the staff to provide Tribe student-athletes with the pinnacle of sport-specific training.

Below is a breakdown of team assignments by strength staff member.

Coach John Sauer
1. Football
2. Baseball
3. M & W Golf
4. W Tennis

Coach Brad Brookhart
1. M & W Basketball
2. M & W Soccer
3. Volleyball
4. Lacrosse
5. Football

Coach D.J. McAulay
1. Field Hockey
2. M & W Swimming
3. M & W Track & Field
4. M Tennis
5. Football
**Goals and Objectives of the Program**

The primary goal of the strength and conditioning program at the College of William & Mary is to maximize athletic performance while minimizing the occurrence of injury in a safe, structured training environment. Sport-specific training programs are designed to help each student-athlete achieve their performance-based goals. The primary component of the training programs is functional, free weight exercises. Keep in mind; we are not in the business of producing weight lifters, but rather using weight training as a means to prepare athletes for the rigorous physiological demands of competition. A variety of additional training modalities will be used to enhance flexibility, speed, and agility. The William & Mary Speed-Strength & Conditioning staff continually strives to provide a program that enhances individual performance and produces winners.

**Periodization**

Periodization is the gradual cycling (allocation of a specific period of time, whether days, weeks, or months) of specificity, intensity and volume of training to achieve peak levels of fitness for the most important competitions. Knowledge and experience of the strength staff is critical in this planning process. Training programs are based on a yearly cycle, which is divided into periods and phases.

*The most critical phase of the yearly training cycle is the off-season.* Athletes should dedicate themselves to training 3-5 times per week in sessions lasting approximately 60 to 90 minutes. The greatest physiological improvements are made during the off-season.

*All of the progress made during the off-season will deteriorate rapidly if training is not consistent throughout the competitive season.* Research has shown that strength is lost at a rate of 2 to 1. In addition, athletes become more susceptible to injury in the absence of strength training. When properly prescribed on a consistent basis, strength training should not interfere with competition.

**Individualization**

Each athlete’s training program will be designed based on his or her individual needs and capabilities. Lifts are calculated based on percentages of each athlete’s 1 rep maximum. A database is created to record and monitor each athlete’s progress. Other considerations (such as position, age, and gender) are taken into account in the design of every individual’s program.
Program Implementation
The design and implementation of all training programs for Tribe student-athletes is the responsibility of the William & Mary strength staff. Sound program development requires a solid educational and practical background, which should not be attempted by an untrained, uncertified individual.

Testing
Specific student-athletes, identified by the strength and conditioning coach, will be monitored through the periodic testing of the core lifts. Testing usually takes place at the beginning and end of a training cycle. This provides everyone with the necessary data to access deficiencies, make adjustments to the program, and evaluate performance. Coaches will receive a copy of all testing results.

Summer Training Programs
Summer training programs will be prepared mid-April for all William & Mary athletic teams. Your strength coach will provide an orientation of the program for the entire team prior to their departure for summer break. These programs are a product of time and hard work by the strength staff. Athletes are expected to follow the program and communicate with their strength coach if any questions or problems arise. Programs will soon be accessible on-line at www.wm.edu/speedstrength.

The Role of the Sport Coach
A successful strength and conditioning program is only as strong as the head coach of the team. Your involvement in the student-athletes’ training will greatly determine how much the athletes put into the training program. Coaches are encouraged to communicate weekly with the strength staff about goals, concerns, or questions. Coaches are welcome to attend all team training sessions to better understand what the training program encompasses and the rationale for the program. As a head coach, you are encouraged to become an advocate of the strength and conditioning program and maintain a presence in the strength training center. The athletes will be more apt to adhere to the training program if they sense that it is important to you!
Facility Rules and Regulations

*The use of the Montgomery Strength Training Facility and the instruction of the strength staff is a privilege and should be treated accordingly.

1. No food or drink. Water bottles are allowed.
2. No horseplay.
3. No tobacco, chewing gum, toothpicks, etc.
4. No jewelry.
5. No revealing clothing (tank tops, sports bras, etc.).
6. Close-toed, athletic shoes must be worn at all times. No cleats or turf shoes allowed in the facility.
7. Spotters are required at all times.
8. **Clean up after yourself.** Weights should always be returned to the racks, benches should be returned to proper location.
9. Training time is limited; therefore socializing should be kept to a minimum.
10. Freelance training will not be permitted. Athletes will follow a workout prescribed by the strength staff.
11. Do not neglect or misuse any of the equipment.
12. Follow all verbal and written instructions from the strength staff.
13. No cell phones allowed in weight room during training sessions.
14. For reasons of liability, no keys to the training facility will be distributed to coaches or other athletic staff members.

Expectations of all Tribe Student-Athletes

- All Tribe student-athletes are expected to arrive on time, prepared to train (i.e. proper clothing, shoes on and tied, no jewelry, etc.).
- All Tribe student-athletes are expected to follow all weight room rules and regulations.
- All Tribe student-athletes are expected to follow all instruction from the strength staff.
- All Tribe student-athletes are expected to be respectful of teammates and strength staff.
- All Tribe student-athletes are expected to work hard and give 100% effort during all “team training” sessions.
Team Workouts

The strength staff encourages “team training” sessions in which all members of the team participate in the program as a cohesive unit. Instruction, supervision, and enthusiasm from the strength coach can be given to the entire team and should not have to be replicated multiple times a day for a few athletes. Team workouts promote a common work ethic, team unity, discipline, competition, enthusiasm, intensity, and most importantly accountability. Special arrangements for individual athletes are strongly discouraged, but will be accommodated if mandated due to academic conflicts.

Scheduling

The Joseph W. Montgomery Strength Training Center serves as a training facility for all 23 intercollegiate athletic teams at the College of William & Mary. Due to the large volume of athletes, scheduling is a very important administrative aspect of the strength and conditioning program. Each team will be allotted 1 hour of training time. It is vital that your athletes be on time to every training session. Athletes will not be permitted late without prior notification.

No one is permitted access or use of the Montgomery Strength Center or equipment without prior approval from a member of the strength staff. All equipment may only be utilized under the supervision of a member of the strength staff, or their designee.

A scheduling letter will be sent out every semester to secure a training time. In-season teams will have first priority. Off-season teams will be scheduled on a first come, first serve basis. Your flexibility in scheduling a training time will directly affect the amount of time and attention that your strength coach can give your student-athletes.

Absences

All programs are designed under the assumption that student-athletes will be consistent with their training. Absences from team workouts are detrimental to the athlete’s progression through the training cycle. Absences from team workouts should be strongly discouraged by the head coach. The strength staff should be notified ahead of time of any athlete’s inability to attend a scheduled workout. The facility will offer “Open Training” time to accommodate student-athletes who can not attend the scheduled team training time. Conversely, the strength coach will notify the head coach of any absences that are not approved in advance.

The head coach, or their designee, must notify the strength staff of intent to cancel a training session within 24 hours of the scheduled session. Due to the high demand for allotted training time in the strength training facility, a team will
forfeit their assigned time slot for the semester after three missed scheduled training sessions.

During scheduled “off hour” training session (before 8:00am, after 6:00pm or on weekends) a minimum of six athletes must be in attendance. Should the minimum not be maintained for more than three sessions, the training session will be eliminated for the remainder of the semester.

**Orientation**

Each team will attend an annual orientation of the training facility. Orientations take place at the beginning of the fall semester. Your strength coach will review the rules and regulations of the facility and address expectations of the athletes. Coaches must attend the orientation session with their team.

**Recruits and Visitors**

The strength staff will provide recruits and visitors with a mini-orientation of the training facility and an overview of the sport-specific training program. Please notify the strength staff of recruits and visitors as early as possible but a minimum of at least 48 hours notice is required, so that the facility and the staff can be properly prepared. Please do not show up unannounced!

**Camps and Clinics**

If you wish to include a strength and conditioning component to your camp or clinic, the strength staff will coordinate a date and time to present to your group. Please consult with the strength staff during the planning of your camp/clinic to insure that the presentation is tailored to the needs of your group.

A member of our strength staff must make all presentations regarding strength and conditioning at the College of William & Mary. All presentations should be held in the Montgomery Strength Training Center.

**Ergogenic Aids**

The NCAA prohibits coaches from distributing numerous ergogenic supplements to student-athletes. Therefore, it is the position of the strength staff at the College of William & Mary that the use of illegal ergogenic or performance-enhancing substances will never be suggested, implied, or condoned. A list of the NCAA banned substances is available on the Sports Medicine web site at http://www.wm.edu/sportsmedicine.

Prior to the use of any nutritional, ergogenic or performance-enhancing substance, a student-athlete must meet with their Strength coach and a member of the Sports Medicine staff.

Effective strength gains can be made naturally by adhering to a planned, methodical strength-training regimen.