



ESPORTS & CO-CURRICULAR INNOVATION
The UNIVERSITY *of* OKLAHOMA

The 2025-2026 Department and Program Handbook

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GLOBAL STANDARDS & POLICIES

Article I: Name

I.1: Official Name (Top Level Department)

The official name of this department shall be “University of Oklahoma Esports and Co-Curricular Innovation” which is housed in the Division of Student Affairs. Its colloquial name is ECCI.

I.2: Official Name (All Programs)

- **Community & Labs Program:** The community engagement and outreach side of ECCI centered around the OU Gaming Lounge and OU Gaming Club. Its colloquial name is C&L.
- **Creative Content Program:** The multimedia efforts focused on information, education, and entertainment for all things gaming and esports within ECCI. Its colloquial name is CC.
- **Competition Program:** The equivalent of athletics for esports. To represent OU formally in esports competition against other universities in sanctioned leagues and tournaments. Its colloquial name is Comp.

Article II: Departmental Staffing Tiers

II.1: Universal Chain of Command, Staffing Hierarchy, and Scope of Functions

- **Director:** Sets the vision, high level strategies, and direction of the entire program; manages top level conversations around partnerships, fundraising, and overarching policy creation. The Director also serves as the liaison for the university regarding esports matters.
- **Senior Coordinator/Coordinator:** Establishes program specific strategies in line with the Director's vision. Promotes student engagement and enforces policies for their areas through collaborations with peer coordinators across ECCI.
**Senior Coordinator designation is for full-time employee status.*
- **Lead:** Executes specific program functions as instructed by their respective coordinator to provide more specialized oversight and functions such as unique event types, live productions, specific competition genre oversight, etc.

- **Manager (Competition Only):** Functions as the heads of their respective development esports title and manages team development, scheduling, recruitment, and compliance.
- **All other referenced roles:** Reports to the roles listed above in order to accomplish the events, tasks, production, and competitions that their areas focus on.

Article III : Communication Channels

III.1: Official Communications

All official development conversations will be facilitated in the ECCI Development Discord or through official OU email correspondence. Under no circumstances are any other Discords to be used for official communication. Inappropriate use or misrepresentation of ECCI or the university can result in disciplinary action through student conduct or human resources.

III.2: The OU Gaming Club Discord Server

The “OU Gaming Club” Discord Server is the hub for all community and engagement efforts. It serves as the entry point to become a member of The OU Gaming Club, as well as housing all the applications to get further involved in ECCI programs and developments. It is directly managed by the Community & Labs teams. It is a publicly discoverable server which has members ranging from students, alumni, faculty, staff, prospective students, and industry peers.

III.3: The Sooner Clutch Series Discord Server

The “Sooner Clutch Series” Discord is managed by the tournament organizers of the Community & Labs program to facilitate intramural esports leagues each semester. It is intended to effectively organize communication and energy for intramurals without the vast size and burden of the OU Gaming Club Discord server.

III.4: The ECCI Development Discord Server

The “OU Esports & Co-Curricular Innovation” Development Discord Server is the home to all development conversations. The only members of this server are documented members on development or administrative rosters. It serves as the home to all strategic planning, communication compliance, and departmental sensitive operations.

Article IV: Program Eligibility

IV.1: Global Student Eligibility for ALL positions, roster slots, & leadership

- Good standing in conduct with the university.
- Good standing in conduct with the OU Gaming Club

IV.2: Supplemental Requirement for Competitive Rosters ONLY

- Must be a full-time student. *Exceptions for graduating seniors or case-by-case situations made by the Director.*
- 2.75+ GPA verified through Student Affairs Assessment & Planning within the first 2 weeks of class and within 2 weeks of the end of the semester.
- Must be above the minimum GPA required to graduate with the student's declared major from the OU Degree Granting College in which the major is housed.

IV.3: Student Program Involvement Limits

- All students are eligible to apply for any development within OU ECCI with no limit.
- (COMPETITION ONLY) To protect and promote solid academic health and time utilization, student-gamers actively competing must acquire consent from their coach or manager for the opportunity to apply for any role beyond their roster spot.
 - *Student-gamers must make clear to their title head that OU ECCI is not responsible for rescheduling or double bookings. The priority will be their role as lab staff and the student is responsible for the shift.*

IV.4: Enrollment and GPA Requirement Verification Responsibilities and Process (COMPETITION ONLY)

It is the responsibility of students, coaches/captains, the competition coordinator, and the overall program Director, in that order, to produce, report, and provide 100% accurate documentation immediately upon request.

If leagues require self-reporting from the student participants, students can obtain a letter from the registrar on their enrollment status. This is the ONLY acceptable form of verification to send from OU ECCI that is approved and sanctioned to validate in this scenario. Sending transcripts is a violation of several policies and

laws at the school and federal levels. Failure to produce this specific document will result in removal from a playable roster slot until rectified.

In any scenario where students are found to be falsifying their enrollment and/or GPA status with intent to be untruthful, they will be removed from our community and programs effective immediately, reported to Academic Affairs, and Student Conduct. If Student Conduct in the Division of Student Affairs signs off on their workflows with this student, only then can they be reinvited into the OU Gaming Club and OU ECCI developments.

IV.5: Probationary Periods and Enforcement (COMPETITION ONLY)

In the scenario of competitive program student falling below our minimum requirements, these courses of action are to be used without exception:

1. Competitive program students who fall below full time status, but continue to compete for OU Esports without informing OU ECCI, will immediately accrue two warnings and be on probation for one full semester (Spring and Fall only). *Students who fall below full time status must inform the Competitive Coordinator as soon as possible and may be elevated to the Director.*
2. Those who fall below 2.75 semesterly GPA will accrue one warning immediately, but remain in the program until the next GPA check period. *This requirement is based on a student's GPA at the end of every semester. No previous semesters will be taken into consideration.*
3. Students whose GPA falls below the required GPA for their degree's college, will immediately accrue one warning and be benched until they are no longer on academic contract with the college. *This requirement is based on a student's cumulative GPA, OU cumulative GPA, and Major GPA.*

A student can accrue all three warnings within one semester. However, a student can not accrue warnings from #3 of the above if any warnings were accrued from #2.

IV.5.a: BENCHING AND PROBATION (COMPETITION ONLY)

- Benching prohibits any roster member from competing for OU. They are encouraged to stay engaged with the team, practice, scrimmage, VOD review, and team building events.
 - If a player is benched due to GPA, they can petition within one week to the competition coordinator and Director.

- There is no recourse for a student dropping below full time status.
- Probation prohibits any student from participating within any team activities, being in the ECCI server, and competing for OU Esports.
 - If a player is benched due to GPA, they can petition within one week to the competition coordinator and Director.
 - There is no recourse for a student dropping below full time status.

IV.5.b: WARNINGS (COMPETITION ONLY)

- If a student reaches 3 warnings at any point during their academic career, they are ineligible for the remainder of their current degree timeline at OU.
- Reinstatement is possible with a direct petition to the Director of ECCI after a semester has passed from their 3rd warning being accrued.

IV.5.c: OTHER CONSIDERATIONS (COMPETITION ONLY)

If the league the team is playing in has higher requirements, then the Manager/Coach is to notify the competitive coordinator to get verification that they still meet the league's requirements.

Article V: Conduct Expectations & Public Behavior

V.1: Unacceptable Commentary & Repercussions (General)

Humiliating, inappropriate, or aggressive behavior during all forms of activities within ECCI is not allowed. This includes both physical and digital interactions across all programs.

This applies to all forms of communication: verbal and non-verbal alike. Examples include but are not limited to:

- *Shooting opponents' dead bodies after killing them in-game as a means to "flex" on them.*
- *Partaking in aggressive voice and chat comms belittling another person's character, playstyle, or performance.*

- *Making inappropriate gestures either in person or with a character in a game.*

Any violations brought up as a concern will be addressed on a case-by-case basis by the Coordinator of the program (and potentially elevated to the Director) and will be subject to:

- *Mentorship by leadership or coaches.*
- *Temporary or Permanent Removal from development by departmental leadership.*
- *Reporting to Student Affairs for misconduct.*
- *Termination of employment and contracts and release from affiliations and obligations.*

All violations or suspicion of violation are to be reported up the chain of command. If the person(s) being reported on are in the direct chain of command, escalation to the Director directly is approved.

V.2: Public Forums, Networks, and Professional Representation.

All members of OU ECCI are expected to hold themselves to the highest standard of professionalism, restraint, and integrity at all times. Repeated offenses and failure to adhere to this standard will result in removal from all programs within ECCI without recourse and may be reported to Student Conduct in Student Affairs for additional review for students and HR for staff.

All instances of violation are to be documented as best they can through screenshot or any form of collection showing the person(s) in question as performing the violation. Documentation is to then be pushed up the chain of command. If the person(s) being reported on are in the direct chain of command, escalation to the Director directly is approved.

V.3: Missing Deadlines & Forfeitures (FFs)

All deadlines, scrimmages, matches, tournaments, and meetings committed as a member to the team at the start of a semester should have all efforts put forth to honor those commitments. Repeated disregard of an individual's responsibilities fall under VI.5, and will be reviewed on a case-by-case basis.

V.4: Smurfing & Cheating

VI.4.a: Conduct in game will be scrutinized at all times if you are a member of our organization in any capacity. This scrutiny extends to all games, all instances, and all situations.

VI.4.b: “Smurfing,” or using an account purposely of lower skill level than a player’s talent, to either “boost” others to false capability or “bully” lower skill players is grounds for student misconduct guidelines of the university in the capacity of cheating and misbehavior.

VI.4.c: “Cheating,” or utilizing any means to get an unfair advantage in gameplay, is grounds for misconduct and permanent disqualification. Any usage of illegal 3rd party software, known exploits, a “ringer,” or any other variable considered unfair based on the developers’ intention of the game or the rulings and guidelines of a tournament, league, or match will be viewed as grounds for administrative action.

V.5: Expectations for Effort

Representing the University of Oklahoma means we must always put our best foot forward. This means even when losing games due to skillset disparities with another team, you don’t give up. You finish out the match and series with pride. Your actions in this capacity are reflective of the entire university, and many different stakeholders are enabling the ability for us to enjoy incentives like paid leagues, jobs, dedicated spaces, and more.

Article VI: Global Calendar of Events

Section VI.1: Standardized Timelines

ECCI timelines span from July to June annually and this section specifically highlights mission critical dates and windows of time for foundational operations.

FALL

- All areas reset: Annually in July
- Recruitment/Tryout marketing: No later than the last week of August
- Roster finalization: First week of September
- All dev meeting/intro: First Sunday of September
- Back to school welcome events: Fri-Sat following the first week of school
- Anything not mentioned in the above event dates and windows of time are considered standard/normal operations.

SPRING

- New semester marketing: No earlier than week 2 in January

- Recruitment/Tryout marketing: No earlier than 2-3 days after the start of the Spring semester
- Roster finalization: First Friday of February
- April-June: Policy ratification process
- Anything not mentioned in the above event dates and windows of time are considered standard/normal operations.

Section VI.2: Annual Reset

Every year, between July 5 and August 1, we reset all permissions in our Discord server to ensure we have proper reporting in registration and handbook acceptance for conduct and compliance. This includes the removal of leadership and roster members who have graduated, are ineligible, or declared they are stepping away.

Section VI.3: After Reset and General Call to Action, Promotion, and Facilitation of New Year Registration

Within 72 hours of reset, all new leadership introductions will be posted in Discord, the new handbook will be published in our rules section, and all membership and program applications will go live.

These applications allow members to register as students, faculty, or staff for general membership, while also offering additional applications to try out for competitive rosters, development programs, or register as alumni members..

The results of this process produce documentation of all registered members to generate demographic information and document all prospective program students with automated notification to that area's respective leadership to facilitate interviews and/or tryouts.

Article VII: Coordinators & Competitive Title Heads Global Expectations

Section VII.1: Development Discord & Member Responsibilities

All roles mentioned in this article title have the ability to invite and remove people from the "OU Esports & Co-Curricular Innovation" Discord Server. It is the responsibility of each coordinator role to ensure that only the personnel on their respective roster(s) are in the Discord. If a member is removed and has no other team permissions, then you are responsible for removing them entirely from the server. This is a real-time and full-time expectation year round.

Section VII.2: Master Roster Document Updates

All roles mentioned in this article title are responsible at all times for accurate information in the Master Roster document. This requires notifying the Competition Coordinator of all additions, removals, and changes. This is a real-time and full-time expectation year round through direct Discord message.

Section VII.3: Innovating New Ideas

Since the start of development, there has never been a standard of procedures of how our industry and organization should run. We have made decisions based on student advocacy and logical paths. You are welcome to structure your departments and team developments based on the strategic needs you define. This means you are empowered to explore expansion, role evolution, and responsibilities as you see fit. All changes are to be presented and approved by the respective coordinator and/or Director before implementation.

Section VII.4: Philanthropic Participation

All areas should actively participate, contribute, or develop philanthropic opportunities. The Community & Labs team coordinates year-round philanthropic opportunities on campus, off campus, and with 3rd party organizations.

Article VIII: Recruitment Best Practices

Section VIII.1: OU Student Recruitment

Communications from any role and through any means across various leadership are allowed to entertain any conversations of recruitment and on-boarding autonomously. Once ready to commit to approving and on-boarding the student, notice must be given to the respective coordinator to update the master roster document for enrollment verification and GPA check (if necessary).

Section VII.2: Prospective Student Enrolled at Another University and Poaching Clause

We do not support initiating conversation with a student at another university. This is defined as poaching. However, if the student initiates conversation then communications from any role across various leadership are allowed to entertain any conversations of recruitment and onboarding autonomously. If the prospective student is enrolled at another university currently, notice must be given to the coordinator and/or Director for awareness. No notice or

correspondence will be had with the prospective student's current university.

Once ready to commit to approving and onboarding the student, notice must be given to the respective coordinator to update the master roster document for enrollment verification and GPA check (if necessary).

Section VII.3: Prospective Minor/K-12 Recruitment (Oklahoma ONLY)

In May 2024, the Governor of Oklahoma signed into law [House Bill 3958](#). It states that direct communications from any role and official communication are not allowed to have direct digital communications with minors without a parent or guardian present. This pertains to digital communications only.

If interested in recruiting prospective minors within Oklahoma, regardless of who initiates the conversation, the ECCI member must immediately state that their parent or guardian must be included in the email and/or direct message. No further communication with the prospective minor/student will be entertained until the parent/guardian is included in the conversation thread or direct message.

ALUMNI ADVISORY BOARD

I: Associated Brand, Guiding Principles and Place in ECCI

I.1: Branding

The Alumni Advisory Board utilizes standard/program within a department ECCI departmental word font logo.



I.2: Guiding Principles & Place within ECCI Strategy

The ECCI Alumni Advisory Board is an appointed group of OU alumni driven to create opportunities for the program and develop career development pipelines for students. The Alumni Advisory Board serves to network, provide additional post-college development and mentorship, and serve as an additional resource pool to operational needs and projects within ECCI.

I.3: Board Chair Appointment Process and Term Duration

The Chair of the Advisory Board shall serve a term of three (3) years, with the option for

renewal for one (1) additional term upon mutual agreement between the Chair and the program's leadership. The Chair may be elected by majority vote of the Board members or appointed by the (Dean/Program Director/Executive Sponsor).

I.4: Board Member Appointment Process and Term Duration

Advisory Board members shall serve a term of two (2) years, beginning on the date of appointment. Members may be reappointed for additional terms at the discretion of the program leadership, with a typical maximum of two consecutive terms unless otherwise agreed upon based on the needs of the program. To ensure continuity, member terms may be staggered, and the program reserves the right to adjust term lengths for initial appointees accordingly.

I.5: Place within ECCI Hierarchy

The ECCI Alumni Advisory Board is an autonomous entity that can both receive and request specific events, opportunities, and incentives within ECCI. It reports to an appointed Board Chair who is charged with aggregating resources and communicating alumni and ECCI requests, needs, and projects in both directions.

II: Responsibilities, Expectations, and Powers

II.1: Advisory Board Chair

II.1.1: Responsibilities The responsibilities of the Advisory Board Chair are.

- Select and coordinate the Alumni Advisory Board members
- With the Director, prioritize on optimal initiatives annually

II.1.2: Expectations The expectations of the Advisory Board Chair include, but are not limited to:

- Develop and maintain an annual calendar which include monthly board meetings and annual development camps for ECCI development students.
- Create and maintain a database of OU Gaming Club and ECCI development alumni sourced from registration information and stored in the OU ECCI Google Shared Drive.
- Bringing projects and needs to the board from ECCI.
- Soliciting feedback, providing professional development opportunities, and networking opportunities to ECCI.

II.1.3: Powers The powers of the Advisory Board Chair include the following:

- The ability to call for the removal of a Board member if Board qualifications are not met.

II.2: Alumni Advisory Board Members

II.2.1: Responsibilities The responsibilities of Alumni Advisory Board Members include the following:

- Provide a welcome committee to incoming OU Gaming Club members and direct to appropriate parties with the Community Coordinators.
- Coordinate a semesterly virtual and (optionally) in-person professional development and career advice day.
- Work on fundraising efforts with ECCL.

II.2.2: Expectations The expectations of Alumni Advisory Board Members include the following:

- Attend monthly Board Meetings. Failure to attend monthly meetings must be given notice 3 business days in advance.
- Provide mentorship to development and/or general community members.
- Develop and facilitate annual professional development event(s).

COMMUNITY & LABS PROGRAM

I: Associated Brand, Guiding Principles and Place in ECCL

I.1: Branding

The Community & Labs (C&L) program manages the OU Gaming Club, whose logo is used as its visual brand image for all community based communications, initiatives, and the physical complex on campus.



I.2: Guiding Principles & Place within ECCL Strategy

The Community & Labs program provides events, learning opportunities, programming for both internal and external audiences, and promotes

positive gaming culture growth as the foundation of all of the ECCI strategy.

I.3: Place within ECCI Hierarchy

The C&L program is a collaborative program within ECCI and is the starting point for any person wanting to get involved further with our community or programs. It reports to the Director of ECCI with the primary goal to provide programming for students that cater to the dynamic nature of gaming cultures as well as events that can engage the entire campus and university community and fanship.

II: Responsibilities, Expectations, and Powers

II.1: Senior Coordinator, Community & Labs

II.1.1: Responsibilities The responsibilities of the Senior Coordinator is reflected below:

- Inventory, manage, and keep the OU Gaming & Esports Complex functional and available to all parties necessary. This includes but is not limited to ECCI itself, the OU campus, and university partners.
- Facilitate event programming, reservations, and outreach through the C&L staff to reach rising gaming trends, topics of interest, and potential learning collaborations.
- Recruit, onboard, and manage a team of student staff to execute community focused initiatives.
- Develop training for own staff as well as ECCI program students and staff to responsibly utilize the complex as needed.

II.1.2: Expectations The expectations of the C&L Senior Coordinator include, but are not limited to:

- Manage partner, sponsor, and donor relations as it correlates to community initiatives and programming.
- Establishing consistent philanthropic partnerships through gaming for year round opportunity to foster learning around community contributions for both program students and the general community

II.1.3: Powers The powers of the C&L Senior Coordinator include the following:

- The ability to run the Esports & Gaming Complex through their own strategies.
- Can hire and interview staff.

- In consultation with the Director of ECCI can explore new partnerships and sponsors to expand programming bandwidth as long as it correlates to more accessibility and opportunity to engage our communities.

II.2: Lab Staff, Community & Labs

II.2.1: Responsibilities The responsibilities of C&L lab staff include the following:

- Running, hosting, and/or providing complex staffing support during events and programming.
- Operate the Esports & Gaming Complex during operating hours.

II.2.2: Expectations The expectations of lab staff include the following:

- Attend team meetings.
- Report issues with the complex as they arise.

II.2.3: Powers The powers of lab staff include the following:

- Control all aspects of complex usage when on the clock and in real-time if issues arise like, but not limited to: weather changes, misconduct, etc.

II.3: Event Planners & Tournament Organizers, Community & Labs

II.3.1: Naming Definition

- Event Planner: Student staff who facilitate events that range from voluntarily hosted community engagement programming to payroll opportunities for revenue generation, such as community tournaments and intramurals.
- Tournament Organizer (TO): Specialized event planners focused on identified gaming genre communities and/or are Director/Senior Coordinator level initiatives. Example: multiple week intramural leagues, weekly/monthly public facing events with registration fees, external collaborations.
- **Ambassador: Historical and internally-used term for any member of the Community & Labs team*

II.3.2: Responsibilities The responsibilities of C&L event planners and tournament organizers include the following:

- Facilitate events, programming, and leagues for any/all community members.

- Develop rulebooks and event/league oversight when leagues are running.

II.3.3: Expectations The expectations of C&L event planners and tournament organizers include the following:

- Build events and programming with the intent of answering demand surveyed, sourced, or directed by the community or senior coordinator.

II.3.4: Powers The powers of C&L event planners and tournament organizers include the following:

- Inspire and lead the execution of new events and leagues.
- Make the executive decision to cancel events and leagues with notice to the Sr. Coordinator/Director.

II.4: Managed Assets & Areas of Responsibility

- The OU Gaming & Esports Complex, all of its hardware, networking capabilities, and inventories are in control of C&L to facilitate any and all programming originating from any area across the scope of need.

CREATIVE CONTENT PROGRAM

I: Associated Brand, Guiding Principles and Place in ECCI

I.1: Branding

The Creative Content program (CC) utilizes the Sooner Esports media outlet and uses the D-Pad logo as the overarching brand for all related functions.



- In August 2025, shortly after this handbook is finalized, a new media outlet will be launched called the Crimson Collective Journal (CCJ). It will be aimed at further focusing audiences to general gaming content. Sooner Esports represents esports related news and departmental articles, while the CCJ will focus on the gamer side and correlating industry news and opinions.

I.2: Guiding Principles & Place within ECCI Strategy

The Creative Content program provides event coverage, ECCI and industry-related news articles, marketing functions, multimedia content generation, and live event video production.

I.3: Place within ECCI Hierarchy

The CC program is a collaborative program within ECCI and serves as the voice, face, and tone of the ECCI collective. It reports to the Director of ECCI with the primary goal of providing perspectives of ECCI purpose, value, and intentions to fans, students, faculty, staff, alumni, parents, donors, and sponsors.

I.4: Creative Content Structure Breakdown

CC has three (3) main areas of intent.

- **Marketing:** Focuses on delivering the message of awareness to the outside and shaping the various ECCI brand voices, as well providing documentation of student life and events in real-time. It manages our social media channels.
- **Media & News:** Focuses on article and multimedia content creation and coverage. It manages our media outlets.
- **Production:** Focuses on live programming for competition coverage like in traditional sports. It also creates and hosts entertainment programming through the format of on-air interviews, podcasts, and charity streams. It manages our Twitch and Youtube channels.

II: Responsibilities, Expectations, and Powers

II.1: Coordinator(s), Creative Content (*includes, Media & News, Marketing, and Production*)

II.1.1: Responsibilities The responsibilities of the CC Coordinator(s) are reflected below:

- Inventory, manage, and keep a collection of photography and videography gear to help with documentation, artifact collection, and content generation.
- Coordinate the documentation and artifact collection of all ECCI functions for social media, article, and/or live production release as correlates with the content and audience potentiality.
- Provide oversight across all ECCI's platforms and outlets as it aligns with the purpose/mission of ECCI's strategic direction.

II.1.2: Expectation The expectations of the CC Coordinator(s) include, but are not limited to:

- Build a marketing plan that allows the streamlining of repetitive content releases such as score updates, gaming lounge functions, and planned annual calendar of events.
- Develop workflows for ECCI as a collective to be able to get on-the-fly events, notices, and milestones published such as making playoffs, emergency notifications, and major announcements.
- Facilitate regular to coordinate, train, and strategize all functions of the creative content process.

II.1.3: Powers The powers of the CC Coordinator(s) include the following:

- The ability to publish content autonomously through the trust established with the Director's vision.
- Facilitate any content within the gaming and esports genres and sub-cultures with Director's awareness.

II.2: Leads, Creative Content

II.2.1: Responsibilities The responsibilities of CC Leads include the following:

- Support the execution of the coordinators' scope of work through graphic design, organization of staff, and brainstorming on projects and topics.
- Assist coordinator with facilitating meetings, further communication coordination, and idea aggregation.

II.2.2: Expectations The expectations of CC Leads include the following:

- Facilitate additional meetings on overarching projects and themes to get to execution.
- Lead projects to completion.

II.2.3: Powers The powers of CC Leads include the following:

- Facilitate regular meetings to coordinate, train, and strategize all functions of the creative content process.

II.3: Staff (Videographers/Writers/Producers/On-Air Talents), Creative Content

II.3.1: Responsibilities The responsibilities of CC staff include the following:

- Execute projects agreed upon by their respective team and project scope.
- Contribute to dialogue that develops compelling narratives and stories from the gaming and esports contexts.

II.3.2: Expectations The expectations of CC staff include the following:

- Be actively communicative and engaged in dialogue when presented with tasks.

II.4: Managed Assets & Areas of Responsibility

- The specific identified “production” spaces within the OU Gaming & Esports Complex are for the priority use of this team to facilitate content creation.
- The collection of photography and videography gear stored in the clinic side storage room is for the use by any member of this team for content creation.
- All ECCI social media channels and outlets are under the direct usage of this team through the guidance and oversight of the Director of ECCI.
- The eTeamSponsor Fundraising Portal tool is an exclusive resource to competition rosters and their functions. In CC, it’s purely for fund collection during live stream events for official competition functions. Book keeping and facilitation is managed by the Director of ECCI with 100% of funds available to each team when monthly deposits happen.

COMPETITION PROGRAM

I: Associated Brand, Guiding Principles and Place in ECCI

I.1: Branding

The Competition program (Comp) utilizes the approved “OU Esports” abbreviated and licensed OU interlocking logo and licensed nickname. It can also serve as a nickname for the entire ECCI department for easy explanation to external parties, but its intent is for competitive energies only.



I.2: Guiding Principles & Place within ECCI Strategy

The Competition program facilitates and develops official and sanctioned video game, or esports, competition representation in leagues and tournaments against other universities, both national and international. This is identical to the intent of canonical collegiate athletics programs.

I.3: Place within ECCI Hierarchy

The Competition program is a collaborative program within ECCI and serves as the competitive arm exclusively focused on the esports side of gaming programming with goals to win competitions.

I.4: Official Leagues and Titles

Official development efforts and league selection are based on a logical, strategic design focused on the volume of student inclusion, title popularity, and league maturity.

I.4.1: Official Title Selection requires the following criteria to be considered for endorsement and inclusion in the ECCI collective of resources, licensing, and enablement.

- 1) A student, alumnus, or 3rd party vetted title champion.

This becomes the “Head Coach or Manager” of the program as defined below. They become the responsible contact for the chain of command and compliance enforcement to gain ECCI endorsement and approval.

If the title head is a student, the student is not expected to be a playing member of the roster but to serve as leadership and coach over the roster itself. However, the student can be an active and competing member of the roster with the approval of the Competition Coordinator. This is dependent on rules in the leagues, as well as protection in hour utilization vs the student’s academic health and goals.

- 2) A collegiate-only league to participate in.

Many leagues and tournaments are open to the public, the professional sector, and a hybrid of both. Collegiate-only tournaments are a requirement for multiple reasons. This includes developing the proper alignments for a new topic to administrative audiences to provide easier-to-understand intentions. To be able to enforce checks and balances through league rulebooks, university policies on both sides, and federal protections if

necessary, and when misconduct happens.

I.4.2: Team and Roster sizes are restricted to two(2) rosters consisting of the number of players required to compete as a minimum, and that number times 1.5 rounded down at maximum. *Example: Valorant requires five(5) starters. ECCI allows up to seven(7) players to be on the roster at any given time.*

I.5: Competition Team Compliances and Standards

Below is a list of criteria ECCI identifies as our standard to represent OU in formal competition:

- **Head Coach or Manager:** *Establishes a vetted owner of the title's strategy and intent as an extension of ECCI directive on top of further solidification and maturation of a title's culture, business processes, and future sustainment. *With Competition Coordinator approval, this can be the team captain.*
- **Website & Biographies** *require headshots and sometimes student and staff bios when we need to fundraise and/or bring awareness to our teams and programs. ECCI facilitates media days every semester to collect headshots.*
- **Team Meetings & Curriculum:** *Coaches or Managers must establish the weekly schedule for their teams, which can include items such as VoD reviews, practices, matches, development, and team building standards, which have to be set and signed off on by the Head of Coaching Staff.*
- **Departmental Meetings:** *All roster members will be invited to attend scheduled competitive-focused development meetings that push down top-level initiatives, as well as development-focused curriculum to further grow and standardize our performance.*
- **Fundraising:** *The eTeamSponsor fundraising portal streamlines the ability for each team to tap into their specific networks to garner further support for their needs. All teams are required to create their annual fundraising portal after rosters are finalized.*
- **Marketing:** *Reporting upcoming matches, score reports, and team cultural content is an automated process nested within the development channels. Having active notifications of team performances and student life is key to proper program growth, forward movement, and potential donor support.*
- **Community Collaboration** *is key to sustained interest, fan base cultivation, and organic recruitment. Putting on events in any capacity allows the top 1% of OU's competitive energies to remember the importance of our gaming culture roots and makes the general population feel included, even in the most elite lobbies.*

- **Production Coverage** *is critical to the future success of our program's growth and health. Without the ability to watch our teams compete, nobody can be a fan, and supporters cannot show their fanship. This is heavily defined as what makes an esports profitable and a revenue generator for programs like OU's ECCI. The Creative Content Production Coordinator will educate and inform coaches and managers each semester about the workflow to book and schedule production coverage for their matches.*

I.5.1: Expectations to Meet Compliances and Standards

- After one (1) semester and if the Competition Coordinator cannot verify that any effort has been made in the above listed criteria then the entire roster for the team will be made aware that they have one (1) more semester to correct their performance.
- After two (2) semesters and if the Competition Coordinator cannot verify that any effort has been made to improve, the issues will be discussed regarding any responsible parties. If it's a leadership issue and/or a team culture issue, then appropriate action will be taken. This can take the form of specific members being removed from the team, team leadership being removed, and/or the entire team being dissolved. This will happen on a case-by-case basis through the Competition Coordinator and the Director of ECCI to understand the circumstances before executing any corrective action.
- Teams will not be penalized if an ECCI or OU program cannot facilitate their objectives. *Example: CC Production has no production ability for the specific title.*

II: Responsibilities, Expectations, and Powers

II.1: Coordinator, Competition

II.1.1: Responsibilities The responsibilities of the Competition Coordinator(s) are reflected below:

- In consultation with the Director of ECCI, establish a common ground policy and compliance that is developed from OU-specific policy documentation, ECCI competitive leagues of participation rulebooks, and emerging trends in the space.
- Develop curriculum to mentor title heads and to empower coaches to structure their teams using best practices in the industry and our own timeline.

- Enforce grade checks and recourse when dropping below our global standards. This is in place because many leagues have a GPA requirement on top of their own strategic standards to fight against narratives about non-contributing students and low achieving student performance.
- Handle misconduct and discourse within ECCI competitive rosters, as well as with other universities, through their league dispute workflows and protect OU and ECCI from negative narratives and optics. If resolution can be handled through the league/tournaments rulebook, escalation to the Director of ECCI must happen.
- Develop curriculum for academic alignments for OU as this specific topic is the one most discussed when academia dissects esports for learning and teaching purposes.

II.1.2: Expectations The expectations of the Competition Coordinator(s) include, but are not limited to:

- Immediately report issues around misconduct and grade standard violations to the Director of ECCI for awareness.
- Handle violations of competitive integrity and misconduct with an unbiased stance until all parties provide context. Then, depending on severity, escalate up the chain of command or resolve through individual mentorship or direct communication with the league, if warranted.
- Facilitate scheduled meetings with all Title Heads to keep the dynamic cultural differences between each title's cultures aligned to a unified ECCI strategy, goal, and vision set by the Director.

II.1.3: Powers The powers of the Competition Coordinator(s) include the following:

- Has the ability to dissolve development titles with evidence of misconduct, failure to comply with policy, or the inability to find succession as students and staff graduate or step away.
- Can entertain any and all conversations regarding curriculum and academic alignments within OU and with Director's awareness for collaboration.

II.2: Lead, Competition

II.2.1: Responsibilities The responsibilities of the Competition Lead include the following:

- Serve as a point of contact for new/newer teams in development to stabilize how we conduct business and mature programs.
- Coordinate all fundraising efforts specifically through our eTeamSponsor portal resources.
- Be the reminder for all standard scheduled events like Title Heads meeting schedules, due dates, and communication fostering.
- Manage the ECCI master document of membership which exclusively records each area's rosters, majors, minors, roles, and contact information for tracking and reporting needs. It also holds the fundraising ledger and is accessible to all coordinators and title heads for real-time reference.

II.2.2: Expectations The expectations of the Competition Lead include the following:

- Be an additional contact point for competitive oversight and policy enforcement.
- Support the strategies of the Competition Coordinator(s)

II.2.3: Powers The powers of the Competition Lead include the following:

- Coordinate tasks at the direction of the Competition Coordinator for documentation, data collection, or other organizing tasks.

II.3: Title Head Coach or Head Manager, Competition

II.3.1: Responsibilities The responsibilities of the Title Head include the following:

- To recruit, structure, and develop strategies for the team to be successful in both academic and competitive goals.
- Establish a positive culture that promotes team building, soft skill development, and focus. Coordinate scrimmages, league registrations, and ensure compliance with both ECCI and the respective league/tournament of participation is upheld at all times.

II.3.2: Expectations The expectations of the Title Head include the following:

- To communicate and strategize balanced team involvement to ensure social needs are enabled, academic success is still the primary focus, and competitive excellence is achieved.
- To attend departmental meetings hosted by the Competition Coordinator(s)

II.3.3: Powers The powers of the Title Head include the following:

- Removal of any competitive roster members due to misconduct immediately for de-escalation when/if necessary to allow for working through the issue.
- The ability to leverage team funds for team based functions and need on a case by case basis. This can include registration fees, apparel purchases, travel costs, team outings, etc.

II.4: Gamer/Competitor, Competition

II.4.1: Responsibilities The responsibilities of each player include the following:

- Communicate with team leadership when needs and wants come up.
- Practice, develop, and train skills conducive to higher performance in formal match play on all levels and as guided by team leadership.

II.4.2: Expectations The expectations of each player include the following:

- Build pride and inspire high standards of competitive excellence through practices, scrimmages, outings, and formal match play to inspire team cohesion.

II.5: Managed Assets & Areas of Responsibility

- The dedicated team rooms on the clinic side of the OU Gaming & Esports Complex are meant for priority reservation through the C&L team to utilize for official team functions such as practice, scrimmages, and competitions.
 - Additionally, the general lounge side can also be used as overflow with approval through reservation requests to the C&L team.
- The eTeamSponsor Fundraising Portal tool is an exclusive resource to competitive rosters and functions to support their team functions, travel, and various needs. Book keeping and facilitation is managed by the Director of ECCI with 100% of funds available to each team when monthly deposits happen.

APPENDIX

1) The Esports & Co-Curricular Innovation Organizational Chart

**All roles in org chart and pay type are current for the start of the revision year.*

[Click the org chart image for a better visualization of our org chart](#)

