Name of Policy: **Student-athlete employment**

Policy Number: 3364-35-15

Approving Officer: President

Responsible Agent: Athletic Director

Scope: Athletic Department

Original effective date: February 1, 2008

Revision date: November 6, 2014

<table>
<thead>
<tr>
<th>(X) New policy proposal</th>
<th>Minor/technical revision of existing policy</th>
<th>(C) Reaffirmation of existing policy</th>
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(A) Policy statement

National Collegiate Athletic Association legislation allows student-athletes to earn money from legitimate on or off-campus employment during the academic year, above and beyond their scholarship.

It is the responsibility of each student-athlete to provide the athletic department with the appropriate information and obtain approval prior to securing employment in order to avoid any potential conflict with his/her athletics eligibility or financial aid.

Student-athletes are required to report their employment earnings to the compliance office; failure to do so may result in the loss of eligibility.

(B) Purpose of policy

Monitoring of student-athlete employment is a critical aspect in ensuring compliance with NCAA rules by the student-athlete and employers.

(C) Procedures

1. Student-athletes are bound by the following employment restrictions (as per NCAA legislation):
   
   (a) A student-athlete can be compensated only for work actually performed.

   (b) The student-athlete’s rate of pay must be equal to that of other workers doing the same job in that locale.

   (c) The student-athlete’s compensation does not include any remuneration for value or utility that the student-athlete may have
for the employer because of the publicity, reputation, or personal following that he or she has obtained because of athletic ability.

(2) The associate athletic compliance officer will be responsible for the following regarding student athletes and employers:

(a) Student-athletes

(i) At the initial student-athlete compliance meeting, all student-athletes will be required to provide information concerning their employment status during the academic year.

(ii) At the end of year student-athlete compliance meetings, all student-athletes are required to provide information concerning their summer employment status.

(b) Employers

(i) The compliance office with contact employers in securing information that ensures NCAA rules governing student-athlete employment are being observed.

(a) Employers are asked to provide general information concerning a student-athlete’s employment status, including rate of pay and hours worked.

(b) Employers may not use a student-athlete’s image, name, or visibility to advertise or endorse their product or business.

(ii) The athletics department is not required to monitor employment earnings in the case of seniors who have exhausted eligibility.

(F) Definitions

Employment. All forms of work participation, including compensated or voluntary, as defined by the NCAA.
3364-35-15 Student-athlete employment.

Approved by:

Nagi C. Naganathan, Ph.D.;
Interim President

February 11, 2015

Date

Review/Revision Completed by:

Athletic Department

Policies Superseded by This Policy:
• Previous 3364-35-15, effective date July 12, 2011
Initial Effective Date: February 1, 2008
Review/Revision Date: July 12, 2011; November 6, 2014
Next review date: November 6, 2017