


Name of Policy: <u>Student-athlete employment.</u>		 Effective date: November 2, 2018 Original effective date: February 1, 2008	
Policy Number: 3364-35-15			
Approving Officer: President			
Responsible Agent: Athletic Director			
Scope: Athletic Department			
<input type="checkbox"/>	New policy proposal	<input checked="" type="checkbox"/>	Minor/technical revision of existing policy
<input type="checkbox"/>	Major revision of existing policy	<input type="checkbox"/>	Reaffirmation of existing policy

(A) Policy statement

National Collegiate Athletic Association (“NCAA”) legislation allows student-athletes to earn money from legitimate on or off-campus employment during and after 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 in order to avoid any potential conflict with his/her athletics eligibility or financial aid.

(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 athletics compliance office will be responsible for the following regarding student athletes and employers:

(a) Student –athletes

- (i) In completing compliance forms prior to athletics participation, all student-athletes will be required to provide information concerning their employment status.
- (ii) At the conclusion of the academic year, all student-athletes are required to provide information concerning their summer employment status.

(b) Employers

- (i) The compliance office with contact select 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.

<p>Approved by:</p> <p><u>/s/</u> Sharon L. Gaber, Ph.D. President</p> <p><u>November 2, 2018</u> Date</p> <p><i>Review/Revision Completed by:</i> Athletic Department SLT</p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none"> • <i>Previous 3364-35-15, effective date November 6, 2014</i> <p>Initial Effective Date: February 1, 2008</p> <p>Review/Revision Date: July 12, 2011; November 6, 2014, November 2, 2018</p> <p>Next review date: November 2, 2021</p>
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