

Employment

NCAA Student-Athlete Employment Rules

NCAA rules permit student-athletes to earn income through legitimate employment opportunities. However, the NCAA has established several requirements designed to ensure that the employment is consistent with the principles of amateurism and the prohibition on extra benefits. It is important to understand and comply with these rules to avoid impacting the student-athlete's eligibility.

Student-Athletes may receive employment compensation:

- Only for work that is actually performed and useful in nature;
- Only for the number of hours actually worked;
- At a rate commensurate with the going rate for similar services in the area.

Student-Athletes may not receive:

- Payment for value that the student-athlete brings to the employer because of publicity, reputation, fame or personal following that he/she obtained because of his/her athletics ability;
- Transportation to work or other benefits, unless the same benefits are available equally to all employees;
- Compensation for working at any facility owned in any part by the athletic department.

The following additional limitations will apply if the student-athlete is receiving compensation for providing instruction in his/her sport (i.e. "fee for lesson"):

- Student-athletes may receive payment for giving lessons in their sport as long as they do not use University facilities;
- Student-athletes must actually provide skill instruction - "playing lessons" are not permitted;
- The compensation must be paid by the lesson recipient or the recipient's family and not another outside individual or entity;
- Student-athlete may not use his/her identity to advertise lesson availability.

Completion of the FEE FOR LESSON FORM is required prior to conducting the lessons.

Razorback Student-Athlete Employment Procedure

Student-athletes may be employed at any time throughout the year. However, it is important that student-athlete employment is recorded, monitored and verified by the Athletics Compliance Office, whether the student-athlete is working on or off campus in the Fayetteville area or while at home during a vacation period.

In fact, the NCAA requires the Athletics Compliance Office to maintain records of all student-athlete employment in an effort to ensure continued compliance with NCAA regulations. Athletics Department staff members may assist in or arrange employment for current student-athletes and for incoming student-athletes during the summer prior to their first full semester at the UA. The **Student-Athlete Employment Agreement** (See Forms), must be completed prior to the student-athlete beginning employment.

Student-Athlete Employment Process:

- Before a student-athlete begins employment, permission to seek employment should first be granted by the head coach. The **Student-Athlete Employment Agreement** includes sections that must be completed by the student-athlete, head coach and the employer when the student-athlete is hired and begins employment.
- The Athletics Compliance Office will send a letter to each employer including the student-athlete employment regulations, policies and procedures as well as booster guidelines informing them of the NCAA regulations regarding student-athlete employment.
- Members of the Compliance staff may make unannounced, in-person spot checks at places of employment to monitor and verify student-athlete employment.
- Student-athletes are responsible for reporting any changes in employment status to the Compliance Office throughout the year.
- Once the term of employment has ended, the employer will be asked to complete **Student-Athlete Employment Earnings Report**, to verify the student-athlete's employment and earnings. This form should be returned to the Athletics Compliance Office.