



Effective August 1, 2003 there is no restriction on the amount of money a student-athlete can earn as long as payment for the job is legitimate and is commensurate with the going rate for the position. However if you do plan on working, on- or off-campus, during the academic year, please fill out the Student-Athlete Employment Sheet in the Compliance Office (work-study not included).

Compensation may be paid to a student-athlete only for work actually performed and at a rate commensurate with the going rate in that locality for similar services.

Athletics Reputation – Such compensation **cannot** include any remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that he or she has obtained based on athletic ability.

Employment on a Commission Basis – You may be employed on a commission basis only if the following apply:

1. The cost of any preliminary training program(s) shall be paid by the student-athlete
2. The personnel consist of non-athletes as well as student-athletes
3. The employment of student-athletes does not result in the company's use of athletics reputations of such individuals to promote the sale of the company's products
4. The company is able to document that non-athlete employees and student-athlete employees receive earnings from sales commissions at a generally equivalent rate

Fee-for-Lesson Instruction – You may receive compensation for teaching or coaching sport skills or techniques in your sport on a fee-for-lesson basis, provided the following:

1. Institutional facilities may **not** be used
2. Playing lessons shall not be permitted
3. The student-athlete must provide the institution (MC) documentation of the recipient of the lesson(s) and the fee for the lesson(s) provided during any time of the year
4. The compensation is paid by the recipient of the lesson or the recipient's family, **not** another individual or entity
5. Instruction to each individual is comparable to the instruction that would be provided during a private lesson when the instruction involves more than one individual at a time
6. The student-athlete **cannot** use his or her name, picture or appearance to promote or advertise the availability of the lesson sessions.

Camps and Clinics – A student-athlete who is employed in any sports camp or clinic must meet the following requirements:

1. The student-athlete must perform duties that are of a general supervisory nature, and any coaching or officiating assignments shall represent not more than one-half of his/her work time
2. Compensation must be at the going rate for camp counselors of like teaching ability and camp/clinic experience. Student-athletes cannot be paid on the basis of athletic reputation or fame
3. A student-athlete who only lectures or demonstrates at the camp/clinic may not be compensated for his/her appearance