



STUDENT-ATHLETE EMPLOYMENT, AWARDS & BENEFITS

Student-Athlete Employment

- If a student-athlete wishes to work during the academic year he or she must first speak with the Compliance Office.
- The Compliance Office will issue the student-athlete a form that must be signed by their head coach, academic counselor and student-athlete and returned to the Compliance Office.
- Once that form is returned, the Compliance Office provides another form to the student-athlete that must be completed by the prospective employer and returned to the Compliance Office.
- The student-athlete is instructed and required to submit payroll receipts to the Compliance Office.
- Compliance Office sends “The University of Tennessee Student-Athlete Employment Handbook” to employer which re-emphasizes employment rules.
- The Compliance Office performs periodic checks by using the Student-Athlete Check form with his/her employer.
- If employed during the summer, the student-athlete will complete and submit a summer activity tracking form to the Compliance Office prior to employment.

Student-Athlete Awards

The Athletics Department selects deserving student-athletes to receive athletics awards as recognition of athletic participation, academic performance, and outstanding achievement in various elements of the unique life of the student-athlete. Awards by outside groups or organizations are not allowed unless approved in advance by the Compliance Office. Each sport has annual team awards that are based on criteria set by the individual sport. These awards as well as lettermen awards are presented at the discretion of each Athletics Department. Coaches must obtain approval for any awards provided to the student-athlete through the appropriate Athletics Department personnel. NCAA maximum limits on awards must be followed as permitted by Figures 16-1, 16-2, and 16-3 in the 2011-12 NCAA Division I Manual.

Letterman’s Awards

Varsity Letter Awards (Men’s Athletics)

The following Letterman Awards are based on a student-athlete lettering each year during his four years of eligibility.

First-Year Letter:

Recipients are awarded a Letterman Jacket.

Second-Year Letter:

Recipients will be awarded a Letterman Watch.

Third-Year Letter:

Recipients will be awarded a Letterman Blanket.

Fourth-Year Letter:

Recipients will be awarded a Letterman Ring.

Varsity Letter Awards (Women's Athletics)

The following Letterman Awards are based on a student-athlete lettering each year during her four years of eligibility.

First-Year Letter:

Recipients are awarded a Letterman Director's Chair.

Second-Year Letter:

Recipients will be awarded a Letterman Jacket.

Third-Year Letter:

Recipients will be awarded a Letterman Watch.

Fourth-Year Letter:

Recipients will be awarded a Letterman Ring.

Multi-Sport Student-Athlete:

A participant who lettered in more than one sport in the same year will only receive ONE sport's award for that year. For example, a student-athlete lettering for the first time in football and the second time in track will have already received a first-year award for track. For his second year he will receive the second year award only.

Championship Rings

- A special SEC championship ring is designed for members of a conference championship team.

- The Head Coach and that sport's administrator shall determine who is eligible to receive the ring.
- A special NCAA championship ring is designed for members of a national championship team.
- The Head Coach and that sport's administrator shall determine who is eligible to receive the ring.
- Student-athletes who earn an individual NCAA championship may be awarded a championship ring for that sport/event.
- The list of names that are recommended to receive Championship Rings must be approved by the Athletics Director.

Benefits

Student-Athlete Complimentary Admissions

- Complimentary admissions must be requested online via Jump TV Guest Management.
- The ticket office reviews the complimentary admission list and checks for any compliance issues.
- Compliance Office spot checks list.

Occasional Home Meal

- The requesting individual will complete and sign an Occasional Meal Request form at least one day prior to the meal.
- The form is then forwarded to the Sport Administrator for approval.
- Prior to the meal, the form is forwarded to the Compliance Office for authorization. If authorized, the form is copied to the requesting individual and sport administrator. If not authorized, the Compliance Office will notify the requesting individual and sport administrator.
- There is a limit of one occasional meal per student-athlete per month during the academic year and a limit of two occasional meals per student-athlete during the summer. This includes occasional home meals with boosters.
- The Compliance Office tracks the limitations.
- If this process is not followed, possible penalties include, but are not limited to, the following:
 - Letter of reprimand
 - Expense not being reimbursed
 - Revoking the occasional meal privileges for the sport program

Forms

Student-Athlete Employment and General Guidelines (*UT Compliance Website, Current S-A Page*)
Student-Athlete Employment Written Statement
Student-Athlete Employment Agreement

Student-Athlete Employment Check (*Kept in Compliance Office*)

The University of Tennessee Student-Athlete Employment Handbook (*UT Compliance Website, Current S-A Page*)

Summer Tracking Form (*UT Compliance Website, Current S-A Page*)

Figures 16-1 and 16-2 from the 2011-12 NCAA Division I Manual (*pg. 214 of the NCAA Manual*)

Figure 16-3 from the 2011-12 NCAA Division I Manual (*pg. 215 of the NCAA Manual*)

Occasional Meal Request (*UT Compliance Website, Coaches Page*)