



## STUDENT-ATHLETE EMPLOYMENT



Student-athletes at The University of Tennessee and other NCAA institutions are permitted to be employed in legitimate on- or off-campus employment.

### Compliance

#### **Brad Bertani**

Assoc. AD for  
Compliance  
(865) 974-3871  
bbertani@utk.edu

#### **Todd Dooley**

Asst. AD for  
Compliance &  
Operations  
(865) 974-4275  
tdooley@utk.edu

#### **Kevin Avery**

Director of Compliance  
(865) 974-3871  
kavery@utk.edu

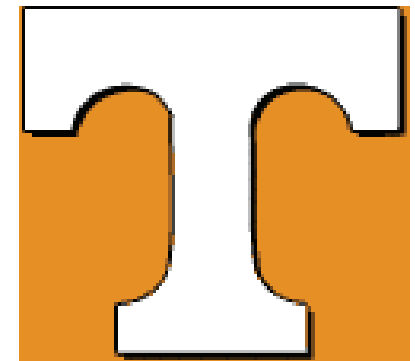
#### **Janie Bean**

Admin. Services Asst.  
for Compliance  
(865) 974-3871  
jbean2@utk.edu

The University of Tennessee  
Athletics Compliance

Phone (865) 974-3871  
Fax (865) 974-3077

# The University of Tennessee Student-Athlete Employment Handbook





## A NOTE TO EMPLOYERS...



The University of Tennessee encourages any employer to support this program and employ a student-athlete, but it is important to note the responsibility involved in employing a student-athlete

It is imperative you as an employer follow the instructions in this brochure so The University of Tennessee, the Athletics Department, and your business do not suffer any penalties for not abiding by legislation. Below are important points to remember before employing a Tennessee student-athlete:

**Prior to employment**, a student-athlete must receive written approval to work during the academic year from The University of Tennessee Athletics Compliance Office.

**Prior to the student-athlete's beginning work**, you will receive information and a form that must be completed and signed by you and the student-athlete. This form contains language and agreements ensuring compliance with NCAA student-athlete employment legislation.

### **Once work starts..**

- All student-athletes must be paid for work actually performed and at a rate commensurate with the going rate for similar services performed by other equal employees.
- A student-athlete may not be paid on the basis of his/her reputation, fame or personal following because of athletics ability.
- An employer may not advertise in any form that a student-athlete works for the company to generate extra business.
- The Compliance Office will require spot-checks of student-athletes' pay records and performance. The approval form you sign will grant us release to seek this information from you and/or the student-athlete if needed. **Refusal to grant release of pay records may make the student-athlete ineligible for employment.**



## FREQUENTLY ASKED QUESTIONS



### **Who is eligible to be employed?**

Any student-athlete is eligible for employment if he/she has been approved by The University of Tennessee Athletics Compliance Office **prior** to starting employment. Do not hire a student-athlete without proper authorization.

### **How much can a student-athlete earn?**

- Student-athletes have no limitations on earnings provided the employment is legitimate and the pay rate is commensurate with the going rate for that type of job in the area.

### **As the employer, what will I have to do?**

- Complete and sign a confirmation form verifying the employment and salary of the student-athlete.
- Maintain accurate time records and supervision to assure work is being performed in a satisfactory manner.
- Communicate with a representative of the Compliance Office during the employment period about benefits, salary, and hours worked.
- Provide pay records of employed student-athlete(s) during periodic spot-checks of your job site by Compliance Office personnel.
- Contact the Compliance Office immediately should problems arise with a student-athlete.

### **Are there any restrictions?**

- Student-athletes must be treated in the same manner as other employees.
- Student-athletes cannot be provided with any benefits not provided to other employees. This includes use of vehicles, transportation to or from work, meals, loans, advances, or time off with pay.
- Student-athletes must be paid for actual hours worked and at the same rate you pay other employees performing similar work.

### **What are the consequences for violating regulations?**

Failure to comply with NCAA rules can result in:

- disassociation of employer as a representative of athletics interests;
- loss of eligibility for the student-athlete;
- The University of Tennessee's forfeiture of games and earnings from those games in which ineligible student-athletes participate;
- other legal consequences for you and the student-athlete;
- NCAA penalties for violation of regulations, with public announcement of those penalties.

Still need more information? Call us!

**The University of Tennessee  
Athletics Compliance Office  
(865) 974-3871**