

# Student-Athlete Employment



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

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# Marshall University



# Student-Athlete Employment Program

## A Note to Employers

Marshall University 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 Marshall University, the athletics department, and your business does not suffer any penalties for not abiding by legislation. Below are important points to remember before employing a Marshall student-athlete.

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

***Prior to the student-athlete's beginning work***, you will receive a form and information that must be completed and signed by you and the student-athlete. This form contains language and agreements insuring 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 or she has been approved by the Marshall University 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 of the student-athlete and his /her salary.

Pay student-athlete with a check for work done. Cash payments can not be accepted.

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 Compliance Office immediately should problems arise with student-athlete.

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

A student-athlete must be treated in the same manner as other employees.

Any student-athlete 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.

A student-athlete 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 the following**

Disassociation of employer as a representative of athletic interest;

Ineligibility of student-athlete;

Marshall University'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.

**If there are any concerns or questions that you may have please call  
Marshall University  
Compliance Office for Athletics  
(304) 696-5406**