



**THE UNIVERSITY OF MISSISSIPPI STUDENT-ATHLETE  
EMPLOYMENT FORM**

**PART I: EMPLOYEE VERIFICATION SECTION (TO BE COMPLETED BY STUDENT-ATHLETE):**

**Student-Athlete Information:**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Student I.D. Number: \_\_\_\_\_ Sport: \_\_\_\_\_

Summer Only: \_\_\_\_\_ Fall Only: \_\_\_\_\_ Spring Only: \_\_\_\_\_ Fall & Spring: \_\_\_\_\_

**Employer Information:**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: ( \_\_\_\_\_ ) \_\_\_\_\_

Employment Dates: From: \_\_\_\_\_ To: \_\_\_\_\_

Type of Work: \_\_\_\_\_

Method of Payment (Circle One): Hourly Salary Commission Amount: \$ \_\_\_\_\_

Method of Transportation to and from work: \_\_\_\_\_

\_\_\_\_\_  
Student-Athlete Signature

\_\_\_\_\_  
Date

**PART II: EMPLOYER VERIFICATION SECTION (TO BE COMPLETED BY EMPLOYER):**

The above-named student-athlete earned (or will earn) a wage comparable to other employees in similar positions. The method of transportation shown above does not constitute a special benefit by the employer for said student-athlete.

\_\_\_\_\_  
Employer Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name of Company

\_\_\_\_\_  
Address

\_\_\_\_\_  
Athletic Department Staff Member

\_\_\_\_\_  
Title

**GUIDELINES GOVERNING EMPLOYMENT COMPENSATION**

All compensation received by a student-athlete may only be received for work actually performed and must be at a rate commensurate with the going rate in the locality for similar services. Such compensation may not include any payment 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 because of athletics ability.

## NCAA RULES TO REMEMBER ABOUT STUDENT-ATHLETE EMPLOYMENT

**12.4.1** Criteria Governing Compensation to Student-Athletes. All compensation received by a student-athlete must be consistent with the limitations on financial aid set forth in Bylaw 15. Compensation may be paid to a student-athlete:

- (a) Only for work actually performed; and
- (b) At a rate commensurate with the going rate in that locality for similar services.

**You are to be paid for the actual work that you do and at a rate that is similar to other jobs comparable to yours in the region in which you work.**

**12.4.1.1 Athletics Reputation.** Such compensation may not 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 because of athletics ability. You cannot be employed or paid by an employer based upon your athletic fame or reputation.

**12.4.1.2 Employment on a Commission Basis.** An employer, other than the student-athlete's institution, may employ a student-athlete on a commission basis only if:

- (a) The cost of any preliminary training program for such employees is borne by the student-athlete (i.e., such costs may not be paid by a member institution or a representative of its athletics interests);
- (b) The personnel so employed consist of both student-athletes and non-athletes;
- ©) 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; and
- (d) The company is able to document that employees who are non-athletes receive earnings from sales commissions at a rate generally equivalent to the commission rate realized by the student-athletes employed by the company.

**You are allowed to work for an employer, other than The University of Mississippi, on a commission basis. You must follow these rules. They are:**

- (a) If you require training for your job, you must pay for it. It cannot be paid for by the University of by a booster.**
- (b) Your employer must have on staff not only student-athletes but also non-student-athletes.**
- ©) Your employer cannot hire or pay you based upon your fame or reputation.**
- (d) Your employer must document that your sales commissions earnings are similar to the sales commissions earnings made by the non-student-athletes at the company.**

**12.4.3 Camp/Clinic Employment, General Rule.** A student-athlete may be employed by his or her institution, by another institution, or by a private organization to work in a camp or clinic as a counselor, unless otherwise restricted by NCAA legislation (see Bylaw 13.13 for regulations relating to camps and clinics). Out-of-season playing and practice limitations may restrict the number of players from the same institution who may be employed in that institution's camp (see the specific sport in Bylaw 17 for these employment restrictions and Bylaw 13.13).

### **13.13.2.1.5 Employment in Own Institution's Camp or Clinic—Sports Other Than Football.**

In sports other than football, a member institution (or employees of its athletics department) may employ its student-athletes as counselors in camps or clinics, subject to the following conditions: (Revised: 1/11/94, 1/10/95)

- (a) The student-athlete shall not participate in organized practice activities other than during the institution's playing season in the sport (see Bylaw 17.1.1); and
- (b) The member institution's director of athletics (or his or her designee who may not be a coaching staff member), must give prior approval to the student-athlete's employment arrangement. Violations of this bylaw do not affect a student-athlete's eligibility; however, the violation shall be considered an institutional violation per Constitution 2.8.1. (Revised: 1/11/89, 4/26/01).

**Student-athletes, with the exception of football, are allowed to be employed by The University of Mississippi Department of Intercollegiate Athletics to work camps and clinics as counselors. There are several rules that regulate employment of student-athletes at their institution's camps and clinics. If you should have any questions about those regulations, please contact the Compliance Office.**