



Compliance Item: Student-Athlete Employment

Throughout the academic year, many University of Miami student-athletes work in various internships and different types of employment opportunities. While it is permissible for representatives of athletics interests (boosters) to employ UM student-athletes, there are a few NCAA regulations that our boosters, including faculty and staff, must abide by to protect the eligibility of our student-athletes.

Student-athletes must only be paid the going-rate in the locale for their employment. This means, for example, that if the going rate for employment in a certain field is \$20 an hour, it would be impermissible to pay a student-athlete \$50 an hour for the same job.

Additionally, student-athletes may only be paid for work actually performed. There have been many NCAA violations concerning student-athletes receiving money without actually performing the work they are being paid to do. This means that student-athletes should also not be paid in advance of performing work, to ensure the work is actually completed before receiving payment. Student-athletes who receive payment without performing work have jeopardized their eligibility and UM would need to seek reinstatement among other potential penalties.

However, student-athletes may receive the same benefits of employment that are available to other employees performing the same type of function at the job. For example, if all employees receive a company t-shirt and business cards, it would be permissible for a student-athlete to receive the same.

Student-athlete employment is different than a student-athlete engaging in a name, image, and likeness (NIL) activity. A student-athlete that engages in an NIL activity is using his/her NIL in an activity in exchange for receiving some type of benefit, which could be in the form of payment. Student-athlete employment is where a student-athlete is performing work while not using his/her NIL and must be treated the same as all other employees in a similar position. Student-athletes may be employed by the University of Miami, but the University of Miami and its staff may not “cause compensation” for an NIL activity.

We ask that all University of Miami staff, alumni, boosters, and supporters who may be employing any student-athlete this summer, or at any point in a student-athletes time at the University, complete an employer verification form (available on the compliance website) and to contact the compliance office with any questions concerning student-athlete employment. As always, your efforts to help the University of Miami maintain a culture of compliance are greatly appreciated. If you have any questions, please do not hesitate to contact us.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dan Raben', with a stylized flourish at the end.

Dan Raben

Associate Athletic Director for Compliance

Athletics Compliance | University of Miami Athletics

Schwartz Athletic Center | 5821 San Amaro Drive | Coral Gables, FL 33146
Direct: (305) 284-2692 | Fax: (305) 284-2276 | hurricanesports.com/compliance