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FEE-FOR-LESSON EMPLOYMENT

NCAA rules permit student-athletes to give private lessons (i.e., fee-for-lesson) in their sport. Student-athletes must have prior approval from the Compliance Office before the student-athlete may provide these lessons to ensure the following conditions are met:

1. Fee-for-lesson employment may never take place in an institutional facility, even if the student-athlete has paid the applicable fees to use the facility;
2. Playing lessons are not permissible (for example - golfers may not be paid for providing instruction while playing a round of golf with a pupil);
3. Payment for lessons must be made by the pupil or his/her family, not an outside party or individual, and payments should be made by check when possible;
4. Small group lessons with individualized instruction are permitted, but student-athlete owned/operated camps and clinics are not.
5. Payment must be at the going rate for such services in the area the lessons are provided; and
6. The student-athlete may not use his or her name or image in promoting their instructional services due to NCAA amateurism standards.

Student-athletes must record the following information for each lesson provided:

1. Date and location of lesson;
2. Pupil's name and age; and
3. Duration of lesson, the fee charged, method of payment and name of individual making payment.

This information must be documented regardless of when the lessons take place (i.e., academic year or summer). Further, the above information is required to be reviewed by and kept on file in the IUPUI Compliance Office. Please note that student-athletes who are paid for providing lessons by a sports club or sports organization on an hourly basis are only

subject to the basic employment provisions (see bottom of page 2).



Review Quiz

Q1: IUPUI golf sensation Carlos Beltrain is heading home for winter break this year for two weeks.

While home, he is planning on going to the local gym to stay in shape. He no longer has a membership and asks the gym manager, who he has known for years, how much it would cost for a day pass or short-term membership. The friendly manager says not to worry about the fee since he is only going to be in town for a couple weeks and it will look good for the gym to have a collegiate athlete training there. Is it okay for Carlos to accept the offer? What if the manager only offers a reduced fee for the two weeks?

Q2: Tony “the Tiger” Woods, an IUPUI baseball student-athlete, is hosting an ugly Christmas sweater party in a few weeks and needs some extra money for holiday cookies and eggnog (non-alcoholic of course). To raise money, he decides to give batting lessons to local middle and high school students. Answer the following questions:

2-A) Trying to be a responsible student-athlete, Tony tells his coach about giving lessons and his coach approves. The coach tells Tony that he is free to use IUPUI’s facilities for the lessons if he needs to. Tony proceeds to use the IUPUI baseball/softball fields to give curling lessons. What did Tony do wrong?

2-B) In order to advertise his lessons, Tony does three things: (1) he puts up flyers around NIFS, the student center, and local gyms with his name and number, (2) he talks to local high school coaches and informs them that he is giving lessons if any of their players are interested, and (3) he makes his Facebook status, “I am offering lessons for \$15 an hour. Contact me for details if you are interested.” Which of these options are permissible?

PLANNING ON WORKING THIS SEMESTER OR OVER BREAK TO MAKE
SOME EXTRA CASH? REMEMBER TO STOP BY COMPLIANCE!

Student-athletes who wish obtain employment (including paid internships) must notify the Compliance Office BEFORE beginning to work. Before starting a new job, you need to fill out a declaration of employment form which can be obtained in the compliance office or [here](#) from the compliance website. Keep in mind the following rules when looking for and working at your new job:

- The student-athlete must actually perform the work and get paid the “going rate” for the work performed.
- Payment should not be based on the student-athletes athletic reputation or fame achieved through athletics.
- Transportation to and from the job site is not permissible unless that service is provided to all employees.

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ASK BEFORE YOU ACT!!!!

Quiz Answers

- 1) Carlos cannot accept the manager's offer for a free membership. Doing so would constitute an impermissible benefit since he would be receiving it, in part, due to his position as a college athlete. He could only accept the offer for a reduced fee if the reduction in cost is based on the shortened membership period and not because he is a student athlete.
- 2-A) First, Tony should have gone to the compliance office, or website, and filled out a fee-for-lesson form. Compliance would have told Tony that student-athletes are NOT allowed to use IUPUI facilities to give lessons, even if they are facilities open to the public (like NIFS). Even though the coach forgot the rule and incorrectly told Tony he could use the facilities, Tony would still get in trouble and be forced to give up the money he made from the lessons.
- 2-B) The flyer option would not be allowed. Student-athletes cannot use their name or image to advertise for lessons. The second option would be allowed. Using word of mouth to promote oneself is permissible. The final option would also not be allowed. Making a public posting about lesson availability on a social media profile is the same as using your name or image to advertise.

THE IUPUI ATHLETICS COMPLIANCE AND LIFESKILLS NEWSLETTER
WILL RETURN IN JANUARY 2014.
