

NCAA Rules Regarding Employment of Prospective & Enrolled Student-Athletes

Please...

- pay student-athletes employed by you only for work actually performed and at a rate commensurate with the going rate for similar services in the community and your own business.
- notify the head coaches of job possibilities for student-athletes.
- notify the Compliance Office that you have hired a student-athlete.

However, avoid...

- employing or arranging for the employment of a prospective or enrolled student-athlete without checking first with the SBU athletics department. The department is permitted to make arrangements for summer employment for prospects prior to enrollment as freshmen and to enroll student-athletes during the summer and semester breaks. Stringent rules apply in these instances and written records must be kept regarding employment.
- providing transportation for prospects or student-athletes you employ unless transportation is provided for all your other employees.
- providing employment for student-athletes during the academic year without first contacting the SBU athletics department. The NCAA has strict rules about the amount and source of outside funds during the academic year.

Please Help! If you have knowledge of improprieties, intentional or otherwise, please let the Compliance Office at Southwest Baptist University know immediately so that we can take the necessary corrective actions.

Contact Jim Middleton, Athletics Director, or Paul Parker, Assistant Athletics Director for Compliance, at 417-328-1787 if you have any questions.

What You Should Know...



... a quick reference for faculty, staff, student-athletes, alumni and friends of Bearcat athletics

Southwest BAPTIST

Are you a "Representative of Athletic Interests?"

Yes, if you have ever...

- been involved in any way with Southwest Baptist University's athletics programs.
- participated in an organization promoting SBU athletics.
- contributed to the Athletics Department, or Bearcat Booster Clubs.
- assisted in recruiting prospective student-athletes.
- provided benefits (i.e. summer jobs) to enrolled student-athletes or their families.
- otherwise promoted SBU athletics in any other capacity.
- contacted (by letter, telephone or in person) a high school student (grades 9-12) for the purpose of encouraging the student to participate in the Southwest Baptist University athletics program.

IMPORTANT NOTE: Once you have qualified to a "Representative of SBU's Athletic Interest" (RSAI) you maintain that status forever, active or non-active.

As a representative, you are bound by NCAA legislation and Southwest Baptist University is held accountable for your actions!

Participation in any non-permissible activities, outlined by the NCAA, could result in any of the following:

- a prospect declared ineligible to represent SBU.
- a student-athlete declared ineligible to compete.
- the entire team declared ineligible to compete in any MIAA or NCAA competition.
- NCAA sanctions imposed on the Institution.
- your involvement with the SBU athletics program being restricted or revoked.



Who is a Prospective Student-Athlete (PSA)?

A Prospective Student-Athlete - is a student who has started classes for the ninth grade. Also, any younger student (prior to the ninth grade) who receives any benefits from SBU (i.e. free camp enrollment) would be considered a "PSA".

- Please note that a student-athlete remains a prospect even after signing a National Letter of Intent. Both the institution and prospect continue to be governed by NCAA recruiting legislation until enrollment in the institution.

- You may NOT make in-person off-campus recruiting contacts with a PSA or his/her parents on behalf of SBU. On-campus contact is permitted, as is written communication.

Important Rules You Should Know

Rule 1

Only coaches and athletics department staff members can be involved in the recruiting process. All "athletics representatives" who are not employed by the university are prohibited from contacting a prospect or members of the prospect's family by telephone, or in person off campus for the purpose of encouraging participation in Southwest Baptist University's athletics program.

Rule 2

Southwest Baptist University representatives cannot provide an "extra benefit" or special arrangement to a prospect OR an enrolled student-athlete. Specific applications as they apply to the NCAA extra benefit rule to prospects and enrolled student-athletes, their relatives or friends state that:

YOU MAY NOT:

- give cash or other tangible items (e.g., clothes, cars, jewelry, electronic/stereo equipment, airline tickets).
- co-sign a loan of any kind.
- provide use of an automobile.
- employ relatives or friends of a prospect.
- arrange for free or reduced charges for professional or personal services, purchase or changes.
- promise employment after college education.
- provide transportation within or outside of the campus area (e.g., from campus to your home, from the airport to campus, to summer job, etc.).
- provide a loan to a PSA's relatives or friends.
- provide free or reduced-cost services, rentals, purchases or housing.
- provide a benefit connected with on or off campus housing (e.g., individual television sets or stereo equipment, specialized recreational facilities).
- provide promise of financial aid for post-graduate education.
- entertain or contact a prospect or prospect's family off campus.

Rule 3

PLEASE assist the coaching staff in the recruiting process by notifying them of any student you think would be a strong addition to Southwest Baptist University's athletics program. The coach can then make the appropriate contact with the prospect.

Rule 4

As an athletics representative, you are not precluded from continuing friendship with families who have prospective or enrolled student-athletes (e.g., backyard barbecues, picnics, etc.). You simply cannot encourage a prospect's participation in Southwest Baptist University's athletics programs or provide benefits to the student-athlete that you were not providing before he or she became a prospect or enrolled student-athlete.

The Compliance Office compiled this publication at Southwest Baptist University to assist alumni and friends in complying with NCAA rules and regulations governing the conduct of our institution and its athletics programs.

NCAA Rules Regarding Contacts with High School and Two-Year College Student-Athletes (Prospects)

Please feel free to...

- attend high school and two-year college athletic events. You simply cannot have any contact with the prospective student-athletes or relatives. Should you find yourself seated next to parents of a prospect, *do not* initiate conversation with the relatives. If conversation is initiated with you, respond in a civil manner but *do not* discuss SBU's athletics program with them. If they raise questions about the program, remind them that the NCAA prohibits you from discussing the program with them. Direct their questions to the SBU athletics department.
- attend a public event (e.g., a high school awards banquet or dinner) at which prospects are in attendance. No attempt should be made to recruit the prospect.
- offer assistance to members of Southwest Baptist University's coaching staff who are recruiting in you community.
- review Rules No. 3 and No. 4, as they also apply to this column.

However, avoid...

- becoming directly or indirectly involved in making arrangements for a prospect, the prospect's family or friends to receive money or financial aid of any kind.
- providing anything to or for a prospect, relatives or friends, without first checking with the athletics department administration.
- making any contact with a prospect or the prospect's family off campus. If a prospect approaches you off campus regarding the athletics program, explain that NCAA rules do not allow you to discuss the program. Suggest that the prospect contact the head coach of the sport for more information.
- transporting, paying for or arranging for payment of transportation cost for a prospect,

relatives or friends to visit campus or elsewhere. While it is permissible for a friend or neighbor to transport a high school or two-year college student who is NOT an athlete to campus, NCAA regulations prohibit that activity for a prospective student-athlete.

- providing room and/or board, transportation of any kind or any other benefit to a recruited student-athlete during the summer prior to enrollment for fall classes at SBU.
- providing tickets or transportation for high school, prep school or two-year college *coaches* at *any* location. Only the athletics department of Southwest Baptist University can provide complimentary admissions and only to home athletic events for those coaches.
- entertaining or providing tickets at no or reduced cost to Southwest Baptist University's home or away athletic or non-athletic events for prospects, their relatives or friends. Only the Southwest Baptist University athletics department can provide complimentary admissions to prospects and only for *home* athletics events.
- contacting an enrolled student-athlete at another four or two-year institution for the purpose of encouraging transfer to Southwest Baptist University, and for participation in SBU's athletics program.
- paying for or offering to pay the registration fees for summer sports camps for a prospect.
- contacting the prospect's coach, principal or counselor for the purpose of evaluating the prospect. You are not permitted to pick up films or transcripts from the prospect's educational institution.
- inviting *only selected* junior or senior high school or two-year college prospective student-athletes to alumni events. Since the NCAA prohibits contact between prospects and alumni and "athletic representatives," care must be taken to invite, for instance, all high school seniors who have received academic and athletic awards.