

EMPLOYMENT FOR PROSPECTS

Athletics Representatives may arrange employment for prospective student-athletes subsequent to their graduation from high school. The prospect may not begin work until after high school graduation. Compensation must be based on work actually performed and at a rate commensurate with the going rate in the locality for services of like character. Do not provide any benefits for prospective student-athletes that you employ (e.g., transportation) unless the benefits are provided for all other employees.

LIMITED CONTACT EXCEPTIONS FOR FACULTY & STAFF

- Faculty and staff members of Penn State are permitted to contact prospects only on the institution's campus.
- Faculty and staff members of Penn State, **at the direction of the coaching staff**, may begin to write (but not call) prospects on or after September 1 at the start of the prospect's junior year in high school.



CONTACTS WITH ENROLLED STUDENT-ATHLETES

Benefits and/or Special Arrangements

Athletics Representatives may **not** provide any benefits or special arrangements to an enrolled student-athlete, his or her parents, relatives, or friends. Examples of impermissible benefits include providing or co-signing loans, providing free or reduced cost housing or lodging, loaning an automobile, receiving free or reduced cost services or merchandise and providing tickets to any kind of entertainment activity.

Employment of Enrolled Student-Athletes

Employment for enrolled student-athletes may **not** be arranged by Athletics Representatives without receiving prior approval from the Student-Athlete Services Office. Rules require that the student-athlete and the employer sign a written statement **prior** to the commencement of employment confirming that the employment satisfies the conditions as stated in the NCAA manual. Compensation must be based on work actually performed and at a rate commensurate with the going rate in the locality for services of like character.

Student-Athlete Participation in Promotional Activities

NCAA rules permit student-athletes to be involved with certain charitable and educational causes. Written approval must be obtained **prior** to each student-athlete's participation. Student-athletes may not be compensated for such appearances. Request forms may be obtained from Morgan Academic Support Center for Student-Athletes (814.865.0407).

OCCASIONAL MEALS

Penn State does not permit individuals who are NOT actively employed by the institution to provide a meal or meals to current student-athletes or their parents/guardians in any setting; be it their home, at an athletics facility or in a restaurant.

AGENTS

Student-athletes lose their amateur status and shall not be eligible for intercollegiate competition if:

- The student-athlete, their parents or relatives enter into a written or oral agreement with an agent;
- The student-athlete, their parents or relatives accepts or receives any benefits from an agent or an athletics representative of the institution.

MEMORABILIA & ADVERTISEMENTS

NCAA rules do not permit student-athletes with remaining eligibility to:

- Receive payment or any benefit in exchange for award, apparel or equipment items provided by Penn State.
- Appear in advertisements for commercial entities or to make guest appearances (autograph signings) at commercial locations when the involved business is sponsoring the event.
- Use their status as student-athletes to help market any product or service.
- Sell, or allow a commercial entity to sell, items bearing their name or image, such as trading cards, autographed items and t-shirts.

ATHLETICS BOOSTER GROUPS

Booster groups may finance an institutional awards and recognition banquet for each Penn State team, provided all expenses are paid through the Penn State Athletics Department. Booster groups and their individual members must fully disclose to the Athletics Department all awards provided to student-athletes, regardless of when the award is presented. Booster groups must ensure compliance with both Penn State and NCAA booster group policies.



PENN STATE UNIVERSITY

ATHLETICS DEPARTMENT DIRECTORY

(Area Code 814)

MEN'S SPORTS

Baseball	863-0239
Basketball	865-5494
Cross Country Track & Field	863-3146
Fencing	863-7465
Football	865-0411
Golf	863-7469
Gymnastics	863-7462
Ice Hockey	867-7825
Lacrosse	863-7476
Soccer	863-7477
Swimming/Diving	863-5554
Tennis	863-3487
Volleyball	863-7464
Wrestling	863-7460

WOMEN'S SPORTS

Basketball	863-2672
Cross Country Track & Field	863-3146
Fencing	863-7465
Field Hockey	863-7467
Golf	863-2396
Gymnastics	863-8421
Ice Hockey	867-7458
Lacrosse	863-7470
Soccer	863-5372
Softball	863-7472
Swimming/Diving	863-5554
Tennis	863-7479
Volleyball	863-7474

OTHER

Athletics Compliance Office	863-8048
Athletics Communications	865-1757
Customer Relations Center	863-1000
Morgan Academic Support Center	865-0407
Student Athlete Services	863-3404
Nittany Lion Club (Development)	1-800-NITTANY
Ticketing Services	1-800-NITTANY

Published by Department of Intercollegiate Athletics to assist alumni, faculty and friends in complying with NCAA rules and regulations governing The Pennsylvania State University.

ONETEAM

Athletics Compliance Office

PENN STATE UNIVERSITY



ATHLETICS DEPARTMENT



GUIDE TO NCAA RULES FOR ALUMNI, FACULTY & FRIENDS

Dear Alumni, Faculty & Friends:

One of the important cornerstones of the Penn State athletic program is the loyalty and enthusiasm of Nittany Lion fans who have demonstrated by their interest in our teams, and their attendance at events, that they are without equal.

Penn State athletics appreciates this marvelous fan support, which stimulates and encourages our student-athletes and energizes our entire organization.

We must be cautious, however, not to let enthusiasm for athletics lead us into conflict with the very specific rules and regulations of the National Collegiate Athletic Association or the Big Ten Conference.

The NCAA definition of "a representative of the University's athletics interests" is very broad and encompasses many if not all of the people who are regular attendees at our sports events. If you fall into this category, there are a number of activities regarding contact with student-athletes and athletic recruits that could put the University at risk for NCAA sanctions.

We have summarized the applicable NCAA rules in this pamphlet. Please take the time to read it carefully and should you have any questions, call our athletic compliance office at (814) 863-8048.

The University is charged with the responsibility to exercise "institutional control" of its athletics interests and we are committed to maintaining the kind of responsible program in which all of us take such great pride.

Penn State is grateful for all you have done to make this one of the model programs in the nation. We know, based on our contacts with Alumni, faculty and friends across the Commonwealth and the country, that you share our earnest ambition for athletic success within the rules.

Gratefully,

Matt Stolberg

Associate Athletic Director for
Compliance and Student-Athlete Services



MISSION STATEMENT

Consistent with the institutional mission of The Pennsylvania State University, Intercollegiate Athletics strives for excellence by offering all students model programs to develop meaningful standards of scholarship, athletic performance, leadership, community service, ethics and sportsmanship within the institution's educational and social environments. Intercollegiate Athletics is committed to creating a climate for students and staff that reflects diverse values and needs; fosters an appreciation of a multicultural human society; assures equal access to opportunities without regard to personal characteristics or ability, and seeks greater involvement with an increasingly interdependent world.

INTRODUCTION

Institutional control of athletics is a fundamental requirement of NCAA legislation. The NCAA constitution provides that each institution shall be responsible for ensuring that members of the institution's staff, student-athletes and other individuals or groups representing the institution's athletics interests comply with all applicable Association rules.

This brochure is intended to provide you with basic information concerning NCAA rules that apply to a "Representative of the University's Athletics Interests."

Because of the complexity of NCAA rules, this brochure does not include all applicable situations and should not be relied upon exclusively.

If you have any questions concerning NCAA rules regarding prospects, student-athletes and representatives of the University's athletic interest (i.e. boosters) please contact the Athletics Compliance Office:

Athletics Compliance Office
The Pennsylvania State University
110 Bryce Jordan Center
University Park, PA 16802
(814) 863-8048
compliance@athletics.psu.edu



ARE YOU A REPRESENTATIVE OF THE UNIVERSITY'S ATHLETIC INTERESTS?

A representative of the institution's athletics interests is an individual, independent agency, corporate entity or other organization who is known (or who should have been known) by a member of the institution's executive or athletics administration to:

Have participated in or to be a member of an agency or organization promoting the institution's intercollegiate athletics program;

Have made financial contributions to the athletics department or to an athletics booster organization of that institution;

Be assisting or to have been requested (by the athletics department staff) to assist in the recruitment of prospects; (i.e. provide lodging, meals, transportation to a Penn State Coach)

Be assisting or to have assisted in providing benefits to enrolled student-athletes or their families; or have been involved otherwise in promoting the institution's athletics program.

Once you become a Representative of the University's Athletics Interests, you retain this status **FOREVER!**

CONSEQUENCES FOR NCAA VIOLATIONS

NCAA member institutions are required to notify Athletic Representatives of consequences regarding rules violations. Athletic Representatives found in violations of NCAA rules are subject to losing benefits and privileges received from the University.

NCAA BYLAW 6.4.2.1

Revocation or Withholding of Privileges

Any individual who has engaged in conduct that is determined, either by the University, or the NCAA, to be a violation of any NCAA Legislation, rule or regulation, regardless of whether such violation results in the imposition of sanctions, shall be subject to the revocation or withholding of any athletically related benefit or privilege, received by that individual or organization from the University. Such benefit or privilege may include, without limitation, ticket privileges which may be withheld by the University for that period of time which the University, or NCAA deems appropriate. The revocation of ticket privileges may result in an individual being denied admittance to any University hosted athletic event.



DEFINITIONS YOU SHOULD KNOW

Prospective Student-Athlete

A "prospect" is a student who has started classes for the ninth grade or is attending a two year collegiate institution. In the sport of basketball a prospect is a student who has started classes for the seventh grade. A student who has not started classes for the seventh/ninth grade becomes a "prospect" if the student receives any benefits that the institution does not provide to prospective students in general. The University requests that you treat **ALL** students as prospects.

Student-Athlete

An enrolled student-athlete is an individual whose enrollment was solicited by a member of the athletics staff or other representative of athletics interests with a view toward the students' ultimate participation in the intercollegiate athletics program.

Contact

A contact is any face-to-face encounter between a prospect or the prospect's parent or legal guardian and an institutional staff member or athletics representative during which any dialogue occurs in excess of an exchange of a greeting. Any such face-to-face encounter that is prearranged or that takes place on the grounds of the prospect's educational institution or at the site of organized competition or practice involving the prospect or the prospect's high school, preparatory school, two-year college or all-star team shall be considered a contact, regardless of the conversation that occurs.

Recruiting

Recruiting is any solicitation of a prospect or the prospect's family by a University staff member or a representative of the University's athletics interests, for the purpose of securing the prospect's enrollment at the University and/or participation in the athletic program.

BASIC POINTS YOU SHOULD KNOW

Benefits or Special Arrangements

Athletics Representatives may NOT provide any benefits or special arrangements to an enrolled student-athlete, his or her parents, relatives, or friends.

No Contact With Prospects

Athletics Representatives of an NCAA Division I institution are prohibited from making in-person on- or off-campus recruiting contacts, telephone communications, and written or electronically transmitted correspondence (e-mail, instant message, text message, etc.) with a prospect or the prospect's parents or relatives.

If a prospect logs into a chat room or social networking site, initiates a telephone or email contact with you, or you have an inadvertent face-to-face encounter with a prospect, their parents or relatives, do not enter into a recruiting conversation. Under such circumstances, refer the prospect to the athletics department and advise the appropriate Penn State coach of the contact.

No Contact With Prospect's School or Staff

Athletics Representatives may **not** contact the prospect's coach, principal or counselor in an attempt to evaluate a prospect. Further, it is not permissible to visit the prospect's institution to pick up film or transcripts pertaining to the evaluation of the prospect.

Attendance at Prospect's Events

Athletics Representatives may attend events (e.g., contests, banquets) where prospects are present on their own initiative, subject to the understanding that the representative may **not** contact the prospect or the prospect's parents or relatives.

Inform Penn State Coach

Athletics Representatives may inform the Penn State University coaches of prospects in their area by contacting them and sending newspaper clippings with the names of particular prospects.

Pre-Established Relationships

A relationship between the athlete (or the athlete's parents) and the booster must predate the athlete's status as a prospective student-athlete. Athletics Representatives who have pre-established relationships with prospects, their parents and relatives may continue normal contacts with the understanding that such contacts are not made for recruiting purposes and are not arranged by members of the institution's coaching staff.