Financial Aid Guidelines
Earnings from your on- or off-campus employment that occurs at any time (during the academic year or vacation period) are exempt and are not counted in determining whether your full grant-in-aid limit of your team’s financial aid limitations has been reached, provided:

- Your compensation does not include any remuneration for value or utility that you may have for the employer because of the publicity, reputation, fame or personal following that you have obtained because of your athletics ability;
- You are compensated for work actually performed; and
- You are compensated at a rate commensurate with the going rate in that locality for similar services.

Fee-for-Lesson Instruction
You may receive compensation for teaching or coaching sport skills or techniques in your sport on a fee-for-lesson basis, provided:

- MSU facilities are not used;
- Playing lessons are not permitted;
- MSU obtains and keeps on file documentation of the recipient of the lesson(s) and the fee for the lesson(s) provided during any time of the year (Fee-for-Lesson Form);
- The compensation is paid by the lesson recipient (or the recipient’s family) and not another individual or entity;
- Instruction to each individual is comparable to the instruction that would be provided during a private lesson when the instruction involves more than one individual at a time; and
- You do not use your name, picture or appearance to promote or advertise the availability of fee-for-lesson instruction.

Employment at a Sports Camp or Clinic
A student-athlete who is employed in any sports camp or clinic must meet the following requirements:

- The student-athlete must perform duties that are of a general supervisory character and any coaching or officiating assignments shall represent not more than one-half of the student-athlete’s work time.
- Compensation provided to the student-athlete shall be commensurate with the going rate for camp or clinic counselors of like teaching ability and camp or clinic experience and may not be paid on the basis of the value that the student-athlete may have for the employer because of the athletics reputation or fame the student-athlete has achieved. It is not permissible to establish varying levels of compensation for a student-athlete employed in a sports camp or clinic based on the level of athletics skills of the student-athlete.
• A student-athlete who only lectures or demonstrates at a camp/clinic may not receive compensation for his or her appearance at the camp/clinic.

• A student-athlete with remaining eligibility is not permitted to conduct his or her own camp or clinic.

• A student-athlete may receive actual travel expenses (including lodging and meals in transit and prepaid plane tickets or cash advances) only if such travel expenses are paid and procedures for reimbursement of expenses are used for all employees of the camp/clinic. Student-athletes may not receive credit cards to pay such expenses.

• In the case where all employees do not receive travel expenses, a cash advance based on anticipated earnings may be provided to a student-athlete only if such advance does not exceed the estimated actual and necessary cost of travel or the student-athlete’s estimated employment earnings, whichever is less, and such a benefit is available to all camp employees.

• Actual transportation from an institution’s coach or representative of its athletics interests may be provided to a student-athlete only if travel expenses are paid for all employees of the camp/clinic.

• A student-athlete, at the student-athlete’s own expense, may not operate a concession to sell items related to or associated with MSU’s camp to campers or others in attendance because such an arrangement would be considered an extra benefit. MSU may employ the student-athlete at a reasonable rate to perform such services for the camp.

Employment in MSU Camp – Sports Other than Football
In sports other than football, MSU may employ its student-athletes as counselors in camps or clinics, subject to the following conditions:

• The student-athlete shall not participate in organized practice activities other than during the institution’s playing season in that sport; and

• The student-athlete must receive prior approval for their employment arrangement in a MSU camp. This requirement does not apply to a student-athlete’s employment in noninstitutional camps and clinics.

Employment in Camp or Clinic – Football
• A football student-athlete with eligibility remaining may not be employed or otherwise participate in MSU’s football camp.

• A football student-athlete with eligibility remaining may be employed in any camp that specializes in the sport of football, other than a MSU camp, provided not more than one MSU football student-athlete is employed at the camp.

• A football student-athlete with eligibility remaining may be employed as a counselor in any diversified camp, including a diversified camp conducted by MSU, provided not more than one member with eligibility remaining of the previous year’s football squad of any Division I institution is employed. A diversified sports camp is a camp that offers a balanced camping experience, including participation in seasonal summer sports and recreational activities, without emphasis on instruction, practice or competition in any particular sport.

Employment at a Sports Club
A student-athlete’s employment in a local sports club or organization owned or operated by a coaching staff member in his or her sport does not, in and of itself, constitute a countable athletically related activity. Therefore, it is permissible for an institution's coaching staff member who owns or operates a local sports club or organization to employ a student-athlete, who is a member of his or her team, in the club or organization outside the institution's playing
season, provided no countable athletically related activities occur as a result of the employment. [3/10/04 Staff Interp.]

**Employment as a Coach**
A student-athlete may serve as a coach at a two-year college, high school, preparatory school, grade school or sports club, provided he or she does not recruit prospective student-athletes while serving in that capacity. [11/12/03 Staff Interp.]

**Athletics Equipment Sales**
You may not be employed to sell equipment related to your sport if your name, picture or athletics reputation is used to advertise or promote the product, the job or the employer. If your name, picture or athletics reputation is not used for advertising or promotion, you may be employed in a legitimate sales position, provided you are reimbursed at an hourly rate or set salary in the same manner as any nonathlete salesperson.

**Goodwill Tour Commissions**
A student-athlete representing MSU in a goodwill tour during summer months, in conjunction with the tour, may sell such items as jackets, blazers or similar institutional promotional items to booster groups or other friends of the institution on a salary, but not a commission, basis.