

NEPOTISM

Policy Number: H.01.06

SCOPE

All employees.

PURPOSE

To define the working relationship between employees related by blood or marriage.

POLICY/PROCEDURE

No person will be employed at the University who is related by blood or marriage within a second degree of kindred to his/her immediate supervisor. Exceptions to this policy may be made only at the discretion of the Board of Directors.

In order to avoid possible conflicts of interest or even the appearance of nepotism:

1. a faculty member may not serve as an advisor, thesis director, independent study director, internship supervisor or comprehensive examination evaluator for a close relative by blood, marriage or law (spouse, child, parent, sibling, guardian), without written authorization from the Vice President for Academic Affairs;
2. a faculty member may not accept into his/her classes such a close relative without written authorization from the Vice President for Academic Affairs, who will establish appropriate safeguards for protecting the integrity of the student/professor relationship.

APPROVED: Dr. Robert Ivany

Date of Original Formation: 9/1/2010

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Effective Date: