

February 21, 2024

Employment of Members of the Same Family

- X.1. The administration shall not impose restrictions on the concurrent employment of members of the same immediate family except as outlined herein.
- X.2. One immediate family member shall not supervise another or be in the supervisory line. No individual shall be assigned to a department or a unit under the direct or indirect supervision of an immediate family member. An agreement regarding alternative supervision must be reached as part of the terms of the appointment designating the position to which the individual will report. This agreement is subject to the approval of the Dean. If the individual is an immediate family member of the Dean, then the agreement is subject to the approval of the Provost or the President, as applicable. Supervision includes the awarding of any benefits (e.g., promotion, retention, salary, leaves of absence, etc.).
- X.3. Each immediate family member must be judged on their own merits and shall not be prejudiced (favorably or unfavorably) by the employment of another immediate family member or by their activities, status, rank, or position.
- X.4. Each immediate family member must conduct themselves in accordance with all applicable state ethics laws and University ethics policies (See the policy “Conflicts of Interest/Commitment”).
- X.5. Immediate family members shall not:
- X.5.1. Participate in searches or initial appointment decisions if an immediate family member is a candidate for the position;
 - X.5.2. Authorize, vote upon, discuss, deliberate, recommend, or otherwise use the authority or influence of his or her position, formally or informally, to secure the employment, retention, promotion, or tenure of an immediate family member, or to approve payment to an immediate family member for services rendered in their public employment.

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38 X.6. This provision does not prohibit immediate family members from providing requested
39 factual information regarding the immediate family member's work-related activities
40 (e.g., spouses who are co-authors on research or scholarly papers may provide factual
41 information on the nature of the co-authorship and contributions of each for evaluation,
42 promotion, and/or tenure purposes).

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44 X.7. For the purpose of this article, "immediate family" includes the following relatives,
45 regardless of where they reside: spouse or domestic partner; children; siblings; parents;
46 grandparents; and grandchildren.