

05.300 Nepotism

05.301 Relatives of the Chancellor or President. The Chancellor or the President of an Institution may not appoint, confirm the appointment of, or vote for the appointment or confirmation of an individual to a position that is to be directly or indirectly compensated from public funds if the individual is related to the Chancellor or President within a prohibited degree prescribed in Regents Rule 05.304.

05.302 Other System Administration and Institution Employees. The System Administration and each Institution shall adopt policies that prohibit an employee from approving, recommending, or otherwise acting with regard to the appointment, reappointment, hiring, promotion, salary, or supervision of any person related to the employee within a prohibited degree prescribed in Regents Rule 05.304. This provision also includes individuals hired as private contractors.

1. If the appointment, reappointment, reclassification, or promotion of an employee places the employee under an administrative supervisor who is related within a prohibited degree, all subsequent personnel and compensation actions affecting the employee shall become the responsibility of the next higher administrative supervisor.
2. If the appointment, reappointment, reclassification, or promotion of an employee makes the employee an administrative supervisor over an employee who is related within a prohibited degree, all subsequent personnel and compensation actions affecting the subordinate employee shall become the responsibility of the next higher administrative supervisor.
3. The provisions of Regents Rules 05.302.1 and 05.302.2 shall apply to situations where two employees marry and one spouse is the administrative supervisor of the other.

4. An individual who is hired or appointed in violation of this Regents Rule will be removed from his or her position.

05.303 Exceptions.

1. System Administration. The Chancellor has the authority to make exceptions to Regents Rule 05.302 for System Administration appointments, reappointments, hires, promotions, or transfers.
2. Institutions. The President has the authority to make exceptions to Regents Rule 05.302 for Institution appointments, reappointments, hires, promotions, or transfers.
3. Personal Attendants. Regents Rule 05.300 does not apply to the appointment or employment of a personal attendant to a member of the Board, the Chancellor, or a President who, because of physical infirmities, is required to have a personal attendant.

05.304 Prohibited Degrees of Consanguinity and Affinity.

1. The following are relatives within the third degree of consanguinity (blood):

Parent
Child
Brother
Sister
Grandparent
Grandchild
Great-grandparent
Great-grandchild
Aunt (sister of parent)
Uncle (brother of parent)
Nephew (son of brother or sister)
Niece (daughter of brother or sister)

2. The following are relatives within the second degree of affinity (marriage):

- Spouse
- Spouse's child
- Spouse's parents
- Spouse's brother or sister
- Spouse's grandparent
- Spouse's grandchild
- Child's spouse
- Parent's spouse
- Brother-in-law or sister-in-law
- Grandparent's spouse
- Grandchild's spouse

Adopted: November 15, 2007
Effective: November 15, 2007
Revised: