

Employment of Relatives (Nepotism)

Summary

The university's policy position on nepotism, or the employment of relatives, at Columbus State University.

Purpose

To provide guidance on addressing nepotism at Columbus State University.

Policy

The basic criteria for appointment and promotion at Columbus State University shall be appropriate qualifications and performance as set forth in the policies of the Board of Regents. Relationship by family or marriage shall constitute neither an advantage nor a disadvantage.

No individual shall be employed in a department or unit which will result in the existence of a subordinate-superior relationship between such individual and any relative of such individual through any line of authority. As used herein, line of authority shall mean authority extending vertically through one or more organizational levels of supervision or management. Exceptions to this clause are:

- A. temporary or part-time employment of children under age 25; or
- B. any individual employed as of February 14, 1990, at any institution where a relative of such individual then holds a superior position at least one level of supervision removed from such individual in any line of authority; or
- C. exceptions approved by the Board of Regents upon recommendation of the Chancellor as being clearly in the best interest of the Institution and the University System.

For the purpose of this policy, relatives are defined as husbands and wives, parents and children, brothers, sisters, and any in-law of any of the forgoing.

Related USG Policy

BOR 8.2.3

Last Update

6/30/18

Responsible Authority

CSU Human Resources