6-704 Hiring of Relatives

Revision Dates

11/19/2026, 12/4/1987 (adopted)

A. Persons related to each other may be employed at a university, except that no employee of a university may employ, direct the employment, promote, or direct the promotion, supervise the work, evaluate the performance, or influence the compensation of any person related to the employee within the third degree, or work for, arrange, suggest or be a party to the employment, or promotion of any person in consideration of the appointment or promotion of a person related to the employee within the third degree.

B. Persons related to each other may be employed in the same department or other comparable administrative unit except when:

1. An employee is responsible for making decisions in personnel matters involving the appointment, retention or salary level of any person related to the employee within the third degree.

2. An employee is responsible for supervising, evaluating, or auditing the work of any person related to the employee within the third degree.

3. Other circumstances exist which place an employee in a situation of actual or reasonable conflict between the interests of the university and that of any person related to the employee within the third degree.

C. An employee can be related to a person within the third degree either by affinity or consanguinity. Relationships to the third degree include: parents, parents-in-law, brother, sister, spouse, son, daughter, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, great-grandparents, grandchildren, great-grandchildren, aunt, uncle, niece, and nephew.

Policy History

12/4/1987 Approved by the Board on second reading.

11/19/2026 Policy revision approved by the Board on second reading.

Related Information