



## MEMORANDUM

To: Sue Ott Rowlands, Provost and Vice President for Academic Affairs  
From: Matthew Zacate, Faculty Senate President  
Re: Changes to section 16.10 of the Faculty Handbook (Nepotism) as recommended by the Faculty Senate at its meeting of January 28, 2019  
Date: January 31, ~~2018~~ 2019 *mz*

---

During the course of discussion in the Professional Concerns Committee (PCC) about the policy on consensual relationships in the Faculty Handbook, it became clear to members of the PCC that section 16.10 of the Faculty Handbook, which addresses nepotism, should be expanded to address the possibility that a faculty member could be in a position to evaluate academically a relative. As a result, the PCC voted to recommend changing the existing policy primarily to include a new paragraph.

The policy change recommended by the PCC was first presented to the senate at its meeting of December 14, 2018, with the request that senators share it with colleagues in the departments and colleges they represent and solicit their feedback. The policy was discussed again at the January 28, 2019 meeting of the Faculty Senate. There was interest expressed in including restrictions on relationships that come about from domestic partnerships; however, there was concern that doing so might not be compatible with applicable legal definition of nepotism. As such, a new section might be proposed in future to address the domestic partnership question. For now, the policy change recommended by the PCC was approved by the senate.

This memo concludes with the Faculty Senate's recommendation for how section 16.10 of the Faculty Handbook will appear with the proposed changes. There are three changes: (1) the words "based on merit and not according" to replace the words "without regard" in the second sentence; (2) the parenthetical reference to section 16.9 removed because it will be outdated if a parallel recommendation to change 16.9 is adopted, and (3) additional of a second paragraph. John Farrar and I are available to meet with you if you have any questions about the proposed policy change.

[[Begin proposed nepotism policy, after all proposed changes]]

### 16.10 NEPOTISM



Northern Kentucky University seeks to employ or promote the best-qualified person for a position. Therefore, decisions on selection, salary, promotion, and all matters pertaining to faculty employment will be made based on merit and not according to the relationship of an applicant or one employee of the University to another or the relationship of an applicant or employee to a member of the Board of Regents. No person shall be employed or promoted to a faculty position if the result would be that a head of an administrative unit and a member of his/her immediate family by blood or marriage would be members of the same administrative unit; in the University's best interest, however, exceptions may be made to this policy upon the recommendation of a majority of the members of the administrative unit, subject to approval by the provost and the consent of the president. Relatives by blood or marriage include parents, children, grandchildren, spouses, siblings, aunts, uncles, nieces, nephews, and in-laws and step relatives in these same relationships.

Faculty members should avoid situations that place them into a position to academically evaluate relatives by blood or marriage, such as in a class or laboratory. The faculty member must inform their supervisor of the circumstance, and the supervisor and faculty member should work together to arrange for different evaluation of the family member. This may involve placement into another class or laboratory section, pairing with another thesis advisor, or having another faculty member evaluate the students work.

[[End proposed nepotism policy]]