

ASU System Policy

Effective Date: May 15, 2009

Subject: Nepotism

Category: Recruitment & Appointment 2.01

1. Purpose

The Arkansas State University System must avoid potential or perceived conflicts of interest that may arise when an employee participates, formally or informally, in decisions to hire, retain, promote, or determine the salary of a related person.

2. Arkansas State University System Nepotism Policy

No employee will have any direct or indirect supervision or direction over any employee to whom they are related by marriage or blood. No employee will participate in any peer judgment or administrative review of any employee to whom they are related by blood or marriage.

3. Exception

In some extraordinary and narrowly limited circumstances, it may be in the best interest of the ASU System to allow an employee to hold a supervisory position notwithstanding the concurrent employment of a spouse or relative. In such cases, appointment to such a position is only available upon the prior recommendation of the president of the ASU System and approval of the Board of Trustees. In such cases, with input from others within the unit, the campus chancellor and the administrative head of the service area shall develop written procedures to protect the employees involved, and the ASU System, from the appearance of bias, prejudice, or favoritism.

(Adopted by the Arkansas State University Board of Trustees on May 15, 2009, Resolution 09-27, supercedes the Nepotism Policy of February 16, 1995.)