

Nepotism

**University Policy #5030**

**Section 1. Policy Statement**

No individual shall be employed in a department or unit at Metropolitan State University under the supervision of an immediate family member who has or may have a direct effect on the individual's progress, performance, or welfare. This employment restriction applies to all classes of employment (faculty, staff, and administrators) and to all employment conditions (temporary, unlimited, seasonal, or emergency).

**Section 2. Authority**

This policy is consistent with Minnesota Statute Section 43A.38, Subdivision 5 and issued pursuant to the authority granted under Minnesota Statute Section 136F.06 Subdivision 2.

**Section 3. Effective Date**

This policy shall become effective upon the signature of the President and shall remain in effect until expressly revoked.

**Section 4. Responsibility**

The responsibility for implementing this regulation is assigned to the Director of Human Resources.

**Section 5. Definitions**

For the purpose of this policy, immediate family shall be defined as wife, husband, child, parent, grandparent, grandchild, brother, sister, daughter-in-law, son-in-law, brother-in-law, sister-in-law, guardian, ward, stepfather, stepmother, stepdaughter, stepson, or persons bearing the same relationships to the spouse. Cohabitants and significant others, while not included in the definition of "immediate family," are subject to the restrictions outlined in this policy.

**Section 6. Exceptions**

Any exception to this policy requires approval from the President of Metropolitan State University.

**Section 7. Review**

This regulation will be reviewed and modified as appropriate.

**Section 8. Signatures**

Issued on the 1<sup>st</sup> day of August, 2002.

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Human Resources Director, Janice Anderson

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President, Wilson G. Bradshaw, Ph.D.

LSH/nct/03/15/01