

Summary OF NIU Nepotism Policy Statements

The University Affairs subcommittee recommends the following changes to each of the nepotism policy statements.

<http://www.niu.edu/board/regs/sectionII.shtml>

Regulations of the Board of Trustees: Policy for Faculty and Administrative Employees. (This policy is also repeated in the Supporting Staff Handbook.)

SECTION II. FACULTY AND ADMINISTRATIVE EMPLOYEES

Subsection A. Appointments

8. Family relationships

Faculty and administrative employees are selected for employment and promotion without regard to relationship by blood or marriage in accordance with appropriate qualifications for the performance of specified duties. However, no individual shall ~~initiate or~~ participate in personnel decisions involving ~~initial~~ employment, retention, promotion, salary, leave of absence or other direct benefit to an individual employee who is a member of the same immediate family or immediate household. Immediate family includes an employee's spouse, parents, brothers, sisters, and children.

<http://www.niu.edu/board/regs/sectionIII.shtml>

Regulations of the Board of Trustees: Policy for Civil Service Employees. (This policy is also repeated in the Operating Staff Handbook.)

SECTION III. CIVIL SERVICE EMPLOYEES

Subsection A. Appointments

5. Family relationships

Civil Service employees are selected for employment and promotion without regard to relationship by blood or marriage in accordance with appropriate qualifications for the performance of specified duties. However, no individual shall ~~initiate or participate~~ in personnel decisions involving ~~initial~~ employment, retention, promotion, salary, leave of absence or other direct benefit to an individual employee who is a member of the same immediate family or

immediate household. Immediate family includes an employee's spouse, parents, brothers, sisters, and children.

Both statements are summarized in the Human Resources Document, **“Employee Conduct, Accountability, and Ethics in the Workplace: A Reference Guide for the Faculty and Staff of Northern Illinois University”** in the **“Conflicts of Interest”** - “Section D Family Relationships.”

Pursuant to NIU Board of Trustees Regulations, all employees are selected for employment and promotion without regard to relationship by blood or marriage in accordance with appropriate qualifications for the performance of specified duties. However, no individual shall ~~initiate or~~ participate in personnel decisions involving ~~initial~~ employment, retention, promotion, salary, leave of absence or other direct benefit to an individual employee who is a member of the same immediate family or immediate household. Immediate family includes an employee's spouse, parents, brothers, sisters, and children.

<http://www.hr.niu.edu/resources/files/student%20employment%20policy.pdf>

Students are regulated by the documents from Human Resources for Student Employees, Student Employment Policies II.M). Northern Illinois (NIU)’s policy for the employment of relatives is the same for student employees as it is for all other university employees.

Employees are selected for employment and promotion without regard to relationship by blood or marriage in accordance with appropriate qualifications for the performance of specified duties. However, no individual shall ~~initiate or~~ participate in personnel decisions involving ~~initial~~ employment, retention, promotion, salary, leave of absence or other direct benefit to an individual employee who is a member of the same immediate family or immediate household. Immediate family includes an employee's spouse, parents, brothers, sisters, and children.

LINKS to OTHER UNIVERSITIES' NEPOTISM POLICIES

A number of the following university's nepotism policies were examined for comparison purposes.

MID-AMERICAN CONFERENCE UNIVERSITIES

[WESTERN MICHIGAN UNIVERSITY](#)

[BALL STATE UNIVERSITY](#)

[UNIVERSITY OF AKRON](#)

[CENTRAL MICHIGAN UNIVERSITY](#)

[MARSHALL UNIVERSITY](#)

[UNIVERSITY OF TOLEDO](#)

[OHIO UNIVERSITY](#)

[KENT STATE UNIVERSITY](#)

[NORTHERN ILLINOIS UNIVERSITY](#)

ILLINOIS UNIVERSITIES

[UNIVERSITY OF ILLINOIS –URBANACHAMPAIGN](#)

[UNIVERSITY OF ILLINOIS AT CHICAGO](#)

[SOUTHERN UNIVERSITY- CARBONDALE](#)

[WESTERN ILLINOIS UNIVERSITY](#)

[SOUTHERN UNIVERSITY EDWARDSVILLE](#)

OTHER

[UNIVERSITY OF NEVADA - RENO](#)

[TEXAS A&M UNIVERSITY](#)

[UNIVERSITY OF ALABAMA](#)

[SUNY BINGHAMTON](#)

NORTH CAROLINA STATE UNIVERSITY

UNIVERSITY OF NEW HAMPSHIRE

COLLEGE OF WILLIAM AND MARY

IOWA STATE UNIVERSITY

UNIVERSITY OF OKLAHOMA

UNIVERSITY OF SOUTH CAROLINA

COLORADO STATE UNIVERSITY

CLEMSON UNIVERSITY

AUBURN UNIVERSITY

UNIVERSITY OF KENTUCKY

UNIVERSITY OF ARKANAS

UNIVERSITY OF RHODE ISLAND

UNIVERSITY OF WYOMING

WASHINGTON STATE UNIVERSITY

KANSAS STATE UNIVERSITY

UNIVERSITY OF MISSOURI

UNIVERSITY OF MAINE ORONO

NORTH DAKOTA STATE UNIVERSITY

UNIVERSITY OF NORTH DAKOTA

NEW MEXICO STATE UNIVERSITY

UNIVERSITY OF MONTANA