

**MORGAN STATE UNIVERSITY
POLICY ON EMPLOYMENT
OF MEMBERS OF THE SAME FAMILY (NEPOTISM)**

- I. **Purpose and Applicability.** To establish a policy for permitting members of the same family to be employed at Morgan State University within the guidelines set forth in this policy.
- II. **General.** Members of the same family are eligible for employment at Morgan State University. However, a supervisor-subordinate relationship shall not exist between family members nor shall one member of a family assume for the other the role of advocate or judge with respect to conditions of employment or promotion.
- III. **Definition of a Family Member.** For purposes of this policy, "family member" means spouse, children, parent of employee or employee's spouse, brother, sister of employee or spouse, grandparent or grandchild of employee or employee's spouse, aunt or uncle of employee or employee's spouse, nephew or niece of employee or employee's spouse, brother-in-law and sister-in-law of employee or employee's spouse, son-in-law or daughter-in-law of employee or employee's spouse.

The definition of "family member" includes persons who share the same regular and permanent residence or household where one person is financially dependent on the other or where the persons are financially responsible for each other's well being and debts to third parties. Evidence of joint responsibilities may include: a) a joint mortgage or joint tenancy on a residential lease; b) joint bank accounts; c) joint liabilities, e.g., credit cards or car loans; d) joint ownership of significant property, e.g., cars; e) durable property or health care powers of attorney; f) naming each other as primary beneficiaries in wills, life insurance or retirement annuities; or written agreements or contracts sharing mutual support obligations or joint asset ownership.
- IV. **Family Members Recommended to Work for the Same Supervisor.** When members of the same family are recommended to work for the same supervisor, the arrangement shall be approved in advance by the President or the President's designee. No appointment of a family member may be made without such prior approval.
- V. **Development of a Supervisor/Subordinate Relationship after Employment.** If a supervisor/subordinate relationship between family members develops during employment, family members must notify the University Director of Human Resources in writing immediately. The institution shall take immediate action to ensure that the supervisor-subordinate relationship is terminated; such action may include transfer, reassignment or removal of one or more family members.
- VI. This policy does not apply to appointments and promotions made, or to family relationships, which existed prior to the effective date of this policy.