

JAMES A. RHODES STATE COLLEGE
HUMAN RESOURCES POLICY STATEMENT

This policy and/or procedure provides operating principles for Human Resources issues at James A. Rhodes State College. It supersedes any prior policy covering the specific subject. This policy and/or procedure may be suspended, modified or cancelled as determined by the College. This policy and/or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.

This policy and/or procedure is provided on-line for the convenience of access for College employees. The original policy will be the governing copy and is on file in Human Resources.

(Specific Policy Follows on Next Page)

NEPOTISM

Policy 5.3
BOT 5-16-95

Applies to: Faculty and Staff

Policy

The basic criteria for appointment of all college faculty and staff shall be appropriate qualifications and demonstrated performance. Relationship by family or marriage shall constitute neither an advantage nor a deterrent to appointment in the college provided the individual meets and fulfills the position qualifications and requirements. It is not the intent of this policy to encourage the employment of relatives but rather to re-emphasize the concept that the selection of personnel shall be solely on the basis of qualifications and past performance.

Policy Guidelines

1. The appointment of relatives or spouses may be made provided that an appropriate position is open and that the salary and other prerequisites are in accordance with the responsibility of the position and the experience and achievements of the appointee.
2. No supervisor shall initiate nor participate in any institutional decisions involving direct benefit (initial appointment, retention, promotion, salary, leave of absence, grievance adjustment, etc.) to his/her relative or spouse.