

COORDINATED BY: *Business Affairs*EFFECTIVE: *October 25, 1978*

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REVISED: *July 15, 1997*

SUBJECT: *Nepotism*

I. PURPOSE

To state the campus policy on nepotism. This policy shall apply to all forms of employment: regular full-time employment, regular part-time employment, temporary full-time employment, temporary part-time employment, etc., and will apply to all employees, including student workers.

II. DEFINITIONS

- A. *Anti-Nepotism regulations* are policies which prohibit an institution or organization from hiring members of the same family.
- B. *Immediate family* as the term relates to a public employee means children, the spouses of the children, brothers, sisters, parents, spouse, and the parents of the spouse.
- C. *Agency* means a department, office, division, agency, commission, board, committee, or other organizational unit of a government entity. (Ex.: College, Division, Department)
- D. *Agency head* means the chief executive or administrative officer of any agency as defined above or any member of a board or commission who exercises supervision over the agency. (Ex.: Chancellor, Vice Chancellor, Dean, Director, Chair)

III. POLICY

In accordance with the University's policy to recruit and employ the best qualified individuals to fill vacant positions, all applications are accepted under the guidelines of its Affirmative Action and Equal Employment Opportunity Programs which require complete impartiality. In keeping with the spirit of these commitments, the University does not exclude employment applications from persons related to its employees by blood

or marriage and does not have an anti-nepotism policy that would prohibit the consideration of these individuals for employment, except in the case of a supervisor-employee relationship.

In response to a mandate by the Louisiana Constitution of 1974, the Louisiana Legislature enacted a Code of Governmental Ethics for elected officials and public employees of the State and its

political subdivisions. As a result, the 1979 Louisiana Legislature enacted, and the Governor signed into law, Act No. 443 which provides that “no member of the immediate family of an agency head shall be employed in his agency” and “no member of the immediate family of a governing authority or the chief executive of a governmental entity shall be employed by the governmental entity.”

An example of how this policy is viewed by LSU-Shreveport and more particularly by the LSU System, is as follows:

1. *No member of the immediate family of the President of the University System or of a member of the Board of Supervisors could be employed in any segment of the LSU System.*
2. *No member of the immediate family of the Chancellor of a campus could be employed in any unit of that campus.*
3. *No member of the immediate family of a Dean could be employed within the College of which he/she is Dean.*
4. *No member of the immediate family of a Department Head or Department Chair could be employed within the department of which he/she is Head or Chair.*

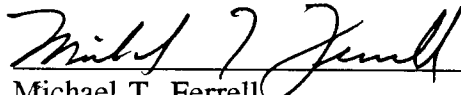
The provisions of this policy shall not prohibit the continued employment of any public employee nor shall it be construed to hinder, alter, or in any way affect normal promotional advancements for such public employee where a member of the public employee's immediate family becomes the agency head of such public employee's agency, provided that such public employee has been employed in the agency for a period of at least one year prior to the member of the public employee's immediate family becoming the agency head.

Any person serving as an LSU System employee on April 1, 1980, whose employment otherwise would have been in violation of this policy, may continue in such employment and the provisions of this section shall not be construed to hinder, alter, or in any way affect normal promotional advancement in public employment for such employees.

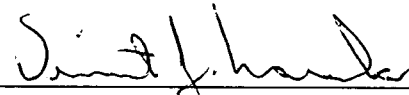
Exceptions to the restrictions outlined in this policy are not permitted. However, employees of an agency who marry may continue to work in that agency even though one of the employees is the agency head, provided that the supervising spouse avoids participating in transactions in which the subordinate spouse has a substantial economic interest.

Reference: Section 2-13, Bylaws and Regulations, LSU Board of Supervisors, Revised July 11, 1997

APPROVED:



Michael T. Ferrell
Vice Chancellor for Business Affairs



Vincent J. Marsala
Chancellor

8-13-97
Date

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