April 2, 2018

To:       Dean Van Galen, Chancellor
           116 North Hall
           University of Wisconsin – River Falls

From:    Mialisa Moline, Chair
           Faculty Senate
           University of Wisconsin – River Falls

Re:       UWRF Faculty Senate Motion 2017-18/101

The following motion was approved with 15 in favor, 5 opposed, and 1 abstention by the Faculty Senate on March 21, 2018:

Motion from Faculty Welfare and Personnel Policies Committee (Doug Margolis, Chair) to approve the following changes to 8.12 Nepotism:

Remove current language under 8.12 Nepotism
Chapter VIII: UWS and UWRF Policies
8.12 Nepotism
The University's nepotism policy precludes individuals from evaluating the work or academic performance of relatives, family members and/or spouses and from making hiring, salary or similar financial decisions concerning such persons. See UWS 8.03(3) and UWS 8.02(9).

Replace with new language below in same location:
8.12 Nepotism
The purpose of this policy on nepotism is to provide guidance on the avoidance of activities that cause, or tend to cause, conflicts between employees' personal interests and their public responsibilities. Faculty, academic staff, and limited appointees (other than state public officials) remain subject to Wisconsin Administrative Code, Chapter UWS 8. University Staff are subject to a code that is set forth in Section III of RPD 20-22. State public officials remain subject to subchapter III of Wis. Stats. Chapter 19.
• No employee may participate, formally or informally, in the decision to hire, retain, grant tenure to, promote or determine the salary of a member of his or her immediate family.

• No employee may, in the supervision or management of another employee who is a member of his or her immediate family, give preferential or favored treatment.

"Immediate family" means: an employee’s spouse; and any person who receives, directly or indirectly, more than one half of his or her support from an employee or from whom an employee receives, directly or indirectly, more than one half of his or her support.

☑ Approved

☐ Disapproved

Dean Van Galen, Chancellor

Date: 4/3/16