

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 14, 2011

REGULATION TITLE:
Employment of Related Persons

REGULATION NO.:
1.009

SUMMARY: The amendments to this regulation clarify the requirement that employment of a related person which involves a conflict of interest is prohibited except when such an arrangement is approved in writing by the dean or director and the Provost and/or Vice President for Human Resource Services. The definition of “related person” is clarified and includes grandchildren as well as someone with the same legal residence as the employee.

AUTHORITY: BOG Regulation 1.001

COMMENTS CONCERNING THE PROPOSED REGULATION SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW. The comments must identify the regulation you are commenting on.

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION IS: Rebecca J. Holt, Administrative Assistant, 123 Tigert Hall, Post Office Box 113125, University of Florida, Gainesville, Florida 32611, 352-392-1358 office, 352-392-4387 facsimile, regulations@ufl.edu.

NAME OF PERSON WHO APPROVED THE PROPOSED REGULATION: Paula Fussell, Vice President for Human Resource Services

THE FULL TEXT OF THE PROPOSED REGULATION IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

~~6C1~~-1.009 Employment of Relatives.

(1) Employment of a Supervisory Employee and a Related Persons in a single organizational unit or in job-related organizational units, where such employment involves a conflict of interest, actual or potential, is prohibited except when approved under the provisions of this regulation.

(2) A “Supervisory Employee” is a University of Florida employee or public officer who ~~such as where the employee~~ has or could have direct or indirect administrative, evaluative, or decision-making authority over the Related Person or ~~where the whose~~ decisions or actions of such employee may affect the evaluation or compensation of, or other University decisions or actions concerning, a Related Person. ~~such other person, is discouraged, except where the employment of a related person becomes necessary due to a shortage of qualified personnel. No such related person shall be employed unless his or her employment shall have been~~

~~(3) Relatives or~~ A “Related Person” means an individuals who ~~is~~ are related to the Supervisory Employee, the Supervisory Employee’s spouse, or the Supervisory Employee’s domestic partner as father, mother, son, daughter, grandson, granddaughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepgrandson, stepgranddaughter, stepbrother, stepsister, half brother, or half sister; ~~or the child or stepchild, parent, brother or half brother, sister or half sister of a domestic partner,~~ or a person having the same legal residence as the Supervisory Employee.

(4) The employment of a Related Person and/or a Supervisory Employee must be specifically individually approved in writing by the Dean of the college in which the Related Person individual is to be employed and the Provost; or, for non-academic units, the Director of the unit and the Vice President for Human Resource Services. Conditions may be imposed on such employment. If ~~the~~ the prospective employee Related Person is a relative of the Dean or Director, the Provost or Vice President for Human Resource Services, as applicable, must approve the employment and any conditions placed on the employment. Requests for approval should be submitted through the appropriate administrative channels prior to the offer of employment to the Related Person or Supervisory Employee or prior to the time that a current University of Florida employee will become a Related Person or Supervisory Employee under this regulation. ~~A person employed under this policy will have the same rights and privileges as any other University employee.~~

~~Specific~~ Authority: BOG Regulation 1.001, ~~Resolution dated January 7, 2003~~

History--New 3-26-80, Formerly 6C1-7.40, Amended 3-6-85, Formerly 6C1-1.09, Amended 5-22-01, 3-30-07, Formerly 6C1-1.009, Amended _____.