

To: Senate Colleagues
FROM: Darrell Mullins

Associate Provost Tardiff asked for senate feedback on the USM policy on hiring members of the same family. That policy reads as follows:

"SU avoids direct supervisory relationships involving supervisors and family members. In the event that family members are employed in the same department, all supervisory duties, including those related to employee direction and evaluation (e.g., class scheduling, annual evaluations, tenure, promotion, raises, etc.), will be performed by an appropriate non-family member within the Department or School, as designated by the Dean. Such arrangements also shall be approved in writing by the Provost."

I received the response below from the Faculty Welfare Committee:

FWC met yesterday and finalized a paragraph that we like better than the original one proposed below. We propose adding a third paragraph to the appropriate section of the Faculty Handbook (page 52) that reads:

3. In the event that family members are employed in the same department and one of them is in a supervisory position, all supervisory duties will be performed by an appropriate non-family member within the Department or School, as designated by the Dean and approved in writing by the Provost. Supervisory activities include, but are not limited to, class scheduling, raises and salary adjustments, annual evaluations, tenure and promotion decisions, and review of sabbatical and leave requests.

If this is approved, please note that the paragraph ABOVE paragraph one in the faculty handbook will have to be changed to read:

In the matter of employment of members of the same family to the faculty, Salisbury University operates under BOR II - 5.00 UNIVERSITY SYSTEM OF MARYLAND POLICY ON FACULTY EMPLOYMENT OF MEMBERS OF THE SAME FAMILY which is reproduced in paragraphs 1 and 2 below.

That is REPLACE full with paragraphs 1 and 2

I am a little confused by the end of the message above—I wonder if perhaps some of the email that came to me on this got chopped somehow. As such I am asking Kashi Khazeh, who is the designated senator to FWC, to be prepared to clarify if need be.