

**UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY**

Policy Number: 514

Subject: Nepotism

Date Adopted: 06/98 Revised: 12/12

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The university will comply with all applicable laws regarding nepotism.

In addition, the University of Central Arkansas acknowledges that a potential conflict of interest may exist when relatives are employed by the university. In order to avoid a conflict of interest, relatives shall not vote, make recommendations, or in any way participate in decisions about any personnel matter which may directly affect the selection, appointment, retention, tenure, compensation, promotion, termination, other employment status or interest of a relative. For the purposes of this policy, “relative” is defined as husband, wife, mother, father, stepmother, stepfather, mother-in-law, father-in-law, son, daughter, sister, brother, stepsister, stepbrother, half-sister, half-brother, sister-in-law, brother-in-law, stepdaughter, stepson, daughter-in-law, son-in-law, aunt, uncle, first cousin, niece or nephew.