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NU-BOR-Bylaws-3.2.1

NU Board of Regents

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3.2 **Authority to Create Salary Obligations.** The Board shall appoint the President and approve any contract for the services of the President. Appointments to the positions of Provost, Chancellor and Vice President shall be made by the President, subject to approval by the Board. Appointments to the positions of Vice Chancellor, Dean, and equivalent ranks, shall be made by the President, or by an administrative officer designated in writing by the President, subject to approval by the Board. The President, administrative officers designated in writing by the President, shall make all other appointments to and approve all other contracts for services of the academic-administrative staff. Quarterly reports of all appointments of administrative officers to the academic-administrative staff and faculty appointments at the rank of assistant professor or above, including type and length of appointments and salary obligations approved, shall be made to the Board and maintained on a file as a public record in the Office of the Corporation Secretary. The Board delegates authority for appointment of other professional staff and the office and service staff to the President or the Chancellors or their authorized representatives, as appropriate.

History: Amended, 59 BRUN 220-221 (10 Dec. 1994)
Amended, 49 BRUN 300 (16 June 1984) Amended, 42 BRUN 152 (10 Nov. 1978)

3.2.1 **Evaluation of Senior Administrative Officers; Removal from Office.** The professional performance of each administrative officer at the rank of Dean or equivalent rank, Vice Chancellor, Vice President, Chancellor and Provost shall be evaluated at least annually by their supervising administrative officer as determined by the President. The President, or the supervising administrative officer designated by the President, shall have authority to remove from office an administrative officer of the rank of Dean or equivalent rank, Vice Chancellor, Vice President, Chancellor or Provost in accordance with the procedures required by Section 4.4.1 of these *Bylaws*.

History: Added, 59 BRUN 214, 221 (10 Dec. 1994)

3.2.2 **Nepotism.** Subject to the powers vested in the Board, and consistent with the provisions of Neb. Rev. Stat. 49-14, 1401, the following shall constitute the Policy of the University prohibiting nepotism.

3.2.2.1 Except as authorized in section 3.2.2.4 of these By-Laws, an official or employee in the University shall not engage in nepotism.

3.2.2.2 For purposes of section 3.2.2 of these By-Laws: (a) Family member means an individual who is the spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption, of a University official or employee; (b) Nepotism means the act of hiring, promoting, or advancing a family member in the University or recommending the hiring, promotion, or advancement of a family member in the University, including initial appointment and transfer to other positions in the University; and (c) Supervisor means an individual having authority, in the interest of the University, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees, responsibility to direct them or to adjust their grievances, or effectively to recommend any such action, if the exercise of such authority is not merely of a routine or clerical nature but requires the use of independent judgment.

3.2.2.3 In addition to the other penalties provided by law, any University employee violating the provisions above may be subject to disciplinary action.

3.2.2.4 (a) The President or the cognizant Chancellor may, upon a written showing of good cause, grant an exception to section 3.2.2.1 of these By-Laws. The written showing of good cause