



Spouses and Relatives as Students # 320.093

INITIAL EFFECTIVE DATE: January 4, 2016	LAST REVISION DATE: August 5, 2024	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT Office of the Provost Planning and Finance
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POLICY STATEMENT

To avoid any potential conflict of interest, primary instructors are encouraged to avoid instances where their family members become their students. In the case of courses, students should be directed to equivalent courses taught by colleagues. If no other equivalent course is available, primary instructors are to inform their Chairperson and Dean in writing that a nepotism conflict exists. This extends to serving as the student’s advisor, member or chair of the program of studies, thesis or dissertation committee.

In those cases where coursework is not available from any other instructor, primary instructors are expected to abide by the following guidelines to ensure objectivity in teaching and grading. When possible, a faculty member or credentialed proxy should be responsible for grading class written assignments, quizzes, and exams; class assignments should be consistent for all students in the class; faculty member or credentialed proxy should not be the student advisor nor a member nor chair of the program of studies, thesis or dissertation committee.

SCOPE

This policy applies to all primary instructors and/or the student’s advisor, member or chair of the program of studies, thesis or dissertation committee.

REASON FOR POLICY

To avoid conflicts regarding students who are related to the primary instructor of record or as advisor, member or chair of the program of studies, thesis or dissertation committee in the same department or program of study.

DEFINITIONS

TERM	DEFINITIONS
Primary instructor	“Primary instructor” is defined as the instructor of record (i.e., instructor who teaches the course).

Family member	<p>“Family member” is defined as individuals related by blood, marriage, adoption [e.g. father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter- in- law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother or half-sister, Florida Statute Section 112.3135(1)(d)]; a person a public employee intends to marry, or with whom the public employee intends to form a household, or any other natural person having the same legal residence as the public employee, Florida Statute Section 112.312, Code of Ethics; domestic partnership, dating, or other personal relationship in which objectivity might be impaired. “Line of authority” is defined as authority extending vertically through one or more organizational levels of supervision or management.</p>
Faculty, faculty member, or faculty employee	<p>"Faculty," "faculty member," or "faculty employee" is defined as a member of the bargaining unit or any person listed as the instructor of record for a course.</p>
Credentialed proxy	<p>“Credentialed proxy” is defined as the credentialed instructor serving as the primary instructor’s representative.</p>

ROLES AND RESPONSIBILITIES

Primary instructors are to inform their Chairperson and Dean in writing when a nepotism conflict exists and abide by the expectations in the policy statement.

- RELATED RESOURCES**
- FIU Faculty Handbook

CONTACTS

Office of the Provost | Academic Affairs
 Barbara Manzano, Associate Vice Provost
 11200 S.W. 8th Street, PC 529
 Phone: 305-348-2168

HISTORY

Former Academic Affairs Policy 2.65.

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Review Dates (*review performed, no updates*): N/A

Revision Dates (*updates made to document*): August 5, 2024