November 6, 1992

EXECUTIVE VICE CHANCELLOR
DIRECTOR OF THE BUDGET
VICE CHANCELLOR -- ADMINISTRATION
VICE CHANCELLOR -- ENROLLMENT MANAGEMENT
VICE CHANCELLOR -- FACULTY RELATIONS & ACADEMIC SUPPORT
VICE CHANCELLOR -- RESEARCH
VICE CHANCELLOR -- STUDENT SERVICES
VICE CHANCELLOR -- UNIVERSITY RELATIONS & DEVELOPMENT
ASSOCIATE VICE CHANCELLOR -- COMPUTING & COMMUNICATIONS
DEAN -- COLLEGE OF ENGINEERING
DEAN -- COLLEGE OF HUMANITIES
DEAN -- COLLEGE OF NATURAL & AGRICULTURAL SCIENCES
DEAN -- GRADUATE SCHOOL OF MANAGEMENT
DEAN -- SCHOOL OF EDUCATION
DEAN -- UNIVERSITY EXTENSION

Authority to Appoint Near Relatives

Re: Authority to Appoint Near Relatives

Per Academic Personnel Policy 520, Management and Professional Program
Policy 21(E), Administrative & Professional Staff Program Policy 121.22,
and Staff Personnel Policy 211.26, the Chancellor has the authority to
approve the appointment of near relatives who are in the same department
or have a close working relationship with one another.

With this letter, I hereby redelegate this authority to you in your
respective areas of authority and fund sources. This authority is
effective immediately and may not be further redelegated. The only
exception to this authority is in regard to appointments involving your
own near relatives, which still require my approval.

Per policy, a near relative is defined as a spouse, parent, child, or
sibling, or any step-relative or in-law in these relationships. Please
note that when two employees who are in the same department (or who work closely with one another) become near relatives, your approval is also required for them to continue in that same working relationship.

This policy specifically applies to the following three situations:

a. When an employee is in a supervisory relationship with a near relative;
b. When an employee has the same immediate supervisor as a near relative; or
c. When an employee has a close working relationship with a near relative.

For additional information, please refer to the specific policies cited in the first paragraph.

Raymond L. Orbach
Chancellor

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cc: Secretary of The Regents
Associate Vice President -- Employee and Labor Relations
Special Assistant -- Coordination & Review
UCR Executive Officer -- Human Resources

UCR Personnel Manager

UCR Administrative Budget Office