

PR 13

Office of the President
June 24, 2003

Members, Board of Trustees:

WAIVER OF PART X OF THE GOVERNING REGULATIONS PERTAINING TO THE EMPLOYMENT OF RELATIVES IN THE CASE OF DR. SANDRA D'ANGELO

Recommendation: that the Board of Trustees authorize the employment of Dr. Sandra D'Angelo, wife of Provost Michael Nietzel, for two years pursuant to the provision contained in Governing Regulation X authorizing a waiver of the rules prohibiting employment of a relative of the Provost, Vice President, or Associate Vice President that officer's administrative area.

Background: Dr. Michael Nietzel was appointed as a faculty member at the University of Kentucky in the Department of Psychology in 1973. Sandra D'Angelo was appointed to the faculty of the University of Kentucky in 1990 in the College of Medicine, Department of Pediatrics, and she currently holds appointment in that Department's Clinical Title Series. Dr. Nietzel and Dr. D'Angelo were married on August 14, 1993. In November of 2003, Dr. Nietzel was appointed Provost of the University. On July 1, 2003, the conversion of the University to the Provost model will become operational.

The Governing Regulations state that "no relative of the Provost, or any Vice President, or any Associate Provost or Associate Vice President shall be employed in a position in that officer's administrative area." Waiver of this regulation is permitted for up to two years by the Board. The Regulations further state that the relative is not eligible for reappointment under the terms of any exception unless approval is given by the Board of Trustees. Finally, the Regulations prohibit an individual holding an appointment in a position over which a relative exercises supervisory or line authority.

With the adoption of the Provost model, Dr. D'Angelo will be employed in a position that technically will fall in the Provost's administrative area. Obviously, this situation was not present when she was appointed to the faculty more than ten years ago, prior to their marriage. Nor was the situation present when the Provost's administrative area did not include the Medical Center, which was the case when Dr. Nietzel was appointed last November.

In light of the fact that Dr. Nietzel and Dr. D'Angelo were not married when she was appointed to the faculty and that she was not in his administrative area when Dr. Nietzel was appointed Provost, the President recommends that the Board grant this waiver so that she may continue her

clinical faculty member in the Department of Pediatrics. Dr. Nietzel will not be involved in any personnel action concerning Dr. D'Angelo to include her merit reviews, compensation, consideration for promotion, reappointment, academic assignment or any other matter involving her employment or evaluation at the University. Either the President or the Executive Vice President for Health Affairs will assume all such supervisory responsibilities.

Action taken: Approved Disapproved Other _____