

**PIERPONT COMMUNITY & TECHNICAL COLLEGE BOARD OF GOVERNORS  
MEETING OF May 14, 2024**

<b>ITEM:</b>	Policy PP-2041: Institutional Employment and Family Relationships
<b>COMMITTEE:</b>	Committee of the Whole
<b>RECOMMENDED RESOLUTION:</b>	Resolved that the Pierpont Board of Governors approve the 30-day public notice of changes to Policy PP-2041: Institutional Employment and Family Relationships.
<b>STAFF MEMBER:</b>	George H. Perich; Vice President, Human Resources & Org. Dev.
<b>BACKGROUND:</b>	The language in the existing policy requires minor language changes.

The last revision of the Pierpont Community & Technical College's Institutional Employment and Family Relationships Policy was approved in November 2005 and does not reflect the institution's revised institutional guidelines.

**PUBLIC COMMENT PERIOD: May 16, 2024 to June 15, 2024**

All comments are to be made in writing to:

*Amanda Hawkinberry  
Executive Assistant to the President  
Pierpont Community & Technical College  
500 Galliher Drive  
Fairmont, WV 26554  
[bog@pierpont.edu](mailto:bog@pierpont.edu)*

*The proposed policy will be available for public viewing on the  
Pierpont Community & Technical College website at  
<https://www.pierpont.edu/about/board-of-governors/policies/>*

**PIERPONT COMMUNITY & TECHNICAL COLLEGE**  
**Board of Governors Policies and Procedures**  
**POLICY # 41**  
**TITLE: INSTITUTIONAL EMPLOYMENT AND FAMILY RELATIONSHIPS**

**Effective Date: November 10, 2005**

**Amended:**

**Repealed:**

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Pierpont Community & Technical College encourages applications/résumés/vitae from spouses, partners, and other family members of current employees. Such candidates will receive full consideration for available positions for which they apply and are qualified. Consistent with Pierpont's diversity goals and affirmative action policies, applications are especially welcome from members of underrepresented groups.

In an effort to support the relocation of a family, Pierpont personnel will, as appropriate, assist with referrals to outside agencies for employment for spouses and other family members who accompany newly-appointed faculty or staff to Pierpont.

While there is no stated or implied rule against the consideration of more than one member of the same family for employment within the same unit of Pierpont, faculty, administrators and other staff cannot supervise, initiate, or participate in institutional decisions involving a direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their immediate families. Immediate family members are defined as individuals who are related to the employee as father, mother, son, daughter, brother, sister, spouse, or cohabitating sexual partner.

**ATTACHMENT 2**

**PIERPONT COMMUNITY & TECHNICAL COLLEGE**  
**Board of Governors Policies and Procedures**  
**PP-2041**

**TITLE: INSTITUTIONAL EMPLOYMENT AND FAMILY RELATIONSHIPS** **EFFECTIVE DATE: May 14,**  
**2024**

**AMENDED:**

**REPEALED:**

**REVIEWED:**

**Section 1. POLICY**

**1.1** Pierpont Community & Technical College encourages applications/résumés/vitæ from spouses, partners, and other family members of current employees. Such candidates will receive full consideration for available positions for which they apply and are qualified. Consistent with Pierpont's diversity goals, applications are welcome from members of underrepresented groups.

**1.2** In an effort to support the relocation of a family, Pierpont personnel will, as appropriate, assist with referrals to outside agencies for employment for spouses and other family members who accompany newly-appointed faculty or staff to Pierpont.

**1.3** There is no stated or implied rule against the consideration of more than one member of the same family for employment within the same unit of Pierpont. Faculty, administrators, and other staff cannot supervise, initiate, or participate in institutional decisions involving a direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their immediate families. Immediate family members are defined as individuals who are related to the employee as father, mother, son, daughter, brother, sister, spouse, or cohabitating sexual partner.

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