



UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY

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Human Resources

POSTEMPLOYMENT

Adopted: April 11, 1980

POSTEMPLOYMENT

SECTION I. PHILOSOPHY STATEMENT.

Subd. 1. Decisions Made Without Conflict. The Board of Regents believes that decisions by its officers or employees on matters relating to the University should be made without conflicts of interest, actual or perceived, in an impartial manner, without undue influence, and with only the public interest in mind.

Subd. 2. Former University Employees. A policy restricting the utilization by former University officers or employees of information gained by them during their University service or employment for their personal benefit or the benefit of their clients or employees will further such public interests.

The Board of Regents further believes that a policy restricting the activities in which a former University officer or employee may engage after leaving University service or employment will also help ensure efficiency and promote the evenhanded exercise of administrative discretion.

Subd. 3. Balancing Public Service. The Board of Regents also believes that in the adoption of standards for those matters intended to ensure the proper ethical conduct by its officers or employees, it is important that there be a balance between such conflict of interest rules and the public objective of encouraging public service by qualified and experienced persons.

SECTION II. POLICY.

Subd. 1. Part of Employment Relationship. The following policy shall be considered a part of the employment relationship with the University of Minnesota.

Subd. 2. Prohibition on Contracting for Goods and Services. No person who is an officer or employee of the University of Minnesota, as hereafter designated, shall, for a period of one year after the term of office or employment has ceased, act personally, or as agent, employee or other representative of any other person, firm or corporation in transactions involving the contracting for goods, services, or other business and financial affairs of the University of Minnesota, if the transaction were within their official area of responsibility or employment during the two years of service to the University of Minnesota next preceding their ceasing employment with the University, and in which they participated personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation or otherwise.

Subd. 3. Definition of Act. "Act" as used in subdivision 2 herein, shall include, without limitation, representing-aiding, assisting, counseling, advising, consulting with, or representing any other person, firm, or corporation as set forth in subdivision 2.

Subd. 4. Application. This policy shall apply to those officers and employees with titles of assistant vice president or above.



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Subd. 5. Disqualification from Conducting Business. Any person, firm or corporation employing or engaging a person in violation of this policy shall be disqualified from conducting any business with the University for a period of one year. The University further reserves any and all other remedies available to it to fulfill the purposes of this policy.

Subd. 6. Policy Review and Appeals. The Board of Regents, or such of its committees as the chair of the board shall determine, shall review this policy as may be necessary. The board, or its committee, shall hear appeals by University officers or employees affected by this policy, and the board may grant waivers or exceptions thereto.

Subd. 7. Effective. This policy is effective with respect to such officers and employees who leave the employ of the University after final approval by the Board of Regents.