



UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY

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Human Resources

**EMPLOYEES CAMPAIGNING FOR OR
HOLDING PUBLIC OFFICE**

Adopted: July 10, 1970
Amended: May 13, 2005

EMPLOYEES CAMPAIGNING FOR OR HOLDING PUBLIC OFFICE

SECTION I. SCOPE.

This policy governs the activities of University of Minnesota (University) employees who campaign for and/or hold public office.

SECTION II. DEFINITIONS.

Subd. 1. Public Office. *Public Office* shall mean an elected or appointed position within a public/governmental organization. Such positions include, but are not limited to, elected officials at a municipal, county, state, or national level and appointments to public office, governing boards, or commissions.

SECTION III. GUIDING PRINCIPLES.

Subd. 1. Right to Hold Office. University employees have the right to campaign for and hold public office.

Subd. 2. Public Service. The University encourages its employees to engage in public service, including holding public office.

Subd. 3. Employee Obligation to the University. Campaigning for or holding public office must be balanced with an employee's primary job responsibilities.

SECTION IV. REQUIREMENTS FOR EMPLOYEES.

Subd. 1. Consultation with Collegiate and Administrative Units. A University employee shall consult with the appropriate college or administrative unit prior to initiating a candidacy for or appointment to public office. These consultations shall occur well in advance of any anticipated service and shall focus on whether the temporary suspension of some portion of an employee's responsibilities can be accommodated without serious impairment to departmental or unit functions.

Subd. 2. Leave of Absence. When an employee is elected or appointed to a public office that requires being absent from University duties full-or part-time for continuous periods of less than two years, it is anticipated that an unpaid leave of absence will accommodate this need.

Subd. 3. Resignation. When an employee is elected or appointed to a public office requiring continuous full-time service for a specified period of more than two years, the University expects the employee to resign. The president or delegate shall determine any exceptions to this policy.



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SECTION V. RESTRICTIONS.

University employees shall not imply University endorsement or use University resources in campaign activities or literature. Employees campaigning for, fundraising for, or holding public office shall follow University policies regarding use of University equipment, services, facilities, property, and paid work time.