

CENTRAL MICHIGAN UNIVERSITY CHAPTER 3
MANUAL OF BOARD OF TRUSTEES
POLICIES, PRACTICES AND REGULATIONS PAGE 3-4a

SUBJECT: POLITICAL ACTIVITY OF STAFF MEMBERS

The Political Candidacy of Employees Policy dated December 4, 2008, is adopted; and the university president is authorized to develop rules and guidelines to implement this policy.

Political Candidacy of Employees Policy

Public service is part of CMU's Vision Statement. Therefore, employees are encouraged to seek and hold public office. Employees are afforded constitutional rights and privileges of free speech, association, thought, and action; and are expected to abide by the responsibilities attendant to the exercise of these rights. Employees seeking public office, therefore, must remain aware that they bear the responsibility of separating their statements as political candidates from their statements as employees of the university. They are not spokespersons for the university. Moreover, employees have a primary and binding responsibility to fulfill all of their regular university duties; and to avoid any conflict of interest or commitment in regard to those university duties.

Employees who seek public office of any kind must do so on their own time. They must be clear in their statements of candidacy that they are not speaking on behalf of Central Michigan University, and they must do everything reasonably within their control to assure that there is no public misrepresentation on this point. They may not use any university resources of whatever kind in furtherance of campaign activity; nor may the university or its employees use any university resources to assist, oppose or influence their campaign.

Any employee of the university who becomes a candidate for nomination and/or election to any federal, state, county, or local office, whether it be part-time or full-time, paid or unpaid, is required, upon filing for candidacy, to present to the applicable personnel office (either Human Resources of Faculty Personnel Services) a statement from her/his supervisor and the applicable vice president or the provost (or president with respect to members of the president's division) of CMU attesting that appropriate arrangements have been made to ensure that their candidacy in no way will interfere with the full performance of their university work and that their candidacy will pose no conflict with professional standards or ethics.

Further, any employee of the university, who is elected or appointed to any public office, shall present to the appropriate CMU personnel office, within twenty (20) work days after having been elected or appointed, a statement from her/his supervisor and the applicable vice president or the provost (or president with respect to members of the president's division) of CMU attesting that appropriate arrangements have been made to ensure that the duties associated with the public office in no way will interfere with the full performance of their university work and that those duties pose no a conflict of interest with respect to CMU employment.

Authority: BTM 12-4-08 at 5414

History: BTM 2-24-64 at 1

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If the duties associated with the public office will interfere with the full performance of the employee's university work, or do pose a conflict of interest, then an alternate relationship with the university must be arranged, which may include a change from full-time university status to that of part-time, an unpaid leave of absence, or termination of employment. Reasonable alternatives short of termination must be explored. Leaves of absence for long periods of time, or requests for subsequent or sequential leaves, will be considered and approved upon presentation of a compelling advantage to the university.