

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 25
DATE: October 30, 2012

RECOMMENDATION

**UNIVERSITY POLICY:
POLITICAL ACTIVITY**

ACTION REQUESTED

It is recommended that the Board of Regents approve the revised Political Activity policy and authorize the President and the executive team to implement and enforce the policy on behalf of the Board of Regents.

STAFF SUMMARY

The current policy only addresses staff employees and clarifies expectations for those who are running for political office. The revised policy includes all University employees. It also clarifies that employees must campaign on their own time and should not represent themselves as a spokesperson for the University. The new language also addresses how requests for a leave of absence for public office will be determined.

FISCAL IMPLICATIONS

No fiscal implications are anticipated as a result of approving this policy.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date

Political Activity of Staff

Effective Date:	03.23.1956	Revision Date:	09.17.1969
Chapter Name:	Employment / Affirmative Action	Policy Number:	3.2.6
Policy Name:	Political Activity of Staff		

A PDF version of this policy is available via [this link](#).

UNIVERSITY POLICY STATEMENT:

Political activity ~~on the part of staff members is desirable. It is recognized as a~~ part of the whole duty of a citizen ~~and should be encouraged~~. However, certain challenges may arise affecting the operations of the University in connection with the candidacy for appointment to public office, for which policies and procedures are necessary. These are stated below:

~~Any staff member~~The employee will discuss with his or her division leader or department head. The division leader will, ~~and at his or her recommendation with~~inform the ~~president~~President, ~~of~~ such candidacy or appointment before public announcement is made.

In the case of candidacy for any public office, it is expected that the employee ~~staff member~~ will campaign on their own time. For the period of such candidacy the employee is expected to continue to perform the full scope of his or her ~~full~~ EMU duties and responsibilities unless he or she is granted a ~~takes a~~ leave of absence for the period of candidacy. ~~In the case of candidacy for local or county office, or in the case of primary candidacy for party nomination to state or national office, taking leave of absence shall not normally be expected or required. If the staff member receives party nomination to state or national office, the question of leave of absence without pay shall be discussed with the department or division head and the president.~~The judgment as to whether or not a leave of absence shall be taken granted shall depend ~~entirely~~ upon the amount of time the staff member expects to devote to his or her candidacy and the operational needs of the university.

Employees seeking public office should not represent themselves as spokespersons for the university.

If an employee ~~staff member~~ is elected or appointed to any public office, the question of whether or not he or she shall take leave of absence or shall resign his or her position shall be discussed with the department or division head and the president. In the case of part-time office, such as membership on city councils, school boards, boards of supervisors, etc., leave of absence or resignation shall not normally be expected or required. In the case of election or appointment to full-time office, the staff member ~~employee~~ must ~~may~~ take either a leave of absence without pay or ~~may~~ resign, dependent upon the joint judgment of the department or division head and the president; provided that no leave of absence shall be extended beyond two years. In no case will an employee ~~staff member~~ be permitted to hold a public office that presents a conflict of interest with his or her EMU position or is in violation of the Incompatible Offices Act. In addition, all employees must comply with the federal and Michigan

Campaign Finance Acts, which prohibit the use of EMU resources to support or oppose a candidate or the qualification, defeat, or passage of a ballot proposal.

RESPONSIBILITY FOR IMPLEMENTATION:

The Chief Human Resources Officer and Assistant Vice President, Academic Personnel and Contract Administration are responsible for the overall implementation, administration, and interpretation of this policy.

SCOPE OF POLICY COVERAGE:

This policy has University-wide application for all employees to the extent that it is not limited by a collective bargaining agreement.

Authority for Creation or Revision:

Minutes of the Meetings of the State Board of Education, March 23, 1956; page 80.
Minutes of the Board of Regents, September 17, 1969; para. .816M.

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Political Activity of Staff (Revised version without markups)

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UNIVERSITY POLICY STATEMENT:

Political activity is recognized as a part of the whole duty of a citizen. However, certain challenges may arise affecting the operations of the University in connection with the candidacy for appointment to public office, for which policies and procedures are necessary. These are stated below:

The employee will discuss with his or her division leader or department head. The division leader will, inform the President of such candidacy or appointment before public announcement is made.

In the case of candidacy for any public office, it is expected that the employee will campaign on their own time. For the period of such candidacy the employee is expected to continue to perform the full scope of his or her EMU duties and responsibilities unless he or she is granted a leave of absence for the period of candidacy. The judgment as to whether or not a leave of absence shall be granted shall depend upon the amount of time the employee expects to devote to his or her candidacy and the operational needs of the university.

Employees seeking public office should not represent themselves as spokespersons for the university.

If an employee is elected or appointed to any public office, the question of whether or not he or she shall take leave of absence or shall resign his or her position shall be discussed with the department or division head and the president. In the case of part-time office, such as membership on city councils, school boards, boards of supervisors, etc., leave of absence or resignation shall not normally be expected or required. In the case of election or appointment to full-time office, the employee must take either a leave of absence without pay or resign, dependent upon the joint judgment of the department or division head and the president; provided that no leave of absence shall be extended beyond two years. In no case will an employee be permitted to hold a public office that presents a conflict of interest with his or her EMU position or is in violation of the Incompatible Offices Act. In addition, all employees must comply with the federal and Michigan Campaign Finance Acts, which prohibit the use of EMU resources to support or oppose a candidate or the qualification, defeat, or passage of a ballot proposal.

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