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NU-BOR-Bylaws-3.8

NU Board of Regents

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and for the transfer of any such reduced tuition and fees to a full-time employee's spouse, adult designee, and the employee's or adult designee's dependent children, all as may be defined and implemented in such system of reduced tuition and fees.

History: Amended by the Corporation Secretary pursuant to the authority of Sec. 1.12(b) of these *Bylaws*,
71 BRUN 65 (15 March 2013)
Amended, 63 BRUN 133 (7 April 2001)

- 3.8 **Conflict of Interest.** No employee of the University shall engage in any activity that in any way conflicts with duties and responsibilities at the University of Nebraska. The Board of Regents has adopted Regents Policy 3.2.8 and authorized the implementation of related policies and directives to properly avoid, disclose and manage potential conflicts of interest.

History: Amended, 69 BRUN 15 (5 March 2010)

Amended, 47 BRUN 147 (24 July 1982)

3.9

Political Activities of Employees. Employees of the University enjoy the full right of citizens to participate in the political life of the State of Nebraska and the United States. The welfare of the University, however, requires that each employee perform University duties without the interference of outside activities. The following policies, therefore, will apply to employees engaging in political activity.

(a) An employee of the University, contemplating filing as a candidate for any part-time public office, or entering upon the performance of the duties of any part-time public office to which the employee may be elected or appointed, shall notify the President or the Chancellor, as appropriate, and appropriate Dean or division head of his or her intention to do so. It shall be the duty of the President or the Chancellor, as appropriate, to determine to what extent such political activities will interfere with the employee's regular duties, and to decide to what extent the employee's duties and compensation shall be curtailed.

The criteria to be used in determining the extent to which such political activities interfere with the performance of regular duties of the employee shall be: (1) the time that he or she will be required to devote to such political activities during the period assigned for the performance of University duties; (2) the time which, in the absence of such political activities, would be devoted to University duties, such as administrative, class, laboratory, research, extension, counseling, meeting schedules, necessary preparation for the performance of such duties, etc.; and (3) the duration of such political activities and duties.

The curtailment of an employee's duties and compensation shall follow the principle that adjustments in duties and compensation shall be commensurate with the degree of interference with an employee's regular duties.

(b) Any employee of the University contemplating filing as a candidate for any full-time public office shall notify the President or the Chancellor, as appropriate, and appropriate Dean or division head of his or her intention to do so. It shall be the duty of the President or the Chancellor, as appropriate, to determine to what extent campaign activities associated with such candidacy will interfere with the employee's regular duties, and to decide to what extent the employee's duties and compensation shall be curtailed.

The criteria to be used in determining the extent to which campaign activities associated with such candidacy interferes with the performance of regular duties of the employee shall be: (1) the time that he or she will be required to devote to such campaign activities during the period assigned for the performance of University duties; and (2) the time which, in the absence of such campaign activities, would be devoted to University duties, such as administrative, class, laboratory, research, extension, counseling, meeting schedules, necessary preparation for the performance of such duties.