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**POLICY TITLE:** Political Activity of Employees

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**POLICY PURPOSE:** Faculty, administrators, and other unclassified employees may accept any public or political party elected or appointed position that does not create any conflict of interest with and does not require substantial time away from, assigned duties or in other respects infringe upon those duties.

**BACKGROUND:**

**APPLIES TO:** All Faculty and Unclassified Employees

**DEFINITIONS:**

**CONTENTS:**

**POLICY STATEMENT:** Faculty, administrators, and other unclassified employees may accept any public or political party elected or appointed position that does not create any conflict of interest with and does not require substantial time away from assigned duties or in other respects infringe upon those duties.

The filing of a declaration of intent to become a candidate shall not affect the status or appointment of an unclassified employee. However, the employee shall continue to properly and fully perform all of his or her assigned duties or take appropriate leave if available. Should the employee, while he or she is a candidate for office and not on approved leave, fail to perform all of his or her assigned duties, such employee shall be subject to appropriate disciplinary action.

Leave without salary or other benefits shall be granted to those elected or appointed to public office requiring full time or lengthy sustained periods away from assigned duties, such as Congress, the Kansas legislature and state and county offices or appointments to offices falling within this category. For persons elected or appointed to Congress or the Kansas legislature, this provision shall be effective from the date such person takes the oath of office or the first day of the legislative session and continuing until the adjournment of Congress or to a date no sooner than the last adjournment in April or sine die adjournment, whichever occurs first, of each regular and special session of the Kansas legislature. As to other state and county offices requiring full time or lengthy sustained periods away from assigned duties, this provision shall be effective during the entire time a person serves as such officer. Leave without salary or other benefits shall not be required for any person serving in the Kansas

legislature or for service on any committee during a period when the legislature is not in regular or special session, provided that such person shall decline to accept all legislative compensation for such service, but such person shall be entitled to mileage and other expense allowances as provided by statute and paid by the legislature. K.S.A. 2011 Supp. 74-4925(5) provides that any member of the Kansas Legislature who is on leave of absence from the Board of Regents or an educational institution under its management may elect to remain eligible for participation in the Board of Regents' retirement plan while on such leave.

In the interest of the fullest participation in public affairs, personnel are free to express opinions speaking or writing as an individual in their personal capacity and not as a representative of the institution in signed advertisements, pamphlets, and related material in support of or opposition to parties and causes. There shall be the commensurate responsibility of making plain that each person so doing is acting for himself or herself and not on behalf of an institution supported by tax funds drawn from citizens of varying political and economic views. This responsibility includes avoiding the use of university letterhead and stationery and other official university designations. Employees testifying before the Legislature on behalf of outside entities shall notify their institution's designated representative prior to such testimony.

**EXCLUSIONS OR  
SPECIAL  
CIRCUMSTANCES:**

**RELATED  
DOCUMENTS:**

**Policies:**

**Forms:**

**Other:**

**KEYWORDS:**

Political activity, Kansas legislature

**RESPONSIBLE  
OFFICE:**

Supervisors of faculty and unclassified employees

**RESPONSIBLE  
UNIVERSITY  
OFFICIAL:**

President

**ORIGINATION DATE:** 2/15/85

**CHANGE HISTORY:**

Adopted by ELT 4/8/2016  
Adopted by President's Cabinet 2/25/2013