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Chapter: Personnel

Modification No. 001

Subject: Political Activity—President; Designated College Officials

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- I. The President is the principal representative of the College to the community. This unique representative role of the institution is perceived in nearly all activities of the President and renders extremely difficult any perception that the President is acting as an individual, apart from the College, regardless of the circumstances. This is especially the case when the President is acting in a public arena or in a way that could be communicated to third parties (such as written endorsements, etc.)
- II. Although the Policy of the Board of Trustees with respect to Political Activity (31004) permits College employees to engage in political activities, generally, so long as such employees make it clear that their actions are an expression of their own individual feelings and do not represent the College's position as an institution, this liberal permission for employees to engage in political activities is not appropriate for the activities of the President given the perceptions of the President's representative role. The President should continue to represent the College and its interests as an institution, including representation in such political activities as meetings and discussions with elected and appointed officials and taking positions with respect to legislation, budgetary actions, taxation and finance, and political questions (including but not limited to Charter questions).
- III. Accordingly, it is the policy of the Board of Trustees that the President be subject to and confine any political activities in accordance with the following guidelines:
  - A. May not be identified with or become part of an endorsement committee or similar group for any political candidate or party.
  - B. May not directly or indirectly state or declare in writing "support" for a candidate.
  - C. May not attend fundraisers for political candidates or political parties (however, may write campaign contributions as an individual—of course, may not seek reimbursement of any kind from the College for such contributions).
  - D. May not be involved in scheduling use of facilities of the College or otherwise involved in any meetings or programs of political candidates or political parties using the facilities of the College or any other assets of the College (each candidate may be directed to the staff person responsible for use of facilities or assets, where all candidates are given equal access on equal terms).
  - E. May not comment in any mass media on any candidate except as otherwise permitted in this Policy; may comment on matters of interest to the College.
  - F. May engage in educational forums and activities as authorized by the Board of Trustees.
  - G. May encourage registration to vote unless done in such a way as to favor a particular candidate or political party.
  - H. May represent the College as an institution with respect to political issues affecting the College, and may express support for positions that are deemed in the best interest of

the College. This representation may include oral and written statements and discussions with elected and appointed officials and other members of the community, including the mass media, taking and advocating positions with respect to political issues, including but not limited to proposed or needed legislation, budget, taxation and finance actions, actions related to constitutional and charter questions and all other political matters and actions that may affect the College as an institution and the ability of the College to perform its mission in the community.

- IV. In addition, the President is authorized to designate certain College officials and employees ("Designated Officials") who because of their unique positions and authority are similarly unable to act as individuals in political activities without being perceived as also acting as representatives of the College. The President may implement guidelines for the political activities of these Designated Officials that are no more stringent than guidelines applicable to the President under this Policy, but may be less restrictive and may be unique to a particular position or positions.
- V. The President is authorized to establish procedures to implement this policy.

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Effective Date: December 10, 2001.

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