

## BOARD OF REGENTS POLICY: Postemployment

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### SECTION I PHILOSOPHY STATEMENT.

#### Subd. 1. Decisions Made Without Conflict .

The Board of Regents believes that decisions by its officers or employees on matters relating to the University should be made without conflicts of interest, actual or perceived, in an impartial manner, without undue influence, and with only the public interest in mind.

#### Subd. 2. Former University Employees.

A policy restricting the utilization by former University officers or employees of information gained by them during their University service or employment for their personal benefit or the benefit of their clients or employees will further such public interests.

The Board of Regents further believes that a policy restricting the activities in which a former University officer or employee may engage after leaving University service or employment will also help ensure efficiency and promote the evenhanded exercise of administrative discretion.

#### Subd. 3. Balancing Public Service.

The Board of Regents also believes that in the adoption of standards for those matters intended to ensure the proper ethical conduct by its officers or employees, it is important that there be a balance between such conflict of interest rules and the public objective of encouraging public service by qualified and experienced persons.

### SECTION II. POLICY.

#### Subd. 1. Part of Employment Relationship .

participated personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation or otherwise.

Subd. 3. Definition of Act.

"Act" as used in subdivision 2 herein, shall include, witho ]5.66 50.52 Tm ( )T4, ]5.66 (ci)1.3 (si)1.3 (o)2.9 t(,)-3.2 u-

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