

## **Administrative Regulation — Significant Policies (*Formerly GR I*)**

### **A. Vision, Mission and Values**

#### **1. Strategic Vision Statement**

As Kentucky's indispensable institution, we transform the lives of our students and advance the Commonwealth we serve — and beyond — through our teaching and learning, diversity and inclusion, discovery, research and creativity, promotion of health and deep community engagement.

#### **2. Mission Statement**

The University of Kentucky is a public, land grant university dedicated to improving people's lives through excellence in education, research and creative work, service and health care. As Kentucky's flagship institution, the University plays a critical leadership role by promoting diversity, inclusion, economic development and human well-being.

The University of Kentucky:

- Facilitates learning, informed by scholarship and research;
- Expands knowledge through research, scholarship and creative activity; and
- Serves a global community by disseminating, sharing and applying knowledge.

The University, as the flagship institution, plays a critical leadership role for the Commonwealth by contributing to the economic development and quality of life within Kentucky's borders and beyond. The University nurtures a diverse community characterized by fairness and equal opportunity.

### **B. Order of Communication and Reports**

All University employees have full rights of communication with administrative officers of the University and the Board of Trustees through established administrative channels. Official recommendations and communications from any faculty member or staff employee shall be sent by the individual to the individual's immediate supervisor. When requested, the supervisor shall transmit such recommendations or communications, with the supervisor's own comments and recommendations to that supervisor's own immediate supervisor.

All employees shall be entitled to appeal any decision affecting terms of their employment by the University through regularly established channels.

When a supervisory decision or reporting relationship involves a conflict of interest, the next higher-level administrative officer shall designate an alternative officer for the purpose of the decision or reporting.

This regulation shall in no way limit the President in communicating with employees, nor shall it prevent communication between employees and the Board of Trustees for purposes other than the submission of official recommendations and communications.

### **C. Use of University Property and Resources**

University property and resources, including but not limited to real property, equipment, human resources and other tangible and intangible assets, shall be used only for educational, cultural or charitable purposes or other purposes as determined by the President or by the administrative officer to whom the President has delegated this responsibility.

#### **1. Political Activity**

The University cannot endorse, support or promote any political candidate or any partisan political activity. Therefore, University resources shall not be used for conventions, rallies or any campaign activities that would further the interests of a political party or of a candidate or candidates for public office<sup>1</sup>. The resources of the University may be used for public forums to which all legally qualified candidates for a public office are invited to speak provided that all such candidates are given equal access and opportunity to speak.

University resources may be used by registered student organizations for meetings with a candidate or candidates for public office when meetings are open in attendance to students, faculty members and staff employees of the University.

#### **2. Religious Activity**

The University of Kentucky follows the First Amendment's Establishment Clause and Free Exercise Clause, the equivalent provisions in the Kentucky Constitution and the Kentucky Religious Freedom Restoration Act. Questions about specific application of these religious liberty provisions should be addressed to the Office of Legal Counsel.

#### **4. Campus Sales**

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<sup>1</sup> "Political party" means a voluntary association of persons formed and organized for the purpose of nominating or electing candidates for public office. This definition includes, but is not limited to, the meaning of "political party" as defined in [KRS 118.015\(1\)](#).

Solicitations for subscriptions, sales of merchandise of any kind whatsoever, publications or services upon University property other than by the regularly authorized stores, dining locations, departments or divisions of the University are prohibited except upon written permission of the Executive Vice President for Finance and Administration.

Any person violating these provisions shall be subject, upon proper notice, to eviction from the University property.

For questions, contact: [Office of Legal Counsel](#)