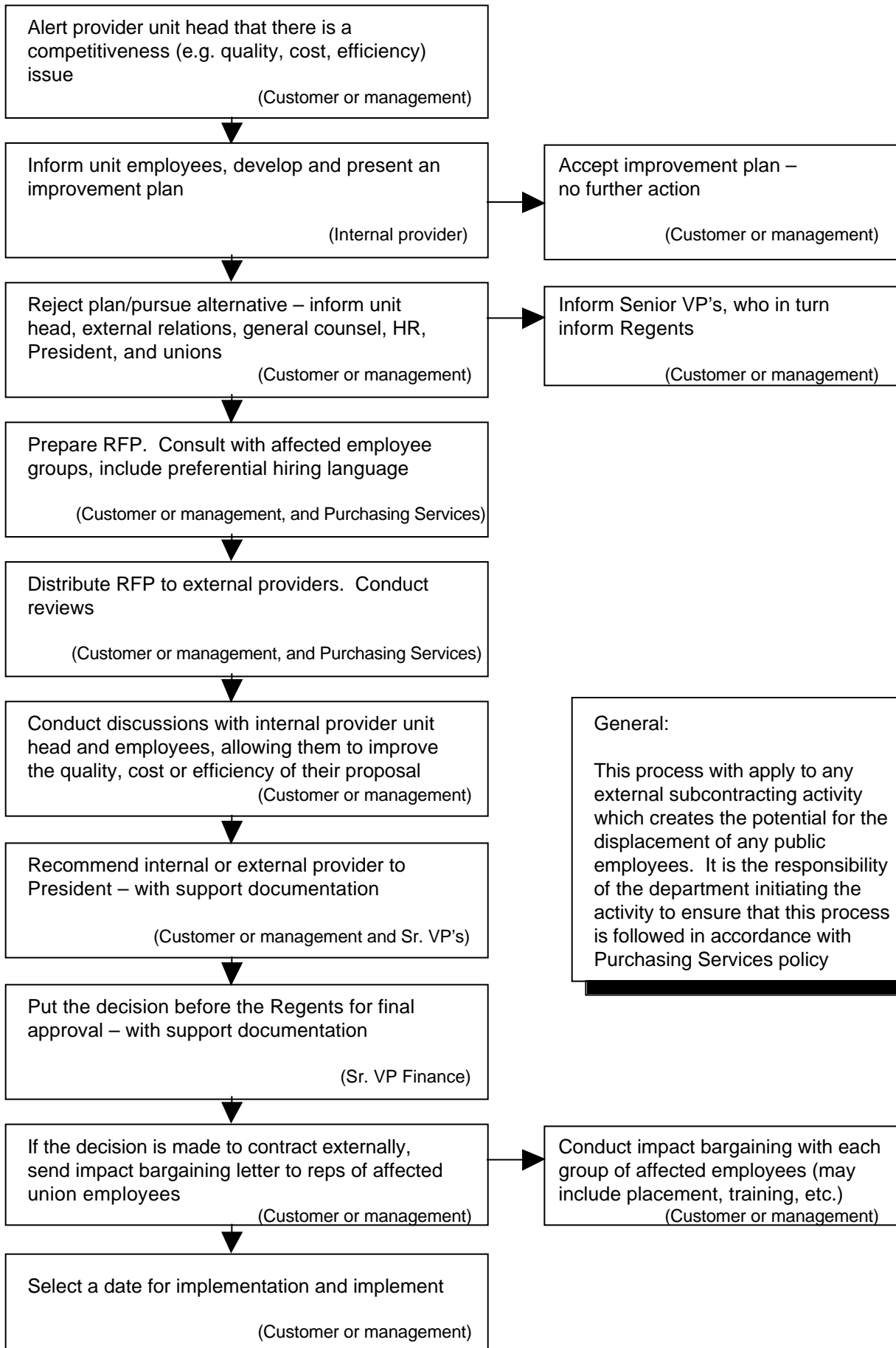


# External Subcontracting Process

## University of Minnesota Purchasing Services



**General:**

This process will apply to any external subcontracting activity which creates the potential for the displacement of any public employees. It is the responsibility of the department initiating the activity to ensure that this process is followed in accordance with Purchasing Services policy

## **Outsourcing Process Discussion**

This discussion is in response to questions that were raised about the process by which several outsourcing decisions were made.

The primary concern revolved around the way that University employees were aware of the decision to outsource certain food service activities. Another issue was the degree to which University employees and union representatives were given the opportunity to make internal competitive improvements in response to external proposals for services.

We have reviewed drafts of this process with representatives of the unions, the Office of the President, Human Resources, and External Relations. We have developed a process which we believe addresses the concerns that were raised at that time, and positions the University to proceed crisply but fairly in the future.

our objectives are twofold: to continue to move forward in our efforts to redirect administrative and support resources towards the academic mission, and to offer the employees of the University the opportunity to collaborate with us in that effort.