

Key: Bolded and underlined text denotes additions to the article.

Shaded and struck through text denotes language to be deleted from the article.

### **Article ? Academic Freedom**

The AAUP-BHSNJ and the Administration recognize and incorporate by reference in this Agreement the principles of academic freedom as adopted by the University's Board of Governors on January 13, 1967 and as set forth in University Policy 60.5.1, last revised July 13, 2015 (as may be revised from time to time). All members of the bargaining unit are entitled to academic freedom, regardless of the media, and are covered by this Article and by University Policy 60.5.1 (~~excluding paragraphs C through J~~).

**The AAUP-BHSNJ and the University also incorporate by reference in this Agreement the principles and protections of academic freedom articulated by President Jonathan Holloway on the web site of the Office of the President at <https://www.rutgers.edu/president/academic-freedom-free-speech> and attached as a Appendix to this Agreement.**

**If a member of the negotiations unit alleges that there has been a violation of their academic freedom, they may file a complaint with the Joint Panel on Academic Freedom. This Panel shall be composed of two faculty members appointed by the AAUP-BHSNJ and/or AAUP-AFT, two faculty members appointed by the University, and a fifth faculty member chosen jointly by the four appointees. The Panel shall determine whether the complaint has merit and, if so, order relief to remedy the violation.**

~~The parties recognize that PERC previously has ruled in at least one matter involving the University (PERC No. 91-81 (1991)) that a negotiations proposal of the Union involving academic freedom was not mandatorily negotiable. Accordingly, before the AAUP-BHSNJ may submit a grievance to binding arbitration alleging a violation of this Article, it must first obtain a final decision on a Petition for Scope of Negotiations Determination that the alleged violation involves a mandatory subject of negotiations.~~