

ARTICLE XX

INTELLECTUAL PROPERTY

Section XX.1:

The Union and University recognize that as employees of the University, GEs are included under the scope of the University's Intellectual Property Policy (Section VIII.D under the USNH Policy Manual).

Section XX.2:

A GE who serves as the instructor of record for a course shall have the same rights of ownership as a faculty member would have with respect to course materials that the GE develops for the course while working as a GE.

Section XX.3:

GEs shall be subject to and have rights under the UNH Research Policies (Section VIII under the USNH Policy Manual).

Section XX.4:

The University shall post its current intellectual property, commercialization, and patent policies on a dedicated webpage. This webpage address shall be provided to the Union within thirty (30) days of this agreement being ratified.

Section XX.5:

Prior to the University making any changes to the names of any Intellectual Property policies, language of existing policies, or creation of any new IP policies, the University shall notify the Union and bargain over the potential impact on members.

Section XX.6:

GEs shall be entitled to Union representation during any disputes or during any investigations of a misconduct allegation.

Section XX.7:

GEs shall retain access to any data collected while working at UNH.

Section XX.8:

Retaliation against any GE who reports or who participates in the investigation of violations of policies referenced in this Article is strictly forbidden. Retaliation is any adverse action taken against a person for making a report of prohibited conduct or participating in any proceeding under UNH Research Policies. Retaliation includes any threatening, intimidating, harassing, coercing, or

any other conduct that would discourage a GE from engaging in activity protected under the UNH Research Policies. Claims of retaliation based on filing a complaint of research or academic misconduct, in connection with their employment, or on participating in an investigation related to research and academic misconduct should be reported by the GE or by the Union on the GE's behalf to the Senior Vice Provost for Research, Economic Engagement and Outreach and their office. The University shall investigate all claims of retaliation promptly.