

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 XX.2:

A GE who serves as the instructor of record for a course shall have the same rights 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 XX.4:

The University shall post its current intellectual property, commercialization, and patent policies on a dedicated webpage.

Section XX.5:

~~Consistent with Article X, Management Rights, the University has the right to make all rules, regulations, and policies that do not conflict with the provisions of this Agreement. Prior to the University making any changes to the names or language of existing Intellectual Property policies that impact GEs, or creating any new IP policies that impact GEs, the University shall notify the Union, and bargain over the potential impact on members.~~

Section XX.6:

If a GE is the subject of an ~~allegation related to their article~~ alleged violation of the UNH Policy on Misconduct in Scholarly Activity, they shall be entitled to Union representation during any investigations of a misconduct allegation.

Section XX.7:

GEs shall retain access to any data they or their research group collect as part of their work at UNH, ~~when such access is not otherwise limited by written agreement, policy, or regulation. The GE and their PI (or other project lead) shall agree in writing to the terms of research access prior to beginning a research project or activity.~~ consistent with the UNH Policy on Ownership, Management, and Sharing of Research Data.

GEU-UAW Counterproposal to
UNH Counterproposal April 15, 2025
August 5, 2025

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, as described in Article XX (Non-Reprisal and Retaliation). 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.