

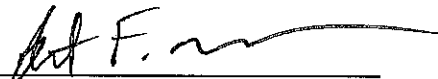
TENTATIVE AGREEMENT # 9

ARTICLE XIII – ACADEMIC FREEDOM AND RIGHTS

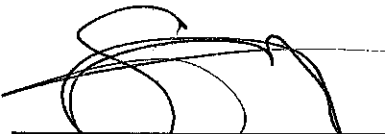
Unit members shall have the same academic freedom and rights as their non-bargaining unit faculty colleagues. The parties acknowledge and agree to the principles of Academic Freedom and Rights as more specifically detailed in Section III of the Faculty Handbook. The College will engage in impact bargaining with the Union regarding any changes to the Faculty Handbook's Academic Freedom and Rights provisions with the Union.

Any dispute regarding academic freedom and academic rights not otherwise addressed in this Agreement, shall be referred to the Committee on Academic Freedom and Rights ("CAFR") pursuant to the Faculty Handbook. If at the conclusion of the CAFR process, the dispute remains unresolved and the dispute involves disciplinary action, the dispute may be referred to binding arbitration in accordance with Article IX of this Agreement. Disputes regarding academic freedom and academic rights that do not involve discipline or discharge may not proceed beyond the CAFR process.

Agreed to: October 27, 2023



Robert F. Manfredo
On behalf of Skidmore College



Sean Collins
On behalf of SEIU Local 200United

