

UAW Package Proposal

5/29/2019

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This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article XX: Intellectual Property and Academic Credit

A. INTELLECTUAL PROPERTY

Academic Researchers shall be named inventors on any and all intellectual property that they have contributed to during their research activities at the University.

B. LICENSING AND DISTRIBUTION OF SOFTWARE AND DATASETS

Academic Researchers shall determine how to license and distribute any software or datasets that may be produced as part of their research activities at the University, including the use of free and permissive licenses.

C. OPEN ACCESS SUPPORT

The University shall provide open access publication fees for scholarly works produced by an Academic Researcher's research activities.

D. AUTHORSHIP AND ACADEMIC CREDIT

1. The University and the Union agree that a significant area of professional development for Academic Researchers is establishing a body of academic publications and other work products. The University and the Union agree that Academic Researchers have rights to academic credit.
2. Academic Researchers who have a considerable degree of involvement with the development of a research project or research product, the generation/interpretation of data, drawing of conclusions and/or actual writing of the paper have a reasonable expectation of authorship on scientific publications and presentations arising from that work that shall not be denied.
3. The University and Union agree that supervisors have an obligation to discuss and agree on authorship with Academic Researchers in concordance with the expectations and ethical standard practices in the respective research field.
4. Should a dispute arise regarding academic credit, the below dispute resolution process will be followed:
 - a. All involved parties shall in good faith attempt to reach resolution through direct dialogue.

- b. If the dispute cannot be resolved by direct dialogue, both parties shall meet with the campus research integrity officer for a mediation process to assist in reaching resolution.
- c. If the dispute cannot be resolved by mediation, it will be referred to a panel of three peer scientists. The parties will present their perspectives on the academic credit dispute to this panel, and the panel members shall rule on the dispute. Members of this panel shall be mutually selected by the parties to the dispute. Members of the panel will have scientific expertise in the area of research, no conflict of interest, and, whenever possible, shall have no affiliation with the department(s) of the involved authors. On entering into the peer panel process, the parties involved will affirm in writing to accept and abide by the decision of the panel.