

NEW YORK UNIVERSITY PROPOSAL

TO

CFU-UAW

December 18, 2025

*Changes to NYU's 10/31/25 proposal are in **bold**.*

ACADEMIC FREEDOM¹

1. Academic freedom is essential to the free search for truth and its free expression. Freedom in research is fundamental to the advancement of truth. Freedom in teaching is fundamental for the protection of the rights of the Contract Faculty Member in teaching and of the student in learning. Academic freedom imposes distinct obligations on the Contract Faculty Member such as those mentioned hereinafter.
2. Contract Faculty Members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties, but outside occupations and research for pecuniary gain, except in the case of sporadic and wholly unrelated engagements should be based upon an understanding with the administration of New York University.
3. Contract Faculty Members are entitled to freedom in the classroom in discussing their subject, but they should not introduce into their teaching controversial matter that has no relation to their subject.
4. Contract Faculty Members are citizens,² members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but this special position in the community imposes special obligations. As persons of learning and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they at all times should be accurate, should exercise appropriate restraint, should show respect for the opinions of others and for the established policy of their institution, and while properly identifying themselves to outside audiences as associated with New York University should clearly indicate that they are not institutional spokespeople unless specifically commissioned to serve in such a capacity.

¹ This statement on academic freedom shall not be construed to mean that all Contract Faculty Members perform all of the responsibilities set forth therein.

² **For avoidance of doubt, the term “citizens” herein is not intended to be limited to citizens of the United States.**

NYU reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to NYU. Any tentative agreements reached between the parties shall remain tentative and subject to the parties' final agreement on a collective bargaining agreement and ratification by the CFU-UAW bargaining unit membership.

5. For avoidance of doubt, there shall be no retaliatory discipline or discharge (as discipline and discharge are defined in Article X) against any Contract Faculty Member for exercising any of the rights set forth in this Article. **Nor shall there be any retaliation against a Contract Faculty Member in connection with the reappointment or promotion process for exercising any of the rights set forth in this Article.**

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