



Office of the Senior Vice President
and General Counsel

August 4, 2023

Via email (haley.gluhanich@thefire.org)

Haley Gluhanich
Program Officer, Campus Rights Advocacy
Foundation for Individual Rights and Expression (FIRE)
510 Walnut Street, Suite 1250
Philadelphia, PA 19106

Re: Your letter dated May 25, 2023

Dear Ms. Gluhanich:

Please accept this letter as the response of Rutgers, the State University of New Jersey (“Rutgers” or the “University”), to your letter dated May 25, 2023, to President Jonathan Holloway.

The University disagrees with your allegation that the University “compel[led] others to report strike activities.” As a preliminary matter, the University notes that strikes by public employees in the State of New Jersey, including by employees at Rutgers, as the State University of New Jersey, are unlawful. Further, the University never compelled or forced any individual to speak on any matter regarding the illegal strike in which various University employees engaged in April 2023. Your letter recognizes that the University may “request reporting in a manner that is clearly voluntary.”

While certain individuals, as a result of their job duties, had an obligation to report illegal strike activity, and in particular, information regarding disruptions to the University’s operations so that the University could ensure it was fulfilling its mission of teaching, research, and service, employees without such duties did not have such an obligation and any reporting for those individuals was voluntary. No individual was ever threatened with any consequences for reporting or not reporting disruptions to University operations, and in fact, no individual suffered any consequences for reporting or not reporting disruptions to University operations. Moreover, as you may be aware, the Unions involved in the illegal strike all have reached successor collective negotiations agreements with the University.

We trust that this resolves your concerns regarding whether any individuals were “compelled” to speak regarding the illegal strike in April 2023. Please direct all communication in this matter to my attention.

Very truly yours,

Timothy D. Cedrone

Timothy D. Cedrone
Associate General Counsel

Rutgers, The State University of New Jersey

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