POLICY

To promote the professional improvement of college employees and, at the same time, to protect the full rights of the inventor or author, the college has the intent to provide an equitable means of sharing expenses and income. It is not the purpose of the college to seek, nor to encourage specifically, the development of patents or copyrights of commercial value or to engage in their exploitation.

Ownership to inventions, discoveries, writings, or other instructional materials made or authorized by college employees shall be resolved according to one of the following provisions:

1. An employee who develops patentable or copyrightable materials on his/her own time, at his/her own expense, and without the use of direct-cost resources of the college shall retain sole and total ownership and income as a result of his/her labors. Prior to applying for a patent or copyright, the employee shall request review of his/her claim of total ownership by a College Patent and Copyright Committee. The Committee shall be composed of the Vice President of Academic Affairs, the Vice President of Business and Financial Affairs, appropriate Dean/ Chairperson/Director and three employees, one of whom may be selected by the employee inventor/author. The remaining two employees shall be appointed by the President.

   The Committee shall make its recommendation to the president regarding sole and total ownership. The final decision shall be transmitted to the employee inventor/author in a timely manner.

2. Employees who develop patentable or copyrightable materials resulting from work conducted during the normal course of employment by the college, or with the use of any direct cost resources of the college, or relating to any research or other project conducted by the college for an outside sponsor, shall be the joint property of the college and the employee unless either party releases all or part of its rights to the other. Prior to starting work on the preparation of such materials and/or prior to applying for a copyright or patent the employee and the college shall mutually agree to ownership rights and other special conditions.

In instances where the specifics of this policy are at variance with the terms and conditions of a collective bargaining agreement, the terms and conditions of such relevant agreement shall take precedence.

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