

Article VI: Human Resources/Instruction

Section C: Compensation

Policy 010: Publications and Inventions

VI.C.010: The intellectual property developed solely by an RCC employee's individual effort and expense shall vest in the name of the employee.

The ownership of materials or processes produced solely for the College and at college expense shall vest in the College.

In those instances where materials or processes are produced by an employee with college support, by way of use of significant personnel time, facilities, or other college resources, the ownership of the materials or processes shall vest in (and be copyrighted or patented by, (if at all)) the person designated by written agreement between the parties entered into prior to the production. The employee shall give prompt notice to the College about the material, process, product, or invention after first becoming aware that he or she was going to undertake the development of the same, or upon becoming aware that he or she had in fact developed the same, whichever shall first occur. At this time the College and employee shall bargain in good faith in accordance with Board policy, to reach a written agreement establishing the ownership and/or distribution of royalties or licensing income. In the event that no such agreement can be reached, ownership and/or distribution of royalties shall be determined through the grievance procedures and, failing that, will be open to a court of competent jurisdiction.

No employee shall require students to purchase textbooks for which the employee receives any royalties unless approved by the President. Any royalties derived from the sale to RCC students should be remanded to the College to be available for student scholarships and student loans.

RCC will establish, through collective bargaining, a provision for determining the ownership of publications, inventions, copyrights, and patents, which may be developed by college employees.