

JAMES A. RHODES STATE COLLEGE  
HUMAN RESOURCES POLICY STATEMENT

This policy and/or procedure provides operating principles for Human Resources issues at James A. Rhodes State College. It supersedes any prior policy covering the specific subject. This policy and/or procedure may be suspended, modified or cancelled as determined by the College. This policy and/or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.

This policy and/or procedure is provided on-line for the convenience of access for College employees. The original policy will be the governing copy and is on file in Human Resources.

(Specific Policy Follows on Next Page)

Applies to: Faculty, Staff, and Students

A. Copyright/Royalties

As private citizens, James A. Rhodes State College faculty, staff members, and student employees have the right to apply for copyright of publications (using any medium) when such publications are produced on an individual's own time; and exclusive of any explicit contractual relationship with the College. The College, however, reserves all rights to any and all materials and products developed and/or produced by college faculty, staff, or student employees which result directly from their contractual relationship with the College.

In an effort to stimulate greater productivity in special projects, the College may, under contractual understandings, share the interest in materials/products otherwise reserved to the College when sold, licensed, leased, or otherwise contracted beyond 's use. The contractual understandings should use the following guidelines: a) 50 percent of what the College receives in royalty earnings (after costs are absorbed) is assigned to the producing faculty/staff/student member and b) 50 percent to the general fund with a memo entry identifying the originating cost center. This agreement would remain in effect as long as the College derives revenue from the materials/products.

B. Course-Related Materials/Products

Profits from materials/products produced in-house and distributed directly through the College bookstore for use by the campus community will accrue to the general fund with a memo entry identifying the originating cost center.

C. Licensing

Materials authored by faculty/staff/student members but copyrighted by the College may not be assigned, licensed, leased, traded, transferred, sold, or otherwise disposed of in whole or in part without informing the author and the dean or chair of the respective area. In the selling, trading, leasing, assigning, or transferring of materials to agents outside the College, the faculty/staff/student member should be consulted in the establishment of price and conditions.

Authoring faculty members, if currently employed at James A. Rhodes State College, shall have the right of first refusal for updates.