

Intellectual Property Policy	BOT Approved: July 16, 2019
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PURPOSE:

Garrett College (“GC” or the “College”) encourages, and recognizes research, publishing, and other activities by faculty and staff that further the institution’s mission. The College seeks to achieve a fair balance between the rights of “Creators” who are employees and independent contractors, and the rights of the College related to intellectual property developed using its resources. This policy and procedures applies to the creation of intellectual property by members of the College community.

POLICY STATEMENT:

Works of intellectual property created by employees of the College will be owned by the creator/employee unless the work was produced specifically under the terms set forth in the employee’s contract or the employee receives additional contracted compensation to create the work (i.e. work-for-hire) or the employee substantially uses College resources to develop the work. The College may negotiate with the creator for the right to use the intellectual property or to purchase the work outright. The College also reserves its right to be named co-owner for works created using substantial College resources in the development of the intellectual property.