

## **Patent, Copyright, and Royalties**

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The board of trustees recognizes that it has certain proprietary rights to material, including publication, instructional material and devices, prepared by staff members on college time and with use of NCCC facilities and/or equipment. However, the board also recognizes the importance of encouraging professional development of staff members and of sharing new developments with other educational institutions.

The board of trustees reserves the right of exclusive access to the professional services of staff members in accordance with the terms of the staff member's contract. Staff members shall not be permitted to engage in outside employment which impairs the effectiveness of their professional service to the college. While the board encourages the professional publication of material by staff members, the development of a material which may result in the acquisition of patents, distribution rights, or copyrights, shall not interfere with the staff member's professional responsibilities to the college.

Publications, instructional material and devices, computer materials, and other work products created as part of any officially assigned college responsibility or activity or undertaken on school time will be the property of the board of trustees. The board of trustees may patent or copyright all such materials or devices in its own name; however, such items will bear the name(s) of the creator(s). All royalties and other proceeds from the production, sale or distribution of the materials or devices will be paid to the board of trustees.

When there is no involvement or usage of college facilities, equipment, or supplies, a staff member has all rights of ownership in publications, instructional material and devices, and computer materials produced by the staff member on his/her own time.