



POLICY

Title: INTELLECTUAL PROPERTY, PUBLICATIONS, AND COPYRIGHTS	Code: B0400
Authority: Milwaukee Area Technical College Faculty Appendix, Board Minutes, 12/18/18	Original Adoption: 6/12/68 Revised/Reviewed: 11/5/18 Effective: 12/18/18

MATC respect the rights of its faculty and staff to engage in activities that may result in creative works, inventions, publications or marks.

Intellectual Property, Publications and Copyrights

Any intellectual property, creative works, and inventions created as part of MATC's operations during working time and/or using MATC resources, such as computer resources, laboratories, equipment or time of MATC faculty or staff, is the property of the MATC District.

MATC is responsible for determining whether to register for patent, copyright or trademark protection for any particular invention, work or mark, and to pay the registration fees and costs associated with obtaining such patent or registration with the Copyright Office or the U.S. Patent & Trademark Office.

MATC employees retain ownership rights to any intellectual property, creative or inventive work completed prior to the start of employment with MATC, and any work created independently during the employee's non-work time and without use of MATC resources. In order to avoid potential disputes, employees are encouraged to promptly disclose to MATC any ownership rights that he/she may assert in any pre-existing intellectual property, creative work, publication or invention as soon as possible.

Publications, Licensure, and Royalties

For all creative works, devices, inventions and other intellectual property that result from the endeavors of MATC employees, or which result from the use of MATC resources, the College reserves all publication rights. MATC also reserves the right to make determinations regarding licensure of any work, including any patented device, following consultation with the employee(s) whose efforts contributed to the creation of the device. MATC will, in consultation with the contributing employees, establish a reasonable rate for licensure and publication of any work.

In the event that a work is published or licensed and a royalty or license fee is paid to the College, MATC will provide the contributing employee(s) a fifty



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percent (50%) share of the net proceeds of publication or licensure royalty net income. If the work is the result of efforts of multiple employees, the employees will divide the 50% share of net proceeds in an equitable manner to be determined by the employees following consultation with MATC. If the employees are unable to reach agreement as to the allocation of the employee share of proceeds within a six-month period of time following receipt by MATC of the income, then the cumulative employee portion of proceeds will be donated to the MATC Foundation. The term "net proceeds" refers to the financial proceeds paid to MATC as a result of licensure or royalty fees received by MATC, less the College's reasonable costs associated with production of the work (including publishing cost if the College is the publisher) as well as any costs assumed by MATC for securing patent or copyright protection, development of licensure and related documentation, and distribution of the work. This includes, but is not limited to, any fees or costs for legal services, editing services, bindery services, printing services and distribution costs.

See MATC Faculty Appendix.