

## **Article XXI INTELLECTUAL PROPERTY**

The rights to intellectual property (i.e., inventions, discoveries, works of authorship and/or creative works that may be subject to protection under federal or state patent, copyright, trademark, and/or trade secret laws arising from or related to the works or efforts of faculty) between any member of the bargaining unit and the University shall be governed by the applicable provisions of state and federal law. Intellectual properties may be one of three (3) types. (1) Independent faculty efforts are those properties created by the faculty member in fulfillment of the faculty member's normal duties and responsibilities, without any significant University support. (2) Works for hire are written University-commissioned projects which are the result of the faculty member and the University knowingly and voluntarily entering into a written agreement to create a specific intellectual property; such efforts are not in fulfillment of the faculty member's normal duties and responsibilities. (3) Joint efforts occur when the faculty member and the University knowingly and voluntarily enter into a written agreement to create an intellectual property as part of the fulfillment of the faculty member's normal duties and responsibilities. The signing of a specific contract with SSU for research subsidized by SSU cannot be a stipulated condition of employment.