

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: Human Resources 400.0000.14
SUBSECTION: All Employees 415.0000.15

Creative and Scholarly Works
Policy Number: 415.2175.92

POLICY

This policy has been established to accomplish the following objectives:

- 1) To encourage creative and scholarly work by employees and/or contractors of the College. These efforts increase the prestige and visibility and better the educational environment for all segments of the College community.
- 2) To protect the potential equities of the College, its faculty and staff employees in discovery.
- 3) To advance and encourage artistic endeavors within the College.

Policy

- 1) The originator shall maintain all rights to his/her creative efforts when this work is done without expending any direct College resources.
- 2) The College shall maintain only those rights to creative and scholarly efforts of an individual for which the College has specifically contracted. In all other instances, the originator shall have all rights to said creative efforts.
- 3) In those cases where direct College expenses are incurred in the creation of such works, a contractual agreement between the originator and the President, or his/her designee, will set forth the rights of both the College and the originator prior to the beginning of such work.
- 4) Use of College resources for private endeavors, including but not limited to use of audio-video equipment without prior approval of the President, or his/her designee, shall be grounds for disciplinary action.

Rationale

It is the intent of this policy that, when both the originator and the College expend resources, both the College and the originator shall share the direct benefits of such creative work. The actual proportion of benefits to be derived by each shall be considered on a case by case basis, taking into account the resources expended by each.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 1992

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: