



**THE UNIVERSITY of
NEW ORLEANS**

**ADMINISTERED BY: Executive Director for
Research and Economic Development**

Policy No: AP-RE-03.3
TITLE: Intellectual Property Policy
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(*Policy Revised, see below)
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PURPOSE

The University of New Orleans ("UNO") is committed to its mission of teaching, research and dissemination of knowledge for public benefit. UNO's faculty, staff and students are involved in a variety of scholarship and research endeavors which may lead to valuable inventions, computer software, educational materials, publications and other forms of Intellectual Property. UNO recognizes the need for, and is committed to, the broad utilization of the knowledge generated by UNO's faculty, staff and students.

The primary purpose of this Intellectual Property Policy ("Policy") is to provide the necessary procedures, protections and incentives to encourage both the discovery and development of new knowledge and the transfer of associated Intellectual Property for public benefit.

This Policy provides guidance to assist and support faculty, staff and students in identifying, reporting, protecting, and commercializing Intellectual Property. It also defines the rights and responsibilities of all involved, provides procedures for administering UNO's Intellectual Property, and stipulates how any revenue generated from commercialized Intellectual Property will be disbursed to the Creators and to UNO.

UNO recognizes that research and scholarship should be encouraged without regard to potential gain from licensing fees, royalties, or other income; however, UNO also recognizes that Intellectual Property may arise from the activities of faculty, staff, and students in the course of the duties or through the use, by any person, of institutional resources such as facilities, equipment, or funds. UNO is committed to assisting its faculty, staff and students in properly disclosing and protecting Intellectual Property from their scholarly work; complying with applicable laws and formal UNO agreements with sponsors; and commercializing valuable Intellectual Property as appropriate.

AUTHORITY

Part Two, Chapter III, Section VI of the Bylaws and Rules of the University of Louisiana System. University of Louisiana System Policy and Procedure Memorandum FS-III.VI.-1a (Intellectual Property).

If any provision of this policy conflicts with the above then this policy shall be considered to be amended to conform first to federal and state laws and then to the University of Louisiana System Policy and Procedure Memorandum. The President of UNO has the ultimate authority for the

stewardship of Intellectual Property developed at UNO. The administrative and business aspects of managing and commercializing UNO Intellectual Property are the responsibility of the Office of Research with the approval of the UNO President.

OBJECTIVES

The UNO Intellectual Property Policy has the following objectives:

- A. To clearly state UNO's ownership rights in Intellectual Property developed by UNO's faculty, staff and students;
- B. To provide procedures for Creators to report discoveries with commercial potential or public benefit and to make it available to the public under conditions that will promote its effective and timely use;
- C. To provide guidance for faculty, staff and students through each phase of the process, while at the same time safeguarding the interests of all concerned parties;
- D. To optimize the environment and incentives for research and scholarly activities for the creation of Intellectual Property at UNO; and encourage research and scholarship as creative academic endeavors while recognizing that commercially valuable Intellectual Properties may result from such endeavors;
- E. To recognize the investment of any outside sponsor in research projects by allowing reasonable and equitable provisions for the granting of Intellectual Property rights to the sponsor, consistent with the UNO's basic objectives outlined above and subject to the UNO's need to maintain the tax-exempt status of financing used for certain UNO facilities; and,
- F. To specify that income accruing to UNO from commercialized Intellectual Property will be used to advance and encourage research and other academic activities and provide adequate recognition and incentives to Creators through the sharing of any revenue from their commercialized Intellectual Property.

DEFINITIONS

The following definitions shall govern throughout the Policy:

- 1. "Creator"** is defined as an individual or group of individuals who make, conceive and reduce to practice, author, or otherwise make a substantive intellectual contribution to the creation of Intellectual Property. "Creator" shall include, but not be limited to, faculty, professional staff, administrative and support staff, and students. "Creator" shall also include the definition of "inventor" as used in U.S. patent law and the definition of "author" as used in the U.S. Copyright Act.
- 2. "Intellectual Property" or "IP"** shall be defined as inventions, discoveries, know-how, show-how, processes, unique materials, copyrightable works, original data, and other creative or artistic works which have value. Intellectual Property includes that which is protectable by statute or legislation, such as patents, copyrights, Trademarks, Trade Secrets, Mask Works, and plant variety protection

certificates. It also includes the physical embodiments of intellectual effort, for example, models, machines, devices, designs, apparatus, instrumentation, circuits, software programs and visualizations, biological materials, chemicals, other compositions of matter, plants, and records of research.

- A. **“Mask Works”** means a series of related images, however fixed or encoded: (i) having or representing the predetermined, three-dimensional pattern of metallic, insulating, or semiconductor material present or removed from the layers of a semiconductor chip product; and (ii) in which series the relation of the images to one another is that each image has the pattern of the surface of one form of the semiconductor chip product.
- B. **“Software”** shall include one or more computer programs existing in any form, or any associated operational procedures, manuals, or other documentation, whether protectable or protected by patent or copyright. The term “computer program” shall mean a set of instructions or statements of related data that, in actual or modified form, is capable of causing a computer or computer system to perform specified functions.
- C. **“Trademarks”** shall include all trademarks, service marks, trade names, seals, symbols, designs slogans, or logotypes developed by or associated with UNO and associated with other IP.
- D. **“Trade Secrets”** means information including, but not limited to, technical or nontechnical data, a formula, a pattern, a compilation, a program, a device, a method, a technique, a drawing, a process, financial data, financial plans, product plans, or a list of actual or potential customers or suppliers which (i) derives economic value, actual or potential, from not being generally known to and not being readily ascertainable by proper means by other persons who can obtain economic value from its disclosure or use; and (ii) is the subject of efforts that are reasonable under the circumstances to maintain its secrecy.

3. “Technology Transfer” is defined as the process and the activities by UNO through the Office of Research that are aimed at transferring UNO IP to other organizations for the purpose of development and commercialization. Such activities include supporting UNO faculty, staff and students in identifying potentially valuable IP; protecting IP through patents and copyrights; and generating revenues for the Creators and UNO, through marketing and licensing such IP to other organizations (generally private sector companies) or to start-ups based on it.

4. “Traditional Academic Copyrightable Works” shall be defined as a subset of copyrightable works created independently and at the Creator’s initiative for traditional academic purposes. Examples include journal publications/articles, class notes, books, theses and dissertations; educational software (also known as courseware or lesson ware); non-fiction, fiction, and poems; musical works, dramatic works including any accompanying music; pantomimes and choreographic works; pictorial, graphic, and sculptural works; or other works of artistic imagination that are not created as an institutional initiative.

5. “UNO Persons” shall, for the purposes of this Policy, mean all employees of the University, including UNO Supervisors, Officers, Faculty, Staff, Research Associates, Postdoctoral Fellows, Instructors, and Students, part-time or full-time. When acting within the course and scope of their employment by the University, UNO Persons shall include:

- A. faculty, staff or other University personnel who receive salaries on nine-month or twelve-month appointments, who shall be considered UNO Persons throughout the calendar year for purposes of this Policy;
- B. adjunct faculty, visiting faculty, visiting researchers, emeritus faculty, adjunct or visiting staff, regardless of whether they receive salary support or not; and
- C. graduate, undergraduate and professional students receiving more than incidental funding support including tuition fees, graduate research/teaching assistantships, undergraduate student grants and scholarships, regardless of the source of funding;

The term UNO Persons shall not include UNO, undergraduate and professional students when those individuals are not funded by the university, i.e., acting as employees of the University.

6. "Usually and Customarily Provided UNO Resources" shall include such support as office space, library facilities, ordinary access to computers and networks, or salary, and is described in this Policy as either "incidental" or "significant." The phrase does not include use of students or employees as support staff to develop the work, or substantial use of specialized or unique facilities and equipment, or other special subventions provided by the institution unless approved as an exception.

7. "Royalty Income" is defined to include income paid to UNO and associated with licensing and commercialization of any Intellectual Property owned by the UNO, and includes such monies received as royalties, option fees, milestone payments, license maintenance fees, court-awarded infringement damages, payments received in settlement of infringement disputes, and the like. Royalty Income does not include any follow-up research or development funding from a sponsor associated with the IP.

8. "Net Royalty Income" is defined as Royalty Income received by UNO **less** any royalty or payment shared with another entity or entities (e.g., as required by an agreement with a funding source or as the result of an inter-institutional agreement with a co-owner of the Intellectual Property), and any fees or costs directly attributable to the Intellectual Property being licensed. Examples of such direct fees are patent filing fees, fees for patent searches and/or legal advice, evaluation fees by third parties, fees arising out of litigation, or marketing costs.

9. Scope of Employment shall mean activities related to the faculty member's appointment, including teaching and research; or related to the activities which are assigned to UNO Persons by their supervisor for which compensation is received

GENERAL POLICY

I. RIGHTS TO OWNERSHIP OF INTELLECTUAL PROPERTY

This policy shall apply to all UNO Persons and to anyone using UNO facilities under the supervision of UNO Persons.

A. University Ownership

- 1) UNO may assert ownership in Intellectual Property of all types (including, but not limited to, any invention, discovery, trade secret, technology, scientific or technological development, computer software, and Course Materials) regardless of whether the property is subject to protection under patent, trademark, copyright, or other laws, except as stipulated in Section I(B) Individual Ownership;
- 2) UNO may assert ownership in Intellectual Property related to the Creator's academic or professional field, regardless of the medium of expression;
- 3) UNO shall have ownership of all Intellectual Property created by UNO persons under the conditions stated below:
 - a. when non-incidental use of Usually and Customarily Provided UNO Resources occurs;
 - b. when it is commissioned by UNO pursuant to a signed contract;
 - c. is created by persons hired specifically by UNO, or is required as part of his or her job responsibilities, to produce it;
 - d. it fits within one of the nine categories of works considered "works for hire" under US Copyright Law, Section 101; or
 - e. when the Intellectual Property, including research data and embodied inventions, results from research supported by federal funds, internal grants, or other third-party sponsorship, subject to the terms and conditions of the grant or contract.

B. Individual Ownership

- 1) Traditional Academic Copyrightable Works shall be owned by their creators, not the institution, subject to the rights and limitations of use pursuant to Sections I.(E)-(G) and to the right of the institution to recover the value of any significant institutional resource contributions to such works.
- 2) In addition to Traditional Academic Copyrightable Work created by professional, faculty, researcher, or student creators in their field of expertise, a Creator shall own Intellectual Property under the following conditions:
 - a. if it is unrelated to the Creator's job responsibilities and the Creator made no more than incidental use of institution resources; or
 - b. if it is Intellectual Property that has been released to the Creator in accordance with UNO policy.
- 3) UNO facilities or resources shall NOT be used:

- a. to create, develop, or commercialize Intellectual Properties unrelated to an individual's employment responsibilities; or
 - b. to develop or commercialize Intellectual Properties further that have been released to a Creator except when approved by the institution and when the institution retains an interest under the terms of the release.
- 4) In instances where UNO chooses not to retain ownership of any IP or licenses it to the Creator, the Creator shall obtain permission from the UNO's President (or designee) in writing before associating UNO's name or logo with the IP.

C. Joint Ownership

- 1) Joint ownership may occur under certain circumstances such as when the creation of Intellectual Property involves the services of other UNO Persons (e.g., development of multi-media courseware or use of UNO technician).
- 2) The institution and UNO Persons may be joint owners of the final product if UNO Persons work independently but incorporate work done as work for hire by institution employees and/or contractors.
- 3) In the case of Traditional Academic Copyrightable Works that involve significant UNO Resource contributions, UNO shall reserve the right to secure rights (including but not limited to joint ownership), for example, to use the work and to recover its investment, in a contract with the Creator. If a project involves the use of significant UNO resources, the Creator and UNO shall agree before the project begins on the use of facilities, allocation of rights to use the work, and recovery of expenses and/or sharing of benefits from commercialization of the work.

This policy shall apply to all UNO Persons and to anyone using UNO facilities under the supervision of UNO Persons.

D. Recognition of Creator's Interests

In recognition of the Creator's desire to ensure the intellectual integrity of his or her work, the institution will give consideration to the views of the Creator as to the use and disposition of Intellectual Property rights when it takes title to the Creator's Intellectual Property under this policy. When the institution owns a copyright under this policy, the Creator will be permitted to use the work for his or her own non-commercial purpose.

E. Continuity of University Rights

- 1) With respect to Intellectual Property arising in connection with all courses created within the University, regardless of delivery format, the University shall retain a permanent non-exclusive, royalty-free license to make all traditional, customary, or reasonable educational uses of the content of such for non-commercial purposes.

- 2) This license shall be presumed to come into existence automatically by virtue of the approval of a course to be taught by the University.
- 3) This license shall include the right of the University to offer the course, or to develop, modify, and offer derivative courses of instruction in both conventional and non-conventional settings (including courses intended for Internet delivery), whether at the University or elsewhere.
- 4) This license shall continue to be available to the University even if the faculty member should leave the University.

F. Intellectual Property of Students

With respect to Intellectual Property created by students who are not considered UNO Persons under this policy as an assignment for a course other than a post-graduate thesis, the University shall retain a revokable, non-exclusive, royalty-free license to make all traditional, customary, or reasonable educational uses of the content of such courses for non-commercial purpose. If a student wishes to revoke UNO's license, they may contact the instructor of the course, the department, or the Office of Research.

Post graduate theses are subject to the terms in the Thesis and Dissertation Approval Form provided by the Graduate School.

G. Special Cases

Special cases, not covered in section (I. Rights to Ownership of Intellectual Property) or which might involve a conflict of interest, shall be discussed by the Office of Research and UNO Persons involved coming to agreement on the ownership rights of the IP involved. If agreement cannot be reached, UNO's Provost, Senior Vice President, and Executive Director of Research will make the final decision on the ownership rights.

II. RESPONSIBILITIES OF FACULTY, STAFF AND STUDENTS

It is the responsibility of deans and unit heads, in harmony with the guidelines that follow, to act so that UNO resources including UNO Persons time are used appropriately, and to work with UNO Persons to promote proper fulfillment of the objectives of this Policy.

Persons involved in research and scholarship should:

- consider the IP developed in their work and the commercial potential for that IP;
- document research findings in laboratory notebooks;
- disclose to the Office of Research new IP which may be patentable, copyrighted or otherwise protected and may have commercial potential;
- assist the Office of Research in the evaluation and commercialization of the IP;

- be aware that public disclosure of unprotected IP outside of UNO can hurt protection (e.g., patent applications) and commercialization potential;
- Consult with the Office of Research to discuss possible IP protection strategies before a public disclosure of commercially valuable IP;
- work with UNO attorneys and potential licensees as needed;
- be aware that for most grants and contracts UNO has the obligation to report inventions and other IP to the funding entity.

Non-disclosure agreement (“NDA”) should be in place before sharing possible valuable IP with third parties.

For those UNO Persons interested in entrepreneurship, consider start-up company as a way of commercializing inventions and other IP.

Authors and Inventors must resolve any questions of ownership prior to making any purported assignment, transfer, license, assertion of ownership, or other disposition of Intellectual Property made within the course and Scope of their Employment. Any assignment or disposition of UNO-owned Intellectual Property made without the prior written approval of an authorized University official, will not be recognized by UNO – including, by way of example and not limitation, any such purported assignment or other disposition in a consulting agreement, research agreement, material transfer agreement, or confidentiality agreement.

II. ORGANIZATION/MANAGEMENT/ADMINISTRATION

A. Office of Research

The Office of Research is responsible for the Technology Transfer of UNO’s IP and serves as UNO’s IP advocate. It advises the President and his senior staff on UNO’s Intellectual Property Policy matters and the status and conduct of UNO’s Technology Transfer efforts and results.

The Office of Research also provides advice and assistance to UNO Persons on all matters involving IP and Technology Transfer.

In addition, the Office of Research:

- encourages research and scholarly activities;
- reviews and evaluates all Intellectual Property Disclosures Forms submitted by UNO Persons;
- determines how IP shall be assigned (within the limits specified in this IP Policy and any contractual obligations);

- recommends whether the University should pursue protection and commercialization of Intellectual Property;
- considers the market potential and size, the competitive landscape and other technologies in the marketplace;
- engages external specialists for assistance with knowledge of the particular area of research and/or market (when appropriate);
- works with outside patent attorneys on patentability assessments;
- engages external attorneys, as required, to protect IP (e.g. patent filings) and to assist with agreements (e.g., license agreements);
- determines best approach for commercializing IP (e.g. license to existing company or to a start-up);
- markets technology and IP to potential licensees;
- negotiates, administers and oversees IP agreements (e.g. license agreements, inter-institutional agreements), as well as some other associated agreements (e.g., non-disclosure agreements, material transfer agreements, teaming agreements);
- assists “at arms-length” with start-up company formation involving UNO IP;
- monitors agreements for compliance, including payments due to UNO;
- works with appropriate units to distribute royalty payments according to this Policy;
- takes any other action as deemed necessary to support UNO Technology Transfer efforts.

B. Intellectual Property Disclosures

All IP, in which the UNO has an ownership interest under the provisions of this Policy and that has the potential to be brought into practical use for public benefit or for which disclosure is required by law or a contract/grant (e.g. Federal contract/grant; industry research contract; a foundation grant), shall be reported promptly in writing by the Creator(s) to the Office of Research using the current UNO’s Technology Disclosure Form: (<https://www.uno.edu/otmc/faq/technology>). The disclosure shall constitute a full and complete disclosure of the subject matter of the discovery or development and identify all persons participating therein. The Creator(s) shall furnish such additional information and execute such documents from time to time as may be reasonably requested.

C. Evaluation and Exploitation Decision

After an Intellectual Property Disclosure Form is received and approved by the Office of Research, it is given a tracking number for reference. The Office of Research, based on discussions with the Creator(s) and an evaluation of the IP for protection and commercialization potential, shall proceed with one of five actions:

- (1) pursue protection and commercialization by UNO;
- (2) return to the Creator(s) for further research and development before further action;
- (3) release to the Creator(s) for his/her/their own IP pursuits by license or release of rights, as appropriate, relinquishing UNO responsibilities for any costs but retaining, in some cases, some financial interest (see also Section II F below).
- (4) release to the sponsor of the project under which it was made (if contractually obligated to do so)
- (5) take any such other actions determined to be in UNO's and the public interest.

Exploitation by UNO may or may not involve statutory protection of IP rights, such as filing for patent protection or registering a copyright. Creators of IP shall have the right to appeal decisions regarding the Office of Research decisions on obtaining protection (see Section II.L. Disagreements and Appeals).

D. Licensing Restriction

UNO Persons may not assign, license or option (to assign or license) any Intellectual Property developed in the course of work supported by funds or utilizing facilities administered by UNO without the written consent of UNO's President. UNO has the ultimate right to resolve any conflict of interest arising in this connection with third parties or organizations. The basic objectives stated above shall serve as the criteria for approval of assignments, licenses, and agreements to assign or license.

E. Abandonment of Intellectual Property

Should UNO decide to abandon development or protection of institution-owned intellectual property, ownership may be released to the Creator as allowed by law, subject to the rights of sponsors and to the retention of a license to practice for UNO purposes. The minimum terms of such a license shall grant UNO the right to use the intellectual property in its internally administered programs of teaching, research, and public service on a perpetual, fully paid, royalty-free, non-exclusive basis. UNO may retain more than the minimum license rights, and the release or license may be subject to additional terms and conditions, such as revenue sharing with UNO or reimbursement of the costs of statutory protection, when justified by the circumstances of the development.

F. Questions Related to Institution Ownership

In the event there is a question as to whether UNO has a valid ownership claim in any IP, such IP should be disclosed in writing to the Office of Research by the Creator(s). Such disclosure is without prejudice to the Creator's ownership claim. The Office of Research will provide the

Creator(s) with a written statement as to UNO's ownership interest (see also Section II L. – Disagreements and Appeals).

G. Foreign Patent Applications

Foreign patent applications are very expensive, especially if filed in multiple countries. Foreign patent applications will only be filed by the Office of Research if:

- a) substantial justification exists relative to the commercial potential of the invention; or
- b) one or more firms have sent letter of intent expressing serious intentions to license the technology; or
- c) the Creator's college/department/unit assumes all filing and prosecution costs of such foreign applications.

H. Maintenance Fees

When UNO patents or other IP are subject to the payment of maintenance fees to keep such IP rights in force, the Office of Research may elect to abandon some non-producing IP protection. Before doing so, the Office of Research will endeavor to consult with the Creator(s) regarding abandoning such IP protection. The Creator(s) may assume all future costs or request the release of the rights to the IP.

I. Infringements

No UNO Persons shall accuse any third party of infringing any IP rights owned by UNO unless express written permission has previously been obtained from the President of UNO to make such allegation or accusation of infringement. Only the Office of Research or UNO Foundation (for IP assigned to UNOF by UNO) may initiate litigation to resolve infringement of any UNO IP; before such action the President shall consult with legal counsel and other counsel, as the President deems appropriate.

J. Commercialization by Creator(s)

UNO may, at its discretion and consistent with the public interest, license Intellectual Property to the Creator on an exclusive or nonexclusive basis. The Creator must demonstrate technical and business capabilities to commercialize the Intellectual Property. Agreements with the Creator will be subject to commercialization milestones, as well as review and approval of conflict-of-interest issues in accordance with applicable UNO policies.

K. Decision Making Time for Disclosures

Within a reasonable time after the receipt of a completed Intellectual Property Disclosure Form, the Office of Research will inform the principal Creator of its substantive decisions regarding protection, commercialization, and/or disposition of the IP that he or she disclosed. UNO's decision shall be bound by any contract or non-disclosure agreement made with any external parties regarding the IP.

L. Disagreements and Appeals

- a) University Personnel shall have the right to appeal decisions of the Office of Research. Appeals shall be made to the Provost, Senior Vice President, and Executive Director for Research in writing. For any such appeal, Research Council will review the decision and make a recommendation to the Provost, Senior Vice President, and Executive Director for Research.
- b) A secondary appeal may be submitted in writing to the President of UNO.
- c) UNO Persons may, in accordance with by-laws of the University of Louisiana System Board of Supervisors, apply to the Board of Supervisors for a review of the decision of the President.

III. DISTRIBUTION OF INCOME

In the event that Net Royalty Income is generated by IP rights assigned or licensed by UNO, an appropriate share of such Net Royalty Income shall be paid to the Creator. The Creator's share shall be determined by the following considerations:

- A. In cases where UNO or Creator, as the case may be, assign such Intellectual Property rights to a research corporation or foundation under contract with UNO, the share of Net Royalty Income to be paid to the Creator shall be governed by the terms of the contract between UNO and any such entity.
- B. In cases where the IP is covered by a contractual agreement with a sponsoring agency, the financial arrangements shall be in accordance with that contractual agreement as negotiated between the UNO and the sponsoring agency.
- C. In cases of sponsorship by federal agencies, compliance with the appropriate federal regulations shall be as specified in the funding agreement.
- D. **Forty (40) percent of UNO's Net Royalty Income ("Creator's Share") will be paid to the Creator, and sixty (60) percent will be retained by UNO, unless:**
 1. Otherwise agreed to in writing before commercialization (e.g. to account for unusual investment partnerships, such as when in circumstances where Creator(s) agree to bear costs of patent, copyright, and/or marketing)
 2. A different allocation is required by contractual obligations or applicable law
- E. The Creator's Share will:
 1. be shared equally among all Creators, unless they agree otherwise in writing (The Office of Research can provide an agreement form to accomplish this);

2. continue to be paid even though the Creator may leave UNO;
 3. pass to the Creator's legal heirs and assigns in the event of a Creator's death.
- F. Net Royalty Income retained by UNO shall be used for research, development, and other scholarly activities.
- G. The UL System Board may approve exceptions to the established Net Royalty Income distribution in extraordinary circumstances.

A handwritten signature in blue ink that reads "Jeannine O'Rourke". The signature is fluid and cursive, with the first name being the most prominent.

Jeannine O'Rourke, Ph.D.
Interim President
University of New Orleans

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