

ARTICLE \_\_  
INTELLECTUAL PROPERTY

**Section 1.** The parties recognize that as members of the WPI Personnel Community, GWs are included under the scope of the University's Intellectual Policy.

**Section 2.** A GW who serves as the instructor of record for a course shall have the same rights of ownership as a member of the faculty would have with respect to course materials that the GW develops for the course while working as a GW. If the GW develops course materials pursuant to a separate written contract with the University, the rights of ownership in such materials shall be determined by the terms of such separate contract.

**Section 3.** GWs shall be subject to and have rights under the WPI Policy on Research Conduct in the same manner as other University employees.

**Section 4.** The University shall post its current intellectual property, commercialization, and patent policies on its web site.

**Section 5.** Prior to the University making any changes to the names of these policies, language of existing policies, or creation of any new policies, the University shall notify the Union and bargain over the changes.

**Section 6.** GWs shall be entitled to Union representation during any disputes or during any investigations of a misconduct allegation.

**Section 7.** Retaliation against any GW who, in good faith, reports or who participates in the investigation of violations of policies referenced in this Article is strictly forbidden. Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct or participating in any proceeding under the WPI Policy on Research Conduct. Retaliation includes any threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under the WPI Policy on Research Conduct. Claims of retaliation based on filing a complaint of research or academic misconduct, in connection with their employment, or on participating in an investigation related to research and academic misconduct should be reported by the GW or by the Union on the GW's behalf to the Vice Provost for Research or their office. The University shall investigate all claims of retaliation promptly.