

First draft from the committee, composed by Rob Cox and it was edited.

Work for hire text to be inserted into existing OP

Work for hire by faculty (e.g. tenured or tenure-track faculty, instructor of record, research professor, etc) and involving copyrightable material at Texas Tech University should be uncommon and disclosed in writing to the faculty by the hiring person at time of hiring or assignment for the specific task in question. The notification of work for hire must also be signed by the faculty's direct supervisor, as well as the Department Chair and College Dean in cases where these are not the same. Work for hire that may occur as part of regular, recurring academic duties (e.g., a small contribution to a larger, group-effort course) requires that the employee and the department chair agree, in writing, on the work for hire as part of the normal duties. Work for hire that occurs as extra duties (e.g. extra work on a grant or to develop curriculum) must be done in full knowledge that the grant or work requires surrender of copyright. This requires that the employee be specifically hired or assigned to work for hire, and be notified of such as described above.