

F. Workload and Intellectual Property

1. Workload and intellectual property are determined in accordance with applicable state law and Board of Regents' and administrative policy and are implemented in accordance with the terms of collective bargaining agreements.
2. Whenever existing load permits, in-state distance learning classes are taught as part of the normal teaching assignment. Special requirements associated with distance learning may be taken into consideration in determining an individual's total workload. These include, but are not limited to, the type of technology used, the amount of prior preparation and conversion of instructional materials needed, and established campus/unit practice with respect to curriculum development activities. The determination of overload payment may be necessary and is contingent on the individual's total assignment.
3. Recordings of classroom instruction, lecture, or other instructional or performance event produced by faculty members as part of a distance learning program are not sold or re-transmitted in future semesters except under the terms of a written agreement between the University and the faculty member.
4. In accordance with University policy, the copyright for instructional materials and courses developed and produced by faculty as "works for hire" resides with the University. Faculty own all rights to materials prepared on their own initiative.

G. External Providers and Service to Special Populations

Plans, policies, and procedures as they relate to external providers are evolving. In general, such collaboration may be considered when internal UH resources are not available to respond to demonstrated in-state needs and on a cost-plus basis for the use of the UH distance education infrastructure. As a general rule, such collaboration does not extend to brokering entire programs from external providers. All in-state and out-of-state collaborative arrangements are handled on a case-by-case basis and require prior approval of affected UH Unit senior vice presidents.

A recent delegation to the President provides for course fees for special populations and for courses delivered to out-of-state students via telecommunications (see separate executive policy). Implementation of this policy assumes compliance with the criteria for distance learning priority setting found in IV.D and usual instructional workload requirements (see IV.F).