Employees shall comply with the provisions of the United States Copyright Law. Subject to certain specific exceptions, as stated below, the owner of a copyright has the exclusive rights to reproduce, distribute, perform, or display the copyrighted work, or to authorize such reproduction, distribution, performance, or display by others.

An exception to the exclusive rights enjoyed by copyright owners is the doctrine of fair use. The fair use of a copyrighted work for purposes of teaching, scholarship, or research is not an infringement of copyright. The following factors shall be considered in determining fair use:

- 1. The purpose and character of use, including whether the use is of a commercial nature or for non-profit educational purposes.
- 2. The nature of the copyrighted work.
- 3. The amount and importance of the portion used in relation to the copyrighted work as a whole.
- 4. The effect of the use upon the potential market for or value of the copyrighted work.

The Vice President of Academic Affairs is responsible for reviewing and updating this regulation. Policy reviews are made in accordance with the Office of Institutional Effectiveness Policy Tracking document.

Adopted: 03/05