



UIDPCONNECT
2020

Creative Approaches to Meeting Academic and Corporate Talent Needs – Joint Employment

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Motivations

- **Retention/Attraction of Talent**
- **Advancing Innovative Research**
- **Enhancing Teaching**
- **Bringing Innovation into Companies**
- **Joint Ventures**
- **Access to Specialized Equipment & Resources**



Scope

- **Employee's time is split on a recurring ongoing basis**
- **Long-term, multi-year**
- **Genesis**
 - Joint recruitment effort, or
 - Employee desire for joint relationship
 - Industry acquisition of a start-up company

Not in Scope

- **Faculty consulting, health system (e.g. VA) appointments, start-ups, teaching adjuncts, sabbaticals, industry personnel on campus,**

Stakeholders (+ joint employee)

Universities

- Academic department/college/school
- Chief academic officer (provost)
- Senior research officer

Companies

- Management
- Employment legal counsel
- IP legal counsel
- Finance
- Human resources

Agreement Dimensions

- **Location + travel**
- **University effort reporting**
- **Benefits**
- **Work expectations**
- **Performance reviews**
- **Compensation**
- **Consulting (how/if allowed)**
- **Tenure**
- **Allocating/phasing effort between employers**
- **Backfilling partial positions**
- **Non-compensation financial**
- **Ability to publish**
- **Data usage and rights**
- **Conflicts of interest**
- **Intellectual property**
- **Freedom of information**
- **Waiver letter**
- **Students & trainees**