



FOUNDED BY BRIGHAM AND WOMEN'S HOSPITAL  
AND MASSACHUSETTS GENERAL HOSPITAL

<b>Title:</b>	Intellectual Property Policy for Partners Affiliated Hospitals and Institutions
<b>Issuing Entity:</b>	PHS (Partners HealthCare System)
<b>Business Unit:</b>	PHS (Partners HealthCare System)
<b>Department:</b>	Office of the General Counsel
<b>Policy Type:</b>	Partners System-wide
<b>Applies to:</b>	The policy applies to members of the medical and professional staff, faculty members, students, employees, and others who perform educational, research, clinical, or other activities at following entities: The Brigham and Women's Hospital, Inc., Brigham and Women's Faulkner Hospital, Inc., The Brigham and Women's Physicians Organization, Inc., The Massachusetts General Hospital, The General Hospital Corporation, The McLean Hospital Corporation, Massachusetts General Physicians Organization, Inc., The MGH Institute of Health Professions, Inc., The Spaulding Rehabilitation Hospital Corporation, Massachusetts Eye and Ear Infirmary, Massachusetts Eye and Ear Associates, Schepens Eye Research Institute Inc. and any other corporation created by or under common control with The Brigham and Women's Hospital, Inc, Brigham and Women's Faulkner Hospital, Inc., The Massachusetts General Hospital, The Spaulding Rehabilitation Hospital Corporation, Massachusetts Eye and Ear Infirmary, and designated by the Committee as subject to this Policy.
<b>Approved by:</b>	<p><b>Approved, as amended:</b></p> <ul style="list-style-type: none"> <li>• The Brigham and Women's Hospital, Inc. – November 14, 2019</li> <li>• Brigham and Women's Faulkner Hospital, Inc. – November 14, 2019</li> <li>• Brigham and Women's Physicians Organization, Inc. – February 26, 2020</li> <li>• The Massachusetts General Hospital – November 18, 2019</li> <li>• The General Hospital Corporation – November 18, 2019</li> <li>• Massachusetts General Physicians Organization, Inc. – November 18, 2019</li> <li>• The MGH Institute of Health Professions, Inc. – January 14, 2020</li> <li>• The McLean Hospital Corporation – November 14, 2019</li> <li>• The Spaulding Rehabilitation Hospital Corporation – February 5, 2020</li> <li>• Massachusetts Eye and Ear Infirmary - November 18, 2019</li> <li>• Massachusetts Eye and Ear Associates - November 18, 2019</li> <li>• Schepens Eye Research Institute, Inc. - November 18, 2019</li> </ul> <p><b>Approved by the Governing Boards:</b></p> <p>Brigham and Women's/Faulker Hospitals, Inc. and Brigham and Women's Hospital, Inc.: July 10, 2002  Brigham and Women's Physicians Organization: July 18, 2002  The Massachusetts General Hospital and The General Hospital Corporation: July 19, 2002</p>

	Massachusetts General Physicians Organization, Inc.: June 21, 2002 The MGH Institute of Health Professions, Inc.: June 28, 2002 The McLean Hospital Corporation: May 23, 2002 The Spaulding Rehabilitation Hospital Corporation: May 9, 2002 Massachusetts Eye and Ear Infirmary, Massachusetts Eye and Ear Associates, Schepens Eye Research Institute, Inc.: January 31, 2019  Approved by the Professional and Institutional Conduct Committee of Partners HealthCare System, Inc.: August 15, 2002
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**KEYWORDS:**

Intellectual Property; IP

**PURPOSE:**

The hospitals and other institutions affiliated with Partners HealthCare System are not-for-profit corporations which share the fundamental missions of providing medical care for patients, training health care professionals, conducting biomedical research, and otherwise serving the public. The purpose of this policy is to promote these missions by making inventions, copyrightable works and other intellectual property that may be created by physicians, researchers, trainees and others who are at or associated with these Institutions available for the benefit of the public while also providing for a fair allocation of the financial costs and rewards associated with them.

This Policy consists of the following parts:

- A. INTRODUCTION
- B. INVENTIONS AND PATENTS
- C. COPYRIGHTABLE WORKS AND OTHER INTELLECTUAL PROPERTY
- D. TANGIBLE RESEARCH PROPERTY
- E. INCOME FROM INTELLECTUAL PROPERTY AND TANGIBLE RESEARCH PROPERTY
- F. DISPUTE RESOLUTION
- G. GLOSSARY (see Definitions)

**Definitions:**

For purposes of this Intellectual Property Policy:

**“Academic Work”** has the meaning given in Section 8.1.4.

**“Affiliated Institutions,”** or **“Institutions,”** means, collectively, The Brigham and Women’s Hospital, Inc., Brigham and Women’s Faulkner Hospital, Inc., The Brigham and Women’s Physicians Organization, Inc., The Massachusetts General Hospital, The General Hospital Corporation, The McLean Hospital Corporation, Massachusetts General Physicians Organization, Inc., The MGH Institute of Health Professions, Inc., The Spaulding Rehabilitation Hospital Corporation, Massachusetts Eye and Ear Infirmary, Massachusetts Eye and Ear Associates, and Schepens Eye Research Institute, Inc., and any other corporation created by or under common control with The Brigham and Women’s Hospital, Inc., Brigham and Women’s Faulkner Hospital, Inc., The Massachusetts General Hospital, The Spaulding Rehabilitation Hospital Corporation, or Massachusetts Eye and Ear Infirmary and designated by the Committee as subject to this Policy.

**“Annual Net Income”** means the net Income received, on a cash accrual basis, by the Institution in each fiscal year from the licensing or other disposition of any Intellectual Property owned in whole or in part by it after deduction of all unreimbursed costs reasonably attributable to protecting the Intellectual Property and making it available to the public. These deductions shall include any expense of patent prosecution and interference, copyright registration, litigation, marketing, licensing, acquisition of related rights or permissions needed to license the Intellectual Property, and the like incurred prior to the end of such fiscal year, as well as any anticipated expenses as described in Section 18.3.

An **“Author”** means an individual who is the author, or one of the authors, of a Work under U.S. copyright law.

**“BWH”** means The Brigham and Women's Hospital, Inc.

**“BWFH”** means the Brigham and Women’s Faulkner Hospital, Inc.

**“Committee,”** as of the adoption date of this Policy, means the Partners Professional and Institutional Conduct Committee, which consists of representatives of the trustees, Medical/Professional Staffs and administrations of the Institutions. The Institutions or Partners may assign the responsibilities currently granted to the Partners Professional and Institutional Conduct Committee to another governance body, in which case that body shall be deemed the “Committee” for the purpose of this Policy.

A **“Consulting Agreement”** means an agreement for the provision of consulting or other services by a Member, in which the parties include the Member and an outside entity that is not an Affiliated Institution.

**“Copyright”** has the meaning given in Section C.1

A **“Copyrightable Work”** has the same meaning as “Work,” as defined below.

**“Courseware”** means Inventions, Software and other Copyrightable Works that organize, structure, promote, display, deliver, transmit, reproduce, enhance, support, present or enable interaction with course or other educational material for use in learning programs.

To **“create”** any Intellectual Property means to invent, make, Author or otherwise participate in the origination of that Intellectual Property. Individuals who participate in creating such property are referred to in this Policy as the **“Creators.”** A Creator of an Invention may also be referred to as an **“Inventor.”** The Creator of a Copyrightable Work is more fully described in Section 17.3.

The **“Creator’s Research Account”** shall mean the account created by the Institution’s Research finance department to receive funds that would otherwise be distributed to a Laboratory or Unit, all as described in Section 17.10.3. These accounts are established for the purpose of holding funds to be expended in support of the research or other charitable activities of the Creator at the Institution. Money

used from this account will incur an indirect cost charge as determined by Institutional policy at the time the money is spent.

The "**Creator's Share**" of Income means that share of Income that is generally allocated to individuals in the column entitled "To the Creator" in Table I. The Creator's share is to be allocated to certain Creators and/or others as set forth in Section 17.

"**Department/Service**" has the meaning given in Section 17.10.1.

"**Equity**" means stock, stock options, or a contractual or other right to acquire stock or options or interests as an owner, proprietor, partner or beneficiary, or a beneficial interest in any of the foregoing.

"**Hospital**" has the meaning given in Section 1.1.

"**Income**" from the licensing or other disposition of Intellectual Property or Tangible Research Property shall mean license fees, royalties and other such revenues attributable to the use or sale of the property, but shall not include revenues explicitly earmarked in the license or distribution agreement to reimburse patent, development or other costs incurred by the Institution, to fund future research or other activity, or to compensate the Institution for providing training or other benefits other than the property or property rights themselves.

"**Institutional Activities**" means any activities that received direct or indirect financial support from an Institution, including Institutional salary support or funding from any outside source awarded to or administered by the Institution; made substantial use of any space, facilities, materials or other resources of the Institution including resources provided in-kind by outside sources (the use of office space and word processors alone is not be considered a "substantial use" of resources); or were otherwise subject to any grant, contract or other arrangement between the Institution and a third party, such as the federal government, a foundation or corporate research sponsor.

"**Intellectual Property**" means Inventions, Patents, Copyrights, Trademarks, Trade Secrets and any other intellectual or intangible property (such as non-secret data) which is or becomes protectable by law.

"**Invention**" is any patentable invention as defined by patent law, or any other idea or its embodiment that is potentially patentable or, even if not patentable, may have charitable or commercial value.

To "**make**" an Invention means to conceive the Invention or first reduce it to practice, either actually or constructively (for example, by filing a patent application, completing an invention disclosure, or otherwise describing the Invention in any written form).

An "**Inventor**" with respect to an Invention that is or may be patentable shall be as defined by U.S. patent law. With respect to an Invention that is not patentable, an Inventor shall be the individual(s) who conceived and reduced to practice such Invention.

A "**Lab/Unit**" has the meaning given in Section 17.10.1.

"**McLean**" means The McLean Hospital Corporation.

A "**Member of the Institutional Community**" or "**Member**" means each member of the Medical/Professional Staff (including individuals holding appointments as Visiting Staff) of MGH, BWH, Spaulding, MEEI, or a Hospital affiliated with any of them; and to each faculty member, student, and employee of the Hospitals or another Institution. The term "Member" also includes each visitor from, student or researcher of, or other person primarily affiliated with, Harvard University, The Massachusetts Institute of Technology or any other academic institution, or any other institution or entity whether not-for-profit or for-profit, and each person holding a fellowship, who performs educational, research, clinical or other activities at the Institutions.

**“MEEI”** means the Massachusetts Eye and Ear Infirmary.

**“MEEA”** means the Massachusetts Eye and Ear Associates.

**“MGH”** means The Massachusetts General Hospital or The General Hospital Corporation, depending on the context.

**“MGH Institute”** means The MGH Institute of Health Professionals, Inc.”

**“MGPO”** means the Massachusetts General Physicians Organization, Inc.

**“Partners”** means Partners Healthcare System, Inc.

**“Publication”** for copyright purposes has the meaning given in Section 13.1.

**“Related Invention”** has the meaning given in Section 5.2.2.

**“Related Software”** has the meaning given in Section 8.2.3. Innovation shall have the authority to clarify and modify this definition in its discretion from time to time.

**“SERI”** means the Schepens Eye Research Institute, Inc.

**“Software”** means computer or computer-based materials in the broadest sense, including but not limited to computer programs, user interfaces, users’ manuals and other accompanying explanatory materials or documentation, mask works, firmware and computerized databases. It includes, for example, microcode, subroutines, operating systems, high level languages, and application programs in whatever form expressed (e.g., machine or assembly language, source or object code) or embodied (e.g., chip architecture, ROM, disk or tape storage, program listing). While some materials defined here as Software may not be covered by United States copyright laws (mask works, for example, are protected separately under the Semi-Conductor Chip Protection Act), for convenience all Software is treated as Copyrightable Work for purposes of this Policy; in many cases, however, Software materials will constitute or embody Inventions as well as Copyrightable Works and will be subject to Section B as well as Section C of the Policy. The Chief Innovation Officer shall have the authority to clarify and modify this definition in his/her discretion from time to time.

**“Spaulding”** means The Spaulding Rehabilitation Hospital Corporation.

**“Sponsored Activity”** means any activity that is subject to a grant, contract or other arrangement between an Institution and a third party, such as the federal government, a foundation or corporate research sponsor.

**“Supported Invention”** has the meaning given in Section 5.2.1.

**“Supported Work”** has the meaning given in Section 8.2.1.

**“Tangible Research Property”** or **“TRP”** has the meaning given in Section 16.1.

**“Trademark”** means any word, phrase, logo, design or other symbol used to identify and distinguish the source of goods or services. As used here, the term includes any trademark, service mark, trade name or trade dress.

**“Trade Secret”** means any scientific or technical information, design, process, formula, listing or other information relating to a business or profession that is kept reasonably confidential and that has economic value. A Trade Secret may but need not be patentable or copyrightable.

**"Video Material" or "Video"** means any visual, audio or audio-visual work, such as a video- taped, audio-taped or televised demonstration or performance, which is recorded electronically or by other means. Innovation shall have the authority to clarify and modify this definition in its discretion from time to time. In the event a work falls within both the definition of Video Material and the definition of Software, it will be treated as Software for purposes of this Policy.

A **"Work"** (or "Copyrightable Work") means any original work of authorship that is fixed in any tangible medium of expression, including Software. Examples of Copyrightable Works include but are not limited to journal articles and other scholarly or scientific papers, books, photographs, drawings and diagrams, Video Materials, Software and Courseware.

**"Work(s) Made for Hire"** has the meaning given in Section 8.2.

## **Scope and Applicability:**

### **Policy Statement:**

## **A. INTRODUCTION.**

### **1.0 SCOPE AND ORGANIZATION OF THE POLICY.**

#### **1.1 Scope of the Policy.**

This Intellectual Property Policy ("Policy") governs the handling of Inventions, Copyrightable Works, and other Intellectual Property and Tangible Research Property made by individuals involved in educational, research, clinical and other activities of Hospitals and other Institutions that are affiliated with Partners HealthCare System ("Partners") and that have adopted this Policy. As of the date of this printing of this Policy, those Institutions include The Brigham and Women's Hospital, Inc. ("BWH"), Brigham and Women's Faulkner Hospital, Inc. ("BWFH"), The Massachusetts General Hospital ("MGH"), The General Hospital Corporation ("MGH")[1], Massachusetts Physicians Organization, Inc. ("MGPO"), The McLean Hospital Corporation ("McLean"), The Spaulding Rehabilitation Hospital Corporation ("Spaulding"), The MGH Institute of Health Professions, Inc. ("the MGH Institute"), and Massachusetts Eye and Ear Infirmary ("MEEI"). While the bulk of the Policy is devoted to Intellectual Property, the Policy also addresses the handling of Tangible Research Property such as biological materials. Throughout this Policy BWH, BWFH, MGH, Spaulding, McLean, and MEEI are referred to collectively as "the Hospitals" and individually as a "Hospital." The Hospitals and their affiliated institutions (including The Massachusetts General Physicians Organization, Inc., The Brigham and Women's Physician Organization, Inc., MGH Institute of Health Professions, Inc., Massachusetts Eye and Ear Associates ("MEEA"), and Schepens Eye Research Institute, Inc. ("SERI")) are collectively referred to as the "Affiliated Institutions" or "Institutions."

The individuals covered by this Policy are referred to as "Members." ***All terms in this Policy that have initial capital letters are defined more precisely in the Glossary, located in Section G, or in the place where they are first used.***

Members should be aware that they also may be subject to a number of other policies. Two important policies address conflicts of interest. These are the Partners Code of Conduct and the Harvard University Faculty of Medicine Policy on Conflicts of Interest and Commitment (which is part of the Harvard Medical School Office for Academic and Research Integrity's Policies and Procedures and ***is applicable to all Harvard Medical School faculty members***). Partners and its Affiliated Institutions also have policies

addressing other research matters, including research notebooks, materials placed on institutional websites, and consulting relationships. These additional policies are available through Partners Innovation (“Innovation”) either directly or through its website, which is accessible from the main Partners Pulse Home Page.

Members should recognize the following key points incorporated in this Policy:

- Most Copyrightable Works and virtually all other Intellectual Property created by a Member:
  - at a Hospital or other Institution, or
  - during the time when a person is a Member and that relate to the Member’s Partners-affiliated activities at a Hospital or other Institution,are owned by an Affiliated Institution.
  
- ***Members should take no action to sell, license, or otherwise commit or dispose of Intellectual Property they create unless and until such action is approved by the appropriate Institutional representative under this Policy.*** Generally, approval will be given for Members to take such actions on their own only if and after the appropriate Institutional representative determines that the Member owns the Intellectual Property under this Policy.
  
- ***Members are not authorized to sign, and should not sign, confidentiality agreements, license agreements, material transfer agreements, research agreements, or any other agreements that may restrict, commit or affect intellectual property they create.*** Members may sign agreements relating to their individual consulting activities, but only after such agreements have been reviewed by the institution in accordance with Section 2.3 below.

## **1.2 Organization of this Policy.**

The Policy is organized by types of Intellectual Property. Members of the Institutional Community who believe they have made an Invention, whether patentable or not, should refer to Section B, and those involved in producing Copyrightable Works (such as written publications and video materials) should refer to Section C. Since software is nearly always copyrightable and sometimes patentable as well, those involved in developing it will be interested in both Sections B and C. Tangible Research Property, which may be patentable, copyrightable, both, or neither, is addressed in Section D. Standards for distributing Income from all types of property are included in Section E. Questions about the Policy should be addressed to Innovation.

## **2.0 ADMINISTRATION OF THE POLICY.**

### **2.1 Responsibilities of Partners Innovation.**

Innovation shall have primary responsibility for the administration of this Policy. Innovation shall initially resolve any disputes arising under this Policy, including disputes regarding ownership of Intellectual Property and distribution of Income.

### **2.2 Responsibility of the Partners Professional and Institutional Conduct Committee.**

The Partners Professional and Institutional Conduct Committee (the “Committee”) shall have general responsibility for overseeing this Policy, including providing the forum for appeals of disputes arising under this Policy.

### **2.3 Responsibilities of Members.**

Members of the Institutional Community shall take all steps necessary to make this Policy effective, including executing an Intellectual Property Acknowledgement (formerly called a Participation Agreement) or similar document, and all other necessary or desirable agreements, applications, assignments, or other documents if requested or required by one of the Institutions. Failure by a Member to execute such a document shall not in any way affect the applicability of this Policy.

Members who are responsible for projects in which Intellectual Property is likely to be created should address with all participants (including non-Institutional personnel, such as visiting scientists), in advance, how this Policy affects that Intellectual Property.

Members should be aware that Consulting Agreements, in the form proposed by companies or other third parties, may contain provisions that are inconsistent with this Policy as well as other policies of the Affiliated Institutions, Partners, and the Harvard Medical School. Therefore, Members are required to submit all Consulting Agreements to the Partners Office for Interactions with Industry ("OI") for review prior to execution.

Members should also be aware that under federal law, the Institutions are given the first right to elect title to Intellectual Property created using federal funds, but the United States government retains certain rights of its own in such property. These include the right to practice an invention royalty-free, and certain "march-in" rights to use the technology or assume ownership of the technology. To comply with federal laws and regulations relating to Intellectual Property arising from federally-funded research, the Institutions assume responsibility to protect and inform the federal government on a periodic basis about the licensing and commercial development of the technology. Members shall take all steps necessary to protect the rights of the U.S. government in these properties so that the Institutions are able to comply with the applicable federal laws and regulations. These steps shall include disclosing promptly to Innovation any inventions made using federal funds, and executing any documents and taking any other actions requested of them by Innovation.

#### **2.4 Determination of Ownership Rights Between Affiliated Institutions.**

As between the Affiliated Institutions, BWH shall own all Intellectual Property covered by this Policy and made by Members with BWH Medical Staff appointments, or otherwise made at or under the auspices of BWH; and MGH (parent corporation) shall own all Intellectual Property covered by this Policy and made by Members with MGH or McLean Professional Staff appointments or MGH Institute of Health Professions faculty appointments, or otherwise made at or under the auspices of MGH; and Spaulding shall own all Intellectual Property covered by this Policy and made by Members with Spaulding Professional Staff appointments or otherwise made at or under the auspices of Spaulding; and MEEI shall own all Intellectual Property covered by this Policy and made by Members with MEEI Professional Staff appointments, employees of MEEA, or otherwise made at or under the auspices of MEEI or SERI. The Committee may approve mechanisms under which ownership rights are transferred to different Institutions in order, for example, to facilitate the administration of Intellectual Property rights and of funding grants and contracts; or mechanisms under which some or all of the institutional shares of Annual Net Income are reallocated among Institutions which do not technically own the Intellectual Property in order, for example, to take proper account of the relative contributions of various Institutions to the creation of Intellectual Property. In the event that this Policy is adopted by or made applicable to any other related entities within the Partners system, the Committee shall determine which legal entity among those related entities shall own Intellectual Property.

### **3.0 OBLIGATIONS TO THIRD PARTIES UNDER GRANTS AND CONTRACTS.**

In many cases, Intellectual Property created at the Institutions is subject to the terms and conditions of grants, contracts and other agreements entered into by the Institutions and third parties, such as the United States government and other research sponsors. These agreements include sponsored research,

clinical trial, and material transfer agreements, license agreements, federal grants and contracts, and the like.

The rights of Members under this Policy shall be subject to any applicable conditions and any rights granted to third parties under grants and agreements undertaken by the Institutions. The Institutions shall retain the right to perform their obligations with respect to Intellectual Property under all such arrangements.

## **B. INVENTIONS AND PATENTS.**

### **4.0 INVENTIONS; PROTECTION AND LICENSING.**

For purposes of this Policy, an "Invention" is any patentable invention as defined by patent law, or any other idea or its embodiment that is potentially patentable or, even if not patentable, may have charitable or commercial value. Examples of Inventions include but are not limited to new and improved devices, systems, circuits, and compounds; novel biological materials such as proteins, genes, DNA constructs, cell lines and transgenic animals; diagnostics; immunoassays; therapeutics; new uses of known articles or substances; new methods of producing or manufacturing any articles or substances; algorithms; Software; and any novel variety of plant which is or may be protected under the Plant Variety Protection Act of 1970, 7 U.S.C. §§ 2321-2582.

Inventions that are "new," "non-obvious" and "useful," criteria that are set by U.S. and foreign patent laws, may be protected under the patent laws of the United States and other countries. To obtain a patent, the Inventor – or, in some countries, the institution that owns the invention – must promptly file a patent application describing the invention in each country where patent protection is desired.

Many Inventions, including but not limited to biological materials and software, are protectable under other legal doctrines even if they are not patentable.

When Inventions have potential commercial value, or may otherwise have potential benefit to the public, the Institutions may be able to license selected companies to develop them into products and market them to others, in exchange for royalties and/or other benefits to the Institution and its Members.

As discussed in Section 6.2 below, substantial patent benefits may be lost if an Invention is discussed in a publication prior to certain patent filings being made. Accordingly, ***Inventors are strongly encouraged to consult with Innovation well before publication to maximize the protection of patent benefits.***

As discussed in Section 1 above, an Institution owns, and has the right to license or otherwise manage, most Intellectual Property created by Members. Accordingly, ***Members should take no action, including signing material transfer agreements or other agreements that affect Intellectual Property, unless and until such action is approved by the appropriate Institutional representative under this Policy.***

### **5.0 RIGHTS IN INVENTIONS AND PATENTS.**

#### **5.1 Rights of Members.**

Inventions and patents no part of which are owned by the Institutions or a third party, as provided below, shall be owned by their Inventors. For such an Invention, the Inventor shall be free to take any actions on his or her own initiative and at his or her own expense, and to keep all royalties and other proceeds ***provided that*** before beginning to patent or commercialize any such Invention, use it for private gain, or otherwise make it available to the public or any third party that is reasonably likely to use it for commercial

purposes or broad distribution, the Member must first have met the disclosure requirements under Section 6 of this Policy and received notice from the appropriate Institution that it does not claim ownership of any part of the Invention.

## **5.2 Rights of the Institutions.**

As between the Institutions and Members, the Institutions shall own all Inventions, and patents claiming them, in the following categories:

### **5.2.1 Supported Inventions.**

"Supported Inventions" are Inventions conceived or reduced to practice by one or more Members in performing activities that either:

- (i) received direct or indirect financial support from the Institutions, including Institutional salary support or funding from any outside source awarded to or administered by the Institution; or
- (ii) made substantial use of any space, facilities, materials or other resources of an Institution including resources provided in-kind by outside sources (the use of office space and word processors alone shall not be considered a "substantial use" of resources for purposes of this paragraph); or
- (iii) were otherwise made subject to any grant, contract or other arrangement between an Institution and a third party, such as the federal government, a foundation or corporate research sponsor.

### **5.2.2 Related Inventions.**

"Related Inventions" are Inventions conceived or reduced to practice by one or more Members that are not Supported Inventions but that arise out of or relate to the clinical, research, educational or other activities of the Inventor at an Institution.

#### **5.2.2.1 Exception for Subsequently-Made Related Inventions.**

In circumstances deemed appropriate by the Partners' Chief Innovation Officer, the Institution will waive its claim to any Related Inventions[2] that are conceived or reduced to practice in the performance of future consulting services under a Consulting Agreement that conforms with the Institution's policy on Consulting Agreements, or in the future conduct of any other independent enterprise proposed in advance by a Member and approved by Innovation as appropriate for such a waiver. In instances where Partners' Chief Innovation Officer determines that granting a waiver is not appropriate, the Institution may grant more limited rights to Related Inventions.

## **6.0 DISCLOSURE OF INVENTIONS; INSTITUTIONAL ACTION.**

### **6.1 Inventions to be Disclosed.**

Members shall disclose every Invention conceived or reduced to practice by the Member, individually or jointly with others during the time when the Member has a Medical/Professional Staff or faculty appointment at the Institution or is employed by the Institution or is otherwise involved in Institutional Activities if it meets any of the following three conditions (which may overlap):

- (i) the Invention is or may be patentable; and (a) is conceived or reduced to practice in performing Institutional Activities; or (b) arises out of or relates to the Member's clinical, research, educational or other Institutional Activities; or

(ii) the Invention, whether or not patentable, is one which: (a) the Member wishes to make or permit use of for commercial purposes, or wishes to have the Institution commercialize; (b) may have commercial or charitable value; (c) the Member otherwise wishes to make available to the public or to any third party that is reasonably likely to use it for commercial purposes or broad distribution; or (d) is subject to any grant, contract or other arrangement between the Institution and a third party; or

(iii) Innovation requests the Member to disclose the Invention.

This Policy requires disclosure of Inventions that may not be owned by an Institution or that the Inventor believes are not owned by an Institution. Among other reasons, this is necessary because Innovation is responsible for determining whether the Inventor or an Institution owns a particular Invention.

## **6.2 Method and Timing of Disclosure.**

Inventions shall be disclosed to Innovation in writing by submitting an Invention Disclosure Form.[3]

Inventors are encouraged to make disclosures to Innovation as early as possible, preferably as soon as they believe they have created an Invention, to allow Innovation maximum lead time to evaluate and, where appropriate, file patent applications, and generally to develop a patent and commercialization strategy. In any event Inventors should make disclosures to Innovation prior to publication or other public presentation, because inventions are unpatentable in most foreign countries unless a patent application has been filed before its disclosure to the public.

## **6.3 Determination of Ownership.**

After review of the Invention Disclosure Form, Innovation may determine that the Invention is not owned by an Institution or that the Institution wishes to relinquish ownership. In that case, Innovation will notify the Inventor within a reasonable time after making the determination.

## **6.4 Actions by Institution.**

If Innovation concludes that an Invention is owned by an Institution under Section 5, Innovation will consult the Inventor as deemed necessary and will determine the appropriate action to take, which may include patenting, promoting and licensing the Invention to make it available to the public.

In appropriate cases, the Institution shall provide such professional services as it deems necessary or desirable to patent the Invention. In other cases the Institution may not seek a patent on the Invention, while retaining ownership of it. Such action may be appropriate where the Invention may have value commercially, or otherwise be of potential benefit to the public, but where patentability is questionable; where filing a patent would be premature; where the invention may be protected through copyright or other non-patent means (particularly in the case of Software); where it is subject to an obligation to a research sponsor; or in other situations.

Any institutional action will be taken at the expense of the Institution, without charge to the Inventor, and will take into account the available resources and the commercial value of and market interest in the Invention.

## **6.5 Communication with Inventors.**

Open communication and collaboration between the Inventor and the Institution generally facilitates decisions on how to make the best use of an Invention. Innovation will attempt to communicate with Inventors from time to time about Inventions disclosed to it. In addition, at any time an Inventor may

request the Institution to state in writing what actions it intends to take or has taken regarding an Invention. Such requests should be made in writing to the Partners' Chief Innovation Officer. Before Innovation responds to such a request, the Inventor must have made a disclosure in accordance with the requirements of Section 6.2. and which is sufficiently complete and detailed to allow Innovation to undertake a reasoned evaluation of patentability and commercial or charitable value. Once such disclosure and written request have been made, Innovation will provide a written status report reasonably promptly, expected in most cases to be within 30 days.

Inventors are encouraged to stay in communication with Innovation about Inventions they believe are important, and to inform Innovation as early as possible of anticipated oral or written disclosures of their Inventions to avoid the loss of foreign patent rights (see Section 6.2). Innovation will make reasonable efforts to inform Inventors and their Department if it makes a decision not to seek a patent on an Invention, or if it starts to seek a patent but later terminates these efforts.

### **6.6 Relinquishment.**

An Inventor may request that the Institution relinquish its ownership of any Invention. Except where prohibited by restrictions imposed by external funding, the Institution may, but shall have no obligation to, relinquish its ownership if deemed appropriate by Partners' Chief Innovation Officer. If the Institution decides to relinquish ownership of the Invention, relinquishment will be made subject to such terms and conditions as are deemed appropriate by Innovation, which may include, but are not limited to, the following:

- (i) The Institution shall retain a royalty-free non-transferable license for research, clinical and educational purposes within the Institution.
- (ii) The Inventor shall be required to pay royalties to the Institution on sales of products or services covered by the relinquished Invention.
- (iii) The Inventor shall fully reimburse the Institution for any expenses incurred relating to the Invention (such as patent costs or other legal expenses) from the initial revenue, if any, received by the Inventor from licensing or sale of the Invention, before the Inventor is entitled to retain any revenues him/herself.
- (iv) The Inventor shall assume responsibility for any NIH or other government or foundation reporting requirements for the Invention.
- (v) Appropriate restrictions or reporting obligations shall be imposed on further research or other work on the relinquished Invention by the Inventor at any Affiliated Institution.
- (vi) The Inventor shall agree that any improvements in the Invention that constitute new Inventions and that are owned by the Institution under Section 5 shall be owned by the Institution.
- (vii) The Inventor shall be prohibited from using the Institutional name in relation to the Invention without prior Institutional approval.
- (viii) The Inventor shall be required to secure indemnity protection for the Institution as part of any commercial agreement relating to the Invention.

## **C. COPYRIGHTABLE WORKS AND OTHER INTELLECTUAL PROPERTY.**

### **7.0 COPYRIGHT AND COPYRIGHTABLE WORKS; PROTECTION AND LICENSING.**

Copyright consists of a variety of rights in original works of authorship, as protected under the copyright laws of the United States and other nations. Copyright does not protect ideas, but rather the particular form (referred to here as a "Work") in which those ideas are expressed. The rights protected by copyright include the right to reproduce the Work, to prepare derivative works based on the original Work, to distribute copies to the public, and to perform or display the Work publicly.

Under current law, the Author's copyright exists from the moment a Work is fixed in a tangible medium of expression. It is not necessary to register a copyrighted Work with the U.S. Copyright Office, although certain advantages can be obtained by such registration.

When Works have potential commercial value or may otherwise have potential benefit to the public, the Institutions may be able to license them to third parties that may develop and market them in products or services, in exchange for royalties or other benefits to the Institution and its Members.

## **8.0 OWNERSHIP OF COPYRIGHT.**

### **8.1 Rights of Members.**

#### **8.1.1 Ownership.**

Members shall own the copyright in Academic Works and any Works they create that do not constitute Supported Works, Works Made for Hire, or Related Software as defined in Section 8.2 below. Members will own all Works they create of an artistic nature, such as music, graphic art, poetry, fiction or popular nonfiction, except in instances where those Works comprise Supported Works, Works Made for Hire, or Related Software.

#### **8.1.2 Pre-Existing or Joint Works.**

Members are cautioned that if components of their Works are prepared by others, under copyright law those components may be preexisting Works subject to the copyright ownership of others, or the joint effort to create the Work may render all contributors joint Authors of the entire Work.

#### **8.1.3 Member-Owned Works.**

With respect to any Work no part of which is owned by an Institution, the individual Author shall generally be free under this Policy to take any action at his or her own initiative and expense, and to keep all royalties and other proceeds, provided that the Author must first have met any applicable disclosure and other requirements of this Policy.

#### **8.1.4 Academic Works.**

The ownership of Academic Works shall remain with (or shall be returned, if necessary, to) their Authors, in deference to traditional academic freedoms. This Academic Work concept is intended to recognize and facilitate the traditional academic freedoms of faculty Members and Members who have Hospital Medical/Professional Staff appointments, and of student Members, to publish and disseminate their scholarly works.

The Institutions shall have the right to retain a royalty-free license to use Academic Works for Institutional purposes.

"Academic Works" shall mean Works of an academic or scholarly nature that are:

(i) authored by Hospital Medical/Professional Staff appointees, faculty, or student Members, in the course of customary clinical, research, and educational activities;

(ii) prepared at the Author's own initiative and not at the request or under the auspices of an Institution, not for Institutional purposes, and that do not make substantial use of Institutional resources; and

(iii) are not owned by or obligated to a third party through any Institutional arrangement.

It is not possible to formulate an all-inclusive definition of Academic Works that can be applied mechanically to every imaginable Work; however, these shall ordinarily include Works such as traditional textbooks, course and curriculum materials (which does not include Courseware), and articles published in scientific journals. The term Academic Work is not generally intended to cover Software, databases, Courseware, although individual situations involving such Works may be reviewed on a case-by-case basis by Innovation, and may be determined to constitute Academic Works. The Author's mere receipt of salary support, or use of office space or computers for word processing provided by an Institution, shall not be considered "substantial use of Institutional resources" for the purpose of determining whether a Work meets the criteria for an Academic Work. In addition, a Work that describes research or other activities that did make substantial use of Institutional resources shall not be disqualified from being treated as an Academic Work as long as the creation of the Work itself, as opposed to the underlying research or other activity, did not make substantial use of additional Institutional resources.

Innovation in its discretion shall have the authority to clarify and modify the definition of Academic Works and develop guidelines for its interpretation from time to time. New developments in academic publishing, among other factors, can be taken into account through this process.

If uncertain, Members should request a review by Innovation at any time to determine if a particular Work should be considered an Academic Work.

## **8.2 Rights of the Institutions.**

As between the Institutions and Members, except for Works that are Academic Works (see Section 8.1.4. above) the Institutions shall own all Copyrightable Works created by its Members in any of the following categories, and all rights in the copyright of such Works:

### **8.2.1 Supported Works.**

"Supported Works" shall mean Copyrightable Works that are created by one or more Members in performing activities that:

- (i) received any direct or indirect financial support from an Institution, including Institutional salary support or funding from any outside source awarded to or administered by an Institution;
- (ii) made substantial use of any space, facilities, materials or other resources of an Institution, including resources provided in-kind by outside parties (the use of office space and word processors alone shall not be considered a "substantial use" of resources for purposes of this paragraph); or
- (iii) were otherwise subject to any grant, contract or other arrangement between an Institution and a third party, such as the federal government, a foundation or corporate research sponsor.

### **8.2.2 Works Made for Hire.**

"Works Made for Hire" shall mean any Works that are created in the scope of a non-Medical/Professional Staff or faculty Member's employment or affiliation with an Institution; or created by a Medical/Professional Staff or faculty Member at the request of an Institution or as part of an Institutional undertaking; or that otherwise constitutes a "Work Made for Hire" under the copyright laws of the United States. By way of example, these Works may include training, educational or policy materials, articles written for the news office, patient handbooks or Software

created by professional, administrative or other staff at the request of an Institution or as part of an Institutional undertaking, or Software created by individuals who are employed by an Institution as programmers.

Some Supported Works may also constitute Works Made for Hire.

### **8.2.3 Related Software.**

“Related Software” shall mean Software created by a Member that is not a Supported Work or a Work Made for Hire but that arises out of or relates to the clinical, research, educational or other activities of the Creator at an Institution.

#### **8.2.3.1 Exception for Subsequently Made Related Software.**

In circumstances deemed appropriate by Partners’ Chief Innovation Officer, the Institution will waive its claim to any Related Software that is created in the performance of future consulting services under a Consulting Agreement that conforms with the Institution’s Policy on Consulting Agreements, or in the future conduct of any other independent enterprise proposed in advance by a Member and approved by Partners’ Chief Innovation Officer as appropriate for such a waiver. In instances where Partners’ Chief Innovation Officer determines that granting a waiver is not appropriate, the Institution may grant more limited rights to Related Software.

### **8.3 Manner of Institutional Ownership.**

To the extent that any of the foregoing Works (including some Supported Works) constitute a "Work Made for Hire" under this Policy or the copyright laws of the United States, the Institution shall own the Work in the first instance as the Author. To the extent that any of the foregoing Works do not constitute a "Work Made for Hire," the Institution shall own the Work by assignment from the individual Creator.

## **9.0 WORKS OF NON-MEMBERS COMMISSIONED BY AN INSTITUTION.**

Members wishing to commission non-Members to prepare Software, Video Materials and other Works for institutional purposes should seek advice from the Office of the General Counsel in advance, as a written agreement usually will be needed in order to secure the Institution’s rights.

## **10.0 DISTRIBUTION OF COPYRIGHTABLE WORKS THAT ARE OWNED BY AN INSTITUTION.**

It is the intent of the Institutions to encourage the exchange of Software, Video Materials and other Copyrightable Works with colleagues for the purpose of advancing research. At the same time, the Institutions aim to protect their rights in such Works, to promote their development for public use as appropriate, and, in the case of certain Software and other Works that have clinical applications, to prevent unsafe and unlawful uses of the Works.

Copyrightable Works owned by an Institution – including Software and Video as well as literary and other Works – shall be published, licensed to third parties or otherwise distributed for commercial purposes only through Innovation. Distribution of such Works for noncommercial purposes shall be subject to any guidelines established by Partners’ Chief Innovation Officer. Such guidelines may be modified at Innovation’s discretion from time to time, either at the request of a Member and his or her service or department chief to Innovation, or otherwise.

## **11.0 DISCLOSURE OF COPYRIGHTABLE WORKS; INSTITUTIONAL ACTION.**

### **11.1 Works to be Disclosed.**

Members shall disclose Software, Video Material and other Copyrightable Works created by the Member, individually or jointly with others during the time when the Member has a Medical/Professional Staff or faculty appointment at the Institution or is employed by the Institution or is otherwise involved in Institutional Activities, if it meets any of the following conditions (which may overlap):

(i) the Member wishes to make or permit use of the Work for commercial purposes or wishes to have the Institution commercialize it; or

(ii) it may have commercial or charitable value; or

(iii) the Member otherwise wishes to make the Work available to the public or any third party that is reasonably likely to use it for commercial purposes or broad distribution; or

(iv) the Work is subject to any grant, contract or other arrangement between the Institution and a third party; or

(v) Innovation otherwise requests the Member to disclose the Work.

In the event that Software is patentable, it shall be disclosed in accordance with Section 6 above.

This disclosure obligation applies even to some Copyrightable Works that may not be owned by the Institution or that the Author believes are not owned by the Institution. Among other reasons, this is necessary because Innovation is responsible for determining whether the Author or an Institution owns a particular Copyrightable Work.

Members are free to publish Academic Works without prior disclosure to Innovation, although if there is any reasonable question whether a given Copyrightable Work constitutes an Academic Work the Member shall discuss it with Partners' Chief Innovation Officer prior to publication.

### **11.2 Method of Disclosure.**

Copyrightable Works may be disclosed to Innovation in writing by submitting an Invention Disclosure Form.[4]

### **11.3 Determination of Ownership.**

After review of the Copyright Disclosure Form, Innovation may determine that the Work is not owned by an Institution. In that case, Innovation will notify the Member who disclosed it within a reasonable time after making the determination.

### **11.4 Use, Licensing and Protection of Institutionally Owned Works.**

An Institution may choose to use Copyrightable Works owned by it for internal purposes only. If, however, it appears that a Work owned by an Institution should be commercialized or otherwise made available to the public or a third party for commercial purposes or broad distribution, Innovation will consult with the Member who disclosed the Work as deemed necessary, and will determine the appropriate action, which may include promoting and licensing the Work to make it available to the public. The Institution shall provide such professional services as it deems necessary or desirable to protect the copyright and other proprietary rights in the Work, which may be limited to reliance on unregistered copyright protection.

Any action by an Institution will be taken at the expense of the Institution, without charge to the Creator, and will take into account the available resources and the commercial value of and market interest in the Work.

### **11.5 Communication with Authors.**

Open communication and collaboration between the Author and the Institution generally facilitates decisions on how to make the best use of a Copyrightable Work. Innovation will attempt to communicate informally with Members from time to time about Works they have disclosed to it. Members are also encouraged to stay in communication with Innovation about Copyrightable Works they believe are important. In addition, at any time a Member may request the Institution to state in writing what actions it intends to take or has taken regarding a Work he or she has disclosed. Such requests should be made in writing to Partners' Chief Innovation Officer. Before Innovation responds to such a request, the Member must have made a disclosure sufficient for Innovation to make a reasoned evaluation of the Work's value for internal institutional use and for commercial and charitable purposes. Once such disclosure and written request have been made, Innovation will provide a written status report reasonably promptly, expected in most cases to be within 30 days.

### **11.6 Relinquishment.**

An Author may request that the Institution relinquish its ownership of any Work. Except where prohibited by restrictions imposed by external funding, the Institution may, but shall have no obligation to, relinquish its ownership as deemed appropriate by Partners' Chief Innovation Officer. If the Institution decides to relinquish ownership of the Work, it may impose such terms and conditions as it deems appropriate in its discretion, including those comparable to the terms and conditions described in Section 6.6.

### **11.7 Treatment of Software as an Invention.**

Software is generally protectable by law as a Copyrightable Work but it may also constitute or embody an Invention. If an Invention is owned by an Institution, any Software embodying that Invention will also be owned by the Institution. In the event a Member believes that Software he or she has created is or may be patentable, the Member shall so notify Innovation in the manner set forth in Section B of this Policy.

## **12.0 PRIVACY AND RELATED RIGHTS OF OTHERS.**

Creators of Copyrightable Works must seek appropriate permissions before making any use of the name, likeness or other identifying information of a Member, patient or any other individual. Such use may be subject to the individual's rights of privacy or publicity and other legal restrictions unrelated to Intellectual Property. In the case of patients, both the law and Hospital policy require obtaining prior consent in writing.

## **13.0 GUIDELINES FOR PUBLICATION.**

Creators of Copyrightable Works owned by an Institution should observe the following guidelines:

### **13.1 Copyright Notice.**

Notice of copyrights should be provided by including in any Software or other Work the copyright logo ("©") and/or the word "Copyright," the year of first publication and any subsequent revisions, and the name of the copyright owner (for example, "© 2018 The Brigham and Women's Hospital, Inc.").

For Copyright purposes, "Publication" means distributing copies of the Work to the public, including offering to distribute it to a group for further distribution. Members are encouraged to consult with Innovation for more information on the appropriate copyright notice for a Work and copyright protection in general.

### **13.2 Copyrights of Others.**

The rights of other copyright owners, including third parties whose written materials and Software are used at or by an Institution, should be observed. Members are encouraged to seek advice from Innovation if in doubt as to their rights to use or copy third party materials.

## **14.0 INSTITUTIONAL NAMES AND TRADEMARKS.**

Members shall obtain approval from the appropriate Institutional public affairs officer before seeking Publication of any Copyrightable Work, whether or not owned by an Institution, that prominently displays the name of an Affiliated Institution or any other name or logo used to identify an Affiliated Institution, or that uses such a name or logo in any advertising, promotional or sales material in any medium. It is generally acceptable (and therefore generally requires no approval) for a Member to use the name of an Institution in an Academic Work solely to identify the Author's association with an Institution in a factually accurate way. However, even such limited use may, in some circumstances, imply an inappropriate institutional endorsement of or other institutional involvement in the Work, and therefore shall be subject to restrictions imposed by the Institution through Innovation, the Office of General Counsel, and/or the appropriate Institutional public affairs office.

No name or logo of an Affiliated Institution, or other identifying symbol, may be used as a Trademark, or to imply any endorsement, without the Institution's prior written permission.

Trademarks shall be owned by an Institution if they are created by Members in the course of their employment or affiliation with an Institution, if they are used to identify any product or service originating with or associated with an Institution, or pertain to significant Institutional activities.

## **15.0 TRADE SECRETS.**

While the Institutions are willing to keep confidential information that is disclosed to them by third parties (such as company confidential information), as academic medical centers the Hospitals are dedicated to open disclosure and discussion of information, and attempt to keep secret very little information that is generated internally at the Hospitals; the other Institutions are similarly committed to open information exchange. However, the Hospitals and other Institutions do attempt to keep confidential some internal information such as patient data, some business information, and some Software. To the extent any such confidential information relating to an activity conducted at or supported by an Institution constitutes a Trade Secret, the Trade Secret shall be owned by the Institution. If requested by an Institution, Members shall take appropriate steps to keep such Trade Secrets confidential.

## **D. TANGIBLE RESEARCH PROPERTY.**

### **16.0 DEFINITION, OWNERSHIP, DISCLOSURE AND DISTRIBUTION OF TANGIBLE RESEARCH PROPERTY ("TRP").**

#### **16.1 Definition of TRP.**

TRP refers to those research results which are in a tangible form, as distinct from intangible (or intellectual) property. TRP also includes human tissue and other bodily samples which may be obtained in the course of research activities, or in the course of non-research activities (such as surgery or biopsy) but which are of interest to researchers. TRP often has intangible Intellectual Property rights associated with it, for example, biological molecules which are patented. TRP may, where appropriate, be distributed without securing Intellectual Property protection by using some form of contractual agreement, including commercial licensing, and all TRP, even that which has been commercially licensed, may be and often is simultaneously distributed solely for research purposes either under simple letters of understanding or more formal licenses, all negotiated through Innovation.

## **16.2 Ownership of TRP**

An Institution shall own TRP as follows:

(i) All TRP that has intangible Intellectual Property rights associated with it (for example, patentable TRP such as novel genes) shall be governed by the other Intellectual Property provisions of this Policy.

(ii) All TRP that has no intangible Intellectual Property rights associated with it (for example, unpatentable biological materials) will, analogously to unpatentable Inventions hereunder, be owned by an Institution if such TRP is developed or created by a Member, solely or jointly, in performing Institutional Activities, or during the time that an individual is a Member and which arises out of or relates to the Member's clinical, research, educational or other activities at the Institution.

It is recognized that patients and human subjects may have ownership interests in their tissues and other bodily samples, and this Policy does not transfer nor seek to transfer to any Institution ownership of such samples. Rather, this Policy addresses ownership of body samples only as between the Institution and Members of the Institutional Communities. Issues pertaining to ownership interests of patients/human subjects in their tissues or other bodily samples are beyond the scope of this Policy and are addressed in other institutional policies and documents (such as informed consent documents).

## **16.3 Disclosure of TRP.**

TRP shall be disclosed to an Institution as follows:

(i) All TRP that is copyrightable or that is or may be patentable shall be disclosed in accordance with the provisions of this Policy governing disclosure of Copyrightable Works (see Section 11) and patentable Inventions (see Section 6).

(ii) All TRP that is both unpatentable and uncopyrighted shall be disclosed if such TRP is developed or created by a Member, solely or jointly, during the time that an individual is a Member if: (a) the Member wishes to make or permit use of such TRP for commercial purposes or wishes to have the Institution commercialize the TRP; or (b) the TRP may have commercial or charitable value; or (c) the Member otherwise wishes to make it available to the public or any third party that is reasonably likely to use it for commercial purposes or broad distribution; or (d) the disclosure of the TRP is required by any grant, contract, or other arrangement between the Institution and a third party or by any applicable policy, law or regulation; or (e) the Member is otherwise requested by Innovation to disclose the TRP to the Institution.

## **16.4 Distribution of TRP.**

In keeping with the traditions of academic science and its basic objectives, it is the policy of the Institutions that results of scientific research are to be promptly and openly made available to others. This policy applies equally to research results that have tangible form. However, it is recognized that the traditional modes of dissemination through scholarly exchange and publication are not fully effective for

most TRP. Furthermore, the dissemination of TRP raises other issues such as: the safety of the TRP; the need sometimes for TRP to be more fully characterized or developed prior to distribution; for human tissue and other bodily samples, the need for appropriate consent and compliance with applicable policy regarding transfer of human samples; and the need to ensure that dissemination of TRP is consistent with applicable policies, laws and regulations as well as contractual obligations to third parties. Therefore, all TRP which constitutes human tissue or other bodily samples, or which raises safety concerns, or the distribution of which may be subject to contract, policy, law or regulation (such as export control laws, or laws pertaining to special agents) must be disclosed in accordance with Section 16.3 above, must be subject to an agreement that is reviewed, negotiated and approved by Innovation, and which contains the provisions and restrictions deemed appropriate by Innovation for the particular distribution. Members shall not sign any agreement to distribute or receive TRP without Innovation approval.

## **E. INCOME FROM INTELLECTUAL PROPERTY AND TANGIBLE RESEARCH PROPERTY.**

### **17.0 DISTRIBUTION OF INTELLECTUAL PROPERTY INCOME.**

#### **17.1 Income from Inventions.**

Annual Net Income from the licensing or other disposition of patent rights in Inventions shall belong to the Institutions and shall be allocated in accordance with Table II, Table III, Table IV, or Table V as applicable (Tables appear at the end of this Policy). The Inventors (as defined by this Policy and U.S. patent law) shall receive the "Creator's share."

Section 17.7 addresses how Annual Net Income shall be allocated in situations where more than one Service/Department from one Institution, or more than one Lab/Unit from one Institution, or more than one Inventor/Creator is involved in creating an Invention or other Intellectual Property. Section 17.10.5. addresses how Annual Net Income shall be allocated when infrastructure support for the creation of a given item of Intellectual Property comes from more than one Institution and/or from Partners.

#### **17.2 Income from Copyrightable Works.**

Annual Net Income from the licensing or other disposition of Copyrightable Works shall belong to the Institutions and shall be allocated in accordance with Table II, Table III, Table IV, or Table V as applicable (tables appear at the end of this Policy) and, with respect to the Creator's share, in accordance with Section 17.3.

#### **17.3 Creator's Share of Copyright Income.**

##### **17.3.1 General Principles.**

The general principle of this Policy is that, except as described in Section 17.3.2. below, the Creator's share of Annual Net Income attributable to a Copyrightable Work shall be distributed to the individuals responsible for the creative component of a Copyrightable Work. However, since copyright law does not protect abstract creativity, an individual may make significant creative contributions to a Copyrightable Work and not be considered the "copyright author" under copyright law. Therefore, this Policy does not presume that "authorship" under copyright law is the best measure of creative contribution, and seeks alternative ways to determine relevant creative input. Accordingly, individuals making significant creative contributions to Copyrightable Works shall be considered Creators and may receive a share of Annual Net Income attributable to those Works, as described further below.

### **17.3.2 Exception for Works Made for Hire.**

Members whose contributions to Copyrightable Works are Works Made for Hire, or who otherwise contribute to a Copyrightable Work as part of the work they undertake within the scope of their employment, are not entitled to any portion of the Creator's Share of Annual Net Income attributable to a Copyrightable Work unless and until they are given such entitlements pursuant to Section 17.3.3., below.

### **17.3.3 Methods for Determining Distribution of Creator's Share of Copyrightable Works.**

The Creator's share may be distributed in one of two ways:

#### **17.3.3.1 Laboratory/Unit Policies.**

It is recognized that the creation of Copyrightable Works often involves group efforts that may be facilitated by royalty-sharing arrangements that differ from the model traditionally followed with respect to Inventions. Laboratories and Units are encouraged to adopt alternative written policies governing the distribution of the Creator's share of copyright Income generated by them. These policies shall be formulated and adopted in accordance with the following guidelines:

- (i) Policies shall seek to achieve a reasonable outcome, shall take into account the feasibility of identifying all individuals to whom they afford a share, and shall be consistent with any applicable requirements of funding agencies.
- (ii) Current Members of the Medical/Professional Staff or faculty in the Lab/Unit, and such other Members as the Lab/Unit Chief deems it reasonable to consult, shall have the opportunity to express their views regarding such policies while they are being formulated. The Chief shall attempt to achieve consensus.
- (iii) The reasonableness of Lab/Unit policies, and the procedures followed in adopting them, shall be reviewed and approved by the relevant service or department chief and Partners' Chief Innovation Officer before taking effect.
- (iv) An approved policy shall apply to all Members of the Lab/Unit. The Lab/Unit shall give notice of its policy to Members who join after approval of the policy, and shall obtain from them a written acknowledgment that they are aware of the policy.
- (v) Members responsible for formulating policies are invited to consult in advance with Innovation regarding examples of acceptable policies and requirements of funding agencies.

#### **17.3.3.2 Case by Case Determination.**

When there is no approved Lab/Unit policy applicable to a particular Income stream, the principal investigator (in the case of Works produced under a grant or other sponsored research) or Lab/Unit Chief (in other cases) shall consult the Member(s) primarily responsible for creation of the Work and identify any Members who made substantial inventive or innovative contributions to it. Those Members shall be entitled to share the Creator's share of Annual Net Income from the Work, as allocated among them according to their contributions by the principal investigator or Lab/Unit Chief, except that, as described in Section 17.3.2., Members whose contributions are Works Made for Hire ordinarily shall not receive a personal share unless a Lab/Unit policy so provides. If no Member has made a substantial inventive or innovative contribution that is not a Work Made for Hire, the Creator's share will be distributed to the Lab/Unit. If requested by any Member, the principal investigator's or Lab/Unit Chief's determination will be reviewed by the relevant service or department chief and by Partners' Chief Innovation Officer.

#### **17.4 Biological Materials Income.**

Annual Net Income from the licensing or other disposition of biological materials shall belong to the Institution and shall be allocated in accordance with Table I, below. The Creator's share shall be distributed as follows. The principal investigator (in the case of materials produced under a grant or other sponsored research) or the Lab/Unit Chief (in other cases) shall consult the Member(s) primarily responsible for creation of the biological material and identify any Members who made substantial inventive or innovative contributions to it. Those Members shall be entitled to share the Creator's share of Annual Net Income from the materials, as allocated among them according to their contributions by the principal investigator or Lab/Unit Chief. If no Member has made a substantial inventive or innovative contribution, the Creator's share will be distributed to the Lab/Unit or, where appropriate, to Creators Research Accounts as described in Section 17.10.3. If requested by any Member, the principal investigator's or Lab/Unit Chief's determination will be reviewed by the relevant service or department chief and by Partners' Chief Innovation Officer.

#### **17.5 Combination Income.**

In the case of Annual Net Income that is attributable to both patents and copyrights and is not allocated between them by contract, half shall be distributed as patent Income and half as copyright Income. In the case of Annual Net Income attributable to both patents and biological materials and not allocated between them by contract, half shall be distributed as patent Income and half as biological materials Income.

#### **17.6 Income from Other Research Results, Trademarks and Trade Secrets.**

Income from the use of the name of any Institution, or an Institutional Trademark or Trade Secret, shall belong to the Institution and shall not be distributed to Members. Otherwise, in the case of Tangible Research Property (other than biological materials) or other research results that are not covered by Sections 17.1-17.5, any Annual Net Income received by an Institution shall belong to the Institution and shall be distributed or not distributed as determined by Innovation in consultation with the Member(s) primarily responsible and the Lab/Unit Chief(s), with the approval of Partners' Chief Innovation Officer.

#### **17.7 Determination of Shares Among Multiple Creators, Departments/Services, and Laboratories/Units.**

If more than one Inventor was involved in the creation of an Invention, the Inventors will endeavor to unanimously designate in writing to the Chief Innovation Officer how the Creators' share shall be apportioned among the Inventors of record. If the Inventors fail to make such unanimous written designation in the time reasonably allotted by Innovation, the principal investigator (in the case of Works produced under a grant or other sponsored research) or Lab/Unit Chief (in other cases) shall escalate the matter to appropriate Institution leadership which, in most cases, is the applicable Department/Service Chief(s) or Chair(s). If the Department/Service Chief(s) or Chair(s) have a conflict of interest or are unable to resolve the matter, the matter shall be referred to the Institution senior leadership, such as a Senior Vice President for Research or President or such other officer as may be designated by the Institution, as appropriate. Whenever Institution leadership is required under this Policy to make share allocation designations among multiple Inventors, the designation will be based on such criteria as the applicable leadership deems, in its discretion, to be appropriate.

If more than one Department or Service, or more than one Laboratory or Unit, from one Institution was involved in the creation of Intellectual Property, the Department/Service share and the Lab/Unit share of Annual Net Income shall be apportioned among the involved Departments/Services and the Labs/Units in the same proportion as the Creators' share is apportioned among the Inventors, unless otherwise unanimously designated by the Service(s)/Department(s) or Labs/Units prior to distribution.

Treatment of multiple Creators' shares of Income from Copyrightable Works or biological materials is covered by Sections 17.3 and 17.4 of this Policy. In the case of any type of property, an approved Lab/Unit policy will be followed, if applicable, in preference to this Section 17.7.

### **17.8 Departure of Creator from Institution.**

Should any or all of the Creators leave the Institution:

**17.8.1** Their individual Creator's share shall continue to be paid to them after their departure;

**17.8.2** The Lab/Unit share shall continue to be paid to the Lab/Unit if it remains operational; and if not then it shall be paid into a Creators Research Account in the name of senior Creators who remain at the Institution (split evenly if more than one); and if no such Creators remain at the Institution then the Lab/Unit share shall be divided evenly between the Department/Service and the Institution;

**17.8.3** If the Lab/Unit funds had been previously determined, in accordance with Section 17.10.2, to be paid into a Creator's Research Account in the name of the departing Creator, then these funds shall be reallocated to the senior Creators who remain at the Institutions, if any, either in accordance with an allocation previously agreed to by the Creators under Section 17.7 or, in the absence of such agreement, evenly; and if no Creators remain at the Institution, then the departing Creator's Research Share shall be divided evenly between the Department/Service and the Institution; and

**17.8.4** The allocation and payment of Income in other respects shall remain the same as if the Creators were still at the Institution.

### **17.9 Death of Inventor/Creator.**

In the event of the death of an individual entitled to receive a share of Income, his or her Creator's share shall inure to his or her estate. The Lab/Unit share (or, where applicable, the payment of such share to a Creator's Research Account in the name of the deceased Creator), shall be handled in the same manner as described in Section 17.8.

### **17.10 Elaboration on Tables I, II, III, IV, and V.**

#### **17.10.1 General Explanation.**

As used in the Tables, the Laboratory/Unit, Service/Department, and/or Thematic Center is the one with which the Creator was associated at the time the Invention Disclosure Form was filed for the property generating the Income. When the Institution involved is a Hospital, it is expected that the Institutional and Departmental Shares will go to a general research or education fund (and, regardless of the Institution involved, when these shares arise from federally-funded research they must be spent to support Institutional research or education activities in order to comply with federal regulation).

#### **17.10.2 Allocation Between a Creator and the Creator's Lab/Unit Share.**

The combined Creator share and Lab/Unit share will be allocated, within a specified range as set forth in Tables I-V, between the Creator and the Creator's Lab/Unit. The specific allocation of Income between the Creator and Creator's Lab/Unit for any given Invention or Biological Material should be based on an objective determination of the relative contribution of the Creator and the Lab/Unit to the Biological Material, Invention, or Inventions carried by the license. Upon request by Innovation, the Creator will propose to Innovation how such combined Income share should be allocated

between the Creator and the Lab/Unit. Innovation will review the proposed allocation and, consistent with guidance from appropriate Institution leadership, will approve or modify the allocation based on its assessment of the relative contributions of the Creator and Lab/Unit to the Invention. Absent a proposal from the Creator regarding how such combined Income share should be allocated between the Creator and the Lab/Unit, the default allocation between the Creator and the Lab/Unit shall be a specified percentage as set forth in Tables I-V.

#### **17.10.3 Creator's Lab/Unit Share.**

Distribution of Income to the Creator's Lab/Unit is based on the underlying premise that the Lab/Unit provided a meaningful contribution to creation of the Intellectual Property. When Creator(s) who are members of a Lab/Unit make an Invention or Copyright disclosure, they shall provide to Innovation the name(s) of the chief or principal investigator responsible for the Lab/Unit which will receive a portion of the Income, and a portion of proceeds shall be paid into an institutional account for the benefit of the Lab/Unit. If the Creator(s) are not members of a Lab/Unit, then they shall, when filing a disclosure, identify which of the senior Creator(s) shall be entitled to oversee these funds, and a portion of proceeds shall be paid into institutional Creator's Research Accounts established under the names of those individuals. For these purposes a Creator shall be considered "senior" only if s/he has a faculty rank of Instructor (or equivalent) or above. In the event that there is any uncertainty over the appropriate Lab/Unit, then Innovation shall, in consultation with the appropriate chiefs, make a final determination as to the appropriate institutional account to receive this money. Money used from this account will incur an indirect cost charge as determined by Institutional policy at the time the money is spent.

#### **17.10.4 Department/Service Share.**

Distribution of Income to the Department/Service is based on the underlying premise that one (or more) Department or Service of one particular Hospital or other Institution provided the infrastructure (e.g. salary and space) support to the creation of the Intellectual Property. Where this is not the case – as, for example, where infrastructure support came from a Partners-wide or multi-Hospital Center – then there will be no default presumption that this share of Income goes to a Department/Service. Rather, representatives of the interested Departments/Services and Institutions (including, where appropriate, Partners) shall agree on the appropriate allocation either ahead of time, which may be ascertainable in the case for example of some Centers, or on a case-by-case basis as Intellectual Property is created and disclosed, and in any event no later than the time when it is licensed.

#### **17.10.5 Institutional Share.**

There is a starting presumption that the Institution entitled to receive this share of proceeds is the Hospital or other Affiliated Institution that owns the Intellectual Property that generated the proceeds, based on the premise that such an Institution provided all of the infrastructure support for the creation of the Intellectual Property. Where that is not the case – for example, in the case of a Center where Partners may have provided all or a significant portion of infrastructure support – then there shall be no such starting presumption, and representatives of the interested Institutions (including, where appropriate, Partners) shall agree on the appropriate allocation of the Institutional Share in the manner described in Section 17.10.4.

### **18.0 EXCEPTIONS TO INCOME DISTRIBUTION RULES.**

Any distribution provided for above is subject to the following exceptions:

#### **18.1 Grant-Related Conditions.**

Income generated under grants from federal agencies and some other sources may be subject to conditions in the grant or grant-related regulations, which must be complied with before any Income can be distributed. For example, in some cases license Income produced under a grant must be applied to

reimburse the funding entity. Members are encouraged to consult with the administrative office handling their grant award to be sure they are aware of any applicable conditions.

### **18.2 Disposition of Equity Received by an Institution.**

Equity received by an Institution shall be in accordance with a separate policy to be adopted by the Institutions regarding such disposition or, in the interim, in accordance with decisions of the Committee.

### **18.3 Anticipated Expenses.**

If the Institution reasonably anticipates incurring unreimbursable expenses in connection with any Intellectual Property (such as costs of patent prosecution or litigation, audit expenses, or other expenses of a type that is deductible from Income under the definition of Annual Net Income), it may hold in reserve all or a portion of any Income from such property to the extent deemed necessary by Innovation to cover such anticipated expenses. In such a case, the relevant principal investigator or Lab/Unit Chief will be notified of the amount being held in reserve and the reasons for holding it.

### **18.4 Waivers.**

Any Member or other party entitled to receive any share of Income under this Policy may waive that share with the approval of Innovation or in accordance with guidelines established by Innovation.

### **18.5 Laboratory/Unit Policies.**

In lieu of following Section 17.1 or 17.4, Laboratories and Units may, with the approval of Innovation, adopt written policies providing an alternative basis for distributing the Creator's share of Annual Net Income from patents and/or materials created by individuals in that Lab/Unit.

### **18.6 Alternative Distribution.**

Subject to appropriate Hospital or Institutional leadership, an alternative distribution formula may be followed by obtaining a written agreement from the appropriate spokesperson for any share that is proposed to be reduced, i.e., the agreement of the Creator if the proposal is to reduce the Creator's share, or the agreement of the appropriate institutional representative if the proposal is to reduce the Lab/Unit and/or the Department/Service and/or the Institutional share.

## **F. DISPUTE RESOLUTION.**

Innovation shall be responsible for resolving any disputes that arise in connection with this Policy. Where appropriate, Innovation may seek consultation and advice from the appropriate representatives of management of the applicable Institution, Institutional committees, and from the Office of the General Counsel. Disputes shall also be resolved under the oversight of the Committee as its responsibilities are determined by the Board of Directors of Partners.

## **G. GLOSSARY.** (see Definitions)

## TABLE I

### DISTRIBUTION OF ANNUAL NET INCOME

#### GENERAL POLICY ON BIOLOGICAL MATERIALS

SOURCE OF INCOME	TO THE CREATOR	TO THE CREATOR'S LABORATORY/ UNIT	TO THE DEPARTMENT/ SERVICE	TO THE INSTITUTION
Biological Materials (\$5,000 or more)	45% (see Notes below)		20%	35%
Biological Materials (less than \$5,000)	0%	100%	0%	0%

#### Notes:

- This is the combined share to the Creator and the Creator's Laboratory/Unit. Upon request by Innovation, the Creator shall submit a proposal to Innovation outlining how to allocate the 45% share with the Lab/Unit, provided however, the Creator and Lab/Unit shares each must be not less than 15% or greater than 30%.
- Absent a proposal from the Creator or if the Creator's proposal is not accepted by Innovation and/or appropriate Institution leadership, the default allocation of the total Annual Net Income between the Creator and Lab/Unit shall be 25% to the Creator; 20% to the Lab/Unit.
- The Income allocation set forth above shall apply to license payments received on or after October 1, 2018. Income received prior to October 1, 2018 shall be distributed in accordance with the Policy as it existed on January 1, 2018.

**TABLE II**

**DISTRIBUTION OF ANNUAL NET INCOME**

**GENERAL POLICY**

<b>COMBINED SHARE TO THE CREATOR AND THE CREATOR'S LABORATORY/UNIT (see Notes below)</b>	<b>TO THE DEPARTMENT/ SERVICE</b>	<b>TO THE INSTITUTION</b>
<b>45%</b>	<b>20%</b>	<b>35%</b>

**Notes:**

- Upon request by Innovation, the Creator shall submit a proposal to Innovation outlining how to allocate the 45% share with the Lab/Unit, provided however, the Creator and Lab/Unit shares each must be not less than 15% or greater than 30%.
- Absent a proposal from the Creator or if the Creator's proposal is not accepted by Innovation and/or appropriate Institution leadership, the default allocation of the total Annual Net Income between the Creator and Lab/Unit shall be 25% to the Creator; 20% to the Lab/Unit.
- The Income allocation set forth above shall apply to license payments received on or after October 1, 2018. Income received prior to October 1, 2018 shall be distributed in accordance with the Policy as it existed on January 1, 2018.

**TABLE III**

**DISTRIBUTION OF ANNUAL NET INCOME**

**MCLEAN HOSPITAL**

<b>COMBINED SHARE TO THE CREATOR AND THE CREATOR'S LABORATORY/UNIT (see Notes below)</b>	<b>TO THE INSTITUTION</b>
<b>45%</b>	<b>55%</b>

**Notes:**

- Upon request by Innovation, the Creator shall submit a proposal to Innovation outlining how to allocate the 45% share with the Lab/Unit, provided however, the Creator and Lab/Unit shares each must be not less than 15% or greater than 30%.

- Absent a proposal from the Creator or if the Creator’s proposal is not accepted by Innovation and/or appropriate Institution leadership, the default allocation of the total Annual Net Income between the Creator and Lab/Unit shall be 25% to the Creator; 20% to the Lab/Unit.
- The Income allocation set forth above shall apply to license payments received on or after October 1, 2018. Income received prior to October 1, 2018 shall be distributed in accordance with the Policy as it existed on January 1, 2018
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**TABLE IV**

**DISTRIBUTION OF ANNUAL NET INCOME**

**WELLMAN THEMATIC CENTER**

	<b>COMBINED SHARE TO THE CREATOR AND THE CREATOR’S LABORATORY/UNIT</b>	<b>TO THE DEPARTMENT/ SERVICE</b>	<b>TO THE WELLMAN THEMATIC CENTER</b>	<b>TO THE INSTITUTION</b>
<b>Until \$100,000 has been distributed to the laboratory</b>	<b>48.3%</b> (see Notes 1,2,5 below)	<b>13.4%</b>	<b>15%</b>	<b>23.3%</b>
<b>After \$100,000 has been distributed to the laboratory</b>	<b>35.8%</b> (see Notes 3,4,5 below)	<b>13.4%</b>	<b>27.5%</b>	<b>23.3%</b>

**Notes:**

- Upon request by Innovation, the Creator shall submit a proposal to Innovation outlining how to allocate the 48.3% share with the Lab/Unit, provided however, the Creator and Lab/Unit shares each must be not less than 15.9% or greater than 32.4%.
- Absent a proposal from the Creator or if the Creator’s proposal is not accepted by Innovation and/or appropriate Institution leadership, the default allocation of the total Annual Net Income between the Creator and Lab/Unit shall be 25% to the Creator; 23.3% to the Lab/Unit.
- Upon request by Innovation, the Creator shall submit a proposal to Innovation outlining how to allocate the 35.8% share with the Lab/Unit, provided however, the Creator and Lab/Unit shares each must be not less than 10.8% or greater than 25%.
- Absent a proposal from the Creator or if the Creator’s proposal is not accepted by Innovation and/or appropriate Institution leadership, the default allocation of the total Annual Net Income between the Creator and Lab/Unit shall be 25% to the Creator; 10.8% to the Lab/Unit.
- The Income allocation set forth above shall apply to license payments received on or after October 1, 2018. Income received prior to October 1, 2018 shall be distributed in accordance with the Policy as it existed on January 1, 2018.

**TABLE V**

**DISTRIBUTION OF ANNUAL NET INCOME**

## MGH THEMATIC CENTERS

COMBINED SHARE TO THE CREATOR AND THE CREATOR'S LABORATORY/UNIT (see Notes below)	TO THE DEPARTMENT/SERVICE	TO THE MGH THEMATIC CENTERS	TO THE INSTITUTION
45%	15.8%	15.8%	23.4%

### Notes:

- Upon request by Innovation, the Creator shall submit a proposal to Innovation outlining how to allocate the 45% share with the Lab/Unit, provided however, the Creator and Lab/Unit shares each must be not less than 15% or greater than 30%.
- Absent a proposal from the Creator or if the Creator's proposal is not accepted by Innovation and/or appropriate Institution leadership, the default allocation of the total Annual Net Income between the Creator and Lab/Unit shall be 25% to the Creator; 20% to the Lab/Unit.
- The Income allocation set forth above shall apply to license payments received on or after October 1, 2018. Income received prior to October 1, 2018 shall be distributed in accordance with the Policy as it existed on January 1, 2018.

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[1] Depending on the context and unless otherwise specified, "MGH" may refer either to The Massachusetts General Hospital (parent corporation) or to its subsidiary, The General Hospital Corporation.

[2] An Invention that is conceived in circumstances that are described in the definition of a Supported Invention is not a Related Invention and so does not qualify for this exception.

[3] Invention Disclosure Forms are available through the Innovation website.

[4] Invention Disclosure Forms are available through the Innovation website.

### Other Applicable Partners HealthCare Policies:

Code of Conduct

### References:

### Attachments:

Partners Intellectual Property Policy 4.1.2020.pdf

### Development and Consultation:

Original Review Date	Reviewed By	Reviewer Approval Date
08/22/2003	Approved by the Governing Boards:	08/22/2003

	<p>Brigham and Women's/Faulker Hospitals, Inc. and Brigham and Women's Hospital, Inc.: July 10, 2002  Brigham and Women's Physicians Organization: July 18, 2002  The Massachusetts General Hospital and The General Hospital Corporation: July 19, 2002  Massachusetts General Physicians Organization, Inc.: June 21, 2002  The MGH Institute of Health Professions, Inc.: June 28, 2002  The McLean Hospital Corporation: May 23, 2002  The Spaulding Rehabilitation Hospital Corporation: May 9, 2002</p> <p>Approved by the Professional and Institutional Conduct Committee of Partners HealthCare System, Inc.: August 15, 2002</p>	
<p>10/01/2018</p>	<p><b>Approved, as amended:</b></p> <ul style="list-style-type: none"> <li>• The Brigham and Women's Hospital, Inc. – January 24, 2018</li> <li>• Brigham and Women's Faulkner Hospital, Inc. – January 24, 2018</li> <li>• Brigham and Women's Physicians Organization, Inc. – January 26, 2018</li> <li>• The Massachusetts General Hospital – January 24, 2018</li> <li>• The General Hospital Corporation – January 24, 2018</li> <li>• Massachusetts General Physicians Organization, Inc. – June 4, 2018</li> <li>• The MGH Institute of Health Professions, Inc. – January 24, 2018</li> <li>• The McLean Hospital Corporation – January 25, 2018</li> </ul>	<p>10/01/2018</p>

	<ul style="list-style-type: none"> <li>The Spaulding Rehabilitation Hospital Corporation – January 26, 2018</li> </ul>	
11/01/2019	<p><b>Approved, as amended:</b></p> <ul style="list-style-type: none"> <li>The Brigham and Women’s Hospital, Inc. – November 14, 2019</li> <li>Brigham and Women’s Faulkner Hospital, Inc. – November 14, 2019</li> <li>Brigham and Women’s Physicians Organization, Inc. – February 26, 2020</li> <li>The Massachusetts General Hospital – November 18, 2019</li> <li>The General Hospital Corporation – November 18, 2019</li> <li>Massachusetts General Physicians Organization, Inc. – November 18, 2019</li> <li>The MGH Institute of Health Professions, Inc. – January 14, 2020</li> <li>The McLean Hospital Corporation– November 14, 2019</li> <li>The Spaulding Rehabilitation Hospital Corporation – February 5, 2020</li> <li>Massachusetts Eye and Ear Infirmery - November 18, 2019</li> <li>Massachusetts Eye and Ear Associates - November 18, 2019</li> <li>Schepens Eye Research Institute, Inc. - November 18, 2019</li> </ul>	04/01/2020

**Policy Revision History:**

Policy Version	Authors	Reason for Revision	Revision Date	Reviewed By	Original Review Date	Revision Approval Date

**Policy External Link:**

<https://grcarcher.partners.org/default.aspx?requestUrl=..%2fGenericContent%2fRecord.aspx%3fid%3d221238%26moduleId%3d65>