

Connecticut Training and Development Network

Notes

September 28, 2007

I. Business meeting Deana Giordano

Summary of the following:

- Train-the-Trainer Update
- Committees-need the names of people working on the Marketing Committee
- CTDN Newsletter-call for ideas, email suggestions for topics to deana.giordano@ct.gov
- Save the date-next CTDN meeting October 26th

II. Copyright and other Issues Presentation

A lively information session resulting in discussion and questions from the group was provided by our three panel members:

- Leigh Grossman, from UCONN Storrs, is a writer, editor and college professor and President of Swordsmith Productions
- Catherine Intravia, an attorney for Shipman and Goodwin in Hartford
- Betsy Pittman, University Archivist from UCONN Storrs will take us on a virtual tour of their library web-site, a valuable tool and reference

Disclaimer: The presenters made it clear that information shared was for general awareness and that depending on who you speak with and the given situation, you may receive different understandings and/or interpretations.

Some general information:

- Trademarks: Words or designs that are used over time to identify to consumers ...i.e. when you think of UCONN- the Husky dog logo, Coca-Cola and the way it is written in red. Don't need to register a trademark to have rights to it if it is limited to your marketplace but if you want your rights to extend to all 50 states- then must register with the federal office and then receive the registered mark. You can not use something that can be confused with someone's trademark or you may be found to be "infringing" on it.
- Copyright: create something (creative element) and capture in tangible media (software, books, photos, web sites). As soon as it is created it is copyrighted. Don't have to register it to be copyright but must register in order to enforce your copyright. Once you prove you've filed for a copyright you can sue for infringement on it (i.e. Software, training manuals). However, if you create something within the scope of your job then the organization owns it. Can usually get permission to use it, if not for free but need to ask. If you are the owner: can reproduce it, create derivative works, distribute it and make it public but no one else can. 3 issues to consider; Fair Use, Work for Hire, Licensing.

Many different examples and questions were raised at the meeting and many answers need to be found back at your own agency. Some of the general themes:

- Panel members were providing GENERAL INFORMATION and Interpretations
- Highly recommended that each agency contact/find their own expert for legal counsel
- ALWAYS ALWAYS need permission to use materials and note whatever on the hard copy: such as copyright, permission to use, etc
- IF you copy without permission or paying for the copyright-you run a risk of being in violation
- Laws are constantly changing and applies to different time periods (example: pre 1920) so must keep up to date

Betsy Pittman spent time reviewing the copyright resources that is located on the UCONN website.

III. Overview of UCONN Storrs OSD by JP Lacombe

JP is the manager of the OSD unit in HR at the University of Connecticut. He shared with the group his PowerPoint presentation of his Mission, Vision, Goals, Staffing etc. of his unit and plans for the future.

IV. Announcements

- Trainers' In-Service Conference by CT chapter of ASTD – **October 24**
- Please inform Alice Clive if your email is different for the listserv
- Next meeting of CTDN is **October 26**

Thank you to Pam Heath-Johnston for hosting the September meeting and supplying the notes from the meeting. Thank you!