Oath and Patent (UPAY 585)

- The State Oath of Allegiance must be signed by all U.S. Citizens who are employed by the University, with or without compensation, on or before the first day of the service period.
- The Patent Agreement must be signed by all persons on or before the first day of service period.
- All persons re-employed by the University after a separation must sign a new Oath if the date of re-employment is more than one year after the date on which the previous Oath was signed.
- All persons re-employed by the University after separation must sign a new Patent agreement.

When completing the Oath and Patent agreement, please keep in mind the following:

- The UC Patent Agreement must be signed by ALL employees on or before the first day of the service period. Additionally persons not employed by the University but who use University research facilities and those who receive gift, grant, or contract funds through the University must also sign the Patent Acknowledgment.
- The Oath & Patent form is a legal document and as such there can be no extraneous marks on the form and no "white out".
- An Oath must be completed and entered into HCM when an employee becomes a U.S Citizen.
- When updating HCM, enter the signature dates, not the employment date.