## ANNEX G EFFECTIVENESS HEI.3

Theme	HEI (n = 11)		Responses
	f	%	-
Policy optimization or implementation. Institutionalizing policies in order to improve organizational processes (i.e., procurement, research, and commercialization)	6	54.54	"KTTO built capacity to integrate policy into the mindset of the stakeholders especially the researchers, faculty and students. All mechanisms have been influenced but the greatest impact is on the IP policy." (USC) "The University was able to bolster its IP policies through benchmarking from other universities with more mature tech transfer offices, and to be aligned as well with RA10055 Philippine Technology Transfer Act of 2009, and RA8293 Intellectual Property Code of the Philippines." (CITU)
Procurement. Process of purchasing supplies, equipment, contract services, other services. Policy on procurement of goods, equipment and services (Consultants)	3	27.27	One project that we had, NICER, when it was granted for 1 million, the equipment was procured by STRIDE, rather than it is done by the university and go to the process of procurement. The equipment was bought immediately. It was better than us making the procurement.
Intellectual property and incentives to start- ups and spin-offs. Pertains to the protection for original works, inventions or the appearance of research and other scientific developments.	2	18	"It includes an incentive system for the whole UP system to disclose of more technologies, resulting to more flourishing innovation." (UPLB)  "Technology leave is a one-year leave and renewable. We wanted to provide a safety net for academics so if the start-up fails, they don't sacrifice their tenure." (DLSU)