SOUTH EASTERN KENYA UNIVERSITY

INTELLECTUAL PROPERTY AND RIGHTS POLICY

JUNE 2025

DOCUMENT APPROVAL FORM

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THE MANDATE, VISION, MISSION, VALUES AND PHILOSOPHY

(1) Mandate

The core mandate of the University is research, teaching and learning, community service, innovation and commercialization.

(2) Vision

A globally competitive Centre of Excellence in Research, Teaching and Learning, Community Service, Innovation and Commercialization.

(3) Mission

To provide quality education through research, teaching, extension, innovation and entrepreneurship with emphasis on food and nutrition security, health, engineering and technology, environment and natural resources management for sustainable development.

(4) Core Values

In order to achieve vision and mission, the University will be guided by the following core values:

a) Patriotism
b) Professionalism
c) Democracy and good governance
d) Innovation
e) Integrity, transparency and accountability
f) Inclusivity, equity and equality
g) Freedom of thought
h) Teamwork
i) Sustainability

(5) Philosophy

Arid to green ……. Transforming lives.

PREFACE

On behalf of the university council, I am pleased to present the Intellectual Property (IP) Policy of South Eastern Kenya University (SEKU). This Policy marks a significant step in aligning the University's research, innovation, and knowledge creation with national and global standards for intellectual property (IP) protection and commercialization. As a growing centre of academic excellence, SEKU recognizes that intellectual property is a critical asset in driving innovation, economic growth, and social transformation.

This Policy provides a clear framework for the identification, protection, ownership, and utilization of IP developed by our staff, students, and collaborators. It also outlines procedures for benefit-sharing, licensing, and partnerships that encourage responsible innovation and fair recognition of contributions. Importantly, the Policy provides a framework for the protection of traditional knowledge, cultural expressions, and access to genetic resources, in line with international best practices and Kenya's legal frameworks. By doing so, it ensures that the rights of communities are respected and that the benefits of research extend to all stakeholders.

The Council of SEKU fully supports this Policy as a key enabler of our vision to be a globally competitive institution in teaching, research, innovation, and community service. We believe that through this framework, the University will not only enhance its academic and research output but also build strong linkages with industry, government, and communities for mutual benefit. The University Council is committed ensuring that SEKU fosters a thriving research environment by recruiting qualified researchers, enhancing research infrastructure, and allocating sufficient funding to support research, innovation and commercialization endeavors.

Prof. Crispus Kiamba

CHAIRPERSON, SEKU COUNCIL

FOREWORD

SEKU is committed to fostering a dynamic environment that promotes creativity, innovation, research excellence, and the practical application of knowledge. The development of this Intellectual Property (IP) Policy is a major milestone in strengthening the University's ability to generate, protect, and utilize intellectual property for the benefit of individuals, the institution, and society at large.

In today's knowledge-driven economy, intellectual property (IP) is a key resource for advancing socio-economic development. As such, universities must play a proactive role in ensuring that the ideas, inventions, innovations, and scholarly works produced within their walls are safeguarded and translated into tangible outcomes. This Policy provides a comprehensive framework to guide our researchers, innovators, students, and collaborators in the responsible generation and management of IP.

The IP Policy outlines clear procedures for the ownership, protection, commercialization, and benefit-sharing of intellectual property developed under the auspices of SEKU. It also emphasizes the need to uphold ethical standards, protect indigenous knowledge, and promote equitable partnerships with communities, industries, and government.

The implementation of this Policy will not only enhance SEKU's research capacity and visibility but also position the University as a leader in innovation and knowledge transfer. It reflects our commitment to transforming research into real-world impact and contributing meaningfully to Kenya's development agenda and global scientific advancement. Let us nurture a culture of innovation and intellectual excellence that defines SEKU now and in the future.

Prof. Eng. Douglas Shitanda

VICE CHANCELLOR

ACRONYMS AND ABBREVIATIONS

ARI	Academic, Research, and Innovation
ASALs	Arid and Semi-Arid Lands
BETA	Bottom-Up Economic Transformation Agenda
DRIC	Directorate of Research innovation and Commercialization.
GRs	Genetic Resources
IGOs	Intergovernmental Organizations
IP	Intellectual Property
IPO	Intellectual Property Office
IPR	Intellectual Property Rights
KIPI	Kenya Industrial Property Institute
KNATCOM	Kenya National Commission for UNESCO
MoU	Memorandum of Understanding
NACOSTI	National Commission for Science, Technology and Innovation
NGOs	Non-Governmental Organizations
RIC	Research, Innovation and Commercialization
R&D	Research and Development
SDGs	Sustainable Development Goals
SEKU	South Eastern Kenya University
SMEs	Small and Medium-sized Enterprises
ST&I	Science, Technology and Innovation
TCEs	Traditional Cultural Expressions
TK	Traditional Knowledge

TRIPS	Trade-Related Aspects of Intellectual Property Rights
WIPO	World Intellectual Property Organization
WTO	World Trade Organization

DEFINITION OF TERMS

For this policy, the following terms are defined as follows:

(1) **Author** – A person who creates a literary, artistic, or scholarly work, including books, articles, software, or other original material.
(2) **Benefit Sharing** – The fair and equitable distribution of monetary and non-monetary gains resulting from the utilization or commercialization of intellectual property among contributors, institutions, and other stakeholders.
(3) **Commercialization** – The process of transforming intellectual property into marketable products, services, or technologies for economic benefit, through licensing, assignment, joint ventures, or spin-offs.
(4) **Confidential Information** – Any information, data, or materials that are not publicly known and are disclosed under terms that impose a legal obligation to keep it secret, including research data, business plans, or unpublished inventions.
(5) **Copyright** – A legal protection granted to creators of original literary, musical, artistic, and academic works, giving them exclusive rights to reproduce, distribute, perform, or display the work.
(6) **Creator/Inventor** – Any staff, student, or affiliate of SEKU who contributes to the conception, development, or creation of intellectual property.
(7) **Data Ownership** – The rights and control over collected or generated research data, typically governed by institutional policy, funding agreements, or collaborative contracts.
(8) **Designs (Industrial Designs)** – The ornamental or aesthetic aspect of a product, which can be protected if it is original and visible in the finished article.
(9) **Disclosure of Invention** – The formal process by which a creator reports an invention or creative work to the University for assessment and potential protection.
(10) **Geographical Indications (GIs)** – Marks used on goods that have a specific geographic origin and possess qualities, reputation, or characteristics attributable to that location.
(11) **Genetic Resources (GRs)** – Biological materials with actual or potential value that contain functional units of heredity, such as seeds, microorganisms, and animal breeds.
(12) **Innovation** – The development and application of new ideas, technologies, or processes that result in improved goods, services, or societal outcomes.
(13) **Intellectual Property (IP)** – Creations of the mind such as inventions, literary and artistic works, designs, symbols, names, and images used in commerce, protected by statutory law.
(14) **Intellectual Property Rights (IPR)** – Legal rights granted to the creators or owners of IP to use and benefit from their works, including patents, copyrights, trademarks, and designs.
(15) **Joint Ownership** – A situation where two or more parties share legal rights to intellectual property based on their contributions.
(16) **License** – An agreement that allows another party to use IP under defined conditions without transferring ownership.

(17) **Material Transfer Agreement (MTA)** – A legal contract that governs the transfer of tangible research materials between organizations, specifying the rights and obligations of both parties.

(18) **Moral Rights** – The personal rights of authors to be identified as the creator and to object to derogatory treatment of their work.

(19) **Patent** – An exclusive legal right granted for an invention that is new, involves an inventive step, and is capable of industrial application.

(20) **Plagiarism** – The act of using someone else's work, ideas, or expressions without proper acknowledgment, in violation of academic or legal standards.

(21) **Research Output** – Any product resulting from academic or scientific research, including publications, data, prototypes, inventions, or creative works.

(22) **Spin-off Company** – A company formed by SEKU staff or students to commercialize University-developed technologies or innovations.

(23) **Sponsored Research** – Research funded by external entities, such as government agencies, non-profits, or industry, usually governed by a specific agreement.

(24) **Start-up** – A newly established business venture, often created to develop and commercialize new innovations or technologies.

(25) **Technology Transfer** – The process by which knowledge, research findings, or inventions developed in one context (e.g., academia) are applied in another (e.g., industry or the public sector).

(26) **Third-Party IP** – Intellectual property owned by external individuals or institutions, which must be properly acknowledged or licensed for use.

(27) **Traditional Knowledge (TK)** – Indigenous knowledge systems developed and sustained by local communities over generations, often relating to nature, agriculture, or medicine.

(28) **Traditional Cultural Expressions (TCEs)** – Creative expressions integral to the identity of a traditional community, including music, art, performances, and rituals.

(29) **Trademark** – A recognizable sign, word, or symbol that distinguishes the goods or services of one enterprise from those of others.

(30) **Trade Secret** – Confidential business information that provides a competitive edge, such as formulas, processes, or strategies, and is protected from unauthorized disclosure.

(31) **Utility Model** – A type of intellectual property like a patent but with less stringent requirements, usually granted for incremental innovations or technical improvements.

TABLE OF CONTENTS

THE MANDATE, VISION, MISSION, VALUES AND PHILOSOPHY iii
(1) Mandate iii
(2) Vision iii
(3) Mission iii
(4) Core Values iii
(5) Philosophy iii
PREFACE iv
DEFINITION OF TERMS viii
1.0 INTRODUCTION 1
1.1 Background Information 1
1.2 Purpose of the Policy 1
1.3 Policy Objectives 1
1.4 Rationale 2
1.5 Scope of the Policy 2
1.6 Guiding Principles 3
2.0 POLICY STATEMENT, LEGAL FRAMEWORK AND CITATION 3
2.1 Policy Statement 3
2.2 Legal Framework 4
2.3 Citation 5
3.0 POLICY IMPLEMENTATION AND COORDINATION FRAMEWORK 5
3.1 The University Council. 5
3.2 The University Senate/management Board 5
3. 3 Directorate of Research, Innovation and Commercialization 5
3.4 Intellectual Property Management Board (IPMB) 6
3.5 Intellectual Property and Rights Management Office (IPMO) 7
4.0 INTELLECTUAL PROPERTY MANAGEMENT 8
4.1 Ownership of Intellectual Property and Rights 8
4.2 Rights and Responsibilities. 10
4.3 Disclosure and Evaluation of Intellectual Property (IP) 12
4.4 Protection of Intellectual Property 13
4.5 Commercialization of Intellectual Property 16
4.6 Benefit Sharing and Incentives. 17
4.7 Dispute Resolution 18
4.8 Capacity Building and Awareness 19
4.9 Artificial Intelligence and Emerging Technologies in Intellectual Property Management 20
5.0 MONITORING, EVALUATION, REPORTING AND LEARNING AND ACCOUNTABILITY 22
5.1 Monitoring 23
5.2 Evaluation 23
5.3 Reporting and Learning 24
5.5 Review 24
References 24
Annex: SEKU IP Policy Implementation Framework (2025–2030) 25

1.0 INTRODUCTION

1.1 Background Information

South Eastern Kenya University is a fully fledged public university that was awarded its Charter on 1st March 2013, by the then President and Commander in Chief of the Defense Forces of the Republic of Kenya, His Excellency Hon. Mwai Kibaki. The University Main Campus is located in Kitui County in a serene and conducive learning environment, 12 kilometers off Kwa-Vonza Township, along the Kitui-Machakos road.

The University develops and implements policies that provide guidance in decision-making processes. To ensure objectivity and accountability in research operations, the University shall ensure that this policy and its implementation shall comply with established laws, both written and unwritten.

1.2 Purpose of the Policy

The purpose of this Intellectual Property Policy is to provide a comprehensive framework for the identification, protection, ownership, management, and commercialization of intellectual property generated within South Eastern Kenya University (SEKU). The Policy will foster a culture of creativity, innovation, and knowledge dissemination while ensuring that the rights and responsibilities of all stakeholders (staff, students, researchers, collaborators, and the University) are clearly defined and respected.

1.3 Policy Objectives

The objectives of this policy are to:

(1) Promote research, creative activity, and innovation across all disciplines within the University.

(2) Protect Intellectual Property by establishing mechanisms for the timely disclosure, evaluation, registration, and legal protection of intellectual property generated.

(3) Define the ownership of various forms of IP created by staff, students, and collaborators, including provisions for joint ownership and third-party arrangements.

(4) Facilitate the development and commercialization of IP through licensing, spin-offs, partnerships, or other technology transfer mechanisms that benefit the University, creators, and society.

(5) Provide guidelines for equitable sharing of revenue and other benefits arising from the commercialization or use of IP among the creators and the University.

(6) Safeguard and promote the protection of traditional knowledge (TK), traditional cultural expressions (TCEs), and genetic resources (GRs) in accordance with national and international legal frameworks.

(7) Mobilise resources for the benefit of the IP creators, collaborators and the university.
(8) Ensure that IP practices at SEKU comply with national laws, international treaties, funding agency requirements, and ethical standards.

1.4 Rationale

South Eastern Kenya University is increasingly engaged in research, innovation, and creative activities that generate valuable intellectual property. As the University grows as a hub of knowledge creation, there is a clear need for a structured framework to guide the ownership, protection, and use of intellectual assets developed by staff, students, and collaborators. This Policy addresses the need to clarify rights and responsibilities related to intellectual property, ensure compliance with national and international legal frameworks, and promote the commercialization of research outputs. It seeks to foster a culture of innovation while providing mechanisms for benefit-sharing and recognition of creators' contributions. The Policy also reflects university's commitment to protecting traditional knowledge, cultural expressions, and genetic resources that are integral to the heritage and identity of surrounding communities. In doing so, it strengthens ethical research practices and responsible partnerships by enabling innovation, safeguarding rights, and enhancing the University's competitiveness and reputation both locally and globally.

1.5 Scope of the Policy

This Policy applies to all intellectual property developed or created using the resources, facilities, or funding of South Eastern Kenya University. It covers staff, students, visiting scholars, researchers, collaborators, and any other persons or entities engaged in research, innovation, or creative activity under the auspices of the University. Specifically, the Policy governs the identification, ownership, protection, use, management, and commercialization of all forms of intellectual property, including but not limited to:

(1) Patents

(2) Utility models

(3) Copyrights

(4) Trademarks and service marks

(5) Industrial designs

(6) Trade secrets and confidential information

(7) Plant varieties and genetic materials

(8) Software and digital innovations

(9) Indigenous knowledge (IK) and indigenous cultural expressions (ICEs)

(10) Research data and scholarly publications

1.6 Guiding Principles

The policy shall be guided by the following principles:

(1) **Academic Freedom and Integrity:** The University shall uphold academic freedom and ethical conduct in research and innovation while ensuring that intellectual property is created and used responsibly.
(2) **Equity and Fairness:** The Policy promotes fair and transparent treatment of all creators and stakeholders by ensuring equitable distribution of benefits derived from intellectual property.
(3) **Recognition and Reward:** SEKU shall recognize and reward the contributions of staff, students, and collaborators involved in the creation and development of intellectual property.
(4) **Respect for Legal and Cultural Norms:** The University shall comply with national and international intellectual property laws and respect traditional knowledge, cultural expressions, and community rights.
(5) **Transparency and Accountability:** All processes related to disclosure, evaluation, protection, and commercialization of IP shall be transparent, with clear responsibilities and decision-making procedures.
(6) **Collaboration and Partnership:** SEKU shall foster partnerships with industry, government, and communities to support innovation, commercialization, and capacity building.
(7) **Sustainability and Public Benefit:** The University shall promote the development and use of intellectual property in ways that contribute to sustainable development and societal well-being.

2.0 POLICY STATEMENT, LEGAL FRAMEWORK AND CITATION

2.1 Policy Statement

SEKU is committed to promoting and safeguarding intellectual property (IP) generated through its research, innovation, and community engagement activities. It provides a clear and consistent framework for the identification, protection, ownership, management, and commercialization of

IP created by staff, students, and affiliates using University resources or under its auspices. SEKU recognizes the importance of respecting the rights of creators while ensuring that the benefits of innovation are equitably shared and contribute to national development and societal advancement. The University shall uphold ethical standards, legal compliance, and institutional integrity in all matters related to intellectual property and rights.

2.2 Legal Framework

This Policy is informed by and aligned with the following Kenyan and international legal and regulatory instruments :

(1) The Constitution of Kenya (2010):
(2) The Universities Act, 2012 (Revised 2016, 2021)
(3) South Eastern Kenya University Statutes, 2022
(4) Environmental Management and Coordination Act (EMCA), 1999 (Revised 2015)
(5) South Eastern Kenya University Research Policy, 2025
(6) South Eastern Kenya University Human Resource Policy, 2022
(7) South Eastern Kenya University Strategic Plan 2023-2027
(8) South Eastern Kenya University Environmental Management Policy
(9) Kenya's Vision 2030
(10) The Science, Technology and Innovation (ST&I) Act, 2013
(11) The Science, Technology and Innovation Regulations 2014
(12) The Technical and Vocational Education and Training (TVET) Act, 2013
(13) The Industrial Property Act, 2001
(14) The Copyright Act, 2001 (Revised 2019)
(15) The Trademarks Act (Cap. 506).
(16) The Kenya Industrial Property Institute (KIPI) Regulations
(17) National Sustainable Waste Management Policy 2021
(18) The Seeds and Plant Varieties Act, Cap 326
(19) The Data Protection Act, 2019
(20) The Protection of Traditional Knowledge and Cultural Expressions Act, 2016
(21) The National Intellectual Property Policy and Strategy (NIPPS), 2023–2027.
(22) International Treaties and Agreements - Including the World Intellectual Property Organization (WIPO) treaties, the Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS), the Nagoya Protocol on Access and Benefit-Sharing, and the Convention on Biological Diversity (CBD).

2.3 Citation

This document shall be cited as:
South Eastern Kenya University Intellectual Property and Rights Policy.
Abbreviated as: SEKU IPR Policy.

3.0 POLICY IMPLEMENTATION AND COORDINATION FRAMEWORK

The University organs and management structures that will be involved in the coordination of the IPR policy are as follows:

3.1 The University Council.

The Council approves policy for implementation.

3.2 The University Senate/management Board

The Senate shall be responsible for environmental management activities in academic programmes and policies, while UMB will be responsible for Intellectual Property activities in administrative-related processes/operations.

3. 3 Directorate of Research, Innovation and Commercialization

The Directorate of Research, Innovation and Commercialization (DRIC) will play a central role in the implementation, coordination, oversight, monitoring and evaluation of intellectual property (IP) matters within South Eastern Kenya University (SEKU). Its roles include but are not limited to:

(1) Policy Implementation and Oversight: DRIC is responsible for the operationalization of the IP Policy and ensuring that its provisions are understood and followed by all University stakeholders.
(2) IP Disclosure and Evaluation: The Directorate receives and manages disclosures of inventions, innovations, and creative works, coordinating their evaluation to determine potential for protection and commercialization.
(3) Facilitating Protection and Registration: DRIC supports the process of securing IP rights through patenting, copyright, trademark registration, and other legal mechanisms, in collaboration with relevant national and international IP offices.

(4) Commercialization and Technology Transfer: It facilitates partnerships, licensing, start-up development, and other strategies for translating IP into commercial or socially impactful products and services.
(5) Benefit Sharing and Revenue Management: DRIC ensures fair and transparent distribution of benefits derived from IP commercialization in accordance with the University's benefit-sharing guidelines.
(6) Documentation and Record-Keeping: The Directorate maintains accurate and up-to-date records of all IP disclosures, protection status, contracts, licenses, and revenue from IP assets.
(7) Collaboration and Networking: It fosters relationships with external partners, including industry, government agencies, funding bodies, and other universities to support innovation and IP development.
(8) Advisory Role: DRIC advises University management, researchers, and creators on IP-related issues, legal obligations, and strategic decisions related to innovation and commercialization.
(9) Monitoring and Reporting: The Directorate monitors the implementation of the IP Policy and regularly reports on IP performance indicators, challenges, and opportunities for improvement.

3.4 Intellectual Property Management Board (IPMB)

The Intellectual Property Management Board (IPMB) shall be established to provide strategic oversight, policy guidance, and governance on matters related to intellectual property at SEKU. The Board operates under the authority of the University Council through the Directorate of Research, Innovation and Commercialization (DRIC), and shall ensure effective implementation and continuous improvement of the IP Policy. The Board will be as follows

(1) Deputy Vice Chancellor ARI-Chairperson
(2) IPM Officer, (Secretary)
(3) Director, DRIC
(4) Legal Officer or a representative
(5) Director Finance and Accounts or a representative
(6) A Dean of schools appointed by UMB
(7) A representative of the Senate (nominated by Senate)
(8) A representative of academic staff who is not a senator (nominated by Senate)
(9) A representative of administrative staff who is not a senator (nominated by senate)
(10) A student representative.
(11) The Board may, on a need basis, co-opt a member with expertise in intellectual property, commercialization, or relevant industry expert to support its functions

The roles of the board shall be.

(a) Policy Oversight: Monitor the implementation of the IP Policy and propose amendments to align with emerging trends, legal changes, or institutional needs.
(b) IP Evaluation and Approval: Review disclosures of inventions and creative works and advise on IP protection, ownership, and commercialization strategies.
(c) Benefit-Sharing Oversight: Approve benefit-sharing agreements and ensure fairness and transparency in the distribution of IP-related revenues.
(d) Dispute Resolution: Serve as the first-level arbitration body for resolving conflicts related to IP ownership, authorship, and revenue distribution.
(e) Strategic Advice: Provide recommendations on partnerships, licensing, technology transfer, and capacity building initiatives related to IP.
(f) Monitoring and Reporting: Receive and review periodic reports from IPMO and submit summary reports and recommendations to University Management and Council.

3.5 Intellectual Property and Rights Management Office (IPMO)

The Intellectual Property Management Office (IPMO) shall operate under the Directorate of Research, Innovation and Commercialization (DRIC) and serve as the central unit responsible for the day-to-day management of intellectual property matters. Its core mandate is to support the identification, protection, and utilization of intellectual assets generated by the University's staff, students, and collaborators.

Key functions of the IPMO include:

(a) Receiving and Processing Disclosures: The Office shall receive all IP disclosure forms and coordinate the evaluation of inventions, innovations, creative works, and traditional knowledge submitted by creators within SEKU.
(b) Advisory and Support Services: IPMO shall provide expert guidance to researchers and innovators on matters of IP protection, including eligibility, filing procedures, documentation, and legal requirements.
(c) Liaison with IP Authorities: The Office shall act as the link between the University and relevant national and international IP bodies such as KIPI, ARIPO, WIPO, and other regulatory agencies.
(d) Facilitating IP Protection: It shall coordinate the registration of patents, trademarks, copyrights, and other forms of IP on behalf of the University and its creators.
(e) Database Management: IPMO shall maintain a secure and comprehensive database of all disclosed, filed, granted, licensed, or commercialized intellectual property assets.
(f) Promotion and Commercialization of IP: The Office shall support the marketing, licensing, spin-off creation, and collaborative ventures aimed at commercializing protected IP.

(g) Compliance and Conflict Resolution: IPMO shall monitor adherence to the IP Policy and assist in resolving disputes related to IP ownership, authorship, and benefit-sharing in consultation with the IPRM Board.

(h) Capacity Building and Awareness: The Office shall collaborate with DRIC to conduct training, seminars, and outreach to enhance IP literacy and foster an innovation-driven culture within the University.

4.0 INTELLECTUAL PROPERTY MANAGEMENT

4.1 Ownership of Intellectual Property and Rights

This section defines the rights and responsibilities of creators, the University, collaborators, and third parties with respect to IP developed within or in association with SEKU.

(1) University Ownership

SEKU shall claim ownership of intellectual property and related rights where:

(a) The IP is created by employees (academic or administrative), students, or affiliates in the course of their official duties or employment responsibilities at the University.

(b) The development of IP involved use of university resources including laboratories, specialized equipment, research funding, materials, or administrative support.

(c) The IP is generated under research contracts, grants, consultancies, or collaborative agreements managed or facilitated by the university.

(d) The creation of IP is commissioned by the University or carried out as part of a strategic institutional project.

(e) Any IP generated under SEKU's Innovation Hubs, Incubation Centres, or Research Flagships shall be owned by SEKU, unless stated otherwise by a written agreement.

In such cases, the University shall have the primary right to protect, manage, commercialize, and license the IP, while ensuring equitable benefit-sharing with the creators in accordance with this Policy.

(2) Individual Ownership

Creators shall retain full ownership of IP in the following circumstances:

(a) The IP is developed independently, outside the scope of university.

(b) There is no use of SEKU facilities, funds, equipment, or staff support.

(c) The work constitutes traditional academic outputs such as books, journal articles, teaching materials, artistic works, or literary compositions, unless created under a specific institutional directive or funded arrangement.

(d) The IP results from a student's individual effort not tied to a funded project or staff-led initiative.

Such creators may choose to commercialize their work independently or, with consent, may request support from the university for IP protection and commercialization under mutually agreed terms.

(3) Joint Ownership

Intellectual property shall be considered jointly owned where:

(a) Two or more creators from SEKU or between SEKU and external institutions or individuals have made significant, identifiable contributions to the creation of the IP.

(b) The project has been developed through formal collaboration agreements between SEKU and external partners, with joint responsibility for IP creation and utilization.

(c) Students and supervisors co-create IP during academic projects involving joint design, development, or experimentation.

In such cases, the terms of ownership, responsibilities for protection, cost-sharing, and benefit distribution shall be formalized in a written agreement approved by the University.

(4) Sponsored or Externally Funded Research

For research funded by external agencies (e.g., government, industry, NGOs, or international bodies), the ownership and use of resulting IP shall be governed by the terms of the specific funding agreement or Memorandum of Understanding (MoU). Where these terms are silent on IP, SEKU's Policy shall apply by default, with the University and creators jointly managing the IP.

SEKU encourages funding agreements to include clear clauses on IP ownership, publication rights, benefit-sharing, and responsibilities for commercialization.

(5) Indigenous Knowledge, Cultural Expressions, and Genetic Resources

SEKU acknowledges that indigenous knowledge (IK), cultural expressions (ICEs), and genetic resources may be contributed by or accessed from local communities or indigenous peoples. In such cases:

(a) Ownership resides with the custodian communities in accordance with national legislation such as the Protection of Traditional Knowledge and Cultural Expressions Act (2016) and international protocols (e.g., Nagoya Protocol).

(b) SEKU shall facilitate the recognition, protection, and equitable benefit-sharing with these communities through prior informed consent and mutually agreed terms.

(c) Researchers are required to observe ethical standards, disclose intended use, and obtain community approval for access and commercialization of such knowledge or materials.

4.2 Rights and Responsibilities.

The effective management of intellectual property (IP) requires clear definition of the rights and responsibilities of all stakeholders involved in the creation, protection, and utilization of intellectual assets. This ensures accountability, ethical conduct, equitable benefit-sharing, and alignment with institutional and legal frameworks.

(1) Creators (Staff, Students, and Affiliates)

(a) Rights:

i. To be recognized as the author, inventor, or contributor to any IP they create.

ii. To receive a fair share of benefits derived from the commercialization of university-owned or jointly owned IP, as outlined in this Policy.

iii. To be informed of their IP rights and options for protection, licensing, and commercialization..

iv. To appeal decisions related to IP ownership or benefit-sharing.

(b)Responsibilities:

i. To disclose any IP developed using University resources, during employment, or under SEKU-funded or facilitated research.

ii. To comply with the IP Policy and relevant institutional, national, or international IP regulations.

iii. To cooperate in the IP evaluation, protection, and commercialization process.

iv. To respect third-party IP rights and avoid plagiarism, misappropriation, or infringement.

(2) The University (SEKU)

(a) Rights

i. To claim ownership of IP created using significant institutional resources or within the scope of official duties or funded activities.

ii. To manage, protect, commercialize, or license IP developed under its auspices.

iii. To set terms for access, use, and benefit-sharing of IP developed within the University.

(b) Responsibilities:

i. To provide a supportive environment for innovation and creativity, including infrastructure, funding, and legal support for IP management.

ii. To respect the moral and economic rights of creators.

iii. To ensure timely processing of IP disclosures and fair handling of IP-related disputes.

iv. To promote ethical practices and equitable access to benefits arising from IP.

(3) Industry Partners and External Collaborators

(a) Rights

i. To negotiate and enter into agreements for joint research, technology transfer, or commercialization of IP.

ii. To share in the ownership or use of IP developed collaboratively with SEKU, as outlined in partnership agreements.

iii. To access protected IP from SEKU under clearly defined licensing terms.

(b) Responsibilities:

i. To respect SEKU's IP policies, academic freedom, and ethical research standards.

ii. To honour terms of confidentiality, licensing, and benefit-sharing as set out in collaborative agreements.

iii. To ensure that any jointly developed IP is disclosed, protected, and utilized in accordance with mutually agreed frameworks.

iv. To avoid misappropriation or unauthorized use of university-owned or co-owned IP.

4.3 Disclosure and Evaluation of Intellectual Property (IP)

To ensure effective management, protection, and commercialization of innovations and creative works, all creators at SEKU (staff, students, and affiliates) are required to formally disclose any potentially protectable intellectual property to the University.

(1) Disclosure of Intellectual Property

(a) All inventions, innovations, discoveries, creative works, or improvements that may result in intellectual property rights must be disclosed in a timely manner using the official Intellectual Property Disclosure Form, available through the Directorate of Research, Innovation and Commercialization (DRIC).

(b) Disclosure is mandatory where the IP:

i. Was created using SEKU resources,

ii. Was developed in the course of employment or assigned duties,

iii. Is the product of funded or collaborative research,

iv. Has potential commercial, industrial, or societal application.

(c) The disclosure must include sufficient technical and descriptive information to allow proper assessment of the IP and must be submitted prior to any public dissemination (e.g., publication, presentation, or exhibition) to preserve patentability or other legal rights.

(2) Receipt and Acknowledgment

(a) Upon receipt of the disclosure, IPM officer shall acknowledge it in writing within five (5) working days and initiate the evaluation process.
(b) IPM office shall ensure confidentiality of all disclosed materials and may require the signing of non-disclosure agreements (NDAs) where third-party consultation is involved.

(3). Evaluation of Disclosed IP

(a) IPM officer, in consultation with the IPMB and legal experts, shall assess the IP within thirty 30 days of receipt to determine:

i. Patentability or eligibility for other forms of protection,
ii. Ownership status based on IPM policy and any applicable agreements,
iii. Commercialization potential and market relevance,
iv. Need for further development or proof-of-concept work.

(b) Based on the evaluation outcome, IPMB will recommend one of the following:

i. Proceed with protection (e.g., filing a patent or copyright registration),
ii. Enter into a development or commercialization agreement,
iii. Release the IP to the creator(s) if the University chooses not to pursue protection.

(4) Notification and Next Steps

i. The creator(s) shall be formally notified of the outcome and any proposed actions regarding ownership, protection, or commercialization.

ii. If the University decides not to claim ownership or proceed with protection, creators may request a formal release of rights, which will be granted in writing, subject to any existing legal or contractual obligations.

4.4 Protection of Intellectual Property

SEKU is committed to supporting and facilitating the legal protection of IP developed within the University or through its collaborations.

(1) Forms of Protection

SEKU shall pursue appropriate legal mechanisms to protect eligible intellectual property, including but not limited to:

(a) **Patents:** Protect inventions that are novel, involve an inventive step, and are capable of industrial application.

(b) **Utility Models:** Also known as petty patents, these protect incremental or lower-threshold technical innovations.

(c) **Copyrights:** Protect original literary and artistic expressions, including:

i. Books, journal articles, theses, and lecture materials

ii. Music, drama, and choreography

iii. Films, broadcasts, and multimedia

iv. Software and digital content (e.g., e-learning modules).

(d) **Trademarks and Service Marks**: Protect signs, logos, slogans, or words that distinguish goods or services.

(e) **Industrial Designs:** Protect the aesthetic or ornamental appearance of articles, such as the shape, configuration, pattern, or colour.

(f) **Plant Breeders' Rights (PBRs):** Protect new plant varieties that are distinct, uniform, and stable (DUS).

(g) **Geographical Indications (GIs):** Identify goods originating from a specific locality and possessing qualities, reputation, or characteristics essentially attributable to that region. Examples include local honey, herbal teas, or crafts.

(h) **Trade Secrets and Confidential Business Information:** Protect valuable information such as manufacturing methods, research data, customer lists, and marketing strategies, as long as they are kept secret and confer a competitive advantage.

(i) **Integrated Circuit Layout Designs:** Protect the three-dimensional configurations of electronic circuits used in microchips and semiconductors. These are crucial in hardware and ICT innovations.

(j) **Indigenous Knowledge (IK):** Encompasses long-standing cultural, environmental, medicinal, or agricultural knowledge developed by local communities.

(k) **Indigenous Cultural Expressions (TCEs):** Include folklore, dance, rituals, handicrafts, symbols, and stories passed down across generations. These can be protected through national laws, ethical access guidelines, or community protocols.

(l) **Domain Names:** Represent the digital identities of institutions, projects, or brands. While not IP in the strict legal sense, they are important in protecting online reputation and ensuring access to digital innovations.

(2) Institutional Responsibility

(a) The DRIC, in consultation with the Intellectual Property Management Board (IPMB), shall coordinate the IP protection process, including filing applications, managing legal correspondences, and maintaining registration records.

(b) SEKU shall bear the initial costs of IP protection for university-owned or jointly owned IP, subject to available resources and an assessment of the commercial or strategic value.

(3) Creator's Role

Inventors and creators shall assist in the protection process by:

(a) Providing complete technical descriptions and documentation.

(b) Participating in drafting claims or responding to examiner queries.

(c) Maintaining confidentiality prior to filing, especially in the case of patents or trade secrets.

(4) External Legal Support

SEKU may engage registered patent agents, attorneys, or relevant IP organizations to assist in securing national and international protection under applicable regimes, such as:

(a) Kenya Industrial Property Institute (KIPI)
(b) World Intellectual Property Organization (WIPO)
(c) African Regional Intellectual Property Organization (ARIPO)
(d) African Intellectual Property Organization (OAPI)

(5) Duration and Maintenance

(a) SEKU shall monitor and manage the renewal or maintenance of protected IP as required by law, especially for patents, trademarks, and plant varieties.

(b) If SEKU elects not to maintain or renew protection, the rights may be assigned or licensed to the original creators upon request, under agreed terms.

(6) Confidentiality and Premature Disclosure

(a) To safeguard the potential for IP protection, creators must refrain from publicly disclosing inventions or creative works (e.g., through publishing or presenting at conferences) before filing.

(b) DRIC shall provide guidance on publication timelines and may facilitate provisional protection where urgent disclosure is necessary.

4.5 Commercialization of Intellectual Property

SEKU is committed to transforming research outputs and creative works into impactful products, services, and solutions through well-structured commercialization pathways. The goal is to enhance socio-economic development, promote innovation, and generate revenue for the benefit of creators, the University, and society at large.

(1) Licensing, Assignment, and Spin-off Formation

(a) Licensing: SEKU may license its intellectual property to external parties such as private companies, government institutions, NGOs, or start-ups on exclusive or non-exclusive terms. Licensing agreements shall be guided by transparency, fair value, and compliance with legal and ethical standards.

(b) Assignment: In select cases, the University may assign ownership of IP to creators or third parties if it does not intend to pursue protection or commercialization. Such assignments must be approved by the Intellectual Property Management Board and shall include clauses on future benefit-sharing or acknowledgement.

(c) Spin-off Companies: SEKU encourages the establishment of spin-off or start-up companies by staff or students to commercialize IP developed within the University. The University may take an equity stake in such entities and provide incubation support through its innovation hubs and partnerships.

(2) University-Industry Partnerships

(a) SEKU shall actively engage industry stakeholders in joint research, product development, testing, and commercialization of innovations.

(b) Collaboration agreements shall clearly define ownership, rights of use, licensing arrangements, confidentiality, and benefit-sharing.

(c) Priority shall be given to partnerships that:

i. Enhance local innovation ecosystems,

ii. Support technology transfer to SMEs and local communities,

iii. Align with national development goals and SEKU's strategic objectives.

(d) All university-industry engagements involving IP shall be coordinated through DRIC and approved by the relevant University authorities.

4.6 Benefit Sharing and Incentives.

The University is committed to ensuring that all stakeholders involved in the creation, protection, and commercialization of intellectual property (IP) are fairly recognized and rewarded.

(1) Revenue Sharing Formula

When revenue is generated from the commercialization of IP such as through licensing, sale, royalties, equity in spin-offs, or other financial returns, the net income shall be distributed fairly among the following beneficiaries as follows:

(a) Creator or their nominated successors- 60%: Direct contributors to the intellectual property (IP) shall receive the largest share as a reward and motivation for their innovation and effort. Where the IP is developed by more than one creator or through a collaborative effort, this portion shall be shared among the contributors based on the level of individual contribution or as outlined in a pre-existing written agreement in the case of collaborations.

(b) University (Central Administration) - 20%: This share shall be used to reinvest in the University's research and innovation infrastructure, capacity building, and strategic initiatives.

(c) DRIC/IPM Office - 10%: Funds will support IP administration, protection costs (e.g., filing, legal fees), and management operations.

(d) Creator's Department -10%: This allocation supports departmental research initiatives, equipment, and academic development.

(2) Incentives and Rewards for Creators and Innovators

To further encourage innovation and research productivity, SEKU shall offer non-monetary and performance-based incentives as per the existing policy:

(a) Recognition Awards: Annual awards and certificates for outstanding innovators, inventors, and researchers during University Research and Innovation week or other official ceremonies.

(b) Promotion and Career Advancement: IP contributions shall be considered in academic promotions, tenure evaluations, and appointment to research leadership roles.

(c) Seed Funding and Research Grants: Priority access to university innovation grants or external research development funds for creators of promising IP.

(d) Incubation and start-up support: Access to University incubation facilities, mentorship, and business development support for staff and students seeking to commercialize innovations.

(e) Professional development opportunities: Opportunities for training, local and international conferences, or networking with industry partners.

4.7 Dispute Resolution

To ensure fairness, transparency, and timely resolution of conflicts, the University shall adopt clear mechanisms for addressing intellectual property-related disputes involving staff, students, collaborators, or third parties. SEKU encourages the amicable settlement of disputes related to intellectual property through dialogue, negotiation, or mediation. The University prioritizes non-adversarial mechanisms to resolve conflicts in a fair, timely, and constructive manner, in order to maintain a collaborative environment that supports innovation, creativity, and the protection of intellectual property rights.

(1) Mechanisms for Handling IP-Related Disputes

(a) All disputes shall, in the first instance, be reported in writing to the Directorate of Research, Innovation, and Commercialization (DRIC).

(b) DRIC shall conduct a preliminary review of the matter and attempt to resolve the dispute through internal mediation between the concerned parties.

(c) If mediation is unsuccessful, the dispute shall be referred to the Intellectual Property Management Board (IPMB) for a formal hearing and recommendation.

(d) Types of disputes covered include but not limited to:

i. Inventorship and authorship disputes

ii. Ownership and benefit-sharing disagreements

iii. Breach of confidentiality or material transfer agreements

iv. Licensing or royalty disagreements

v. Conflicts between academic freedom and commercialization priorities

(2) Appeals and Arbitration Processes

(a) A party dissatisfied with the decision of the IPMB may lodge a written appeal to the Deputy Vice-Chancellor (Research, Innovation, and Innovation) within 30 days.

(b) If the matter remains unresolved, the final internal appeal may be made to the Vice-Chancellor, whose decision shall be deemed final within the University's internal procedures.

(c) SEKU may also explore alternative dispute resolution (ADR) mechanisms such as expert determination or conciliation, particularly in industry partnerships or collaborative research agreements.

(d) Where necessary, or if parties so agree, the dispute may be referred to independent arbitration in accordance with the Arbitration Act, 1995 (Kenya) or its successor legislation.

(e) Parties retain the right to seek redress through national courts if all internal mechanisms and arbitration fail or where legal enforcement is required.

4.8 Capacity Building and Awareness

Building capacity and raising awareness on intellectual property is central to achieving effective protection, utilization, and commercialization of innovations.

(1) Training and Sensitization Programs on IP

(a) The Directorate of Research, Innovation and Commercialization (DRIC), in collaboration with the Intellectual Property Management Office, shall regularly organize workshops, seminars, and webinars on intellectual property rights.

(b) These programs will target staff, students, and research collaborators, and shall cover topics such as:

i. Basics of IP and its forms
ii. Procedures for disclosure and protection
iii. IP in grant writing and collaborative research
iv. Commercialization pathways (licensing, spin-offs, etc.)

v. Legal and ethical considerations in IP

(c) Sensitization efforts will be extended to community partners involved in traditional knowledge and cultural expression to support equitable benefit-sharing and awareness of their rights.

(2) Inclusion of IP Education in Academic Programs

(a) SEKU shall integrate intellectual property education into undergraduate and postgraduate curricula, particularly in disciplines involving research, innovation, science, technology, entrepreneurship, agriculture, and the creative arts.

(b) Where appropriate, dedicated modules or short courses on intellectual property management, innovation law, technology transfer, and patent writing will be developed and offered.

(c) The University shall collaborate with external agencies such as the Kenya Industrial Property Institute (KIPI), World Intellectual Property Organization (WIPO), and industry stakeholders to enrich its academic offerings and practical exposure on IP matters.

4.9 Artificial Intelligence and Emerging Technologies in Intellectual Property Management

SEKU acknowledges the growing role of AI and emerging technologies in research, innovation, and knowledge creation. AI systems and emerging technologies such as big data analytics and innovative research tools have the capacity to assist or autonomously generate intellectual property (IP), necessitating clear institutional guidelines on their use, the ownership of resulting outputs, and the protection mechanisms applicable under current legal frameworks.

(1) AI in Intellectual Property Management

SEKU shall embrace AI technologies as strategic tools in strengthening IP administration, protection, commercialization, and policy planning. AI will be integrated in the following areas:

(a) **Disclosure Evaluation:** AI tools shall assist in prior art searches, patent landscaping, and novelty assessment for disclosures submitted to DRIC.

(b) **Drafting and Filing:** Natural Language Processing (NLP) and AI-based platforms may support the drafting of patent claims, copyright registration forms, and industrial design descriptions.

(c) **Monitoring and Enforcement**: AI systems may be employed to detect infringement of SEKU-owned IP on digital platforms using image recognition, web scraping, and semantic search tools.

(d) **Commercialization Intelligence**: AI-driven analytics shall inform the identification of high-potential innovations, market demand forecasting, and licensee prospecting.

(e) **Licensing and Royalties**: AI integrated with blockchain technologies may support the creation of smart contracts to automate royalty distribution and license compliance.

(f) **IP Education and Support**: AI chatbots and learning systems may be used to enhance awareness, assist staff and students with IP queries, and deliver on-demand training.

(2) Ownership and Protection of AI-Generated Intellectual Property

(a) 3.1 AI-Assisted IP Creation

Where AI is used as a tool under the direction, supervision, or intellectual input of a human, the resulting IP shall be attributed to the human creator(s). This includes cases where a researcher, student, or collaborator uses AI to enhance analysis, generate content, or automate a process. Ownership and revenue-sharing shall follow the provisions outlined in this Policy.

(b) AI-Autonomous IP Creation

Where an AI system independently generates an invention, design, or creative work without meaningful human intellectual contribution:

i. Such output may not qualify for legal protection under existing copyright or patent regimes in Kenya or internationally, as current laws require human authorship or inventorship.

ii. However, if the AI system was developed or operated using SEKU's facilities, data, or funding, the University may assert custodial or stewardship rights over the output for purposes of further development, internal use, or ethical disposition.

(c) Protection Mechanisms

AI-generated or AI-assisted works may be eligible for protection under existing regimes if they meet established criteria:

i. Copyright: Applicable for original literary, artistic, musical, or software works with human authorship.

ii. Patents: Granted only where a human inventor can be identified and the invention meets the criteria of novelty, inventive step, and industrial applicability.

iii. Industrial Design: Protects aesthetic features of AI-assisted designs with human input.

iv. Trade Secrets: May protect AI-generated processes or algorithms maintained in confidence.

v. Database Rights: Protects human-curated data sets used in AI training.

vi. Data Protection: All data will be protected as per the Data Protection Act, 2019

(d) Ethical Use and Disclosure

All individuals using AI in the generation of IP must:

i. Clearly disclose the nature and extent of AI involvement during IP disclosure or application.

ii. Ensure that the output is free of plagiarism, bias, or unauthorized data use.

iii. Ensure compliance with South Eastern Kenya University's Research Policy, Academic Integrity Policy, and all other relevant policies governing the quality of research and innovation within the University.

This section shall be reviewed periodically to align with evolving legal interpretations, emerging technologies, and international best practices in AI and IP governance. SEKU shall continue to engage with stakeholders, including KIPI, WIPO, and other academic institutions, in shaping responsive and future-ready IP frameworks.

5.0 MONITORING, EVALUATION, REPORTING AND LEARNING AND ACCOUNTABILITY

Monitoring and evaluation (M&E) provide regular and timely information in support of evidence-based decision-making, serving as a key driver towards the realization of an organization's goals. The University shall set up an effective and results-based monitoring and evaluation system that will guarantee continuous monitoring using the identified indicators and evaluation.

The M&E framework aims to:

(a) Measure the effectiveness and efficiency of IP policy implementation.

(b) Assess progress toward achieving specific IP-related objectives and outputs.

(c) Facilitate evidence-based decision-making and resource allocation.

(d) Identify strengths, gaps, and opportunities for improvement in IP generation, protection, and commercialization.

(e) Promote a culture of performance, learning, and accountability among stakeholders.

5.1 Monitoring

The DVC, Academic, Research, and Innovation will be responsible for monitoring the implementation of this policy. The monitoring process will ensure that the established performance targets on research are met by each unit, and appropriate feedback for continual improvement is recommended. The University shall ensure that:

(1) Effective instruments and indicators are used to evaluate whether the environmental management objectives have been achieved.
(2) Constraints and challenges in the IP Management process have been identified.
(3) Ways to improve IP Management have been devised.
(4) Lessons learnt from the process have been documented and used in planning future public participation initiatives.

5.2 Evaluation

The Vice-Chancellor will ensure coordination of periodic evaluation is done. The evaluation of the policy will focus on efficiency, effectiveness, and measurement of actual performance against set targets arising from activities derived from the policy objectives. The differences, if there are any, will be identified, and appropriate recommendations and intervention measures recommended. The following indicators shall be uses for M&E of SEKU's IP ecosystem:

(a) Number of IP disclosures, applications, and registrations.

(b) Type and scope of IP rights protected (patents, copyrights, plant varieties, etc.).

(c) Number of licensing agreements, MoUs, and technology transfer arrangements.

(d) Revenue generated from commercialization activities.

(e) Number and growth of University-linked spin-offs or start-ups.

(f) Number of community-based IP or traditional knowledge engagements.

(g) Frequency and reach of IP training, awareness, and sensitization initiatives.

(h) Level of integration of IP content into curricula and research programs.

(i) Stakeholder satisfaction (measured through feedback surveys).

5.3 Reporting and Learning

The heads of functional areas shall prepare and submit reports on disclosures and compliance, awareness on IP rights, protection, and commercialisation processes. The information prepared includes progress made, challenges encountered and identified emerging issues. This information may be used for capacity building, promotion of a culture of learning and application of lessons learned. The lessons learnt shall be considered at the time of review of the policy to ensure that the policy addresses emerging issues regarding IP.

5.4 Accountability

This will ensure that everyone that is involved in implementing this policy knows what is expected of him or her and will take ownership of their responsibilities in managing IP, and transparency and fairness will be exercised when applying the policy. This will ensure IP is protected and used for the benefit of those involved, ethical standards maintained, and resources prudently used.

5.5 Review

The policy may be reviewed after every five (5) years or as need arises to address emerging issues with the aim of enhancing efficient delivery of services and products.

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Annex: SEKU IP Policy Implementation Framework (2025–2030)

Year 1: 2025/2026 - Foundation and Institutional Setup

Component	Description
Strategic Objective	Disseminate and operationalize the IP Policy at all levels of the University.
Key Activities	- Launch and disseminate the approved policy. - Establish the Intellectual Property Management Office (IPMO). - Constitute the Intellectual Property Management Board (IPMB). - Establish partnerships with KIPI. - Develop standard IP disclosure forms and SOPs. - Conduct initial awareness and sensitization forums for staff and students.
Responsible Units	DRIC, VC's Office, DVC-ARI Senate, IPMB
Expected Outputs	- Functional IPMO and IPMB. - Staff sensitized and trained. - Operational tools and SOPs in place. - Working agreement with KIPI.
Indicators	- Number of staff trained. - Number of sensitization sessions held. - IPMO and IPMB operational. -Signed MoU

Year 2: 2026/2027 Capacity Building and Disclosure System

Component	Description
Strategic Objective	Build internal capacity to identify, disclose, and manage IP.

Component	Description
Key Activities	- Train staff and students on IP creation, protection, and disclosure. - Operationalize an IP disclosure, tracking, and evaluation system. - Develop and digitize an institutional IP asset database. - Establish reporting templates and tools.
Responsible Units	DVC-ARI, DRIC, IPMO, ICT Directorate.
Expected Outputs	- Functional IP disclosure and tracking system. - IP asset database operational. - Capacity built across disciplines.
Indicators of Success	- Number of IP disclosures. - Number of trainings held. - Number of active users in database system.

Year 3: 2027/2028 - IP Protection and Commercialization

Component	Description
Strategic Objective	Facilitate legal protection and commercialization of IP.
Key Activities	- Facilitate registration of IP (patents, trademarks, copyrights). - Launch licensing and spin-off programs. - Develop benefit-sharing agreements. - Engage communities on traditional knowledge (TK) and TCEs access protocols.
Responsible Units	IPMO, DRIC, IPMB
Expected Outputs	- Protected and registered IP. - Active commercialization (e.g., licenses, spin-offs). - Signed community access agreements.
Indicators	- Number of IP rights filed and granted. - Number of commercialized IP outputs. - Number of agreements signed with communities.

Year 4: 2028/2029 - Partnership Building and Evaluation

Component	Description
Strategic Objective	Evaluate implementation progress and strengthen external linkages.
Key Activities	- Conduct mid-term policy review and performance audit. - Establish partnerships with industry actors. - Integrate IP training in academic programs. - Conduct stakeholder feedback and satisfaction surveys.
Responsible Units	DRIC, IPMB, Senate
Expected Outputs	- Mid-term review report. - New partnerships and MoUs. - IP education included in curricula.

Component	Description
Indicators of Success	- Evaluation report submitted. - Number of signed MoUs. - Number of students trained on IP.

Year 5: 2029/2030 - Institutionalization and Strategic Renewal

Component	Description
Strategic Objective	Consolidate gains, institutionalize performance, and plan forward.
Key Activities	- Institutionalize IP-related KPIs in appraisals and promotions. - Host annual IP recognition awards and innovation expos. - Conduct end-of-term policy review and revise IP policy.
Responsible Units	DVC-ARI, DRIC, HR Directorate, IPMB
Expected Outputs	- Revised policy document. - Institutionalized recognition and reward systems. - Strategic plan published.
Indicators of Success	- Number of staff evaluated on IP KPIs. - Number of awardees. - Completion of next policy cycle roadmap.

Cross-Cutting Activities (All 5 Years)

Area	Activities
Monitoring & Evaluation	Quarterly implementation progress reviews by DRIC and IPMB.
Awareness & Advocacy	Regular IP forums, community outreach, and media engagement.
Capacity Building	Regular training on IP and the whole innovations ecosystem.
AI & Emerging Technologies	Integrate AI in IP administration, detection of infringement, and innovation analytics.
Partnerships and community engagement	Establishing MoUs and Working with communities on safeguarding and benefit-sharing of TK, TCEs, and GRs.
Student Engagement	Promote student participation in innovation challenges, clubs, and entrepreneurship.