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**Strategic Action Plan for
Operationalizing the SLUK Research
Policy and Directorate**

Developed by
Office of the Deputy Vice Chancellor
Academics, SLUK

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Executive Summary

This plan operationalizes the SLUK Research Policy (August 2025) to build a vibrant research commercialization ecosystem. It proposes a 24-month, phased roadmap beginning with immediate administrative activation: appointing a Steering Committee (URSC), three Deputy Directors for the new Directorate (DRIP), and constituting the governance Board (BRIP). Subsequent phases focus on university-wide policy sensitization, followed by targeted capacity building in grant-writing and commercialization for researchers. The plan advances to developing a pipeline of market-ready innovations through an "Innovation Audit" and a pre-incubation program, while establishing formal industry partnerships. The journey culminates in sustainable structures like a physical Incubation Hub and an annual Research & Innovation Week, transforming SLUK into an engine of innovation and institutional wealth.

Guiding Principle:

To operationalize the SLUK Research Policy (August 2025) and directorate and translate its vision into actionable programs, particularly in research commercialization, by building institutional capacity, raising awareness, and establishing clear governance structures.

PHASE 1: IMMEDIATE ADMINISTRATIVE ACTIVATION (Month 1)

Objective: To formally constitute the leadership and oversight bodies mandated by the Research Policy to drive implementation.

Action 1.1: Establish a Research Policy Implementation Steering Committee.

- **Description:** Due to the immediate need and so many constraints viz-a-viz well trained personnel who are grounded in research and grant management, the Vice-Chancellor should appoint a time-bound (e.g., 12-month) University Research Steering Committee (URSC) to drive the initial rollout of the policy. **This committee should ideally be composed of key members of the committee that developed the Research Policy**, ensuring continuity of vision and expertise. The URSC will oversee the operation of the Directorate and provide capacity building training and necessary skill set for the appointed deputy Directors in view of getting a suitable Director DRIP. The URSC should be chaired by the DVC Academics who will monitor day in day administrative role of the center and the divisions.

- **Mandate of URSC:** to oversee Phases 1 & 2 of this action plan, monitor progress, and report directly to the BRIP and the Vice-Chancellor who is the Chairman of BRIP.

Action 1.2: Appoint Deputy Directors for DRIP Divisions.

- **Description:** The Vice-Chancellor, in consultation with the URSC, should appoint three Deputy Directors to head the divisions as outlined in Section 2.1 of the Research Policy:
 1. Deputy Director, Research, Publications and Training.
 2. Deputy Director, Innovation, Commercialization and Partnerships and also to serve as the Technology Transfer Officer (TTO). The TTO Office will reside within this division to avoid duplications of responsibilities.
 3. Deputy Director, Grant Management.
- **Rationale:** These are critical operational roles required to execute the policy. The appointments should be based on expertise, research and grants track record, and the strategic needs of each division.

Action 1.3: Constitute the Board of Research, Innovation and Partnership (BRIP).

- **Description:** Formalize the BRIP as per Section 2.7, with the VC as Chairman. This includes inviting Deans, Directors of Institutes/Centres, and other stipulated members.
- **Rationale:** The BRIP is the supreme policy and approval body for research. Its immediate constitution is non-negotiable for governance.

PHASE 2: POLICY SENSITIZATION & FOUNDATION (Months 2-4)

Objective: To ensure every member of the academic community understands the new Research Policy, its provisions, and their roles within it.

Action 2.1: Develop a "Research Policy Sensitization Toolkit."

- **Description:** The Steering Committee, in collaboration, will create user-friendly materials: a policy summary booklet, PowerPoint presentations, FAQs, and a short video explaining key aspects (SLUK Research Policy, IP ownership, revenue sharing, ethics approval process, DRIP's role).

- **Policy Alignment:** Fulfills the dissemination mandate of Section 9.3 and supports research training under Section 8.1 of SLUK Research Policy.

Action 2.2: Conduct University-Wide and Faculty-Based Policy Presentation Workshops.

- **Description:** A cascading workshop series to ensure deep understanding:
 1. **University Leadership Workshop:** For the Management Team, all Deans, and Directors. Focus on strategic implications, monitoring, and their leadership roles.
 2. **Full-Day Sensitization Workshop for All Academic Staff:** Led by the VC, BRIP, and URSC. Covers the philosophy, structures (DRIP, BRIP, Committees), IP framework, and new procedures.
 3. **Faculty-Based Deep-Dive Sessions:** Conducted in each Faculty/School by the **Faculty Research Coordinator (FRC)** (Section 2.14 of SLUK Research Policy) alongside a DRIP representative (Deputy Directors). These sessions use the toolkit to discuss the policy's specific implications for that faculty's disciplines, research themes (Section 1.5 of SLUK Research Policy), and procedures for submitting proposals.
- **Policy Alignment:** Direct execution of Sections 8.2 (Training Workshops) and 2.14 (Role of FRC).
- **Workshop Insight:** This cultural foundation is a prerequisite for the commercialization workshops, addressing the need for a re-oriented research community as identified in Policy Section 3.6.

Action 2.3: Formalize the Intellectual Property & Technology Transfer Office (IPTTO).

- **Description:** The newly appointed **Deputy Director, Innovation, Commercialization and Partnerships** will establish the functional IPTTO mandated in Section 4.8.5.
- **Policy Alignment:** 2.4(e, f), 4.8.5.

PHASE 3: CAPACITY BUILDING & PIPELINE DEVELOPMENT (Months 5-10)

Objective: To equip researchers with advanced skills for competitive grant-winning and commercialization, and to identify promising research.

Action 3.1: Launch Faculty-Based Workshops on Grant Writing and Research Commercialization.

- **Description:** Following the policy sensitization, roll out skill-building workshops:

1. **Workshop 1: "Mastering Grantmanship":** Led by the **Deputy Director, Partnerships and Grant Management**. Focus on identifying calls (TETFund, etc.), budgeting (Section 5.2), and writing winning proposals.
 2. **Workshop 2: "The Path from Lab to Market at SLUK":** Led by the **Deputy Director, Innovation, Commercialization and Partnerships**. A practical walkthrough of the IP disclosure process, the 60/40 revenue share (4.8.4.2), and introduction to market sizing.
 3. **Workshop 3: "Pitching Your Research for Impact and Investment":** Based on the TETFund workshop insights, teaching researchers how to communicate value to industry and funders.
- **Policy Alignment:** 8.1, 8.2, 2.3(b), 2.4.

Action 3.2: Initiate an "Innovation Audit" and Create a Digital Research Portfolio.

- **Description:** Task activated Departmental Research Committees (Section 2.12) to audit ongoing staff and postgraduate research for commercial potential. DRIP will use this to create a dynamic digital portfolio or database.
- **Policy Alignment:** 2.10(d), 2.12(b), 9.4(iv).

PHASE 4: STRUCTURE & PARTNERSHIP ESTABLISHMENT (Months 8-15)

Objective: To create the support structures and external networks needed to translate research.

Action 4.1: Launch a Pre-Incubation Support Program.

- **Description:** The Innovation Division launches a virtual "SLUK Innovation Vanguard" program to provide structured mentorship and micro-grants to the most promising projects from the Innovation Audit.
- **Policy Alignment:** 2.4(b), 3.7.

Action 4.2: Formalize Industry Liaison and Partnership Protocols.

- **Description:** The **Deputy Director, Partnerships and Grant Management** to develop and implements a proactive outreach strategy to local and national industries, creating a partnership pipeline.
- **Policy Alignment:** 2.5, 7.1, 7.2.

PHASE 5: SUSTAINABILITY & SCALE (Months 12-24+)

Objective: To institutionalize and scale successful initiatives for long-term impact.

Action 5.1: Establish a Physical Innovation Incubation Hub.

- **Description:** Secure funding and space to establish the hub envisaged in Section 3.7.

Action 5.2: Launch an Annual SLUK Research & Innovation Week.

- **Description:** A flagship event incorporating policy review sessions, research presentations, an innovation fair, and industry networking. This becomes the primary dissemination and partnership platform.
- **Policy Alignment:** 2.4(j), 9.3, 10.2(ii).

Action 5.2: Appoint Substantive Director either from among the steering committee or the Deputy Directors

Integrated Implementation Timeline

Phase	Action Item	Primary Responsibility	Q1 (M1-3)	Q2 (M4-6)	Q3 (M7-9)	Q4 (M10-12)	Year 2
1	0.1 Appoint DRIP Deputy Directors	Vice-Chancellor	×				
	0.2 Constitute BRIP	Vice-Chancellor	×				
	0.3 Appoint Policy Steering Committee	Vice-Chancellor	×				
2	2.1 Develop Sensitization Toolkit	Steering Committee, DRIP	×	×			
	2.2 Conduct Policy Workshops	Steering Committee, DRIP, FRCs		×	×		
	2.3 Formalize IP Commercialization Office	Deputy Dir. (Innovation)		×	×		
3	3.1 Faculty Skill-Building Workshops	DRIP Deputy Directors			×	×	×
	3.2 Innovation Audit & Digital Portfolio	DRIP, Dept. Committees			×	×	
4	4.1 Launch Pre-Incubation Program	Deputy Dir. (Innovation)				×	×
	4.2 Develop Industry Liaison Protocols	Deputy Dir. (Partnerships)				×	×
5	5.1 Plan/Establish Incubation Hub	Management, DRIP					×
	5.2 Host 1st Research & Innovation Week	DRIP (All Divisions)					×
	Appoint Substantive Director DRIP	Vice-Chancellor				×	