There is a growing interest in the process by which universities proceed to obtain value from research and transfer technology. This process is usually linked to innovation; generally, the strategy involves the organization developing institutions (rules) that encourage scholars and other university staff to achieve sufficient benefits to become involved in the process, in which both academics and graduates benefit from the results (i.e., through the creation of job opportunities), as proposed by Rizzo (2015) and Friedman and Silberman (2003).