

THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION

ACTION REQUEST

Subject: License Agreement between the University of Michigan and Enliven Work, Inc.

Action Requested: Approval of License Agreement

Preamble:

A statutory conflict of interest situation was identified by the Office of Technology Transfer while reviewing the technology transfer agreement that then triggered a review by the UMOR Conflict of Interest Review Committee. A plan for management of the possible risks associated with the conflict of interest was then developed and approved by this Committee and agreed to by the parties involved in this plan.

This proposed license agreement (“Agreement”) falls under the State of Michigan Conflict of Interest Statute because Dr. Monica C. Worline is both an employee of the University of Michigan (“University”) and a partial owner of Enliven Work, Inc. The law permits such an Agreement provided it is disclosed to the Board of Regents (“Regents”) of the University of Michigan and approved in advance by a 2/3 vote.

Background:

Dr. Monica C. Worline, an Intermittent Lecturer in the Ross School of Business, is the partial owner of a for-profit company called Enliven Work, Inc. (the “Company”). The Company was formed recently to commercialize the Reflected Best Self-Exercise that helps individuals identify and understand their unique strengths and talents and desires to license from the University of Michigan the University’s rights associated with the following technology:

UM OTT File No. 3197, entitled: “Reflected Best Self-Exercise” (Inventors: Gretchen Spreitzer, Jane E. Dutton, Robert E. Quinn, Laura M. Roberts)

The Office of Technology Transfer selected the Company as a University partner and negotiated the terms of the proposed Agreement in accordance with University policy and its accepted licensing principles.

Parties to the Agreement:

The Regents of the University of Michigan and Enliven Work, Inc.

Agreement Terms Include:

Agreement terms include granting the Company a non-exclusive license with the right to grant sublicenses. The Company will pay a royalty on sales and milestone minimum payments. The University may receive equity in the Company, along with the right to purchase more equity.

The University will retain ownership of the licensed technology and may continue to further develop it and use it internally. No use of University services or facilities, nor any assignment of University employees, is obligated or contemplated under the Agreement. Standard disclaimers of warranties and indemnification apply, and the Agreement may be amended by consent of the parties, such as adding related technology. University procedures for approval of these changes will be followed and additional conflict of interest review will be done as appropriate.

Pecuniary Interest:

The pecuniary interests of Dr. Worline arise from her ownership interest in Enliven Work, Inc.

Net Effect:

The Office of Technology Transfer has negotiated and finalized the terms of a non-exclusive license agreement for copyrights and materials related to UM OTT File No. 3197 for all fields of use. Enliven Work, Inc. will obtain use and commercialization rights to the above listed University technology.

Recommendations:

This matter has been reviewed and approved by the UMOR Conflict of Interest Review Committee. In light of this disclosure and our finding that the Agreement was negotiated in conformance with standard University practices, I recommend that the Board of Regents approve the Agreement between the University and Enliven Work, Inc.

Respectfully submitted,



S. Jack Hu
Vice President for Research

February 2018