

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

ACTION REQUEST

Subject: Regental Action Required Under the State of Michigan Conflict of Interest Statute

Action Requested: Authorization for the University to enter into an agreement with Paradis Consulting, LLC (University of Michigan Employee, Nichole Paradis Pangburn, Owner).

Background:

The University of Michigan Department of Psychiatry seeks approval to enter into an agreement with Paradis Consulting, LLC for consulting services.

The proposed contract falls under the State of Michigan Conflict of Interest Statute as Nichole Paradis Pangburn is employed by the University as LEO Lecturer I with the School of Social Work and would be party to the contract as owner of Paradis Consulting, LLC.

However, the Statute allows the university to enter into such contracts if the following conditions are met:

- a) The public servant promptly discloses any pecuniary interest in the contract to the official body which has power to approve the purchase, which disclosure shall be a matter of record in its official proceedings.
- b) The purchase is approved by a vote of not less than 2/3 of the full membership of the approving body in open session without the vote of the public servant making the disclosure.
- c) The official body discloses the following summary information in its official minutes:
  - i) The name of each party involved in the contract.
  - ii) The terms of the purchase, including duration, financial consideration between the parties, facilities or services of the public entity included in the purchase, and the nature and degree of assignment of employees of the public entity for fulfillment of the purchase.
  - iii) The nature of any pecuniary interest.

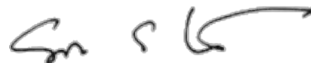
The following information is provided in compliance with the statutory requirements contained in Section (c) above:

- i) The parties to the contract are the Regents of the University of Michigan and its Department of Psychiatry and Paradis Consulting, LLC.
- ii) The contract is for expert consulting services for the Zero to Thrive program for the duration of three years at a total cost of \$56,000. Paradis Consulting, LLC will supply the necessary resources and personnel to fulfill this contract. The remaining base contract terms and conditions are typical to those used in Procurement Services standard templates for other similar contracts entered into by the Regents.
- iii) The pecuniary interest arises from the fact that University of Michigan employee, Nichole Paradis Pangburn, is owner of Paradis Consulting, LLC.

Nichole Paradis Pangburn has met state law requirements with the disclosure of her pecuniary interest and formal appointment arrangements with the University of Michigan. Requirements, if any, that may be applicable by the supervisor of Nichole Paradis Pangburn under the Department of Psychiatry or OVPR's Conflict of Interest Committee's procedures are separately analyzed and managed.

We recommend that the Board of Regents approve the contract between the University of Michigan and Paradis Consulting, LLC subject to requirements, if any, that the supervisor of Nichole Paradis Pangburn or the Department of Psychiatry or OVPR's Conflict of Interest Committee may impose.

Respectfully submitted,



Geoffrey S. Chatas  
Executive Vice President and Chief Financial Officer

May 2025