

The University of Michigan Regents Communication

Request for Action

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

Action Requested: Authorization for the university to enter into a contract with Job Crafting LLC (University of Michigan Employee, Justin Berg, Director and Research Consultant)

Background:

The University of Michigan Stephen M. Ross School of Business Kresge Library Services seeks approval to enter into a contract with Job Crafting LLC for providing and teaching the “Job Crafting Exercise” - a digital learning tool for students enrolled in the Fall 2026 Management & Organizations (MO) 300 course.

The proposed contract falls under the State of Michigan Conflict of Interest Statute as Justin Berg is employed by the University as an Associate Professor of Management and Organization with Stephen M. Ross School of Business and would be a party to the purchase as director and research consultant of Job Crafting LLC.

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

- 1) 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.
- 2) 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.
- 3) The official body discloses the following summary information in its official minutes:
 - a) The name of each party involved in the contract.
 - b) 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.
 - c) The nature of any pecuniary interest.

The following information is provided in compliance with the statutory requirements contained in Section (3) above:

- a) The parties to the contract are the Regents of the University of Michigan and its Stephen M. Ross School of Business Kresge Library Services and Job Crafting LLC.
- b) The contract is for providing and teaching the “Job Crafting Exercise” – a digital learning tool for students enrolled in the Fall 2026 term at a total cost of \$17,970. Job Crafting 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.
- c) The pecuniary interest arises from the fact that University of Michigan employee, Justin Berg, is director and research consultant of Job Crafting LLC.

Justin Berg has met state law requirements with the disclosure of his pecuniary interest and formal appointment arrangements with the University of Michigan. Requirements, if any, that may be applicable by the supervisor of Justin Berg under the ROSS SCH Kresge Library Services 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 Job Crafting LLC, subject to requirements, if any, that the supervisor of Justin Berg or the Stephen M. Ross School of Business Kresge Library Services or OVPR’s Conflict of Interest Committee may impose.

Respectfully submitted,



Robert A. Hewlett III
Interim Executive Vice President
and Chief Financial Officer

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