

**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 transact with Job Crafting, LLC (University of Michigan Employee, Justin Berg, Partner, Research Consultant).

Background:

The University of Michigan Kresge Library seeks approval to transact with Job Crafting, LLC for providing and teaching the “Job Crafting Exercise” digital learning tool to students enrolled in the Fall 2025 Management & Organizations (MO) 300 and Management & Organizations (MO) 302 courses.

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

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

- a) The public servant promptly discloses any pecuniary interest in the purchase 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 purchase.
 - 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 purchase are the Regents of the University of Michigan and its Kresge Library and Job Crafting, LLC.
- ii) The purchase is for providing and teaching the “Job Crafting Exercise” digital learning tool to students enrolled in the Fall 2025 term at a total cost of \$24,559. Job Crafting, LLC will supply the necessary resources and personnel to fulfill this purchase. The remaining base purchase order 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, Justin Berg, is partner, 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 Kresge Library or OVPR’s Conflict of Interest Committee’s procedures are separately analyzed and managed.

We recommend that the Board of Regents approve the purchase between the University of Michigan and Job Crafting, LLC subject to requirements, if any, that the supervisor of Justin Berg or the Kresge Library or OVPR’s Conflict of Interest Committee may impose.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. A. Hewlett III", with a horizontal line extending to the right.

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

November 2025