

# Distinguished Employee Leadership and Team Award (DELTA) Supervisor Nomination Statement

## Instructions:

Please download the MS Word template and complete your responses, saving it as you would any MS Word document. When the document is complete, you will need to upload it through the DELTA website to complete the nomination. The nomination cannot be processed without a completed nomination form and statement.

Complete the Supervisor Nomination Statement by responding to each of the five questions below. The Introduction and Summary at the beginning and end of the questions are optional. Please be as specific as possible in answering the questions and provide examples to illustrate your responses. A supervisor nominee for the DELTA Award may be a civil service or academic professional employee. A sample of the Supervisor Nomination Statement can be found on the DELTA website for supervisor nominations.

## Introduction (optional)

Justin Case has exuded extraordinary leadership in the success of technology commercialization at the Office of Technology Management (OTM) – OZ. He mentored and led the OTM staff to become a more cohesive and effective team. In Justin's ten years of dedication, he has reinforced the mission, goals, and values of OTM first and foremost in every decision he has made on behalf of the University. Justin has met all of the criteria below qualifying him for nomination.

1. How has the nominee led their unit to achieve its mission and strategic goals?

Through his superior performance Justin Case supports and encourages OZ inventors and helps commercial firm's license OZ technologies. These are two of the most critical missions of the unit. Justin educates our inventors on how to disclose their technologies and helps them match those technologies with outside constituents and sign licenses. Justin has been innovative in reaching faculty and researchers at OZ to help them understand how the University patents intellectual property. Justin Case started an outreach seminar series focusing on "Intellectual Property in a University Environment." Over 100 attendees from all over OZ attended. In continuing to reach faculty and researchers, Justin has taken the initiative to meet with departments individually to educate them about the process of the University commercialization. His outreach has paid off with over 300 disclosures received in the last three years.

2. How has the nominee promoted the deployment of employees and financial resources to achieve business goals?

Intellectual property is very expensive business. Nearly half of the OTM's operating budget is devoted to the expense of patenting intellectual property and to technology business development. Justin meets regularly with the Patent Coordinator to establish good business practices when proceeding with patenting technologies. He has made it his responsibility to supervise all dollars spent towards patenting, and he makes sure that it is the most cost effective for the University. Each year OTM sends the Technology Managers, OTM Director and Associate Director to the Licensing Executive Society (LES) Conference. Due to the number of attendees from OTM, this is a large expense. Justin has made it his mission to use the University's time and financial resources to maximize the potential of OZ. At the LES Conference, he has been on the leading edge of partnering other attending companies with OTM OZ to showcase technologies and provide information about OZ research with the possibility of signing licenses. Justin instructs staff to create marketing packets that include technology alerts and an overview of the research at OZ. This year was the most successful year to date. In three days Justin and the Technology Managers met with over 40 companies and distributed an additional 60 packets to licensee prospects. This resulted in a greatly increased network of companies. These companies have since visited the University and reviewed technologies, both of which would not have happened if Justin had not coordinated this effort.

3. How has the nominee demonstrated outstanding leadership, initiative and creativity within the unit and/or the University?

An important part of being a leader knows when to take the initiative to lead. Over the last ten years of Justin Case's appointment with OTM, he has seen four changes in leadership and is currently serving under an Interim Director. He has been the one constant in an office with continuous change. He has taken the initiative to lead this office during difficult times, to focus on the mission of OTM and the University, and to continue to be successful in the commercialization of technologies. OTM's numbers have not suffered during these changes, but most importantly, the staff morale hasn't changed either. Over the years OTM has been spread out in offices all over the OZ campus. Justin has been able to lead a team to success even though its members might not even see each other. Recently OTM moved into a newly renovated office where all members of the team are now housed together. Since the move, he has initiated improved communications by bringing everyone together for monthly meetings to discuss problems, issues, questions, and successes. It is a time of sharing and congratulating our fellow teammates with his support.

4. How has the nominee recruited, coached, motivated, and rewarded employees?

Justin Case's most important duty is to provide coaching, motivation and help to develop the Technology Managers into successful technology commercialization salesmen. Over the last four years, new Technology Managers have been hired with little or no experience. Justin has guided each and every Technology Manager through the entire process of making contacts, negotiating licenses, finalizing licenses, and building relationships with our licensees. It is hard to describe the time and patience he provided during this long period of training. Not only was he performing his own job responsibilities, but also giving his time to five other Technology Managers. His perseverance paid off. In FY07, twelve total licenses were signed. At the end of the second quarter in FY08 we have already signed 11 licenses. We are on pace to double FY07's total.

5. How has the nominee enhanced the unit and/or University through contributions to local, state, national and global organizations?

OTM OZ is the bridge between research discoveries and reaching human lives. The licensed technologies are with companies that have the resources to distribute and help people across the world. Justin has been the focal person in OTM signing these beneficial licenses. Justin has signed licenses for a variety of things, from an FDA-approved HIV drug to orthodontic treatment devices. The technologies licensed by Justin at OTM OZ are vast. Justin is active in many organizations including Licensing Executives Society, Association of University Technology Managers and Illinois Biotechnology Industry Organization. Many of the listed organizations have sought Justin's expertise in technology commercialization to present to his peers and colleagues at the national conferences. He continues to spread the word to help establish OZ as one of the leading research organizations.

Summary (optional)

Justin's personal statement exemplifies him perfectly. He is an "Entrepreneurial, innovative, service oriented professional experienced in business development, healthcare, licensing, and market research. Justin is a strong strategic thinker and team builder. He is excellent at assessing needs and developing practical solutions. Justin is the backbone of OTM OZ. His dedication has led the office to success and inspiring relationships."