

# The Patent Lawyer

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Annual 2025

## From ideas to impact: enhancing patent transfer in Chinese universities

Eddie Zheng, Partner at Corner Stone & Partners, highlights the challenges and progress in patent transfer and transformation at Chinese universities in light of the introduced policies to promote the commercialization of research.

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# Women in IP Leadership

Celebrating achievements and continuing  
the empowerment of women



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We give special thanks to Clarivate for their dedication and support in continuing  
the empowerment of women in IP by facilitating this opportunity.



This segment is dedicated to women working in the IP industry, providing a platform to share real accounts from rising women around the globe. In these interviews we will be discussing experiences, celebrating milestones and achievements, and putting forward ideas for advancing equality and diversity.

By providing a platform to share personal experiences we aim to continue the empowerment of women in the world of IP.

This segment is sponsored by Clarivate, who, like *The Patent Lawyer*, are passionate to continue the empowerment of women. Clarivate's sponsorship enables us to remove the boundaries and offer this opportunity to all women in the sector. We give special thanks to Clarivate for supporting this project and creating the opportunity for women to share their experiences, allowing us to learn from each other, to take inspiration, and for continuing the liberation of women in IP.



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**At Clarivate, we connect you to intelligence you can trust to ensure an IP-empowered tomorrow. We know that bringing people together from different cultures and backgrounds, with different life experiences and perspectives, is a key driver of innovation. This is an opportunity to celebrate all talented women around the world of IP and acknowledge their work which has changed the industry to date and look forward to what they and many more women in IP will do for tomorrow.**



**Gordon Samson, President, IP, Clarivate**

If you would like the opportunity to share your experiences with *Women in IP Leadership*, would like to nominate an individual to be involved, or would like to learn more about sponsorship, please contact our Editor.



# Amy Gagich: Senior Manager in Product Management, Intellectual Property, Clarivate

**An interview: inspirations, experiences, and ideas for equality.**

**A**my is a Senior Manager in Product Management at Clarivate, where she leads two of the company's IP Management Systems (IPMS): Memotech and The IP Management System. With over 20 years of experience in intellectual property preparation and prosecution, she brings extensive knowledge to her role. Prior to joining Clarivate, Amy worked in several law firms and corporate IP departments, serving as a paralegal and IP operations manager. In these roles, she frequently developed policies and addressed various concerns across multiple IP domains, including patents, trademarks, copyrights, and domain names.

## What inspired your career?

Like many people, I stumbled into the field of Intellectual Property. Initially, my aspirations were focused on Family and Probate law. After earning my associate's degree, I was eager to find a job near Ursuline College, where I planned to complete my bachelor's. I teamed up with a placement agency that informed me of a sole opportunity: a boutique Intellectual Property firm willing to hire a paralegal with no prior experience. Although I had no understanding of what Intellectual Property truly entailed, my need for employment led me to accept the position.

At first, I wasn't captivated by the work; in fact, I found myself disliking it. My dream of transitioning to family law remained strong, and I decided to endure my time in IP until I graduated and gained more experience to enhance my resume. However, as I persisted, I began to appreciate the intricate role that IP paralegals play in protecting creative ideas and innovations. My perspective shifted as I moved to another firm, where I delved deeper into the nuances of the field. Gradually, I found myself genuinely enthusiastic about the work.

A recent personal challenge – being diagnosed with Mucosal Melanoma – brought a new understanding of how Intellectual Property permeates our lives. I've always enjoyed spotting the brands I supported in stores and witnessing the technologies embedded in the products I used. But this was different. More than a decade ago, treatment options for melanoma were limited; today, thanks to innovation, I have access to various therapies. The work I do to help companies safeguard their intellectual property assets has become profoundly meaningful, to the point where it feels like it has saved my life. This journey





has deepened my appreciation for the vital role we play in fostering innovation and protecting the creativity that shapes our world.

### How have you found the pathway to your current position? And can you offer advice from your experience?

My journey to my current role was fueled by a passion for intellectual property and a desire for change. I previously managed a fantastic team dedicated to protecting the assets of one of North America's largest privately held companies. While I loved my job and my team, I felt an urge to explore new opportunities. I wanted to expand my knowledge beyond just IP preparation and prosecution, but I didn't want to leave the industry I was passionate about.

With the support of my mentors at Clarivate, I was thrilled to see an opening and jumped at the chance. Joining the Product Management team was both terrifying and exciting; the opportunity to help my peers maximize their use of the Intellectual Property Management System (IPMS) was too good to pass up. With my extensive experience using various IPMS platforms, I was eager to ensure that customers received the most from their software.

My advice? Embrace new challenges, trust your instincts, and go for it!

### What challenges have you faced? And how have you overcome them?

My biggest challenge is saying no. I genuinely want to help everyone and ensure they have what they need to succeed in their roles; I want to be a cheerleader for all. However, it's impossible to be everything to everyone, and I've realized that I need to establish clear boundaries for myself. I've had to experience failure a few times to truly understand the importance of this.

Learning to say no has been a journey; I've come to see that a no doesn't have to be final – it can simply mean "not right now." Even so, it remains a struggle for me as a people pleaser. I've had to train myself to ask, "If I take on task A, what will I have to sacrifice? Is task A more or less important than what I'm currently doing, and will this affect my other responsibilities?"

### What would you consider to be your greatest achievement in your career so far?

I've accomplished many wonderful things, but my greatest achievement is mentoring others, particularly women, who are emerging in the field of intellectual property. I take pride in sharing my knowledge and encouraging them to reach their full potential in the industry. Helping others understand the significance of our work and its impact on everyone's success is something I'm truly passionate about.



**A stronger emphasis on equality and diversity, along with everyone's capacity for creativity and innovation, is crucial for future generations.**



### What are your future career aspirations? And how will you work to achieve them?

I'm excited to continue growing in my product management career, learning from my amazing team and customers. Recently, I was asked to reflect on my favorite managers and the qualities that made them memorable. Two managers stood out for their genuine care and compassion for their teams, along with their willingness to share knowledge and uplift those around them.

My career aspiration is to embody those qualities for others in the IP industry. I want to be the manager or mentor that comes to mind when they are asked about impactful leaders – not because of my own accomplishments, but because I've inspired them to achieve even greater things than I ever could.

### What changes would you like to see in the IP industry regarding equality and diversity in the next five years?

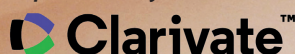
A stronger emphasis on equality and diversity, along with everyone's capacity for creativity and innovation, is crucial for future generations. Clarivate's Resource Groups and Women in IP Leadership offer mentorship programs specifically designed to support underrepresented groups, particularly women and minorities, as they navigate their careers in intellectual property. These initiatives raise awareness about unconscious bias and educate others on the significance of inclusion. Organizations that offer similar resources to their employees will further enhance equality and diversity in the industry.

### How do you think the empowerment of women can be continued and expanded in the IP sector?

Empowered women uplift other women. When I started my career, I often felt unsupported by many of my female colleagues. There seemed to be a competitive spirit that led us to undermine each other in the pursuit of success. This environment made me hesitant about my place in IP; I wanted to foster a culture of mutual support and shared success.

When I encountered women who shared my perspective, I felt a strong connection with them. Their empowerment inspired me, and together, we created a supportive network. As younger generations enter our industry, it's essential to encourage them to take on leadership roles and support their growth, rather than fearing they might overshadow us. They can learn from our experiences and knowledge, while we can gain fresh perspectives from them. By empowering the next generation, we can create a legacy of strength and support for the future.

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# Konnie Love: Senior Manager of IP Administration, Kilpatrick

An interview: inspirations, experiences, and ideas for equality.

**W**ith 38 years in Intellectual Property, Konnie Love is a Senior Manager of IP Administration at Kilpatrick, overseeing critical functions like Docketing, Client Transfers, Patent Tax, and Client Data Services. Starting as a legal secretary in 1986, Konnie Love rose through the ranks, driven by a passion for IP law and a commitment to excellence. She has played key roles in creating an IP Centralized Support Center, a Virtual Patent Prosecution

“My greatest challenge was finding my voice and trusting my expertise among highly intelligent colleagues.”



Attorney program for drafting patent applications remotely, and a flat-fee billing system. Konnie also serves as a subject matter expert in the selection and deployment of IP software tools and establishing workflow changes due to new system implementations. Dedicated to knowledge transfer and diversity, Konnie focuses on succession planning and advocating for increased opportunities for diverse talent in the IP industry.

#### What inspired your career?

After leaving active-duty military, I began working as a legal secretary at an IP boutique firm in Washington, D.C. During the interview, an associate asked if I knew the difference between a patent and a trademark. I didn't, but he hired me anyway – likely because we were both Army Reservists. He became an excellent mentor, teaching me every step of the prosecution process and how to research the law. Although he moved to another firm within a year, I was deeply impressed by the intelligence and dedication of IP attorneys. They had JDs, engineering degrees, PhDs, MDs, and had passed the Patent Bar. This inspired me to delve into the fascinating world of IP and help clients secure patents and trademarks.

#### How have you found the pathway to your current position? And can you offer advice from your experience?

Starting as an IP legal secretary in 1986, I had to learn everything on the job, as there were no formal training programs or Standard Operating Procedures at that time. My mother's saying, "If it is to be, it is up to me," guided me to be mostly self-taught, handling everything from coordinating, filing, and maintaining international patents and trademarks to tracking deadlines on a flip Rolodex docket system. As the role evolved, I pursued a Paralegal/Legal Assistant course and took on more responsibilities, eventually managing Patent and Trademark practice groups, operational budgets, and implementing strategic support systems, i.e., for docketing, workflow allocation, and outsourcing certain paralegal administrative



tasks. My advice is to surround yourself with knowledgeable people, listen, and be open to new opportunities until you find what truly fulfills you.

### **What challenges have you faced? And how have you overcome them?**

My greatest challenge was finding my voice and trusting my expertise among highly intelligent colleagues. I hesitated to share my ideas, fearing they might not measure up. A Patent Partner advised me never to present a problem without at least one potential solution, no matter how unconventional. This advice boosted my confidence as my knowledge grew, enabling me to contribute effectively.

### **What would you consider to be your greatest achievement in your career so far?**

My greatest achievement is overseeing the establishment and management of an IP Centralized Support Center (IP CSC) from the ground up. This initiative involved Paralegals, Case Assistants, and Docking staff in support of attorneys across all IP practice group offices, optimizing the support staff-to-attorney ratio. By shifting certain support tasks to more cost-effective roles, the IP CSC enhanced client service quality, maximized profitability, and allowed paralegals to focus on higher-value work.

### **What are your future career aspirations? And how will you work to achieve them?**

Throughout my 38 years in IP, I am constantly mentoring and developing others. My commitment to priming the next generation will serve as a natural succession plan for my role and other management positions – I firmly believe that it's crucial to pass on knowledge to the next generation of leaders. I am also excited to see how AI and other technological advances will open new doors for my career and others in IP. Outside of work, I enjoy traveling and the outdoors, whether it is relaxing time on the lake or adventuring in canyons, rock climbing, or hiking in various countries. When I think about my future, those passions will definitely factor in somewhere!

### **What changes would you like to see in the IP industry regarding equality and diversity in the next five years?**

I am fortunate to work at a firm that values diversity, equity, and inclusion. Of course, in the industry overall, I hope to see an increased awareness of IP career opportunities for diverse talent, including attorneys and legal professionals. There should be more IP education and mentorship programs aimed at diverse communities and within colleges, professional schools, and law schools to foster a greater awareness of the richness of IP law and a more inclusive field.

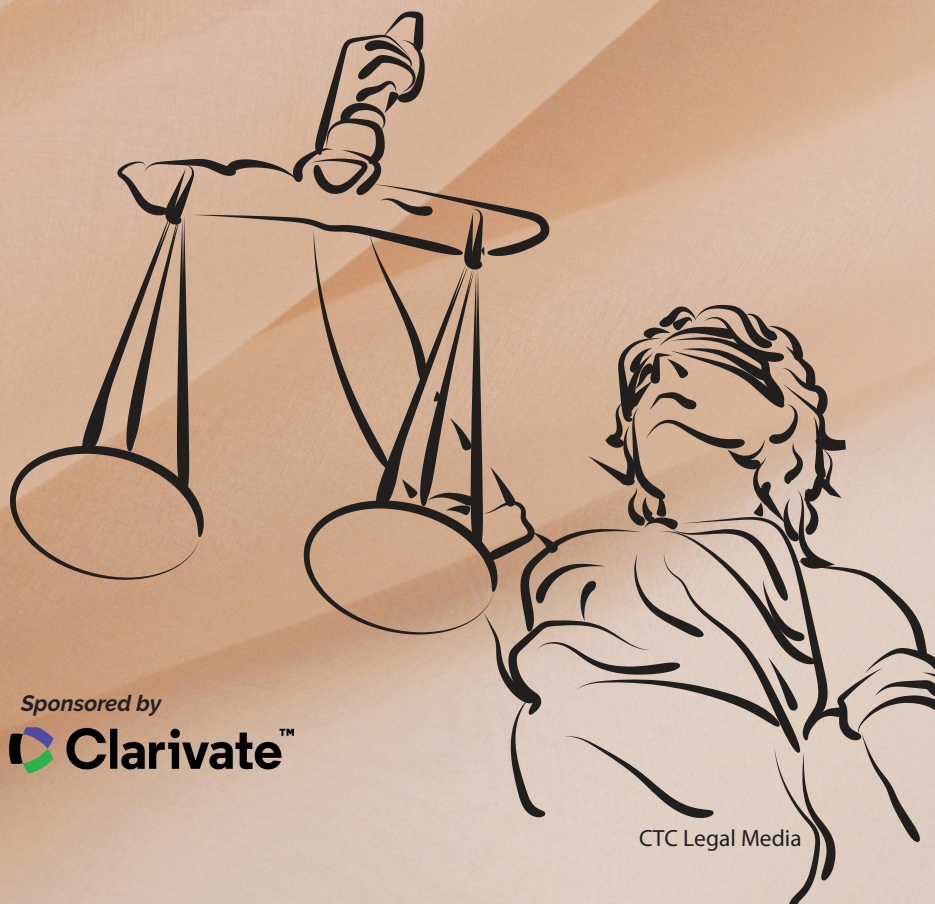


**Empowerment of women can be expanded by increasing the visibility of women IP attorneys early in their careers, such as at college fairs and STEM events, as well as through several highly visible organizations for women in IP.**



### **How do you think the empowerment of women can be continued and expanded in the IP sector?**

Empowerment of women can be expanded by increasing the visibility of women IP attorneys early in their careers, such as at college fairs and STEM events, as well as through several highly visible organizations for women in IP. For example, our firm is an active participant and sponsor of the ChIPs Network, a global community representing more than 7,000 women in technology, law, and policy. There are also many impressive women role models within my firm, including successful partners, senior firm leaders, and our new IP Department Chair. These examples can inspire the next generation of women to pursue careers in IP, demonstrating the diverse opportunities available in the field.



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