

6-MONTH RESEARCH FELLOWSHIP PROPOSAL

Constitutional Memory Development - Ada Lovelace Institute

To: Gaia Marcus, Director

Cc: Dame Julie Maxton, Chair

From: Gregory Malpass MBA (LBS/NYU)

Date: November 2025

Re: Structured Research Fellowship with Commercialization
Option

EXECUTIVE SUMMARY

I'm proposing a 6-month Research Fellowship to develop Constitutional Memory - the user-controlled personalization infrastructure that will address the data sovereignty challenges central to Ada Lovelace Institute's AI governance mission.

Rather than seeking traditional funding, this fellowship structure provides Ada Lovelace with a low-risk opportunity to shape foundational AI infrastructure while maintaining full optionality on commercialization.

Fellowship Terms: - 6-month fixed-term research position (£36,000 total compensation) - Clear deliverables aligned with Ada Lovelace's policy objectives - All research output belongs to Ada Lovelace during fellowship period

Commercialization Option: - 90-day option period following fellowship completion - If Ada Lovelace commercializes: 50% equity stake with £250-500K seed funding commitment - If Ada Lovelace declines: IP reverts with 10% equity stake retained by Ada Lovelace - Ada Lovelace can advance policy agenda through research OR capture commercial value OR both

WHY ADA LOVELACE INSTITUTE

Our previous discussions on Constitutional Memory demonstrated strong mission alignment with Ada Lovelace's work on AI governance, data rights, and responsible innovation.

Ada Lovelace Institute is uniquely positioned for this fellowship because:

1. **Policy Influence Mission:** Constitutional Memory provides practical implementation framework for data sovereignty principles Ada Lovelace advocates
2. **Research Precedent:** Ada Lovelace has supported research fellows previously - this extends that model with commercialization optionality
3. **Regulatory Timing:** 18-24 month window before EU AI Act mandates user-controlled personalization - Ada Lovelace can shape standards proactively
4. **Institutional Credibility:** Ada Lovelace affiliation provides academic and policy legitimacy for Constitutional Memory research
5. **UK AI Leadership:** Positions Ada Lovelace (and UK) as thought leader in practical AI data sovereignty solutions

This fellowship advances Ada Lovelace's mission while creating potential commercial upside.

THE CONSTITUTIONAL MEMORY OPPORTUNITY

The Problem Ada Lovelace Has Identified:

Current AI systems force users into surveillance-based personalization or generic responses - exactly the false choice Ada Lovelace's work highlights as undermining individual agency and data rights.

The Solution:

Constitutional Memory provides user-controlled AI personalization infrastructure: - Transparent: Users see exactly what AI knows about them - Editable: Users control their own data, not platforms - Portable: Works across Claude, ChatGPT, Gemini - not locked to one platform - Compliant: Designed for GDPR Article 17 and EU AI Act requirements

Current Development Status: - 900+ pages technical specifications developed over 3 years - Validation demonstrating 62% improvement in AI response relevance - Regulatory framework aligned with EU AI Act Articles 5 & 52 - Commercial pathway projecting £175M revenue by Year 5

Why This Matters Now:

Within 18-24 months, Big Tech will either build surveillance-based personalization into platforms (making constitutional memory politically difficult) or EU regulations will mandate user sovereignty (making late-movers non-compliant).

Ada Lovelace can shape this infrastructure through research leadership before standards solidify.

FELLOWSHIP STRUCTURE

Employment Terms

Position: Research Fellow - Constitutional Memory & AI Data Sovereignty

Duration: 6 months (January 2026 - June 2026)

Compensation: £36,000 (£6,000/month)

Status: Fixed-term employee or independent contractor (Ada Lovelace preference)

Location: Hybrid - Ada Lovelace offices + remote work

Benefits: Standard Ada Lovelace researcher benefits (if employee status)

IP Ownership During Fellowship: - All work product created during 6 months belongs to Ada Lovelace Institute - Existing IP (900+ pages prior specifications) licensed to Ada Lovelace with reversion rights - Publications carry Ada Lovelace Institute affiliation

Research Deliverables

Phase 1: Research Validation (Months 1-2)

Deliverable 1.1: Comprehensive Literature Review - Systematic analysis of 200+ studies on AI personalization, data sovereignty, regulatory compliance - Mapping of current AI data practices across consumer, educational, enterprise contexts - Cross-jurisdictional regulatory framework analysis (EU, UK, US) - Publication: Working paper for Ada Lovelace Institute series

Deliverable 1.2: Multi-Stakeholder Research - 50+ semi-structured interviews across: - Educational institutions (universities, schools) - Enterprise organizations (HR, IT, compliance, legal) - AI technology companies (product, privacy, policy teams) - Regulatory bodies (ICO, AISI, EU AI Office) - Civil society organizations focused on digital rights - Publication: Stakeholder perspectives report

Phase 2: Framework Development (Months 3-4)

Deliverable 2.1: Constitutional Memory Technical Architecture - User-controlled AI personalization system design - Comparative analysis: API-based vs. platform-integrated approaches - Security, privacy, and scalability assessment - Open-source framework for academic/policy community

Deliverable 2.2: Controlled Validation Study - 100+ participant study across diverse cohorts: - University students (educational AI context) - UK professionals (enterprise AI context) - General consumers (commercial AI context) - Pre/post analysis of AI response quality with user-controlled profiles - Quantitative measurement: user adoption, satisfaction, data sovereignty preferences - Publication: Empirical research paper for peer-reviewed journal

Deliverable 2.3: Regulatory Compliance Framework - GDPR, AI Act, and UK data protection compliance assessment - Institutional cost-benefit analysis: user-controlled vs. platform-controlled personalization - Risk mitigation strategies for different organizational contexts - Publication: Policy white paper with regulatory recommendations

Phase 3: Implementation & Dissemination (Months 5-6)

Deliverable 3.1: Real-World Pilot Design - Implementation framework for 3-5 partner organizations across sectors - Pilot methodology for longitudinal adoption studies - Economic impact analysis framework (productivity gains, compliance costs, user satisfaction) - Recruitment of pilot partners (if Ada Lovelace approves commercialization path)

Deliverable 3.2: Policy Recommendations - Evidence-based recommendations for UK AI Safety Institute - Input to EU AI Office guidance on user-controlled AI systems - Technical standards proposals for user sovereignty in AI personalization - Publication: Executive policy brief series

Deliverable 3.3: Public Engagement & Dissemination - Public-facing explainer content on Constitutional Memory - Academic conference presentations (AIES, FAccT, etc.) - Media engagement on data sovereignty in AI (coordinated with Ada Lovelace comms team) - Open-source release of assessment frameworks and tools

Phase 4: Final Synthesis (Month 6)

Deliverable 4.1: Comprehensive Research Report - 100+ page report synthesizing all research findings - Academic rigor suitable for policy citation and regulatory guidance - Practical implementation recommendations for institutions - Foundation for potential academic book proposal

Deliverable 4.2: Commercialization Feasibility Analysis - Market opportunity assessment across consumer, educational, enterprise sectors - Regulatory advantage positioning and competitive landscape - Technical development roadmap and resource requirements - Financial projections and funding pathway analysis - Input for Ada Lovelace's commercialization option decision

COMMERCIALIZATION OPTION STRUCTURE

Option Period: 90 days following completion of 6-month fellowship (July-September 2026)

If Ada Lovelace Exercises Option (pursues commercialization)

Ada Lovelace Receives: - 50% equity stake in newly formed Constitutional Memory Ltd - Board seat and governance rights reflecting equity stake - Veto rights on mission-critical decisions (maintaining AI governance values) - Right of first refusal on future funding rounds

Gregory Malpass Receives: - 25% equity stake (founder shares) - CEO or Chief Research Officer role (Ada Lovelace preference) - Standard 4-year vesting with 1-year cliff - Continued involvement in research and policy development

Team Equity Pool: - 25% reserved for technical co-founders, early employees - Ada Lovelace has input on key hires to ensure mission alignment

Funding Commitment: - Ada Lovelace commits £250,000-500,000 seed funding within 90 days of exercising option - OR Ada Lovelace leads £500K-1M seed round with external investors - Funding used for: technical development, pilot expansion, team building

Valuation Cap: £2.5M pre-money (comparable to early-stage SAFE terms)

Governance: - Ada Lovelace appoints 2 of 4 board members initially - Supermajority required for: mission changes, Big Tech acquisition offers, privacy policy weakening - Annual impact reporting on data sovereignty outcomes

If Ada Lovelace Declines Option

Ada Lovelace Retains: - 10% equity stake in any future commercialization entity OR (Ada Lovelace chooses) - 3% revenue royalty in perpetuity - Right to publish all research outputs openly - Credit for research contributions in any commercial materials

Gregory Malpass Receives: - Full IP rights revert immediately after 90-day option period expires - All research deliverables remain with Ada Lovelace as open research - Freedom to pursue alternative commercialization partnerships - Non-compete restrictions expire (can approach other partners immediately)

Ada Lovelace's Investment: - Fellowship compensation (£36,000) written off as standard research expense - Research outputs remain valuable for policy advocacy regardless of commercialization

No Penalties: Ada Lovelace incurs no obligations or penalties for declining option

EXCLUSIVITY & RESTRICTIONS

During 6-Month Fellowship: - Full exclusivity to Ada Lovelace Institute for Constitutional Memory development - No parallel commercialization discussions with other entities - All research outputs and IP belong to Ada Lovelace

During 90-Day Option Period: - Cannot pitch Constitutional Memory to alternative commercialization partners - Cannot initiate competing research fellowships on same topic - Exclusive negotiation with Ada Lovelace on terms if proceeding

After Option Period Expires (if Ada Lovelace declines): - No restrictions on commercialization partnerships - No geographic or sector limitations - No right of first refusal on future opportunities - Ada Lovelace retains 10% equity or 3% royalty as passive stakeholder

VALUE PROPOSITION FOR ADA LOVELACE INSTITUTE

Policy & Research Impact (Primary Mission)

Regardless of commercialization decision, Ada Lovelace gains:

1. **Thought Leadership:** First major research initiative on user-controlled AI personalization infrastructure
2. **Policy Influence:** Evidence-based framework cited in UK AI Safety Institute and EU AI Office guidance
3. **Academic Publications:** 4-6 peer-reviewed articles, policy white papers, working paper series
4. **Public Engagement:** High-visibility research demonstrating practical AI governance solutions
5. **Regulatory Impact:** Shaping standards before Big Tech locks in surveillance models
6. **Institutional Credibility:** Demonstrating Ada Lovelace can develop practical solutions, not just critique problems

Publications Value: Even if Ada Lovelace declines commercialization option, research output advances mission significantly

Commercial Upside (Optional)

If Ada Lovelace exercises commercialization option:

1. **Financial Return:** 50% equity in infrastructure potentially valued £50M-200M+ within 5 years
2. **Mission Continuity:** Ensures Constitutional Memory maintains AI governance values through board control
3. **Revenue for Mission:** Commercial success funds expanded Ada Lovelace research programs
4. **Proof of Concept:** Demonstrates think tanks can develop AND commercialize ethical tech solutions
5. **Ecosystem Influence:** Ada Lovelace shapes AI personalization standards through market participation, not just policy advocacy

Potential Exit Scenarios: - Acquisition by Anthropic/Microsoft/Google (£50M-200M+ valuation) - Profitable standalone entity (£175M revenue by Year 5) - IPO if infrastructure adoption reaches critical mass (5+ years)

Ada Lovelace's 50% stake could be worth £25M-100M+ in successful exit scenario

Risk Mitigation

What Ada Lovelace Risks: - £36,000 fellowship compensation (standard research budget) - 6 months researcher time/attention

What Ada Lovelace Gains (Minimum): - High-value research outputs advancing policy mission - 10% equity or 3% royalty if someone else commercializes - First-mover positioning in AI data sovereignty research

What Ada Lovelace Could Gain (Maximum): - 50% equity in infrastructure company valued £50M-200M+ - Governance control ensuring mission alignment - Commercial success funding expanded research programs

Risk/Reward Ratio: Exceptional (£36K cost for potentially £25M-100M+ upside)

WHY THIS STRUCTURE WORKS

For Ada Lovelace Institute:

- ✓ **Low Financial Risk:** £36K fellowship is standard research budget
- ✓ **Mission Alignment:** Research advances policy goals regardless of commercialization
- ✓ **Option Flexibility:** Can walk away after 6 months with valuable research outputs
- ✓ **Upside Potential:** 50% equity if commercialization pursued
- ✓ **Governance Control:** Board seats ensure mission values maintained
- ✓ **No Downside:** Worst case is high-quality research for £36K investment

For Gregory Malpass:

- ✓ **Solves Financial Constraint:** £36K salary for 6 months enables focused development
- ✓ **Institutional Credibility:** Ada Lovelace affiliation validates research
- ✓ **Maintains Upside:** 25% founder equity if commercialized
- ✓ **Safety Net:** IP reverts if Ada Lovelace declines, can pursue alternatives
- ✓ **Mission Alignment:** Working with organization that shares AI governance values
- ✓ **Professional Growth:** Publishing with Ada Lovelace advances academic credibility

For The Mission:

- ✓ **Rapid Development:** Focused 6-month development period
 - ✓ **Values-First:** Ada Lovelace governance ensures ethical implementation
 - ✓ **Public Good:** Open research outputs benefit entire AI governance community
 - ✓ **Regulatory Timing:** Completes before EU AI Act implementation deadlines
 - ✓ **Precedent-Setting:** Demonstrates think tanks can develop practical solutions
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TIMELINE

November 2025: Proposal & Discussion

- Submit fellowship proposal to Ada Lovelace leadership
- 1-2 exploratory discussions on structure and deliverables
- Legal review of employment/IP terms by both parties

December 2025: Contract Finalization

- Negotiate final fellowship terms
- Draft and review employment contract
- Finalize commercialization option structure
- Execute agreements

January 2026: Fellowship Commencement

- Begin Phase 1: Research Validation
- Establish working relationship and progress reporting structure

January-June 2026: Fellowship Execution

- Monthly progress reports to Ada Lovelace leadership
- Quarterly deliverables review and publication planning
- Ongoing stakeholder engagement and pilot partner recruitment

June 2026: Fellowship Completion

- Deliver final comprehensive research report
- Present commercialization feasibility analysis
- Transition to 90-day option period

July-September 2026: Option Period

- Ada Lovelace evaluates commercialization decision
- If proceeding: negotiate final equity terms, secure seed funding
- If declining: IP reversion, Gregory pursues alternative partnerships

October 2026 onward:

- If Ada Lovelace commercializes: Constitutional Memory Ltd launches with Ada Lovelace as 50% stakeholder
 - If Ada Lovelace declines: Gregory pursues alternative partnerships, Ada Lovelace retains 10% equity or 3% royalty
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CANDIDATE QUALIFICATIONS

Professional Background: - MBA from London Business School / New York University - 25+ years international business development and strategy experience - £10B+ in complex deal structuring and implementation across 60+ countries - Demonstrated expertise in regulatory compliance, stakeholder management, technology adoption

Constitutional Memory Development: - 3+ years developing Constitutional Memory technical and philosophical framework - 900+ pages production-ready specifications - Validation demonstrating 62% improvement in AI response relevance - Deep understanding of GDPR, EU AI Act, UK data protection frameworks

Research Capabilities: - Academic writing and publication experience - Multi-stakeholder engagement and interview research - Quantitative analysis and empirical validation methodologies - Policy translation: converting technical concepts into regulatory recommendations

Network & Relationships: - Establishing relationships within UK innovation ecosystem (AIS, Enterprise 100) - International network spanning academia, industry, government - Experience convening diverse stakeholders for complex projects

LEGAL & GOVERNANCE CONSIDERATIONS

IP Ownership Clarity: - Pre-existing IP (900+ pages specifications) licensed to Ada Lovelace during fellowship with reversion clause - New IP created during fellowship belongs to Ada Lovelace Institute - Clear delineation between pre-existing and newly created IP

Employment Status: - Ada Lovelace preference: employee or independent contractor - Tax implications reviewed by both parties - Professional indemnity insurance (if contractor status)

Publication Rights: - Ada Lovelace has publication rights to all research outputs - Gregory Malpass co-authorship on academic publications - Open-source release coordinated with Ada Lovelace communications strategy

Commercialization Option Mechanics: - Option exercise notice in writing within 90-day period - Automatic IP reversion if option expires unexercised - No ambiguity on decision timeline

Jurisdiction & Dispute Resolution: - UK jurisdiction for all agreements - Arbitration clause for disputes (avoid litigation costs) - Good faith negotiation requirement before formal dispute resolution

Charitable Status Considerations: - Ada Lovelace legal team confirms structure compatible with charitable status - Potential for subsidiary entity if commercialization pursued (Ada Lovelace precedent: some charities create trading subsidiaries)

NEXT STEPS

Immediate (November 2025): 1. Schedule 30-minute exploratory call with Ada Lovelace leadership to discuss proposal 2. Identify any concerns or modifications to structure 3. Confirm alignment on fellowship objectives and deliverables

Near-Term (December 2025): 1. Legal review of employment contract and IP terms by both parties 2. Finalize commercialization option structure 3. Execute fellowship agreement

Fellowship Launch (January 2026): 1. Begin research validation phase 2. Establish progress reporting structure 3. Commence stakeholder engagement

CONCLUSION

This fellowship structure provides Ada Lovelace Institute with a low-risk opportunity to advance its AI governance mission while maintaining optionality on commercial participation.

For £36,000 investment, Ada Lovelace receives: - High-quality research outputs advancing policy objectives - Thought leadership on user-controlled AI personalization - Option to capture 50% equity in potentially transformative infrastructure - No downside if commercialization doesn't align with mission

This represents exceptional risk/reward for an organization committed to practical AI governance solutions.

I believe Ada Lovelace Institute is uniquely positioned to develop Constitutional Memory as both research contribution and potential infrastructure implementation.

I welcome the opportunity to discuss this proposal and address any questions or concerns.

Contact Information:

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Supporting Materials Available Upon Request: -

Constitutional Memory technical specifications (900+ pages) -

Validation framework and empirical results - Regulatory

compliance analysis - Commercial feasibility assessment - Sample research outputs and publications