

MINUTES OF THE MEETING
OF THE
MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES

May 28, 2019

Acting President Udpa called the meeting of the Board of Trustees to order at 10:00 a.m. in the Board Room.

Trustees present: Dianne Byrum, Joel Ferguson, Melanie Foster, Dan Kelly, Brian Mosallam, Brianna Scott, Nancy Schlichting, and Kelly Tebay.

University officers present: Acting President Udpa, Executive Vice President Wilbur, Secretary Barr, Acting Vice President and General Counsel Quinn, Vice Presidents Bales, Bollman, Byelich, Gore, Guerrant, Haas, Heil, Hsu, Maybank, McCurdy, Swain, Zecher, and Vice President and Director of Intercollegiate Athletics Beekman, and Senior Advisor and Director Granberry Russell. Faculty liaisons present: Laura McCabe, Jennifer Johnson, Mike Kaplowitz, Deborah Moriarty, and Mike Waddell. Student liaisons present: Miyanna Fowlkes and Mario Kakos.

All actions taken were by unanimous vote of the Trustees present, unless otherwise noted.

1. On a motion by Trustee Byrum, supported by Trustee Kelly, the **BOARD VOTED to approve** the agenda.
2. Personnel Action

Trustee Byrum thanked Acting President Satish Udpa for his willingness to lead MSU for the past four months. She acknowledge the lengthy search process and thanked the Presidential Search Committee, noting that they were true partners of the Board. Trustee Byrum recognized the Presidential Search Committee members.

Debra Bittner, President, Coalition of Labor Organizations at MSU
Pero Gaglo Dagbovie, University Distinguished Professor of History and Associate Dean, Graduate School
Prabu David, Dean, College of Communication Arts and Sciences
Mary Finn, Director and Professor, School of Criminal Justice
Thomas Glasmacher, Laboratory Director and Project Director, Facility for Rare Isotope Beams and University Distinguished Professor
Linda Hubbard, President and COO, Carhartt, Inc.
Dan Kelly, Board of Trustees
Leo Kempel, Dean, College of Engineering

Bonnie Knutson, Professor, School of Hospitality Business
Wanda Lipscomb, Associate Professor, Department of Psychiatry, Senior Associate Dean for Diversity & Inclusion, College of Human Medicine
Mark A. Murray, past-president, Grand Valley State University
David L. Porteous, Board of Directors of Huntington Bancshares Inc. and past MSU Board of Trustee
Katherine Rifiotis, immediate past President of the Associated Students of Michigan State University
Brianna T. Scott, Board of Trustees
Gregory J. Spray, doctoral candidate, Department of Communicative Sciences and Disorders, College of Communication Arts and Sciences
Felicia Wu, John A. Hannah Distinguished Professor of Food Science and Human Nutrition and Agricultural, Food, and Resource Economics.

Trustee Byrum stated that in the search for president, the stated goal was to identify the best person possible to lead Michigan State University. The CV of the finalist includes a solid academic background, including a Bachelor degree in Biological Sciences from the University of Chicago, a Doctor of Medicine degree from Harvard University, and a post doctorate fellowship in infectious diseases at Washington University in St. Louis, Missouri. This individual has proven experience in higher education.

Trustee Byrum said that feedback from input sessions indicated that students and faculty wanted a candidate with academic experience. The finalist has been a professor, former at-large member of the faculty senate, distinguished researcher, one of the nation's highest recipients of the National Institute of Health funding, Vice Chancellor for Research, and a sitting President of an AAU institution for a decade. Some notable boards and committees that the candidate sits on include the AAU Board of Directors; Association of Public and Land Grant Universities, Board of Directors and Committee Chair for Research Intensive Committee; NIH Advisory Committee to the Director, and the working group on foreign influence on research integrity. The candidate has also completed terms on the NCAA Board of Directors and Board of Governors.

Trustee Byrum asked Trustee Foster to present the personnel action.

Trustee Foster stated that today represents a pivotal moment in MSU's 164 year history, as we begin what I am confident will be an engaged and exciting future under the leadership of Dr. Samuel L. Stanley Jr., M.D. Trustee Foster stated Dr. Stanley is joined by his wife, Dr. Ellen Li, and three of his four children Dr. Katherine Stanley, Samuel Stanley III, and James Stanley.

As Co-chair of the Presidential Search Committee, Trustee Foster moved that that Board of Trustees of Michigan State University appoint Samuel L. Stanley Jr., M.D. as the 21st President of Michigan State University, effective August 1, 2019; and

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Trustees is hereby authorized to execute such documents and agreements as may be necessary or appropriate in connection with the implementation of this action.

Trustee Foster **moved to approve** the personnel action, with support from Trustee Kelly.

Trustee Byrum introduced four members of the search committee to provide comments.

Mary Finn Appendix A
Wanda Lipscomb Appendix B
Katherine Rifiotis Appendix C
Greg Spray Appendix D

Trustee Byrum thanked the search committee and those who gave remarks.

THE BOARD VOTED to approve the personnel action.

President-Designee Samuel L. Stanley Jr., M.D., shared the following statement.

I want to begin by expressing my deepest gratitude to the Michigan State University Board of Trustees and the Presidential Search Committee for giving me the opportunity to lead this great university. MSU is an extraordinary institution, the pioneer land grant university, one that helped define that noble mission, and one that accomplishes the difficult feat of providing students affordable access to excellence – an excellence that shines across the whole university, in the caliber of your faculty, staff, students, your innovative teaching and learning, your groundbreaking research and scholarship, your world renowned athletic programs and your vital extension mission.

And MSU is a university with the scope and scale that few others possess, a scope and scale that creates impact, that allows you to do good, not just for individuals and their families, but also for communities, for the state, for the nation, and for the world. You are engaged in initiatives that I have worked on in my career, and I deeply care about, improving student success, growing sponsored research to generate discoveries that will change lives, as well as other initiatives that are new to me but have already captured my imagination, like the drive to integrate the arts into your land grant mission, and your new initiatives that are transforming agriculture and local freeholder farmers and farmers across the globe.

I am also impressed by your growing commitment to diversity, equity and inclusion, a core value for any successful institution. I want to build on that, so the development of a campus wide plan for diversity, inclusion and equity will be a high priority for me, and I look forward to engaging the Board, shared governance and the entire campus in this endeavor.

These are just a few of my initial impressions, and there is so much more to learn about MSU. But I am very excited about the trajectory you are on, and I want to be a part of this journey.

At the same time, I also see a Spartan community that has had a turbulent and difficult time, a community in need of healing. Like Dr. Udpa, and the Board, I want to meet with the survivors and their families, listen to their voices and their thoughts, and learn from them. And I want to work with them and all of the campus community to ensure that changes that need to be made are implemented. What happened at MSU will not be forgotten, instead it will drive us every day to work together to build a campus culture of transparency, awareness, sensitivity, respect and prevention – a safe campus for all. This is key to every component of our mission.

Before closing, I wanted to especially thank the students of the Associated Students of MSU for their letter to the incoming president. It was full of wisdom, but I particularly took to heart their reminder that "...while you will be leading the Spartan community, you will not be independent of it; we hope you will become an integral community member." That will become one of my goals, and I will further it by living on campus, and by making every effort to be visible as possible to my fellow Spartans.

Again, my sincere thanks to the Board and the Search Committee for their confidence, and I look forward to working hand in hand with you, with MSU's distinguished faculty and staff, with the amazing undergraduate and graduate students, with the citizens and elected officials of the great state of Michigan, and with the more than 550,000 proud MSU alumni who bleed Green and White, as together, we write the next great chapter in Michigan State University's storied history.

3. Request to Adjourn

On a motion by Trustee Kelly, supported by Trustee Foster, **THE BOARD VOTED to adjourn** at 10:20 a.m.

Respectfully submitted,



Nakia Barr
Secretary of the Board of Trustees

Presidential Search Announcement — Mary Finn

As I reflect on the statements of the faculty as to the qualities and characteristics they desired in a new President, I note several evident in Dr. Stanley. First, he has stellar academic credentials and is a highly accomplished researcher - one of the nation's highest recipients of support from the National Institutes of Health (NIH). He understands academia and its values. He has spent his entire career in academia as a faculty member and then assumed leadership roles as the Vice Chancellor for Research at Washington University in St. Louis (2006-2009) and then as the President of Stony Brook University (2009).

Second, faculty identified their desire for the next President to be a person of integrity, and to be transparent and collaborative in decision making. Dr. Stanley has acted in ways that confirm this is how he leads. He has respect for, and values, the important role of academic governance, and served on Faculty Senate for several years while at Washington University. Third, Dr. Stanley has been effective in advancing issues of equity, diversity, and inclusion. Under his leadership, opportunities for first generation and under-represented minority students to access quality education have been expanded.

Further, Stony Brook has embraced the HeForShe: Movement for Gender Equality created by UN Women in 2014 – an effort to engage men and boys in removing the social and cultural barriers that prevent women and girls from achieving their potential. He expressed particular sensitivity to the need of the campus community to heal and to address the betrayal of trust experienced by the survivors of sexual assault. Dr. Stanley possesses the experience, the character, and the ability to lead the transformation of MSU.

Presidential Search Announcement — Dr. Wanda Lipscomb

Thank you for the opportunity to speak as a faculty member of the Presidential Search Committee. We sought input from the broader community through the listening sessions and used this input to collectively shape the job description, qualities and characteristics that we summarized in the Presidential Prospectus. I have been asked to share some perspectives based on the listening sessions.

Dr. Samuel Stanley is an experienced and highly respected leader in higher education. He has served as the President of the Stony Brook University for a decade. Prior to that he served as the Vice Chancellor for Research at Washington University in St. Louis. Dr. Stanley has demonstrated skills in many crucial areas: leadership development, fiscal management, faculty and student relations, and collegiate athletics. He is a very successful fundraiser, community collaborator, and business innovator. He understands the importance of working with government and economic leaders and in expanding the reach of university globally. As a nationally recognized leader in emerging infectious diseases, Dr. Stanley has worked with multi-disciplinary teams throughout his career - building a tremendous NIH-funded research program. He has also led an institution with a multidisciplinary academic medical system and understands the importance of building public private partnerships to improve care and grow research. Dr. Stanley has demonstrated support for the broad range of educational areas in addition to emerging cutting-edge science and technology.

We heard through the many listening sessions, that the President should be someone who understands the academy. Dr. Stanley is a stellar academic scholar who was a participant in the faculty senate and respects the role of academic governance.

The importance of diversity was also echoed in the listening sessions. Dr. Stanley has demonstrated a commitment to diversity and inclusion during his tenure at Stony Brook. There has been much evidence of change: development & implementation of an institutional diversity strategic plan; establishment of a Chief Diversity Officer position; establishment of an institutional diversity advisory committee; expansion of support for the Equal Opportunity Program; increase in the academic success of students from disadvantaged backgrounds; strengthened efforts for women in STEM; partnership with the HeForShe Impact to promote gender equity; expansion of support for faculty and graduate student diversity; and recognition of the importance of broadly defined inclusion (Veterans, persons with disabilities; international students; disenfranchised and marginalized populations). Dr. Stanley and his family have established scholarships for disadvantaged students at Stony Brook, supporting his commitment to this very important area.

The listening sessions underscored the need for a leader who will address campus climate and safety and hear the voices of survivors. Dr. Stanley has demonstrated recognition of the importance for healing, building trust, and creating a responsive climate.

Dr. Stanley has been described as one who has the courage to lead, the commitment to listen in order to better understand, the compassion to address the needs of the vulnerable, and the integrity to honor the values of the institution.

Presidential Search Announcement — Katherine Rifiotis

I alongside other 18 committee members, held over twenty-two campus-wide input sessions, which took place last fall. The community input that came from those sessions served as our touchstone. From them we composed the university prospectus packet, that was handed to each candidate, the qualifications and criteria for our next president, as well as a list of the challenges and opportunities at MSU, as envisioned by our community.

In an attempt to fully represent the student body, I also held over 10 student listening sessions across all the colleges, in partnership with ASMSU college representatives and Deans. These sessions furthered my ability to convey the student voice.

Throughout these past months, the members of the search committee truly empowered me to speak up and represent Michigan State students to the fullest. Since last August, we invested a countless number of hours in this search, and at every point in our conversations and every time a new discussion item arose, committee members deferred to Greg and I, ensuring that the student needs were prioritized in the search for our new leader.

During our process, I was also pleased with the Trustees in the search committee. They opted to listening before sharing their perspective, taking a back seat and allowing the committee's thorough deliberation to unfold without influencing it.

Dr. Stanley's accomplishments with student success truly impressed me. He worked comprehensively to effectively eradicate the retention and graduation gap across students of different backgrounds. Dr. Stanley has a proven record of prioritizing student input and fostering good relationships with student leaders, to address pressing needs of the campus community.

But most importantly, he truly grasps what it means to foster accountability and work to earn the trust of a community, understanding that integrity and other institutional values must emanate from the top. When he was asked to outline his vision for MSU, Dr. Stanley's first point was focusing on the healing that this community will undergo. He aims to do that through listening, and by being a present and accessible president.

I am confident that Dr. Stanley is the leader we need heal and to build a better MSU, I look forward for our community to embrace him.

Thank you all, and Go Green!

Presidential Search Announcement — Greg Spray

I feel as the search committee worked collaboratively to advocate for the faculty, staff and students who call MSU home. Furthermore, the committee used the information gathered during the input sessions to guide our decision-making process. This group of individuals ensured the voices of students at the undergraduate, graduate and professional level were heard, along with the voices of survivors. During each meeting, the co-chairs and other members of the Board of Trustees refrained from providing comments until each committee member had had an opportunity to speak, which allowed us to engage in dialogue. During these discussions, members of the committee repeatedly focused on what they heard from students during the input sessions and frequently would pause the meeting to reflect on the information sessions to be sure all voices were being heard — from the Ph.D. candidate who believed “MSU should address rape culture immediately,” to the law student who stated that he wanted “a president who would live on campus,” to the student who said it’s “not a great campus for people with disabilities,” to the grad student who felt the next president needed to “strive to make education accessible to all...regardless of SES, ethnicity, and/or race,” to the student who reminded us that “students need to see faculty that look like them,” to the many individuals who stated that an external candidate who would be willing to engage with students, faculty and staff in collaborative decision making was needed.

Finally, the committee consistently reflected on what makes Michigan State University unique: family; passion; diversity in ethnicity, race, sexual orientation and socioeconomic status; and above all else, the land-grant mission. With these aforementioned viewpoints in mind, I believe that the committee selected an individual who will treat all individuals with respect; hold each person within the university community accountable, including himself; challenge us to increase our research productivity; and grow deeper roots that connect with the land-grant mission, while also allocating time, resources and energy to increasing the diversity on campus and ensuring the graduation rate between under-represented communities and white students is reduced, and hopefully, eliminated.

With that being said, I hope I have represented the Council of Graduate Students (COGS) and all graduate and professional students to the greatest of my ability and have inspired a renewed confidence in Michigan State University. The next decade for Michigan State University is critical; however, I believe that Dr. Stanley will be able to ensure the safety of students, engage in collaborative decision-making processes and prioritize the needs of students, all while maintaining our current research profile, increasing NIH funding and enhancing our status as THE pioneer land-grant college.