

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

November 27, 2006

President Simon called the meeting of the Board of Trustees to order at 8:05 a.m. at the Clara Bell Smith Center.

Trustees present: Dolores Cook (via telephone), Joel I. Ferguson, Melanie Foster, Dorothy V. Gonzales, Colleen M. McNamara, Donald W. Nugent (via telephone), David L. Porteous, and Scott Romney.

University officers present: President Simon, Provost Wilcox, Vice President Poston, Secretary Barber, Vice President and General Counsel Noto, Vice Presidents Denbow, June, and Webb, and Acting Executive Director Beekman. Faculty liaisons present: Catherine Ernst and Catherine Yansa. Student liaisons present: Rachael Gear, Eric Hinojosa, and Roger Ludy.

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

1. On a motion by Trustee McNamara, supported by Trustee Foster, the **BOARD VOTED to approve** the agenda.
2. There was no Public Participation on Issues Germane to the Agenda.
3. Personnel Actions

President Simon presented the following personnel action:

Appointment

Dantonio, Mark, AN-Head Football Coach, Department of Intercollegiate Athletics, subject to contract with effective dates of November 27, 2006 through January 14, 2012.

Trustee Porteous **moved to approve** the recommendation, with support from Trustee Ferguson.

President Simon stated that the process of searching for a new head football coach has been an interesting one. President Simon commended the Board, Director of Intercollegiate Athletics Ron Mason, Senior Associate Athletic Director Mark Hollis, Al Haller, University Police and

Public Safety, and Men's Basketball Head Coach Izzo for carefully considering the search criteria. (Appendix A)

President Simon said each person involved in the search wanted what was best for MSU. The search committee (Appendix B) was very fortunate to have a pool of people who were representative of MSU's values and what is best for college football. It is very fortunate that MSU was able to recruit Coach Dantonio, who in the committee's collective assessment, best matched all of those characteristics and requirements.

President Simon stated that the hiring process followed the criteria set out by the Black Coaches Association for what would be deemed a successful search process or an appropriate search process. Those criteria include bonus points for hiring an African American coach, but the Black Coaches Association is extraordinarily concerned about the process and ensuring that it is open and fair. Points or scores are given for numbers of communications, the hiring committee, candidates considered, reasonable time and adherence to affirmative action policies. In each category, MSU received the maximum points. That report is being submitted with the appropriate documentation.

President Simon asked Athletics Director Mason, Senior Associate Director Hollis and Coach Izzo to discuss the process and the characteristics of the candidate that is being recommended.

Mr. Mason said that this was a search that President Simon put together and was in control of from day one. The process itself and the criteria would lead to the best coach. Without a doubt, the criteria and the process were absolutely followed. Senior Associate Director Hollis did a wonderful job securing essential background information, which gave the committee data that was needed to make comparisons. Coach Izzo also took an active role in the process, even though he was coaching full time.

Director Mason said that he wanted to thank the members of the committee for their time and effort. Every candidate was considered very carefully and when it came time for a decision, everyone agreed that Coach Dantonio was the right person for the job. With the leadership of President Simon, the process went quite well.

Trustee McNamara asked Mr. Mason how he would characterize the role that the Board of Trustees played in this process.

Mr. Mason said he felt that the Board was united in almost every discussion and, of course, was kept up to speed on everything that the committee was doing. The Board asked the right questions, and when it

came right down to it, the Trustees all had their input and supported the committee 100 percent.

Mr. Mason stated that in addition to the criteria, one thing that the committee felt was important was having someone that knew MSU and had a regional awareness of the Big Ten Conference. Coach Dantonio was at MSU for six years with Nick Saban and Bobby Williams. Not only had Coach Dantonio been in the Big Ten for a number of years, he was at Kansas for four years under Glen Mason. More importantly, he had the fortitude to leave a prominent program at Ohio State, where he probably could have won another National Championship, to take over his own team at the University of Cincinnati to demonstrate that he could be a head coach. His three years at Cincinnati really gave him the kind of information and experience to come in and take over MSU's program.

Senior Associate Director Hollis said that Coach Dantonio has more than 25 years experience in college football coaching. As a head coach he brings the experience and leadership that is necessary to coach at MSU. As a defensive coordinator, he built the strategies, and developed the game plans to be successful; he will bring that back with him to MSU. As a position coach, he had the ability to teach and recruit and did an incredible job at both. Coach Dantonio has experience at the BCS level, which is important to MSU. He has coached at levels where you have to do more with less and he has had sustained success there. He has coached, taught and placed players in the NFL draft. Coach Dantonio knows what it takes to get a player to the caliber where he can go on and have a career in the NFL. That is something that recruits want to have and something that MSU needs to develop in order to be successful on the field.

Mr. Hollis stated that Coach Dantonio has demonstrated increasing job responsibilities throughout his career. He has been places and achieved objectives that MSU is striving to reach. Coach Dantonio has contacts in the Big 12, ACC, as well as and most importantly, a strong connection to Ohio and Michigan, where he has spent most of his career. Mr. Hollis has no question that Coach Dantonio has the personality that fits MSU. He is a hard worker and a very ethical individual and has a deep passion for the position.

Coach Izzo said that when you look at the criteria, it is not just about the perfect fit or the best football coach. The job is more than one dimensional. It is important that Coach Dantonio wants to be at MSU and understands the importance of having a successful football program. Coach Izzo stated that everyone wants what is best for their university and that he is comfortable that MSU got the best.

President Simon thanked Coach Izzo for the time he invested in the committee during an important time for his team and its development.

President Simon asked Associate General Counsel Mike Poterala to describe briefly the details of the contract with Coach Dantonio.

Associate General Counsel Poterala said that it was an honor and privilege to work with the committee. MSU has negotiated a guaranteed yearly compensation package for Coach Dantonio for \$1.1 million, which is split between a base salary of \$600,000 and supplemental income of \$500,000. There are also incentives in place for on field accomplishments as well as academic accomplishments. The contract includes a buy-out that decreases over time, so that MSU will have a fixed liability in the event there is a need to exercise a buy-out. The contract is for a five-year rolling term.

President Simon said that she wanted to make clear that one of the major MSU concerns was an exit strategy. The exit strategy is not based on the total guaranteed compensation; it reflects the base compensation of \$600,000. Coach Dantonio is expected to be very successful, but in the event that something would happen, the buyout provision would be the base of \$600,000, not the total of \$1.1 million, nor any bonuses.

Trustee McNamara asked what was the advantage of a rolling contract to the University as well as the Coach.

Associate General Counsel Poterala stated that having a multi year remaining term is a real boon for recruiting purposes.

President Simon said that MSU has put together a contract that includes the advantages of a rolling contract without the disadvantages of liability for a total buyout if that were necessary in the future. There is also a signing bonus of \$200,000.

Trustee Cook asked where Coach Dantonio's salary is within the Big Ten.

President Simon stated that the bottom of the Big Ten salary scale is changing with the success of Wisconsin and Indiana. The guaranteed compensation would put Coach Dantonio in the bottom half of the Big Ten, but still competitive with BCS programs. This is a performance based contract.

**THE BOARD VOTED to approve** the recommendation.

4. Trustee Comments

Trustee Gonzales said that she was very pleased with the selection of Coach Dantonio.

Trustee Foster stated that she appreciated the consensus with her peers on the Board and complimented the administration for working closely with the Board.

Trustee McNamara said that she was comfortable with the process and thanked President Simon for her leadership.

Trustee Romney commented that it was an honor and privilege to witness the process. The leadership from President Simon, as well as the Athletic Department, was quite incredible. The analysis that was provided to the Board was outstanding. It was a real privilege to work with the other Trustees.

Trustee Nugent said that the process was very thorough. MSU has an outstanding new coach. He looks forward to great success under Coach Dantonio's leadership.

Trustee Cook stated that the process was unbelievably well run. The cooperation and interaction of the Trustees were terrific. Ideas and opinions were shared and the conclusion that was reached will be wonderful for MSU. Trustee Cook said that she was delighted that the University will be welcoming back Coach Dantonio and his family to MSU. Everyone involved has spent a tremendous amount of time on the search. MSU is the real winner.

Trustee Ferguson praised President Simon for her leadership and foresight in putting the process together so that a new coach could be named in time for recruiting. The committee made certain that the coach would be signed in order to make contacts and work for the next three weeks.

Trustee Ferguson stated that there was a thorough search including minority candidates, who were excellent candidates. The person that was picked was absolutely the right pick for MSU. That is all anyone ever asks for—the opportunity to participate and compete. Trustee Ferguson said that he wanted to commend everyone for what they have done, especially the Board and the committee.

Trustee Porteous said the process that MSU undertook is another one of the great examples of the strength and leadership of President Simon. President Simon possesses a number of great leadership qualities; they have been apparent throughout this process. President Simon has an intense passion for MSU, an absolute demand for integrity and

accountability, and a willingness and ability to bring people together in a process that provides maximum input, meticulous review and a sound approach to evaluating people and evaluating the program. President Simon outlined a process that she thought would be most effective and then solicited input from the Board.

5. Request to Adjourn

On a motion by Trustee Ferguson, supported by Trustee Cook, **THE BOARD VOTED to adjourn** at 8:48 a.m.

Respectfully submitted,

Alison E. Barber, Ph.D.  
Secretary of the Board of Trustees