

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

October 28, 2022

President Stanley called the meeting of the Board of Trustees to order at 8:05 a.m.

Trustees present: Dianne Byrum, Melanie Foster, Renee Knake Jefferson, Dan Kelly, Pat O'Keefe, Brianna Scott, Kelly Tebay, and Rema Vassar.

University officers present: President Stanley, Provost and Executive Vice President Woodruff; Executive Vice Presidents Beauchamp and Woo; Senior Vice Presidents Frace, Gore, and Wilbur; Acting Board Secretary and Vice President and General Counsel Quinn; Vice Presidents Bollman, Gage, Guerrant, and Swain. Faculty liaisons present: Jamie Alan, Stephanie Anthony, Karen Kelly-Blake, and Rebecca Malouin. Student liaisons present: Hannah Jeffery, Jo Kovach, and Stevie Quijas.

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 proposed agenda.
2. On a motion by Trustee O'Keefe, supported by Trustee Foster, the **BOARD VOTED to approve** the minutes of the September 9, 2022, Board of Trustees meeting.
3. Public Participation
 - a. Tom Munley—Athletic Programming
 - b. Travis Nitkiewicz—MSU Athletics
 - c. Sophia Balow—MSU Swim and Dive
 - d. Michael Balow—Change of Leadership at MSU
 - e. Jack Riddle—Student outcomes at MSU
 - f. Christie Poitra—Supporting survivors
 - g. Felicia Wu—Selection of interim president
4. President's Report

President Stanley provided the following report to the Board:

I want to start by thanking those who spoke this morning, at what I think will likely be my final MSU Board meeting. I want to take this opportunity to begin by thanking our administrative leadership team, our amazing faculty, our talented academic and support staffs, and our extraordinary students for all their hard work over the past three-plus years. It's really fulfilling to look back on what we've accomplished together. I want to begin with the first and primary goal I established with my arrival at MSU, the goal of providing a safe, welcoming, and inclusive campus. A key part of that was recommitting the campus to making DEI an integral component of everything we do. Incorporating it into our university strategic plan, creating campus-led DEI task forces to deal with pressing issues, a comprehensive action-oriented DEI strategic plan and creating the office of vice president and chief diversity officer to help coordinate the implementation of these plans — all of this has been transformative for the campus. And the Multicultural Center, which we discussed in our work session yesterday, will be the concrete proof of our commitment to this essential effort.

A major challenge to safety and security on our campus, and our society as a whole, is relationship violence and sexual misconduct and I was tasked with improving our efforts in this area. With the help of my RVSM advisors and campus-wide support, and Board support, we made significant progress. A key feature of that was becoming a leader in trauma-informed approaches to all aspects of RVSM. I summarized some of that work in my last update but want to emphasize some points in closing. We have continuously prioritized this work. An outside, independent third-party investigator, Cozen O'Connor, has stated that MSU has, "dedicated significant resources to the effective implementation of Title IX and related compliance areas and significant investments to meet new legal requirements." They also indicated that the Title IX Office's investigations are, "fair, impartial and thorough." But there is still work to be done. Based on their input, MSU has made improvements in the timeliness of our cases and has engaged experts on process efficiencies to examine every phase of our Title IX process. This is critical because we have a significantly higher volume of reports than our Big Ten peers, due mostly to our investment in education and outreach and our comprehensive mandatory reporting policies.

One of my concerns is that the Board hiring an additional firm to evaluate our Title IX efforts might be duplicative of the work we've already been proactively doing alongside Cozen O'Connor for the past three years. We've made great progress addressing the more than 150 new requirements asked of MSU in our consent agreements with three different federal agencies upon my arrival. The Title IX Office, in coordination with the provost's office, Health Sciences, Human Resources, FASA, General Counsel, Audit, Risk and Compliance and with the advice and guidance of my RVSM advisors, has met every one of those requirements to date.

Many of our Title IX-related improvements are available for review at the Our Commitment website on an easy-to-read dashboard. I continue encouraging all

stakeholders to utilize this website to stay updated on progress at MSU, and there has been progress. As the university starts a search for a new VP of the Office for Civil Rights, I'll also point out that we've added staff in the last few years to the Center for Survivors; Campus Sexual Assault Response Team; MSU Safe Place; Sexual Assault Response Team; Office for Civil Rights; Office of Institutional Equity; Prevention, Outreach and Education; and MSUPD.

In addition to RVSM issues, the other major obstacle we've faced over the last few years is COVID. I believe our actions saved lives on campus and beyond. I want to thank all the members of the COVID-19 response team, those who developed our PCR-based testing protocols, and all those who worked on making vaccines available to our campus and community.

In my speech two weeks ago, I said the fundamentals of MSU remain very strong. I won't repeat the examples today, but in almost every parameter, from fundraising, federal funding, national and international rankings, and enrollment, we are hitting all-time highs. A key portion of that progress is the strategic plans we have developed together. So, I also want to thank everyone for your commitment to implementing our DEI, RVSM and 2030 university strategic plans, these are blueprints for continuing MSU's academic excellence and global impact going forward. I know you will get there because you are Michigan State University Spartans. Go Green!

That concludes my remarks, and now we'll move to the next item of business.

5. Research Presentation

Vice President Gage introduced Dr. Maryam Naghibohosseini, who gave a presentation entitled "High-Speed Imaging: Unveil the Unknown about Voice Disorders" (Appendix A)

6. Personnel Actions

Provost Woodruff presented the following personnel actions:

Alan P. Ker, Ph.D.—AY, Elton R. Smith Endowed Professor in Food and Agricultural Policy, Department of Agricultural, Food, and Resource Economics, \$250,000, with tenure, effective January 1, 2023.

M. Jahi Chappell, Ph.D.—AN, Professor and W.K. Kellogg Endowed Chair in Food and Society, Department of Community Sustainability, \$175,000, with tenure, effective November 2, 2022.

Craig C. Brookins, Ph.D.—AN, Professor, Department of Psychology, \$230,000, with tenure, effective January 1, 2023.

Brian T. Quinn, J.D., AN—Vice President for Legal Affairs and General Counsel, for an additional title of Acting Secretary and Chief of Staff to the Board of Trustees with a change in salary rate to \$438,200, effective September 10, 2022.

Kelly F. Millenbah, Ph.D., AN—Professor, Department of Fisheries and Wildlife and Interim Dean, College of Agriculture and Natural Resources, for a change in title to Dean, \$400,000, effective November 1, 2022.

Leigh Small, Ph.D., RN, AN—Professor and Interim Dean, College of Nursing, for a change in title to Dean, \$315,000, effective November 1, 2022.

Susan M Rakan (Suzy Merchant), AN—Head Coach—Women’s Basketball, Intercollegiate Athletics, Subject to Contract, effective June 28, 2022, to June 30, 2027.

Trustee Byrum **moved to approve** the recommendations, with support from Trustee Scott.

THE BOARD VOTED to approve the recommendations.

7. Committee on Budget and Finance

Trustee Foster presented the Trustee Budget and Finance Committee Report and the following recommendations and resolutions.

A. State of Michigan Fiscal Year (SFY) 2024 Capital Outlay Project Request and Five-Year Capital Plan

The Trustee Committee on Budget and Finance recommends that the Board of Trustees adopt Michigan State University’s SFY2024 Capital Outlay Request for State of Michigan cost participation for the project titled “Engineering and Digital Innovation Building”, and the Five-Year Capital Plan.

Action on the request authorizes the Administration to respond to the State of Michigan Budget Office reporting requirements and submit a Capital Outlay request for state cost participation. The report and request are due to the State Budget Office no later than October 28, 2022.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby adopts the 2024 Capital Outlay Project Request, and Five-Year Capital Outlay Plan included as Attachment A hereto. (Appendix B)

Trustee Foster **moved to approve** the recommendation, with support from Trustee O’Keefe.

THE BOARD VOTED to approve the recommendation.

B. Authorization to Plan Chemistry—Laboratory Upgrades

The Trustee Committee on Budget and Finance recommends that the Board of Trustees authorize the Administration to plan for renovation of laboratories in the Chemistry Building.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby authorizes the Administration to plan for the project entitled “Chemistry—Laboratory Upgrades.”

Trustee Foster **moved to approve** the recommendation, with support from Trustee Byrum.

THE BOARD VOTED to approve the recommendation.

C. Athletic Programming

The Board requested a report from the Athletics Director regarding the University’s Athletics programmatic plans. As a result of the report and subsequent dialogue, the University will reach out to swim and dive advocates by the end of the semester. The Board remains committed to listening to all constituents. We have heard swim and dive students, alum, parents, and the greater Spartan community. AD Haller will work together to strategize a plan forward for the team within the next academic year.

There is no motion or action related to this item.

8. Committee on Academic Affairs

Chairperson Byrum presented the Trustee Academic Affairs Committee Report.

The Board received an update on enrollment from Provost Woodruff.

9. Committee on Audit, Risk and Compliance

Trustee Kelly presented the Trustee Audit, Risk and Compliance Committee Report and the following recommendations and resolutions.

A. Acceptance of the audited financial statements for the year ended June 30, 2022

The Trustee Audit, Risk, and Compliance Committee recommends that the Board of Trustees approve and make official the financial statements of the University.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby accepts the audited financial statements for the year ended June 30, 2022.

Trustee Kelly **moved to approve** the recommendations, with support from Trustee O'Keefe.

THE BOARD VOTED to approve the recommendation.

B. Approval of Contract Terms

The Trustee Committee on Audit, Risk and Compliance recommends that the Board of Trustees approve a contract between Michigan State University and *Advertent Biotherapeutics*, a Michigan for-profit corporation, in which MSU faculty member Dr. Erik Martinez Hackert holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a service agreement with Advertent Biotherapeutics, consistent with earlier public notice and with a "Services Agreement Term Sheet" presented to the Board for inclusion in its minutes. (Appendix C)

The Trustee Committee on Audit, Risk and Compliance recommends that the Board of Trustees approve a contract between Michigan State University and *Scarlet Spartan Solution, LLC*, a Michigan limited liability company, in which MSU Research Associate, Dr. Justin Scott, holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a service agreement with Scarlet Spartan Solution, LLC, with a "Services Agreement Term Sheet" presented to the Board for inclusion in its minutes. (Appendix D)

Trustee Kelly **moved to approve** the recommendations, with support from Trustee Byrum.

THE BOARD VOTED to approve the recommendations.

C. State Certification – Release of Final Investigation Report

The Trustee Committee on Audit, Risk and Compliance recommends that the Board of Trustees approve the release of Honigman's final investigation report regarding the University's 2021 certification to the State of Michigan on Title IX reports involving employees.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves the release of Honigman's final investigation report regarding the University's 2021 certification to the State of Michigan on Title IX reports involving employees.

Trustee Kelly **moved to approve** the recommendation, with support from Trustee Scott.

THE BOARD VOTED to approve the recommendation.

10. Committee on Student Life and Culture

Trustee Kelly presented the Trustee Audit, Risk and Compliance Committee Report.

The Board received an update on the Multicultural Center and the Student Health and Wellness Center.

11. Liaisons' Report, Chairperson's Report and Trustee Comments

Karen Kelly-Blake, Faculty Liaison, provided the following report to the Board:

We found President Stanley's resignation disheartening, but we wish him all the very best in his next endeavors. What's at stake? We continue to be gravely concerned about this board. If our lunch meeting with them on yesterday is any indication of their working process, then our ability to move forward in any meaningful way is significantly hampered. When the Trustees are befuddled about the goals of the investigations that they themselves have instigated then they are actively inflicting harm on this University. Why it matters. Our accreditation, bond rating, reputation, and recruitment and retention of excellent staff, students, faculty, and the next president are at risk. We cannot reach a billion-dollar research goal if we can't hire people to come with their talents because the board is amuck. If this board is indeed aligned with the provost action to dismiss Dean Gupta from his administrative position, then a clearly communicated board statement would be welcomed. It is not our job to communicate the board's position, but we are happy to amplify their clear communication. Multiple no confidence votes have been secured by ASMSU, COGS, Faculty Senate, University Council, the College of Human Medicine's College Advisory Council, and last but not least, the Academic Congress. The Academic Congress is the faculty at Michigan State University. By a vote of 1719 to 179, the Academic Congress adopted a resolution reading, "The Academic Congress has no confidence in the MSU Board of Trustees." It would be foolhardy to dismiss these votes of no confidence. These votes reflect a serious disconnect between what you all see as your job and ability to do that job, and what we see as the observers of the bewildering, unclear, unbecoming behavior by people elected to work in the best interest of Michigan State University. Moreover, these votes reflect that MSU employees hold you responsible for

endangering their careers, livelihoods, their families, and their ability to work in a supportive and non-threatening environment. What's next? We are aligned with other constituencies on campus and have made our position clear that we endorse Provost Woodruff as the interim president because her appointment would be a forward thinking move and begin restoring lost confidence in this board. An open search for the next president of this great institution, implementation of a robust, robust, professional development and board training program that occurs on a regular basis i.e., bi-weekly. Review of the recording of the academic governance teach-in, hosted by the Center for Higher Education and Learning on last Friday, October 21 would be an excellent starting point. Finally, for those unsure and unconcerned about what's happening with this board, I say to you, be concerned. This board must decide which side it's on. It cannot fall prey to moral seduction. And what is moral seduction? It is convincing oneself that one's actions are to serve the University, when in fact, they serve an external interest or the individual Trustee. This board must decide if it is working for the best interests of this University, and this University is its people. What decision will you make? Thank you.

Hannah Jeffrey, Student Liaison, provided the following report to the Board:

Good morning, everyone. My name is Hannah Jeffrey, and I'm the president of the Council of Graduate Students. Until recently, the graduate students trusted the Board of Trustees to act how we would act and that is why we held a vote of no confidence. We do not want to see such progress boil down into nothing. Everybody that is here I thoroughly believe is on the side of Michigan State University. I understand how this process works. You come in and you are asked to do a very, very challenging job. You are told people are going to disagree with you, but people end up hating you, people end up disbelieving you and I understand just how difficult that can be. Because as a graduate student, when you must be at your best all the time, it can be very challenging to simply accept oneself. And we know that this is a challenge, but I believe in you. You can do it and we are here as voices. We are here to tell you what we feel. We are not enemies. We are trying to tell you something that we desire, more communications between yourselves and us. And that I think, would be beneficial for everyone involved because if you are able to hear us, then you're not alone. You're not acting alone. I thought that when I started here as a graduate student, that I would have to do everything myself. That is not the case. A society, science, everything is built on the shoulders of giants. We must stand together. We must trust each other. We must understand what is going on. Thank you for your time.

Jordan Kovach, Student Liaison, provided the following report to the Board:

My name is Jordan Kovach, and I am the ASMSU student body president. This might be a little long, but please note that I am meant to be the voice in this space for 40,000 undergraduate students who have been disenfranchised repeatedly by this board, in ways even such as having these meetings at eight in the morning,

and the public comment rules. So, I hope you'll bear with me. For those that don't know, the initial student government at MSU, the Student Council of MSU founded in 1908 and was meant to direct its efforts in three major areas, the welfare and rights of students, direct student benefits, and the coordination of organizations. In 1965, after a few tries, we finally got it right with the Associated Students of Michigan State University, founded to establish a collective student voice, ensure the protection and defense of the rights of students and to secure the advantages of a strong and autonomous all university student government association. When we do take our oath of office, we acknowledge that our responsibility is to collectively strive to better the undergraduate experience for Michigan State students. I chose this campus following the Nassar scandal that showcased that the University allowed sexual misconduct to run rampant for decades. I chose this campus with a promise of progress and change, that I, as a survivor myself, saw as a breath of fresh air, that had many opportunities. The past month and a half have been far too reminiscent of this era. Spending five hours skipping classes trying to get a hold of anyone the Monday after the news dropped to answer the questions of the students that were taking over my inbox to no avail. I hoped that time would enlighten the students on the situation, but instead the board has gone forward without distinct communication and students have just seen major changes happen before their eyes with no answers. Yesterday, I was asked to entrust that you all have our best interest at heart, but you have to understand the difficulty in doing so when there is no record of this body doing what the students have asked in recent years. We asked three times now for open president and interim president searches of which we have now had three searches without the student voice present, that has led to the situation we're in now. Students have shown up here for two years to ask for their swimming and diving program back and this is the first time, we've talked about it, and they didn't even get the answer they wanted. They got a consideration. But instead, we also get a fight in federal courts to strip even more rights from female students. Today, you once again gave no answers. We asked for the release of documents relating to the Nassar case to no avail. If you back up your statements with action, I along with the 40,000 students would have trust. But not only has here been no action to backup statements, there hasn't even been a statement. It is with this inaction and lack of transparency that the ASMSU general assembly with 56 representatives from each college, CORES group, COPS group, and major governing group on campus took the momentous step to vote to be the first body on campus to vote no confidence in this board after first asking for this group to take up governance training with and I hope you see the pattern here. No action. Almost the entire community has followed suit. And with the resignation of President Stanley, and honestly the boasting of the student body president down the road of an amazing open president we spoke with the students and developed a list of demands for this search for Interim and the permanent University President that has been sent to each of your emails. We want a minimum of five students to serve on the search committees for both interim and permanent President and that both be open, that the interim have a broad knowledge of the institution and its current initiatives, that this board hires a communication coordinator based in East Lansing that relays

info and updates to the MSU community, the addition of a CORES and COPS Board of Trustees student liaison, a full timeline of the interim and permanent presidential searches be formulated and publicized widely and that the finalist be considered by the community and any and all ways possible. I along with all of you are extremely worried about how MSU looks right now, especially for an institution now searching for a new leader. The first step to unifying yourselves with the rest of campus is listening to that community, and who we've asked to be our interim president to lead us in what can be a very long, transformative era. Afterwards, sit down with us, come to us, the students, the faculty, the staff, and let's make a joint plan to go forward with unifying us together so that we can find a leader who is prepared to take over that plan and make this campus one that our Spartan's deserve. I'm very protective of the 40,000 students I represent because I know how amazing each one of them is, and they deserve a plan and a board that recognizes this too and listens to them when they ask for things. As always, ASMSU stands with MSU Swim and Dive, and we'll do everything in our power to continue this fight specifically until they're back in the pool. Go green.

Stevie Quijas, Student Liaison, provided the following report to the Board:

My name is Stevie Quijas and I am the at large liaison to the Board of Trustees and I've spent the past few weeks working intimately with indigenous communities on campus, as well as throughout the Big 10 conference more broadly, to further improve indigenous campus culture at MSU. I've addressed the lack of representation of natives on MSU social media by securing advertisements for the Pow Wow of Love and Indigenous Peoples Day. At MSU, we have a very -- we have a profound passion for agricultural history with little recognition of the indigenous community beyond the performative 30 second land acknowledgements. So, I look forward to continuing this work with Dr. Jabbar Bennett to consider the ways in which MSU can better respect and represent the original inhabitants of the land on which our institution resides. Further, to better support Indigenous, Vietnamese, and other communities on campus, I look forward to reviewing the policies of the naming committee and donor accountability policies. I'm also excited at the prospect of working with CORES and COPS constituencies to further DEI initiatives. And then I would urge the board to consider the recommendations that have been set forth by the sustainability ad hoc committee through ASMSU. Specifically, if the Sustainability Subcommittee or Sustainability Finance Committee that we have to consider those recommendations and not only consider them but to materially adopt them. And then lastly, as the at large liaison, I represent not only ASMSU, COGS, or RHA, but the broader student body at MSU. And while I remain committed to working alongside this board, I must on behalf of the student body, echo the lack of confidence in the way that the board currently comports itself, and I will continue to articulate clear communication by the board as it is provided to me to clarify community concerns during this tumultuous time. And I would like to echo what Jo and Hannah have said about inclusion of students in the interim

president searches and these other key decisions that are going to be made in the future. Thank you.

Chairperson Byrum provided the following remarks:

Thank you very much for the comments from our liaison representatives. Yesterday, for the first time, we were able to break bread together with the liaisons. We met with the students in the morning to accommodate their schedule and met with the faculty liaisons at lunch. That was the first time that we were able to come together in person. We've been doing them via Zoom for a number of months and I think it really does make a difference to be able to meet across this table and break bread and have conversation together. Last week, the board also held a series of listening sessions. I personally made the phone calls to the student groups to make sure that you had representation. You were the first group that we met with last week and with the Faculty Senate representatives, to hear comments, the criteria, and names you wanted to bring forth as it relates to the interim president position. I thought those conversations were very healthy and helpful, and I hope that the combination of both activities within the last week can start us on a path of having a greater working relationship and partnership together. I think that's in the best interest of the entire campus community but also both the board, faculty, and students. So, I look forward to that. And in terms of my board comments, I'm going to start by some positive news and some celebration because this is the time of year that we celebrate our Trustee Scholarship recipients. We have been putting them up on the screen so that we can scroll so if we could get that started. I would acknowledge the students these are the 4.0 grade point average students that receive \$1,000 scholarship from the Board of Trustees. It's based on academic performance, not needs based, and so we recognize them at the end of every semester. We held a special reception for all of them last Spring and the Provost spoke, the President spoke, I spoke on behalf of the Board, but it was a very nice evening. They had their families and their academic advisors in attendance and so we'll be doing something similar again in December, but I wanted to make sure that we recognize these recipients. Also, in the past couple of weeks, we've had numerous ribbon cuttings on campus, and we should be celebrating this. Spartan Greens, the artificial turf fields, are very well received by the students and the club sports and I know they are well used and have been very active. The Demmer Engineering Building, where Trustee Tebay spoke, is student focused. It's collaborative space for the engineering clubs, whether it's the race car or the electric vehicles, or it is the biomedical so it's collaborative space that students can come together. And then Trustee Foster participated in the TechSmith ribbon cutting, she may talk in greater detail about that, but I know that was multiple years in the progress of before that ribbon could be cut. We also had the women's soccer team that for the first time in school history, they were the Big 10 Champions so we should give congratulations to coach Jeff Hosler as well as all of the female athletes on the soccer team. So, there's a lot

to be excited and to celebrate across campus. I want to personally congratulate Dr. Dean, yes, Dean Dr. Kelly Millenbah. I'm a graduate of the College of Agriculture and I know her personally and I know how well she will serve the agricultural community and I'm very pleased to see her in that position. I don't know, is Kelly in the room today? Kelly, congratulations. I don't know if the Dean of Nursing is here, but I look forward to meeting her. I usually have my notes typed out. These are my notes today, and I do that largely because in my vision issues. So, I'm going to be, a lot of this is going to just come from the heart today. It's not something that I have down on paper, but I know I take very seriously the comments by faculty, students, and the broader MSU community in terms of what's going on with board dynamics and how do we move forward with a win-win and very productive working relationships across campus. I'm committed to that as we make progress on an interim president. We are making progress; we are making progress together. We are listening to our constituencies out here and we're taking your comments to heart, and I think that's all positive for us moving forward. The board's committed to professional development, we've talked about it. We are currently working with AGB right now, rewriting board bylaws and we need to go through our policies and procedures in priority order that will be top of mind next year it's going to take at least a year to go through those board policies and procedures, but that will be under a new chair, and so that will be work that will be prioritized next year. I'm hoping that we can make progress on board bylaws yet this year. So that's a work in progress, but we do take that very seriously, and I think we all want to heal. I'm very proud of this university. We are doing great things and I could list pages of all that is exciting going on here right now, because we are literally hitting at all levels where our academic scholarship is increasing, our student achievement is increasing, the strategic plan. For the gentleman that spoke earlier, our number one priority is the strategic plan is student success. It's about graduation rates. If you get accepted at Michigan State University, we will graduate you. That's our commitment. And we are following that with our actions and our resources in a campus wide commitment. The strategic plan gets us all kind of rowing in the same direction, and we will get back to the strategic plan, in spite of our stumbles, has not gotten off track. So that will continue to be a focus. That's something that unites the campus community, so I think that's very important. So, I want you to just know that I personally take it to heart, I believe my colleagues share that, in terms of what's in the best interest of the university. And I want to say just a few words to President Stanley. And again, I don't have anything prepared, but Dr. Wu, thank you for your comments you gave of your service on the search committee. It was appreciated and all those individuals that served on the search committee, Trustee Foster and I co-chaired that search committee, we spent 13 months preparing and we're working with the campus community to be able to hire the 21st president, Michigan State University and President Stanley during your course here, I'm very proud of your service, and I'm very proud of what you were able to accomplish here. You're leaving us

sooner than what I had anticipated or would like but that doesn't diminish the success and the progress that's been made across campus and the foundation that has been set so that we can continue to make progress.

Vice Chairperson Kelly provided the following remarks:

I too want to thank President Stanley for his service. And I also want to state that I do want to work with the constituents of the university with regard to selecting the new president and the search committee. As Chair of the Audit, Risk and Compliance Committee, I think I need to address what we did here today, which is actually what probably started a lot of these issues. It didn't just start 60 days ago though when we hired Honigman to take a look at the certification process in 2021. There's been an ongoing frustration with the Board, and I don't want to speak for any other board members, but certainly myself as well, for quite a while, for over two years, quite frankly. And it has to do with the OIE certification process. I think there are a significant number of failures but when the concerns were raised that we may not have been in compliance in 2021, I felt as if it was the responsibility of the Audit, Risk and Compliance to determine whether that in truth, in fact, was the case. This was not a fishing expedition. This was not a witch hunt. This was something that, quite frankly, personally I did not want to have to get into but the fact of the matter is and I believe the results are and the report is not finalized, but it will be released and personally, I'm very proud of this Board, that we are unanimous in releasing a report that all of you will see and come to your own conclusions as to what happened or what didn't happen. I've heard comments that maybe this was not that big of a deal. For me personally, it was a big deal. And I'm happy to report that based upon our legal advice, we are now in compliance. I want to thank the Honigman Law Firm for helping us get there. It was important over the last 60 days, and we rushed this report to get it out to the community so that you at least understood what our concerns were. This was not only a legitimate look back, but this was also a necessary and required look back. I am not happy with the immediate resignation of the President, and I'll leave it at that. Thank you.

Trustee Foster provided the following remarks:

I too want to acknowledge the TechSmith ribbon cutting last month and hopefully that will serve as an anchor for a very robust research and technology park in our former Spartan Village. I'd also like to recognize the MSU women's soccer team for winning the Big Ten Championship, and yesterday Coach Hosler was named Coach of the Year of the Big Ten. I, too, as you know served on the Presidential Search Committee, which was an amazing experience spanning 13 months and selecting Samuel L Stanley Jr., M.D. as our 21st President, and this is a better place because of his leadership and expertise. He helped us establish three strategic plans that are incredibly important that will lead this university into the next century. And most importantly, he has assembled just an exceptional team

of executive leadership that I've truly enjoyed working with. And I was going to name names, but I figured I'd forget somebody, but just I really can't say enough accolades about our EVP team here at Michigan State. Sam, I wish you and Ellen and your family all the very best. And finally, we have an election coming up and the state, the citizens of the State of Michigan, you have the opportunity to elect two trustees, and I hope you'll elect trustees who want to unselfishly serve this university and not be single issue oriented. Renee best of luck to you. That concludes my remarks.

Trustee Knake Jefferson provided the following remarks:

I want to start by saying a few things in reaction to the public comments. Swim and Dive, thank you for being here again, of course, I hear you and I agree we shouldn't be litigating Title IX. Mr. Riddle, thank you for reminding us always what our priorities and focus should be. I can tell you that we do receive regular reports on outcomes and graduation rates, employment, and all of that, but you are reminding me it's always so important to not just look at the high-end data and the numbers but also the anecdotes and individual stories as those matter. So, I really appreciate you taking the time to be here to help us focus on that. And our faculty and student liaisons always I appreciate everything that you're saying and in particular, I want to echo and emphasize the concerns about accessibility of our meetings, the time, and the process and all of that, and how we're communicating. I appreciate your willingness to still believe in us, and I appreciate the reminder that we always need to be thinking about how to be more inclusive, in particular with respect to naming buildings, which we are going to be doing soon, hopefully with our Multicultural Center and other areas and thinking about donor recognition. So, I want to also address the fact that some of you may be wondering why I haven't spoken publicly at all about the recent controversy, and I know some found that frustrating, and I will say it's a couple of reasons. First, I believe that Trustees individually speaking out isn't in the best interest of the University. And then also I'm mindful that soon after I joined this board, we unanimously came together and adopted the first ever MSU Board of Trustees Code of Ethics and Conduct and one of the provisions of that does say that about Board business, we must speak through official channels. That's the President, the Secretary, and the chair and so I've been very mindful of that. I have asked this Board to come together on a unified response, to the various no confidence votes because I want you to know that we are paying attention and that we hear you. We haven't done that, as you know and I believe that that silence has allowed false facts to dominate the debate, and so I want to speak now as an individual and because I can't speak on behalf of the Board. I am a professor. I'm a law school administrator in addition to my volunteer service as a trustee, and so I certainly respect and appreciate the process for academic bodies to take a step, like no confidence vote, and I think, in particular with respect to our lack of communication, that it was warranted and that we needed to hear it. But the Board has been criticized from acting outside its role and in part of that there are aspects from those no confidence votes that aren't based on correct facts, and I think it's important for us to try to explain. So, I want

to be clear about this from the moment I joined the board in 2019, in December 2019, I have diligently fulfilled my governance obligations while simultaneously advocating for Title IX to be the floor, that's our minimum legal obligation but not the ceiling for all that we do to students, faculty, staff, and entire Spartan community safe. Here are some examples. Before I took office, this board refused to release the Nassar documents, I found a third way, which was to review them myself. One could have envisioned a no confidence vote for that. Because it's true, that Board members shouldn't be involved in the day-to-day management of what the university is doing. But I viewed that as a governance obligation given the circumstances of my appointment. The Trustee resigned, the Board was in crisis, I won't go on more. I have a public statement about that, that you can read on my website. And I did ultimately still call for the release. That worked. I did it because it was the way that I could make sure that those that needed to be held accountable had been. As another example, when I learned that the university had no formal policy for evaluating presidential performance, together with the board, we surveyed other universities, the Association for Governing Boards best practices, and we adopted unanimously and implemented a formal policy. That is the official policy going forward and brought an unprecedented level of transparency and accountability to the review of the President, and I expect that will be the standard going forward. Soon after we hired Provost Woodruff, I discussed with her how the university can improve the faculty discipline process when you have an instance of misbehavior or misconduct, it doesn't rise to the level of official finding under Title IX but needs to be addressed. In other words, what happens when there's a red flag that we can't necessarily officially get to in that formal process, but needs some sort of enforcement or remediation, and that kind of conduct is something that none of us would want students or faculty to endure. And that conversation led to her leadership in bringing from the ground up through this campus, collective action to produce a policy that this board ultimately unanimously put into effect that addresses those faculty discipline issues, among other changes. So, I've been a constant champion of structural reforms to improve policies and procedures here at Michigan State for greater accountability and transparency and safety and healing, and I will continue to do so, and this leads me to turn to the issues surrounding the certification process for the Title IX reports, and the provost's decision regarding the leadership of the Broad College of Business. In each case, despite contrary reports, editorial board opinions and the no confidence votes, I have complied with my obligations as a Trustee sometimes in intense conversations with the board and the administration. I supported the provost's right to make a decision about the Broad College of Business leadership, both in my personal conversations with her and also in our public vote in placing the interim leadership in for that college. I have not interfered with administrative decisions. Indeed, I have not attempted to override ultimate determinations of the administration, even when I have agreed with you Faculty Senate, and you ASMSU others on important issues. For example, the Faculty Senate has raised concerns about transparency and hiring processes and I have shared those and tried to amplify those. And you know, absolutely you have raised concerns about Swim and Dive I have shared those concerns and tried to amplify those. When the

Detroit Free Press article came out September 11 that the board had threatened the President with an ultimatum, I was as shocked as anyone else in the MSU community to read that, Wasn't true. While the press can't be accurate every time it was shocking that it could be wrong on such an important matter, and question, a verifiable fact. I was also surprised and disappointed by President Stanley's resignation. It was not precipitated by a board vote, back at the time we were engaged in discussions about continuing in his tenure to assure an orderly transition should he or the board determine that the university would go in a new direction. So, I will join the Chair and Vice Chair in thanking President Stanley for his service and I want to wrap this up on a more positive note. Michigan State is an extraordinary institution. Not a person, collection of board members, coalition of the faculty, but we are a collective whole and I firmly believe that we have to come together. And I'm going to continue promoting the University as long as I'm privileged to be a Trustee. I would ask those of you who expressed no confidence to consider and reflect also on my service here, and, you know, I am a Trustee who is committed to academic freedom and her governance role, and a scholar herself. I'm a Trustee who has championed the concerns of faculty, students, and staff. I'm a Trustee who has tried to bring greater accountability and transparency in each thing I've done during my time on the board. I'm a Trustee who has worked to increase and enhance campus safety and healing. I'm a Trustee who acts on behalf of the university in the best interest of the university regardless of politics or pressures. I'm a Trustee who understands a wide range of perspectives within this Spartan community having been a teaching focus faculty member on an annual contract, having been eventually a full tenured professor on the Law School faculty. The perspective of a spouse and a stepmother of two proud MSU graduates who, as African American men, endured very difficult racial issues during their time on campus but allowed their education to transform them and launch them on extraordinary career paths. I bring the perspective of a mother who raised toddlers on this campus who learned to walk while feeding ducks on the Red Cedar River, a mother whose son just received his acceptance to Michigan State University to be in the fall class this upcoming year. So, I understand the difficult role of being a Trustee. I've spent more than two decades in higher education. And I think that the most important focus for us going forward is to consider that a Trustee has to engage in the oversight of the university but not try to manage the university's day to day affairs and it's a delicate balance. Because our fiduciary duties require that we advocate for faculty and student and staff, we must ask hard questions, and when governance concerns threaten the University's mission, we can't as Trustees put our heads in the sand and ignore them. I have faithfully honored and fulfilled my duties as a Trustee since Governor Whitmer appointed me in 2019, and I will continue to do so. And so, I ask you, if you don't have the confidence in these values that I tried to embody, that I do that I've lived out as a Trustee where in the end, will you place your confidence? And I know there's one thing that all of us can agree on, and I want everyone who's spoken out on this to know I hear you. The communication from the board must improve. We can't rely on the administration to be our voice; we cannot continue to operate the way the board has in the past. I hope that those of you who have

been frustrated with the lack of communication in recent weeks and that I share that frustration, that we will see meaningful change. I can promise you that you will see it for me for however long I am here. That's why I have spoken for longer than I ever have in Trustee comments before, and I thank you for listening.

Trustee O'Keefe provided the following remarks:

Thank you, Trustee Knake-Jefferson, for those comments. And Hannah, thank you for your comments. I think you have some insight as to what it's like to be a Trustee even though you have probably not served in that capacity. And I also want to thank the student liaison Jo, you had by far the best presentation on the interim president search. We certainly appreciate the amount of student involvement you had, and you're very well organized on it. And it's a good recommendation from the students to get us a dedicated communication person because when we think about it as a board we don't and so we're a little handicapped and trying things out. I've got some fairly extensive comments today too, so sit tight. I want to thank our Provost and President for their missive to the board and the Faculty Senate vote of no confidence because it brings great illumination to the comments that I'm about to make. At first, I was angry but that never solves anything, and then I was reflective and trying to understand the campus reaction. To the numerous friends on boards of other universities, they all remind me that you're not doing your job until you get a vote of no confidence from the faculty, as silly as that sounds. But to the faculty and senate, I want you to know that I am tired of reading about the sexual transgressions of the faculty, which are like reading *50 Shades of Grey*, and are as long as *Gone with the Wind*, without knowing what the outcomes are for such behavior. Whether I've read all the reports in question, and whether as a result of this effort, I have created a safer campus. There is no mechanism in place, although requested in almost every meeting, for the Board to fulfill its duty to review. This deficiency falls to the President, who is solely responsible for Title IX Administration. The board is responsible for the health, safety, and welfare of students on our campus, and I can assure you we take that obligation very seriously. You criticize the board for not doing an independent investigation during Nassar and now you are criticizing the board for doing an independent review for the processes and procedures regarding the very controls that are in place to remove the sexual transgressions at the university. This vote and resolution to drop our investigations is a little bit like the fox telling the farmer not to fix the locks on the henhouse. We are asked to accept that the process has improved because the fox is eating only four chickens instead of eight, both are unacceptable after three years. When asked how long the board should wait after three years to get this fixed, the faculty board was silent, crickets, no response because it is ludicrous to think that we should even wait one more day. We should be exemplary, not just getting better. And if you're not sure of that I'd asked you to please engage the Sister Survivors on their thoughts. I find it an interesting strategy by the faculty and the provost to make this about academic freedom and the termination of a dean. None of those are true. This is an attempt by the faculty to thwart a review of the processes that should be designed for a safe campus. You've never heard the

board even utter that reinstatement is a possibility. As a practical matter, the terminated dean hasn't asked for that and why would he? This is about corralling the unchained sexual promiscuity of the faculty who seems to have unfettered access to our most vulnerable student population with little to no repercussions in some instances. We have weaknesses in our policies and procedures. Which is obvious, but that is not my opinion. This is the opinion of outside consultants. The reviews are designed to fix a problem in our certification process and mitigate future damage, to independently design and review the processes in place. Which have been inconsistent, incomplete, inconclusive, and delayed causing stress and dysfunction in the department. The hard-working staff for the Title IX department deserves better. It is under tremendous stress as a result of this lack of oversight. The dean review is just a symptom of a major problem that serves to highlight the issues within the department so they can be remedied. No one, I mean no one, has disputed the authority of the provost. The information from the Title IX office leading up to the termination is what's being questioned. As a father, the faculty protest is disgusting. The University of Michigan Board of Regents does exactly what we are trying to do and get praised, at MSU we only get cheap shots at us with no lack of decency. We are not as a board going to get pregnant with information on the sexual transgressions of the faculty without a plan to remove the excrement from this campus. As fiduciaries, we have that responsibility, and there should be no question on that. Lack of controls and process impact every aspect of life at MSU. Three years later, we are still waiting. The lack of institutional controls, defined by the NCAA, is the failure to display adequate compliance measures, failure to provide appropriate education on those measure, and failure to provide sufficient monitoring to ensure those compliance measures are met. We check every box in terms of failure. The Board is responsible for the oversight of these compliance measures, and we are tired of waiting for inactivity and empty promises, it has now become a reflection on us. As Bobby Knight once said, if you are letting it happen, you're coaching it. The board is not going to allow such nonsense and lack of accountability on this campus. The faculty and the MSU community need rules that are unambiguous, that are uniformly and timely enforced and provide a level of accountability to create a safe environment for everyone who graces our campus. Bad culture eats good strategy every time and culture at Michigan State needs to be fixed and quickly for our strategy to excel will be unachievable. If academic freedom means doodling the most vulnerable on our campus without consequences, then yes, that freedom should be removed. With a number of reported events in the OIE office you can easily make the argument that MSU is not a safe campus. So, the next time you're compelled to take a no confidence vote, I'll give you one. To the Provost, your response to the board and the MSU committee, I believe was terribly uninformed. But at this point in time the board will allow our outside consultants to advise us on the Title IX investigation. As an alum pointed out by her count, seven out of the top nine nationally ranked schools reside in the College of Business. Why is that not a shock? The faculty in that college showed leadership and values integrity and credibility. I thank the business school faculty, the alums, the students, and the Broad Advisory Board, who have supported our efforts for an outside review.

Again, not one of these constituencies has asked for reinstatement, but they understand governance and oversight of the board. Outside reviews, audits and investigations by college boards are not unusual, contrary to what you've heard. Every year, the MSU board engages an outside firm to review the annual work of our Chief Financial Officer, Lisa Frace, and our Internal Auditor, Marilyn Tarrant. As a result of the high degree of professionalism, they embrace this independent effort because they know it will lead to a more transparent and accountable university. We ask these outside auditors to check the propriety of the CFO and internal audit's work, make recommendations on processes, disclose weaknesses, advise the best practices and changes impacting our reporting, make us aware of frauds if they come to our attention. Sound familiar? It is exactly what we are asking our outside counsel to do on our Title IX policies and OIE investigations. We as a board do annual audits because it provides a necessary level of accountability to the University. There is an expectation that the employees will cooperate so that the university can make statements to the community and our stakeholders who rely on good process and oversight. This is also true for the department that monitors sexual transgressions for the faculty. We are subject to a three year audit this year and have been advised we cannot demonstrate our compliance to a negotiated agreement with the Office of Civil Rights and the State Budget Office. Does anybody think that's a problem? You don't see Lisa and Marilyn running around the campus like their hair's on fire worried about retaliation when it comes to their responsibilities. They don't, because they know the importance of cooperation and have nothing to hide and have a high degree of professionalism. Which appears sometimes to be absent at the faculty level, clearly not understood by the administration. Lisa and Marilyn understand their effort of cooperation make this university a better place. Unfortunately, we've been handcuffed to providing transparency to the MSU community as we try to mitigate an adverse event. It's not that easy, managing both our fiduciary duty to the university and being transparent, and honestly, they should never be in conflict. As to the President, I sincerely regret that we've come at odds over this issue because you have done a lot of good things and I wish you well in your next endeavor, but you are solely responsible for Title IX, and this shouldn't be in dispute. You signed an agreement acknowledging that fact that the court has given you ample opportunity, direction and has shared numerous concerns and you failed us. I want to ask our constituencies who have opposed our efforts to join hands with the board in a show of solidarity for our Title IX strategic planning initiatives and support these reviews of our processes and move this university to a higher standard. Three years is too long to wait. We need outside help. Stop the nonsense and embrace the common sense. Lastly, I will leave you with a few thoughts. Seven hundred and fifty million dollars grows into a billion dollars by 2030. As I told our deans, this is not our aspirational goal for annual research dollars, this is the cost of rejected Nassar victim settlements by 2030. Do you think those resources we have lost due to faculty sexual transgressions and cover up has impacted our international research capabilities, our ability to attract talent? You know what comes to mind when I hear those numbers? No more Nassar. When I see smart, articulate Swim and Dive members who fight every meeting for reinstatement and the university

tells them they have to be collateral damage for poor stewardship at this university, I respond no more Nassar. When I hear the anguish among our coaches who mentor and mold the Spartans of tomorrow, and they hear from parents of recruits of the concern around the culture on this campus at MSU I think no more Nassar. When alums don't want to part with their hard-earned money to support the university's research or athletic programs because of their concern of their dollars going to be used to compensate the victims and sexual transgressions of the faculty, I say no more Nassar. Somebody once said, university politics might be long for the simplicity of the Middle East, I'm reminded that truism every day on this campus, no more Nassar. Finally, on the eve of the big game, there's nothing about Michigan I like, and I hope we spank their football team in what will be a hard-fought game. But if I'm being truly objective, I must applaud their board and new President Santa Ono for establishing and embracing an independent ethics board to address the sexual abuses of faculty. If MSU was serious about reform after Nassar, this would be in place at MSU. Instead, we are still jerking around finding leadership and development process. You must appreciate the irony that Santa is going to know who is naughty or nice. He's been doing that for centuries. Thank you.

Trustee Scott provided the following remarks:

This is why it's hard to be on a board where we're supposed to speak with one voice because we don't always agree. I'm going to try to be brief. I want to congratulate our Scholarship awardees. I want to start positive first and thank our faculty liaisons and our student liaisons for what I felt was a very informative dialogue that we had with you all last week. I think that transparency is very important. I do recognize that as a member of the Board of Trustees, I'm one person. It's very difficult, in my opinion, to be a part of a collective group, and as Trustee Knake Jefferson indicated, sometimes you really want to speak out and give people your point of view, or your opinion, and for the greater good of our board, realize that you can't do that all the time. Trustee Tebay and I were two members of this board that you did not see public statements in the press. We have not spoken, I have dodged calls consistently, since all of this broke out, I have not publicly come out to say anything regarding how I feel, what I believe to be the truth of what happened, my truth, etc. I will say that I find it concerning that we talk about wanting to build trust and we talk about wanting to heal when we aren't one hundred percent transparent with relation to everything that transpired to get us into this position we are in today, which I think is very unfortunate. As an alum, as a parent of an alum, as a Trustee, as someone who loves this university and bleeds green, it is very disconcerting to me that we have not always had the right motivations behind some of the things that we do and then we justify actions in order to come off as doing things for the right reasons. I personally feel that in order for us to heal, in order for us to trust each other, those of us up here actually trust each other and we don't, quite frankly. It's unfortunate that that distrust that we have amongst each other has played out into the inefficiency that we have had as a board. The inability for us to come to decisions allowed weeks to transpire

where we didn't have any communication to you all, to have any communication with our President. That resulted, I think, ultimately, in him feeling that he couldn't work with us and therefore, resigning. I think it is unfortunate that we come out of work sessions yesterday and we have a former trustee knowing intimate details about things that we have discussed or gone through as a board meaning someone within the eight of us is talking to a former trustee and giving information. I could just go on, I can talk way longer than Pat, if we really want to be real about the concerns that I have about this board and the way that we move. It is not my intent to out any Trustee publicly although I really want to name names. I will point out Trustee Knake-Jefferson because I know she's running for re-election and I know how hard it is for her to talk, not have the ability to talk about some of the things that I know are at the tip of her tongue and concerning the way certain things have transpired. My intent is not to out anyone, but I do want to say that we are not all in agreement with relation to what Trustee O'Keefe just said. I take exception to some of the things that he just said. I do feel somewhat blindsided by some of the things that he just said, especially in light of conversations that I thought that we had, that we were going to try to collectively talk about things before we actually publicly spoke about them. But then once again, here we are, we're not really speaking with one voice, we're going to have a whole bunch of voices and statements out there, which again, leaves those of us that do try to remain in compliance with our code of conduct and our code of ethics, feel like we're hamstrung and I feel like I want to break free and be loose, quite frankly, I'm just so frustrated. I want to thank President Stanley for the great things that you did here at this University. We did not have a strategic plan. We have never had anyone, quite frankly, that cared about DEI, as far as I can see, in the history of this University as much as you did. The strategic and very methodical way in which you went to make the appointments that you did, and to make sure that we had the diversity that we do in the various EVP positions. I think about the fact that we now have Jabbar Bennett here to try to make sure that this University is all on the same wavelength when it comes to DEI, that we don't have the siloed determinations from college to college or department to department and that we do have some consistency and someone who is making sure that we're doing the things that we put on paper as being important to us. I thank you for working with us, because I think it probably is very difficult, I think it's difficult, quite frankly, to work with us and God bless you for hanging in there the way that you did. Did you do everything right? Did you do everything perfectly? Could you have done things better? Absolutely, we are all human and we should show each other grace, and I don't see a lot of that being shown. I'm a Rotarian. I think one of my very first meetings I talked about something that I try to always think about as I make decisions, and it's out four-way test. And the four-way test says: Is it truth? Is it fair to all concerned? Will it build goodwill and better friendships? Will it be beneficial to our concern? Every single action you take decision you make you're supposed to say that to yourself, and I have to honestly say when it came to some of the decisions that we made as a board, I failed in that because I did get wrapped up in some things that probably I should not have gotten wrapped up in. I am just going to be honest about my own faults, if other people don't want to be transparent

about it, fine. But I will say that I was very upset about Dean Gupta. I did not understand everything that happened. I will say that because of the popularity that he had as a dean, because of the countless phone calls, text messages and emails that I personally received concerning what happened with Dean Gupta I can say because of my affiliation and love for Broad and the fact that I was concerned of what would happen when he left, I did have an issue with what you did. I'm being transparent, I did have concerns about the motivations, the speed in which the decisions were made, the fact that we as a Board of Trustees were not engaged or even told about what was going on before decisions were made. I will say that part of my, and I'm just going to speak for myself, and other people can be honest or not, but part of my concerns which led me to agree to the Quinn Emanuel investigation had to deal with some of the backdrop concerns related to who it was and that is being honest. Okay, I'm going to leave it at that. You guys can do what you want but I am just letting it out there as far as myself and being transparent. When I realized because Trustee Knake Jefferson started pounding the table saying this is outside of our authority, and I'm going to say that to her credit, Brianna can't do certain things that you want to do for those reasons. And she made it very clear what the confines were within which we could operate. I had to back track some of the motivations for some of the things that I agreed to. I had to then evaluate what was really the impetus for some of the things that we did and so I apologize to this community because I think that maybe had I talked to Renee and had more of an understanding. I'm not an academic. So, some of these things were for me, not common knowledge, because of my background being an attorney. I don't know all of these things, but I am learning. I'm an imperfect person. I made a mistake. I made a decision that I probably never should have made, which started a whole domino effect. That got us to where we are today. And I saw Trustee Tebay looking at her watch. I said I wasn't going to be long. I just feel like I'm having a confession, like there could be a priest here and I feel like I'm having a confession. I just got to get this off my chest. I'm sorry, I just, I have to be able to sleep at night and I didn't get any sleep last night, and I really haven't been getting sleep at night, because I'm concerned about digging heels in when we know we're wrong and then trying to justify things and I do want us to move past this but I don't see that happening unless we can all be honest and it is. I personally want to see this board be better than it is but when I can't trust my colleagues, that's a problem. And it's a huge issue for me because I've never in my professional life. I've never in my professional life been on a board where I can't trust the people that I sit with and when I feel people have agendas that are not for the greater good. And I can't talk about it because I'm supposed to be a part of this group collectively. We have got to do better. I'm going to do better because I can't exist on this board the way that we are that we are operating, it is very embarrassing to me, the way that we're operating. I am all for the professional development, I feel that we need to absolutely work on our conflict resolution amongst the board. You all deserve better from us than what you're getting, and I will do my hardest my darndest to from this point forward make sure that I'm doing things for the right reasons. I am apologetic for letting some of my own personal things that I wanted to see happen get in the way of what was in the greater good of this University and

in sometimes losing sight of that. And I want to say to Swim and Dive, I wanted to come in here today and vote to resolve the loss and I'm over it. I don't think it's in the best interest of the University to continue and I know I'm not supposed to say go against what the board is saying but I have to say how I feel. It's horrible to be cheering about what we do for Title IX and at the same time continuing to go down this track. Again, I say we dig our heels in and can't pivot when we know that what we've done may not be the course that we should continue on. I have a problem with that. I don't think it's a sign of weakness to be able to say I made a mistake, I just don't. But I just thank you all and I ask that you give us grace to get our act together. It is my hope that we do that sooner rather than later. And I apologize to the provost, and I just want to apologize to you for being ignorant of quite a few things that I think have impacted you, which caused the ripple effect that and I'm just so sorry that you are collateral damage, quite frankly, in my opinion.

Trustee Tebay provided the following remarks:

I know that this is very unconventional, but I mentioned that I would like to cede the beginning of my time to Jo Kovach.

Jordan Kovach provided the following remarks:

I just had a couple of things to say in response because we're student liaisons and we only get a chance to speak right at the beginning, we don't get a chance to respond. But ASMSU has asked repeatedly for the OIE office and Title IX offices to be fixed, so I don't like that I'm hearing the fact that you're looking to protect students when you haven't spoken to us. It feels like you are saving your own butts because of the certification process. If you really want to know how to protect students, ask us, ask me, someone who has gone through OIE, someone who became a survivor for yet another time on this campus. Speak to the people who are at risk. You don't order an external investigation and go silent right after. Here's my card. I'm going to give it to you. My cell is on the back and I'm expecting a call.

Trustee Tebay continued with the following remarks:

Thank you, Jo. And I will say that in response to Jo, which I had already written down, I talked to students yesterday after our breakfast, about sitting down and putting together a plan, and to really use the things that they're going to give us to work forward. Sorry you were not there, Hannah, we missed you but, yes, we can work on the 8 a.m. time. I feel bad that twice you have to get up at 8 a.m., but we'll work through that. But I just want to say this culture that we have on campus of using the media to communicate with each other is embarrassing, and I am not going to say anything about what it is happening, because I don't believe that it is what we should be doing. If we need to communicate with each other, we need to sit at a table like we did yesterday and it may not have gone the way that we all hoped it would but we were looking at each other's eyes and having a conversation about what's best for this community, and we sat with you guys in the same way

and said we can we all know we're committed to making this the best place and this kind of stuff with the media has got to stop on all ends. We cannot communicate this way anymore and I'm vowing to continue to not communicate with all of you in the media. I would love to sit down, I would like to have more conversations as we did when we were talking about the Interim President, I want to have more conversation. We had a conversation with the deans, and I said the same thing, I want to have more conversations. You are the people who are here every day, doing the work, you are the faces of MSU, and we do need to listen to you, and we need to communicate better, not through the media. I will never communicate with you through the media. If you have questions about what I think we can have a conversation, but it doesn't really matter what I think because we are a collective, so we need to meet collectively with each of you not one on one. And again, I will continue to do that. I also want to recognize Swim and Dive; I know you didn't get what you wanted today. But I have continued to vow that I'm not giving up on this and to me this was at least a step in a direction instead of not moving. I apologize that we can't start your season right now. But I am committed to bringing back or re-adding or however we want to use Swim and Dive. And I apologize that we couldn't do it for you today but it's exactly what the students want, and I'm listening to my constituents. I will continue to listen to the constituents, and I will make decisions collectively with this board about what's best for this institution not by myself.

Trustee Vassar provided the following remarks:

Zora Neale Hurston is one of my favorite authors and she talks about being silent in your pain. And she says if you are silent in your pain, they will kill you and say you enjoyed it. I just applaud all the folks who have spoken up since September 9 to now. I don't think that you should ever be silent about your own concerns and your own pain, it should never happen. I don't think that silence is protection, I think silence is weaponized against people. You should always lift your voice and I do want to say that I told you last time on September 9, I don't know that you could tell but I was angry. The angriest I've ever been on this board because of the resolution around voter protections being removed from the agenda. I thought that was a lack of moral courage and I just did not appreciate being affiliated with that kind of cowardice and so I was angry. And I didn't say anything to you all about it. I just asked you one thing, I asked you to hold us accountable, and boy have you. Like, that's what you all did with vigor, right, you have held us accountable with several votes of no confidence, with endless hours of talking with constituents, with talking with the faculty, and speaking with students, and some of that was not all bad. I did talk to the BSA about the importance of voting and thank you Jo for showing up for that as well. So, it hasn't been all bad. But anytime that you've asked me to come, I show up because I won't be silent. You have voted us in. So, if you have summoned me, I will come and I will give you what my values are. I want to read two quotes. So today I'm wearing Dr. Martin Luther King Jr. on my earrings, and I just appreciate the work with HR to have that holiday recognized in a proper way for this campus. "The function of education is to teach one to think

intensively and to think critically. Intelligence plus character, that is the goal of true education.” Second quote, “education must enable one to sift and weigh evidence to discern the true from the false the real from the unreal and the facts from the fiction” and that's what I challenge you to do. This is an institution of higher learning of education. Do not ever be lulled and fooled into a place of complacency where you don't do your due diligence of figuring out what the values are of the leader before you. I charge you first to locate your own values. Find them. Examine then your leadership, see where there's some synergy, see where there's misalignment. Then I challenge you to look at the values of every one of these people on this board. Yes, we are one body and yes, we are diverse. That is the beauty of a board, that you have diverse perspectives, diverse talents, diverse expertise. Again, all I have is English, don't ask me to add up anything. But that diversity then brings to light all kinds of possibilities and opportunities. Our values though must be around increasing hope and healing at MSU. I can tell you what my primary value is. It is love. Now I've been nonviolence since 1999 and I practice nonviolence. Not saying that I'm proficient all the time, not an expert, but I'm practicing. That's my stated value is nonviolence, but more importantly, love, and not a love that makes you always feel good. Not a love it always makes you feel like oh you know things are going to be all right. It's a love that you've given us. A love that holds you accountable. A love that challenges you when you critique us. I feel love that you took the time to think about what you need from us and what you're not getting from us and then to have the courage to voice it is an act of radical transformative love. The love that lifts is a truthful love. So, I appreciate you, Trustee Scott for speaking your truth. I know it's hard. I know we're all asked to be silent again. Mama Zora Neale Hurston say you should not be silent; the truth always prevails, and the truth is always love. So, in this love I want you to measure me by that. That's my stated value. Measure me by my love. I say I value equity and inclusion. I say I value these things, do we though, as an institution? We talk about enrollment numbers, great enrollment numbers, we have all this diversity, people of color. We don't say that the Black student population declined. Everyone else increased. The Board of Trustee recipients who got scholarships or that we have acknowledged for the hard work. Well, we don't say are there are no Black and Latinx folks on that list. I want you to sift the truth from the fiction. We say we value equity and inclusion, and we value women, yet we are in court today. The board is named fighting against Title IX, fighting against access and equity for women. How does this happen? Our values do not match our actions. You must judge people by their actions and their values. Delineate what their values are, identify that and see how it's demonstrated. If it's not call them out. All the things that my fellow Trustees have said I mostly agree with quite frankly, we do need to do better. We must be braver. Jo, you said that we fail to act that's a lie. We act by not acting, inaction is an action. We must do better than this. I have not slept thinking about this response because I wanted to set all the record straight and say all the ways that I've been maligned and all the ways I've been mistreated, and all the ways racism and sexism and all these other isms have shown up. And I wanted to just set the record straight and say no, this is what happened. I don't have time. You do that work. I come in love which is always true. If you don't believe

me, I don't have anything I can do about that. And I'm not telling you that you should. I am asking that in this time you coalesce. There's got to be a moment where you decide to stop fighting. There's got to be a moment where you decide the fight is actually to bring back a Spartan unity that's what the fight is. We must come together at long last and say you know what? This is what Spartan is supposed to be and this is who we are going to be. I have the benefit of meeting so many MSU alum and students and community members and staff and they're not even worried about this, they're living their best lives. They're out there being exemplary people that are out there representing MSU in the ways that we should. Can we get back to that? That means cooperation, collaboration, and accountability. I'm not afraid of that. I asked for it. You gave it to me in doses. Thanks. Appreciate that. Our stated values must be evidenced by our actions. I was on an elevator with Heather Swain and Kathy Wilbur coming up here and they were talking about the holiday, and I told them I'm already tired of November. I'm tired. I'm not making any dressing. They can forget yams. I'm not doing anything. I'm sitting my tail down. I would suggest you rest. We don't have a meeting next month. Take some time to rest, breathe. And it is with great regret that I must announce, the holiday party is off. I take it back; I'm breaking the promise. I can't do it. Maybe next year I can get my life together and we can have a nice holiday party but this year, I can't do it. I'm already tired in this moment. Take some time to breathe. Take some time to rest. Take some time to reflect on who you are and who you want to be and who you want us to be and who you want Spartan Nation to be. Take some time, then come back and fight together. Go green.

12. Request to Adjourn

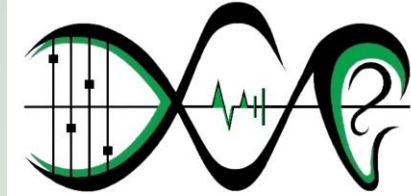
On a motion by Trustee Byrum, supported by Trustee Kelly, **THE BOARD VOTED to adjourn** at 10:30 a.m.

Respectfully submitted,



Brian Quinn
Acting Secretary of the Board of Trustees

Appendix A

Analysis of Voice and Hearing Laboratory
(AVAHLab)<https://AVAHLab.msu.edu/>

High-Speed Imaging: Unveil the Unknown about Voice Disorders

Maryam Naghibolhosseini, PhD

Assistant Professor, Department of Communicative Sciences and Disorders

Michigan State University, East Lansing, MI, USA

naghib@msu.edu

MSU Board of Trustees Meeting

Oct. 28th, 2022



VOICE

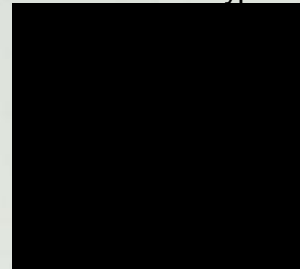


Science of Voice Production

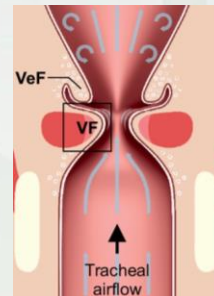
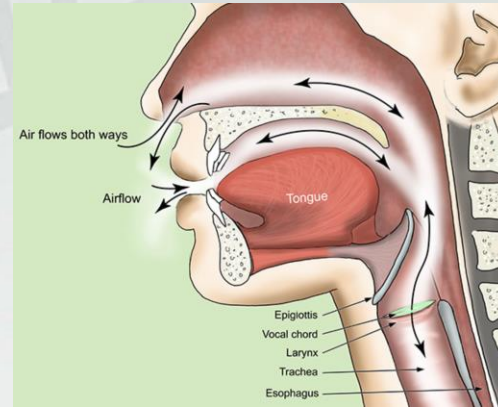
Normal



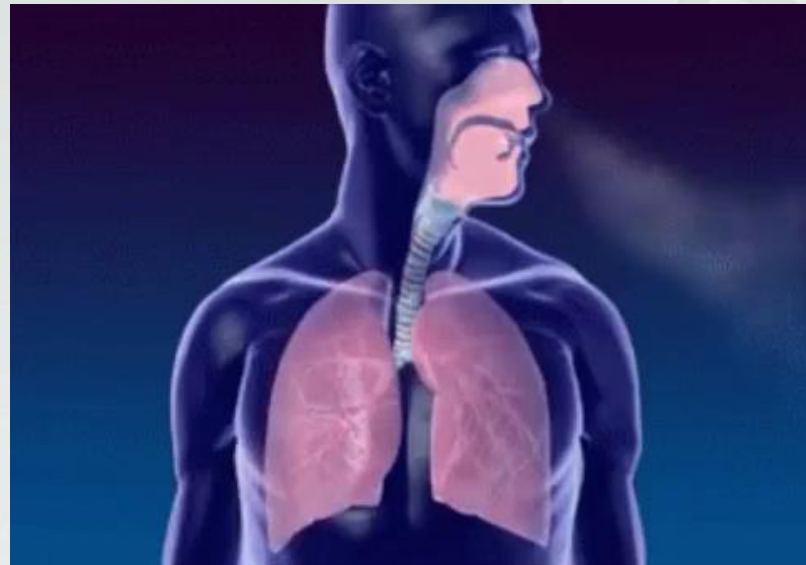
Vocal Cord Polyp



Laryngeal Spasm



<https://mammothmemory.net/biology/organs-and-systems/the-pulmonary-system/larynx.html>



Voice Disorders

Clinical Voice Assessment:

- Perceptual Voice Assessment
- Instrumental Voice Assessment (e.g., Laryngeal Imaging)

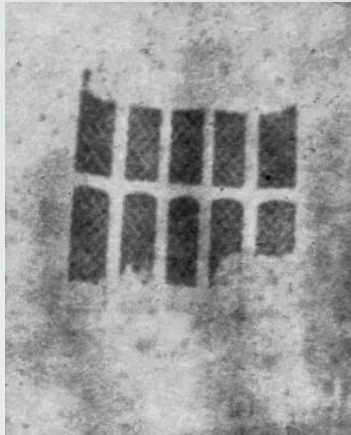


History of Photography & Imaging

Fox Talbot, 1834

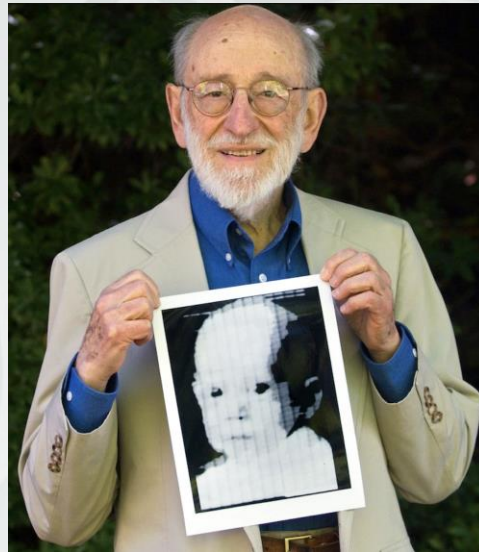


<https://www.britannica.com/biography/William-Henry-Fox-Talbot>



<https://photofocus.com/inspiration/history/william-henry-fox-talbot-an-overview/>

First Digital Image
By Russell Kirsch, 1957



https://www.washingtonpost.com/local/biographies/russell-kirsch-computer-scientist-who-scanned-first-digital-image-dies-at-91/2020/08/13/a234a22c-dccd-11ea-b205-8b38e15a9a6_story.html

High-Speed Imaging



<https://www.youtube.com/watch?v=OxyF49cG1xs>

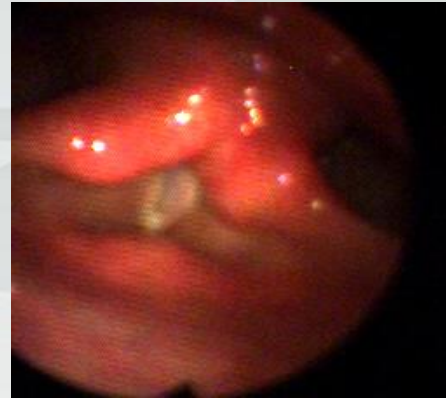
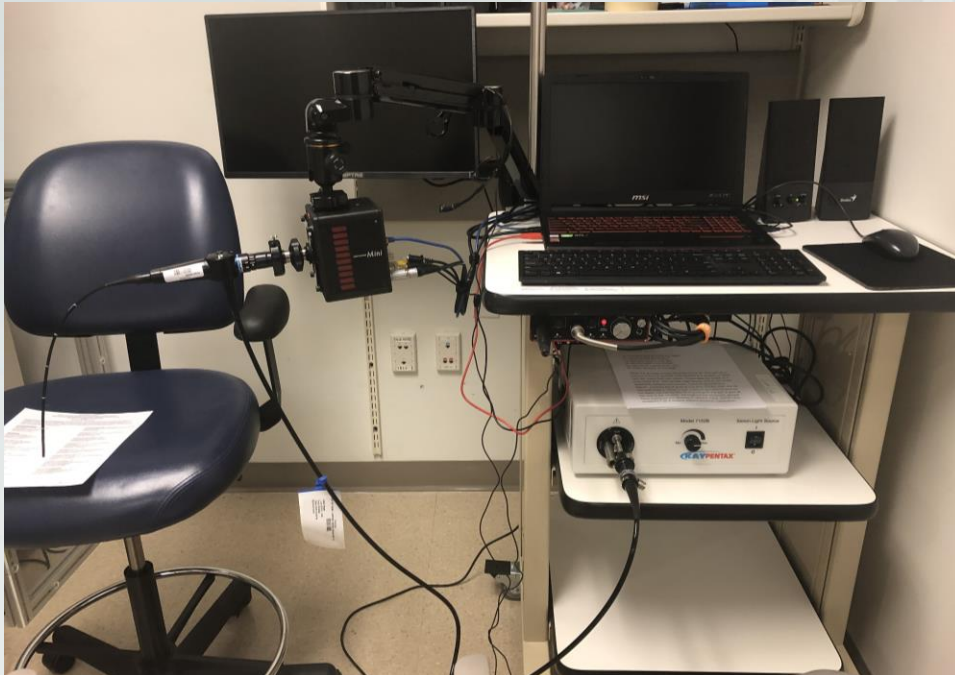
iPhone 14, 2022



<https://www.apple.com/iphone-14-pro/>

High-Speed Videoendoscopy (HSV) in Connected Speech

High-Speed Imaging



Recorded at Cincinnati Children's Hospital

Videostroboscopy



Recorded in Kansas Voice Center

Studying Laryngeal Maneuvers using Artificial Intelligence

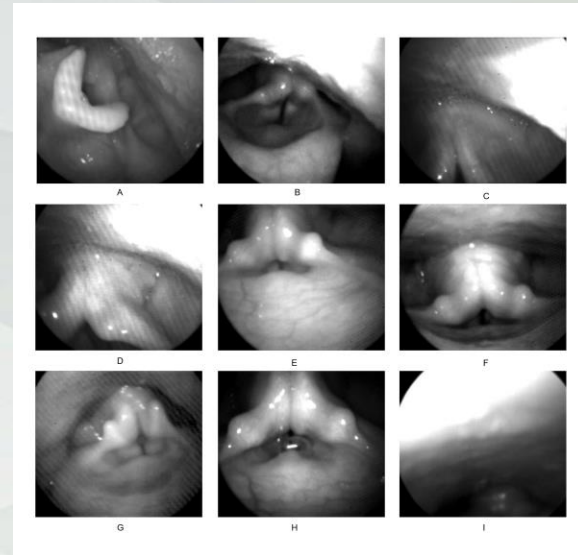
Manual Analysis

Automated Deep Learning Method

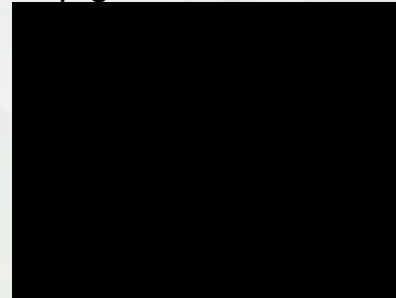
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"Unobstructed Vocal Fold"



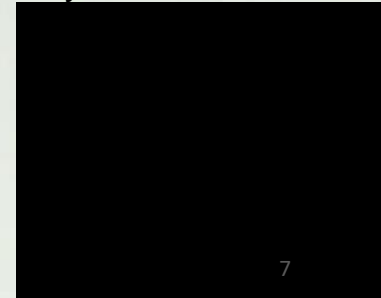
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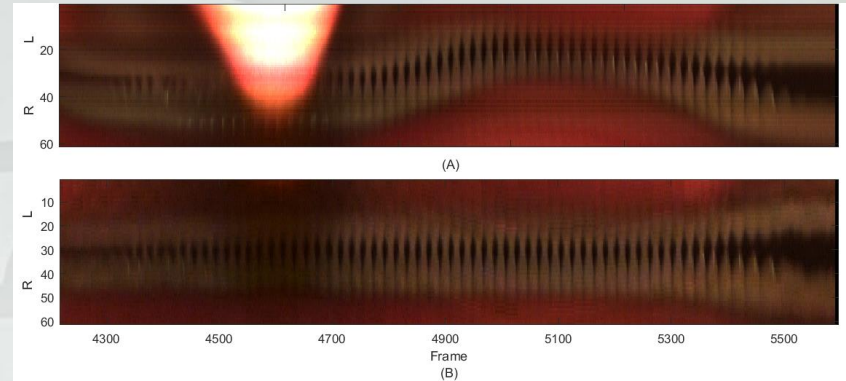
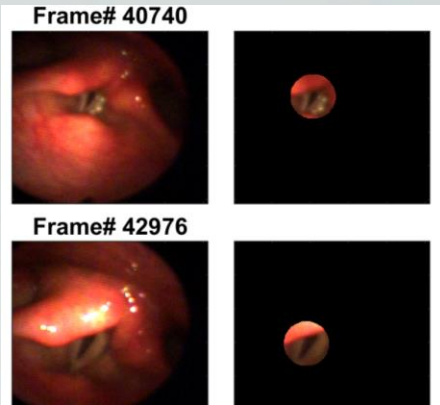
Epiglottis Obstruction



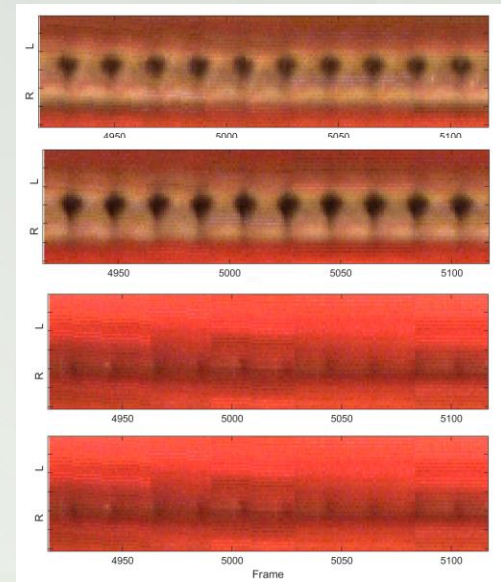
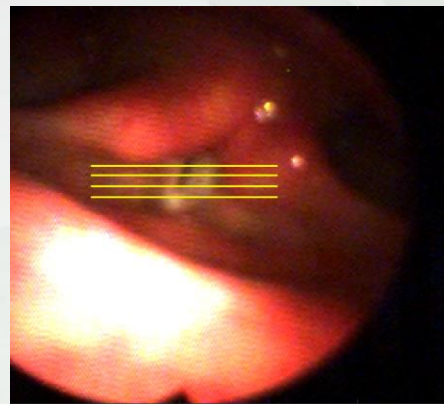
Arytenoid Obstruction



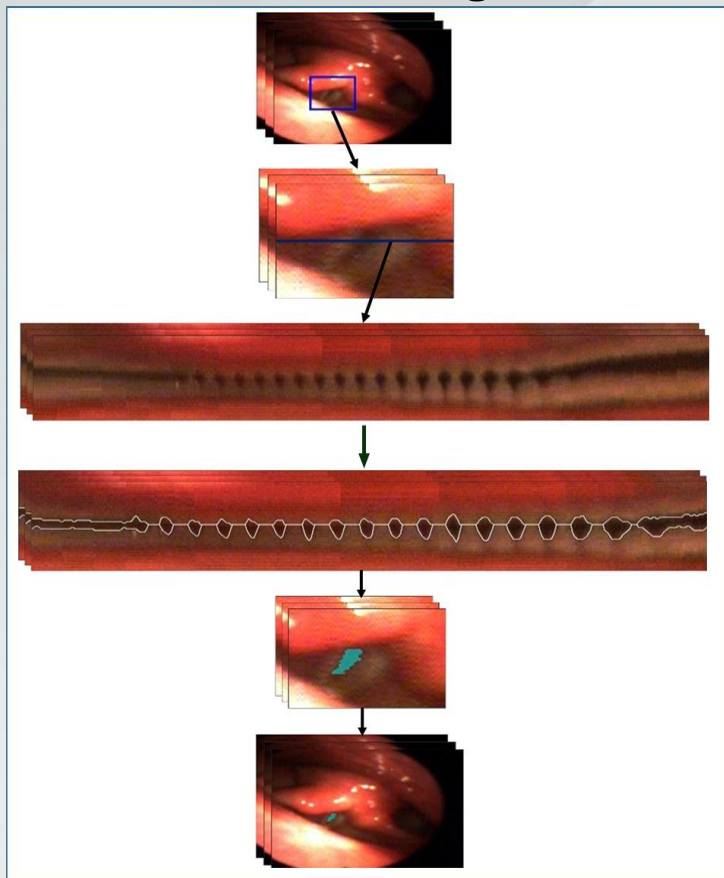
Automated Image Processing



Spatiotemporal Analysis



Hybrid Artificial Intelligence- Automated Labeling Tool



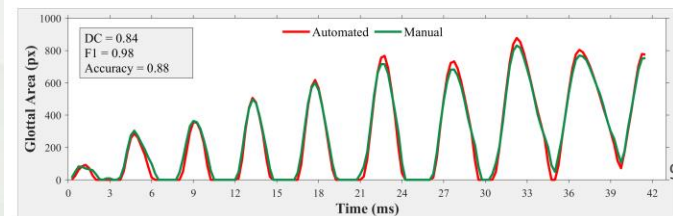
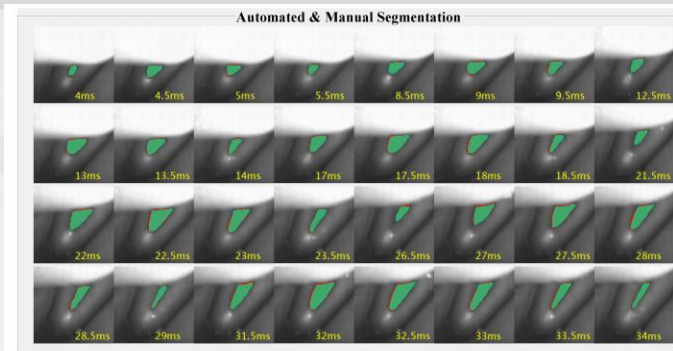
Phonation Onset-
Pathological Voice



Phonation Offset-
Nonpathological Voice



AI-based Spatial Segmentation-Deep Learning Analysis



Future Directions:

Goal: Development of objective measures and biomarkers for neurogenic and structural voice disorders toward designing new voice assessment protocols.

- Artificial intelligence for extracting HSV-based measures with clinical relevance.
- The relationship between the HSV measures and perceptual measures of voice.
- Subject-specific computational models of voice production.

Clinical Benefits and Applications:

- Preventing voice disorder misdiagnosis and ineffective treatments.
- **Personalized Treatment:**
Developing patient-specific tools to improve voice treatment and surgical outcomes.

Thanks to my Collaborators and Students!



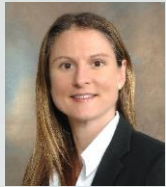
Dimitar D Deliyski

Chair, Communicative Sciences and Disorders
Michigan State University



Mohsen Zayernouri

Associate Professor, Mechanical Engineering
Michigan State University



Stephanie RC Zacharias

Assistant Professor of Otolaryngology
Mayo Clinic-Scottsdale, AZ



Alessandro de Alarcon

Professor, Otolaryngology-Head & Neck Surgery
Cincinnati Children's Hospital, OH



Robert F Orlikoff

Dean, College of Allied Health Sciences
East Carolina University, NC



Sara Charney

Speech-Language Pathologist
Mayo Clinic-Scottsdale, AZ

AVAH Lab Members



COMMUNICATION ARTS & SCIENCES



Ahmed
Yousef

Sam
James

Audrey
Deising

Edie
Emery

Sarah
Zenas

Carolyn
Lignell

Trent
Henry

Acknowledgments

National Institutes of Health (NIH)

National Institute on Deafness and Other Communication Disorders (NIDCD)

- Research Scientist Career Development Award K01DC017751
- Early Career Award R21DC020003

Michigan State University

- Heiss Endowment
- Discretionary Funding Initiative
- Trifecta Initiative Matching Funds Award
- Sandi Smith Research Fellowship
- Trifecta Facilitating Funds Award



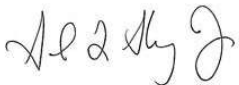
Thank you for your attention!

APPROVED
OCTOBER 28, 2022
BOARD OF TRUSTEES
MICHIGAN STATE UNIVERSITY

October 28, 2022

MEMORANDUM

To: Committee on Budget and Finance

From: Samuel L. Stanley, Jr., M.D. 
President

Subject: State of Michigan Fiscal Year (SFY) 2024 Capital Outlay
Project Request and Five-Year Capital Plan

RECOMMENDATION

The Trustee Committee on Budget and Finance recommends that the Board of Trustees adopt Michigan State University’s SFY2024 Capital Outlay Request for State of Michigan cost participation for the project titled “Engineering and Digital Innovation Building”, and the Five-Year Capital Plan.

Action on the request authorizes the Administration to respond to the State of Michigan Budget Office reporting requirements and submit a Capital Outlay request for state cost participation. The report and request are due to the State Budget Office no later than October 28, 2022.

RESOLUTION

BE IT RESOLVED that the Board of Trustees of Michigan State University hereby adopts the 2024 Capital Outlay Project Request, and Five-Year Capital Outlay Plan included as Attachment A hereto.

BACKGROUND

The State of Michigan Capital Outlay process requires that public universities and community colleges submit a Five-Year Capital Outlay Plan that is intended to provide state policymakers with the most current information available on institutional priorities and needs. Institutions may request state funding of a capital outlay project. The requested project must be a logical extension of information contained in the Five-Year Capital Plan and address a specific academic or research need of the institution. The plan must be approved annually by the institutions governing body and is to include state supported and institutional funded projects.

To optimize flexibility the university provides a more significant potential list of priority projects, hence the list appears greater than the number of



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President**

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projects that would move forward in the five-year timeframe. The MSU capital outlay project request and capital priorities support programs that have strong national reputations, expanding research bases, and have high enrollment demand that will sustain the university and its contributions to Michigan. Funding of these requests will provide economic development in the state, now and in the long term.

Capital Outlay Project Request is for construction of a new Engineering and Digital Innovation Building. The new building will support the emergence of a strong and transformative ecosystem focused on the convergence of digital and physical technologies. It will bring together a range of teaching, learning, and research activities across multiple colleges and disciplines to create an energized, innovative, and entrepreneurial community focused on digital futures. The academic partnership across six Colleges: Engineering, Natural Science, Arts and Letters, Business, Communications Arts and Sciences, and Social Science is intentional and will lead to interdisciplinarity in learning and research.

The building will (a) provide new capacity, (b) align modern building infrastructure, space functionality, and (c) support the consolidation of top-ranked researchers and students, thereby enabling new synergies and enhanced potential for discovery and increase the potential to attract significant federal funding in high-demand research areas. This building will be a physical and symbolic gateway to the digital future at MSU – a home for new ideas and transformational learning and research.

The new building will (a) support an increase in enrollment of new undergraduate students in computational sciences and digital literacy disciplines, and in graduate related programs, (b) prepare MSU graduates with skills in computational sciences and digital literacy necessary for postgraduate success, and (c) become MSU's center for excellence in advanced manufacturing, materials science, ultrafast science, and quantum computing including heterogeneous micro-electronic technologies.

This investment will provide the foundation to respond to industry needs and student demand, support economic development in Michigan, leverage the opportunities provided by FRIB for heavy-ion radiation testing of integrated chip-based systems, and provide research infrastructure for growth in materials research and emerging initiatives such as semiconductor research.

Attachment A: Five-Year Capital Plan

cc: Board of Trustees, T. Woodruff, N. Beauchamp, M. Woo, M. Zeig, B. Quinn, K. Wilbur, D. Gage, L. Frace, B. Kranz, V. Gore, A. Haller, D. Bollman, T. Glasmacher

Attachment A

Michigan State University

Fiscal Year 2024 Capital Outlay Project Request and Five-Year Capital Plan

		FY23 Est. (mil.)
Capital Outlay Project Request – New Construction		
• Engineering and Digital Innovation Building - New Const. - Rsch Support and Expansion		\$250.0M
MSU 5-Year Capital Planning (Alphabetical Order)		
Renovations and Additions		
• Auditorium Building - Renovation of the main auditorium to support teaching, learning, outreach		TBD
• Barrier-Free Accessibility Projects - Single Occupant/ADA Restrooms - High Priority Buildings		\$4.4-\$5.5
• Biomedical Discovery		
◦ Biomedical Animal Resources - Provision for Large Animal Housing and Surgery		\$13.6 - \$19.8
◦ Clinical Center A-Wing – Renovate for Research Expansion		\$78.5 - \$90.5
◦ Clinical Center B-Wing – Renovate for Research Expansion & Learning		\$18.2 - \$24.1
• BSL-3 - Research Expansion Multi-Species Flexible Housing/Procedure Space (Ph. 2 of 2)		\$11.6 - \$12.7
• Campbell Hall - Renovation		\$22.0
• Chemistry HVAC Renewal		\$40.0M
• Core Aquatic Species Research Facility - Renovation and/or Addition Rsch. Support and Exp.		\$27.5-\$33.0
• Duffy Daughterty - Additional Renovations to Support Student Athlete Wellness		\$40.0
• Engineering - Renovations - Research and Learning - New Construction Related Backfill		\$11.0 - \$13.2
• Grand Rapids Research Center (GRRC) 5th Floor Lab Fit-out		\$8.4
• Jenison Weight Room/Athletic Training Room Renovation		\$20.0
• Kresge Art Center - Comprehensive Renovations - Teaching and Learning, Research		TBD
• Learning Space Improvements – Annual Investment for Updates and Improvements (5-Year need, \$12.0 annually)		\$60.0
• Life Science Building (A & B) HVAC replacement and related (phased approach)		\$77.0 - \$88.0
• Old Botany – Comprehensive Renovation		\$12.4 - \$12.8
• One-Stop for Student Services		\$2.0-\$3.0
• Outdoor Track Relocation		TBD
• Owen Hall - Convert back to Student Rooms (requires identification of new locations for remaining academic programs)		\$2.6
• Parking Lot 38 (Erickson)		\$1.9
• Parking Lot 46 (Integrated Plant Sciences)		\$1.5
• Plant and Environmental Sciences - Renovate Existing Plant Biology Building Research, Teaching and Learning		\$83.6-\$104.5
• Student Services Building - Renovate for Student Support - First Floor Career Services Area		\$2.2 - \$3.3
• Tennis Courts - New/Relocation to outside of Tennis Building		TBD
• Transportation Services - Relocation		\$24.1 - \$26.5
• 195 Crescent Road - Limited modifications to 1st and 2nd floors for IT Services space consolidation		\$1.2

New Construction - New Building

• Chemical Waste Facility - New Construction	\$36.2
• Health/Clinical Sci. Simulation Facility (multi-college) -Teaching/Learning, Rsch., Outreach	TBD
• Health Education Building - Teaching and Learning and Academic Support - Renovations and/or New Construction (East Lansing)	TBD
• MSU Health Care - Medical Services Building	TBD
• MSU, Henry Ford Health System Partnership - New Research Building (Detroit) - Long-term Lease	TBD
Major Systems Maintenance & Utilities (Alphabetical Order)	
• Capital Renewal (5-Year need, \$35.0 annually)	\$175.0
• Regional Chilled Water Plant - Convert to Electric Chillers	TBD
• Utilities (5-year) – Power Plant Modernization	
○ Battery Energy Storage System	\$2.2
○ Combustion Turbine/Heat Recovery Steam Generator/Steam Turbine (Part 1/2 - demolition)	\$20.0
○ Combustion Turbine/Heat Recovery Steam Generator/Steam Turbine (Part 2/2 - design/construction)	\$40.0
○ East Cooling Tower Replacement	\$9.0
○ Electrical Centrifugal Chillers – 8,400 tons	TBD
○ Package Boiler	\$20.0
○ RICE Engine	\$16.0
○ Unit 4 Boiler Fluidized Bed Conversion	\$10.0
○ #2 Steam Turbine Generator Stator Rewind	\$2.5

SERVICE AGREEMENT TERM SHEET

Party:	Advertent Biotherapeutics
Project Description:	MSU will be producing a drug protein from technology it has patented that Advertent will use to develop a novel therapy for muscle degeneration in Duchenne muscular dystrophy.
Term:	September 2022-August 2023
Payment Terms:	Advertent Biotherapeutics paying MSU, not to exceed \$10,237.
Services Provided:	By MSU to Advertent Biotherapeutics: Production of purified pirin protein By Advertent Biotherapeutics to MSU: None contemplated under this agreement.
Use of University Facilities/Personnel:	Work is to be performed at MSU's Biochemistry Building.
Organization Type:	Michigan for-profit company
Personnel Interest:	Dr. Erik Martinez Hackert, Associate Professor, Department of Biochemistry and Molecular Biology, and his spouse are officers of this company, own stock, and have stock options. The current value of their ownership interests is less than \$5000. His spouse is the CEO, while he is the CSO. Dr. Martinez Hackert will serve as the Primary Investigator for MSU on a subaward from Advertent. His spouse is the Primary Investigator for Advertent Biotherapeutics.

SERVICE AGREEMENT TERM SHEET

Party:	Scarlet Spartan Solution, LLC
Project Description:	The College of Osteopathic Medicine (COM) will be purchasing a spreadsheet that assists in analyzing student hospital placement ranking. COM will use the spreadsheet to track which students will be placed at each clinical rotation site, including the rank each student gave to the hospital in which they were placed, overall average ranking of each hospital, and the average and standard deviation of the rank each student gave to the hospital in which they were placed. The company will also provide a histogram of the rank students gave to the hospital in which they were placed.
Term:	February 2022 – February 2023
Payment Terms:	Not to exceed \$9,000 to MSU in one-time purchase fee.
Services Provided:	By MSU to Scarlet Spartan Solutions: None contemplated under this agreement By Scarlet Spartan Solutions to MSU: student hospital placement ranking and histogram spreadsheet.
Use of University Facilities/Personnel:	None.
Organization Type:	Michigan limited liability company
Personnel Interest:	Dr. Julian Scott, a Research Associate in Mechanical Engineering, is the founder and owner of Scarlett Spartan Solution.