

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

December 13, 2024

President Guskiewicz called the meeting of the Board of Trustees to order at 9:00 a.m.

Trustees present: Dianne Byrum, Dennis Denno, Dan Kelly, Renee Knake Jefferson, Sandy Pierce, Brianna Scott, Kelly Tebay, and Rema Vassar.

University officers present: President Guskiewicz, Interim Provost and Executive Vice President Jeitschko; Senior Vice Presidents Frace and Gore; Vice President and General Counsel Quinn; Secretary Fletcher; Vice Presidents Bollman, Gage, and Guerrant. Faculty liaisons present: Liz Gardner, Bree Holtz, Justin St. Charles, and Angela Wilson. Student liaisons present: Erin Caldwell and Connor Le.

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

1. On a motion by Trustee Denno, supported by Trustee Scott, the **BOARD VOTED to approve** the proposed agenda.
2. On a motion by Trustee Pierce, supported by Trustee Byrum, **the BOARD VOTED to approve** the minutes of the October 13, 2024, Board of Trustees meeting.
3. President's Report

President Guskiewicz provided the following report to the Board.

I'd like to begin this morning by remembering Dr. Clifton Wharton, a true Spartan and path breaker who passed away last month. Dr. Wharton served as MSU's 14th president. President Wharton recorded many firsts, including in his work as an agricultural development economist, an executive in higher education, philanthropy, and corporate worlds. He was the first Black president of a major US public research university, and from 1970 to 1978 he led Michigan State through an often-tumultuous period of social change while pursuing his goal of building a pluralistic university. I'll always remember the warmth of which he welcomed me into the Spartan family and the leadership wisdom that he offered. I first had a chance to meet Dr. Wharton and his wife, Dolores, in New York City at their home back in May of this past year, and he encouraged me to be bold in the way that I would lead Michigan State University. And I continued to have conversations with Dr. Wharton, even leading up to my investiture back in late September, and I know that we'll continue to make Dr. Wharton proud. So, I'd like to pause for a moment

of silence to remember and reflect on the legacy of President Clifton Wharton. Thank you.

So, this week our students are completing their course projects and taking their final exams before the Winter break, and I wish them good luck and good grades. I enjoyed leading fall graduates on Wednesday, climbing the 73 steps of Beaumont Tower, a tradition that I started last Spring with the Spring graduating class of 2024. More than 100 graduates climbed the tower and heard about the history of the clock tower, which is nearly 100 years old now. Students learned about the significance of Beaumont Tower as a meeting place, and also as we found it interesting, a keeper of time. As the individuals giving the tour talked about the difference, as you think about 100 years ago and students didn't have the benefit of a cell phone to track their time in getting to and from classes. So, in many ways, the tower clock served, in many ways, of notifying students when it was time to move on to their next class, so we thought that was interesting. Exam week can also be stressful, and I want to thank our faculty, academic, and support staff, for taking such good care of our students, from reaching out with academic support to serving meals in our dining halls. And thanks also to our partners bringing therapy dogs to campus to help ease the nights of hard study. Speaking of canines, we love our presidential pup, Koda, who sends a shout out to two very good Spartan dogs celebrating their recent birthdays: Zeke the Wonder Dog and River, our Department of Police and Public Safety comfort dog, and I hope you'll keep River in your thoughts. He's recovering from surgery that he had to have earlier this week. I'm looking forward now to congratulating and celebrating nearly 4,000 new Spartan graduates at our Fall Commencement ceremonies later today and tomorrow, and I know many of you will be there to join in that celebration. In the next couple of months, I look forward to welcoming 1,000 prospective Spartans to tour campus who will compete for the merit-based scholarships here at Michigan State, and it'll be the inaugural year for our new Joseph R. and Sarah L. Williams scholarship program, our premier undergraduate scholarship program that I was pleased to introduce at my presidential investiture back in September. With 30 new scholarships available to the best and brightest incoming students, the Williams scholarships will more than double our full-ride awards. In addition to covering tuition, housing, and meals, these scholarships will include stipends for education abroad and other experiential education opportunities which add such valuable dimensions to the college experience here in our classrooms. It's great knowing that together we've prepared our graduates to secure good jobs on the way to great careers. A recent survey just announced last week in the *Times Higher Education*, places Michigan State among the Top 10 Public U.S. Universities for Graduate Employability, something we should be proud of. So, we know that there's a great ROI on a Michigan State degree, which is why we're also working with our community college partners to widen the pipeline for students seeking to transfer to Michigan State to earn four year and, perhaps, advanced degrees. A number of us joined our colleagues at Lansing Community College this month to recommit to an expanded Envision Green program. This is another initiative announced at my presidential investiture; with state grant support, we will direct

new resources and support students to LCC transfers and build our infrastructure to support similar arrangements with other community colleges. And for students pursuing a career in medicine, our College of Human Medicine has signed an early admissions agreement with Oakland Community College to establish a cooperative program of pre-medical and medical education. The articulation agreement offers Oakland Community College students an enhanced opportunity for admission to medical school after transferring to MSU as pre-medical students interested in working with underserved populations. These are great examples, once again, of how MSU is and will continue to be Michigan's state university. Along those lines, and with the inaugural Spartan Bus Tour in the books, I'm already getting excited for next year's bus tours, and I say tours because we're going to have two of them. This is when we took faculty and leaders to points around the state, and so for 2025 we're looking at expanding the Spartan Bus Tour. The first will be a briefer visit to the metro Detroit area in May, just following graduation. The second one, next fall, will look more like the tour that we took this past October with three days of visits across a wider section of the state. And we're looking, at this point, at a tour in the Upper Peninsula and northern Lower Peninsula. The point of the different tour formats is to increase participation overall while making them more accessible and inclusive through different timing and structures. And we'll keep the campus community informed as plans are firmed up and when we open applications for participation early in the new semester. And as I've said before, all of us as Spartans should be amplifying our stories about Michigan State's world class research and engaged community outreach, and that's exactly what we'll do, as we touch down in communities that our students, faculty, staff, legislators call home to show, once again, how we are Michigan's state university. So, I was excited to see researcher Eric Olson's work enjoying notice in major news media outlets as he works to revive rye seeds recovered from a 19th century Lake Huron shipwreck. Through the great work of our University Communications and Marketing crew, the story has picked up so far by media, including the *New York Times*, *The Times of London*, *Science Friday*, *Public Radio's Smithsonian Magazine*, the MSN Network, and even *Popular Mechanics*. It's a fine example of how Spartans are engaging the interest of people across the globe in our work. Here's another item worthy of amplification. We learned recently Michigan State leaped ahead in the 2025 QS Sustainability Rankings to number 28 in the world and number five in the nation. Both rankings place MSU in the top two percent. The QS Sustainability Rankings measure how well universities are addressing the world's greatest environmental, social, and governance issues. So, congratulations to our Office of Sustainability and all those who are integrating sustainability into our operations and academic programs. I join the board today in saluting the fall graduates who earned perfect GPA's and will shortly be recognized with the Board of Trustees award. It's an inspiring accomplishment, and I look forward to seeing them at tomorrow's commencement ceremonies. We congratulate our Michigan State student athletes as well, who excelled in the most recent NCAA graduation rate report. MSU's four-year federal graduation rate of 80 percent is tied for second highest in athletic department history and ranks fourth among the Power Four public institutions. It's the fourth straight year that MSU has

been at 80 percent or better in three programs: women's soccer, volleyball, and men's tennis had perfect 100 percent four-year graduation rates. I also want to shout out former football head coach Mark Dantonio on his induction into the College Football Hall of Fame on Tuesday. And speaking of sports, we have four winter sports teams in the Top 25: ice hockey, gymnastics, and women's and men's basketball. The individual sports rankings have changed a bit from what you see here, and it's an extraordinary accomplishment to have so many teams in the Top 25. Women's basketball got off to their best start in program history, in fact, with a nine and zero record after the win over DePaul on Sunday, and they'll host number 21 Iowa this Sunday. And tonight, MSU's ice hockey team faces off against Minnesota in a contest between the top two teams in the country, in terms of winning percentage. So good luck to all of our teams, and I hope you can get out and support these incredible student athletes at every opportunity. Finally, I want to close by expressing my gratitude to our two departing Trustees for their dedication to MSU, its students, and its employees and to the people of Michigan that we serve. We will hear from their colleagues later in the meeting, but I personally want to thank trustees, Dianne Byrum and Dan Kelly, for the support that they've given me, starting with approval of my appointment a year ago. Dan and Dianne, you've been thoughtful and valued partners over these first nine and a half months in helping me to get off to a good start and setting a new course for Michigan State University. And for that I am grateful, and I know that I speak for so many here on our leadership team and the many faculty and students with whom you've taken the time to get to know over 16 years, Dianne, and over eight years, Dan, and we are grateful for all of the work that you've conducted alongside them to move Michigan State University forward in ensuring that we will attain our goal of being a leading global public research university. Thank you. With that, I'm going to continue on with the agenda and turn it over to Secretary Fletcher.

4. Public Participation on Items Germane to the Agenda

1. Jennifer Goett – Divestment from entities that support the genocide in Gaza
2. Alex Alweiss – Divestment
3. Stephen Gasteyer – Options for ethical investments at MSU
4. Ateeyah Abdul-Wasi – Divestment
5. David Hogan – Divestment
6. Zaaki Mandwee – Divestment

5. Gift, Grant, and Contracts Report

Vice President Doug Gage presented the Gift, Grants and Contracts Report for the period of August 8, 2024, through November 19, 2024. The report is a compilation of 782 Gifts, Grants and Contracts plus 20 Consignment/Non-Cash Gifts, with a total value of \$229,031,182.

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

Trustee Vassar was not in the room during this vote.

THE BOARD VOTED to approve the recommendation.

6. Research Presentation

Vice President Gage introduced Professor Rodney Whitaker, Hannah Distinguished Professor, College of Music, who gave a presentation on Each One Teach, and Professor Carmen Bradford, College of Music, who gave a presentation on “Me and Count Basie”. (Appendix A)

President Guskiewicz provided the following remarks.

I think all we can do is say, wow. And can you join us for every Board of Trustees meeting? Please. That was incredible. Thank you. Thank you. That was incredible. I think Johnny Carson would be proud.

7. Personnel Actions

Interim Provost Jeitschko presented the following personnel actions.

Keiko Miyadera, DVM, Ph.D.—AN, Associate Professor, Department of Small Animal Clinical Sciences, with tenure, effective November 1, 2024.

Andrea Johnston, Ph.D.—AN, Associate Professor, Department of Small Animal Clinical Sciences and Pathobiology and Diagnostic Investigation, with tenure, effective January 1, 2025.

Allison Kuipers, Ph.D.—AY, Associate Professor, Department of Medicine, with tenure, effective December 30, 2024.

Janeen Salak-Johnson, Ph.D.—AN, Professor and Meadow Brook Chair, Department of Large Animal Clinical Sciences, with tenure, effective May 1, 2025.

Promotion and Tenure Actions

The following actions include tenure recommendations which were delayed last spring, recommended by the Department Chairpersons/School Directors, the Deans, and the Provost in accordance with the tenure rules.

The following promotion(s) include the award of tenure and are recommended to be effective January 1, 2025.

- a. Firas Khasawneh, promotion to Associate Professor with tenure, Department of Computational Mathematics, Science and Engineering.

- b. Alison Goralnik, promotion to Associate Professor with tenure, Department of Community Sustainability.

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

THE BOARD VOTED to approve the recommendations.

8. Committee on Budget and Finance

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

A. Fund Functioning as an Endowment: Extension Farm Stress Project Fund

The Trustee Committee on Budget and Finance recommends that the Board of Trustees establish a fund functioning as an endowment entitled “Extension Farm Stress Project Fund” to provide support for the MSU Extension Farm Stress Project within the College of Agriculture and Natural Resources.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby establishes a fund functioning as an endowment entitled “Extension Farm Stress Project Fund.”

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

THE BOARD VOTED to approve the recommendation.

B. Fund Functioning as an Endowment: Spartan Marching Band FFE

The Trustee Committee on Budget and Finance recommends that the Board of Trustees establish a fund functioning as an endowment entitled “Spartan Marching Band FFE” to provide support for the Spartan Marching Band.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby establishes a fund functioning as an endowment entitled “Spartan Marching Band FFE.”

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

THE BOARD VOTED to approve the recommendation.

C. Authorization to Purchase Property – CANR/AgBioResearch – Willoughby Road

The Trustee Committee on Budget and Finance recommends that the Board of Trustees authorizes the Administration to purchase land to support the feed production for the expanding dairy cattle herd.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby authorizes the Administration to purchase approximately 92 acres of land located in Alaieton Township, Michigan to support the Dairy Cattle Teaching and Research Center upon such terms and conditions as may be acceptable to the president or the president's designee(s).

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

THE BOARD VOTED to approve the recommendation.

D. Spartan Stadium Improvements

The Trustee Committee on Budget and Finance recommends that the Board of Trustees approves the following actions related to Spartan Stadium:

1. Authorizations to Plan and Proceed for the replacement of the videoboards, with a project budget of \$10.0 million.
2. An Authorization to Proceed for renovations to the 4th, 7th, and 8th floors of the West Tower, with a project budget of \$18.0 million.
3. An Authorization to Plan for the future modernization of the stadium.

BE IT RESOLVED that the Board of Trustees hereby approves the following actions related to Spartan Stadium:

1. Authorizations to Plan and Proceed for the replacement of videoboards.
2. An Authorization to Proceed for West Tower renovations - 4th, 7th, and 8th floors.
3. An Authorization to Plan for the future modernization of Spartan Stadium.

Trustee Pierce **moved to approve** the recommendations, with support from Trustee Tebay.

Athletic Director Haller provided the following report.

Thank you. Good morning, President Guskiewicz and trustees. Spartan Stadium opened in 1923, and for over 100 years, the Spartan community have been gathering there and making memories, lifetime memories. And so, the project will be in three phases. The first phase will be video boards. The video boards were constructed and put up in 2012. They're past their life cycle. And so, the new video boards will offer new sponsorship opportunities and improve the game day experience for our fans. The second part of this project will be the West side revitalization, which include the fourth, seventh, and eighth floor. The suites will be updated, the restrooms will be updated, new technology, new flooring, new seating, new opportunity for our donor engagement, revenue generation, and the opportunity to enjoy the Spartan experience, the Spartan football experience, to a greater value. And then the third part of this project will be the reimagination of Spartan Stadium, which I'm very excited about. A new East tower, new bowl seating, new ADA improvements, new safety and security, and then the opportunity to partner with the academic and research community to make the Spartan Stadium a living facility every day and operate every day. And so, as a former player, I join thousands of former players, the Spartan community to thanking President Guskiewicz and the trustees for hopefully approving this project.

THE BOARD VOTED to approve the recommendations.

E. Revisions to BOT 607, *Investment Policy*

The Trustee Committee on Budget & Finance recommends that the Board of Trustees approve the restatement of BOT 607, *Investment Policy*, in whole as BOT 607, *Investment Policy Statement*, indicated in Attachment A. Additionally, the Committee recommends the rescission of BOT 106, *Investment Advisory Subcommittee*. Last, the Trustee Committee on Budget & Finance recommends that the Endowment Spending Rate be set at 4.8 percent, an increase of 0.4 percent from its current 4.4 percent, starting fiscal year 2026.

BE IT RESOLVED that the Board of Trustees hereby approves the full restatement of BOT 607, *Investment Policy*, in whole as BOT 607, *Investment Policy Statement*, as indicated in Attachment A. (Appendix B)

BE IT FURTHER RESOLVED that the Board of Trustees approves the rescission of BOT 106, *Investment Advisory Subcommittee*.

BE IT FINALLY RESOLVED that the Board of Trustees establishes the Endowment Spending Rate at 4.8 percent starting fiscal year 2026.

Trustee Pierce **moved to approve** the recommendation, with support from Trustee Tebay.

Trustee Pierce provided the following remarks and report.

We recognize the importance of addressing concerns brought to the board regarding the university's investments. At the February meeting of this year, the Committee on Budget and Finance, did initiate a review of MSU's investment portfolio and, give me a second, as promised, over the summer, we updated the policy that is now in front of the board for review and approval. Our focus in these revisions has been clear: that MSU's investments support our fiduciary responsibility to financial sustainability, institutional growth, and advancing the university's core mission—education, research, and outreach. As a result, we have enhanced the governance mechanisms in the investment policy, including a revitalized investment advisory committee to provide advice, feedback, and review of the university's investment practices. This committee will have five to nine external members with appropriate credentials in institutional investing or related corporate financial backgrounds. It will include the chair of the Trustee Committee on Budget and Finance, or such other trustee as appointed by the chair to serve as an ex officio member. The President, the Chief Investment Officer and the Chief Financial Officer will also serve as ex officio members. We also are making a commitment to form within this next year a university committee of faculty, students, and staff appointed by the President to consider investment change requests for non-financial reasons. Upon establishment of the committee, the board will establish specific and objective instructions as to how to evaluate the merits of the requests. The revisions to the policy build on prior commitments to inclusive dialogue with diverse groups of people. The future committee will hear concerns regarding specific investments and will draw on best practices from peer institutions and uphold high level evaluation standards to support MSU's long term financial health. We remain steadfast in safeguarding the resources necessary to advance our university's mission and to ensure opportunities for current, as well as our future generations.

THE BOARD VOTED to approve the recommendation.

I would just like to make a few more comments. The committee received a presentation on sustainability, the construction and facilities update, the Fiscal Year 2025 first quarter operating forecast, and the annual debt update. The Budget and Finance Committee has had a busy and productive year. I'd like to share a few highlights from this past year. We approved over \$810 million of capital investment in 2024. Four examples of projects approved this year that are under construction demonstrate our support of our strategic focus. The new research building in Detroit, a \$335 million project that was approved in April, will provide research space for the MSU and Henry Ford Health Partnership, where research

will focus on areas including cancer, neuroscience, immunology, and infectious diseases, with a particular interest in health inequities and disparities and social determinants of health. The Plant and Environmental Sciences Building, a \$200 million project that will open in March of 2027, substantially increases MSU's research capabilities for research at the interface of plants and the environment and provides new opportunities for integrated plant sciences research that is central to addressing challenges in agricultural and natural settings. The Dairy Cattle Teaching and Research Center, a \$75 million facility, is under construction, and it's expected to open in the fall of next year. This project is supported by \$30 million in state of Michigan funding and supports the expansion of research, education, and outreach that will serve Michigan's farmers and develop tomorrow's workforce. Renovation of space in Wilson Hall was approved for planning to support the new tech engineering degree program, an innovative program bringing together engineering and technology curricula to prepare students for modern engineering challenges in the multi-disciplinary, interconnected world that we're in today. The program responds to State of Michigan Workforce Development Goals, industry, and student demands. In June, the board approved a \$3.65 billion budget, with new funding supporting the strategic plan, including investment in student success, including funding for advising support and financial aid, faculty and staff compensation and benefits, new faculty hiring, and research, including our partnership with Henry Ford, and support for the new Plant Sciences Building. I'd like to end my report with a few thank yous. I want to thank our Chief Financial Officer, Lisa Frace, who is here today, and her team, as well as Phil Zecher, our Chief Investment Officer, and his team for the incredible amount of work and commitment that they put into everything that I've just talked about. I'd also like to thank and give credit to the Committee of Budget and Finance, our chair, Dan Kelly, our Vice Chair, Kelly Tebay, thank you for offering to lend your skill and your experience to help us navigate a \$3 billion budget. Much appreciated. That concludes my report.

President Guskiewicz provided the following remarks.

Thank you, Trustee, Pierce, and I just want to echo the appreciation for everyone involved here and thank this board for a lot of good work that's being done in this space. If we're going to continue to be a leading global public research university, we have to modernize our facilities. I know oftentimes people become frustrated with the cranes that are up and the construction fences and navigating around all of that, but those cranes and construction fences are a sign of progress. And so, we just have to be patient, but I really appreciate the commitment by this board to allow us to continue to modernize facilities, build new facilities, and recruit the world class faculty that we have.

9. Committee on Academic Affairs

Trustee Knake Jefferson presented the Trustee Academic Affairs Committee Report and the following recommendations and resolutions.

A. Rescission of BOT 801, *Development Program—Centralized*

The Trustee Committee on Academic Affairs recommends that the Board of Trustees rescinds BOT 801, *Development Program—Centralized Policy*.

BE IT RESOLVED that the Board of Trustees hereby approves the rescission of BOT 801, *Development Program—Centralized*.

Trustee Knake Jefferson **moved to approve** the recommendation, with support from Trustee Pierce.

THE BOARD VOTED to approve the recommendation.

B. Amendments to Bylaws for Academic Governance

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve amendments to the Bylaws for Academic Governance.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves the amendments to the Bylaws for Academic Governance “Bylaws” included as Attachment A.

Trustee Knake Jefferson **moved to approve** the recommendation, with support from Trustee Tebay.

THE BOARD VOTED to approve the recommendation.

C. Amendments to Board of Trustees Bylaws

The Secretary of the Board of Trustees recommends that the board approve a revision to Article 2 of its Bylaws, as indicated in Attachment A. Under the resolution, the president and board secretary would provide recommendations for alternate methods of stakeholder engagement and dialogue by the February 2025 Board of Trustees meeting.

BE IT RESOLVED that the Board of Trustees hereby approves the changes to Article 2 of the Board of Trustees Bylaws, as indicated in Attachment A.

BE IT FURTHER RESOLVED that the Board of Trustees requests the president and board secretary to present recommendations to the board on enhanced stakeholder dialogue and engagement no later than the February 2025 board meeting, to include a stakeholder engagement forum in September 2025.

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

Chairperson Kelly provided the following remarks.

Thank you, Trustee Knake Jefferson. A couple of comments with regard to the AA3 revisions. The resolution sets the minimum number of meetings for the board to five, allowing for flexibility to repurpose the formal board meetings in September to host a stakeholder engagement forum. The emphasis here is on better engagement with the board, with a diverse group of stakeholders that make up the MSU community. Under the proposal, the board will hold two formal meetings in each of the fall and spring semesters, and one meeting in the Summer, allowing for the formal university business to be considered and discussed. The board has asked the President and Board Secretary to develop recommendations for alternate engagement methods for discussion at our next board meeting. We will take feedback from stakeholders informing new and better means to amplify voices and create meaningful opportunities to exchange ideas, thoughts, and concerns for the betterment of the university. Thank you.

Trustee Denno provided the following remarks.

I don't want to get out of order here but, so, thanks. So, I'm going to be opposed to this. I like the idea. I think it's great to have trustees more involved in the community, although that's going to be anathema to some folks. I kind of want to learn more about this before I support it. I have serious concerns with removing an opportunity for public comments. I do support public comments, and that's a concern I have. So, until I know more about it, I'm voting no. Thank you.

Trustee Vassar provided the following remarks.

I am also voting no. First, I want to commend you, President Guskiewicz. You have an inviting, welcoming, transparent presidency, and I know that even our public comment has changed and shifted since you've taken this role. So, I appreciate you and your consistency, and I do think that leadership matters. And so, while I always would like for the board to come together and agree on every decision, I recognize that we sometimes diverge in our values, and that's actually good. You said it before you became the president, that diversity actually makes everyone stronger. And so for some of the same reasons that Trustee Denno stated, and one other reason that I stated yesterday, which I believe that two of the trustees who are voting will not be here next year, so I would like to wait to vote for this for our two new trustees, so that they can have an opportunity to shape our agenda for the upcoming year, so I will vote no as well.

Roll Call Vote.

Trustee Byrum— Yes
Trustee Denno— No
Trustee Knake Jefferson— Yes
Trustee Kelly— Yes
Trustee Pierce— Yes
Trustee Scott— Yes
Trustee Tebay— Yes
Trustee Vassar— No

THE BOARD VOTED 6-2-0 to approve the recommendation.

Trustee Knake Jefferson provided the following report and remarks.

Our committee also received a presentation on the Sixty by 30 grant and updates about the HLC Higher Learning Commission site visit and unionization. I want to also just take a moment to speak about the work that the committee has done over the past year, and to thank my colleagues for their service on it. So, the committee worked on many items, including continued focus on the board's key governing documents. This includes further work on the board's bylaws, creating a dual reporting structure of the board secretary and the action we took today, a comprehensive cleanup of the 50 ordinances at the institution that affect a range of areas related to conduct on university lands, and action on nine policies, again, including those considered today. These policies affect key areas of university operations and governance, including advancement, sponsorship and advertising, and research, and that work will continue as we move forward into 2025. Additionally, the committee has supported the university's efforts with respect to the recent HLC visit and considered several key strategic issues with the administration, including the MSU Henry Ford Health Partnership and enrollment. And this concludes my report.

10. Committee on Audit, Risk and Compliance

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

A. Approval of Contract Terms

The Trustee Committee on Audit, Risk, & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Proton Bio, Inc. in which Michigan State University faculty members, Dr. Charles Hong and Dr. Charles Williams, hold a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a sponsored research agreement with Proton Bio, Inc.

consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix C)

The Trustee Committee on Audit, Risk, & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Iaso Therapeutics, Inc. in which Michigan State University faculty member, Dr. Xuefei Huang, holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a sponsored research agreement with Iaso Therapeutics, Inc. consistent with the term sheet presented to the Board of Trustees for its inclusion in its minutes. (Appendix D)

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

THE BOARD VOTED to approve the recommendations.

Trustee Scott provided the following report.

Additionally, the committee received the annual CLERY presentation and an update on campus safety. The committee has discussed and acted on several fronts this year to promote a cultural compliance, safety stewardship and continuous improvement, strengthening the board's conflict of interest policy to offer further guidance to board members and a better conflict management and disclosure process. The committee considered revisions to the auditor rotation policy, an important process underpinning the performance of the annual financial audit. Relatedly, the ARC committee continued to perform one of its key fiduciary responsibilities surrounding the audited financial statements, meeting with our external auditors and the CFO to ensure the fiscal health and integrity of the institution continues to be fundamentally sound. Our thanks to the staff of the Office of Finance, the Office of the General Counsel, the Office of Civil Rights and Title IX Education and Compliance, the Office of Research and Innovation, the Department of Police and Public Safety, the Office of the Chief Information Officer, and the Office of Audit, Risk and Compliance, for their continued efforts and for their engagement with the committee on a variety of topics this year. We look forward to a more productive discussion as we go into 2025, and that concludes my report. Thank you.

11. Committee on Student Life and Culture

Vice Chairperson Tebay presented the Student Life and Culture Committee Report.

The Student Life and Culture Committee received presentations on high impact learning. We learned about what makes an experience high impact and how to

increase engagement. Students Donovan Hollins and Sydney Logsdon joined us to discuss their experiences. A presentation of MSU eSports was included as part of high impact learning. Dr. Mark Largent, Vice Provost and Dean of Undergraduate Education is here to introduce the eSports presentation for today.

Vice Provost Largent provided the following remarks.

Good morning. Thank you, Trustee Tebay. On behalf of Provost Jeitschko and Senior Vice President Gore, it's my privilege to introduce some of our community members today around the topic of the eSports Program. As we often say, going to college is so much more than just going to class. That classes and majors and earning credits are at the heart of what we do, but the undergraduate experience consists of learning both inside and outside of the classroom, 24 hours a day and year-round. So, the curricular and the co-curricular and the extracurricular opportunities allow our students to develop their passions and to discover their purpose in life. And, they leave here as graduates career-ready because of the combination of curricular, co-curricular, and extracurricular. So one really brilliant example of that is our eSports Program, and, just as Professor Rodney Whitaker thanked Dean Forger for his leadership and vision that enabled their work, I want to identify the tremendous work and support that Dean Heidi Hennink-Kaminski has provided for the eSports program, which, while it is housed and supported in the College of Communication, Arts and Sciences, it is, in fact, open to all students at the university. And that kind of integration outside of the classroom and across majors is, I think, precisely what makes this work so good. So let me introduce please community members Chris Bilski and Anna Racine, who are going to talk about the eSports program for us. Thank you.

Chris Bilski provided the following remarks.

Good morning. First, I just want to say thank you for the opportunity to speak here today. This is a huge honor to get to share what we're doing with our program and the different ways that we're impacting our students and our community through eSports. We looked at programs across the country when we started eSports here at Michigan State, we knew we wanted to take a holistic approach to eSports. We looked at it and we wanted it to be more than just gaming, and so we founded our program on what we call our four-pillar vision for eSports. Our first pillar is "campus" and the opportunity for any student, regardless of their experience or skill level, to come and engage and interact and connect through eSports. We have a mantra that goes, "you need only to bring yourself when it comes to eSports" and through our facilities, through our campus events, we're able to have students come in, meet other students, and engage with the communities that eSports helps to create. Our second pillar is "club". We currently have 16 different registered student organizations that are currently connected with eSports and gaming, comprised of about 1,500 registered members and over 5,000 different active members engaging on a daily basis in their different communities. We're here to support them, advise them, mentor them, provide them the resources they need

to continue to build upon the great work that those students have done and to continue to provide those leadership opportunities that RSO's and student initiatives can provide. Our third pillar is "competitive"; for us, we are the best program in the Big Ten currently when it comes to competitive eSports. We've built this from the ground up; over the past two years, we've traveled across the country representing the University at different events, such as the Super Bowl and the NFL draft, and we want to continue to carry that legacy and continue to build on the reputation that Michigan State has in that competitive venture. And lastly, what really separates us, and it's underlined and highlighted by our connection with the College of Communication Arts and Sciences, is that when we look at eSports, we want to take the passion that students have for gaming and eSports and use that as a hook to connect them with a career that's going to serve them for the rest of their lives. Right? We want to use our four years or six years as part of our eSports program and give them something that's going to serve them for the next 40 years. And so, through our program, we've really been able to take students who come to me all the time and they say, "Coach Bilski, you know, I want to work in eSports. I want to work in gaming." And I'm like, "yes, I love that, but what specifically do you want to do?" Because there are hundreds of different careers that can be connected to eSports. And so, as many students as we have that are engaging in our competitive programs, we actually have more students that are impacted and connected with the professional side of what we've been doing with our eSports. And you can see just a few of the different things that we're doing: production, social media, being in front of the camera, being behind the camera. We're getting students involved every day and giving them opportunities to build their resumes, develop their portfolios, so when they leave here, when they graduate from Michigan State University, they are better for being part of our eSports program. I want to just talk a little bit about some of the impact that we've had on students. There is a study that was done by the video games and eSports foundation that found that up to 82 percent of students who participate in eSports and gaming clubs participate in no other extracurriculars. And to me, that's a really powerful statistic, because it says that if we're not supporting eSports programs here at Michigan State University, we're not only failing to provide those ways to connect with Michigan State but we're also failing to provide ways for them to connect with each other, which is a really powerful and important part of eSports, the ability to form community around things that you're passionate about. We have over 5,000 active members, as I said, and we project over 10,000 visits to our eSports facilities this year. And if you look at kind of the ecosystem and the nature of where eSports is going, it is the fastest growing high school sport in the nation. On the Michigan High School eSports League, who, just two weeks ago, actually hosted their state championships here at Michigan State University, which was the largest state championship that had been held yet; last year, they had a 92 percent growth in the number of schools and teams participating. There are over 200 schools here in Michigan alone that are currently participating in high school eSports, and we just see that continuing to grow and grow. And not only that, but when we're doing these events and we're using our eSports programs, we're attracting some of the best and brightest to Michigan State University. Our two recruiting classes that

we've had since we started our program, both of them have had an average GPA of over 4.0 when they've entered Michigan State, and almost half of them have actually come from out of state, including many international students who have joined eSports here at Michigan State as well. One of the students who I want to highlight who's been a phenomenal part of our eSports program on the professional side of what we've been doing, that career connections, that opportunity to build and develop those resumes, is Anna Racine. Anna has been the President of one of our student gaming clubs here. She was actually the host for the largest collegiate Michigan Tournament that's ever been held, and so I want to invite her up to talk a little bit more about her experience and what eSports has provided her.

Anna Racine provided the following remarks.

Hello, my name is Anna Racine. I am currently in my third year at MSU, and I'm graduating this year, so, a year early. I am the president and founder of the MSU R6 Club, and when I got to MSU, this whole program didn't exist. It was really just the clubs, and even then, the game that I really wanted to play wasn't a club yet. I was really lucky to find four friends who were, you know, interested in playing as well, and we created a kind of unofficial club team to compete together, and those were my first four friends at MSU. And so, I was able to find a really close friendship there, and I wanted to build that into what became, this year, the official RSO that is MSU Rainbow Six Siege. We were able to turn five people into a flourishing community, and I am just in love with our group. We get to meet once a week, and we compete. It's just really perfect, and to be able to meet in-person takes an online community and it gives you that in-person social contact. Further, the leadership opportunities in gaming is a lot more than what people expect. All of the clubs have elected e-boards, and the ECA itself has an overarching e-board, so students have the opportunity to become leaders as well. And in terms of the career, I didn't really give Coach Bilski any option to not hire me when I heard that he was hiring student staff, I pretty much showed up at Coach Eaton's office twice a week asking about the job, and I even slid my resume under Coach Bilski's door because I really wanted the job. And since then, it has been probably my favorite thing here. I get to work in digital storytelling, doing photography, videography, editing, voiceovers, hosting, it's really fun. And after that, I was able to talk to Coach Eaton, kind of saying, "hey, I really want to do this post-grad; I want to be an eSports host." And he said, "okay, let's work with this; let's make this something that we can get you experience for in college," so that when I am graduated, I have that on my resume to find work where I want to be working. And I like to joke that I came to college a little too early to really take advantage of the program, but to be able to kind of see it be built from ground up has been one of the most fulfilling experiences here at MSU.

Chris Bilski concluded with the following remarks.

Thank you again for your time.

President Guskiewicz provided the following remarks.

I will just say that I witnessed firsthand on my listening and learning tour just how competitive these students are, and so, Coach, you've got them playing really well. I didn't stand a chance when I was sat down behind that computer screen to play. Congrats.

Vice Chairperson Tebay concluded with the following remarks.

The committee discussed areas throughout the year that affect the student experience at the University. A selection of these includes student wellness. The committee reviewed student engagement with recreation, sports, and wellness, including the usage of intramural facilities, having returned to pre-COVID numbers with 2,000 participants in 94 fitness classes and 5,895 participants in IM sports. The new Student Recreation and Wellness Center is currently on budget, with the opening scheduled to be Spring 2026. As you heard at the last board meeting, the committee also discussed the state of student mental health, recent enhancement to mental health services and the need for additional resources. I had the opportunity to meet with the President and student leaders at the beginning of Fall Semester, and the same practice will continue at the beginning of Spring Semester. Additionally, we look forward to working with Student Affairs to host another engagement opportunity with student leaders in the Spring, as we did earlier this year, to learn about their issues, priorities, and suggestions. We met with student athletes support services staff and student athletes. As a reminder, currently we have 630 students and 128 majors spread across 12 colleges, with 39 in the Honors Colleges, and the cumulative GPA is 3.3. That concludes my report.

12. Confirmation of the 2025 Board of Trustees Chair and Vice Chair

President Guskiewicz provided the following remarks.

I'll now turn to Board Chair Dan Kelly to present the motion for the confirmation of the 2025 Board of Trustees Chair and Vice Chair.

Chairperson Kelly provided the following motion.

In alignment with Article 4 of the Board of Trustees bylaws, the positions of Chair and Vice Chair of the board are now automatically selected based on seniority. A confirmatory vote of the board is required; therefore, I move that Trustee Kelly Tebay be confirmed to the role of Chair, and Trustee Brianna Scott be confirmed to the role of Vice Chair, with terms commencing January 1, 2025, and ending on December 31, 2025.

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

Trustee Denno provided the following remarks.

So, I'm going to vote against this because our bylaws say this should have been done by November 1st. And so, I don't think we can pick and choose what bylaws we follow and don't follow, so that's why I'm voting no on this.

Trustee Vassar provided the following remarks.

I too, you just looked at me like I was next. I was next, so you were right. So, the same reason, right? I do believe that, in voting no, I'm holding us accountable, right? This is a governing body that must be adhering to our own self-crafted bylaws; particularly since discussions and actions around ethics and compliance have been a central focus for this board, it's critical that we are exemplars of integrity in keeping our own word. Our bylaws are living documents, as Vice Chair Kelly said yesterday, and so the bylaws for this particular action should be reviewed and revised for next year. I voted no initially for these leadership changes. I think this is not good governance anyway, so I'm just keeping with that. But also, I want to note that this is not a disparagement or a reflection of how I believe Vice Chair Tebay will lead. Of course, I'll be supportive of you and anyone who occupies that seat in all the ways that I'm allowed and all the ways that you need. So, this has no disparagement or a reflection of what I believe you're going to do in that seat.

Secretary Fletcher provided the following remarks.

Just to Trustee Denno's comment, just to clarify, the December 1 deadline, you know. This was chosen as sort of the closest public meeting to that December 1 deadline, so, you know, I will work with the board in terms of making sure that December 1 deadline is hit next year, and I apologize for not hitting that December 1 deadline.

Trustee Vassar provided the following remarks.

You shouldn't apologize, we'll just rewrite it.

Secretary Fletcher provided the following remarks.

Yeah, and it is something that we really should take a look at just timeline-wise. So, anyway, enough from me.

THE BOARD VOTED 6-2-0 to pass this motion.

Trustees Denno and Vassar voted no.

President Guskiewicz concluded with the following remarks.

The motion passes, and the Board Chair and Vice Chair for 2025 are confirmed. Congratulations, Trustee Tebay and Trustee Scott, and I look forward to continuing to work with you in this coming year.

13. Liaisons Report, Chairperson's Report, Trustees' Comments

Erin Caldwell, Residence Halls Association representative, provided the following report.

Thank you. Good morning, everyone. The Residence Halls Association has had a very successful fall semester with a focus placed on programming, funding, and campus connections. This semester, we were able to organize, fund, and throw a total of 18 events in a little over three months. These events focused on reproductive health promotion, professional development, philanthropy, and community. RHA also engaged in many partnerships across campus to help promote health and safety. This included Fresh Check Day, which focused on mental health resources; the It's On Us campaign, which combats campus sexual assault; the Inclusive Campus Initiative; Student Activism Summit; and many others. We also supported on-campus students through sponsorships this semester, providing \$30,000 to registered campus organizations through our committee on budget and over \$32,500 to groups through sponsorships from members of our leadership team. This funding helped provide opportunities for cultural events, conferences and other supplies and resources groups may have needed this semester. We have seen these efforts increase our engagement, helping us to have the highest number of active hall governments and caucuses since pre-COVID, which we are very excited about. This year, every single one of our neighborhoods officially has an active Black caucus and queer caucus. RHA has been working alongside the Black Students Alliance to help better support our Black caucuses as well. We also took delegations this semester to the Regional Residence Halls Association Conference in Wisconsin and the National Student Leadership Diversity Conference in Chicago to learn how to better support our constituents. All in all, we have had a very busy semester working to improve the on-campus living experience and expect the Spring Semester to hold even more work. Significant projects coming up for the Residence Halls Association are continuing to edit our constitution to give CORES and COPS groups easier access to RHA funding, creating systems to make year to year transitions easier for our campus groups, and aligning our policies with university policies. Our team members are also already planning events like the Spring Concert, the MLK Community Unity Dinner and fundraising opportunities for registered student organizations. We hope to carry our momentum over to the Spring Semester and continue to help and represent on campus students. Thank you.

Connor Le, ASMSU Representative, provided the following report.

Good morning. ASMSU's last meeting of the semester was last Thursday where representatives passed several pieces of legislation; some that I would like to highlight include Bill 6142, which advocates for a memorial inside the newly constructed multicultural center recognizing Chicana leaders; Bill 6144, which advocates for a circular economy institute at Michigan State which would help improve our sustainability and reduce waste and extend the lifecycle of our products; Bill 6145 and 6146 focus on advocating for the disaggregation of data related to ethnicity, race, gender, identity, and sexual orientation; Bill 6147 advocates for a \$15 minimum wage for ULA position so students are able to make a livable wage while attending Michigan State; Bill 6148 advocates for the implementation of an early start program across all colleges at Michigan State, with Early Start programs have been shown to significantly help first generation and marginalized students get more accustomed to college, so we hope to get this started soon; and lastly, Bill 6151 which is to advocate for the retention of the DUCKS campaign in University Health and Wellbeing. The introducer of this bill has shown immense sorrow that the DUCKS campaign is going away. So, we have been in talks with UHW about this already and how we can further advertise their new AOD campaign. ASMSU is currently preparing for ABTS Big Ten on the Hill Conference in Washington, DC. During this conference, we and other student governments across the Big Ten get to advocate to our specific legislators for topics that affect students from across the country. This year, we'll be focused on advocating for the legalization of interstate licensures for mental health professionals, allowing for institutions who accept federal funding to accept Medicaid and TRICARE, and for reconfigurations to the CLERY Act. I and several other members of the ASMSU Office of the President had the opportunity to have a tour of the Center for Survivors yesterday. During this tour, we learned much about the services the center provides, procedures for cases of RVSM, and about the resources they have for students. It was an extremely informative tour, and I highly encourage everyone to reach out to the center to learn more about them and how you can help the center. I also want to briefly thank Tana Fedewa and Alexis Travis for helping organize this tour. One thing I want to put on the radar right now that you might eventually hear about is MSU Safe Place. According to their website, MSU Safe Place is a program of the Center for Survivors that provides emergency shelter and accompanying support for survivors of intimate partner violence and stalking. The Safe Place shelter is open to students, faculty, staff, and the community of Ingham County. They also provide advocacy, shelter, counseling, support groups, safety planning, information, and referrals to survivors of relationship violence and stalking, and all support services are free and confidential. I bring up MSU Safe Place because they will be changing locations soon and part of the process will call for them to ask for funding to relocate from the board. From the director of the Center for Survivors, we were asked to advocate for the approval of this, which is why I'm saying all of this now. The shelter helps several survivors of RVSM and domestic violence, and it is one of, if not the only, shelter like this in a higher education institution. So, when this does come up to the board, I'm imploring that you please vote in favor of the shelter and for the

several survivors that it will help. This also won't be the last you'll be hearing about this from ASMSU, as we already have plans to pass legislation for this. Lastly, I find it important to again highlight two pieces of previously passed ASMSU legislation that you will soon hear about more during public comment. Firstly, ASMSU supports and calls for the Board of Trustees to review their investments and divest from weapons manufacturers and other entities complicit in genocide per 6065. Further, ASMSU supports the students, faculties, and staff of the Residential College in the Arts and Humanities and their calls for independence as a standalone college at Michigan State. While a committee has been formed to investigate this, ASMSU calls for administrators to ensure there is proper student, faculty, and staff involvement with this discussion. For the final time this year, this concludes my report. Thank you for very much for your time, and I hope to see positive change for our students.

Angela Wilson, faculty liaison, provided the following report.

Thank you. Good morning. It is hard to believe that we are already at the end of this semester. I wish the many students who are graduating and their families and friends the very best as they celebrate today, and I wish our many faculty and staff a terrific semester break. Today I want to acknowledge the many faculty who are engaged in university leadership on our many committees and task forces who are so keen to making a difference for our students and our faculty. Today, actually, we have with us, Liz Gardner, who is Chair on our University Committee on Academic Governance; Bree Holtz, who is Vice Chair of the University Committee on Faculty Affairs; and, of course, Justin St Charles, who is one of our ALM's. Yesterday, our faculty leaders had a good meeting with the Board of Trustees. While I will not rehash our entire discussion, overall, we discussed board processes and policy changes that have impacts upon the university, including the investment policy, the Higher Learning Commission visit, as well as other faculty concerns and interests, one point I will highlight shortly. On Wednesday, several faculty leaders met with incoming trustees, Mike Balow and Rebecca Behar-Cook as part of the Board of Trustees onboarding process. I thank the Board of Trustees, Stefan Fletcher, Victoria Nelson, and many others who have worked to put together this training with our incoming trustees. We had a productive discussion touching on topics including conflicts, transparency, interactions with faculty through the board liaisons, the importance of oversight, and ensuring that the leadership management of the university are in the hands of the President, ensuring that they are on board with the President's one team approach. Other Board of Trustees members made a written commitment to work with the President, and I hope that our new trustees will also make this important agreement with the President. Last week, the steering committee approved the formation of a working committee to consider gaps at MSU in terms of routes available for faculty regarding conflict management. While this may sound daunting, at present there are limited places for a faculty member to turn if they encounter a complaint or have a concern. For some issues, there have been limited, if any, opportunities, even for informative consultation. Most of the other

Big Ten universities do have conflict management or Ombud's office for faculty, and we want to consider the need for greater support in this space and aim to have a report sometime next year about gaps and potential routes to address gaps that may be most effective for our faculty and for MSU. Recently, I have mentioned efforts that we have had towards ensuring that we have greater support of this scholarship, the research and creative activity of faculty, particularly those in areas that are traditionally not supported by other means, such as federal funding. We discussed this at our meeting with the Board of Trustees yesterday, advocating for support through our capital campaign. While there are many critical needs, many of the college development teams focus on scholarships, which are incredibly important, and if there is a focus on faculty, it is upon endowed professorships, which are also very important. But a bigger question is how to campaign for general funds to support, in essence, the smaller but important needs and interests that support faculty scholarship. Placing this under the umbrella of a single initiative yesterday, Trustee Jefferson, maybe jokingly but I thought it was a great idea, mentioned the term faculty everywhere in response to our request, and playing on the name of an impactful, though different, project that President Guskiewicz began at the University of North Carolina; this could be very effective. While we are now at a semester break and many will be celebrating a time of relaxation, I do want to mention that there are some mounting concerns that are on the hearts and minds of many of our faculty. With each significant change in leadership at the federal level, there are periods of concern by faculty on many fronts. One that is always of concern is the prioritization in terms of federal funding. Two administrations ago, those of us in the Senior Executive Service of the federal government, who were leaders in federal funding agencies, were given substantial initial cuts. Thankfully, these were not the cuts that were supported by the U.S. legislature, but there were ones that we were living with for nearly two months: a 30 percent cut in the NSF budget, a 30 percent cut in the EPA budget, a 20 percent cut to the Department of Energy budget, and an 18 percent cut to the NIH budget. With mounting discussions about reductions in the federal budgets, I can tell you that this is a time of concern for many faculty. When I started my career, one NSF grant would cover funding to support one post-doctoral fellow and two graduate students, and sometimes also one or two undergraduate students for them to get engaged in research. Now, such a grant which is offered at the same size two decades later, now covers the cost of just barely a student. With an expectation of the same or greater accomplishments, in light of the many years of relatively flat budgets with some elevation but often targeted for specific programs by the agencies. Faculty with projects such as those from the Department of Education, such as Barbara Snyder's project that you heard about earlier this fall: a ten million dollar project having a huge impact on K-12 STEM students across the nation, and those with EPA and other environmentally focused projects have very substantial concerns. In *The Wall Street Journal* last Friday, there was an article about how NIH dollars may be linked to academic freedom using a mechanism such as the college free speech rankings. MSU has a slightly below average ranking, a ranking number of 175, impacted by what was termed a deplatforming incident, and all it takes is one, though MSU has made very significant strides with our Academic

Freedom Committee work as well as providing voice to faculty and students, as well as the community. In recent visits to Washington, DC and from examples, and maybe I should say anti-examples like at the University of Michigan and in multiple spaces across the country, we are seeing increased pushes against using the phrase diversity, equity, and inclusion. Even encouragement from using this language in the broader impact section of NSF proposals, as well as the shift, what we're seeing at the University of Michigan, against diversity, equity, and inclusion. This is of tremendous concern, as we do have so much more work to do, and this is very core to our university mission. While all of these issues are of concern, we will certainly learn more in the coming year. Through legislative understanding and through community voice, highlighting the impact of our research and how our research impacts the community and industry are incredibly important. How diversity, equity, and inclusion are also so important, but the future workforce. These are also issues that we need to really emphasize. The Board of Trustees have very powerful voice and network, and I just wanted to rise these issues of concern to you. And in closing, I want to thank Dianne Byrum for all of her work on the Board of Trustees and as the faculty liaison. She has engaged incredibly well with the faculty leadership, keeping us very well informed, and we appreciate that. I also thank Dan Kelly for his leadership of the board, and I wish both Trustee Byrum and Trustee Kelly very well and encourage their continued engagement with MSU. I wish all of you a wonderful semester break, a wonderful December, and I thank you for your time.

Chairperson Kelly provided the following resolution and remarks.

Thank you very much. Alright, at this point, it's the Chairperson's comments, and we have a resolution recognizing the service of Dianne Byrum.

Trustee Kelly read Trustee Byrum's statement of appreciation (Appendix E)

Just couple of personal comments about Dianne. First of all, I want to thank you for your service. And really, to sum it up, I don't know if she's going to like this or not, but some of you may not know she's one tough cookie.

President Guskiewicz provided the following remarks.

Would any other trustees like to make remarks or comments regarding Trustee Byrum and her service?

Trustee Scott provided the following remarks.

I would like to. I am not going to get emotional or cry, because I think Rema took the tissue box here at that end. But Dianne, I have to tell you, I recall I did, like Mike Balow, came to a few meetings before I was a Trustee, just to get a sense of how the board operated, and I just recall how tough that time was when Trustee Tebay and I were actually running. And then to come on this board, it has been

under fire, probably from the time we got on the board. I don't feel that there's ever been a sense of calm, and you led us for the four years that I was on the Board as the Chair, with integrity and character. We didn't always agree on things, but you never took things personally when we didn't, and I appreciate that. I agree with Dan, as he stated, you are a tough cookie because you dealt with a lot, personal attacks, and you still remained steadfast in what you thought was in the best interest of the University with every decision that you made. And I appreciate, to me, a testament of a person's character is how they treat people when they're going through things, right? And you always maintained a level of respect with everyone, and you treated everyone the way that you would want to be treated. And I appreciate your leadership. I appreciate your friendship. I appreciate the wisdom that you have brought to this board. I think it's a little scary, I was saying this to Trustee Tebay and Trustee Knake Jefferson, that we are now going to be the most senior people on this board. That's a little scary, because there has been that historical knowledge that you have been able to bring, and so often when we've had questions, you have been able to go back in your mind to kind of tell us why things are the way that they are or to provide context with a lot of issues. And so, we are going to miss that on this board, and I do not take that lightly. I appreciate, as Kevin has stated a couple times, that people have agreed to stay on speed dial, and I want to thank you for that. Thank you for your friendship. Thank you for having shown me that you have to have Teflon skin to be on this board, but, you know, to keep on ticking regardless. I also want to thank you for the cookies; I'm not going to let you get away from the fact that you thought giving us store-bought candy canes was enough. Whatever Dianne, normally, she brings us homemade cookies, and she did not do that this year for our Christmas treat, so I'm looking forward to something in the mail soon, and I have appreciated getting to know your husband as well over these years. So just thank you for your friendship. Thank you for your steadfast leadership. Thank you for always putting MSU and what is in the best interest of this university first. Thank you.

Vice Chairperson Tebay provided the following remarks.

We shouldn't have had you go first, Brianna. I'm a little bit more like Dan, a little short-winded, but I just want to thank you, Dianne. I know we didn't always agree on everything, and I think we even got off to a little bit of a rocky start when I got on the board, but I always knew that everything that you did was because of your love for MSU, and that was never in doubt no matter what you did, even if we didn't agree on it. So, I just thank you for your continued leadership.

President Guskiewicz provided the following remarks.

Well, I just want to say, as I've already done earlier, your institutional knowledge, institutional memory, is so valuable to all of us. I definitely will, and you've said I can, keep you on speed dial. Be expecting calls. But I just appreciate your commitment to being strategic, bold, and always student-focused, and I think that's

who you are, and that's what we appreciate most about you. So, thank you. And with that, we'll turn to Trustee Byrum, because she now will read a resolution.

Trustee Byrum provided the following remarks, report, and resolution.

A clarification so they know exactly what I'm doing here. I want to make some comments about the resolution in my service. It's really been a personal honor to be a trustee on this board for the last 16 years. Michigan State University gave me a tremendous opportunity as an undergraduate, and I was this young gal from a very, first in my family to attend college. So as a first-generation college graduate from a small rural community, the opportunities that have been afforded me because of my Michigan State University education, I value tremendously, and that's been the core of my service on the board. It was to give back so that others could have similar opportunities afforded to them that I was able to have because of Michigan State. As I am winding down my service, frequently the question is asked, "well, what are you going to miss most?" And that answer is the people that I've worked with, and it starts with the students. Curious, bright, fantastic students, and the future is whatever you see yourself in what you want to do, and that's very exciting to me. It's the world class faculty. Thank you for your comments today as well as yesterday, and it's been my privilege to be able to work with the faculty, represent the board as your faculty liaison, and I have a deep respect for shared governance, and so I appreciate that relationship. It's also our academic staff and support staff. I so admire all that you do, and the relationships that I have been able to forge with your representative unions. I don't take that lightly, and I very much appreciate those friendships. And then I have to recognize the top-notch administrative staff, whether it's the Board Office, it's the executive vice presidents, it's the vice presidents, it's the deans. I have so enjoyed working with all of you, and I'm not going to name names today, because I'd forget someone, but you know who you are. I've tried to personally say thank you to each and every one of you, give you a hug, and just let you know how much I've appreciated the working relationship that we have had over the years. I want to congratulate the two newly elected board members that will be coming on in January: Rebecca Bahar-Cook, as well as Mike Balow, and I think Mike may be in the room today, I had a chance to talk to you last night as well as Rebecca. And President Guskiewicz, I wish you a long, successful tenure at Michigan State University. This university needs your stability more than anything else, your vision, your energy, your engagement, and so I know with you as the President and this one team approach that this university is going to soar. So I wish you the absolute best, and the gavels now passed to Trustee Tebay and the Vice Chair, Trustee Scott, and I'm glad you recognize you are the institutional memory now on the board, so treat it gently, kindly, and with that, I'm just going to say that to everyone, thank you for the opportunity to be a trustee at this wonderful university. I believe the future is strong and bright at Michigan State. Go Green.

And before I do my part in reading Dan's resolution, I want to first do some faculty honorifics as part of what I do at every board meeting in my comments, because I

think it's really important that we elevate our world-class faculty, and we brag about them a little bit. So, I'm pleased to share recent accomplishments within our Michigan State University community that exemplify our commitment to excellence in education, research, and service. I love to share the honorifics with the public, because it's a testament as to how great our talented faculty and staff are here at Michigan State. The distinguished faculty members in the College of Nursing: Dawn Goldstein, Kathleen Poindexter, and Courtney Sullivan have been inducted as fellows into the American Academy of Nursing. The prestigious honor reflects their exceptional contributions to nursing education and their dedication to advancing health care practices. The Department of Accounting and Information Services has been recognized with the Excellence in Accounting Award by the Michigan Association of Certified Public Accountants. The accolade celebrates the department's successful effort in achieving STEM recognition for the Master of Science in the accounting program, positioning it among a select group of programs nationwide that integrate advanced technology and data analytics in the accounting curriculum.

So now it's my pleasure to read Dan Kelly's resolution. (Appendix F)

Trustee Byrum read Trustee Kelly's statement of appreciation.

So, Dan, on a personal note, for me too, I have so enjoyed serving with you as a colleague on the board, and we've been through just about, we've seen just about everything in the last eight years working together, and as I said last night, I hope our paths cross. I consider you and Kathleen and your family friends, and so this is not going to be the end of our time together, our relationship. It'll just change. So, congratulations.

President Guskiewicz provided the following remark.

Would anyone like to offer any other comments or remarks?

Vice Chairperson Tebay provided the following remarks.

Dan, I always appreciated you willing to pick up the phone and call, and I also just want to thank your family, three of which are here, for, sort of, always including me as part of the Kelly clan. I appreciate that so much, and also welcoming my family into the group as well, and they really enjoyed getting to know you all, and I'm sure we will see each other soon. So, it's not goodbye.

Trustee Scott provided the following remarks.

DK, that's my nickname for him. Dan warned me about what I could and could not say last night. Number one, let me tell you all, this guy makes the best bloody marys in Michigan, all right? So Dan Kelly, when I think on him, number one, I think you were the longest serving vice chair in the history of the board, perhaps, but

more than that, I think what's important for me to say is that Dan is our lone Republican on this board, and you would not know it. Not to say that he's not a tried and true Republican, but he never approached things from a political lens at all, which is something that I've appreciated. Perhaps it was survival for you on this board with a whole bunch of Dems, but you just exemplify what I believe it means to be a servant leader, and one of the things that I greatly appreciate about you, Dan, is that you served with humility. You never walked around as if you were any better than anyone. You always treated people the same. I never have felt that you approached anything in a self-serving fashion as you've served on this board. You've always served, again, like Dianne, what is in your perceived best interest of the university, and I appreciate that. I do appreciate, as well Dan, that, and this is something that we're going to miss. You do have a level of legal expertise, through your municipal legal work, that is going to be greatly missed on this board. The lens that you're able to bring to a lot of our conversations, I think you are an exemplary, exemplary ARC Chair. Without your leadership, I can't imagine, you know, it's been a lot. And so, I thank you for that leadership. I thank you for the words of advice that you have given, the friendship that we have developed. I hope that it continues past your time here on the board. I thank your family and especially your wife for sharing you with this university. I am going to miss our Thursday nights so much. I hope that maybe you just surprise us one day and come back on a Thursday night. I just appreciate your friendship. I appreciate your leadership. I wish you the best. I don't come to a lot of games, so if you need tickets, hit me up. But anyway, thank you so much. I think that we are in a better place because of your leadership here in the board. You were the right person at the right time for this position. So, thank you.

Trustee Vassar provided the following report.

I'm not going to say too much. I just want to thank you for the cigars and the drinks, particularly my Coca Cola with a splash of lemon. I know I set you back, but you are always willing to come sit down, smoke a stick, and allow me my Coca Cola. I appreciate you. We'll see you.

President Guskiewicz provided the following remarks.

I just want to, again, say how much I appreciate your steady hand in leading the board over these past nine or 10 months and your balanced approach to helping us work through some difficult issues, and I really appreciate that. And I too will expect you to allow me to keep you on speed dial, but I know that if you don't pick up, you're going to be out on the golf course, because you'll have a little more time. So, thank you so much.

Chair Kelly provided the following report.

I will have a couple of brief remarks. I should just say ditto to everything that Dianne said, but first of all, I want to congratulate the two new trustees. I think MSU's board

is going to be well served by both Mike and Rebecca. I want to thank my wife and my kids, two of whom are here today. Yes, thank you. As anybody who has sat on a board knows, the spouses are a big part of it, and now they're going to start crying. I want to thank the board. This board and all of the prior boards. I made a lot of good friends. I hope to see you all soon and keep that friendship up. I want to thank the students, the faculty, the administration. I hope that we, primarily because of the new president who I fully support. I hope that both Dianne and I have left the university in a better position. It's been an interesting eight years. There's no doubt about that. I was honored to serve this university. This is, we're stewards of our responsibility, and I'm more than happy to pass that responsibility on to the new trustees. The one thing, little known fact, and I like pointing this out to people, I never missed a meeting, and I never missed a vote, so I showed up. All right, thank you and happy holidays.

Vice Chair Tebay provided the following report.

I'll be brief today. I just wanted to take a moment to express my heartfelt condolences to the family, friends, and colleagues of Professor Emeritus Curtis Stokes. He was my professor when I was a freshman at MSU in James Madison, in my MC 201. Professor Stokes dedicated 36 years of his career to James Madison College and Michigan State University and was a pillar of scholarship, teaching excellence, and leadership in the field of PTCD, and for those that are not in James Madison, that's political theory and constitutional democracy. His impact on students and his colleagues in the entire Spartan community will continue to be felt at MSU and beyond, and he will be deeply missed. For those that are in James Madison, everyone knows that that first year is a really challenging year and a nerve-wracking year, and he was my first professor that sort of gave me that confidence and made me realize that I was in the right place and that I belonged at James Madison. And so, I think, I just want to send my condolences to his family and appreciate everything that he did for me my freshman year, and that's it. Thanks.

Trustee Denno provided the following report.

Thanks. So, I just I'll be brief. I want to thank Kevin Guskievicz for his leadership. Really enjoy working with you, bouncing ideas off you, agreeing to disagree with you. I want to thank all of our first responders, especially everyone in law enforcement, for all you do for our community. Want to give a shout out to a really good friend who died unexpectedly last week, a great Spartan, a really proud Spartan, a friend, Carl Christoph. He graduated from Michigan State in 1966 with a bachelor's degree in Hotel and Restaurant Management. He was so proud of that degree. He met his wife Rose here at Michigan State University. She's also a very, very good friend. Carl loved MSU athletics. There wasn't a game he missed. If he could be there, he would be there. So, if we have a decline in ticket sales, we can, we know why. Carl was, he just loved life. He was young at heart, and he was a great father. He was a great dad to his two daughters, who both went to Michigan

State. Great grandfather, and he was a really good friend and super supportive. And Carl, you're going to be missed. And he was just so proud of being a Spartan. So, thank you.

Trustee Pierce provided the following report.

I'll just, I've spoken enough, really, today, but I just want to congratulate Dianne Byrum and Dan Kelly; it's been a pleasure to work with you. I'm going to miss you. And congratulations, Kelly Tebay and Brianna Scott as you're taking on leadership roles. And to you, Mike, welcome to the board, and to everyone here, happy holidays.

Trustee Scott provided the following report.

Thank you. I wanted to join in just expressing my condolences to the family of Dr. Clif Wharton. I did have the privilege of meeting his son, Bruce Wharton, at the portrait unveiling of Dolores Wharton, I believe it was probably a year and a half ago or so. The legacy that he has left is just a remarkable legacy. We have benefited so much because of his leadership. And so, I wanted to just make certain that they understand how much his legacy has meant to me personally. Part of our Research Foundation meeting, we talked about how much of his vision is the reason why our Research Foundation is where it is today. And so, thank you to his family for sharing him with us, and we will certainly miss his leadership. I also wanted to talk a little bit about my aspirations of being a cowgirl when I finally retire from being an attorney, and those aspirations lead me every year to the Farm Bureau annual meeting, where I get the opportunity to be around Michigan's farmers, and I just enjoy it. My mom knows that this is my dream, and I just wanted to talk about it because when we go to Farm Bureau every year, and my mom typically is my plus one that will attend with me, they play that MSU fight song, they have Sparty come, they turn that room green, and there will be like 600 farmers with their cowboy hats on, and the relationship between MSU and our agricultural community here in Michigan is so alive and strong. So, I wanted to acknowledge MSU's College of Agriculture and Natural Resources for establishing the transformative gift agreement that they have with the Michigan Farm Bureau family of companies. In recognition of this generous gift, the MSU Pavilion for Agriculture and Livestock Education will be renamed the Farm Bureau Pavilion at Michigan State. This partnership is yet another testament to how MSU continues to make meaningful impact in serving the MSU community, supporting Michigan's agricultural heritage, and benefiting the broader public. So Go Green with that. I also wanted to just congratulate our fall graduates; we have many of them. I am unable to make the graduation, but I do believe we're going to be represented by Vice Chair Tebay congratulating them. We are proud of all of the work that you all are doing, and we look forward to the positive impacts that you all will continue to make in your respective fields. Thank you. Oh, and happy holidays to everyone.

Trustee Vassar provided the following report.

It remains my honor and privilege to serve on this board. I am yet holding on. I'm especially thankful to those who have been supportive and loving in tumultuous times for me, personally and professionally; I won't name the folks in this room and on the board, but I will name one who's not here, who is the best Spartan ever, and that is Lucius, my husband, who has held me up, been ten toes down, and takes care of our family when I'm away. I just want to share a few diversity milestones we celebrated this year. We still have a lot of work and concerns ahead that we need to address, but I wanted to share a couple of highlights from this year. One, this Fall, MSU achieved a record enrollment of 52,089 students, with 27.8 percent of those students being students of color. That is the most diverse class on record, and I owe that to our leadership. People come when they see that they're valued and that they're respected, and they come when they feel that they will have a place to belong, a place to be heard, and a place to thrive. And we are seeing that leadership in President Guskiewicz, and I appreciate you. Earlier this year, Dr. Jabbar Bennett presented to us on the 2023-24 DEI report, highlighting that, out of 222 action items, 88 are in progress, 52 are under evaluation, and 22 have been fully implemented. More work needs to be done, but there is a movement in the right direction. I send my gratitude to each member of the MSU community for your contributions toward these accomplishments. As leaders at Michigan State University, we have a profound responsibility to uphold the principles of equity, inclusion, fairness, justice, and access that define the heart of higher education. Today I must express my deep concern regarding the University of Michigan's decision to abandon diversity statements in their hiring practices. While I respect the autonomy of our peer institutions, I firmly believe that MSU must chart a different course, one that actively embraces and strengthens our commitment as a land grant institution to the State of Michigan. The data tells us a story we cannot ignore. Black student enrollment at MSU has declined in recent years, and while there's been strides in graduation rates and time to degree metrics, significant gaps remain between Black students and their peers. These disparities are not just numbers; they represent real students who face real systemic barriers that hinder their academic success and sense of belonging. Higher probation rates, longer times to degree, and greater financial burdens when they leave disproportionately impact Black students perpetuating cycles of generational inequity. The stats are even more abysmal for our indigenous students. Abandoning DEI efforts will not only risk eroding the progress we have made, but would also signal to our students, our faculty, our staff, and administrators of color that their experiences and contributions are devalued. MSU must take bold, deliberate action to ensure that every student feels supported, seen, and empowered to thrive. This means not only maintaining but expanding initiatives that address inequities in access, retention, and academic success. Diversity is not just a buzz word. Representation does matter; it is a measurable driver of innovation, excellence, and institutional strength. By investing in policies and practices that uplift historically non-represented groups, we ensure a more just and vibrant future for all our Spartans. MSU has an opportunity to lead where others may falter, are failing. We have an opportunity to shine, proving our

commitment to equity is not conditional, but foundational. We cannot follow a path that retreats from responsibility. Let us instead reaffirm our dedication to creating an MSU where every student succeeds. Together we can honor the values of this institution and ensure that MSU not only represents the diversity, resilience, and brilliance of Michigan, but also globally. I'll end my remarks the same way I always do at this time of year. Hope for the future and an imperative. In strong, students, staff, administrators, faculty, we made it. It's been quite a year full of exciting moments, bus rides, new leadership, conflict, celebrations, and coalition. As we go into this new year, let's take on the charge of songstress Carmen Bradford, who brought me to tears with her song. I think she's already gone. Let's envision the MSU community we want to be. Conflict grows us. As we move into the new year, let's embrace coalescence, coalition, community, and to make difficult but critical cultural changes so that we can keep increasing our celebrations. I just want to just pat myself back on the alliteration of it all. I don't know if y'all saw those C's, okay? I'm an English teacher. In strong and rest. Relaxing, rejuvenating rest, deep rest, will allow us to reframe, reimagine, and recommit ourselves to the bright green future ahead of us. Go Green.

Trustee Knake Jefferson provided the following report.

Thank you. I have just four quick comments. I want to begin by joining Trustee Tebay in expressing my condolences to Professor Curtis Stokes' family. I had the opportunity to meet him about five years ago, and that's because my husband, Wallace Jefferson, was a student in James Madison when he and a group of other African American students decided it was time to have a faculty member who reflected them, and he was part of a committee that hired Curtis Stokes, and they did a reunion for him a number of years ago. So, I did not realize that you had him as your professor, but you and Wallace will have to talk about that and exchange some memories. I want to also join my colleagues in thanking both Dan Kelly and Dianne Byrum for their service. I can't imagine a board without the two of you on it, because you were both on it when I joined, and while, over the years of our work together, we may not have always agreed on everything, I have greatly appreciated your openness, your willingness to answer my questions, your conversations, I think always brought whatever decision we came to to a better place, and I will miss both of you very much. I gave you each a small token of my gratitude of a book yesterday, and I just wish you both well as you write your next chapter, and I hope that that next chapter still includes lots of threads of Michigan State in it. So, thank you both for the opportunity to learn from you and lead with you, and, again, I echo what everyone has said, I hope that you will not be strangers and that you will still be with us regularly. I want to also echo the heartfelt welcome to our newly elected trustees, Rebecca Bahar-Cook and Mike Balow. I am looking forward to you being on this side of the podium coming in January, so welcome and congratulations to you, and I look forward to serving with you in the coming years. And then I think I had one last point, and that is to congratulate and really thank Trustees Tebay and Scott, who will now be Chair Tebay and Vice Chair Scott for stepping into this role of service. So, thank you both.

14. Public Participation on Items Not Germane to the Agenda

1. Dani Vincent – MSU sustainability
2. Dennis Strahle – Eagle Township Mega Site
3. Missy Chola – Publicly updating the BOT on the concerns of the Black Students' Alliance
4. Tayler Jones – BSA agenda & Hatehasahome campaign
5. Tabor Vits – Possible merger of RCAH and College of Arts and Letters
6. Abigail Rodriguez – Possible RCAH merger in future
7. Amanda Flaim – Palestine, Indigenous recognition and academic freedom of speech
8. Waseem El-Rayes – The genocide in Gaza
9. Susan Bitensky – Unionization effort by UTSF at MSU
10. Robert Maleczka – Unionization efforts
11. Richard Sadler – Unionization efforts
12. Mike Balow – The path forward for 2025
13. Jesse Estrada White – Arrests of student protestors

Chair Kelly provided the following report.

So, just as our last act before we adjourn, the board would like to recognize the Board of Trustee GPA Fall Award recipients, and I believe that all of their names will be listed on the screen.

President Guskiewicz provided the following remarks.

Congratulations. Congratulations to all of these incredible students, again, alongside nearly 4,000 students that we will celebrate their many accomplishments at commencement ceremonies beginning this afternoon at 3:30, and then again—we have two ceremonies tomorrow. We hope to see many of you there. I too want to wish everyone a happy holiday season and, as was said by a number of folks, please try to find time to rest, and we'll be back at it in early 2025, so thank you for being here.

15. Request to Adjourn

On a motion by Trustee Pierce, supported by Trustee Scott, **THE BOARD VOTED to adjourn** at 12:15 p.m.

Respectfully submitted,



Stefan Fletcher
Secretary and Chief of Staff to the Board of Trustees



**MICHIGAN STATE
UNIVERSITY BOARD OF
TRUSTEES
PRESENTATION
DECEMBER 13, 2024**

**MSU PROFESSORS OF JAZZ
RODNEY WHITAKER &
CARMEN BRADFORD**

**JAZZ FROM DETROIT: RODNEY
WHITAKER MENTOR**



EACH ONE, TEACH ONE

I was first introduced to this concept by one of my mentors, Kenny Cox. A proverb that originated in the United States during slavery. This was an idea to spread knowledge and education for advancement.

RAISE A THOUSAND MENTORS



As an educator, my primary objective is to cultivate and raise 1000 leaders through Jazz Studies. In turn, these 1000 leaders will commit to raising 1000 more leaders...so on and so forth. This active participation and call to action will lead to a sustainable change in our community and in the world.

POTENTIAL LEADERS

Over time, I've acquired the ability to identify and empower those individuals who have leadership potential and qualities. These promising young people have the gift to take charge, when needed, successfully complete task with minimal oversight and complaints, and are committed to excellence.



RESULTS OF THE MENTORSHIP



Since 2005, Michigan State University Jazz Orchestra I has consistently ranked among the top three winners at various collegiate jazz festivals, including Elmhurst College Jazz Festival, Notre Dame, Monterey: Next Generation College Jazz Festival, and the Jack Rudin Collegiate Jazz Competition. Michigan State University College of Music Jazz Studies Area is home to a high number of successful and distinguished educators, professional musicians and celebrated recording artists with GRAMMYS. The Jazz faculty are considered in these equations as well and are among the top performers and educators in the world.

Carmen Bradford, a jazz legend, holds the prestigious title of 2024 Grammy Award winner for her exceptional performance in "Basie Swings the Blues - the Count Basie Orchestra." She has garnered five Grammy nominations and was honored with the Jazz Vocalist Award by the Los Angeles Jazz Society. Her extensive repertoire showcases her extensive expertise, adaptability, and technical brilliance, solidifying her position in the annals of jazz history. She remains dedicated to upholding this quintessentially American art form through her contributions.





My Life's motto was to consistently utilize the powerful technique of creative visualization. I'm convinced that it was through this approach that I crossed paths with the legendary Count Basie.



I had the incredible honor of performing with the band that opened for Count Basie's performance in Austin, TX—which served as my unconfirmed tryout for the Count Basie Orchestra, providing me with an opportunity to showcase my skills and potentially secure the vocal spot in the renowned ensemble.



- After my performance, I asked Mr. Basie if he had listened to me and what were his thoughts regarding my performance. He confirmed and assured me of a job offer..... I began what seem like an eternity—which was 9 long months for his call.
- Through the potent method of creative visualization, I brought to his attention the possibility of accumulating a substantial amount of one million dollars if he were to hire me as his vocalist for the orchestra. His response was one of astonishment and doubt, exclaiming with skepticism, “Really, a million?!”

CARMEN W/BASIE



THE WAIT WAS OVER...

Nine excruciating months of anxious waiting in the review mirror, it finally concluded in two phone calls from Mr. Basie, extinguishing the suspense. Initially, upon receiving the call and hearing his voice, I was doubtful, thought it to be a family member of mine, and promptly ended the call. However, he persisted and called back, and that changed everything. He transformed my life, bestowing me with wings that lifted me to unprecedented heights.



CARMEN W/MSU STUDENTS





THANK YOU





Board of Trustees Policy

POLICY NUMBER: BOT 607

POLICY NAME: Investment Policy Statement

| | |
|------------------------------------|-------------------|
| Effective Date: | January 26, 1979 |
| Last Review Date: | December 13, 2024 |
| Next Scheduled Review Date: | December 2029 |

I. POLICY STATEMENT

As stated in the Constitution of the State of Michigan and in the Bylaws of the Board of Trustees of Michigan State University (board), the board is responsible for the “control and direction of all expenditures from the institution’s funds.” In carrying out this responsibility with respect to the University’s investments, the board has established a framework for active, professional investment management. This policy states the responsibilities of the parties involved in carrying out the investment program.

II. RESPONSIBLE OFFICE

Investment Office
Office of Finance

III. SCOPE

All endowments, which includes true endowments and quasi-endowments comprising institutional funds available for long-term investment, except for funds limited by law or by special donor restrictions, will be consolidated into the board’s Common Investment Fund (CIF) and managed by the University’s Investment Office. All institutional cash not available for long-term investment, except as otherwise required by contract or by

another legal constraint, will be consolidated into the board's Pooled Cash Fund for investment purposes. The management of the Pooled Cash Fund is subject to Section V.3.B. of this policy.

IV. DEFINITIONS

None listed.

V. POLICY

1. INVESTMENT OBJECTIVES

The long-term objective for the CIF is to generate a consistent source of revenue while maintaining the purchasing power of the corpus, and to the extent possible, taking prudent investment risks to grow the CIF in real terms.

The primary objective of the Liquidity Pool is to provide a liquid source of funds to meet the University's daily cash requirements. A secondary objective is to yield a competitive investment return while bearing minimal principal risk.

The primary objective of the Liquidity Reserve Pool is to provide a source of funds in the event the Liquidity Pool is insufficient to meet the University's cash needs. A secondary objective is to earn a higher investment return than the Liquidity Pool.

2. DIVISION OF RESPONSIBILITY

A. Board of Trustees

- i. Upon the recommendation of the Board of Trustees' Committee on Budget and Finance, approve investment policies which guide the management of the University's investment portfolios.
- ii. The board, through its Budget and Finance committee, will review on a quarterly basis the performance and investment actions of the CIF and Pooled Cash Funds.

B. President

The board delegates to the president the general supervision of and responsibility for proper management of University investments, including the CIF and Liquidity Pools.

The president is authorized and responsible for:

- i. Appointing members of the Investment Advisory Committee (IAC) and any sub-committees which are charged with assisting the president, Chief Investment Officer (CIO), and Chief Financial Officer (CFO) in guiding the University's investment activity;
- ii. Appointing chairs to the IAC and any sub-committees;
- iii. Calling meetings of the IAC;
- iv. Upon the recommendation of the IAC, the CIO, and CFO, establish investment objectives, guidelines, and benchmarks as University procedures (the "Investment Guidelines").

C. Chief Investment Officer (CIO)

The CIO will report directly to the president and will lead the University's investment staff responsible for the CIF. The CIO will direct the ongoing development and implementation of an investment strategy to meet the board's Investment Objectives subject to the Investment Principles as outlined in this Policy and the University's Investment Guidelines as adopted by the president upon the recommendation of the IAC. Leading the University's investment organization, the CIO's responsibilities will include the following:

- i. Reporting quarterly to the president, CFO, and the board's Budget and Finance Committee, the total value of the CIF, the investment return for the quarter, comparisons to appropriate benchmarks as specified by the Investment Guidelines, and report any rebalancing transactions, new investments made, and investments redeemed,
- ii. Developing and recommending to the IAC, an appropriate strategy to meet the board's long-term investment objectives including, but not be limited to, liquidity available for investments, performance goals, strategic asset allocation, and risk budgets for the CIF;
- iii. Within the parameters of the Investment Guidelines, appointing new investment managers, terminating investments, reallocating assets, making follow-on investments with existing managers, and having the authority to allocate funds through use of a joint investment vehicle entity, such as a limited liability entity, and authority to take all actions and execute all documents in connection with the formation, management, operation, and dissolution of any such joint investment vehicle entity;
- iv. Overseeing custody, depository, legal, and other operating functions;
- v. Providing a monitoring and measurement program that will permit evaluation of the performance of the CIF portfolio and appropriate risk measures as prescribed by the University's Investment Guidelines;
- vi. Providing the CFO with annual liquidity forecasts for the CIF to facilitate approval of long-term investments per section V.2.D.i.

D. Senior Vice President, Chief Financial Officer and Treasurer (CFO)

- i. The CFO shall determine the availability of institutional funds that are available for long-term investment in the CIF and be responsible for establishing the appropriate documentation for such investments, including determination of reinvestment of earnings upon expiration of the investment vehicle.
- ii. The CFO shall provide an annual review of the programmatic spending rate to the Committee on Budget and Finance and other members of the board stating the amount, if any, of the assessment for the following fiscal year and how it was determined.
- iii. The CFO is responsible for managing and maintaining the appropriate levels of liquidity for the University; the CFO must concur on all CIF investments with redemption restrictions of greater than three years.
- iv. The CFO is responsible for managing the investments in the liquidity pools, including selection and oversight of investment managers, and overseeing custody, depository, legal, and other operating functions for such funds.

- v. The CFO is responsible for reporting quarterly to the president, CIO, and the board's Committee on Budget and Finance, the total value of the Liquidity Pools, the investment return for the quarter, and comparisons to appropriate benchmarks as specified by the University's Investment Guidelines.
- vi. The CFO is responsible for developing and recommending to the president, upon consultation with the CIO and IAC, an appropriate strategy to manage the University's Liquidity Pools, including appropriate benchmarks.

E. Investment Advisory Committee (IAC)

The IAC is an external advisory board that:

- i. Advises the president, CIO, and CFO on matters relating to the management of the University's investment portfolios;
- ii. Develop and recommend to the president the University's Investment Guidelines, as prescribed in section V.3. Annually review the Investment Guidelines and recommend any changes to the president for adoption;
- iii. Advises the president on the programmatic spending rate;
- iv. Advises the president on compensation of investment staff and other administrative matters.

The IAC will not oversee manager selection, termination, or specific investments.

The IAC will consist of five (5) to nine (9) external members, appointed by the president and serving such terms as the president determines appropriate. Terms are not to exceed five (5) years, but multiple terms are allowed.

The IAC should meet no less than twice a year. All appointed members of the IAC shall have appropriate credentials in institutional investing or other related corporate financial backgrounds.

The chair of the Committee on Budget and Finance Committee, or another trustee as selected by the board chair, will serve as ex-officio member of the IAC.

The president, CIO, and CFO will serve as ex-officio members of the IAC.

F. External Managers

The CIO is authorized to hire and delegate to external investment managers responsibility for managing investments held in the CIF on behalf of the University. The investment managers are required to invest in compliance with all applicable laws, the respective manager's individual investment management agreement(s), and as applicable, the University's Investment Guidelines as established by the president.

The CFO is authorized to hire and delegate to external investment managers responsibility for managing investments held in the Pooled Cash Funds on behalf of the University. The investment managers are required to invest in compliance with all applicable laws, the respective manager's individual investment management agreement(s), and as applicable, the University's Investment Guidelines as established by the president.

3. INVESTMENT PRINCIPLES

The Investment Guidelines, recommended by the IAC and adopted by the president, will specify the detailed implementation of University's investments, including, but not limited to, setting targets, benchmarks, and limitations on risk, and appropriate operational details. The Investment Guidelines shall work within the broad outlines of permissible investments and activities outlined below, by providing additional details for implementation and monitoring, and may restrict investments or activities otherwise allowed here.

A. Common Investment Fund

i. Risk Profile

The CIF is expected to generate a consistent income to unit holders while continuing to grow the inflation adjusted principal. This requires a diversified mix of investments that are predominately equity or equity-like. To achieve this, the CIF should strive to maintain both equity market exposure and volatility levels consistent with a portfolio with eighty percent (80%) exposure to equities and twenty percent (20%) exposure to diversifying strategies.

ii. Allowed Liquidity

It is expected that illiquid assets will earn a premium over public assets, therefore, the CIF may invest up to fifty percent (50%) of the CIF value in illiquid private assets. Sharp moves in a particular market may significantly affect the percent allocation, therefore, it is expected that the target allocation to illiquid investments will be below the 50% threshold. In the event the percentage of assets in private investments raises above 50% because of significant market events in an asset class, the Investment Office, on the advice of the IAC, has the latitude to remain above 50% for a reasonable amount of time before undertaking rebalancing and secondary sales.

iii. Investment Vehicles

The CIF may invest through any legally available vehicle not restricted by law that is appropriate for the strategy. Allowable investment vehicles include but are not limited to:

- mutual funds;
- collective bank trusts;
- Delaware Statutory Trusts; and
- domestic and foreign limited liability partnerships.

The CIF may utilize separately managed accounts held by the CIF's custody bank. The CIF may hold securities directly through either a securities broker or the CIF's custody bank. Any vehicle used to make investment by a third-party investment manager will be referred to as a "fund" and the third-party managers as "manager."

iv. Securities

Investments may be made into any security not restricted by law that has the return and risk expectations appropriate for the investment strategy of which they are a part. This will include, but not be limited to: public equities, either domestic or foreign; public fixed income, either domestic or foreign bonds with credit ratings appropriate for the strategy; cash held to manage liquidity needs of the CIF or for opportunistic investments; absolute return strategy, such as hedge funds, that use strategies to deliver returns uncorrelated to broad equities markets; private investments, including a broad ranges of strategies, such as buyout, venture, credit, secondaries, natural resources; and real estate.

v. Use of Derivatives

The CIF may employ funds that use derivatives, including futures, options, and swaps. Funds may also sell securities short. The use of derivatives by an investment manager trading on the University's separate accounts will be governed by their investment management agreement. The Investment Office may use derivatives for hedging, rebalancing, and risk management.

vi. Investment Concentration

The CIF should be a diversified pool of assets, and the underlying diversity of a fund should be considered when determining any limits imposed on the size of funds withing the CIF.

vii. Secondary Sales of Illiquid Assets

The Investment Office may undertake secondary sales of private investments to manage overall asset allocations and provide flexibility for management of the portfolio.

viii. Use of Leverage

It is expected that some funds will employ leverage as part of the strategy. The overall CIF should not employ direct leverage. The only exception is the use of a margin account for trading derivatives, in which case appropriate liquid assets must be identified and maintained for the full notional amount of the strategy being employed.

B. Pooled Cash Funds

The University's Pooled Cash Fund is a subset of the University's overall cash pool and includes two components – the Liquidity Pool and the Liquidity Reserve Pool. The Liquidity Pool will serve as the primary support for operational liquidity. The Liquidity Reserve Pool will consist of cash that is not required for immediate liquidity but does not meet the criteria for long-term investment in the CIF. The CFO will be responsible for determining the cash available for investment in each of the Funds.

Investment of institutional cash not otherwise invested in the CIF will be invested in fixed-income and related instruments, and any other instruments that may be permitted by statute. These include but are not limited to:

- US government and agency bonds;
- corporate debt and bonds;

- time deposits;
- certificates of deposit;
- asset and mortgage-backed securities; and
- repurchase or reverse repurchase agreements

The CFO will develop and propose to the president for approval, in consultation with the IAC, appropriate guidelines and benchmarks for managing pooled cash funds, including but not limited to:

- average portfolio credit quality;
- minimum credit quality for individual investments;
- average duration; and
- other such metrics as may be deemed appropriate

C. Consideration of Investment Change Requests for Non-Financial Reasons

The board is committed to ensuring academic freedom and freedom of speech for all the University's community. In keeping with the tenets of institutional restraint and in upholding its fiduciary duty to the institution and to the generous donors who have entrusted their legacy to the University, Michigan State University's investments will be based solely on financial considerations, such as their expected return, risk, and adherence to applicable laws. As the ultimate fiduciary for the University's financial assets, any decision to invest, divest, or exclude any investment for non-financial reason rests solely with the Board of Trustees. The board also retains the sole authority to create any committee to consider such proposed changes.

The board acknowledges that there may exist extraordinary circumstances in which the University may wish to consider investment changes for non-financial reasons. To make such a determination, the board will create, within a year of the initial adoption of this provision, a University committee of faculty, students, and staff, appointed by the president, to hear concerns regarding particular investments. The board will establish specific and objective instructions as to how to evaluate the merits of the request when establishing the committee. Any recommendation by the committee for investment, divestment, or exclusion from the University's investment pools, will be delivered to the president, upon whose discretion it may be forwarded to the board for consideration. The board will only consider requests that have followed this process.

4. Distribution and Withdrawals

The CIF contains various endowment funds in a unitized pool, with allowed contributions, distributions, and withdrawals on a quarterly basis when unit values are determined. The CIF contains true endowment funds received from donors with the commitment that the principal be invested in perpetuity to generate income for specific purposes outlined by the donor. The CIF also contains institutional funds as quasi-endowments and operating trusts.

The president is authorized to approve the establishment and dissolution of, and amendments to quasi- endowments that support departmental goals in amounts up to \$5 million. All such vehicles worth more than \$5 million require board approval.

Institutional funds invested in the CIF share the same long-term strategies as the true endowments and are therefore required to have a minimum five-year investment period. Withdrawals more than the approved programmatic spending rate, stewardship fee and expiration of operating trusts, will be subject to approval by the president, upon recommendation from the CFO and in consultation with the CIO.

- A. Investments in the Endowment generate revenue that may be expended for the purposes for which endowments were established (“programmatic spending”). The board will establish a programmatic spending rate. The CFO shall develop and recommend to the president, in consultation with the CIO and IAC, any changes to the programmatic spending rate. This programmatic spending rate shall be reviewed annually by the board, and any changes made to the rate, upon the recommendation of the president to the Committee on Budget and Finance, shall be approved by the Board of Trustees.
- B. Programmatic spending distributions will be made to the CIF unit holders on a periodic basis during the fiscal year. The CFO, in consultation with the CIO and president, will establish the necessary calculations and policies to affect the programmatic spending distributions. Such calculations and policies should utilize a moving quarterly average of up to twenty (20)-quarters average CIF unit value to help insulate the university from short-term market volatility.
- C. The board authorizes the president, in consultation with the CIO and the CFO, to establish an annual assessment for endowment stewardship, including fund raising, against the endowments. The amount of the assessments must be reasonable and appropriate, particularly when considered in the context of the University’s priorities for the use of the endowments. In any event, the amount assessed may not, without further board action, exceed one percent (1%) using the same methodology as used for the programmatic spending rate.
- D. The board authorizes reasonable and appropriate costs to be charged to the endowments. These charges may include reasonable and appropriate costs of administering and managing the CIF, including internal and external investment costs.
- E. If the University has accepted a gift to an endowment fund documented by a gift instrument in which the donor gives legally binding instructions for the investment of, or expenditures from, that fund which are inconsistent with the foregoing, the University will comply with those special instructions. The CFO shall calculate the annual programmatic spending distribution and assessment for each endowment fund which is not invested in the CIF in accordance with applicable law and report the programmatic spending rate and assessment amount for each such fund to the Committee on Budget and Finance. To the extent possible given each such fund’s investments and the instructions of its donor, the priorities for the use of such funds should be the same as those for endowment funds invested in the CIF.

5. Conflict of Interest

All individuals involved in carrying out the University's investment program are expected to act with the highest ethical standards during all phases of the investment process. These individuals must comply with all applicable laws and regulations. Individuals that are employees of the University are subject to standard policies and procedures applicable to all employees of the University and to any additional standards and policies applicable to their specific University role, such as the Standards of Official Conduct for Senior University Administrators.

Conflicts of interest are more fully addressed in the Investment Office Conflict of Interest Policy, which provides more specific guidelines and procedures applicable to the Investment Office Staff, the members of the Investment Advisory Committee, and any other individuals or roles identified in the policy. The policy will be the responsibility of the CIO, CFO, and, ultimately, the president. The Committee on Budget and Finance will be consulted on any revisions to the policy.

The Investment Office also looks to those managing the University's investments to aid in avoiding inappropriate conflicts. During the initial onboarding of an investment, the Investment Office seeks certifications from the managers of that investment vehicle that no trustee, certain University senior administrators, or Investment Office staff, holds any inappropriate interest in the managers or will receive any undisclosed remuneration or thing of value in connection with the University's investment.

6. Non-Disclosure Policy

Investment Office staff, CFO and staff, and IAC members have a duty to use care and discretion in the handling of confidential information obtained in their Investment Office capacity. Any confidential information obtained through activities, meetings and discussions related to the Investment Office may not be used by Investment Office staff, CFO and staff, IAC members, or any staff with access to the information for personal gain, or disclosed to others outside the Investment Office, including family members. The foregoing prohibition includes any material, non-public information regarding a publicly traded company, which if used, would be considered prohibited insider trading.

7. Interpretation of Relevant Law and Accounting Standards

Investment Office staff and the CFO and staff are required to meet their fiduciary duties consistent with this IPS and applicable federal and state law, including, without limitation, the Uniform Prudent Management of Institutional Funds Act (MCL 451.921 through 451.931). With respect to the University's investment decisions, staff will act in good faith, with the care that an ordinarily prudent person in a like position would exercise under similar circumstances, and will consider, if relevant, the following factors:

- (a) the duration and preservation of the endowment fund;
- (b) the purposes of the institution and the endowment fund;
- (c) general economic conditions;
- (d) the possible effect of inflation or deflation;
- (e) the expected total return from income and the appreciation of investments;
- (f) other resources of the University; and
- (g) this policy statement

The presentation of the financial statements, which upon acceptance of the audit by the Board of Trustees become the Audited Financial Statements (AFS), is the responsibility of the CFO. The Investment Office staff, members of the university controller's staff, and external experts may be called upon to provide input in the preparation of the statements.

VII. HISTORY

Enacted: January 26, 1979

Amended: April 15, 1983
June 8, 1884
February 6, 1987
October 14, 1988
December 6, 1991
April 10, 1998
September 22, 2000
June 5, 2003
May 7, 2004
November 12, 2004
May 18, 2007
December 5, 2008
April 24, 2009
April 16, 2010
September 17, 2010
December 10, 2010
October 21, 2011
December 14, 2012
January 25, 2013
April 12, 2013
June 21, 2013
September 11, 2015
December 18, 2015
April 15, 2016
October 28, 2016
October 27, 2017
December 14, 2018
September 10, 2021
December 13, 2024

Retired Policy No. 01-07-01

SPONSORED RESEARCH AGREEMENT TERM SHEET

| | |
|--|--|
| Party: | Proton Bio, Inc. |
| Project Description: | Targeting Proton-sensing GPR68 as a ferroptosis-based therapy for Glioblastoma |
| Term: | 1/1/2025-12/31/2025 |
| Financial Terms: | \$137,380.05 funded by the National Institutes of Health |
| Services Provided: | By MSU to company: MSU will provide PK, BBB permeability, CYP phenotyping, and plasma protein binding services. By company to MSU: None. |
| Use of University Facilities/Personnel: | Life Sciences Building. Dr. Edmund Ellsworth (Principal Investigator) |
| Organization Type and Domicile: | Limited Liability Company |
| Personnel Interest: | Dr. Charles Williams, MSU Assistant Professor in the Department of Medicine and Dr. Charles Hong, Chairperson in the Department of Medicine, holds a financial interest in this company. |



Office of
**RESEARCH
AND INNOVATION**

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MICHIGAN STATE UNIVERSITY

Appendix D

SPONSORED RESEARCH AGREEMENT TERM SHEET

| | |
|---|--|
| Party: | laso Therapeutics, Inc. |
| Project Description: | laso Therapeutics, Inc. is developing next generation vaccines which utilize a proprietary genetically modified capsid protein, mutant Qb (mQb). MSU will conduct experiments involving a vaccine construct consisting of trisaccharide carbohydrate antigen derived from Salmonella O-polysaccharide antigen conjugated to an mQ β carrier protein (mQ β -Trisaccharide) which will be investigated for immunological responses and disease challenge experiments. The laboratory of Zhen Qiu in the Department of Biomedical has the capability to conduct this project and the requisite expertise and laboratory equipment. The MSU Medicinal Chemistry (CORE) Facility will also provide support. |
| Term: | December 15, 2024 to December 14, 2026 |
| Financial Terms: | The total amount to be paid to the University by laso Therapeutics, Inc. will be \$40,000. Payment shall be made to the University by laso Therapeutics, Inc. upon the receipt of an invoice. |
| Services Provided: | By MSU to company: A detailed report summarizing the experimental procedures, results, conclusions, and recommendations for the next steps will be provided. By company to MSU: laso Therapeutics, Inc. will provide payment for the research activities as described in the above Financial Terms. |
| Use of University Facilities/Personnel | MSU faculty member Dr. Zhen Qiu is the MSU Principal Investigator for this project. |
| Organization Type and Domicile: | Michigan Corporation |
| Personnel Interest: | MSU employee, Dr. Xuefei Huang has an ownership interest in and is an officer of laso Therapeutics, Inc. |



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Resolution honoring Trustee Dianne Byrum

Michigan State University

Dec. 13, 2024

Dianne Byrum has served as a Michigan State University trustee since 2008, including as board chair from 2017 to 2021. As chair, she helped guide the university through significant challenges and pivotal moments with steadfast leadership. And throughout her tenure, she has consistently demonstrated a profound commitment to MSU's mission and its community of students, faculty and staff, embodying the highest standards of leadership, integrity and dedication.

Trustee Byrum has been an advocate for construction projects that have transformed the MSU campus. These include the Facility for Rare Isotope Beams (FRIB), the Bott Nursing School, the STEM Undergraduate Building, the Plant and Environmental Sciences Building renovations, the Dairy Cattle Teaching and Research Facility, Medical Mile developments in Grand Rapids, the Henry Ford partnership, the Multicultural Center and the Student Health and Wellness Center. Each of these projects reflects her unwavering dedication to improving the academic, research and student experience at MSU.

In addition to serving as board chair, Trustee Byrum co-chaired the presidential search that led to the appointment of President Samuel Stanley Jr. She also served as board liaison to the Faculty Senate, helping ensure open communication and collaboration between the board and MSU's faculty. And she spearheaded the revitalization of MSU Infrastructure Planning and Facilities and strengthened ties with the Michigan Building and Construction Trades Council through collaborative breakfast events.

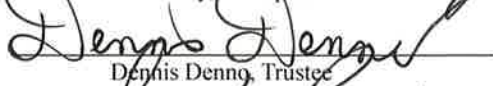
Trustee Byrum's service on the board has built on a distinguished career in public service and communications, including serving as an Ingham County commissioner, a member of the Michigan House of Representatives, a state senator and the Michigan House Democratic Leader — the first woman to lead a caucus in the Michigan Legislature.

As a proud MSU alumna, Trustee Byrum has exemplified the values of a Spartan, including by serving as co-director of the Michigan Political Leadership Program at MSU, an initiative that trains emerging public policy leaders for the challenges of tomorrow.

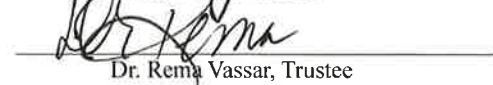
Trustee Byrum's service and influence have been recognized by Crain's Detroit Business, which named her one of Michigan's "top 100 most influential women" in 2021.

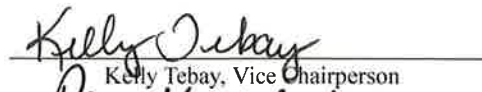
The MSU Board of Trustees expresses its gratitude and sincere appreciation to Dianne Byrum for her years of dedicated service, her indelible contributions to MSU and her ongoing commitment to excellence in public service and advocacy.


Dan Kelly, Chairperson

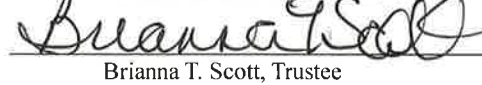

Dennis Denno, Trustee


Sandy Pierce, Trustee


Dr. Rema Vassar, Trustee


Kelly Tebay, Vice Chairperson


Renee Knake Jefferson, Trustee


Brianna T. Scott, Trustee

Resolution of appreciation for Trustee Dan Kelly

Michigan State University Board of Trustees

Dec. 13, 2024

Dan Kelly has served on the Michigan State University Board of Trustees since Jan. 1, 2017, contributing his legal and governance expertise to support the university's leadership and the MSU community.

Chair Kelly, president and founder of the Kelly Firm, PLC, in Auburn Hills, Michigan, has practiced law for over 28 years, focusing on governmental, municipal and labor law. He has provided counsel to municipalities, school districts and corporate clients throughout Michigan and is often invited to speak on risk management and governmental liability.


With his wealth of experience, Chair Kelly has supported the MSU community and its mission, including advocating for a strong academic environment for current and future Spartans. His Spartan legacy also is reflected in all four of his children who have graduated from MSU.


Chair Kelly served as MSU's representative on the MSU-Henry Ford Health steering committee, two presidential search committees and the steering committee that supported the latest presidential transition. Chair Kelly officially welcomed President Kevin Guskiewicz during the investiture celebration, underscoring his dedication to fostering a smooth leadership transition and championing MSU's future.

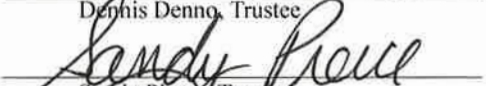
Chair Kelly also has served as the Audit, Risk and Compliance Committee chair and as vice chair of the board, leading efforts to improve the university's governance and accountability efforts. Throughout his tenure, he collaborated closely with board members and the president to better position the university for continued growth and stability.

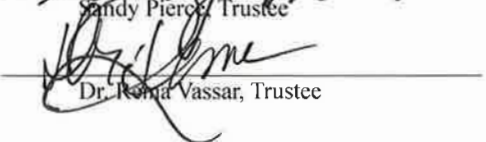
Chair Kelly's service extends beyond MSU, as demonstrated by his previous roles on the Oakland Community College Board of Trustees, where he held leadership positions as both a trustee and board chair, and his two four-year terms on the Independence Township Board of Trustees. His work has exemplified a commitment to community development, public service and responsible governance.


The MSU Board of Trustees expresses its profound thanks to Dan Kelly for his dedicated service, thoughtful leadership and steadfast commitment to the advancement of Michigan State University.

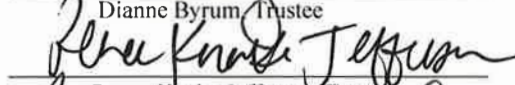

Kelly Tebay, Vice Chairperson

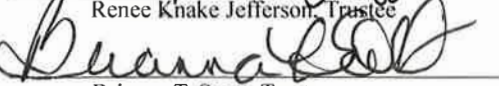

Dennis Denno, Trustee


Sandy Pierce, Trustee


Dr. Roma Vassar, Trustee


Dianne Byrum, Trustee


Renee Knake Jefferson, Trustee


Brianna T. Scott, Trustee