

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

June 28, 2024

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

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

University officers present: President Guskiewicz, Interim Provost and Executive Vice President Jeitschko; Executive Vice Presidents Beauchamp (via Zoom) and Glasmacher; Senior Vice Presidents Frace and Gore; Vice President and General Counsel Quinn; Secretary Fletcher; Vice Presidents Bollman, Gage, Guerrant, and Swain. Faculty liaisons present: Jack Lipton, Rebecca Malouin, Dean Rehberger, and Angela Wilson. Student liaisons present: Miles Roberts.

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

1. On a motion by Trustee Tebay, supported by Trustee Scott, the **BOARD VOTED to approve** the proposed agenda.
2. On a motion by Trustee Tebay, supported by Trustee Byrum, **the BOARD VOTED to approve** the minutes of the April 12, 2024, Board of Trustees meetings.
3. President's Report

President Guskiewicz provided the following report to the Board.

I want to start off by welcoming everyone. It's been wonderful to be here with you in Flint over the past three days. This community is very important to Michigan State University and over the past three days, we've seen the many ways in which our faculty, through their research, teaching and community outreach are helping improve the lives of those who call Flint and Genesee County home. The MSU-Hurley Children's Hospital pediatric public health initiative works with many partners we had the opportunity to meet with over the past few days and it's amazing to see the impact made here as you improve the health outcomes and healthy lifestyles of vulnerable populations in this region. I want to take the opportunity to congratulate Associate Dean for Public Health Dr. Mona Hanna-Attisha who, alongside her research team, is doing amazing work here. It was great to spend time with Dr. Mona, as we all know her, and know so well about the game-changing work that takes place here in this community. To see it up front and

center was very special, I know, for me and for our leadership team yesterday. I also want to take the opportunity to congratulate Dr. Jennifer Johnson, chair of Michigan State University's Charles Stewart Mott Department of Public Health, and her team, as we witnessed their commitment to conducting impactful policy, relevant mental health suicide prevention and maternal health care implementation through a very science-based approach. It's unlike any place I've ever seen in the way it which it intersects with the community here and has an impact, is incredible. I think the best way I can describe it is, we were talking about it over dinner last night at the arts center, I think the research, the clinical care and community engagement is changing the family trees of the people who call Flint home, and I know it's a very rewarding effort for the work there. None of this would be possible without the partnership and commitment of the C.S. Mott Foundation and the financial commitments they've made to Michigan State University and the Flint community over the past several decades. So, thank you, and I think all of you deserve a round of applause. Before I begin my formal report today, and I have a few slides to share, I want to give a shout-out to Spartan student-athlete Heath Baldwin, who recently qualified for the Olympics' Team USA in the decathlon. Heath holds Michigan State records in the decathlon and the heptathlon, and I look forward to seeing him compete in the 2024 Summer Olympics in Paris. In fact, six Spartan athletes are participating in Olympic trials for the U.S. or Canada, and we're wishing all of them the best of luck. Hopefully at the Olympics, there will be a little bit of "Go Green, Go White" coming back at us. I also want to take the opportunity to congratulate Spartan golf team members Shannon Kennedy and Brooke Biermann for recently winning the women's amateur titles in the states of Michigan and Missouri, respectively. Those wins qualify Shannon and Brooke for the U.S. Women's Amateur in Tulsa in August, so good luck to them both. I also heard last evening that Brooke Biermann actually made the final 16 at the North & South tournament at Pinehurst yesterday, and so more good news on the way, hopefully, this weekend for Brooke. And since we are offering up congratulations, I want to take a moment to recognize our Vice President for Student Life and Engagement, Vennie Gore, who earlier this week received the James C. Grimm Leadership and Service Award from the Association of College & University Housing Officers International. Well deserved, Vennie! I love singing the praises of our Spartan students and all those who contribute to their success. These have been the highlights for me as this month I passed my 100-day mark, I think I'm now at 120 days. It's been quite a ride and a wonderful journey over these 120 days as Michigan State University's president. Through my 52-stop listening and learning tour of the university and some of the surrounding communities, I've met so many Spartans and I've been impressed by the transformative power of Michigan State University's teaching, research and outreach in the lives of our students and communities. Today, I want to give you a sense of the impressions I've formed, focusing on four broad themes. This is a view that will help shape the vision I hope to share in my investiture address this fall, which will be on Sept. 29.

First, Michigan State University is clearly an extraordinarily student-focused institution. I talk often about the importance of being strategic, bold and student

focused and I've seen it on every one of these stops along the way. This is empowering Spartans to achieve their aspirations and to make the world a better place. I'm thinking now about Dr. Tammy Long, to whom I had the pleasure of presenting the President's Distinguished Teaching Award this year. She creates engaging science classroom environments through interactive and inquiry-based learning and peer instruction. And I'm thinking of my conversations with Dr. Melanie Cooper and her colleagues on the College of Natural Science educational research team, and their success in moving students through redesigned STEM gateway courses in which we're reinventing to help students get through those sometimes very challenging gateway courses so they can matriculate up and achieve their goals of becoming a scientist or teaching science education. On my tour, I heard many of our college deans and faculty discuss the growing support they are providing students. And today, as part of the budget being adopted by the Board of Trustees, there is funding for more academic advisors to support student success, increase student retention, and close opportunity gaps, which is something we're going to have to do if we're to attain our goal of 86 percent graduation rate by 2030. Our student success efforts start with accessibility to a Michigan State degree. Today, the Board will also consider new tuition levels, while cognizant of concerns about higher education affordability, something we're committed to at Michigan State University. So, this fall, we will begin offering the new Spartan Tuition Advantage, a gift aid program that will eventually provide free tuition for 6,000 qualifying resident MSU Pell-eligible students. It was a decision that was made last year and we're going to begin to see the impact of the Spartan Tuition Advantage this coming year. At the same time, the new Spartan One-Stop, which was maybe stop number six on my listening and learning tour, will begin offering integrated student services to reduce administrative barriers while supporting students' navigation of their enrollment, financial aid, tuition and billing. And I hope you'll stop by to check it out on the main floor of the Hannah Administration Building.

Second, a crucial underpinning to our commitment to success for all students and employees is fostering an inclusive culture where everyone feels safe, welcome, and valued. Here again, the budget prepared for action today anticipates funding the completion of our Multicultural Center and continuing the inclusivity-focused 1855 Professorships. I've said my favorite place on any college campus is the classroom in front of students, and I have seen how engagement is sparked and learning enhanced in spaces populated by diverse students. When you can see the curriculum come to life through the conversations and discussions that happen in classroom, with each student bringing their own unique and valuable life experiences into those conversations. That's what allows the curriculum to come to life and the students to become active participants in a thriving democracy, both while they're at Michigan State and when they're a Michigan State graduate. If we mean to develop leaders and difference-makers, which we most certainly do, developing the ability to understand others' perspectives and to be able to work alongside and across differences is absolutely vital. And we can best teach it by modeling it, and I encourage all of us to model that. And so, I am firmly committed

to the university's goals around diversity, equity, and inclusion as well as our expressions of that commitment, such as we enjoyed at our fourth annual Juneteenth celebration earlier this month and our campus recognitions of Pride Month. On my tour, I made it a point to discuss our DEI goals with all the colleagues and units I visited. I came away impressed with the efforts they are making to attract and support diverse students and faculty. Consider, for example, the good work of our Office for Institutional Diversity and Inclusion and such programs as MSU Dialogues. At a time of widening social divisions, they've created a space to facilitate dialogue and understanding across identity groups in our community. We're also building a culture of trust and accountability, and I was impressed by our Department of Police and Public Safety's proactive approach to protecting our campus community. They are clearly an experienced and dedicated group, and the department has a firm commitment to transparency and outreach, with programs such as the new Citizen's Police Academy starting in September. And as a dog lover, I enjoyed meeting the K-9 members of the department and their human partners.

Third, it's clear we're a great and passionately public university, and I say that often, advancing our land-grant mission while becoming a more contemporary and bolder institution. Back to my point: strategic, bold and student focused. This includes enhancing our presence as a leading global public research university. And, I want to stress the word "global." Our research, education, and service presence around the world was among the things that attracted me to Michigan State University. We have been a leader in this for decades, and we'll continue to thrive in this space. My visit with our International Studies and Programs about our impact across the world left me almost jet-lagged learning about our research into things like climate change in the Amazon, environmental justice in the Mekong Basin and exploring the relationship between religion and art in countries around the world. I'm also pleased with our good work building pathways to our goal of \$1 billion in annual research and development spending, and we're getting close, engaging our research faculty and reigniting our strengths in global engagement. We need to continue to address the grand challenges of our time, advancing the common good and making a profound difference in people's lives. My conversations with Spartan researchers and leaders have revealed a tremendous will to tackle such challenges, and next year's budget includes continued funding for our Global Impact Initiative for attracting and hiring more top faculty researchers in areas of high opportunity. We are also seeking what I like to call a "synergy unleashed" approach through the power of our impactful culture of partnerships and collaboration, something we see at work here in Flint. We saw it front and center, a synergy unleashed approach, bringing together world-class faculty, researchers, and community partners to solve big problems, none more important than the public health initiatives here in Flint. And with last week's groundbreaking for a new joint research center fresh in our minds, our 30-year commitment to partner with Henry Ford Health will nourish a number of health research initiatives, including confronting the challenge of equity in health care and expanding our joint capabilities in cancer research and neuroscience.

And finally, all our colleges and administrative units face challenges such as keeping up with faculty needs and technology obsolescence. I've toured some great, world-class buildings across the campus and others I've heard described as looking and feeling "tired" and in need of attention. Simultaneously, we need to move forward on new facilities we've identified as necessary for our upward trajectory, such as the Engineering and Digital Innovation Center. This is a major priority for us at Michigan State. I am confident of our capacity to rise to facility and other challenges, and I'm excited by the many opportunities in front of us. And as Michigan's state university or, as I've said, the University for Michigan, we need to look at expanding professional and master student programs, meeting demands in urban areas and rural communities and improving relationships with community colleges, a commitment we will live up to. Among these opportunities is serving as an even stronger engine of Michigan's economy, which, of course, is the very reason Michigan State was founded 169 years ago. Much of our research and many of our degree programs are keyed to the economic and workforce needs of the state, working in close collaboration with corporate and community partners. Just yesterday, for example, we celebrated the third graduating class of the MSU Apple Developer Academy in Detroit, an amazing program preparing people for digital careers and entrepreneurship. I had the chance to visit it about a month ago and it's pretty cool, if you haven't seen it. In addition to the opportunities afforded by our association with Henry Ford Health and other partners to enhance medical education, research and health care, another arises with the transition of leadership in our Health Sciences. Although we are bidding a sad goodbye to EVP Dr. Norm Beauchamp, our interim leadership arrangement will give us time to consider the best ways to organize and align our educational and research programs and our clinical operations, and I'm confident that we'll get there. Our mandate to support the state's economy makes us a key stakeholder and partner in its communities, including in our home Lansing region. I am convening an area economic development council to formalize conversations with community and business leaders to seize our shared opportunities in community development and quality of life, to be an engine of economic development for the region. And as an institution that contributes significantly to the state's economic development, talent attraction and population growth, we look forward to our continued partnership with the governor and legislature to move Michigan forward. We applaud having a balanced state budget that allows us to adequately plan our internal finances as we look forward to another successful academic year. Finally, I am pursuing an overall operational excellence initiative that will offer a comprehensive picture of how best to invest our limited resources as we strive to always be strategic, bold, and student focused. I'll be working with internal and external advisors to assess our opportunities and strengths to supplement what I've gathered across my listening and learning tour over these past four months.

I'd like to wrap up this glimpse of my first 100 days by reminding all of us that, in my view, the headline of our university's most important story is Spartans' ongoing and passionate commitment to our interlocking missions of education, research

and outreach. Advancing knowledge, transforming lives, as a university, we are truly built for this. Each of us has an important role in this most crucial of undertakings, preparing people for the challenges of today and tomorrow. And in that spirit, let's get to the business in front of us with the next item on our agenda.

4. Public Participation on Items Germane to the Agenda

1. Aaron Mariasy—Fiscal Year 24-25 operating budget

5. Gift, Grant, and Contracts Report

Vice President Doug Gage presented the Gifts, Grants and Contracts Report for the period of March 16, 2024, through May 29, 2024. The report is a compilation of 556 Gifts, Grants and Contracts plus 21 Consignment/Non-Cash Gifts, with a total value of \$195,284,276.

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

THE BOARD VOTED to approve the recommendation.

6. Research Presentation

Vice President Gage introduced Heatherlun Uphold, Ph.D., MPH, Assistant Professor, Charles Stewart Mott Department of Public Health, Department of Translational Neuroscience and Athena McKay, Executive Director, Flint Innovative Solutions, who gave a presentation on "Flint and Genesee County, MI Health Equity Report Card." (Appendix A)

7. Personnel Actions

Interim Provost Jeitschko presented the following personnel actions.

Maryam Goudarzi, Ph.D.—AY, Associate Professor, Department of Biochemistry and Molecular Biology, with tenure, effective August 16, 2024.

Sriram Kalyanaraman, Ph.D.—AN, Brandt Professor, Department of Media and Information, with tenure, effective August 16, 2024.

Juan Mundel, Ph.D.—AY, Associate Professor, Department of Advertising + Public Relations, with tenure, effective August 16, 2024.

H. Holly Wang, Ph.D.—AY, Professor, Department of Agricultural, Food, and Resource Economics, with tenure, effective August 16, 2024.

Promotion and Tenure Actions

Actions recommended for the award of tenure, effective July 1, 2024. (Appendix B)

Other Personnel Actions

Glenn Chambers, Ph.D., AN—Interim Dean, Residential College in the Arts and Humanities, for an additional title of Interim Dean, Honors College, effective June 10, 2024.

Matthew Daum, Ph.D., AN—School Director and Professor, School of Packaging, for a change in title to Interim Dean, College of Agriculture and Natural Resources, effective July 1, 2024.

Kimberly Dodd, Ph.D., AN—Director, Veterinary Diagnostic Laboratory, for a change in title to Dean, College of Veterinary Medicine, effective August 1, 2024.

Alan Haller, MA, AN—Vice President and Director of Intercollegiate Athletics, Amendment to Contract, Section 3.3, effective June 28, 2024.

Norman Hubbard, MBA, AN—Senior Associate Vice President, Health Sciences EVP, for a change in title to Senior Vice President, Health Sciences, effective July 1, 2024.

Yen-Hwei Lin, Ph.D., AN—Chairperson and Professor, Department of Linguistics, Languages, and Cultures, for a change in title to Interim Dean, College of Arts and Letters, effective July 1, 2024.

David Souder, Ph.D.—AN, Professor, Department of Management, with tenure, and Eli and Edythe L. Broad Dean of the Eli Broad College of Business, effective July 8, 2024.

Aron Sousa, MD, FACP, AN—Dean, College of Human Medicine, for an additional title of Executive Dean, Office of the Provost, effective July 1, 2024.

Trustee Tebay **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: Dr. Betty Z. Del Din Endowment

The Trustee Committee on Budget and Finance recommends that the Board of Trustees establish a fund functioning as an endowment entitled “Dr. Betty Z. Del Din Endowment” to provide support for Higher, Adult, and Lifelong Education in the Department of Educational Administration within the College of Education.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby establishes a fund functioning as an endowment entitled “Dr. Betty Z. Del Din Endowment.”

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

THE BOARD VOTED to approve the recommendation.

B. Fund Functioning as an Endowment: Community Music School—Detroit Operations

The Trustee Committee on Budget and Finance recommends that the Board of Trustees establish a fund functioning as an endowment entitled “Community Music School—Detroit Operations” to provide support for the College of Music’s Community Music School’s Detroit operations.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby establishes a fund functioning as an endowment entitled “Community Music School—Detroit Operations.”

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

THE BOARD VOTED to approve the recommendation.

C. Fiscal Year 2024-25 Operating Budget and Tuition and Fee Rates

The Trustee Committee on Budget and Finance recommends that the Board of Trustees adopt the Michigan State University Fiscal Year 2024-2025 Operating Budget which includes revenue and expenditure totals for the major fund groups and tuition and fee rates as presented.

BE IT RESOLVED that the Board of Trustees adopts the attached Michigan State University Fiscal Year 2024-2025 Operating Budget, including tuition and fee rates for the 2024-2025 academic year as presented; and

BE IT FURTHER RESOLVED that the Administration is directed to implement the Michigan State University Fiscal Year 2024-2025 Operating Budget.

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

Trustee Vassar provided the following remarks.

So, I lost a lot of sleep thinking about this tuition increase; particularly in a space like Flint, where you just heard all of the really heartbreaking stats. I love President Guskiewicz's attitude that Michigan State University is the state's school, which means, as a land grant institution, everyone should be able to come, and we should be able to support them to graduation. Being here in Flint seeing, going through a poverty simulation, which shows how hard it is to live without and how much work it is, systematically and systemically racism and classism how they really impact who can go to school. It's very difficult for me to vote yes on a tuition increase when you have Black students at a 65 percent graduation rate, Latinx students at a 67 percent graduation rate. And, are we ever going to get to an average for everyone of 82 percent within the, in our strategic planning? I don't know. What I do know is that I trust the accountability of this administration. President Guskiewicz has assured me that more than \$2 million of the revenue for this tuition increase will go to the highest students to assist them in their financial needs, I mean the ones with the greatest need. And so, the Black Student Initiative, the Camp Program, the Magic Program, the Bridge Programs, I'm gonna hold us accountable to funding those and finding other solutions because even those programs are obviously not, are not sufficient, right, when we have these graduation rates and completion rates, both in their stopping out, the number one reason for stopping out is financial need. Those aren't sufficient. So, while I'm going to vote yes, and you don't even know how I literally did not sleep. I'm going to vote yes. I'm doing that, President Guskiewicz, because I believe that you will keep your word that you did come to this university to support those who are the most marginalized and those who are minoritized on our campus, and that this tuition increase will go to the neediest folks in the ways that you said. And that we are not going to see, continue to see, for decades, these numbers that we've seen. It's a new day. I want you to be supported. I'm going to vote yes. I am going to hold everyone at this table accountable to that. Does that make sense to you? And you...knowing what's coming? All right, I just want you to, I just want, everyone, to be clear that my values have not changed on this. And so, thank you for your commitment; President Guskiewicz. Thank you for your leadership. And I'm looking forward to

new and improved chances for people like the residents of Flint to be at MSU.

Trustee Denno provided the following remarks.

You stole my thunder again and said it better than I can say it, again. So, I've been on this board for 18 months. In these 18 months, we've dramatically raised the cost of room and board in our dorms, we put a new fee on students for the Wellness Center, which I didn't vote for, and now there's a tuition increase. This is just in 18 months. And I was adamantly going to vote no on this tuition increase. And on top of that I was very disturbed with the numbers of our graduation rates for our African American students and our Latinx students and honestly disappointed with some of the responses I received from this administration and why those numbers are so low and what the solutions are to fix those problems. After talking with President Guskiewicz, who I'm a big fan of and a big supporter of, I'm going to vote yes on this tuition increase. And, it's been a really, really difficult decision for me, but I'm doing it to support you. And because I believe in you, and because you made a commitment to help me figure this out and help work to improve these numbers.

Chair Kelly provided the following remarks.

First of all, I appreciate Trustee Denno and Vassar's comments. There'll be more information with regard, in specifically with regard to the tuition increases. I've defined them as modest because as you look at them compared to the other colleges in the state, they are modest. And so, I think that the board has stuck together. I very much appreciate the support of the two trustees that have already spoken. It's always difficult to have a tuition increase. As I've sat on this board, I believe, three times in the last seven years, we've had no tuition increase, I think that's accurate. And as a result, we've built a deficit. And we have to be fiscally responsible to address that deficit. I don't know that the increase that we're talking about in this budget even begins to address that deficit. It probably doesn't, but as has already been said, I have full confidence in the new president, the new administration to address some of those deficits by way of cost cuts as opposed to just unreasonable tuition increases. So, as you look at the increases that are in this budget, let's compare them to the other colleges across the state, and you'll see that I believe Michigan State University has been very responsible in terms of this budget. Thank you.

Trustee Vassar provided the following additional remarks.

I want to thank you, Lisa, for your work on this budget. It was thoughtful and intentional. You really did take a lot of care to make sure that we're using this money, as Chair Kelly said, responsibly, and so I appreciate all your work and your team's work.

Trustee Pierce provided the following remarks.

As the Chair of the Budget and Finance Committee, not only was there a great deal of debate in the Budget and Finance Committee, but among the entire board. And this was not easy for any of us. And as Trustee Kelly said, we have to be fiscally responsible. And yet we do think that when we compare ourselves to all the others in the state of Michigan, we're being as reasonable as we can be to try to get at this deficit.

Trustee Scott provided the following remarks.

I just kind of want to piggyback on what Trustee Kelly, Trustee Pierce said, and kind of, just for the purposes of those of you that are out in the audience, to understand. Yes, this was difficult, but I think we are trying to address what is an underfunding by the state of Michigan, to higher education and in particular, Michigan State University, based on a formula that is absolutely unfair. And when you look at what we received, comparatively speaking to our other R1 institutions in this state, it is, to me, incomprehensible why anyone would think that this is fair when we educate and retain more students in the state of Michigan than the other two R1 universities that remain in this state, that we are funded less than they are, and this is what forces this university to have to make these very tough decisions. And so, I want people to appreciate where we are being placed as an administration and as the Board in putting us in these positions to make these very difficult decisions based on our legislature not placing enough care and value on the education of higher education in Michigan State University.

Roll Call Vote

Trustee Byrum— Yes
Trustee Denno— Yes
Trustee Knake Jefferson— Yes
Trustee Kelly— Yes
Trustee Pierce— Yes
Trustee Scott— Yes
Trustee Tebay— Yes
Trustee Vassar— Yes

THE BOARD VOTED 8-0-0 to approve the recommendation.

President Guskiewicz provided the following remarks.

I would like to say thank you to the Board for your support. I want to thank Vice President Frace and her team for working tirelessly over the past five months to get us there. I think this is a very responsible budget that will continue to move us forward and, again, support our students, allowing us to still be strategic, bold, and student-focus. I'll say it for the last time today but thank you to everyone.

D. Authorization to Plan, Proceed—Combined Heat & Power Unit and West Regional Chilled Water Plant

The Trustee Committee on Budget and Finance recommends that the Board of Trustees authorize the Administration to plan and proceed with design, procurement, and construction of a new Combined Heat & Power Unit at the TB Simon Power Plant and Chilled Water Plant in the central academic district. This project is proposed to be accelerated in order to meet Federal Inflation Reduction Act deadlines for access to significant tax credits to help fund the project. The President and Trustee Pierce have been briefed on the opportunity.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby authorizes the Administration to plan and proceed for the project entitled Combined Heat & Power Unit and West Regional Chilled Water Plant [CHP CWP Project].

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

THE BOARD VOTED to approve the recommendation.

E. Authorization to Plan—Spartan Stadium Renovations to Second and Third Floor

The Trustee Committee on Budget and Finance recommends that the Board of Trustees authorize the Administration to plan for renovation of selected areas of the office tower at Spartan Stadium.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby authorizes the Administration to plan for the project entitled Spartan Stadium Advancement Renovations.

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

THE BOARD VOTED to approve the recommendation.

F. Authorization to Proceed—Renovations to Building at 4660 Hagadorn

The Trustee Committee on Budget and Finance recommends that the Board of Trustees authorize the Administration to implement building modifications and renovations as specified in design documents.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby authorizes the Administration to complete renovations to the building at 4660 Hagadorn Road, upon such terms and conditions as may be acceptable to the President or designee.

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

THE BOARD VOTED to approve the recommendation.

G. Authorization to Proceed—FRIB—Chip Testing Facility

The Trustee Committee on Budget and Finance recommends that the Board of Trustees authorize the Administration to proceed with an addition to the Facility for Rare Isotope Beams to accommodate the Chip Testing Facility, a project with a budget of \$17 million.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby authorizes the Administration to proceed with the project entitled “FRIB—Chip Testing Facility.”

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

THE BOARD VOTED to approve the recommendation.

Trustee Pierce provided the following statement.

The Committee also received the construction and facilities report and an update on the Henry Ford Health Clinical Integration agreement. And then let me just make a statement based on my last conversation at the board meeting. I indicated there would be a review of our investment portfolio with our Chief Financial Officer as well as our Chief Investment Officer. That assessment of the portfolio has been completed, including a high-level review of all of our fund managers. And the board is satisfied with the

portfolio, and it aligns with our approved processes and policies. As you know, the Board has embarked on a systemic review and update of all of our university policies. The policies governing investments are included in that process. We will bring additional updates on our reviews in a future board meeting. Our endowment is made up of money given to the university by many generous donors. As stewards and fiduciaries of those donations given to the university, we are bound to honor their requests, which name the university as sole beneficiary. Strong performance of the endowment supports the university's core mission and helps to fund the academic programs and many scholarships. Any potential changes to the university's investment policy will continue to uphold our fiduciary duty.

At this point in the meeting, a disruption occurred, and the Board temporarily adjourned the meeting at 10:10 a.m. The meeting was reconvened at 10:40 a.m.

Trustee Pierce provided the following statement.

The current conflict in the Middle East and the additional conflicts around the world are horrific. We recognize the pain and the loss and the trauma that people on all sides are experiencing. We also understand that people have differing views, and we're cognizant of the varying viewpoints on how the university can best support our students, our faculty, and our staff. President Guskiewicz and I have committed that we will meet with representatives of the constituencies that want to have a conversation around our investments. And I will invite any other board members that would like to join. Thank you.

9. Committee on Academic Affairs

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

A. Revision to BOT 101, Amendment of Board of Trustees Policies

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve the following: the conversion of BOT Policy 101 to the adopted standard policy template with technical amendments as indicated in Amendment A.

BE IT RESOLVED, that the Board of Trustees hereby approves revisions to BOT 101, Amendment of Board of Trustees Policy, as indicated in Attachment A. (Appendix C)

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

THE BOARD VOTED to approve the recommendation.

B. BOT 602: Endorsements, Sponsorships and Advertising

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve the transition of BOT 602: Endorsements, Sponsorship and Advertising from the Board's policies due to the additional detail and content with much greater specificity and guidance being better suited as a university-wide policy.

BE IT RESOLVED that the Board of Trustees of Michigan State University hereby approves the transition of BOT 602: *Endorsements, Sponsorship and Advertising* from a Board of Trustee policy to the university-wide policy series effective July 1, 2024;

BE IT FURTHER RESOLVED that the Board authorizes the Vice President for Marketing, PR and Digital Strategy to complete transition of this policy to an updated university-wide policy approved by the President and assigned a new number in the University Policy Library by the Policy Library Coordinator; and

BE IT FINALLY RESOLVED that the Board directs Vice President for Marketing, PR and Digital Strategy to work with university stakeholders to ensure the updated university-wide policy is communicated and implemented as soon as practical after presidential approval.

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

THE BOARD VOTED 7-0-1 to approve the recommendation.

C. Revisions to Faculty Rights and Responsibilities

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve revisions to the FRR as outlined in Attachment A.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves the proposed revisions to the Faculty Rights and Responsibilities (FRR) document as outlined in Attachment A. (Appendix D)

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

THE BOARD VOTED to approve the recommendation.

D. Revision to the MSU Board of Trustees Bylaws

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approves amendments to the Bylaws as indicated in Attachment A.

BE IT RESOLVED, that the Board of Trustees hereby approves the Bylaws amendments as enclosed with this resolution (Attachment A). (Appendix E)

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

Secretary Fletcher provided the following remarks.

I would just like to say to the Board that this really is focused on the, as you saw in the packet, the amended packet, this is focused on the reporting structure for the Board Secretary and the technical amendment. The issue around public comment and the discussion around that, I think the committee has agreed for further consideration on.

Trustee Knake Jefferson provided the following remarks.

I was gonna make that as a last statement at the end, but I will say the board listened to input surrounding the proposal to introduce a time limit for public comment. And after further consideration, the Board is postponing a vote on that particular measure to allow for additional discussion and consideration.

Trustee Denno provided the following remarks.

So, I'm going to vote no on this. Well, first, I think everyone knows I was opposed to limiting public comment to begin with. I'm going to vote no on this, and I want to say that I'm a big fan of our Chief of Staff, Stefan Fletcher. I think you've made me a better trustee, so this is nothing directed towards you. My issue is, if we're to do our constitutional, if we, as a board, are to fulfill our constitutional responsibility to oversee this university, we need employees who can give us unfiltered information. And my concern is by having a dual report, which we had under the Nassar crisis, and so I obviously wasn't a trustee then, but I've heard from others that that was a part of a bigger problem that they weren't getting unfiltered information. So that is why I'm voting no this.

Trustee Byrum— Yes

Trustee Denno— No

Trustee Knake Jefferson— Yes

Trustee Kelly— Yes

Trustee Pierce— Yes

Trustee Scott— Yes
Trustee Tebay— Yes
Trustee Vassar— Abstain

THE BOARD VOTED 6-1-1 to approve the recommendation.

THE BOARD VOTED to approve the recommendation.

Trustee Knake Jefferson provided the following report.

The committee heard updates on upcoming strategic academic initiatives as well as unionization.

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. Revision to BOT 104, Board of Trustees—Auditor Rotation

The Trustee Committee on Audit, Risk, and Compliance recommends that the Board of Trustees approve the following: The conversion of BOT 104, Board of Trustees—Auditor Rotation, to the standard policy template with technical amendments.

BE IT RESOLVED, that the Board of Trustees hereby approves revisions to BOT 104, Board of Trustees—Auditor Rotation, as indicated in Attachment A. (Appendix F)

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

THE BOARD VOTED to approve the recommendation.

B. 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 Targeted Alpha Therapeutics, Inc. in which Michigan State University faculty, Dr. Kurt Zinn holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves an option for an exclusive license agreement with Targeted Alpha Therapeutics, Inc consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix G)

The Trustee Committee on Audit, Risk, & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Scarlet Spartan Solutions in which Michigan State University faculty, Dr. Justin Scott, holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a purchasing agreement with Scarlet Spartan Solutions, LLC consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix H)

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

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves an option for an option agreement with Cytohub, Inc. consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix I)

The Trustee Committee on Audit, Risk, and Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and faculty member, Dr. Richard E. Sherman.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves an Independent Contractor Agreement for artist services with Dr. Richard Sherman, consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix J)

The Trustee Committee on Audit, Risk & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Great Lakes Crystal Technologies, in which Michigan State University faculty, Dr. Timothy Grotjohn, holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a fee for service agreement consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix K)

The Trustee Committee on Audit, Risk, & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Paradigm Productions, LLC, in which Michigan State University staff, Dr. Levy Randolph and Michigan State University faculty member, Dr. Tiffany Rogers-Randolph, hold a financial interest.

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

The Trustee Committee on Audit, Risk, & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Culturally Resilient Training Cards in which Michigan State University faculty, Dr. Edward Timke, holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a purchasing agreement consistent with the purchasing term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix M)

The Trustee Committee on Audit, Risk & Compliance recommends that the Board of Trustees authorize the agreement between Michigan State University and Great Lakes Crystal Technologies, in which Michigan State University faculty, Dr. Timothy Grotjohn, holds a financial interest.

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves a fee for service agreement consistent with the term sheet presented to the Board of Trustees for inclusion in its minutes. (Appendix N)

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

THE BOARD VOTED to approve the recommendations.

Trustee Scott provided the following report.

The committee discussed upcoming policy work as well.

11. Committee on Student Life and Culture

Trustee Tebay presented the Student Life and Culture Committee Report.

The Student Life and Culture Committee received a presentation on the Annual Diversity Report from VP Bennett including the 2023-2024 Annual DEI Report highlights. The team has been working hard tracking over 200 items across 12 executive-sponsored and institution-wide action teams. They have created a level of accountability and transparency through the DEI Annual Report, DEI Scorecard, and DEI Dashboard. Their second year of Institutional DEI Strategic Priority Implementation effort resulted in 71 percent of the 200 plus action items being implemented or in-progress, creating an Inclusive Excellence Grant Program

which distributed more than \$339,000 to fund 32 projects campus-wide. The full report can be found at inclusion.msu.edu. There is obviously still a lot more work to be done, as some of my fellow trustees had noted earlier, but we look forward to the upcoming planning and development of the University Climate Survey that is coming in Spring of 2026 and there'll be more details to follow. That concludes my report.

Can I make an amendment to that? I just wanted to note, Miles will be speaking during the student liaison portion of the meeting, but I did want to note that Connor Le did send some comments into the board, apologizing that he wasn't able to make it. He is working for the Michigan Senate, so as you can imagine, he's very busy right now at this time of year, but he did send his regards that he wasn't able to be here.

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

Miles Roberts, student liaison from the Council of Graduate Students, provided the following report.

All right. Greetings. It's my pleasure to be here in front of the board for my first time as the new president for the Council of Graduate Students, succeeding Hannah Jeffery, who had this role two years prior. I'm here to just give three updates on the actions of COGS from our most recent membership meeting, all of which kind of center around a core theme, which is the desire for students to feel that they belong at MSU. The first update is the release of COGS' Equity and Anti-Discrimination Report. This report is compiled yearly by our director of Equity and Anti-Discrimination with the help of our Equity and Anti-Discrimination Committee. The role of this committee, run entirely by graduate and professional students, is to evaluate common trends in the experience and perception of belonging and discrimination among our constituents. Their hard work culminates in a framework of priorities for COGS' DEI related efforts for the coming year. In the report, graduate and professional students wish to see more focus on the following: centralizing intersectionality in DEI conversations, more focus on the experiences of international students, more focus on power imbalances between students and faculty, especially in the context of advisor-advisee relationships, and finally, clarifying the connections between the intentions of DEI initiatives with the actual impacts they are likely to have on graduate and professional students. Furthermore, it was interesting in the report that students often noted their individual departments as one of their biggest sources of belonging at MSU yet did not always experience high belonging at that department or program level. I think this desire among grad students to feel greater belonging is reflected in my second update, which is recent trends in our annual budget. The most recent update to our budget, voted and approved by the COGS full council, saw increased support for social activities, including both activities organized by COGS and activities organized by smaller grad student organizations at the program or department level. These funds support a wide range of events for grad student organizations,

including the celebration of culturally significant holidays, research symposia, workshops, and other professional development opportunities. It is my interpretation that these trends reflect the findings in our recent Equity and Anti-Discrimination Report. The graduate and professional students we serve desire more belonging, and often seek to acquire that belonging through the smaller communities within our campus they identify with. If we can support these individual communities, we can promote students' sense of belonging and ultimately, their academic wellbeing. In terms of what COGS is doing to promote belonging brings me to my third and final update: the annual COGS Fall Welcome event. This event is happening on August 24 in Benefactors Plaza located near Chittenden Hall. Fall Welcome is an annual event organized by COGS for over the past decade, welcoming hundreds of graduate and professional students to our campus right before the fall semester. It will be a fun afternoon with a cookout, games, giveaways, and representatives from many resources in departments across campus. All graduate and professional students and their families are invited to attend this free event, and I look forward to welcoming them to our campus. If you have time, all members of the Board are welcome to come and meet the students as well, but I know that's a busy week for all of us. In closing, COGS is hearing a consistent message that its constituents desire greater belonging, and I look forward to further advocating toward this over the coming year. This concludes my report. Thank you for your time.

Jack Lipton, faculty liaison, provided the following report.

Howdy everybody. So, this is my last board meeting of the year as Faculty Senate Chair. I will be serving as vice chair in the coming year, so you're not rid of me yet. I would like to thank the board for recognizing the need to do all that is possible to enable outstanding education and retention of faculty through tuition increases. While not popular, recognizing your fiduciary duty to the institution's solvency and wellbeing is critical to the university's success. So, thank you for voting yes on that resolution. It is important to note that we would very much like to continue to work with you to expand support that Michigan State receives from the state of Michigan. The faculty have communicated our interest in engaging the legislature on why the formula that Trustee Scott mentioned needs to be changed so that we can support the higher education mission at MSU. We hope to partner on this in the next academic year and not just during appropriation season. It is awesome to be here in Flint, where the College of Human Medicine, my college, the CS Mott Department of Public Health, and the community have come together to solve big problems. The world class faculty in partnership with the community are making real world strides in advancing the health and welfare of all members of the community. Dr. Mona, Dr. Jennifer Johnson, and Dr. Heatherlun Uphold are a testament to that work. Their achievements and those of their colleagues elevate the university and demonstrate the value of community-based medical schools and Land Grant Universities. That is what we should be focused on: the excellence of this institution. Know that the faculty are laser-focused on this every single day. From the very beginning of my term as Chair, we engaged the board's troublingly

slim conflict of interest policies and the bare bones code of ethics and that we saw as gaps and in clear violations of those policies this year. My predecessor, Karen Kelly Blake, in her statements lamented the constant meddling in the day-to-day management of the university. Over the past year, we have observed a real dichotomy in the aspirations of university leaders. Some, like President Guskiewicz, and most members of this board, worked to develop a framework for everyone to stay in their lanes and let people do their jobs. I know that most members of this board, the administration, the faculty, staff, and students want to work together to advance our missions of scholarship, education, and service to our fellow Michiganders. We may not agree on how, but we agree on the need to do the hard work. Others seek to tear down this hard work, factionalizing our community, seeking advantage. But advantage for what? Being right? Feeling validated? Embarrassing your colleagues? Yesterday, we worked with the board in good faith to try and ensure that shared governance between the board, the administration, the faculty, and the students is collegial, coordinated, and productive. By engaging with faculty and student governance leaders on governance issues at your retreat, you've demonstrated your interest in working with us rather than around us. This is a solid step forward. However, certain members of this board walked out and did not engage in this important work when faculty were present. That conscious, deliberate, and juvenile action was unfortunate. And, I'm certain, as hoped, it did not go unnoticed. It is exhausting and sad. I do hope that either through a realization of the purpose of their role at this university or through executive action of the state of Michigan, that the challenges that these individuals pose to the board and our greater university community are solved in the coming year. We need more unity, not more division. I wish us all the best of luck. To President Guskiewicz, thank you for your engagement, openness to communication, curiosity, and pathologically positive outlook. To most of the rest of you around this table, I believe you sincerely seek the success of this great university. Know that the faculty will work with you to seek solutions. I look forward to participating in this hard work as vice chair in the coming year. Thank you.

Chairperson Kelly provided the following report.

I think I speak for the whole board, and maybe there'll be some more comments, that the retreat here in Flint has kind of blown us away. I want to obviously acknowledge the hard work of Dr. Mona, Dr. Johnson, Dr. Uphold, and the presenters here today. It's really the interaction with the community that struck me the most about this, but I also recognize the creativity of what MSU is doing here in the Flint community. So, if you bear with me, I'll give you a little story. One of the things that the chair has to do is constantly stay on schedule, and I worked with Stefan to organize that schedule. And when I got up yesterday morning, I looked at the schedule and I said, "wait a minute, we're going to a clinic, and then we have to go to the farmers market, and we got to do all this within an hour." And it wasn't until I got there that I realized the clinic is in the farmers market, which was great. So that's creativity, and then Dr. Mona went through the whole story of how helpful

that is for the residents because when they come to the clinic, they can then go right, with a prescription from her office, to fill out healthy foods for the following week. So that kind of creativity is what universities do, and I was very proud that we were involved in that. The second topic is the first 100 days of our great President. It's hard to keep up with him. He's got boundless energy. There's a whole list of things here. He's just completed his 100 days. As he indicated, he's done over 40 stops. He's demonstrated his commitment to students as well as faculty, and I think the entire board, as we've heard from comment after comment, our trust in him. Our trust to make really tough votes, because we believe in his leadership, has brought this board together, in my personal opinion, and we are committed to working as one team, and that's very difficult for any board to do. He has, not only my full confidence, but I know that the entire board has full confidence in him. And he's had a great first 100 years, or 100 days. Well, he's done so much! So, he's done a great job in the first 100 days. All right, I'm gonna move on to Norm Beauchamp. Again, a whole list of accomplishments, and Norm's been affiliated and of course, he's left the university. So, I just want to note a couple of those accomplishments and the board's appreciation for Dr. Beauchamp's work here at the university. First of all, he represented MSU in developing the new McLaren Greater Lansing Hospital, including our partnership with McLaren and MSU Health Care and the Izzo Family Medical Center. He's also worked to develop Michigan State's first off-campus P3, public private partnership, and the solicitation of \$19.5 million gift from Doug Meijer and the Meijer Family Foundation, and the development of innovative eco system, what is now called the Doug Meijer Medical Innovation Building. He also developed our relationship with Corewell Health in Grand Rapids, known as the Corewell Health MSU Alliance Corporation. And then finally, and very notably, he is the one that spearheaded the relationship with the Henry Ford Health, including the groundbreaking of a \$335 million research facility. Following on the hard work of Chair Vassar, I have the honor of sitting on that steering committee, and I was down there for the groundbreaking, it's a very impressive thing that we're doing down in the city of Detroit, and it will help that community tremendously. Lastly, we'll hear a resolution from the board, read by Norm's old neighbor, Dennis Denno, recognizing his accomplishments here at MSU, so that concludes my reports, and thank you.

Trustee Denno presented the following resolution. (Appendix O)

Executive Vice President Beauchamp provided the following comments.

I can't even capture how meaningful that is to me, thank you all. To be recognized by an institution that I was so fortunate to attend as an undergrad and medical student, and in it, it was so enabling for me to realize my life goals and lessons towards the struggles of others. This really means a lot, and I really appreciate that. If I can reflect for a moment, I made a commitment to my mom, a community mental health worker in Lansing, it would still be their responsibility to bring health and hope and healing to all people, that one day I'd come back and seek to give back, to make a difference for our college that changed my life and institution to

this day. It means so much for me and my family. When we left Michigan in 1991, I felt really blessed to be welcomed back in 2016. Because of the community partners we learn from and work with, through the great support of the Board, we have worked side by side to accomplish a great deal working with the MSU presidents who served during my times, so many incredible colleagues' campus wide, and my dedicated Health Sciences family. I do believe we've made a difference in the time I've been here. It's been eight years, eight very transformative years. I just want to thank you for all of that. I'll go forward with lessons learned from my time as a student and now as a faculty leader, and I'm just really excited for the future of MSU. The people there, the mission, the need, it's all alive. If I can end with a quote that's meaningful to me, "hate cannot drive out hate, only love can do that." And I just, stay close to each other, and it's really important information. God bless MSU and Go Green.

President Guskiewicz provided the following remarks.

Dr. Beauchamp, thank you so much. I just want to say that your legacy is going to be a very good one. Whether it's in Grand Rapids, East Lansing, Detroit, or here in Flint, which you had a big part of, we are grateful, and I'm going to thank you personally for all that you've done for me in helping these first 120 days to be a great success. So, I'm grateful, thank you.

Vice Chairperson Tebay provided the following report.

I just first want to thank all of the MSU staff that traveled from East Lansing to put on the meeting here. I appreciate all the work that you've done, especially Jackie, for everything that you've done for the board to plan for this. Our IT staff have been phenomenal. Our MSU PD, thank you so much for coming up here. I just really appreciate all the work that goes into this. I've seen you moving around a lot over the last three days, and I just really appreciate all the work that you put in to make this meeting successful. I also want to thank all of the community members from Flint that we were able to interact with over the last couple of days, and I think some of my colleagues had said it previously but, there's something about the program here in Flint, it just feels different, it feels special. And I think, you know, it's attributed to all of you in the work that you do. We've visited a lot of different places across our footprint over MSU, and there's just something about the program here in Flint that just hit a different way. And it's really impressive the work that you're doing, and I just commend all of you for the work that you continue to do for MSU. I also wanted to thank Norm Beauchamp for everything that he's done- I'm gonna get emotional like I usually do. Norm is the epitome of what it means to be a Spartan, and he will be really missed here at MSU. And I'm so thankful for the friendship that he has provided for me as a trustee over the last few years, and I look forward to visiting him in DC. But, just thank you Norm for everything that you've done for this institution, and your impact is going to live on for many, many years to come. So, thank you for everything that you've done for MSU. Okay, back to the business ahead. I also want to acknowledge our director of the MSU

Museum. Devin Ackman has been appointed to the American Alliance of Museum Board as Vice Chair and Secretary, which is really impressive across the museum community. So, I wanted to acknowledge Devin here today for that. I also, President Guskiewicz mentioned it in his remarks but, I want to sort of give individual shoutouts to our really tremendous athletes that we have participating in the U.S. Olympic trials. I think it's quite impressive to have such an amazing group of Spartans representing us in the United States stage. So, I want to congratulate again, Heath Baldwin, who will be representing us and the whole country at the Paris Olympics with the decathlon. He also was first in the competition for the US trials, which is really impressive and amazing. I want to acknowledge Tori Franklin, who earned the bronze in the triple jump at the track and field trials. Morgan Beadlescomb finished fourth in his heat to reach the 5000-meter finals, which will be happening on Sunday at 7:30, so make sure to tune in to root on Morgan. We also had Katie Stewart-Barnett, who finished fifth in the 3000-meter steeplechase in the Canadian Olympic trials, so she's represented us over in Canada. And then we also had Ryan Talbot compete in the decathlon, and Trevor Stephenson compete in the pole vault in the track and field US Olympic trials. So, we're so proud of all of them for representing us. And that concludes my report or my comments.

Trustee Byrum provided the following report.

I want to also give my best wishes to Dr. Norm Beauchamp and thank him for his service. I echo the comments by both our Chair Dan Kelly and Vice Chair Kelly Tebay on our time here in Flint, and what I take away from Flint in the last three days here is really a sense of community and how Michigan State University is working alongside in partnership. I benefited greatly from the interactions. The poverty simulation was very eye-opening. I happened to be, in my little group, I was the mother, the breadwinner, but we were a family that had money but yet ended up being evicted from our home just because of a series of barriers and circumstances. So that was very eye-opening for the entire experience, for the tabletop exercise, simulation. And then also I enjoyed when we came together, and we had a chance to talk with those individuals and community members involved in all the different programming within the public health space at the program here in Flint. And we talked about the RX Prescription program and how members in public health are advocates for their community and getting involved in the political process and advocating for where their passions are and where the research is at. So, I took away all of that as just a very strong partnership with Michigan State. I also want to acknowledge how important the CS Mott community is to this community here in Flint and Genesee County, and they were our hosts for our first day for our board work session. So, I want to thank them for that. And President Guskiewicz, you just finished 120 days. I think it was 52 stops. I had the privilege of joining you when you were with the Lansing Economic Club for your speech there, and you were very well received. People are very excited both in the greater Lansing community but also across campus in those listening and learning sessions. They really come away with that you are listening and that you will be

engaged in a very positive way for them, so I think that's all great news for us, and stability, because when we were doing the search, that's the one thing that we heard across campuses, people really want some stability. They want to be able to take a deep breath and then focus on the future because the future really is very bright at Michigan State. And we saw a glimpse of that with our three days here in Flint. And then Jack, I've been the faculty liaison for the last, I don't know, seven or eight months since Dan Kelly graciously turned it over, but I've enjoyed working with the faculty senate. And I've enjoyed working with you, Dr. Lipton, and I know you're going to stay on as vice chair, and I'll be on for a few more months, I think I have three more board meetings before I am leaving the board and not running for reelection. So, I'll be around for a little bit more. So, with that, I want to acknowledge some faculty accolades, because I do think it's important to raise up our faculty and celebrate their achievements. So, I want to give congratulations to seven MSU researchers who have been elected as 2023 Fellows of the American Association for the Advancement of Science, including Christina Chan, Sean Grossman, Kevin Elliot, Katherine Hunt, Julie Levargan, Cheryl Sissak, and William Taylor. Congratulations to Rodney Whitaker, which this board is very familiar with his musical talent, who was elected to the American Academy of Arts and Sciences, to Melanie Cooper, who was elected to the National Academy of Education, to Tom Dietz, who was elected to the National Academy of Sciences, to Zuko Chow, who received the National Science Foundation Career Award. These are all extraordinary accomplishments and reflect the university's continued leadership in research and innovation. And finally, I want to give staff accolades, and a shoutout to the outstanding staff who received this year's Gliozzo Clerical Technical award, the Jack Breslin Distinguished Staff awards, the Ruth Jameson Above and Beyond Award, and the MSU Service Award, and recipients and retirees. So, congratulations to all of these very deserving Spartans, faculty, and staff, and this concludes my remarks.

Trustee Denno provided the following report.

I'll be brief. I first want to thank Lisa Frace. I know when we get presentations, obviously ones that deal with the budget of different departments and units, that you are the one behind that. And I think you're doing a great job, and I don't thank you enough for your hard work. I want to thank my very good friend, Dr. Norm Beauchamp or Dr. Norm as I call him. You've not only been a leader here at MSU, you've also been a very, very good friend, and you've really helped me navigate this university and I'm really going to miss that friendship. Raina and I are going to miss hanging out with you and Christina, and every time we walk past the Frankenstein house, we'll think of you. And finally, with the murder of another Sheriff Deputy yesterday in Hillsdale and the funeral today for an Oakland County Sheriff's Deputy who was murdered in the line of duty, both of them in the line of duty, I want to express my heartfelt thanks to law enforcement, both in this room and all over the state for all you do to keep our community safe. That's something I could never do, and I really appreciate everything you do. Thank you.

Trustee Pierce provided the following report.

Let me just say, adding to what all of the trustees have said, Flint should be a role model for how we work with the community, and not separate from the community, to accomplish things that we think are impossible and make them possible. Secondly, I also want to say, Norm, I'm gonna miss you very, very much. We've known each other for quite a while, even before I was on the board, and I congratulate you on your next adventure, but we certainly will miss your impact at MSU. And then Kevin Guskiewicz, welcome. We're glad you're here and can't wait to see the next 100 years. So let me just talk about some rankings very quickly because I think we don't talk about how well perceived Michigan State is in so many areas across this country and across the globe. So, we are number three in the country and number 25 in the world for sustainability by the prestigious Times Higher Education, and we're the only university in Michigan and in the Big 10 in the Top 25. We rank in the top 50 among U.S. patent granting universities by the National Academy of Inventors, and the Top 100 worldwide. And we are in the Top 10 hominid colleges and universities producing the most Peace Corps volunteers. That's pretty good accolades for a well-deserving University. That's all I have.

Trustee Scott provided the following report.

I will echo the comments of my colleagues concerning how wonderful this retreat has been. Dan, you've set the bar for retreats. Maybe you didn't even do anything. But this is the best board retreat that I have been a part of by far, there is no question. So, I want to thank Stefan, I know that you put a lot into this, Jackie, everyone that was involved in the logistics of this board retreat and making sure that we got a really good representation of what is happening in this community, which is just extraordinary. So, thank you all for your hard work with that. I think Mike Zeig probably had a lot to do with that as well. And speaking of the board retreat, I just have to give a shout out Dean Sousa, I said this to you last night, and I will say it again, publicly, you're amazing. You are doing a phenomenal job, and everyone that works with you, all of you, our faculty, staff that work here, all of our community volunteers, thank you all so much for what you are doing in this community. You have really changed the game for other communities to look at what you've done. You are an example of what is possible, and I look forward to the replication, at least over in Muskegon, hopefully, in the coming years of what you've done here. I also want to just thank everyone that made this happen. I think Kelly, or Trustee Tebay, gave the shout out of the MSUPD and all of the others that have been really integral in making sure that this could happen. So, thank you all. You are sometimes the unsung heroes to everything that we do. I think all of our faculty and our EVPs, who are amazing, that shared with us and brought us up to speed on all of the great things we're doing and the challenges that we have to overcome in the coming future, so I just thank you all for the time and efforts that you put into making this a board retreat where we learned, and I think as a university, we are in a good position to do really well in the future. I also wanted to give a quick shout out to Kevin, who is the hopeful optimist. I appreciate the energy

that you bring. When you walk into a room, to me, all eyes are on you. But you just work a room in such a wonderful way. I love to see the way that you engage with people, even those that you don't know that feel like they know you by the time they've had a conversation with you. You're very warm, maybe to the touch, but I'm talking about your personality. And, I just appreciate the energy that you brought. I know that everything that I have heard has been positive about the engagement that you've had with our MSU community and our donor community, as well as the communities at large. And so, I thank you. I look forward to continuing to work with you and support you, and I know we are in good hands. I'd also like to just talk briefly about the opening of the Tom Izzo Football Building, which was just incredible. I have pictures of some of the trustees in the seats in the football building. It was just amazing just to see the incredible facilities that we now have that I think would rival any program in this country. I thank you to all of the donors that put in their money and those that put in time in making this facility what it is. It was an incredible night to, I think, a very deserving coach that we have here at MSU, and I think we are all extremely grateful for all that he's given to our university. So, congratulations on that. If you've not visited, you need to go see it because it's incredible. I also, for the first time ever, had the opportunity to attend the NAACP Annual Freedom Fund dinner in Detroit. I'd never had that opportunity to attend that and boy have I missed out. It was an incredible evening. We got to hear from President Biden and other leaders throughout the state of Michigan. The money goes to scholarships and other programming. We got to see some of the children that, and the youth, that have benefited from the scholarship funds, and I just really enjoyed myself. So, thank you MSU for encouraging me to attend. I did not have the opportunity but heard so much about the Juneteenth Celebration at MSU. So, kudos to everyone that was able to participate. It is certainly something that I feel is worthy of celebration. I understand we had a lot of great speakers, and everyone had a wonderful time. But the cause is something that is extremely important, and I think that it is important for us to all celebrate Juneteenth, not just as something for Black Americans to celebrate, but I think all of us need to look at it as like a Memorial Day or Fourth of July. We have given so much to this country, and to celebrate our freedoms, I think is something we all should celebrate. So I encourage those of you that have not to participate next year when you get the opportunity, I want to give a shout out to Norm Beauchamp, and, I don't know maybe he jumped off, but, being the only trustee that lives in West Michigan, for me, the enormity of what Norm has been able to do in Grand Rapids, Michigan is something I just can't put into words. The sense of pride that I had, every time that I went in there, to see all of the various MSU signs and all of the buildings we have there and just to hear the incredible work to really bring us into the forefront in that area. That was spearheaded really by you, Norm, and we can't thank you enough. You have always been someone that has showed compassion in everything that you've done, and it's not even just for human services and medical for humans. He cares about people's dogs, because when my dog was dying, it was Norm that reached out to me to try to see what he could do with the veterinarian clinic to help my dog to survive. And she didn't survive, but I thank you because you have just always shown compassion. What you have done in Detroit, I know we have the

ability, I think it was last year to do the tour. It was phenomenal. We thank you for your leadership, we're going to miss you. I think I told you that at commencement when we did our selfie. I'm sad to see you go, but I know you're going to do some extraordinary things. So, congratulations to you, and hopefully you will stay in touch with us. I also wanted to just briefly thank Dr. Lipton, who has just done a yeoman's job, I believe, in your role. We are, I think, going to benefit from me being the vice chair, maybe we won't hear from you as much, but I'm glad that we're going to be able to continue to work with you. I appreciate all that you have brought to the forefront on things that we do need to work on as a board, and we have taken some of those things into account with a lot of the changes that we've made. So, I thank you for being willing to put yourself out there on behalf of the faculty to represent what is in the best interest of the university and thank you for your bravery with that. I'd also like to, I meant to talk about the simulation. So, I was the grandma, and I was married to Kevin, he was my my husband. We had one bad child, which was Stefan, and one other child that didn't do what she was supposed to do, which was Kelly. But anyway, we were family, right? But, my God, I told them when we first sat down, I was triggered by the simulation because, and I don't want to go into my story, but I think we all know if it hasn't been us personally, we know of people who have dealt with poverty and who have had to go through all of the various things that we had in the simulation from being on food stamps, to not having transportation, to not having good health care and not being able to afford your rent. I got evicted yesterday. Those things really happen, and to be able to really put ourselves in that place of others, sometimes we forget from whence we came, and what the plight of others are, and sometimes we take for granted how much we have. And it really brought me back to that moment, and so I thank you for all of those that put that on for us yesterday. Dan's looking at me, I know I'm almost done. It was an incredible, I think, lesson for us to be empathetic and to understand that we all don't start at the same start sign or start line, whatever you want to call it, in life and to appreciate what we do have and I just again, applaud everyone that put that on and the work that you all are doing, again to bring these things to reality so that when our medical students work with people from different parts of life, from different demographics or economic places in the economy, that we can be sensitive of what each person is bringing to the table and be more understanding. So, thank you for that. Last, I wanted to talk about the Miracle Initiative, but I'm gonna not talk about that because I feel like I've been talking too long. But if you don't know what it is, you guys need to look it up. It is an incredible program. So, thank you, everyone. And that's it. That concludes my comments. Thank you.

Trustee Vassar provided the following report.

Everyone has praised this retreat, and I want to thank everyone who made it happen. Flint has been super fantastic. The Flintstones have been fantastically fabulous. This is a vibrant community with resilience, brilliance, and beauty, and I've been moved and inspired the whole time we've been here. I do know that our presence here would not be possible without the efforts of Norm Beauchamp, who

is leaving, well left, I'm thinking we had a picture with his U-Haul the other day. He was, I think, zooming in from his U-Haul. So, I just want to thank Norm for being a thought leader but also a good person, and I just I'll miss him. But I also want to thank Dean Sousa who's, this work is amazing, and I know that you sleep and breathe this work. And so, I just appreciate your passion for it. Amber Pearson with Sand, that work was just phenomenal. I don't know if you all went to all the stations, but I was able to catch some of the stations yesterday, and she's doing work, she let me know that birds chirping is a sign of safety. I did not know that. I had been cursing them at five o'clock in the morning, like, "these birds!" But she said actually you should feel safer because, when birds are chirping, that means that there's no danger, so I'm going to do better about the birds. And then, the Flint Public Health Youth Academy. We talk about pathways all the time into health sciences, and this is a real pathway, like they are taking youth from elementary schools into our university, and Everett's work with the Flint Public Health Youth Academy on racism as a public health crisis, youth and gun violence. These folks are all over the place making policy changes, and they're an inspiration. But it's also, again, a sign of what can happen when you partner with K-12 spaces to make our university more diverse and enriched with diverse thoughts and talents, and I just appreciate, again, the community-based and participatory research that's going on here. We keep saying that we'd like to replicate it in different places. I would say that that is a framework that should be used everywhere, and I'm so looking forward to seeing that framework that we've witnessed actually happening, for the first time ever that I've seen in Flint, practiced in Detroit with our Henry Ford and Health Systems partnership. I attended that groundbreaking event alongside Vice Chair Tebay and Chair Kelly and Trustee Byrum and Trustee Pierce, and it was just gratifying and satisfying to see, after serving three years on that steering board as a MSU representative, to see that work come to fruition and to drive literally 14 minutes from my home. It was awesome. I'm just really excited about MSU's continued commitment to Detroit. Athena McKay, you all saw her innovative app to assist in pregnancy health. Dr. Mona and Dr. Jones' work with the Flint registry - unmatched. Mr. Jefferson was one of the people who helped with the simulation, and he drives an ice cream truck here in Flint. And he said that he can sell snow cones in winter, and so obviously, he can sell anything. There's snow on the ground and he still sells like snow cones, and we're hoping that he'll take up the MSU Dairy Store and sell that on his truck. It was just a treat to meet all these folks. We're doing transformational work alongside, in collaboration, in community with the Flint folks, and I'm just excited about that. I did want to commend President Guskiewicz's 100 years, 100 days, I'm not sure, but you said that you learned this word about tired and that buildings are tired and, you don't look tired, but I mean you, I don't know how you do it. Like I saw him at 11:30 at night. He was going up to his room, and then he was out running at like 5 a.m., sir, slow down. Rest. I don't know how you're doing all this, but you have gotten around and listened to so many people and they come back and tell us. And so, I just appreciate your willingness to sit before your community and learn what their needs are so that you can lead them in the ways that they need and not necessarily in the ways that you would like. Again, you can't replicate, you can only build relationships, and so I just appreciate you doing that

work so much more than I can articulate. And I did also attend the NAACP dinner. I've attended for the last six years; Reverend Wendell Anthony is the head of the largest NAACP chapter in the United States. He's also my pastor. He married both Lucius and me, and he christened our children. So, I go to that every year and MSU, since Stefan has been the board secretary, finally had a presence there. So, I appreciate you and Dr. Zeig, for making that happen, for us being a sponsor in the largest dinner ever sponsored in the United States, it's the NAACP dinner, and MSU wasn't there. And so, for the last two years, we've been there, and I just appreciate you all. And I appreciate the MSU NAACP coming and showing up in and fellowshiping with the folks that are the larger NAACP body. So, I just, I had a great time. It was great to see the students and to fellowship with them. And MSU leaders, I don't know how Rugless; Rugless is almost as energetic as you, because she just comes to everything too. So, she was at the NAACP dinner, I just appreciate that. Happy Pride Month. There's been so many activities, particularly in Detroit, but in Lansing as well, and so I'm hoping that you were able to, in the last couple of days that we have pride month, to get to some of those and be in solidarity with folks who are doing great work in the state around equality and equity. And then happy Juneteenth. Good job, Dr. Bennett. This I think is the fourth year, and it was, it gets bigger and better and badder every time. And I've been impressed with his work in celebrating the emancipation of enslaved Black people in this country. Two more items. Proud of the work MSU was doing in Detroit, so Henry Ford Health System. Thank you, Chair Kelly, for taking up that work. Please, please, please hold it dear and near to your heart because we, that work is transformational and will address health inequities and disparities. I don't know if you met, you did meet with the MSU Apple developer last night. That place if you haven't visited, she did come and give, thank you, he already left. Thank you for having her come. But that MSU Apple Academy is phenomenal, and people should go out to see the work that they're doing. A special shout out to the distinguished winner of the Swift Student challenge, Desmond Blair, who created an app that takes users on a virtual mountain bike rider demonstration. So, it's the rest of the coding and creativity that's happening in that space. And lastly, I perhaps naively ran for this position with the hope of making policy change for equity and justice. At the time of my campaign, George Floyd had been murdered. Breonna Taylor and Ahmaud Arbery were killed in their homes and while jogging, respectfully, and people were committed to justice and equity and change in that moment. Since then, we've seen, right, that change is hard, and there's been a push back on DEI efforts across the nation. Again, I appreciate President Guskiewicz, you saying that you're committed to DEI. There's been a quiet quitting around DEI, even in Michigan, and so I'm just really, I do understand that change is hard, but it is also necessary for progress. I've always considered students my largest constituency. I remain steadfastly committed to my role in facilitating change, and I'm equally devoted to students, their success, and their activism. Without student struggle and engaging in civil disobedience, I would not be sitting here today in this seat, just would not happen. I think Dr. Norm Beauchamp always quotes Dr. Martin Luther King Jr. that change happened with him and students. Topeka versus Board of Education. All of that happened with students, and so young folks are our

leaders. They're the bravest among us. They're smart, and they're necessary for our collective advancement.

13. Public Participation on Items Not Germane to the Agenda

1. Jeremy Jubenville – Labor union of Extension workers at MSU
2. Victor Rodriguez-Pereira – MSU Extension faculty joining UNTF
3. Missy Chola (via Zoom) – Speaking to arrested board on the reduction of public speaking
4. Jennifer Goett – Divestment from genocide
5. Waseem El-Rayes – Divestment from financial holdings that support/profit from the genocide in Gaza
6. Alex Allweis – Divestment from financial holds that support and profit from genocide in Gaza
7. Delaney McDermott – Divestment
8. William Hackbarth – Divestment
9. Bara Aldasouqi – Divestment from Israel
10. Thomas Smith – Divestment from Israel
11. Nasim Saed – Divestment
12. Yousef – Divestment
13. Stephen Gasteyer (via Zoom) – MSU investments could benefit Michigan communities
14. Mike Balow – Building a better MSU now
15. Lucius Vassar – Perspective of an Alumnus

President Guskiewicz provided the following comments after the conclusion of Public Participation on Items Not Germane to the Agenda.

I just want to thank everyone for being here. I want to thank our friends and colleagues here in Flint for opening your doors to us. It's been an enlightening and productive few days with our board retreat and the meeting today. And so, with that I'll ask if there is a motion to adjourn the meeting.

14. Request to Adjourn

On a motion by Trustee Scott, supported by Trustee Byrum, **THE BOARD VOTED to adjourn** at 12:42 p.m.

Respectfully submitted,



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



Charles Stewart Mott
Department of Public Health
MICHIGAN STATE UNIVERSITY

Heatherlun Uphold, PhD, MPH

Assistant Professor

Charles Stewart Mott Department of Public Health
Department of Translational Neuroscience
Michigan State University

&

Athena McKay

Executive Director
Flint Innovative Solutions



Presentation to the:
Michigan State University Board of Trustees
June 28, 2024



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FLINT & GENESEE COUNTY, MI

**HEALTH EQUITY
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●●●●● 2023



Charles Stewart Mott
Department of Public Health
MICHIGAN STATE UNIVERSITY



**GENESEE COUNTY
HEALTH DEPARTMENT**

**Community
Foundation**
Greater Flint



For good. Forever.
For everyone.

Social Determinants of Health

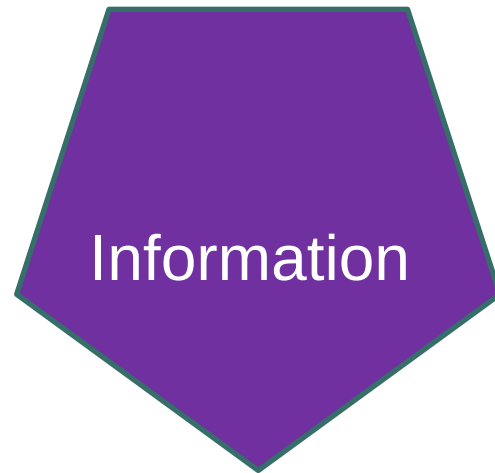
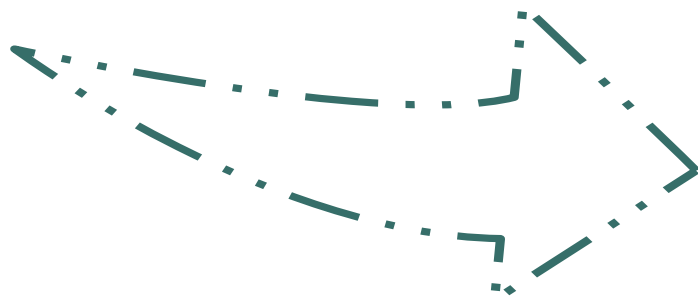


Social Determinants of Health



Data: Equitable Accessibility and Use

- *Information* as an additional determinant of health
 - Not only available but ACCESSIBLE
 - Considers data and digital literacy
 - Making data **USEABLE!**



What this means for Flint

- Useable, actionable information is critical:
 - Guides program development
 - Changes in funding priorities
 - Influences policy decisions
 - Allows residents to make informed decisions

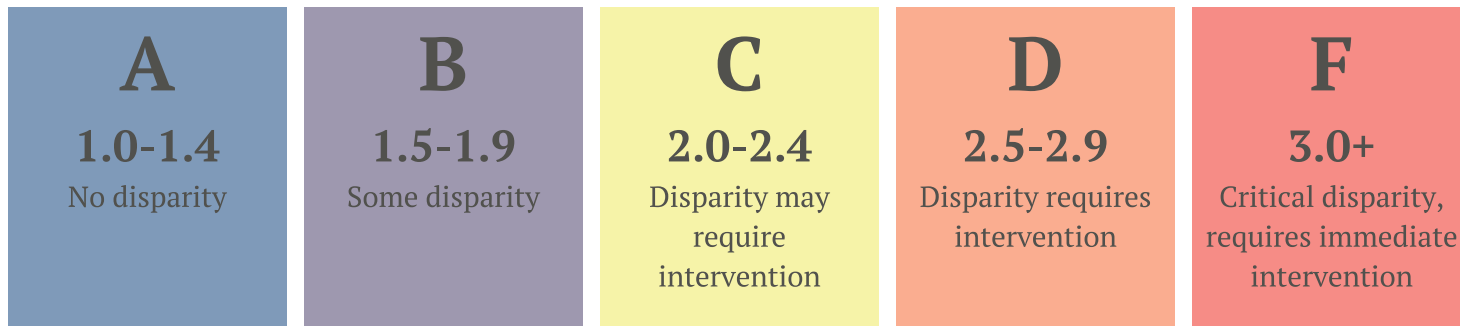


Health Equity Report Card (HERC)



www.FlintResearch.org

HERC: Data



- 50 data indicators, from 26 online sources (i.e., Census, MDHHS, etc.)
- Calculated disparity ratio and assigned a letter grade
- *Note: A lack of disparity or difference does not mean adequate health services, access, behaviors, or outcomes (everyone can be doing equally poorly).*

HERC: Categories

1

Health Services
and Access

2

Socioeconomic
Status

3

Physical Health

4

Mental Health

5

Maternal and
Child Health

6

Health Outcomes

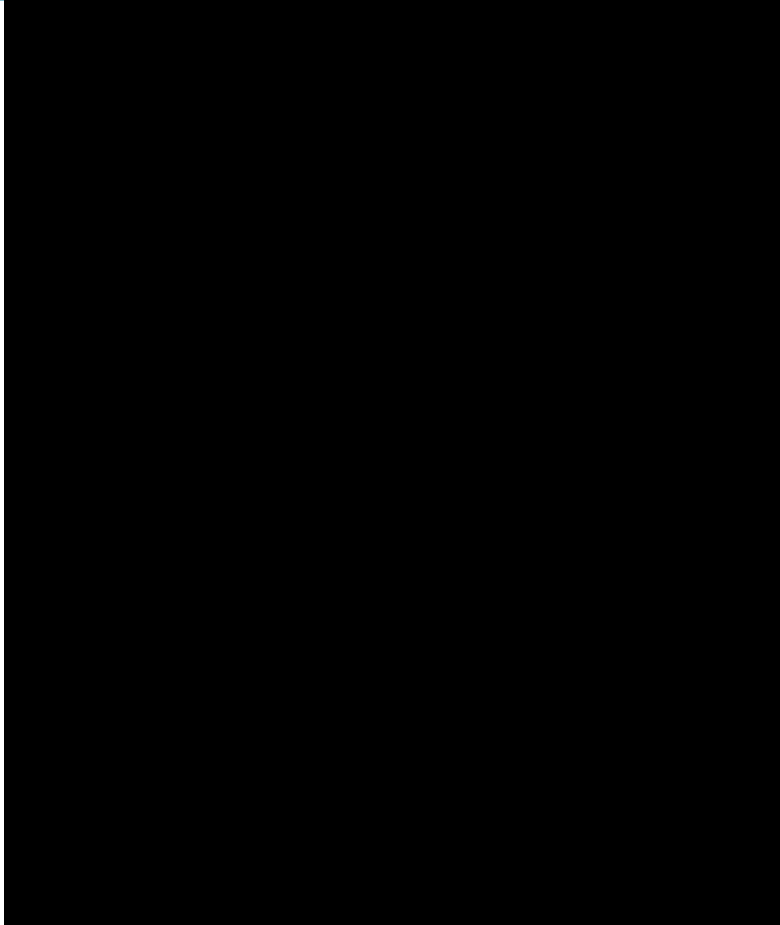
Maternal and Child Health by Location

A: 1.0-1.4 No disparity	MATERNAL AND CHILD HEALTH FLINT GENESEE COUNTY MICHIGAN UNITED STATES				
	<i>By location</i>				
B: 1.5-1.9 Some disparity	INDICATORS	YEAR(S)	GC x US	GC x MI	GC x FL
C: 2.0-2.4 Disparity may require intervention	Child abuse	US: 2020, MI: 2020, GC: 2021	C*	A	-
	Children in poverty	US: 2021, MI: 2021, GC: 2019-21	B	A	C
	Child mortality	US: 2017-20, MI: 2017-20, GC: 2017-20	A	A	-
	Infant mortality	US: 2018-20, MI: 2018-20, GC: 2018-20, Flint: 2018-20	A	A	C
	Low birthweight babies	US: 2014-20, MI: 2014-20, GC: 2014-20, Flint: 2017-19	A	A	A
F: 3.0+ Critical disparity, requires immediate intervention	Maternal vulnerability	MI: 2016-20, GC: 2016-20	-	A	-
	Teenage births	US: 2014-20, MI: 2014-20, GC: 2014-20, Flint: 2017-19	A	B*	B

Maternal and Child Health by Race (Black x White)

A: 1.0-1.4 No disparity	MATERNAL AND CHILD HEALTH FLINT GENESEE COUNTY MICHIGAN UNITED STATES					
	<i>By race</i>					
B: 1.5-1.9 Some disparity	INDICATORS	YEAR(S)	US	MI	GC	Flint
C: 2.0-2.4 Disparity may require intervention	Child abuse	US: 2020, MI: 2020, GC: 2021	B	C	B	-
	Children in poverty	US: 2021, MI: 2019, GC: 2020, Flint: 2016-20	D	F	D	A
	Child mortality	US: 2022, MI: 2022, GC: 2017-20	B	C	F	-
D: 2.5-2.9 Disparity requires intervention	Infant mortality	US: 2018, MI: 2020, GC: 2018-20, Flint: 2018-20	C	D	F	B
	Low birthweight babies	US: 2020, MI: 2020, GC: 2014-20, Flint: 2017-19	C	C	C	B
F: 3.0+ Critical disparity, requires immediate intervention	Maternal vulnerability	-	-	-	-	-
	Teenage births	US: 2020, MI: 2020, GC: 2014-20, Flint: 2017-19	C	F	D	D

Maps – Life Expectancy



What's Next?

- Training & Data Application
- Continued **outreach** to community!
- More data and better data!
- Additional HERCs!
- Student Involvement!



FLINT & GENESEE COUNTY, MI
**HEALTH EQUITY
REPORT CARD**
●●●●● 2023

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The following actions which include the award of tenure
are recommended to be effective July 1, 2024

Promotion to Associate Professor, Effective July 1, 2024				
10002000 - COLLEGE OF AGRICULTURE AND NAT RESOURCES				
Professional Name				
Hoffmann, Hanne M	HANNE@MSU.EDU	ANIMAL SCIENCE DEPARTMENT ANR	ANIMAL SCIENCE DEPARTMENT ANR	
Medina Meza, Ilce Gabriela	ILCE@MSU.EDU	BIOSYSTEMS AND AGRICULTURAL ENGINEERING	BIOSYSTEMS AND AGRICULTURAL ENGINEERING	BIOMEDICAL ENGINEERING, CHEMICAL ENGINEERING AND MATERIALS SCI, FOOD SCIENCE AND HUM NUTRITION ANR
Szucs, Marianna	SZUCSMAR@MSU.EDU	ENTOMOLOGY AGRICULTURE AND NATURAL RES	ENTOMOLOGY AGRICULTURE AND NATURAL RES	ENTOMOLOGY MABR, ENTOMOLOGY MSUE
Loch, Thomas P	LOCHTHOM@MSU.EDU	FISHERIES AND WILDLIFE	FISHERIES AND WILDLIFE	PATHOBIOLOGY DIAGNOSTIC INVESTIGAT CVM
Stark, Scott C	SCSTARK@MSU.EDU	FORESTRY	FORESTRY	
Chitwood, Daniel Harrison	CHITWOO9@MSU.EDU	HORTICULTURE ANR	HORTICULTURE ANR	COMPUTATIONAL MATH SCI AND ENGR CNS, COMPUTATIONAL MATH SCI AND ENGR EGR
Hayden, Zachary Dyer	HAYDENZA@MSU.EDU	HORTICULTURE ANR	HORTICULTURE ANR	HORTICULTURE - MSUE, HORTICULTURE MABR
Sprunger, Christine Dazil	SPRUNGE5@MSU.EDU	KELLOGG BIOLOGICAL STATION AG NAT RES	KELLOGG BIOLOGICAL STATION AG NAT RES	PLANT SOIL AND MICROBIAL SCIENCES
Singh, Maninderpal	MSINGH@MSU.EDU	PLANT SOIL AND MICROBIAL SCIENCES	PLANT SOIL AND MICROBIAL SCIENCES	
Miles, Timothy D	MILESTI2@MSU.EDU	PLANT SOIL AND MICROBIAL SCIENCES	PLANT SOIL AND MICROBIAL SCIENCES	
10004000 - COLLEGE OF ARTS AND LETTERS				
Shipley, Lara Kathleen	SHIPLE25@MSU.EDU	ART ART HISTORY AND DESIGN	ART ART HISTORY AND DESIGN	
Humphrey, David	DHUMPHRE@MSU.EDU	LINGUISTICS, LANGUAGES, AND CULTURES	LINGUISTICS, LANGUAGES, AND CULTURES	
Buccola, Brian	BUCCOLA@MSU.EDU	LINGUISTICS, LANGUAGES, AND CULTURES	LINGUISTICS, LANGUAGES, AND CULTURES	
Boehm, Scott Walter	SBOEHM@MSU.EDU	ROMANCE AND CLASSICAL STUDIES	ROMANCE AND CLASSICAL STUDIES	
Boyles, Christina	CBOYLES@MSU.EDU	WRITING, RHETORIC, AND CULTURES	WRITING, RHETORIC, AND CULTURES	
Professional Name				
Naghiboldhosseini, Maryam	NAGHIB@MSU.EDU	COMMUNICATIVE SCIENCES DISORDERS CAS	COMMUNICATIVE SCIENCES DISORDERS CAS	
Parks, Perry Robert	PARKSP@MSU.EDU	JOURNALISM	JOURNALISM	
Barrett, Courtenay	MORSICOU@MSU.EDU	COUNSELING, EDUC PSYCH & SPEC EDUC	COUNSELING, EDUC PSYCH & SPEC EDUC	
Lachney, Michael	LACHNEYM@MSU.EDU	COUNSELING, EDUC PSYCH & SPEC EDUC	COUNSELING, EDUC PSYCH & SPEC EDUC	
Marciano, Joanne	MARCIAN2@MSU.EDU	TEACHER EDUCATION	TEACHER EDUCATION	
Yu, Hui-Chia	HCY@MSU.EDU	COMPUTATIONAL MATH SCI AND ENGR EGR	COMPUTATIONAL MATH SCI AND ENGR EGR	COMPUTATIONAL MATH SCI AND ENGR CNS, CHEMICAL ENGINEERING AND MATERIALS SCI
Tu, Guan-Hua	GHTU@MSU.EDU	COMPUTER SCIENCE AND ENGINEERING	COMPUTER SCIENCE AND ENGINEERING	
Kordjamshidi, Parisa	KORDJAMS@MSU.EDU	COMPUTER SCIENCE AND ENGINEERING	COMPUTER SCIENCE AND ENGINEERING	
Yan, Qiben	QYAN@MSU.EDU	COMPUTER SCIENCE AND ENGINEERING	COMPUTER SCIENCE AND ENGINEERING	
Baryshev, Sergey V	SERBAR@MSU.EDU	ELECTRICAL AND COMPUTER ENGINEERING	ELECTRICAL AND COMPUTER ENGINEERING	CHEMICAL ENGINEERING AND MATERIALS SCI
Modares, Hamidreza	MODARESH@MSU.EDU	MECHANICAL ENGINEERING	MECHANICAL ENGINEERING	
Yuan, Junlin	JUNLIN@MSU.EDU	MECHANICAL ENGINEERING	MECHANICAL ENGINEERING	
Guo, Yang	YGUO@MSU.EDU	MECHANICAL ENGINEERING	MECHANICAL ENGINEERING	
10022000 - COLLEGE OF HUMAN MEDICINE				

MICHIGAN STATE UNIVERSITY The following actions which include the award of tenure are recommended to be effective July 1, 2024				
Promotion to Associate Professor, Effective July 1, 2024				
Professional Name				
Custack, Amy Marie	SAXEAMYM@MSU.EDU	CS MOTT DEPARTMENT OF PUBLIC HEALTH	PEDIATRICS AND HUMAN DEVELOPMENT	
Cunningham, Natoshia	NATOSHIA@MSU.EDU	FAMILY MEDICINE, DEPARTMENT OF	FAMILY MEDICINE, DEPARTMENT OF	
Chang, Chi	CHISQ@MSU.EDU	MEDICAL EDUCATION RESEARCH & DEVELOPMENT	MEDICAL EDUCATION RESEARCH & DEVELOPMENT	EPIDEMIOLOGY AND BIOSTATISTICS
Schmidt, Jens C	SCHMI706@MSU.EDU	OBSTETRICS GYNECOLOGY & REPRODUCTIVE BIO	OBSTETRICS GYNECOLOGY & REPRODUCTIVE BIO	INSTITUTE FOR QUANTITATIVE HEALTH, BIOMEDICAL ENGINEERING
Vogt, Daniel	VOGTDAN2@MSU.EDU	PEDIATRICS AND HUMAN DEVELOPMENT	PEDIATRICS AND HUMAN DEVELOPMENT	
Flaim, Amanda	FLAIM@MSU.EDU	JAMES MADISON COLLEGE DEAN	JAMES MADISON COLLEGE DEAN	SOCIOLOGY SOCIAL SCIENCE
Das Gupta, Sejuti	DASGUP16@MSU.EDU	JAMES MADISON COLLEGE DEAN	JAMES MADISON COLLEGE DEAN	
Sayed, Linda	SAYEDLIN@MSU.EDU	JAMES MADISON COLLEGE DEAN	JAMES MADISON COLLEGE DEAN	
Simon, Amy	SIMONAMY@MSU.EDU	JAMES MADISON COLLEGE DEAN	JAMES MADISON COLLEGE DEAN	HISTORY
Shaw, Ryan D	RSHAW@MSU.EDU	MUSIC	MUSIC	
Stroud, Cara E	CSTROUD@MSU.EDU	MUSIC	MUSIC	
Lundquist, Peter K	PKLUNDQU@MSU.EDU	BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	
Quinn, Robert Andrew	QUINNROB@MSU.EDU	BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	BIOCHEMISTRY & MOLECULAR BIOLOGY CHM
Wei, Songqiao	SWEI@MSU.EDU	EARTH AND ENVIRONMENTAL SCIENCES	EARTH AND ENVIRONMENTAL SCIENCES	COMPUTATIONAL MATH SCI AND ENGR CNS
Liu, Haiyan	LIUHAIY1@MSU.EDU	MATHEMATICS	MATHEMATICS	STATISTICS & PROBABILITY
Nelson, Brent	BANELSON@MSU.EDU	MATHEMATICS	MATHEMATICS	
Laumet, Geoffroy Olivier	LAUMETGE@MSU.EDU	PHYSIOLOGY NATURAL SCIENCE	PHYSIOLOGY NATURAL SCIENCE	
Walker, Berkley J	BERKLEY@MSU.EDU	PLANT RESEARCH LABORATORY NAT SCIENCE	PLANT BIOLOGY CNS	PLANT BIOLOGY CNS
Weng, Haolei	WENGHAOL@MSU.EDU	STATISTICS & PROBABILITY	STATISTICS & PROBABILITY	
Olive, Andrew James	OLIVEAND@MSU.EDU	MICROBIOLOGY, GENETICS, IMMUNOLOGY COM	MICROBIOLOGY, GENETICS, IMMUNOLOGY COM	MICROBIOLOGY, GENETICS, IMMUNOLOGY ABR
Lee, Kin Sing Stephen	SING@MSU.EDU	PHARMACOLOGY TOXICOLOGY	PHARMACOLOGY TOXICOLOGY	
Tykocki, Nathan R	TYKOCKIN@MSU.EDU	PHARMACOLOGY TOXICOLOGY	PHARMACOLOGY TOXICOLOGY	PHARMACOLOGY & TOXICOLOGY HUMAN MEDICINE
Bazil, Jason	JNBAZIL@MSU.EDU	PHYSIOLOGY OSTEOPATHIC MEDICINE	PHYSIOLOGY OSTEOPATHIC MEDICINE	BIOMEDICAL ENGINEERING
Familiar-Lopez, Itziar Marisol	FAMILIAR@MSU.EDU	PSYCHIATRY OSTEOPATHIC MEDICINE	PSYCHIATRY OSTEOPATHIC MEDICINE	
10038000 - COLLEGE OF SOCIAL SCIENCE				
Bushong, Benjamin Luis	BBUSHONG@MSU.EDU	ECONOMICS	ECONOMICS	
Barnwal, Prabhat	PRABHAT@MSU.EDU	ECONOMICS	ECONOMICS	
Kaye, Noah	KAYENOAH@MSU.EDU	HISTORY	HISTORY	
Maas, Megan K	MAASMEG1@MSU.EDU	HUMAN DEVELOPMENT & FAMILY STUDIES - CSS	HUMAN DEVELOPMENT & FAMILY STUDIES - CSS	
Wang, Yijie	YJWANG@MSU.EDU	HUMAN DEVELOPMENT & FAMILY STUDIES - CSS	HUMAN DEVELOPMENT & FAMILY STUDIES - CSS	
Puckett, Jae	PUCKET26@MSU.EDU	PSYCHOLOGY SOCIAL SCIENCE	PSYCHOLOGY SOCIAL SCIENCE	

Promotion to Associate Professor, Effective July 1, 2024				
Lauver, Adam	LAUVERDA@MSU.EDU	PHARMACOLOGY TOXICOLOGY	PHARMACOLOGY TOXICOLOGY	

Associate Professors Who Acquire Tenure with the Reappointment, Effective July 1, 2024				
Smith, Bryan	SMIT2901@MSU.EDU	BIOMEDICAL ENGINEERING	BIOMEDICAL ENGINEERING	INSTITUTE FOR QUANTITATIVE HEALTH, CHEMICAL ENGINEERING AND MATERIALS SCI
Bonakdarpour, Borzoo	BORZOO@MSU.EDU	COMPUTER SCIENCE AND ENGINEERING	COMPUTER SCIENCE AND ENGINEERING	

**The following actions which include the
award of tenure are recommended to be
effective July 1, 2024**

Fixed Term Associate Professors Who Acquire Tenure, Effective July 1, 2024			
10046000 - COLLEGE OF VETERINARY MEDICINE			
Professional Name	Organization Name	Tenure Department	Also Reports To Organization Name(s)
Buchweitz, John	PATHOBIOLOGY DIAGNOSTIC INVESTIGAT CVM	PATHOBIOLOGY DIAGNOSTIC INVESTIGAT CVM	

MSU is an affirmative-action, equal-opportunity employer.



MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
 Executive Action Summary

Academic Affairs- Attachment 1

APPROVED
JUNE 28, 2024
BOARD OF TRUSTEES
MICHIGAN STATE UNIVERSITY
Date June 28, 2024

Committee Name Academic Affairs

Agenda Item: Revision to BOT 101, *Amendment of Board of Trustees Policies*

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Information

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Review

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Action

Resolution:

BE IT RESOLVED, that the Board of Trustees hereby approves revisions to BOT 101, *Amendment of Board of Trustees Policies*, as indicated in Attachment A.

Recommendation:

The Trustee Committee on Academic affairs recommends that the Board of Trustees approve the following:

- The conversion of BOT Policy 101 to the adopted standard policy template with technical amendments as indicated in Amendment A.

Prior Action by BOT:

The Board of Trustees approved the transition of BOT policies to a standard policy template on September 8, 2023.

Responsible Officers:

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

Summary:

The Board of Trustees authorized the adoption of a standard policy template for board policies in September 2023. The use of a standard policy template improves the readability, usability, and consistency of board policies.

BOT 101 has been converted to the standard policy template along with technical amendments including an updated reference to the Secretary to the Board of Trustees. The language in the policy which refer to process was moved to the procedures subsection. No substantive alterations have been made to the language of the policy, including to the threshold required for a board policy to be adopted

or revised.

Background Information:

As part of the overall vision to appropriately update Board of Trustees policies, the conversion of BOT 101 to the standard template will provide consistent information for those charged with implementing or complying with BOT 101. The standardized policy template features standard subheadings and scheduled review dates which are standard policy management features to aid the organization of policy content and guide the systematic review of board policies.

Source of Funds:

Not applicable.

Resource Impact:

Not applicable.



Board of Trustees Policy

POLICY NUMBER: BOT 101

POLICY NAME: Amendment of Board of Trustees Policies

Effective Date:	December 3, 1982
Last Review Date:	June 28, 2024
Next Scheduled Review Date:	June 2029

I. POLICY STATEMENT

This policy aims to clarify the scope and process for amendments to Board of Trustee level policies. Board of Trustees' policies guide university level policy and procedures and support the goals and administrative functions of the university.

II. RESPONSIBLE OFFICE

The Board of Trustees and the Office of the President are responsible for proposals to alter or revise board policies. The Office of the Secretary to the Board of Trustees maintains these policies.

III. SCOPE

This policy applies to all board level policies that are adopted or amended by the Board of Trustees.

IV. DEFINITIONS

None listed.

V. POLICY

The Board of Trustees will, from time to time, adopt statements of policy expressing the position of the University on certain matters. The Board of Trustees reserves the right to change its policies as circumstances require.

The official copy of the ~~b~~Board's policies, including effective amendments thereto, is maintained in the Office of the ~~Vice President and~~ Secretary to the Board of Trustees. Board of Trustees Policy is amended by formal action of the board at a regular meeting or a special meeting. ~~Proposals for changes in Board of Trustees policies may come from a member of the Board of Trustees or from the Office of the President. Any proposed Board policy revision, addition, or deletion shall be clearly identified as such.~~

IV. PROCEDURES

Proposals for changes in Board of Trustees policies may come from a member of the Board of Trustees or from the Office of the President. Any proposed ~~b~~Board policy revision, addition, or deletion shall be clearly identified as such.

VII. RELATED POLICIES AND INFORMATION

Board of Trustees policy changes will be presented to the Committee on Academic Affairs and then provided to the board for a vote on the new or revised policy. The template for this can be found by contacting the Office of the Secretary to the Board of Trustees or online here:

[MSU BOT Policy Template-Final.docx](#)

VIII. HISTORY

Enacted: December 3, 1982

Amended: June 28, 2024
September 8, 2023

Retired Policy No. 01-01-01



Board of Trustees Policy

POLICY NUMBER: BOT 101

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Effective Date:	December 3, 1982
Last Review Date:	June 28, 2024
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III. SCOPE

This policy applies to all board level policies that are adopted or amended by the Board of Trustees.

IV. DEFINITIONS

None listed.

V. POLICY

The Board of Trustees will, from time to time, adopt statements of policy expressing the position of the University on certain matters. The Board of Trustees reserves the right to change its policies as circumstances require.

The official copy of the board's policies, including effective amendments thereto, is maintained in the Office of the Secretary to the Board of Trustees. Board of Trustees Policy is amended by formal action of the board at a regular meeting or a special meeting.

IV. PROCEDURES

Proposals for changes in Board of Trustees policies may come from a member of the Board of Trustees or from the Office of the President. Any proposed board policy revision, addition, or deletion shall be clearly identified as such.

VII. RELATED POLICIES AND INFORMATION

Board of Trustees policy changes will be presented to the Committee on Academic Affairs and then provided to the board for a vote on the new or revised policy. The template for this can be found by contacting the Office of the Secretary to the Board of Trustees or online here:

[MSU BOT Policy Template-Final.docx](#)

VIII. HISTORY

Enacted: December 3, 1982

Amended: June 28, 2024
September 8, 2023

Retired Policy No. 01-01-01



MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
 Executive Action Summary

Academic Affairs-Attachment 3

APPROVED**JUNE 28, 2024**

BOARD OF TRUSTEES
MICHIGAN STATE UNIVERSITY

Committee Name Academic Affairs**Date** June 28, 2024**Agenda Item:** Revisions to Faculty Rights and Responsibilities
☐
Information
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Review
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Action**Resolution:**

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby approves the proposed revisions to the Faculty Rights and Responsibilities (FRR) document as outlined in Attachment A.

Recommendation:

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve revisions to the FRR as outlined in Attachment A.

Prior Action by BOT: The FRR was approved by the Board of Trustees on July 27, 1984.

Responsible Officers:

Thomas D. Jeitschko, Ph.D., Interim Provost and Executive Vice President for Faculty Affairs

Teresa Mastin, Ph.D., Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs

Summary: The FRR sets forth and outlines the rights of faculty as well as their responsibility to students, colleagues, the scholarly community, and the public to carry out their duties in a professional manner.

The proposed revisions focus on:

- Broadening MSU's commitment to create and maintain an environment where all can thrive and reach their fullest potential through civility and respect, while protecting academic freedom and freedom of speech
- Strengthening the language in the "Teaching" and "Relation with Colleagues" sections of the policy from "should avoid" to "must not engage in."

- Updating the language in the “Teaching” and “Relation with Colleagues” section of the policy for alignment with the Anti-Discrimination Policy¹ and Relationship Violence and Sexual Misconduct and Title IX Policy.

Background Information:

The University Committee on Faculty Affairs issued a statement on professional integrity (Attachment B) and at the same time proposed updates to the Faculty Rights and Responsibilities policy to promote respectful, safe, and equitable learning and working environments. The proposed revisions to the FRR were drafted by the personnel subcommittee of the University Committee on Faculty Affairs (UCFA). The proposed revisions to the FRR have been endorsed by the UCFA and the Faculty Senate.

Source of Funds:

Not applicable.

Resource Impact:

Not applicable.

¹ The Anti-Discrimination Policy is currently under review for revisions to align with newly released federal regulations. The changes proposed in the FRR are independent and not impacted by this.

Faculty Handbook

Faculty Rights and Responsibilities

Last updated: ~~7/27/1984~~ 6/28/2024

IV. ACADEMIC HUMAN RESOURCES POLICIES (Cont.)

The following policy was approved by the Board of Trustees on July 27, 1984, and revised on June 28, 2024.

The [Bylaws](#) of the Michigan State University Board of Trustees state that "the Constitution (of the State of Michigan) confers upon the Board of Trustees the freedom, power, and responsibility to develop a free and distinguished university and to promote the welfare of mankind through teaching, research, and public service." ^{1,2,3}

As the primary functions of an academic community, learning, teaching, scholarship, and public service must be characterized by a fundamental commitment to academic freedom and maintained through reasoned discourse, intellectual honesty, mutual respect and openness to constructive criticism and change. Faculty members, as central to this community, serve as scholars pursuing the search for knowledge and its free expression, as teachers instructing students, and as professionals and citizens contributing special knowledge and skills through public service and community participation. In the performance of all these functions faculty members are held accountable to the University, in accordance with established policies and procedures, by the Board of Trustees which, as an elected body, is responsible to the people of the State of Michigan. ⁴

Michigan State University strives to create and maintain a community that enables all of its members to reach their full potential. To do so requires an environment of trust, openness, civility, and respect. The University is firmly committed to discouraging behaviors which adversely impact a person's ability to participate in the scholarly, research, educational, patient care, and outreach and engagement missions of the University. The University has an interest in ensuring an environment in which productive work and learning may thrive. The University also has an interest in respecting freedom of speech and protecting academic freedom and in preserving the widest possible dialogue within its instructional and research settings. The University expects its faculty members to engage with others in a professional manner, with civility and respect.

In order to carry out the mission of the University, faculty members, as members of both the academic and the broader public community, have the right to a clear statement of academic freedom, tenure, and other fundamental faculty rights and responsibilities. The purpose of this document is to acknowledge these fundamental rights and responsibilities.⁵

Academic Freedom and Responsibility

Michigan State University endorses academic freedom and responsibility as essential to attainment of the University's goal of the unfettered search for knowledge and its free exposition. Academic freedom and responsibility are fundamental characteristics of the University environment and are always closely interwoven and at times indistinguishable. Academic freedom and responsibility are the twin guardians of the integrity and quality of universities. The University looks to its faculty members to exercise their rights responsibly and to meet their obligations fully as professionals. Faculty acceptance of their responsibilities to students, colleagues, the scholarly community, and the public explains in great part why society historically has accepted the concept of academic freedom and has afforded its protection through the institution of academic tenure.

For faculty members, the principal elements of academic freedom include:

1. The right, as teachers, to discuss in the classroom any material which has a significant relationship to the subject matter as defined in the approved course description;
2. The right to determine course content, grading, and classroom procedures in the courses they teach;
3. The right to conduct research and to engage in creative endeavors;
4. The right to publish or present research findings and creative works;
5. The right to engage in public service activities; and
6. The right to seek changes in institutional policy through established University procedures and by lawful and peaceful means.

Academic freedom carries with it responsibilities. For faculty members, the principal elements include:

1. The responsibility to carry out assigned teaching, research, and public service duties in a professional manner and in keeping with University policy;
2. The responsibility, as teachers, to refrain from introducing matters which are not consistent with their teaching duties and professional competence and

which have no significant bearing on the subject matter of the course as approved under University procedures;

3. The responsibility to pursue excellence and intellectual honesty in teaching, research, and other creative endeavors and in public service activities; and in publishing or presenting research findings and creative works;
4. The responsibility to encourage students and colleagues to engage in free discussion and inquiry; and to evaluate student and colleague performance on a scholarly basis;
5. The responsibility to work in a collegial manner with appropriate individuals and bodies to encourage the free search for knowledge; its free exposition, and the University's continuing quest for excellence; and
6. The responsibility to differentiate carefully their official activities as faculty members from their personal activities as citizens and, when the situation warrants, to make it clear that, when speaking as private citizens, they do not speak for the University.

The above list provides a summary outline of the principal elements of academic freedom and responsibility. More detailed and explicit definitional statements applicable to specific faculty rights and responsibilities are set forth below under the following headings: Academic Tenure, Academic Governance, Teaching, Research and Creative Activity, Public Service, Relations with Colleagues, Relation to the University and the Community, and Resolution of Conflicts.

Academic Tenure

The faculty have a right to expect that the University's tenure system is characterized by high integrity and a responsibility to participate in the operation of the tenure system seriously and in good faith. All decisions involving tenure system recommendations shall be made in conformity to the University-approved policies and procedures that govern the tenure system.

Academic Governance

The faculty have a right and responsibility to participate in the establishment and functioning of a governance system at the department or school, college, and University levels in accordance with Michigan State University *Bylaws for Academic Governance* to ensure academic freedom and the promotion of the goals of the institution. The University looks to the faculty for recommendations on various academic personnel matters including faculty appointments, reappointments, promotions, the award of tenure, and salary increase guidelines; on the development of new academic programs and the modifications or discontinuance of existing programs, on academic curricula and standards; on definition of University mission

and goals; on policies governing research and creative endeavors; on the formulation of annual budget requests and allocations; and on the selection and review of specified administrative officials, as well as other issues that concern the general welfare of the University, including student affairs and the academic environment.

Through the academic governance system, the University accords a central role to faculty peer review in the departments or schools, colleges, and the University. Faculty have a responsibility to participate in peer review procedures to ensure personnel recommendations which promote excellence. In accordance with established departmental or school, college, and University policies, faculty members have the right to be informed of the standards, criteria, procedures and other conditions which affect all aspects of their appointment in the tenure system, to be evaluated in a fair, objective manner, and to receive timely notice regarding their future appointment status at Michigan State University.

Teaching

Because the faculty's role in the educational process is primary and central, the faculty member, as teacher, has the responsibility to make every effort to be accurate, objective, and effective. In the classroom, the teacher shall address topics and present materials consistent with the teaching assignments as defined in the approved course objectives.

The teacher has the responsibility to encourage the pursuit of learning by students by manifesting the best academic standards of the discipline or profession. To accord students respect as individuals, the teacher shall seek to establish a relationship of mutual trust and to establish an appropriate role as an intellectual guide, counselor and mentor, both in and out of the classroom. If problems arise in the relationship between teacher and student, whether on personal matters or on instructional materials or methods, both teacher and student shall attempt to resolve them in informal, direct discussions as between well-intentioned, reasonable persons.

The teacher has the responsibility not to exploit students for private advantage; the teacher ~~also must not engage in should avoid any form of~~ discrimination ~~or~~, harassment, or retaliation prohibited by University policy or state or federal law as such conduct ~~with the understanding that racism, sexism, and other forms of bias~~ precludes the establishment of an effective learning environment.

The teacher has the responsibility to foster and require honest academic conduct. The teacher has authority and responsibility for grades and shall assure that the evaluation and assessment of academic performance reflect each student's true achievement by good faith application of criteria appropriate to the field of study and the course. The

teacher shall further protect academic freedom for faculty and students by acknowledging the contributions of students to professional work of faculty members and by assuring that each student is free to voice opinions openly and to exchange ideas free from retaliation. Teachers have the responsibility to observe the University, college and department/school policies regarding such matters as the statement of course objectives, examination policy, office hours, course evaluations, and other provisions of *The Michigan State University Code of Teaching Responsibility*.

Research and Creative Activity

To fulfill the University's mission of advancing and disseminating knowledge for the improvement of the welfare of the public, faculty members have a responsibility to conduct research and engage in creative activity in their area(s) of appointment and professional competence. Recognition of professional competence and definition of area(s) of appointment occur in the basic academic units (departments, schools, non-departmentally organized colleges) through procedures in which established systems of peer review play a central role.

As scholars, faculty members have the right and responsibility to create, seek, and state knowledge freely and openly and to strive for scholarly excellence. The scholar has the right and responsibility to exercise critical self-discipline and judgment in generating, using, extending, and transmitting knowledge, to adhere to the highest standard of intellectual honesty, and to oversee and evaluate the research and creative efforts of students and subordinates. Faculty shall conduct all research and creative activity in a manner consistent with accepted scholarly standards and in conformity with legal, professional, and University codes, policies, and regulations governing research and creative endeavors.

Public Service

As the land-grant university of the State of Michigan, Michigan State University is committed to public service as an integral aspect of its mission; this entails a commitment to the creation, dissemination, and application of knowledge. Public service involves the application of the faculty member's professional training and competence to issues and problems of significance to constituencies and it is related to academic program objectives of the unit(s) in which the faculty member is appointed. Faculty members engaging in public service activities enjoy the same rights and have the same responsibilities which were previously stated as pertaining to them as teachers and scholars.

Faculty members, in accordance with University policy and regulations, can serve as valuable resources and provide valuable services by working with government,

industry, public organizations, and others off-campus. Faculty members have the right to engage in a limited amount of outside work for pay in accordance with University policy and regulations.

Relation with Colleagues

As colleagues, faculty members have rights and responsibilities that derive from common membership in a community of scholars. Faculty have the responsibility to respect and right to defend the free inquiry of associates and, in the exchange of ideas and criticism, the responsibility to respect the views and rights of others. Faculty members shall acknowledge the contributions of colleagues to their own work. In the evaluation of the professional performance of a colleague, the faculty member shall provide an honest and objective appraisal in accordance with established department/school, college, and University criteria. The faculty member shall foster collaboration with and support of colleagues. Faculty members shall not engage in a ~~Acts of racism or sexism, including discrimination, or retaliation against another member of the University community that are prohibited by harassment and other forms of bias and discrimination, violate University policy or state or federal law,ies, and are unacceptable.~~

Relation to the University and the Community

As members of Michigan State University, the faculty have a primary responsibility to strive for academic excellence in instruction, research, and public service. When the situation warrants, faculty members acting or speaking as citizens have a responsibility to make clear that these actions and utterances are entirely their own and not those of the University or any component of the University. Faculty members have the responsibility not to abuse their standing within the University for personal or private gain nor use University employees, facilities, equipment, supplies, or other property for personal or private business.

As a member of the wider community, the faculty member has the rights and obligations of any citizen. In exercising these rights, the faculty member speaks only as an individual, either as a professional scholar with a field of special competence or as a private citizen.

Faculty members ~~should~~ shall be mindful that membership in the academic community inevitably involves identification and association with the University and that the University often is judged by the actions, performance, attitudes and expressions of its faculty members. Faculty members normally do not face a conflict between the exercise of their rights as a citizen and their responsibilities as a faculty member. If citizenship activities interfere with faculty responsibilities, faculty

members ~~should~~ shall request a leave of absence, resign from their appointment, or limit those activities to ensure a complete discharge of faculty responsibilities.

Resolution of Conflicts

The University is committed to respect the rights of the faculty. Faculty members who believe that their rights have been violated have the right to seek redress through the University's established procedures for the hearing and resolution of complaints. Faculty members have the obligation to meet their responsibilities as defined in this document and in those cited in Appendix A to help the University maintain academic excellence and realize its goals. Faculty members accused of failing to meet these responsibilities have a right to be informed of the accusations and accorded timely access to University procedures to determine whether or not the accusations are valid and any sanctions justified.

Amendment Procedures

Amendments to this document may be initiated by any individual member of the faculty and shall be submitted to the Office of the Provost and the University Committee on Faculty Affairs for consideration and action in accordance with Section 4.7.3 of the *Bylaws for Academic Governance*.

APPENDIX A

Michigan State University Policy Documents Generally Applicable to Faculty Rights and Responsibilities:

- Bylaws of the Board of Trustees
- Board of Trustees Policy Manual
- Bylaws for Academic Governance
- The University Catalog
- Academic Programs
- Description of Courses
- Graduate Study
- Sponsored University Programs for Research and Education
- Academic Freedom for Students
- Bulletin (Schedule of Courses)
- Faculty Handbook
- Faculty and Staff Benefits
- Graduate Student Rights and Responsibilities

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Aligned at: 0.75" + Indent at: 1"

- Ordinances
- Student Handbook
- Traffic Regulations
- Travel Regulations
- Manual of Business Procedures
- Faculty Group Practice, Colleges of Human and Osteopathic Medicine
- Medical Student Rights and Responsibilities
- Bylaws of the College or Colleges
- Bylaws of the Department(s) or School(s)

Policy Documents Specifically Applicable to the Statement on Faculty Rights and Responsibilities:

- Abrogation of Faculty Responsibility
- Academic Advisement, Enrollment, Registration and Counseling
- Academic Freedom
- Academic Freedom for Students (especially Article 2)
- *Academic Programs: Michigan State University*
- Anti-Discrimination: Policy and Procedures
- Appointment, Reappointment, Tenure, and Promotion Recommendations
- *Bylaws for Academic Governance*
- *Bylaws of the Board of Trustees* (especially the Preamble and Article 7)
- Code of Teaching Responsibility
- Development of Copyrighted Material
- Discipline and Dismissal of Tenured Faculty for Cause
- Equal Opportunity and Non-Discrimination
- Faculty Grievance Procedure
- Faculty Group Practice, Michigan State University
- Final Examination Policy (*Schedule of Courses*)
- Freedom of Expression (Board of Trustees Policy Manual)
- Integrity of Scholarships and Grades (*Academic Programs*, General Information, General Procedures and Regulations)
- Interim Guidelines for Potential Conflicts of Interest in Academic Areas of the University
- Medical Service Plan for Colleges of Human Medicine and Osteopathic Medicine
- Mission Statement, Michigan State University
- Non-Tenured Faculty in the Tenure System
- Ordinance on Examinations (*Ordinance #17.00*, Michigan State University)
- Outside Work for Pay
- Overload Pay

- Patents
- On Preventing Conflicts of Interests in Government-Sponsored Research at Universities
- Protection of Human Subjects
- Regulatory Guidelines for Research
- Rights of Students to Receive Instruction
- Sponsored Research and Creative Endeavor
- Sponsored University Programs for Research and Education
- Student Instructional Rating System
- Student Records
- Tenure of Appointment at Michigan State University
- Use of Animals in Research, Teaching and Outreach

Footnotes:

¹ The terms, "faculty" or "faculty members," as used in this document, apply to individuals appointed in the tenure system with the rank of instructor through professor. (However, as applicable in the context of assigned duties and responsibilities, the provisions of this policy apply to all faculty and academic staff).

² *Bylaws of the Board of Trustees*, as amended January 24-25, 1980, *Preamble*, page 1.

³ "The Board of Trustees, the administration, and the faculty carry out their respective responsibilities not as isolated entities, but as major and primary constituents of the total University organization and structure which remain mutually independent and must be supportive of each other's purposes, functions, and obligations. It is within this context that the rights and responsibilities of the faculty are to be construed" (*Bylaws of the Board of Trustees*, as amended January 24-25, 1980, Article 7, page 7.)

⁴ "The Board of Trustees, elected by the voters of the State and responsible to all the people of Michigan, exercises the final authority in the government of the University, within the limits fixed by the State Constitution. In exercising its responsibility, the Board delegates to the President of the University and through the President to the faculty, appropriate authority and jurisdiction over matters for which they are held accountable by the Board. These matters include educational policy and the development of a strong and efficient organization with which to accomplish the objectives of the University." (*Bylaws of the Board of Trustees*, as amended January 24-25, 1980, *Preamble*, page 1.)

⁵ Some faculty rights and responsibilities referred to in this document are stated elsewhere (see Appendix A).

[Back to Faculty Handbook](#)

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Michigan State University Statement of Professional Integrity

The University Committee on Faculty Affairs (UCFA) issued the following statement on March 19, 2024, upon the endorsement of the Faculty Senate. The Office of the Provost has adopted this statement in the Faculty Handbook.

Preamble

The Michigan State University Statement of Professional Integrity is intended to describe and encourage behaviors that will foster an equitable, safe, and respectful workplace at Michigan State University. MSU's mission statement prioritizes creating an inclusive community that promotes the well-being of the community. This resolution is rooted in many of the standards essential to the mission of the University. The resolution complements rather than supersedes existing policies that address sexual misconduct, relationship violence, or harassment or discrimination against protected classes.

Principles:

- Whereas the members of the faculty¹ of Michigan State University hold ourselves to the highest standards of professional behavior in our work with colleagues, students, staff, and other members of our various communities;
- Whereas the faculty holds that civility and respect in discourse and interactions are critical to the function of the University community;
- Whereas academic freedom and inquiry, based in mutual respect for differences, identities, and beliefs, is essential to the work we do as teachers, scholars, and citizens;
- Whereas principles of non-discrimination are specified through University policy and law;
- Whereas the faculty are committed to the fostering of an environment in which diverse views, perspectives, beliefs, and identities are valued as essential components of the kind of community we wish to nurture;
- Whereas faculty should commit to these principles in their interactions with colleagues, students, staff, administration, and members of the wider community;
- Whereas the effective functioning of the University community requires a recognition of the importance of both individual rights and responsibilities to others as articulated in the Faculty Handbook;

BE IT RESOLVED that the faculty of Michigan State University expresses its continuing commitment to the fostering of a safe and equitable community, one that is grounded in the principles of robust intellectual engagement, mutual respect, collegiality, and civil discourse in accordance with both University policy and federal and state law.

¹For the purposes of this document Faculty are defined in the MSU bylaws 1.1.1



MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
 Executive Action Summary

Academic Affairs- Attachment 4

APPROVED
JUNE 28, 2024
BOARD OF TRUSTEES
MICHIGAN STATE UNIVERSITY
Date June 28, 2024

Committee Name Academic Affairs

Agenda Item: Revision to the MSU Board of Trustees Bylaws

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Information

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Review

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Action

Resolution:

BE IT RESOLVED, that the Board of Trustees hereby approves the Bylaws amendments as enclosed with this resolution (Attachment A).

Recommendation:

The Trustee Committee on Academic affairs recommends that the Board of Trustees approves amendments to the Bylaws as indicated in Attachment A.

Prior Action by BOT:

The Board last approved amendments to its Bylaws on September 8, 2023.

Responsible Officers:

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

Summary:

The revision to Article 4 of the bylaws would implement a dual reporting structure for the Secretary and Chief of Staff to the Board of Trustees, who would jointly report to the president and the board.

Additionally, minor grammatical and technical amendments have been made for clarity and consistency in the document.

Background Information:

The proposal to have the Secretary report to both the president and the board is in line with peers nationally and recognizes the role as serving the board-to-president relationship that underpins University's governance framework, including the governance commitments approved by the Board of Trustees in December 2023. Additionally, as part of the initiative to update the board's governing

documents, select technical amendments are proposed to correct minor grammatical errors in the current document.

Source of Funds:

Not applicable.

Resource Impact:

Not applicable.

MICHIGAN STATE --- UNIVERSITY

BOARD OF TRUSTEES Bylaws

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TABLE OF CONTENTS

PREAMBLE

ARTICLE 1 - The Corporation

ARTICLE 2 - Meetings and Agendas

ARTICLE 3 - Voting Procedures

ARTICLE 4 - Officers and Organization of the Board

ARTICLE 5 - Liaisons to the Board

ARTICLE 6 - Committees

ARTICLE 7 - University Organization

ARTICLE 8 - Relation of Board and the University Faculty, Staff, and Employees

ARTICLE 9 - The Board and Student Relations

ARTICLE 10 - Courses of Instruction and Degrees

ARTICLE 11 - Financial Responsibility

ARTICLE 12- Property, Securities, and Contracts

ARTICLE 13 - Collective Authority and Action

ARTICLE 14 - Corporate and University Seals

ARTICLE 15 - Amendments

ARTICLE 16 - Repeal

PREAMBLE

Michigan State University is the land-grant university for the State of Michigan, designated in 1863 by the Michigan Legislature to be the beneficiary of the endowment provided by the Morrill Act and supplemented by subsequent acts of the Congress of the United States.

As a land-grant university, it shares with its fellow land-grant universities the legal responsibility to provide a liberal and practical education for the agricultural and industrial classes and all others, to prepare them for the various pursuits and professions of life.

This historic responsibility the Board of Trustees ("board") accepts, and to this obligation the trustees pledge themselves, separately and collectively, the material and human resources over which they have been given direction.

The board interprets this mission as being one requiring the University to offer undergraduate, graduate, professional, and continuing education of the highest possible quality in all appropriate fields; to cherish the knowledge that is our legacy; to preserve the best of our cultural, social, and political heritage; to encourage meaningful research and experimentation, both to develop new knowledge and to offer society to a full and objective study so that it may be made more nearly perfect; to be ever responsive to the increasing needs of a dynamic and complex society, by developing and carrying on programs of public service; and to diffuse the knowledge and information that will contribute to the well-being and development of the people of our state, our nation, and the world.

The present Constitution of the State of Michigan, like every other one before it, declares it to be public policy to encourage forever schools and the means of education. The Legislature, having the power of appropriation, shares the primary responsibility for implementing this policy.

The Constitution confers upon the board the freedom, power, and responsibility to develop a free and distinguished university and to promote the welfare of humankind through teaching, research, and outreach.

The board, elected by the voters of the State, exercises the final authority in the government of the University, within the limits fixed by the State Constitution. In exercising its responsibility, the board delegates to the president and through the president to the faculty, appropriate authority and jurisdiction over matters for which they are held accountable by the board. These matters include educational policy and the development of a strong and efficient organization with which to accomplish the objectives of the University.

In making these delegations the board declares its unequivocal support of the established rights and privileges of the academic profession and its intent to defend them steadfastly. These rights and privileges include academic freedom and tenure, compensation and other economic benefits as liberal as the resources of the University will allow, a viable faculty organization, and responsible faculty participation in the development of academic programs and policies.

With respect to non-academic employees, the board declares that because they carry a correlative responsibility and because their roles are indispensable to the effective operation of the University, they are entitled to compensation and conditions of employment commensurate with their responsibilities.

With respect to students, the board declares it to be its intention to provide the opportunity for each to realize the highest potential, to formulate reasonable rules governing student conduct, and to give due consideration to the opinions of students on matters related directly to their interest.

With respect to alumni, the board asks for their loyal support of the University and invites their advice and counsel, and knows that one way the University is measured is through their positive actions in their communities.

With respect to the people of Michigan, the board willingly acknowledges that this University is in the final analysis their University. As a public institution, Michigan State University is obligated to serve the best interest of the people who support it. The board invites the people of Michigan to support the time-tested principle that in the University's unceasing quest for truth and enlightenment, it must encourage the timely discussion in open forum of a wide variety of issues, some of which are bound to be controversial. This principle assumes that the views expressed in such discussion are subject to critical evaluation, and that any restraints on the freedom of expression at the University must be limited to measures to protect such free inquiry and to ensure that they are consistent with the preservation of an organized society in which peaceful, democratic means for changes in the social structure are readily available.

Finally, the board holds as its special trust the historical mission of a university to create an intellectual climate that will challenge and encourage the vigorous development and courageous expression of the human mind and spirit. Specifically, the board recognizes that it has a primary responsibility to assure the University of the financial and other resources necessary to the successful performance of its mission. They believe that the best method of assuring that support is to interpret the University faithfully and continually to their fellow citizens, to the Legislature and elected state officials, and to the federal government, and thus persuade them of

the essential importance of the University's mission. To those tasks of interpretation and persuasion they are committed by their election to office, and to those tasks they pledge themselves without reservation.

To make effective the principle here declared, to achieve the stated objectives of Michigan State University, and to ensure that the conduct of its own affairs will be in accord with the highest standards of educational administration, the board adopts these bylaws:

ARTICLE 1 - The Corporation

The trustees of Michigan State University and their successors in office are created by the people of Michigan through the Constitution as a body corporate known as the Board of Trustees of Michigan State University, with the power of general supervision over the institution, control, and direction of all expenditures from the institution's funds, and the responsibility to elect a president of the University. The board shall consist of eight members elected for eight-year terms as provided by law. Members shall hold office until their successors have been elected as provided by law. The governor shall fill board vacancies by appointment.

Members of the board shall serve without compensation, but shall receive the actual and necessary expenses incurred by them in the performance of the duties of their office. Expenses will be reviewed periodically by the board chair and the chair of the Budget and Finance Committee. The Secretary and Chief of Staff to the Board of Trustees ("secretary") shall keep a record of all expenses reimbursed to each trustee as may be required by law.

The fiscal year of the University shall begin on July 1 and end on June 30 of each calendar year, or such other date as may be fixed from time to time by the board.

ARTICLE 2 - Meetings and Agendas

The board shall have at least six (6) regular meetings each year, unless otherwise determined by the board. Meetings will ordinarily be held at Michigan State University in East Lansing, but may be held at any time and place as the board may determine. Special meetings may be called by the board, at the written request of five or more trustees.

A majority of the board shall constitute a quorum to do business, but a smaller number may meet and adjourn to some other time or until a quorum is obtained.

At all meetings, it shall be valid to act on any subject within the power of the board, unless the call of the meeting is limited.

The business at each meeting shall be conducted under general parliamentary rules set forth in Robert's Rules of Order as modified by the board.

Meetings of the board shall be open to the public as provided by law. A portion of the board's regular meeting is reserved for persons who wish to address the board. Those wishing to address the board must submit a Public Speaker Request Form to the secretary in advance of the posted deadline for doing so.

Individual presentations on topics that are germane to the action items on the board's agenda are limited to three (3) minutes.

Individual presentations on topics that are not germane to the action items on the board's agenda are limited to three (3) minutes.

The secretary is responsible for the implementation of this section and may develop guidelines consistent with this section. Requests for interpretations of the policy shall be referred to the Office of the Board of Trustees.

The secretary shall have delivered to each trustee by regular or electronic mail not less than seven (7) days prior to any regularly scheduled meeting a notice of the time and place of the meeting, together with all pertinent materials for the meeting. Notice of special meetings of the board shall be given to each trustee at least two (2) days in advance and will state the purpose of the meeting. The secretary shall give notice to the public of formal meetings of the board by means reasonably calculated to give due notice to the public.

Trustees may participate in any meeting of the board by means of videoconference, conference telephone, or other similar communications equipment whereby all persons participating in the meeting, including any members of the public in attendance, can hear each other. Participation as described in the preceding sentence is the same, for all purposes, as participation in person.

No motion or resolution shall be voted upon at a board meeting which is not included on the agenda distributed to board members prior to the meeting unless the motion or resolution is endorsed in writing by three or more trustees. No motion or resolution which is included on the agenda can be removed unless the removal is endorsed in writing by five or more trustees.

ARTICLE 3 - Voting Procedures

Votes on all matters coming before the board or any of its committees shall be taken and recorded in the manner prescribed by the board.

ARTICLE 4 - Officers and Organization of the Board

Chair & Vice Chair. There will be a chair and vice chair of the board, each of whom will serve a one-year term commencing on January 1 of each year and ending on December 31 of the succeeding year. This process will commence on January 1, 2025. The positions of chair and vice chair will be based on seniority and will rotate through the board based on seniority.

The chair will be the board member with most seniority on the board, and the vice chair will be the board member with second most seniority on the board. Board members must have served for at least one year to be eligible to become chair or vice chair. The vice chair will automatically become chair after serving one term as vice chair. If two or more board members have equal seniority, the chair or vice chair, as applicable, will be chosen through a random selection process. At a meeting before December 1 of each year the board will take a public vote confirming the officers for the subsequent year.

A board member who has served as chair or vice chair is ineligible to serve again in that capacity until all other eligible members of the board have served or forfeited the opportunity to serve. If the vice chair elects not to serve as chair for that term, or the board member next eligible to serve as vice chair elects not to serve as vice chair for that term, then he or she forfeits the opportunity to serve as chair or vice chair for that term. Based on seniority, that trustee would have the first right of refusal to serve in that role the following term.

The chair and/or vice chair may be removed by vote of at least six members of the board. If the chair is removed as chair by vote of the board, resigns, or otherwise is unavailable or unwilling to serve as chair for the remainder of the term, the vice chair will automatically assume that position for the remainder of the term and the board member with the next most seniority will automatically become vice chair for the remainder of the term. If the vice chair is removed as vice chair by vote of the board, resigns, or otherwise is unavailable to or unwilling to serve as vice chair for the remainder of the term, the board member with the next most seniority will automatically serve as vice chair for the remainder of the term. If two or more board members have equal seniority to fill a vacancy, the chair or vice chair, as applicable, will be chosen through a random selection process and confirmed through a vote of the board at its next meeting. A chair or vice chair who serves a partial term may serve a full one-year term after the partial term ends.

President. The board shall appoint a president of the University who shall serve at the pleasure of the board. The president shall be, ex officio, a member of the board without the right to vote and be its sole administrative officer. The president shall preside at meetings of the board and shall have the authority and perform the duties attached to the office as presiding officer.

The president, as the principal executive officer of the University:

Shall exercise such powers as are inherent in the position in promoting, supporting, and protecting the interests of the University and in managing and directing all its affairs.

May issue directives and executive orders not in contravention of existing board policies.

Shall be responsible for all business policies as heretofore enacted or modified or hereafter established subject to the general policies established by the board.

Shall instruct the proper administrative officers to prepare an annual budget which shall be recommended to the board for approval.

Shall be responsible for the preparation of the annual reports of the board.

Shall be accountable for university's advancement efforts.

Shall exercise such other powers, duties, and responsibilities as are delegated or required by the board.

Shall designate such other executive officers of the University as the president deems necessary and shall designate their duties and responsibilities. The president shall recommend such executive officers of the University for appointment as are specified in applicable policies for approval by the board.

In case of a vacancy in the office of the president, under conditions other than those specified in Board Policy 105, [the board](#) shall appoint an acting president for the period of the vacancy who shall exercise the functions of the president as stated in these bylaws while serving as acting president.

Provost. The provost shall be appointed by the board upon recommendation of the president, shall serve at the pleasure of the president, and shall faithfully perform the duties of the office. Subject to the president and the board, the provost (unless such duties are otherwise delegated in authority):

Shall be the principal academic officer of the University and administer the various colleges, special units, and academic support facilities.

Shall be responsible for assembling and administering the academic budget.

Shall be responsible for faculty personnel administration, including procedures for faculty appointments and terminations, salaries and promotions, working conditions, and tenure.

Shall be responsible, with advice from the faculty, for development of new academic programs and for keeping existing programs updated and in conformity with applicable policies.

Shall be responsible for ensuring that administrative procedures preserve academic freedom and ensure academic responsibility.

Shall be responsible for supervising procedures and policies related to the admission of students, and liaising with high schools and community colleges.

Shall be responsible for supervising the registration process and for the orientation of new students.

| Shall be responsible for administering academic facilities and support units.

Shall be the representative of the University in its relations with labor unions organized among its academic employees.

Shall be responsible for liaising with the federal and state's Departments of Education.

Vice President for Health Sciences. The vice president for health sciences shall be appointed by the board upon recommendation of the president and shall serve at the pleasure of the president. Subject to the president and the board, and in cooperation with the provost, the vice president for health sciences:

Shall be responsible for the administration of MSU Health Care Inc.

Shall have responsibility for developing health care partnerships across the State of Michigan.

Shall exercise oversight of the clinical activities of the Colleges of Human Medicine, Osteopathic Medicine, and Nursing.

Shall perform such other duties as may be required by the president and the board.

Vice President for Administration. The vice president for administration shall be appointed by the board upon the recommendation of the president, shall serve at the pleasure of the president, and shall faithfully perform of the duties of the office. Subject to the president and the board, the vice president for administration:

Shall be responsible for the administration of personnel and employee relations policies and procedures related to the clerical, technical, administrative, and professional personnel whose appointments are not subject to board approval. For these personnel the vice president for administration shall administer such rules, regulations, policies, and procedures pertaining to the classification, evaluation, employment, absences, leaves, vacations, promotions, and terminations of employment which may be established from time to time by the board.

Shall be responsible for administering administrative facilities and support units.

Shall be the representative of the University in its relations with labor unions organized among its nonacademic employees.

Shall perform such other duties as may be required by the president and the board.

Vice President for Finance, Chief Financial Officer, and Treasurer. The vice president for finance, chief financial officer, and treasurer ("CFO") shall be appointed by the board upon the recommendation of the president and shall serve at the pleasure of the president. The CFO shall faithfully perform the duties of the office. Subject to the president and the board, the CFO:

Shall be responsible for the collection and custody of, and accounting for all moneys due the University.

Shall pay all obligations of the University in accordance with budgets, contracts, grants, and policies established by the board.

Shall exercise general control over the regular accounting service through the controller who may refuse expenditures not authorized by such budget rules as the board may adopt, as well as expenditures that would incur an overdraft in any fund or item in the annual budget or in special projects.

Shall have supervision over and custody of all deeds, contracts, agreements, trust indentures, etc., of which the University is a part.

Shall be authorized to sign formal applications for grants of funds for research, extension, or other university purposes and directed by the board.

Shall continuously monitor and review the actions of the investment manager and the status of the University's investment portfolio.

Shall prepare an annual financial report at the close of each fiscal year and such other interim reports as the president and the board may request.

May act to execute contracts on behalf of the University.

Shall perform such other duties as may be required by the president and the board.

Secretary of the Board. The [secretary](#) of the board shall be appointed by the board, [in consultation with the president](#), ~~and~~ shall serve at the pleasure of the board ~~and the~~, ~~and president and~~ shall faithfully perform the duties of the office. Subject to the board, the secretary:

Shall maintain a record, in alignment with applicable legal requirements, of all the transactions of the board which shall be open to public inspection.

Shall have custody of such books, papers, documents, records, and other property deposited in the secretary's office.

Shall serve as custodian of the board's bylaws, policies, ordinances, and other associated directives and resolutions.

Shall hire, supervise, and evaluate other staff to aid with the fulfilment of duties and responsibilities provided by the board.

Shall support ~~and~~ the board in the facilitation of its constitutional duties, advocating for the board and liaising with the president and other administrators to fulfil this responsibility, while considering the differing roles of the board and the administration.

Shall serve as the custodian of the corporate seal and cause its imprint to be placed wherever appropriate.

General Counsel. The general counsel shall be appointed upon the recommendation of the president and approval of the board and shall serve at the pleasure of the president. The general counsel shall attend meetings of the board

and render such professional services as are required by it and the officers of the University. The general counsel shall have authority to execute all legal documents including those required for purposes of litigation and/or court proceedings.

Ineligibility. No member of the board shall be eligible to appointment to any paid employment in the University.

ARTICLE 5 – Liaisons to the Board

The following persons shall serve as faculty liaisons to the board:

- The chair of the Steering Committee.
- The vice chair of the Steering Committee.
- One faculty representative from the University Committee on Faculty Affairs, selected by the Steering Committee.
- Two additional representatives selected by the chair and vice chair of the Steering Committee from the faculty who are members of the Steering Committee or members of an ad hoc special committee constituted by the Steering Committee. These individuals should be chosen to provide additional or special insights or counsel to the board on topics of present interest to the faculty or topics currently being addressed by the board. They may, but need not necessarily, change from meeting to meeting.

The following persons shall serve as student liaisons to the board:

- The president (or designee) from the Associated Students of Michigan State University.
- The president (or designee) from the Residence Halls Association.
- The president (or designee) from the Council of Graduate Students.
- An at-large appointee selected by the vice president for student life and engagement with the advice of the University Committee on Student Life and Engagement.

Faculty and student liaisons will report to the board at its regular meetings.

ARTICLE 6 - Committees

The board may appoint committees and prescribe their duties and functions. The president (or designee) shall be a non-voting member of all such committees. The secretary shall keep a record of committee proceedings and shall report to the board as required. The delegation of any authority of the board to any committee shall not relieve the board or any member of any responsibility imposed by law or the State Constitution.

All resolutions and all committee reports offered which involve matters for record in the minutes shall be made in writing.

Committee on Academic Affairs

The committee's responsibilities are to:

- Assist in attaining the goal stated in the board's bylaws that requires the "University to offer undergraduate and graduate education of the highest possible quality..." and "to encourage moving our research and experimentation" and to "diffuse...the knowledge and information."
- Review revisions to the board's bylaws, policies, ordinances, and other board-approved governance documents such as the bylaws for academic governance, unless designated to another committee.
- Review recommendations for hiring, promotion, and tenure where appropriate and recommend such appointments for board approval.
- Attend to issues related to institutional and programmatic accreditation.
- The committee may review the policies and operations of critical academic units.
- Review university policy regarding tech transfer, intellectual property, copyright, and commercialization.
- Serve as the lead committee for review and engagement on matters related to the University extension and the outreach and engagement efforts.

Committee on Audit, Risk and Compliance

The committee's responsibilities are to:

- Review the financial reporting processes and audits of financial reporting processes and audits of financial statements, the internal audit program, and the review and selection of the independent auditors.
- Provide oversight for risk management. The committee may identify threats and risks that need to be subjected to greater scrutiny by appropriate university leaders.
- Review reports from the chief compliance officer and senior leadership regarding priorities, operation, and effectiveness of the University's compliance efforts. The chief compliance officer will report on the effectiveness and compliance by the University's representatives and employees with both the Code of Conduct and Code of Ethics.
- Review any violations and failures to comply with federal, state, and local laws, rules, and regulations, as well as institutional policies.

- Review compliance with Board Policy 103, *Conflict of Interest*.

Committee on Budget and Finance

The committee's responsibilities are to:

- Oversee the operating and capital budgets of the University.
- Review policies which have significant financial impact.
- Review contracts for construction, assurance of debt, management of real estate owned or gifted to the University and any such other matters which the board finds may have financial or budget implications.
- Review the annual financial statements and other financial data such as credit agency ratings.
- Assume the role and responsibilities assigned to it under Board Policy 607, *Investments*.
- Assist the board in determining compensation for the president and advise the president regarding appropriate compensation for senior executives.
- Coordinate the annual evaluation of the president.

The president or the vice president for administration may consult with the committee on any matters concerning the administration of the University, including such areas as information technology, human resources, and purchasing and procurement.

Investment Advisory Subcommittee

The Investment Advisory Subcommittee is a subcommittee of the Committee on Budget and Finance. Membership of the committee will be determined as set forth in board policy. The role and responsibilities of the Investment Advisory Subcommittee are set forth in Board Policy 607, *Investments*.

Committee on Student Life and Culture

The committee's responsibilities are to:

- Monitor the out-of-classroom activities related to the student experience,
- Work with Student Life and Engagement to assure that the student experience is consistent with the expectations of the University. This includes student health, wellness, and safety, both on- campus and off-campus.
- Assume responsibility for the review of the following:
 - General Student Rights and Responsibilities (SRR)
 - Graduate Student Rights and Responsibilities (GSRR)

- Medical Student Rights and Responsibilities (MSRR)
- Law Student Rights and Responsibilities (LSRR)
- Reviews policies and issues related to student conduct and the Office for Civil Rights and Title IX Education and Compliance.
Liaise with ASMSU, COGS, and RHA.
- Liaise with the Department of Intercollegiate Athletics for issues affecting student athletes, and Student Life and Engagement on issues related to the intramural programs.
- Review issues around the relationship of the University to surrounding communities.

ARTICLE 7 - University Organization

Basic educational and administrative units may be established within the University upon recommendation of the president and the approval by the board. The abolition of such units shall be recommended and approved in a like manner.

The president is authorized to determine the organizational pattern of the several educational and administrative units subject to a report to the board."

ARTICLE 8 - Relation of Board and the University Faculty, Staff, and Employees

Regular Faculty Appointments. Appointments to the regular faculty, the salaries, tenure, leaves of absence, and changes of status, therefore, shall be approved by the board upon the recommendation of the president.

Employee Relations. The board is committed to the objectives of diversity and inclusion and to the principles of equal opportunity, non-discrimination and affirmative action as reflected in various federal and state laws, orders, and regulations, as well as in various University policies and regulations, and will treat its employees in a non-discriminatory manner in accordance with the law and its own internal policies and regulations. The board will permit deduction of union dues from wages upon written request submitted by employees of the University.

It is the policy of the board that the president shall develop a framework structured along the fundamentals of basic due process, for the hearing and resolving of important, significant, and serious employee complaints.

Outside Employment. A full-time member of the faculty or staff may not be employed for remuneration by agencies other than the University except under the established rules of the board and with the approval of the appropriate University authorities. In all cases there shall be no conflict of interest between the activity of

the faculty or staff member and the University function. Any proceeds realized from such activity may be proportioned between the University and the faculty member where institutional time and/or facilities are involved.

Rights and Responsibilities of the Faculty. The board, the administration, and the faculty carry out their respective responsibilities not as isolated entities, but as major and primary constituents of a total University organization and structure which remain mutually interdependent and must be supportive of each other's purposes, functions, and obligations. It is within this context that the rights and responsibilities of the faculty are to be construed.

The constitutional authority lodged in the board for the administration of the University makes possible the creation of an organizational autonomy to protect faculty in the exercise of the rights of academic freedom, the most treasured values of the academic community. Upon these rights rest the unfettered pursuit and transmission of truth by the faculty who serve as the guardians, interpreters, and transmitters of a great intellectual heritage; the further enrichment of this heritage constitutes both obligation and aspiration of the academic profession.

Responsibilities adhere to rights of academic freedom with which they are closely interwoven and at times indistinguishable. They exist for faculty as members of a department or other academic unit, as members of a college, as members of the University, and as members of professional societies with which the respective disciplines are associated. Exercise of rights of academic freedom entails the restraints of intellectual integrity and of responsible action to safeguard its exercise against abuse, disrespect, or destruction. It entails tolerance for freedom of expression by others and full deliberation of issues and problems; it entails forthrightness in recognizing and in indicating when one speaks professionally as a scholar in a field of special competence and when one speaks as a private citizen; it entails mindfulness that membership in the academic community unquestionably involves identification and association with the University and that the University is judged by the actions, performance, good taste, and expressions of its faculty.

Rights and responsibilities of faculty include the transmission and creation of knowledge, the cultivation in the student of the highest reaches of the mind and a capacity for abstract reasoning, the cultivation of a vigorous and continuing pursuit of an understanding of the universe and the encouragement of introspection of society's relation to it. To awaken in students penetrating questions on a fully examined life, on the morality inherent in the choice of values and on finding a meaningful and responsible relation to society calls for the finest talents of the faculty as teachers, scholars, and counselors. Talents and dedication of faculty are also asked for understanding and appreciation of the mores and standards by which a society seeks to sustain itself and for exploration of how, through personal

example and intellectual effort, both students and faculty may assist humankind to fulfill its noblest aspirations and highest potential.

Innovation, planning, and the rendering of many recommendations and decisions required for the effective functioning of departments, colleges, and the University as a whole represent further necessary faculty contributions. The institution looks to the faculty for recommendations on faculty recruitment, promotions, and tenure; on the development of new academic programs and modification or discontinuance of old; on academic standards for admission to the several teaching and research programs; and on the articulation of needs and requirements for space, equipment, and personnel.

Contributions assumed traditionally by faculty also include the cultivation of an exciting intellectual life; the preparation of professional competencies; evaluation of a student's academic performance; active participation in professional meetings; the determination of membership in the respective academic profession; and the development of teaching and research programs in many fields of knowledge of concern to the University, including the pursuit of advances in the arts and letters, the physical and biological sciences, government, and social and economic behavior.

The primacy of the faculty's role, functions, and responsibilities and its essentiality are further reflected in participation in the governing entities established for the several levels of faculty organization, in serving as needed on department, college, and University committees, and in rendering indispensable services associated with the University's many commitments and requirements within the academic community, within the state, the nation, and the world. The core of the University's purpose, its intellectual content and integrity, is expressed by the faculty.

In concert with the administration and accountable through the president to the board, the faculty are responsible for the continuous development of a University dedicated to the highest academic goals and responsive to the needs of society.

Nothing in these bylaws, or regulations issued pursuant thereto, shall prevent the board taking prompt action on urgent financial and personnel matters necessary to the best interests of the University.

ARTICLE 9 - The Board and Student Relations

The board encourages and supports the faculty in the development of educational and other programs within available resources, designed to secure the realization of the highest potential of every student.

Upon the recommendation of the president, the board may determine and establish the qualifications of students for admission at any level, or readmission to the University, and fix the amount of fees to be charged for attendance at the University.

It shall be the policy of the board to provide equal educational opportunity to all qualified students from the State of Michigan and, insofar as facilities, faculty, and accommodations permit, a reasonable number from other states and other countries. The board is committed to the objectives of diversity and to the principles of equal opportunity, and non-discrimination, as reflected in various federal and state laws, orders and regulations, as well as in various University policies and regulations and will treat students and student organizations in a non-discriminatory manner in accordance with the law and its own internal policies and regulations.

The board may make or may delegate through the president the authority to make reasonable rules and regulations for the purpose of maintaining the health, safety, , and discipline of students, which are not purely arbitrary or in violation of any common rights, and may require students to agree to abide by them as the condition of admission to and retention in the University. Students who fail to comply with these regulations may be disciplined in such a manner as may be deemed appropriate.

The president shall develop, with approval by the board, a program, structured along the fundamentals of basic due process, for the hearing and resolving of important, significant, and serious student complaints.

ARTICLE 10 - Courses of Instruction and Degrees

The board delegates to the president and through the president to the faculty authority to establish and regulate courses of instruction and programs of research and service, subject to a report and accountability to the board for information, discussion, and appropriate action. Students who complete prescribed courses of study may be granted such baccalaureate and graduate and professional degrees and diplomas as are appropriate.

Honorary degrees may be awarded in recognition of distinguished accomplishment and service within the scope of the arts and letters, sciences and the professions, and public service recognized and promoted by the University. No honorary degree may be granted except upon the recommendation of the president and faculty, or an agency representing it. Generally, such honorary degrees may not be granted in absentia. In general, no person shall be recommended for an honorary degree while an officer, faculty member, or other employee of the University.

ARTICLE 11 - Financial Responsibility

The board, being constitutionally vested with the general supervision of Michigan State University and the control and direction of all its funds, recognizes a vital and crucial institutional responsibility to those with whom it has financial transactions. Accordingly, it is the policy of the board to maintain adequate income and reserves to assure payment of principal and interest on the due date of its obligations. To the end that the financial integrity of the University shall always remain inviolate, the board pledges it will maintain constant vigil over its funds through regular review and periodic reports, and such adjustments in income and reserves as shall guarantee the probity of its obligations. Funds earmarked for payment of bonded self-liquidating projects and term loan agreements are duly pledged for the specific pledge of the indenture. No intrusion upon this commitment, from any source or for any reason, will be tolerated.

ARTICLE 12 - Property, Securities, and Contracts

Real and Other Property. The acquisition of all real estate and other property for University purposes and the sale, disposition, or transfer thereof shall first be approved by the board. The board is authorized to prescribe rules governing the use of all University property by the faculty, staff, employees, students, and the public and the conduct of all entering upon said property, or in attendance at the University.

Securities. The investment manager(s), appointed by the board, shall be authorized to invest, buy and sell stocks, bonds, evidences of indebtedness, other securities and investment assets in accordance with policies and objectives established by the board. All such transactions shall be reported at the next regularly scheduled meeting of the Investment Advisory Subcommittee.

Contracts. The president and officers designated by the president, or pursuant to the bylaws and policies of the board, are authorized to execute contracts on behalf of the board. The secretary may execute contracts and other documents related to the board's ongoing operations and as contemplated under the board's bylaws, ordinances, and policies.

Naming Buildings. University buildings shall be named by the board in accordance with its adopted policies.

ARTICLE 13 - Collective Authority and Action

The authority of the Trustees is conferred upon them as a board, and they can bind the corporation and the University only by acting together as a board.

No individual member shall commit the board to any policy, declaration, or action without prior approval of the board.

ARTICLE 14 - Corporate and University Seals

The corporate seal of the board shall contain in its center a monogram, MSU, being the initials of Michigan State University, and around the outer circle the words "Board of Trustees Michigan State University."

The seal of the University shall contain in its center an illustration depicting "Old College Hall" and in the outer circle the inscription, Michigan State University.

ARTICLE 15 - Amendments & Effect

These bylaws may be amended or repealed at any meeting of the board by an affirmative vote of a majority of the board. Copies of such amendments or notices of repeal must be submitted in writing to each member in advance of the meeting.

ARTICLE 16 - Repeal

All bylaws, acts or resolutions, or any parts thereof, which are inconsistent with these bylaws are hereby repealed.

Board and University policies may provide specific direction on a particular matter. Where that occurs, the more specific provisions govern unless in direct conflict with the bylaws. If a provision of a policy expressly conflicts with these bylaws, that provision of the policy shall have no effect.



MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
 Executive Action Summary

Audit, Risk and Compliance-Attachment 1

APPROVED**JUNE 28, 2024**
BOARD OF TRUSTEES
MICHIGAN STATE UNIVERSITY
Date June 28, 2024**Committee Name** Audit, Risk and Compliance**Agenda Item:** Revision to BOT 104, *Board of Trustees – Auditor Rotation*
☐
Information
☐
Review
☒
Action**Resolution:**

BE IT RESOLVED, that the Board of Trustees hereby approves revisions to BOT 104, *Board of Trustees – Auditor Rotation*, as indicated in Attachment A.

Recommendation:

The Trustee Committee on Academic Affairs recommends that the Board of Trustees approve the following:

- The conversion of BOT 104, *Board of Trustees – Auditor Rotation*, to the standard policy template with technical amendments.

Prior Action by BOT:

The board approved the transition of Board of Trustees policies to a standard policy template on September 8, 2023.

Responsible Officers:

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

Summary:

The Board of Trustees authorized the adoption of a standard policy template for Board of Trustees policies on September 8, 2023. The use of a standard policy template improves the readability, usability, and consistency of board policies.

BOT 104 has been converted to the standard policy template. In addition, technical amendments have been made, including the correction of the name of the Audit, Risk and Compliance Committee as well as the addition of the responsibilities and duties of the Senior Vice President, Chief Financial Officer, and

Treasurer in assisting the board in acquiring or reappointing an audit firm.

Background Information:

As part of the overall vision to appropriately update Board of Trustees policies, the transition of BOT 104 to the standard template will provide consistent information for those charged with implementing or complying with BOT 104. The new policy template features standard subheadings and scheduled review dates which are standard policy management features to aid the organization of policy content and guide the systematic review of board policies.

Source of Funds: Not applicable.

Resource Impact: Not applicable.



Board of Trustees Policy

POLICY NUMBER: BOT 104

POLICY NAME: Board of Trustees Auditor Rotation

Effective Date:	<u>February 16, 2018</u>
Last Review Date:	<u>June 28, 2024</u>
Next Scheduled Review Date:	<u>June 2029</u>

I. POLICY STATEMENT

This policy provides guidance on selecting and keeping auditors for the University to maintain financial integrity and mandates the transition of auditors every six years with no partner at one firm allowed to serve as auditor for more than (1) one six-year term.

II. RESPONSIBLE OFFICE

Senior Vice President, Chief Financial Officer and Treasurer

II. SCOPE

This policy applies to all financial audits performed by an outside party for the Board of Trustees.

IV. DEFINITIONS

None listed.

V. POLICY

It shall be the policy of the Board of Trustees to periodically rebid the University's financial audit work. The external audit firm, selected through a bidding process overseen by the Trustee Audit, Risk and Compliance Committee, shall be appointed initially at the beginning of the term and reappointed annually for a total term of not more than six consecutive audits. At the completion of the sixth consecutive audit by the same firm, a request for proposals shall be issued to select a firm for the next audit cycle of six years.

If the incumbent audit firm is selected to continue to perform the financial audit for a subsequent six-year period, a change in the partner in charge of the audit ~~will be~~ is required.

While the Board reserves the right, notwithstanding this policy, to change audit firm at any time, the Board recognizes that both the University and the audit firm selected make substantial initial investments at the beginning of the audit relationship and that both parties anticipate recovery of their costs over the six-year period. Therefore, the Board does not intend to change the audit firm during the six-year audit cycle so long as the service and the fees of the audit firm remain satisfactory through the six-year period.

VI. PROCEDURES

1. The Senior Vice President, Chief Financial Officer and Treasurer shall be responsible for solicitation of proposals for external audit services at least once every six years.
2. The Senior Vice President, Chief Financial Officer and Treasurer shall review the proposals with the Audit, Risk and Compliance Committee who shall make the final decision.
- 4.3. No firm may act as the financial auditor for more than (6) six consecutive annual audits without being selected through a subsequent competitive proposal process except as outlined in Section V of this policy.

VII. RELATED POLICIES AND INFORMATION

None listed.

VIII. HISTORY

Enacted: October 26, 1979

Amended: June 28, 2024
February 16, 2018
May 6, 2005
February 10, 1995
October 13, 1989
December 3, 1982

Retired Policy No. 01-01-04

Commented [A1]: Are they actually appointed annually or are they given a multi-year term not to exceed 6 years?

Commented [A2R1]: [Mention was removed] can verify, but we reappoint annually via reso. In February.



Board of Trustees Policy

POLICY NUMBER: BOT 104

POLICY NAME: Board of Trustees Auditor Rotation

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Next Scheduled Review Date:	June 2029

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VIII. HISTORY

Enacted: October 26, 1979

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Retired Policy No. 01-01-04

MICHIGAN STATE UNIVERSITY

TERM SHEET

Party:	Targeted Alpha Therapeutics, Inc.
Project Description:	Exclusive or non-exclusive option to patent rights from TEC2023-0034, Patent application US 63/458,241 Filed 4/10/2023, The parties may add or remove technologies under the agreement, including improvements, providing the change does not affect the financial consideration of the parties or the nature or extent of any pecuniary interest of MSU personnel.
Term:	12 months from effective date to with a possible extension (with an additional fee).
Financial Terms:	Upfront of payment of \$2,000 dollars.
Services Provided:	By MSU to company: None. By company to MSU: None.
Use of University Facilities/Personnel:	None.
Organization Type and Domicile:	Michigan Corporation.
Personnel Interest:	MSU Professor Dr. Kurt Zinn from the Department of Radiology and Human Medicine holds a financial interest greater than 1% in Targeted Alpha Therapeutics, Inc.



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MICHIGAN STATE UNIVERSITY

TERM SHEET

Party:	Scarlet Spartan Solutions, LLC
Project Description:	Scarlett Spartan Solutions, LLC to continue working on the Base Hospital Project offering student hospital placement ranking and histogram services.
Term:	February 2024-February 2026
Financial Terms:	Extended an approved purchase order by two years, Terms Net 30. Not to exceed \$18,000.00.
Services Provided:	By MSU to company: None. By company to MSU: Student hospital placement ranking and histogram services. These services will be fulfilled by consultant providing the College of Osteopathic Medicine (COM) with a spreadsheet indicating which students will be placed at each clinical rotation site. The spreadsheet provided by consultant will further include the rank each student gave to the hospital in which they were placed, the overall average ranking of each hospital (as determined from the ranked order lists provided by college), and the average and standard deviation of the rank each student gave to the hospital in which they were placed. The consultant will provide College a histogram of the rank each student gave to the hospital in which they were placed.
Use of University Facilities/Personnel:	None.
Organization Type and Domicile:	Michigan Limited Liability Company
Personnel Interest:	Michigan State University faculty member Dr. Justin Scott is a Research Associate in the Department of Mechanical Engineering. Dr. Scott is the founder of Scarlet Spartan Solutions, LLC, and has an ownership interest greater than 1%.



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MICHIGAN STATE UNIVERSITY

TERM SHEET

Party:	Cytohub, Inc.
Project Description:	Exclusive Option Agreement for a world-wide license to use patent rights of the following technology. <i>TEC2023-0059, "Methods of generating neural crest containing heart organoids"</i> <i>TEC2023-0079, "Methods for immune integration in human heart organoids"</i> <i>The parties may add or remove technologies under the agreement, including improvements generated under a separate sponsored research agreement, provided the change does not affect the financial consideration of the parties or the nature or extent of any pecuniary interest of MSU personnel.</i>
Term:	Twelve months from the effective date and extendable for an additional 12 months.
Financial Terms:	In lieu of Option fees, a Promissory Convertible note for \$24,000 for the first year of the Option and \$24,000 for the optional year.
Services Provided:	By MSU to company: None contemplated. By company to MSU: None contemplated.
Use of University Facilities/Personnel:	None.
Organization Type and Domicile:	Delaware State Corporation
Personnel Interest:	MSU employee Dr. Aitor Aguirre, an associate professor in the Department of Biomedical Engineering has an ownership interest and is a consultant for Cytohub, Inc.



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MICHIGAN STATE UNIVERSITY

Appendix J

TERM SHEET

Party:	Dr. Richard Sherman
Project Description:	Non-exclusive services to engage local musicians for Wharton Center performances.
Term:	Three-year term (FY25, FY26, and FY27)
Financial Terms:	Commission to Dr. Sherman in the amount of 10% of the fee paid to local musician(s).
Services Provided:	By MSU to Dr. Sherman: None. By Dr. Sherman to MSU: Identify and engage local musicians for Wharton Center performances according to the instructions provided by the touring engagement's musical director, coordinator or orchestra conductor or by MSU when applicable; schedule and administer the operation of musical services, pay local musicians directly for service and cartage of instruments; attend first rehearsal and be on call for additional services; and provide itemized settlement for touring engagement.
Use of University Facilities/Personnel:	None.
Organization Type and Domicile:	Dr. Sherman is acting as an individual.
Personnel Interest:	This contract will be directly between Dr. Sherman, a professor in the College of Music, and MSU.



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MICHIGAN STATE UNIVERSITY

Appendix K

TERM SHEET

Party:	Great Lake Crystal Technologies (GLCT)
Sponsored Research Agreement:	PD 68638, Vapor Deposition and related processing services
Term:	May 2024 – April 2025
Financial Terms:	\$12,000 to MSU from GLCT for funding of service
Services Provided:	By MSU to GLCT: plasma enhanced chemical vapor deposition, physical vapor deposition, reactive ion etching, Dektak measurements, mechanical polishing and Mask Alginer Karl Suss system services By GLCT to MSU: None contemplated under this agreement.
Use of University Facilities/Personnel:	MSU Facilities, Room c17 of Engineering Research Center. Dr. Papapolymerou is the Principal Investigator for this project.
Organization Type and Domicile:	Delaware Corporation
Personnel Interest:	Faculty Member Dr. Timothy Grotjohn, Professor with the Department of Electrical and Computer Engineering and his family have an ownership interest greater than 1% in GLTC.



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MICHIGAN STATE UNIVERSITY

Appendix L

TERM SHEET

Party:	Paradigm Productions, LLC
Project Description:	Michigan State University (MSU) Extension Educator Elizabeth Ferry will hire Paradigm Productions, LLC to complete an educational video for Michigan farmers on how to create a Secure Pork Supply Plan.
Term:	One-time agreement
Financial Terms:	MSU Extension will compensate Paradigm Productions, LLC \$5,000.00 for videography services.
Services Provided:	By MSU to company: None. By company to MSU: Production of a five-minute video on how to create a Secure Pork Supply.
Use of University Facilities/Personnel:	None.
Organization Type and Domicile:	Michigan Limited Liability
Personnel Interest:	MSU staff member Dr. Levy Randolph and MSU faculty member Dr. Tiffany Rogers-Randolph are co-founders of Paradigm Productions, LLC, and have an ownership interest of more than 1% of the company.



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MICHIGAN STATE UNIVERSITY

Appendix M

TERM SHEET

Party:	Culturally Resilient Training Cards
Project Description:	Michigan State University (MSU) Department of Advertising and Public Relations would like to purchase Culturally Resilient Training card packs to provide to conference participants.
Term:	One-time agreement
Financial Terms:	MSU Department of Advertising and Public Relations will pay \$2,999.25 for the Culturally Resilient Training Cards.
Services Provided:	Culturally Resilient Training Cards will supply MSU advertising and Public Relations department with several training card packs.
Use of University Facilities/Personnel:	None
Organization Type and Domicile:	Not incorporated
Personnel Interest:	(MSU) faculty member Dr. Edward Timke is a co-founder of Culturally Resilient Training Cards and holds a financial interest.



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MICHIGAN STATE UNIVERSITY

TERM SHEET

Party:	Great Lake Crystal Technologies (GLCT)
Sponsored Research Agreement:	PD 68638, Vapor Deposition and related processing services
Term:	April 1, 2024 – April 30, 2024
Financial Terms:	\$12,600 to MSU from GLTC for funding of service
Services Provided:	By MSU to GLTC: X-ray diffraction analysis of materials. By GLTC to MSU: None contemplated under this agreement.
Use of University Facilities/Personnel:	MSU Facilities, Engineering Building x-ray diffractometer. Dr. Zevalkink is the Principal Investigator for this project.
Organization Type and Domicile:	Delaware Corporation.
Personnel Interest:	Faculty Member Dr. Timothy Grotjohn, Professor with the Department of Electrical and Computer Engineering and his family have an ownership interest greater than 1% in GLTC.



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RESOLUTION HONORING DR. NORMAN BEAUCHAMP
Michigan State University
June 28, 2024

The Michigan State University Board of Trustees expresses its deepest appreciation to Executive Vice President for Health Sciences Dr. Norman Beauchamp for his unwavering dedication and invaluable contributions to MSU.

Dr. Beauchamp's love for MSU, his alma mater, has been evident since he returned as dean of the College of Human Medicine in 2016. Ensuring high quality care close to home for those in mid-Michigan has always been important to Dr. Beauchamp.

Promoted to executive vice president in the fall of 2019, Dr. Beauchamp has provided visionary leadership, expanding our medical footprint in the Flint, Greater Lansing and Grand Rapids communities.

Through partnerships with McLaren Health Care and its network of hospitals, and Sparrow, now University of Michigan Health-Sparrow, he has created strong alliances.

And, as a member of the MSU Research Foundation, Dr. Beauchamp represented our university during the development of the new McLaren Greater Lansing hospital.

Following the opening of the hospital, McLaren and MSU Health Care partnered on the Izzo Family Medical Center, a premier destination for clinical space, medical research and education as well as increased accessibility of diagnostic imaging.

Dr. Beauchamp's steady hand has moved us closer to a unique partnership between Michigan State University and the University of Michigan in clinical neurosciences.

This would be among the first of its kind to allow a joint agreement between two R1 Big Ten universities.

In Grand Rapids, upon returning home to serve as the dean of the College of Human Medicine, he evolved an idea that access to care could be improved every day, and it was this thought that helped to create the concept for MSU's presence in Grand Rapids, through the development of the Grand Rapids Innovation Park.

His work included the development of MSU's first off-campus P3, or public-private partnership, solicitation of a \$19.5 million gift from Doug Meijer and the Meijer Family Foundation and development of an innovation ecosystem in what is now the Doug Meijer Medical Innovation Building.

Dr. Beauchamp also worked to develop partnership with Corewell Health in Grand Rapids, known as the Corewell Health - MSU Alliance Corporation, that has resulted in more investment by MSU and Corewell Health.

Notably, Dr. Beauchamp spearheaded the university's 30-year partnership with Henry Ford Health, working on a \$335 million research facility and ensuring a successful collaboration with our partners in Detroit.

During some of our most challenging times, such as the COVID-19 pandemic, Dr. Beauchamp co-led MSU's response efforts, bringing together a collective from across campus to ensure the safety of our community.

Under his leadership, a key pillar of our MSU 2030 strategic plan, Dr. Beauchamp spearheaded more than a dozen cross-campus projects, including the creation of 50 new career pathways to meet the demand for providers.

The Michigan State University Board of Trustees extends its heartfelt gratitude to Dr. Norm Beauchamp for his exceptional service to his alma mater and wishes him continued success in the next chapter of his professional journey.

Dan Kelly, Chair

Kelly Tebay, Vice Chair

Dianne Byrum, Trustee

Dennis Denno, Trustee

Renee Knake Jefferson, Trustee

Sandy Pierce, Trustee

Bianna T. Scott, Trustee

Dr. Rema Vassar, Trustee