



OFFICIAL PROCEEDINGS

June 26, 2024

Regular Meeting

The meeting was called to order at 3:11 p.m. by President Espy. The meeting was held in virtual format and live streamed at wayne.edu. Secretary Miller called the roll. A quorum was present, with the following Board members in attendance:

Present: Governors Atkinson, Barnhill, Busuito, Gaffney, Kumar, Kelly, Land, and Stancato; President Espy

Also Present: Provost Clabo, Vice Presidents Ezzeddine, Obasi, Ripple, and Staebler, Chief of Staff Smiley; Interim Vice President Gielczyk, Associate Vice President Hafner, and Secretary Miller

APPROVAL OF THE CONSENT AGENDA

President Espy asked for a motion to approve the consent agenda, which includes the following items:

- A. Approval of the Official Proceedings of April 26, 2024 (Regular Board)
From Academic Affairs
- B. Establishment of a New Undergraduate Certificate in Practical German
- C. Establishment of a New Undergraduate Certificate in Practical Italian
- D. Establishment of a New Program for the Graduate Certificate in Premedical Studies
From Budget & Finance
- E. Reuther Library HVAC Capital Project
- F. Art Building HVAC Capital Project
- G. Campuswide Elevator Modernization Project
- H. Parking Equipment and Software Replacement

ACTION: Upon motion made by Governor Busuito and supported by Governor Kelly, the Board of Governors approved the Consent Agenda as presented. The motion carried.

APPROVAL OF PERSONNEL RECOMMENDATIONS

There were no questions on the personnel recommendations, which were approved with the following action:

ACTION: Upon motion made by Governor Atkinson and supported by Governor Busuito, the Board of Governors approved the personnel recommendations for tenure, promotion to full professor and administrative appointments as submitted. The motion carried.

RECOMMENDATION FOR SENIOR ADMINISTRATIVE APPOINTMENT

The Board next ratified an action taken since the last Board meeting with the following motion:

ACTION: Upon motion made by Governor Kelly and supported by Governor Stancato, the Board of Governors ratified the personnel action approving the appointment of Dr. Ramona Benkert as the Dean of College of Nursing, taken by the Board on May 20, 2024. The effective date of Dean Benkert's appointment was May 24, 2024. The motion carried.

PRESIDENT'S REPORT

President Espy provided highlights from her written report which included a number of achievements and celebrations that have occurred since the Board last met. Among those were the graduation ceremony for more than 3000 WSU students, awards and recognition received by students and faculty, the outstanding ranking WSU received among global institutions, and some examples of innovative research projects in Chemistry and Psychiatry and Behavioral Neurosciences, showcasing some of the university's top researchers. The men's and women's basketball teams made it to the NCAA Division II finals, and a new Junior Insider's program was highlighted, which provided an opportunity to children of faculty and staff to explore the campus and university's vast array of academic programs.

BOARD COMMITTEE REPORTS

President Espy called on the committee chairs for their reports.

Academic Affairs Committee

Governor Stancato advised that committee reviewed and approved two undergraduate certificates in Practical German and Practical Italian, and a graduate certificate in Premedical Studies, which were included on the Consent Agenda for the Board meeting. The committee also heard a presentation on Wayne State's pipeline programs which provide students a pathway to the university. The presentation focused on the C2 pipeline

program in the College of Nursing, a precollege university model that guides high school students to graduate with the skills, confidence, knowledge, and attitude necessary to positively impact their lives and others. The program has been in 32 schools in three counties, serving close to 20,000 students since its inception. The committee appreciated the presentation and learned how Wayne State is engaged with the community and how it supports the students with tutoring, leadership, and initiatives.

Budget And Finance Committee

Governor Barnhill reported that the Committee discussed a number of critical issues for the University, including the setting of tuition and fees and the adoption of the general and auxiliary fund budgets. He added that the board takes great care in reviewing all options, and today's discussions were the culmination of preparatory work done over the past several months to provide the board with all the information and tools it needed to make one of the most important decisions it makes each year.

In addition to the tuition and budget proposals, the committee also considered a number of capital projects including improvements to the HVAC systems, modernization of elevators, and replacement of parking software and equipment, and reviewed standard informational reports. Governor Barnhill turned the floor back to President Espy for action on the committee's recommendations on tuition and budget for FY 24-25.

Fy 2024-2025 Tuition And Fee Rates

President Espy presented the recommendation for FY 2024-25 tuition and fee rates and the following action was taken:

ACTION: Upon motion made by Governor Barnhill, supported by Governor Stancato, the Board of Governors approved the FY 2025 tuition rates and mandatory fees as presented. In summary, the tuition and fees for Wayne State University are increased by 4.5% for all undergraduates, graduates and professional students, except for School of Medicine MD program students, which were previously approved by the Board of Governors in April.

In terms of mandatory fees, Wayne State University requires all students to pay a registration fee (on a semester basis) and a student services fee (on a per credit hour basis). It is proposed that the registration fee increase by 4.5 percent for all undergraduate, graduate and professional students (excluding School of Medicine MD program students, who are charged a separate fee). The student services fee rate is proposed to increase by 4.5 percent for all undergraduates and 4.5 percent for graduate and professional students.

A brief summary of the per semester tuition rate changes for a full-time resident student in general programs is shown below in Table 1. FY 2025 rates reflect the proposed 4.5% increase.

TABLE 1

WAYNE STATE UNIVERSITY FY 2025 TUITION RATE RECOMMENDATIONS				
Category & Level	Resident – Flat Rate (15 SCH)			
	FY 2024	FY 2025		\$
	Diff.			
Undergraduate-Lower Division	\$ 6,246.49	\$ 6,527.58	\$ 281.09	
Undergraduate-Upper Division	\$ 7,413.08	\$ 7,746.67	\$ 333.59	
Graduate (<i>General Programs per SCH</i>)	\$ 762.53	\$ 796.84	\$ 34.31	

Table 2 below details the specific changes for all Wayne State University tuition rates and mandatory fees for FY 2025 for each category and student level. Special rates may apply to specific programs as approved by the cohort pricing policy. The Board of Governors, at the April 26, 2024 meeting, approved the tuition and fees for the School of Medicine's MD program. They are listed in the schedule for informational purposes only.

It is recommended that the Board of Governors authorize the President or her designee to adjust the rates for special programs or where otherwise appropriate. It is also recommended that the Board of Governors authorize the President or her designee to modify the rates accordingly if the final State of Michigan tuition restraint is lower than 4.5%.

The motion carried.

TABLE 2

Wayne State University FY 2025 Tuition and Fees						
Category and Level	Resident			Non-Resident		
	FY 2024	FY 2025	\$ Change	FY 2024	FY 2025	\$ Change
UNDERGRADUATE						
Lower Division						
<i>Education - General, Liberal Arts - General, Pharmacy, Social Work</i>						
Rate per credit hour	519.46	542.84	23.38	1,189.80	1,243.34	53.54
Flat Rate	6,246.49	6,527.58	281.09	14,307.28	14,951.11	643.83
<i>Business, Education - Kinesiology, Fine Arts, Liberal Arts - Public Health, Nursing</i>						
Rate per credit hour	555.30	580.29	24.99	1,225.64	1,280.79	55.15
Flat Rate	6,677.43	6,977.91	300.48	14,738.21	15,401.43	663.22
<i>Engineering</i>						
Rate per credit hour	555.30	580.29	24.99	1,225.64	1,280.79	55.15
Flat Rate	6,607.43	6,904.76	297.33	14,668.21	15,328.28	660.07
<i>Liberal Arts - Sciences</i>						
Rate per credit hour	528.50	552.28	23.78	1,198.84	1,252.79	53.95
Flat Rate	6,355.17	6,641.15	285.98	14,415.96	15,064.68	648.72
Upper Division						
<i>Education - General, Liberal Arts - General, Pharmacy, Social Work</i>						
Rate per credit hour	616.48	644.22	27.74	1,417.61	1,481.40	63.79
Flat Rate	7,413.08	7,746.67	333.59	17,046.62	17,813.72	767.10
<i>Business, Education - Kinesiology, Fine Arts, Liberal Arts - Public Health</i>						
Rate per credit hour	672.08	702.32	30.24	1,473.21	1,539.50	66.29
Flat Rate	8,081.65	8,445.32	363.67	17,715.18	18,512.36	797.18
<i>Engineering</i>						
Rate per credit hour	672.08	702.32	30.24	1,473.21	1,539.50	66.29
Flat Rate	8,011.65	8,372.17	360.52	17,645.18	18,439.21	794.03
<i>Liberal Arts - Sciences</i>						
Rate per credit hour	625.60	653.75	28.15	1,426.73	1,490.93	64.20
Flat Rate	7,522.77	7,861.29	338.52	17,156.30	17,928.33	772.03
<i>Nursing</i>						
Rate per credit hour	808.30	844.67	36.37	1,609.43	1,681.85	72.42
Flat Rate	9,719.75	10,157.14	437.39	19,353.28	20,224.18	870.90
<i>All Undergraduates</i>						
Student Support Fee (per credit hour)	42.50	44.41	1.91	42.50	44.41	1.91
Registration Fee (per semester)	264.26	276.15	11.89	264.26	276.15	11.89

TABLE 2 (continued)
Wayne State University
FY 2025 Tuition and Fees

Category and Level	Resident			Non-Resident		
	FY 2024	FY 2025	\$ Change	FY 2024	FY 2025	\$ Change
GRADUATE						
<u>Masters and Doctoral - all per credit hour</u>						
Business, Engineering, Inform. Sci.	885.02	924.85	39.83	1,774.13	1,853.97	79.84
Education - General	762.53	796.84	34.31	1,651.64	1,725.96	74.32
Education - Kinesiology	866.92	905.93	39.01	1,756.03	1,835.05	79.02
Engineering - GET Program	1,770.02	1,849.70	79.68	2,659.13	2,778.82	119.69
Fine, Performing Arts	800.66	836.69	36.03	1,689.77	1,765.81	76.04
Law	1,186.20	1,239.58	53.38	1,301.31	1,359.87	58.56
Liberal Arts	762.53	796.84	34.31	1,651.64	1,725.96	74.32
Medicine	949.87	992.61	42.74	1,793.19	1,873.88	80.69
Nursing	1,040.30	1,087.11	46.81	1,929.42	2,016.24	86.82
Pharmacy	866.92	905.93	39.01	1,756.03	1,835.05	79.02
Social Work	762.53	796.84	34.31	1,651.64	1,725.96	74.32
<u>All Graduates</u>						
Student Support Fee (per credit hour)	61.31	64.07	2.76	61.31	64.07	2.76
Registration Fee (per semester)	354.77	370.73	15.96	354.77	370.73	15.96
PROFESSIONAL						
Law - JD - all years	1,186.20	1,239.58	53.38	1,301.31	1,359.87	58.56
Medicine - MD - all years - annual						
Rate per SCH	759.00	801.00	42.00	1,319.00	1,339.00	20.00
Flat Rate	37,895.00	39,975.00	2,080.00	66,008.00	66,998.00	990.00
Pharmacy - Pharm.D - all years	866.92	905.93	39.01	1,126.99	1,177.70	50.71
Student Support Fees - Law, Pharmacy	61.31	64.07	2.76	61.31	64.07	2.76
Registration Fee - Law, Pharmacy	354.77	370.73	15.96	354.77	370.73	15.96
SSF - Medicine - Flat Rate - annual	1,540.00	1,624.00	84.00	1,540.00	1,624.00	84.00
Medical School Support Fee - annual	1,024.00	1,080.00	56.00	1,024.00	1,080.00	56.00

FY 2025 GENERAL FUND AND AUXILIARY BUDGETS

President Espy next asked for a motion regarding the FY 2025 General Fund and Auxiliary Fund Budgets, and the following action was taken:

ACTION: Upon motion made by Governor Land and supported by Governor Kumar, the Board of Governors approved the fiscal year 2025 General Fund and Auxiliary budgets as presented. The Board of Governors authorizes the president to implement the budget management procedures, the budget related policies with such modifications as may be necessary during the fiscal year.

The motion carried.

**General Fund Budget
SUMMARY REVENUES AND EXPENDITURES**

**Fiscal Year 2025
(In Dollars)**

	FY 2024 Budget	FY 2025 Budget	Variance Dollars
Revenues			
State Appropriations	221,957,877	229,711,577	7,753,700
Net Tuition and Fee Revenues	420,816,032	439,365,326	18,549,294
Indirect Cost Recovery	37,500,000	39,500,000	2,000,000
Investment Income	5,100,000	5,100,000	0
Gift and Endowment Revenue	3,800,000	3,800,000	0
Rentals and Leases Revenue	1,145,892	1,145,892	0
Other Revenues	7,603,104	7,603,104	0
Total Revenue	697,922,905	726,225,899	28,302,994
Expenditures			
Schools and Colleges	228,300,924	234,384,342	6,083,419
Divisions	172,813,158	184,277,379	11,464,221
Student Financial Aid	97,572,919	97,593,746	20,827
Central Accounts	191,875,137	202,609,665	10,734,528
Other Expenses	7,360,767	7,360,767	0
Total Expenditures	697,922,905	726,225,899	28,302,994
Net Budget Surplus (Shortfall)	0	0	0

Category	FY 2024 Approved Budget	FY 2024 Projected Actual	FY 2025 Proposed Budget
REVENUES			
Beginning Net Assets	\$2,745	\$3,362	\$2,614
Operating Revenue			
Student Tuition and Fees	\$8,635	\$9,657	\$9,657
Auxiliary Revenues	\$22,537	\$23,412	\$25,314
Total Operating Revenue	\$31,171	\$33,069	\$34,970
Non-Operating Revenues			
Gifts	\$3,012	\$2,843	\$3,339
Other	\$0	\$0	\$0
Total Non-Operating Revenues	\$3,012	\$2,843	\$3,339
TOTAL REVENUES	\$34,184	\$35,912	\$38,309
EXPENDITURES AND TRANSFERS			
Auxiliary Enterprises			
Compensation	\$13,533	\$13,201	\$14,955
Operating Expenses	\$17,420	\$18,400	\$19,994
Expenditures	\$30,953	\$31,601	\$34,949
Transfers Out/(In)			
Debt Service	\$7,701	\$7,701	\$7,361
Plant & Other	\$1,629	\$2,750	\$2,231
General Fund Support	(\$5,433)	(\$5,391)	(\$5,704)
Subtotal Transfers	\$3,896	\$5,060	\$3,887
TOTAL EXPENDITURES AND TRANSFERS	\$34,849	\$36,661	\$38,837
Operating Surplus / (Deficit)	(\$665)	(\$749)	(\$528)
Ending Net Assets	\$2,080	\$2,614	\$2,086

Bylaws Committee

The Bylaws Committee has completed its recent review, and Governor Kelly, chair, summarized the recommended changes to the Board's bylaws. Included in the updated bylaws are two committee changes, 1) the formation of a new committee, Health Affairs, Research and Economic Development, providing an avenue for public review and discussions on these areas of the University, and 2) merging the Academic Affairs and Student Affairs Committees into one Committee, the Academic and Student Affairs Committee that will cover both areas. Faculty and student representatives will continue to hold seats on both of these committees. Election of officers has been moved to the last meeting of the calendar year, and administrative titles and reporting lines have been clarified for the Board Treasurer and Secretary to the Board.

ACTION: Upon motion made by Governor Land and supported by Governor Barnhill, the Board of Governors adopted the revised Board of Governors Bylaws as submitted. The motion carried.

2024-2025 SCHEDULE OF MEETINGS

The Secretary submitted the 2-year meeting calendar for review and adoption. The modified schedule includes 3 meetings in the fall, and 3 in the winter semester. The following action was taken:

ACTION: Upon motion by Governor Atkinson and supported by Governor Kelly, the Board of Governors adopted the 2024-2025 Schedule of Meetings as presented. The motion carried.

ESTABLISHMENT OF ENDOWMENT FUNDS

The Board approved the establishment of endowment funds with the following action:

ACTION: Upon motion made by Governor Land and supported by Governor Barnhill, the Board of Governors approved the establishment of endowment funds that total \$1,060,000 for the purposes presented. The motion carried.

REPURPOSING OF ENDOWMENT

Upon request by the Dean of the Law School and the donors supporting this endowment, the VP of Development submitted a request to repurpose an endowment. The following action was taken:

ACTION: Upon motion by Governor Atkinson and supported by Governor Kumar, the Board of Governors approved repurposing the Stephen H. Schulman Endowed Lecture Fund (061865/47737) as the Stephen H. Schulman Memorial Endowed Faculty Development Award (061865/477437). The motion carried.

CONFLICT OF INTEREST CONTRACTS

Vice President Obasi presented two contracts for approval with companies owned or partially owned by a Wayne State employee. This creates a potential conflict of interest. Michigan Conflict of Interest law requires specific sunshine procedures in order for a University employee, or a company owned by a University employee, to contract directly or indirectly with the University. The law requires disclosure of any pecuniary interest in the contract, and the disclosure must be made a matter of record in the Board's proceedings, including the name of the parties involved, and the terms of the contract. The vote must be approved by the Board with a vote of not less than two-thirds of the full membership of the Board in open session. The disclosures required by the Conflict of Interest law for these contracts are shown below.

University Contract To A Company Owned By A College Of Liberal Arts And Sciences Faculty Member

- i) The parties involved in the contract are Wayne State University and Forensic and Applied Research Services, LLC.
- ii) The contract will provide:
 - a. The contract service period will be September 2, 2023 through September 30, 2027. The financial consideration for this contract is \$60,000 per year for a total of \$240,000 for all four years.
 - b. Jaymelee J. Kim, Ph.D., will provide forensic anthropological services, as requested by the Wayne County Medical Examiner's Office under the authority of the Chief Medical Examiner and the Chief Operating Officer. Services will include search and recovery of human remains; evaluation of human from non-human remains; analysis and investigations of cold cases and unidentified remains; and osteological analyses of human remains.
- iii) Dr. Kim has unique scientific expertise and experience which are critical in determining the cause/manner of death. Dr. Kim's pecuniary interest consists of a one hundred percent (100%) ownership of Forensic and Applied Research Services, LLC. She will therefore financially benefit from the success of the company.

ACTION: Upon motion made by Governor Gaffney and supported by Governor Busuito, the Board of Governors authorized President Espy or her designee to enter into a contract with Forensic and Applied Research Services, LLC, a Ohio Limited Liability Corporation, for forensic anthropological consulting services provided to the Wayne County Medical Examiner's Office. The motion carried with the following roll-call vote:

Danielle Atkinson – Y
 Bryan Barnhill – Y
 Michael Busuito – Y
 Mark Gaffney – Y

Marilyn Kelly – Y
 Anil Kumar – Y
 Terri Lynn Land – Y
 Shirley Stancato – Y

University Contract For Services From Math Corps National, A Non-Profit Corporation Whose CEO Is A College Of Liberal Arts And Sciences Faculty Member

- i) The parties involved in the contract are Wayne State University and Math Corps National.
- ii)
 - a. The contracts are in support of the WSU Math Corps' Summer Camp 2024 at Wayne State University. The grant is to be used to support salaries and expenses for the program.
 - b. The contracts will have a term of 12 months, with a start date of May 1, 2024.
 - c. The program will be housed in Old Main and Manoogian.

- iii) Professor Kahn's pecuniary interest derives from receiving two months of summer salary for his work on the project.

ACTION: Upon motion made by Governor Stancato and supported by Governor Gaffney, the Board of Governors authorized the President or her designee to contract with Math Corps, a non-profit organization, to perform services in support of the WSU Math Corps, a university outreach program for Detroit public school children, The motion carried with the following roll-call vote:

Danielle Atkinson – Y
Bryan Barnhill – Y
Michael Busuito – Y
Mark Gaffney – Y

Marilyn Kelly – Y
Anil Kumar – Y
Terri Lynn Land – Y
Shirley Stancato – Y

SPECIAL TOPICS: INFORMATIONAL PRESENTATIONS

WSU STRATEGIC PLAN UPDATE: FOCUS AREA: FINANCIAL SUSTAINABILITY

Next in the series of presentations updating the board on the status of the University's Strategic Plan, Bethany Gielczyk, Interim Senior Vice President, Finance & Business Operations, and David Ripple, Vice President, Development & Alumni Affairs, and President of the University's Foundation, provided an update on the financial sustainability focus area. The discussion focused on efforts to improve financial and budgetary management, and enhancing the culture of philanthropy. Comparative data were provided to illustrate the university's financial performance compared to its peer group, using metrics such as operating margin, cash on hand, debt ratio, endowment value and cash giving. SVP Gielczyk provided a definition of each metric, the university's relative performance and targets for the future.

VP Ripple discussed the growth and current value of the University's endowment from 2022 to 2023, noting significant growth across all sectors and comparing it to peer institutions. From 2019 to the fiscal year ending in 2023, the endowment grew from \$396 million to \$513 million, placing the University at the bottom of its benchmark peer group but showing substantial growth over four years. A change in the OCIO two years ago yielded significant results. Endowments have been steadily growing over the last five years. Cash giving, including outright cash gifts and pledged payments, has also grown over the past four years to over \$68.3 million by the end of the last fiscal year. Increasing philanthropic support for student financial needs remains a significant priority, with cash giving to the endowment growing from \$7.3 million to \$12.6 million over the last four years. The university has also added twelve endowed faculty positions over the past three years, with seven fully funded through estate gifts, and plans to add an additional twelve positions in the current strategic plan year.

OVERVIEW: WSU AND WSU FOUNDATION INVESTMENTS

The next presentation, developed by SVP Gielczyk and VP Ripple for the campus community, focused on background and information about the investment process and portfolio for the university and the WSU Foundation. This has been a topic of interest at the university and across the nation. The presentation began with an overview of the university's two distinct investment pools: the university's cash pool, which includes its operational funds and is managed by the university, and the common trust fund, also known as the endowment, which is managed by the Wayne State University Foundation. A separate governance structure is in place for each of these pools. The Board of Governors exercises its fiduciary responsibility for the university's cash pool, and the WSU Foundation, its Investment Committee, and an outsourced Chief Investment Officer have oversight for the endowment, with the OCIO managing day-to-day operations. SVP Gielczyk provided a series of charts illustrating the roles and responsibilities for these two separate pools, and the asset allocation, and the impact of an organization's risk return profile and long-term objectives on its investments.

The cash pool, or the university's working capital, is divided into three tiers: cash, fixed income, and diversified investments. Its primary goal is to meet daily cash needs and generate income while maintaining liquidity. The inflows to the cash pool include tuition and fees, state appropriations, and sponsored program research funding, while the outflows include payroll, disbursements for purchases of services or goods, and debt service payments. The market value of the cash pool fluctuates daily and was approximately \$618 million on September 30, 2023.

The endowment supports donor-designated purposes and aims to preserve intergenerational equity. Managed by the Foundation's Investment Committee and OCIO, it has grown significantly, with a current market value of approximately \$560 million. The endowment's primary goal is to provide perpetual support for the donor's designated purpose, with the interest gained being given back to the university to be used for specific purposes. This support is designed to meet those purposes without depleting the initial principal, and is reported annually to the board.

The investment policy objectives included an annual nominal return of 4% over a 3 to 5 year period, and SVP Gielczyk's slides illustrated how these objectives have been met. The current OCIO, Common Fund, was selected in 2022 to improve investment returns. The investment policy was updated at that time to target a 5.5% long-term return, net of fees and inflation, and recent one-year returns have reached double digits.

In looking a bit more closely at endowment governance, the Foundation was established by the University's Board of Governors in 2000, and is a distinct, nonprofit 501(c)(3) corporation and a separate legal entity from Wayne State University.

It partners with the division of Development and Alumni Affairs, and the division's Vice President also serves as President of the Foundation, and the university's SVP and CFO serves as its Treasurer. The Foundation's Investment Committee includes financial experts who have a deep commitment to Wayne State, and is comprised of alumni,

donors and senior executives from the University. Investments are pooled in various financial instruments to reduce risk and costs, with no direct holdings in individual companies.

Governor Barnhill commented on the evolution of changes in financial instruments over the past 40 years, from direct investment in specific companies to investments in groups of companies, which maximizes return and lowers risk. A question was raised on the % of the university's portfolio that may be invested, as part of their business interest, in the manufacture of weapons. SVP Gielczyk advised that looking at the cash pool and the endowment combined, total exposure may be approximately 1.2%. Because these are not direct investments, divestment would require significant changes to asset allocations, removing participation from the entire fund that may own a portion of the company at issue. That change then impacts the remaining number of funds available for future investment. Governor Barnhill commented on the board's role in exercising its fiduciary responsibility, the oversight that it has on the university's cash pool, the directives of donors in identifying where their gifts are allocated, and the strength and expertise of the OCIO as safeguards for the University. The Common Fund's core commitment to responsible investment and DEI strategies provide an additional level of confidence in this area.

A question was raised on where members of the campus community could access the slides from the afternoon's presentations – those will be posted on the Board's website on June 27, 2024.

PUBLIC COMMENT

Information on Public Comment can be found in Appendix I.

ADJOURNMENT

There being no further business, the meeting adjourned at 5:51 p.m.

Respectfully submitted,



Julie H. Miller
Secretary to the Board of Governors

I. APPENDIX - PUBLIC COMMENT

Governor Stancato provided the following opening statement to introduce the Public Comment portion of the agenda.

The last order of business today is Public Comment. Public Comment is a very important part of every meeting of this board. We welcome the opportunity to hear from students, faculty and staff and the broader campus community. We welcome and encourage this input that helps us broaden and inform our understanding of issues of concern to all of us.

In keeping with this commitment, we've expanded the board's ability to receive and consider Public Comment through a new portal. Our new portal enabled individuals to submit written and video comments, all of which were shared with the board, in addition to the comments provided directly in today's session that you are about to hear.

We are pleased that many took advantage of this new opportunity and utilized it to provide public comments on a range of topics today. We wanted to tell you that we plan to utilize this portal in advance of all future meetings so we can harness technology to hear from as many members of the community as possible on a wide range of topics.

The purpose of this public comment session is for members of our community to share their perspectives with the board and not for interactive dialogue. Please note that we are listening to your remarks, reading your materials and taking your perspectives into consideration. We are going to continue this as a new opportunity for more folks to be able to provide their input to us at the University.

President Espy reviewed the process that will be followed, and advised that 26 individuals registered before the deadline to speak at the meeting; 2 withdrew their request. With that number, the President advised that the Board will be adhering strictly to the 3 minute time limit for statements. The speakers and their statements follow below:

RIDAA KHAN

My name is Ridaa Khan. I have been very involved in Wayne state in many different capacities. I have been representing students from the Student Senate since October 2022, I've worked in the Office of Campus Sustainability running the compost program for a year, I had a film shown at 3 festivals for a student showcase representing Wayne State's media arts program. I have been called a student leader by the administration. But when I try to fulfil that role and bring out concerns that make the administration uncomfortable, by questioning their pockets, I'm told my voice is one out of a diverse array of students and it is impossible to cater to all students which I agree with them and question but you are powerful administrators, is the only publicly presented one. There are thousands of students, faculty and community members who want divestment and

you know it as well. The board and president have been doing a great job catering to the pro-genocide and anti-student minority. In response to being asked to take responsibility for our student publicity for our school's complicity in the ongoing US Israeli genocide, or making a basic neutral cease-fire statement, the President's office put a page on their refusal to make a political statement while being an inherently political institution. Part of this statement says "on rare occasions the scope of an external event in proximity to our region or the nature of its impact on our students may require a university statement that more explicitly supports or condemns an action or item. The school has applied, our university is now one that answers to greedy corporations and explicitly supports violence against students and has released a number of statements justifying a violent raid against the student encampment.

This level of oppressive action and rhetoric from our university is not something that can be dealt with through a series of conversations. There is no conversation to be had or will have had, as a student representative under the current circumstances that will lead to some of the changes the students want to see as long as the administration supports the use of state violence on largely Arab and Muslim students. Students, faculty, alumni and the community demand to see action and demand for there to be transparency and possibility that is not self-administered but rather democratically established and that every action taken by the President or the governors and violent Wayne state police.

Until then you all are complicit in genocide, surveilling and punishing students. Stop hurting your students, apologize, pay your faculty and stop threatening them when they speak out. Divest from weapons manufacturers but I also want to say this school has applied filters in the past from tobacco companies on an ethical basis. So, educate yourselves. and it sounds like the Board is trying to imply that they are at the mercy of these big apex funds instead of being in control of themselves and responsible for the students. We demand the Board to call for an extraordinary session to actually address the students concerns. Thank you.

JENNA MAHMOUD

The ethical standards of our university demand a profound discussion, one that transcends more bureaucratic policies and corporate guidelines. We must delve into the moral obligations that Wayne State University owes its students. Recently during the encampment university administrators chose to dispatch mass enforcers who forcibly woke students, subjected them to violence and callously dragged them off onto the streets. These are the very students who have grown up in the shadows of shootings but with a constant fear of such tragedies. Despite it being your job to know this, Espy decided to send these students men with guns.

The presence of badges of the enforcers is inconsequential. What truly matters is the message Wayne State University conveyed by inviting such brutality on this campus. Situated in a predominantly black community that has long battled against police violence, the university's administrative actions are a betrayal of trust. President Espy's motives were not rooted in ensuring public safety, maintaining campus operations or fostering

dialogue. Instead her decisions aim solely to instill fear in our hearts of the students she is meant to safeguard. The disregard for students' welfare did not end with the raid, it persisted afterwards.

When attempts were made to address President Espy directly, she not only ignored these calls but had University police intimidate those seeking answers. Despite claiming an inability to meet during the encampment, President Espy has shown no initiative to engage with students at the encampment. President Espy's actions reflect the severe neglect of both her duties to university students and its surrounding community. Wayne State University must uphold higher ethical standards, one that prioritizes the well-being and dignity of its student body above all else. Anything less undermines the very foundation of our institution's mission and our shared commitment to justice and respect. Shame on all of you.

THOMAS PEDRONI:

My comments today are dedicated to Dr. Refaat Alareer, a writer, poet and Professor of English Literature who authored the acclaimed books *Gaza Writes Back* and *Gaza Unsilenced*. Dr. Alareer was killed on December 6 at the age of 44 by an Israeli airstrike along with his brother, sister and four of his nephews. He had received multiple death threats. Dr. Alareer taught literature and creative writing and cofounded the organization *We Are Not Numbers* which matched experienced authors with young writers in Gaza and promoted the power of storytelling as a means of Palestinian resistance against Israeli occupation. On April 26, Professor Alareer's eldest daughter and newborn grandchild were also killed by an Israeli airstrike on their Gaza City home. The two attacks on Dr. Alareer and his family likely utilized AGM missiles and GBU bombs manufactured by Lockheed Martin and Boeing. Wayne State, through its institutional S&P 500 index funds and other funds, makes money when the share prices of Lockheed Martin and Boeing go up. I want to ask for a brief moment of silence for a colleague, Professor Refaat Alareer, and the multiple generations of his family. And this is him right by me here.

Thank you. I'm certain that we all agree that Wayne State should align the way (indiscernible) respects diversity and reshapes the world with its stated mission and values. While others are speaking today to our policing and respect for diversity, I will comment on our misalignment and how we shape the world through our investments and I will propose solutions that require us to mobilize our stated values of integrity, innovation collaboration and leadership. Our integrity should lead us to reject institutional S&P index funds that include 10 companies that in a report from the American Friends Service Company identifies as consistently, knowingly and directly facilitating enabling human rights violations and violations of international law that are specifically complicit in the Gaza genocide. Because we are innovative, we can demand the investment management companies with whom we work develop new S&P 500 index funds for institutional investors that eliminate those 10 companies. Mobilizing our value of collaboration, we can partner with the financial leadership of other universities to help them demand the same of their investment management companies.

Finally leadership. Why shouldn't Wayne State lead the higher education community to recognize the tremendous financial power the sector wields through \$839 billion in endowment assets to demand products from investment management companies that align with our values and our mission. As Lockheed Martin's missile closes in on the apartment with Dr. Alareer and his family inside, are our hopes and inspirations of the university made real in the life of that family or in the destruction of that life as the missile explodes into and collapses the cement building around them? Thank you.

UMAIR DAIMEE:

As we all know there was an encampment recently supported by multiple organizations including the Black Student Union, the Muslim Student Association, Code Pink, Department of African American Studies. It was beautiful to see a diverse group of students, alumni and community members that included rabbis and (indiscernible) survivors. All of them getting together at the site. The School of Medicine graduates and medical students described it as "peaceful, welcoming, safe and sanitary." You could've followed the lead of Brown University, Northwestern University. You could have been adults and negotiated in good faith. The seed was literally open and they gave you a day and time. Instead of doing that, we saw superficial negotiations that were not out of good faith. It ended with you throwing the riot police at them, that ripped the hijab off of a female student. I am beyond disgusted at that being the husband of a hijab wearing woman and the son of one.

I'm even more disgusted that Dr. Espy did not even acknowledge it in her emails, which by the way had many lies and misleading information in them. Again, let me emphasize, there was a diverse group of peaceful protesters and you threw the riot police at them. A diverse group of peaceful protesters that were supported by MSA, BSU and the Department of African American studies in a predominantly African American city and you threw the riot police at them. Do you realize how messed up that is? What you did shows that you don't care about diversity and inclusion and it is ironic that I see folks of color and women wearing headscarves to advertise Wayne state when that just happened. It is ironic that a Juneteenth email was sent out when your actions brought back scenes of police brutality against African Americans. Quite frankly, you guys don't represent these students who are diverse, many from Muslim communities. You don't represent the city which was one of the first that called for a cease-fire resolution. And the public safety issue is you and the police, not the student encampment. Students that I have spoken to, especially minorities and students of color, are afraid to be on campus now because of you. I ask you to apologize, drop the charges and go back to the table with them. If you cannot do them, resign.

ZAYNAH JADALLAH

In the name of God, the most merciful, the most gracious...Peace be upon you all as we have not seen peace from you but only endured your violence. Wayne State University alumni are here to fulfil its promise and pledge to withhold your meeting at the University until full divestment. On behalf of the Wayne State University alumni, I would like to introduce two letters to Administration. The first is the alumni divestment letter with

demands regarding Wayne State University's actions and policies including divesting from weapons manufacturing companies and providing full disclosure about investments (**indiscernible**) advocating for a cease-fire in Gaza, ensuring amnesty for protesters, revising abstract policies (**indiscernible**) and committing to (**indiscernible**) responses from the Board of Governors. These demands stem from concerns about aligning with ethical principles, human rights and the University's mission. Addressing these issues will require a comprehensive review, transparent data and commitment to fostering an inclusive, socially responsible campus environment. This letter has over 200 signatures since it was launched on Monday the 24th. The second letter is Wayne State University alumni letter of solidarity for Palestine. We, the undersigned alumni, as a diverse group of Warriors call upon Wayne State University to divest from companies and institutions that fund or perpetrate the ongoing genocide in Gaza, Palestine. As contributors to the university's endowment, we pledge to withhold all donations and recommendations to Wayne State until they comply with the demands of the students. This letter has at least 1400 signatures.

Both of these letters were sent to Ms. Espy, Ms. Miller, Ms. Harris and the administration as well as the Board of Governors from the alumni email account for review. . And I will leave you with our demand: we demand that the Board of Governors call for an extraordinary session to address the students concerns and students. Thank you to the SJP Committee for holding the people's meeting.

REVEREND CARL GLADSTONE

Hello President Espy, Provost Clabo and the Wayne State Board of Governors. My name is Reverend Carl Gladstone, spiritual advisor to the Motor City Campus Ministry. I speak on behalf of faith leaders from varied traditions and denominations, expressing our profound concern and condemnation regarding the police brutality against students and community members that occurred on May 30. A number of us have been present to the Wayne State encampment and others similar, they strike us as embodying beloved communities, listening and learning gatherings of consciousness. Indeed, we are taught by them. We understand the demands of the students, the divestment from war and weapons manufacturing to be a good and just pursuit for which you should take pride as University Leadership. Instead, you authorize the deployment of riot police and the use of brutal force against members of communities, including, as stated, the violent removal of a woman's hijab, a great violation within the Islamic faith. We write to express our deep disappointment in the decisions you made as leaders and to ask the following of you: one, take meaningful steps towards reconciliation with the students and community members you have harmed. Beginning with formal apologies to each.

Two, commit to meeting with members of Students for Justice in Palestine to truly listen to their concerns and hopes for a more just and equitable world. Three, give a promise to your university community and communities across Southeast Michigan that you will refrain from militarized use of force against students in the future.

Violence against students and community members who peacefully advocate for their beliefs runs counter to each of our faith traditions and to the basic tenets of human dignity.

As an interfaith group of leaders, we urge the University to uphold the principles of justice, equity and respect for all individuals. In peace and solidarity with the students, we submit this to you. Thank you.

RANDI BUSHMAN

My name is Randi Bushman and I am an alumni. I graduated from the School of Social Work with my bachelors in 2011 and then my Masters in 2012. I even recently worked for two years as an academic service officer, too. You know I grew up in a Jewish home and in a Jewish community and I was definitely taught that being against Israel and being against Zionism is antisemitic. As I became a grown-up, I learned very quickly by associating with my community in Michigan and Metro Detroit and Wayne State that that's absolutely ridiculous. That being anti-Zionist is not being antisemitic. In fact I took an Arab Studies class in 2007 at Wayne State University that was one of the most enlightening experience I had in my youth and I think that universities, especially for young people, are an opportunity, one of the first opportunities, where they're learning how to use their voice.

We are supposed to be encouraged, we're supposed to be encouraging our future, you know, grown-up adult people in society to be able to feel safe and to like learn what their values are in a safe space with like people where they want to share ideas and have a space for that and share ideas. I mean even opposing ideas. It should be a safe space to be able to do that and I am completely disgusted with the encampment being aggressively attacked the way that it was. I'm disappointed with the leadership. It's an extremely diverse University, diverse community and I'm concerned that leadership is not prepared to really be able to handle the reality of the community that they are serving in with a response like this. It's completely out of touch.

I will say that I don't think the situation needs to end like this. There's lots of opportunities to have discussion with students to make amends for this, apologies of course, but amends like there is room to get past this on some level, but the University needs to be adults here and reach out to their students and like repair the damage that they done or try everything that they can. I'm very disappointed. I'm a proud alumni of Wayne State and if I still worked there, I would have to decide do I still want to work there to support the students or would I want to leave the University because I'm not sure if it represents my values? Thank you.

ZEINAB ALGHANEM

My name is Zeinab and I'm a recent alumni of Wayne State University. I initially came here to address the indiscriminate discrimination against Muslim and Arab students. However, after attending the meeting about the Foundation and the outside investment officer, it is incumbent upon me to clear this misleading area perpetrated by this administration that strongly generalizes (**indiscernible**) that most (**indiscernible**) them. As administrators, faculty and students of this community, we have a stake in our university's actions and a right to insist on ethical guidelines for its investments. It is important to remember that the university has previously divested with tobacco companies when they were at their peak of profitability. That means that ethical

consideration can and should take precedence over financial gain. Was it too complex then? Remember, the Common Fund is employed by the University. While Governor Barnhill highlighted that the Common Fund claims DEI values, this does not magically absolve the University from these indirect investments in companies involved in genocide and apartheid practices.

Nelson Mandela was on a terrorist list while apartheid was going on in South Africa, yet the global community recognized the moral imperative against apartheid and to divest from companies supporting that regime. We must integrate acclaimed values into our actions. The University has in the past and they can do it now. The Board of Governors was the body that passed that resolution against tobacco word for word from its students, and they have the power to enforce such restrictions now. In fact, this restriction is in the foundation's strategic investment policy. Is it too complex then? It is misleading to suggest that the university's powerless in redirecting its investments. And this recent claim that its hands are tied due to financial structures is a convenient excuse that ignores past actions and current capabilities. Wayne State has the authority and the means to divest from harmful industries and companies and simply requires the will to act in accordance with its stated principles. By failing to divest, the University is not only supporting unethical practices but also betraying the students and the trust and the values of its community. It is not complex. Wayne State University must demonstrate that it stands by its values. Diversity, equity and inclusion not just in words but in action. The community is watching, and we deserve transparency, integrity and how our institution manages its investments. The time to act is now. It is not complex. The responsibility lies with those before me to make the right choices. Thank you.

NUZMEYA ABDRAHBOH

Hi everybody, My name is Nuzmeya, I am a student here at Wayne State University. I am Palestinian and I would like to discuss a very inhumane and brutal action that took place against the students at this very University.

In Detroit we are known as the city that has rich multicultural heritage. We know that language we use matters. The manner in which things were addressed and referred to significantly impact and they affect the way that everyone looks at us in this University and of the way that you guys treat us. Calling black students blacks and calling Palestinian students occupiers is language that we do not condone at this University. The official communications are manifested and chosen, have chosen cultural ignorance and racism. Language matters profoundly within our culture, a culture that governors and the President has chosen not to understand.

This University claims to positively impact local and global communities and yet it is profiting off companies that contribute to genocide and suffering of my family and my people. This not just an abstract stance. This is a direct attack against my heritage. We are not merely statistics or faceless entities, we are your students. We are a part of your community. We go to this school. Everyone in this room has something to do with all you guys here. You're voted on by the community. You are voted on by all of us. And yet you

sit here and don't listen. You sit here and you look me in the face, and you look all of us in the face and you stare at us, blank eyes, all you guys looking at us as if you were not the one who called the police on us. All of you guys, as if you weren't the ones who stood there and watched us get dragged by police and watched us be woken up at 5 in the morning, watched your students come shaking out of an encampment all because you guys, you chose not to do nothing. You chose not to say anything, not to do anything, and you chose to look away with a blind eye. You think that you're claiming neutrality but you're not claiming neutrality, none of you guys are. You are not being neutral; you're actively choosing to invest in one side. You have money, you're investing in weapon manufacturing companies, and we don't support that. Our university, our student body, our student senate has passed it in 2003. We were the very first University to pass BDS in 2003 it showed support, it shows support of the students, and it shows what we all think. All of us here and all of us here and all of the students, the administration's failure to acknowledge and respect our lived experiences of those families that have deep cultural roots, it showed a unique application of discrimination of commitment and values. This is no place in Detroit. You're at a university in Detroit and you are sitting here, you are sending police all over your students. All of you guys, every one of you in this meeting. When the administration are dismissive and diminishes our identities, it shows a careless language for our experiences and our cultural heritage. This perpetuates a cycle of exclusion and discrimination.

This is not just about words, it's about the underlying attitudes and policies that these words reflect. The deployment of riot gear against peaceful students, the dismissal at our attempts of dialogue, the dismissal of our attempts and brutal treatment of our community members, are all the manifestations of this harmful mindset. We want the University Board of Governors to take action for the divestment and we want you all to hear us. Thank you.

TIMOTHY HASSE

My name is Tim Hasse, I'm a PhD candidate, graduate research assistant and graduate teaching assistant here at this university. Like most of the other PhD students that I've spoken to, I work 60 to 70 hours a week for very little pay and I do this because I absolutely love my research, my advisor, my research lab, my department and of course, my students that I'm so very blessed to teach. I'm speaking here today to address the campus climate in light of the administration's recent action against the peaceful student encampment advocating for divestment from weapons manufacturers.

The encampment that I witnessed was open and inclusive and a peaceful and loving space. I visited multiple times with my wife and our three month old baby, where we were warmly welcomed by students of all races and religions and felt completely safe.

Despite the peaceful nature of the encampment, the administration chose to respond with violence and suppression, sending in police to dismantle the encampment and brutalize the students. This assault on the students exercising their 1st amendment rights is unacceptable, escalated a climate of fear on our campus. As an academic and a member of this community, I find it deeply troubling that the administration has refused to engage

in meaningful dialogue with the students, despite the overwhelming support for divestment from the Student Senate. Instead the administration has opted to silence and punish these students through force. From the increased police presence and the police brutality witnessed in videos recorded on social media, my very own students have expressed how uncomfortable and scared they feel to be on campus now.

As a teacher I care deeply for my students and pains me to see them hurting and fearful in a place where they should feel safe and supported. Their education and well-being is being compromised by these actions. Further it is antithetical to the University's values to invest in companies that make money off of weapons that kill people. When you consider the epidemic of mass shootings that takes place in campuses around the country, including at our neighboring Michigan State University not too long ago, would you be able to see the connection between our investments in the murder of the innocents, if God forbid, someone came on our campus shooting our students with a weapon they bought from a company trying to make a profit? The violence we promote and support abroad always comes home.

Our investments should reflect our commitments to peace and the safety of our community. I stand in solidarity with the students and call on the Board of Governors and President Espy to formally apologize to those students, brutalized and silenced, and to engage in meaningful dialogue with the students calling for divestment from weapons manufacturers. It's imperative that we protect the rights and safety of all students and uphold the principles of free speech and peaceful assembly. Our university should be a place where the freedom of speech and ideas is encouraged and respected. Please do not let our university down. Stand up for peace, nonviolence and the freedom of speech, and please divest. Thank you.

KESS BALLENTINE

Good afternoon. My name is Kess Ballentine and I'm calling you from the People's BLG where we are not afraid to meet together as a community. I'm a proud member of the faculty of School of Social Work and the Vice President of Wayne Academic Union.

My MSW students choose Wayne State because we are in a heart of a city working to contribute to its long history of social action and innovation. Our students come to Wayne with a purpose, a commitment to social justice and a democracy increasingly under threat. In combination with my training as an educator and social worker, my own work as a student activist honed my skills to do the community engaged policy research that I do today. Moreover, as a professor that teaches courses on social justice, American social policy and policy advocacy, I actively train students to understand and disrupt forces of oppression for collective action and brave participation in democracy.

The objectives of the labor movement and every other liberation movement in history are shared. We seek to ensure all of us share in the prosperity we collectively create. To be safe from violence. To be respected and valued. To be heard. We appreciate the

opportunity to be heard today, though from afar, and I am glad to hear the perspectives of so many students, community members, and union siblings.

Like most WOW members, I chose Wayne despite a much lower pay rate than I deserve and could earn at other institutions as close as forty-five minutes away. To join a community committed to the hard work of achieving equity. My students believe in the school. My research collaborators believe in the school, my fellow WOW members believe in the school. Today I will keep my comments short. Budgets are political documents that communicate institutional values. We ask that you value the faculty, academic staff and students.

Our assessment of an average 3% across the board raises while eliminating merit and equity pay, potentially increasing healthcare costs, does not adequately value the fact that we are the engine that runs this university, but also does not enable us to afford the realities of steeply increased costs of living, which is difficult after years of an average of 1.25% raises. I ask that the administration and members of this Board evaluate how well your budgetary choices reflect your commitment to diversity, equity, and inclusion, and really consider how the greater investment in WOW members and our students can make Wayne State not only a better place to work and learn, but a better example of democratic processes in higher education.

I just came from a rally with many of my colleagues, our community, a Detroit neighboring union ally. We stand strong. We know what we are worth and we know what our members need to prosper. We look forward to coming to an agreement on a generous contract. Thank you.

ANITA MONCREASE

I want to start off by thanking Dr. Espy for her kind comments that she sent on behalf of the service of Miss Julia Simmons over the weekend at her memorial. Thank you for remembering her on behalf of Wayne State University. I want to come to speak to you today about three different things. 1) the 10 African American students who've been admitted to Wayne State University School of Medicine that were supposed to start this Monday, July 1, 2024. They would like to do so.

Governor Kumar stated at the Wayne County Medical Society legislation meeting in the middle of May that the reason why African Americans are not coming to Wayne is because they are getting offers from the Admissions Committee but they are not accepting those offers. Well, these 10 African American students did accept the offers and they do want to start, but unfortunately they received an email from the Dean of Admissions saying that they had to defer until 2025.

They also met with the Dean of the Medical School that was Dean Kevin Sprague. They also met with Dean Sakr who also told them they had to defer to 2025. So, that kind of blows that theory out of the water, that the students get offers, but they don't come, students want to come. And it's against what Wayne State University School of Medicine

policy for the school to defer students. Deferral has to be student initiated. By delaying these students, Governor Gaffney, last year I reached out to you, four of the students were already deferred for this year and now they are being deferred again to next year. The more you defer these students the further they get behind academically and the more likely they are not going to be successful in medical school. We want to build a new medical school right here in the city of Detroit, but how can you do that with taxpayer dollars? Detroit, Michigan taxpayer dollars. We don't allow the students who have been admitted not to come.

The other thing I want to mention is we need to do a national search for leadership at the medical school. We're the only medical school in the United States where all three top positions were not done, people were not vetted and instead, they were appointed. Again I pointed this out to you guys two years ago, we need to do a national search for a Dean. We need to do that now. Lastly, we have a medical school, but we have over 20 plus Dean's, we only one African American out of those 20 plus deans. No Native Americans, no Hispanics, no Pacific Islanders. And so, if we really want to have true diversity at our medical school, we have to start with the leadership and work our way down to the faculty and to the students. So, in closing, I just want to say you have 10 students in two days that need to start medical school. Please continue your investigation but don't hold up them starting while you investigate, because that will only put them further behind. Thank you.

DEBORAH GIBSON

Hello I'm Dr. Deborah Gibson. I am an academic services officer, a doctoral alum of Wayne State University and a proud council representative in the Wayne Academic Union. Since returning from COVID, academic staff at Wayne State have had flexible work arrangements or FWA that allows us to work remotely on some days each week.

At the same time, academic staff have heard a lot about the need for a vibrant campus and that FWA somehow counters to a vibrant campus. Allow me to describe what it means to have a truly vibrant campus. To have a vibrant campus, we must think bigger. We must think beyond traditional methods of delivery for education and services. A vibrant campus means a place where students learn and have access to all services that they need. A vibrant campus means offering services in a variety of formats that meet students where they are so that they can be successful. For the majority of our students, this means meeting with advisors virtually. I tell you, faculty and staff perform our end of the responsibility to provide a vibrant campus. We continue to meet our students needs no matter where we are. A vibrant campus means a place with accessible buildings that are well maintained. Can we have a vibrant campus when buildings are in disrepair, elevators fail to work and the temperatures in many spaces run in two modes: boiling or refreezing our butts off. We need a campus where our buildings are vibrant, too.

A vibrant campus means students feel healthy and have adequate housing, especially when they find themselves in a situation where there is a housing crisis. A vibrant campus is us being here right now on campus for the board of directors, Board of Governors

meeting despite the decision to move it online. We want a campus that is adequately staffed, while fully embracing the hybrid course offerings our students have come to expect. We want FWA to be written into the contracts to end ambiguity of the policy. FWA should not be used as a bargaining chip in contract negotiations. The ability to work remotely should not be weaponized against academic staff. We love helping students. We love collaborating with colleagues, and we love our jobs.

You can make this a vibrant campus by supporting competitive wages that retain great employees. Make it a vibrant campus by supporting better benefits packages to attract new talent. Make it a vibrant campus by supporting adequate resources. Make it a vibrant campus by putting a fair flexible work arrangement in place. By the way, someone in administration made the decision to remove our union signs last month. The decision was unbecoming of a higher education professional and shame on you! Thank you.

RANDON JENKINS

Good afternoon, my name is Randon Jenkins. I'm a practicing nurse practitioner for over nine years and a clinical instructor in the College of Nursing. I'm also a native Detroit, proud Wayne State alum and a council member of the Wayne Academic Union. I love Wayne State's mission. I love how Wayne has been an engine of prosperity for Detroit and their citizens for over a century. We have built this amazing faculty that not only cares about the students but also the community.

This faculty is so dedicated that in the face of the Covid 19 pandemic, our clinical faculty did not back down and didn't stay home. We were out in the community providing direct care, saving lives and getting infection rates under control. I wanted to come back to Wayne to be part of this community and educate future nurses about the importance of improving the health of the community as a whole. But when I was offered the position at Wayne, I was hesitant because it pays significantly less than the position I had in private practice. I had to decide if I could make ends meet for my family on Wayne State wages. I had to think about what we would have to sacrifice for Wayne. Experienced professionals responsible for educating the next generation of nurses should not get paid less than the students who will be in private practice. Our knowledge and skills should be valued but I'm hearing that Wayne State has history of not valuing us. For a decade, across the board raises for faculty and academic staff have averaged 1.25% per year. Meanwhile Detroit and the metropolitan area with the largest inflation problem, our wages have not kept up. And it's not just WAU members who are struggling to prosper at Wayne. Our students are struggling to make ends meet.

Since 2019, (indiscernible) reporting citing homelessness and housing insecurity as a issues is higher than ever. Existing support programs have a minimum age requirement and other red tape to make it hard for students to access the funds when they need them the most in an emergency. We must have a more easily accessible student emergency housing fund to make sure no Wayne State student, no Wayne State student goes homeless.

Now that we are bargaining, we are hearing that once again there's not much money left for the people who work here. The budget that was passed today proposed the maximum tuition increase for students and lower across the board raises for our faculty and academic staff. We are told that if we want to get higher raises, our health insurance premiums will go up. Like many WAU members, I want to maintain this community of colleagues who are the engine of Wayne State University. We need better pay. We need competitive compensation packages that include flexible work agreements for academic staff. We need high quality affordable healthcare. We need our pay to keep up with inflation. We invite you to make good on your commitment to the Wayne State community and to truly invest in our faculty, staff and students. Thank you.

MAHMOUD MUHEISEN

I find it odd with all due, actually no due disrespect, I don't respect any of the Board of Governors, I don't respect the president. I am a respectful person by nature, just how I am. But if find it odd the midst of everything happening, with some new stuff that we found it with the unions and the encampment, you guys decide now to test new technology. That's laughable. Did you guys not test it? Why was there so many difficulties? Like so many. Was it not tested beforehand? I mean you guys had the COVID crisis to test this kind of stuff and then there was still problems. Regarding the encampment, Espy said she can't meet with students, at least that's what Patrick Lindsey told us, and this is on camera, until the encampment comes down. And she has not met with students since the encampment came down. And if the encampment was the barrier for meeting, what is it now? It's quite odd. I don't think she's interested in meeting. I don't think she is fit for the job she has but she has the job and I would appreciate if she did it.

As for the Board of Governors members, to everyone here who thinks they are appealing to the Board of Governors for help, Espy is doing. They issued a statement that they stand behind Espy 100%. Espy is nothing but a yes-man for them. That's why they brought her and I think that's why they fired Provost Kornbluh. I don't know, but I think. I have my suspicions, but she's just a yes-man. She's just the face of the operation, as they say, yeah. (indiscernible) To the unions who complained, I honestly think you guys should go on strike. That's the only way they'll learn. To anyone like, these people are not here to serve, they are here to serve themselves and it's clear by the way you set this meeting up. Like this is quite disgusting with everything that's going on you decide to now, out of all times, now to go over Zoom? And not only that, not only that, they had to put it at the end. Usually public comments are in the start. They had to put it at the end of the meeting to ensure, to ensure that they don't have to address any of your complaints for at least a month until the next Board of Governors Meeting. Well maybe you guys forget. Like this is quite, like they are not open to dialogue. I called Espy. She didn't answer my phone call when I called her, not only that, she called the cops on me and said this guy called me. Like these people are not interested in talking. I don't know what to say, I just want to let you guys know I don't respect anyone in this building and I have 14 seconds left, 12 seconds, 11 seconds and I do not want my time to end until I am done. I've spent so long looking at you guys and now you guys will look at me. Call me back, Espy.

ALI HASSAN

Good evening to everyone once again. (indiscernible) to the Board of Governors and administration. My name is Ali Hassan and I am pleased to be in front of you guys today as a leader here at Wayne State University who has worked alongside the University administration, faculty, students and community members, as the president of the Muslim coalition to create a more inclusive environment through various different projects that I worked on. I chose to come to Wayne State University based off of its very initial, like the very initial point of Wayne State University, which was founded upon by medical students who came from the Civil War, not medical students, medical professionals. Because of its moral commitment to diversity and inclusion and excellence and integrity, leadership and collaboration. These principles and core values of Wayne State, you know, it is so proud for. However, it's seems as if that the University administration is lacking in these now and there's been so much unrest on campus between students and the administration. You know, there's clear and broad consensus from the students, from the faculty, from the community members and I've come here today, I've listened to everyone. I've come as someone who wants to mediate a solution between the students and the university and reinstate these values and commit to an open dialogue. As stated in the students' rights, each student has a right to free inquiry and scholarly investigation and the right to discuss, exchange and publish any findings or recommendations. Each student also has the right to advocate any policy or change an existing policy in all matters affecting students. So I echo the ask for the Board of Governors, Chair Stancato, President Espy to schedule an extraordinary session in which the proposal will be discussed. A proposal which I want to propose to the University publicly and openly. As the University commits to open dialogue, and in this proposal it will create a greater deal for the University in carrying out its fiduciary responsibility.

It will not hurt the university. I've done my homework. I would love to help the University in this regard so that we can have peace on campus. It highlights the mechanism of the divestiture utilized by this university in the past. There is a path with the University divestiture. With the South African apartheid with the tobacco divestment. In fact, that divestment which was the most profitable stock at the moment and was carried out by two Wayne State medical students. The proposal also discusses the clear and broad (indiscernible). As an R1 research institution with rich history in moral and social progress, Wayne State University is uniquely positioned to act as a leader in equitable divestment. I encourage the University to shift its funding in a way that we can meet this principle. Thank you so much.

CHLOE LUNDINE

My name is Chloe Lundine. I graduated from Wayne State in 2015 and I am currently an employee of the University in the Office of Institutional Effectiveness and Academic Programs. Last October I placed signs on my office door that read, "let Palestine live and end the occupation now," I was told to remove them and when I asserted my right to free

speech as a public employee, I was told to resign. Our team was told that we could not use our own personal social media or Wayne State email addresses to discuss quote, 'the conflict in the Middle East.' I have informed HR, OEO, General Counsel, the Office of Internal Audit and nothing has been done to address this, but I am not the only one that has been silenced here at Wayne State. I want to thank the incredibly brave students who have stood up for their beliefs and truly embodied what it means to be a Wayne State Warrior.

When I was a student here, I memorized the words of the greatest civil rights leaders of our time. When I learned about their courageous efforts in these Detroit streets, I dreamed about being like them someday. And I wonder when you were in school, did you long to be the ones to silenced them? to call the cops and have them dragged out of public meetings? Did you dream of telling them to wait their turn, the turn that never comes? History will remember this moment. It will remember that when faced with controversy, you chose to hide behind screens rather than uphold the principles of free speech and open dialogue. That you violently disbanded a peaceful gathering of students and community members. You prioritized decorum over righteousness, a choice that reeks of cowardice. Regardless of your stance on Palestine or any issue, you have a duty to protect our constitutional rights. Fear has driven you to silent dissent, but you should fear the power of united students, staff and faculty because together we are formidable. And without us, you are nothing. Challenging authority is a fundamental part of education. I want to be part of the University that teaches students to make a difference and to use their voices without fear. Today's decision to avoid confrontation will be your legacy and our legacy will be standing up to that injustice. Thank you.

NAZNIN MAHMOUD

I can tell you I'm very frustrated with this whole process. I spent a whole clinic day and I'm sitting here after work to talk to you all and this is bogus. Putting this process in place, you are hiding behind this whole camera and video setup. So anyways, here I am. I am a pediatrician. I'm a pediatric neurologist. I work at Children's. I serve my city. Okay and I went to Wayne State and I was proud of my Medical School, but I am ashamed of what you all are doing to these students. So, first of all, alumni expect you to know and serve your student body and the University community. This university is built on the patronage and accomplishments of this diverse and urban-rooted students, faculty and alumni who come largely from minority and immigrant background (**indiscernible**) actively come from (**indiscernible**) of racism, genocide, apartheid, imperialism, colonialism.

My father was a political activist from Bangladesh. Okay, so I am not the exception, I am the rule for Wayne State University students. We in this Wayne State community also work collaboratively to uphold each other's rights to dignity, freedom and self-determination. We are a loving community to one another. We as immigrants and minorities want an education that is world-class, free of support for these evil repressive institutions. And an education that is not funded by the profit-base war machines. These are injustices that we and our ancestors fled from.

Our current students are also joining us in this heartfelt desire as they see the genocide in Palestine and petition you, Board of Governors members and President Espy, for divestment. The funding and investment in this and other wars is unethical in every way and evil. Wayne State University must divest from this. If divestment from South African apartheid was possible, this is an equally important stand and financially feasible. No blood money. Also, we want you to feel the shame and brutality you sanctioned.

Those students whose studies and aspirations you were elected to support, theirs is a peaceful coalition consisting of every color including pro-Palestine Jewish students. Your police chief trained with IOS in Israel in the same brutal tactics with racial profiling that led to the assault and murder of so many innocent black and brown lives in traffic stops and even when they are shot in their own beds. You gave them the ok to go ahead and raid the encampment and violate the students civil and religious rights. By pulling off hijabs, you violated their religious rights. All women and people of any conscience should be appalled at this level of (indiscernible) has been on display in the incidence of brutality against our students.

GOVERNOR BARNHILL

Following the final speaker, Governor Barnhill offered his own perspective. He acknowledged the pain and devastation experienced by those in Gaza and emphasized the importance of empathy for others, whether directly impacted or not. He discussed the role of critical thinking and the importance of understanding multiple perspectives when addressing complex issues. He questioned the effectiveness of divesting to create peace in Gaza, suggesting that such actions are gestures and do not address the root issues. Achieving peace will require hard work and disciplined focus. Simply divesting from certain companies or blaming individuals with different viewpoints will not achieve the results that students hope that it will.