

# MICHIGAN STATE UNIVERSITY

October 5, 2022

Dear Chairperson Byrum:

I understand Provost Woodruff shared a letter with the Board of Trustees earlier today about the ongoing investigation into Dr. Gupta's personnel matter. I too write to express concern over the manner in which this matter is being handled.

As Quinn Emanuel continues its review of the personnel action surrounding former Broad College Dean Dr. Sanjay Gupta, I find it imperative to remind you of the importance of the university's non retaliation policy and also to stress the need for the existing OIE investigation to not be influenced or impacted.

I have heard about some of the outreach the law firm is making to employees, including those who are actively engaged in the current OIE investigation related to Dr. Gupta's failure to mandatory report. It is critical that the OIE investigation be allowed to proceed and not be encumbered or influenced by the Quinn Emanuel review.

Further, employees should not feel pressured or intimidated for fear of retaliation from the Board as part of this review process. I would expect Quinn Emanuel to be utilizing our policy, which I'm posting below as a reminder:

<https://civilrights.msu.edu/policies/Notice-of-Non-Discrimination-Anti-Harassment-and-Non-Retaliation.html#:~:text=MSU%20also%20prohibits%20retaliation%20against%20those%20who%20report,will%20take%20strong%20responsive%20actions%20if%20retaliation%20occurs.>

While I still don't believe this external review is needed, as I feel the university made the right decision, the administration is cooperating with the law firm by providing documents and materials requested on this matter. But it is also my duty to ensure that employees are protected from undue pressure and that the Title IX and OIE investigations still underway are not influenced. Please be advised that MSU employees will not be compelled to participate in Quinn Emmanuel's review, and for those who do voluntarily participate, the university will offer legal counsel to those employees.

I hope you can share my concerns with those who are managing this process.

Sincerely,



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



## Office of the President

Hannah Administration Building  
426 Auditorium Road, Room 450  
East Lansing, MI 48824

517-355-6560  
Fax: 517-355-4670  
president.msu.edu