

THE NATIONAL MIGRANT SCHOLARS INTERNSHIP

2025 ANNUAL REPORT



CORE SPONSORS



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**NMSI: CREATING PATHWAYS FOR THE NEXT
GENERATION OF LEADERS**

Word from Directors

Since welcoming its first cohort in 2015, the National Migrant Scholars Internship (NMSI) Program has remained focused on preparing CAMP students for long-term career success through structured professional development, financial assistance, and coordinated employer partnerships.

Over ten years, the program has supported hundreds of students in gaining practical experience and industry exposure through high-quality internships. This decade of impact reflects the work of many dedicated individuals who helped build, strengthen, and grow the program—including Aleida Martinez, Bruce Lack, Samantha Velez, Zainab Ascencio Camac, Elias Lopez, and numerous staff and partners whose commitment has shaped NMSI into what it is today. Their guidance, innovation, and student-centered leadership remain embedded in every milestone we celebrate.

In 2025, NMSI supported 16 CAMP scholars in internships across fields including agriculture, business, education, and public service, continuing its commitment to offering well-designed, skill-building opportunities.

With ten years of service behind us, NMSI enters this next chapter with a renewed focus on meaningful experiences that prepare students for long-term success. The pages ahead provide a closer look at the results of our work this year and the direction we are moving in as we continue to grow.

*Luis A. Garcia
Salvador Chavez*

Our Story

NMSI is financially supported by the generous contribution of



Since 2014, CoBank has provided consistent financial support to the National Migrant Scholars Internship (NMSI) Program, helping sustain its mission to prepare and connect College Assistance Migrant Program (CAMP) students with meaningful internship and professional development opportunities nationwide.

Through this partnership, NMSI continues to strengthen workforce readiness by linking CAMP students with employers who value commitment, skill, and initiative. These experiences provide NMSI participants with hands-on exposure to professional environments, complementing their academic studies and equipping them with the practical skills needed for long-term career advancement.

In addition to coordinating internship placements, NMSI addresses financial challenges that may arise during the internship period. By working directly with employers, the program develops tailored agreements that help remove barriers and allow students to focus on their professional and learning objectives.

NMSI's efforts are guided by three core pillars: financial support, experiential learning, and professional development, each designed to prepare students for success in the workforce. CAMP and NMSI together create a bridge from higher education to professional employment opportunities.



PREPARING CAMP STUDENTS FOR THE WORKFORCE, ONE INTERNSHIP AT A TIME.

PREPARING STUDENTS FOR SUCCESS

At the heart of the National Migrant Scholars Internship Program (NMSI) is a focus on preparing students for success through practical, career-oriented experiences that link classroom learning with real-world application. By fostering strong partnerships and providing hands-on training, NMSI enables participants to demonstrate their abilities, build professional skills, and gain experience that contributes to a capable and adaptable workforce.

INTERNSHIPS

Provides direct access to competitive internship opportunities by connecting participants with employers who value reliability, initiative, and a strong work ethic.

MATCH

Facilitates effective matches between students and employers to ensure productive, skill-focused internship experiences that meet professional standards and workplace needs.

LEARNING OUTCOMES

Each internship incorporates individualized pre- and post-learning plans developed in collaboration with students and employers. These plans define clear objectives and measurable outcomes to guide growth and assess program.

STUDENT SUPPORT

NMSI equips participants with the preparation, tools and guidance needed to perform effectively and with confidence in professional settings.

Meet the Team



**LUIS
ALONZO
GARCIA
DIRECTOR**



**SALVADOR
CHAVEZ
ASSOCIATE
DIRECTOR**



**PAOLA
CASTANEDA
PROGRAM
COORDINATOR**



**ABIGAIL
MARTINEZ
OFFICE
ADMINISTRATOR**



**CRISTINA
ALCANTAR
GRADUATE
ASSISTANT**

Interns Highlights



**ABIGAIL
CARREON**
New Mexico State University
NMSU Museum



**JORGE ALONZO
GAYTAN GARCIA**
Washington State University
Washington State University



**AMEILA GISELLE
RAMIREZ VARGAS**
Washington State University
Washington State University



**KARLA
SOTO**
New Mexico State University
New Mexico State University



**CARLOS
AGUIRRE REYES**
University of Houston
Mattress Firm



**VIRGINIA
NAVA RUIZ**
Michigan State University
DTE Energy



**THELMA
LICONA**
Abraham Baldwin Agricultural
College, ABAC



**REBECCA
PEREZ**
Abraham Baldwin Agricultural
College, ABAC



**MILDRED
AVALOS CORTAVE**
SUNY Oneonta
Cornell Law School Farmworker
Legal Assistance Clinic



**ADOLFO
GUERRERO**
St. Edwards University
Ragland Navarro Capital



**MICHELLE
LEON GARCIA**
Michigan State University
Michigan State University



**ITHZEL
ROSAS**
Western Michigan University
Bethany Christian Services

JOSE MARTIN GALVAN ZAMORA

University of Idaho
Agri Beef Co.

CINDY VILLARREAL-MEDINA
Michigan State University
Museum of South Texas History



“ My experience through NMSI was great. They made sure I was getting the help I needed in order to get the most out of this internship. And their financial assistance was greatly appreciated, driving everyday 30-40 minutes to and from work was costly for fuel at the end of the week but that wasn't a worry for me because of all the help!

- Jose Martin Galvan Zamora **”**

“ I would like to tell CoBank, thank you for the opportunity. For making this summer valuable to not only my career but also to my personal growth and understanding of my heritage. Your support has truly made a lasting impact on my professional development, and I am grateful for the opportunity to have been a part of this experience.

- Cindy Villarreal-Medina **”**

“ My internship through NMSI was truly special because it allowed me to grow both personally and professionally. NMSI's continuous support and mentorship made me feel confident and prepared to step into the classroom, and I'm incredibly grateful for the opportunity to give back to communities like the one I grew up in.

- Fatima Ruiz-Reyes **”**

“ What made my internship with NMSI special was the amount of trust and independence I was given. I wasn't just observing, I was actually designing and running experiments that mattered. NMSI was supportive the whole way through, whether it was helping with travel, classes, or just checking in to make sure I was okay. I really felt seen and supported.

- Carlos Castro **”**

Student Impact & Achievements

This year, NMSI highlights the experience of Jose Martin Galvan-Zamora, a CAMP scholar from the University of Idaho who completed a rotation-based internship with Agri Beef. Throughout the internship, he engaged with multiple operational departments, developed technical knowledge of feedlot management, and completed a capstone project summarizing his learning.



With guidance from mentors and financial support that enabled him to focus fully on the internship, Jose gained a comprehensive understanding of the organization's workflows. His performance resulted in a job offer from Agri Beef, demonstrating the effectiveness of structured preparation matched with employer-defined expectations.

"I'm grateful for the opportunity and the support. This experience made a real difference for me."
— Jose Martin Galvan-Zamora, NMSI Intern

Jose's progress reflects the program's broader aim: equipping students with the practical skills, professional confidence, and workplace exposure needed to transition successfully into their chosen fields.



NMSI Alumni Highlights

Brenda Carrasco, Master's Student, Behavioral Health and Health Promotion

Brenda Carrasco, a graduate of New Mexico State University and an NMSI alumna, shares how the program contributed to her academic and early-career development in community health.



"Thanks to NMSI's support during my final semester at NMSU, I could focus on my passion for behavioral health and health promotion. The professional experience, guidance, and financial support I gained through the program helped me transition smoothly into graduate school and continue working at Amador Health Center, applying what I've learned every day."
— Brenda Carrasco

Brenda's continued progress demonstrates the long-term value of practical preparation, workplace exposure, and structured support as students move from undergraduate studies into advanced training and professional roles.

Karina Ramirez, Retention Advisor, NMSU CAMP • MSW, New Mexico State University

Karina Ramirez, an NMSU CAMP alumna, reflects on how NMSI's support strengthened her academic journey and transition into the social work field. Karina connected with NMSI in Fall 2023, when the program provided financial assistance to help her complete the internship required for her social work degree.



"Without a doubt, NMSI was a fundamental help. Finding a paid internship was very difficult, and NMSI completely alleviated that concern. My senior year was much easier because of their support."

Karina notes that NMSI's advising and responsiveness played a significant role in helping her navigate internship requirements, logistics, and preparation. She highlights the importance of accessible communication during the process:

"I was nervous at first because English is not my first language, but from the beginning I was made to feel comfortable—something I will always be grateful for."

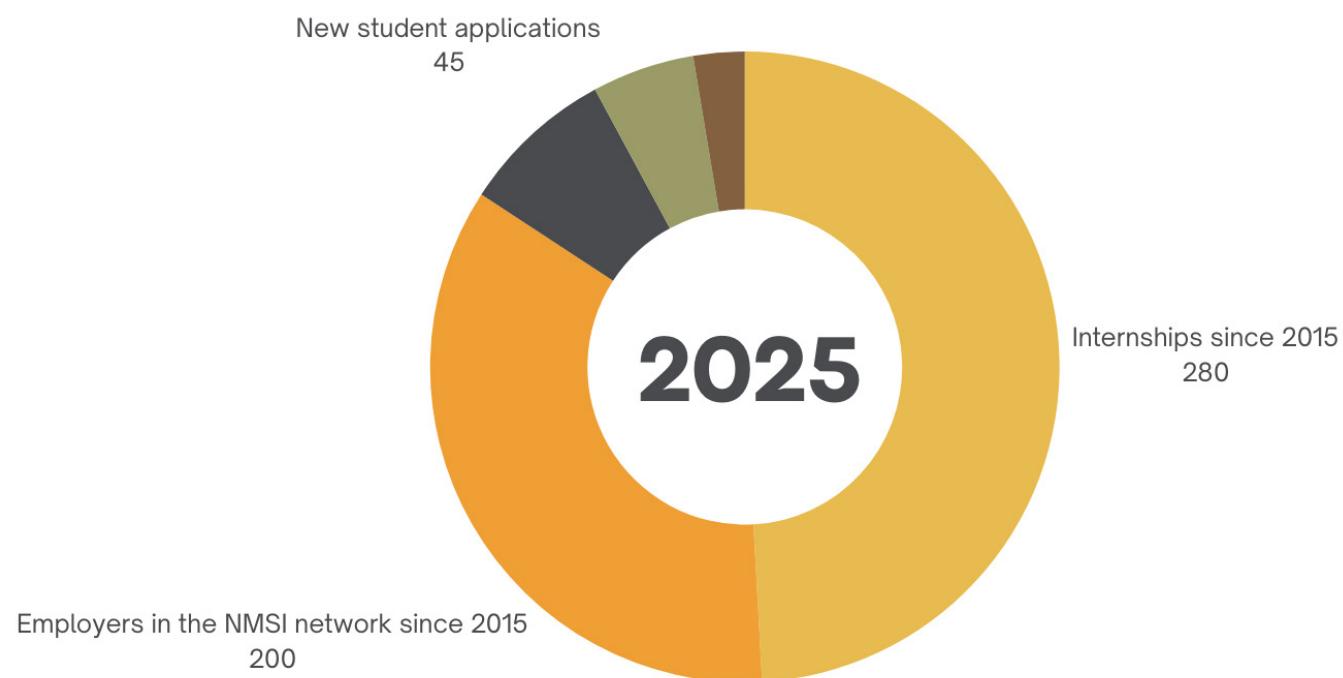
Karina graduated with bachelor's degrees in Social Work and Spanish in 2024, and completed her Master of Social Work degree in 2025. By summer 2025, she began her professional career as a Retention Advisor at NMSU CAMP, returning to the program that supported her from her first year through graduation.

"NMSI and the support I received had a huge impact on my career. Now that I work with students, I always recommend NMSI to them. The guidance they offer is invaluable."

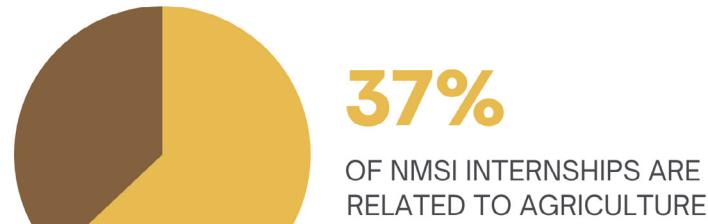
Karina's achievements reflect the long-term impact of practical internship support, consistent advising, and the program's commitment to preparing students for career success.

NMSI's Impact: 2025 in Numbers

- Internships since 2015
- Employers in the NMSI network since 2015
- New student applications
- Professional Consultations
- NMSI Presentations



16 INTERNSHIPS TO CAMP STUDENTS EXCEEDING 2025 PLACEMENT GOALS



MORE THAN
25
INSTITUTIONS
REPRESENTED
NATIONWIDE

OVER
280
STUDENT
PARTICIPATION
SINCE 2015

APPROX.
50
ONE-ON-ONE
CONSULTATIONS
CONDUCTED
ANNUALLY

MORE THAN
20
CAMP
PRESENTATIONS
DELIVERED EACH
YEAR

CONNECTIONS WITH
180+
EMPLOYERS
ACROSS
AGRICULTURE,
BUSINESS, HEALTH-
CARE, TECHNOLOGY,
AND PUBLIC SERVICE

Nationally: A Decade of Impact

As 2025 concludes, NMSI continues to deliver structured professional development and well-coordinated internships for CAMP scholars nationwide. This year, 16 students completed internships—including two in agriculture—supported by workshops, individualized advising, and employer engagement.

- Across its first decade, the program has demonstrated consistent growth and sustained outcomes:
- More than 270 internships facilitated since 2015 (avg. 27 annually)
- Partnerships with 150+ employers across agriculture, finance, healthcare, technology, and business
- A comprehensive system of preparation, mentorship, and financial assistance

Key developmental milestones include:

- 2015–2018: Program design and systems establishment
- 2019: Record student participation
- 2020–2021: Transition to virtual operations
- 2022–2024: Expansion of STEM-aligned opportunities and employer partnerships

These achievements show the program's continued ability to prepare CAMP students for internships that strengthen academic learning, workplace familiarity, and future career pathways.

Our Partners & Connections

From 2022 to 2025, NMSI continued to expand and refine its employer partnerships to support student readiness and create pathways into meaningful internships.

2022: Expansion and Workforce Preparation

Despite shifts in the employment landscape and internal transitions, NMSI exceeded placement benchmarks and reached more than 600 students through workshops, outreach, and advising. Collaborative sessions with partners—including Toast, Kellogg's Company, and Blue Cross Blue Shield of Michigan—focused on practical workplace skills and internship preparation.

NMSI also formalized a new partnership with the University of New Mexico CAMP program, encouraging similar collaboration models across campuses. Employer interest increased as partners such as the Michigan Department of Health and Human Services' Office of Migrant Affairs continued active recruitment of CAMP students.

2023: Strengthened Communication and Outreach

NMSI expanded its recruitment support for organizations such as CoBank, Ally Financial, GreenStone Farm Credit Services, Boeing Company, HITT Contracting, Kellogg Foundation, Sparrow Hospital, and East Coast Migrant Head Start Project. High-impact events—including a Kellogg's HOLA informational session, collaboration with the ALPFA Regional Student Symposium, and a USDA webinar on federal hiring—offered students direct access to employer expectations and application processes.

2024: Broader University Engagement and Targeted Workshops

Presentations with CSU Bakersfield, SUNY Oneonta, and Abraham Baldwin Agricultural College provided more than 100 students with support on resumes, internship searches, and career readiness.

Corporate partners contributed to readiness efforts, including:

- **DTE Energy**, which provided STEM-focused resume reviews
- **Civic Empower Coalition**, which led a resume workshop for Civic Engagement Interns across several states



Employer Engagement (2022-2024)



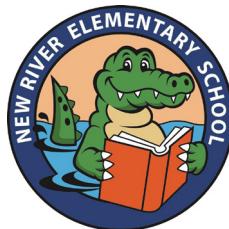
Our Partners & Connections

Employer Engagement (2025)

2025: Deepening Relationships and New Collaborations

As NMSI entered its tenth year, employer engagement centered on building longer-term, mutually beneficial partnerships. A key example is the developing collaboration with **Gentex Corporation**, which hosted a facility tour and a professional development session led by its HR team. Students gained direct insight into manufacturing, engineering, and corporate operations.

In September, NMSI hosted an employer mixer at Michigan State University, drawing nearly 50 attendees and more than 30 NMSI student registrants. The event supported direct communication between employers and students regarding internships, expectations, and recruitment timelines.



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Cornell Law School

ST. EDWARD'S
UNIVERSITY

GENTEX
CORPORATION

ABAC
Marketing and
Communications

AGRI
AB
BEEF

MUSEUM OF
SOUTH TEXAS
HISTORY

MICHIGAN STATE
UNIVERSITY

COBANK

Abraham Baldwin
Agricultural College

HIM
HEARTS IN MOTION

MATTRESS
FIRM

NEW INTERNS

FIRST QUARTER PROGRAM REPORT

MARCH 2025

Decade of Impact • As we conclude the first quarter of the year, we have much to celebrate: this marks our tenth anniversary of empowering farmworker students since 2015! We have supported over 250 students with essential professional development and hands-on opportunities, what made possible by the invaluable support of our sponsors. Your support has been instrumental in our journey, and we are deeply grateful for your continued support.

Leadership in Motion • This quarter has been a testament to our collective efforts and dedication. We delivered over 10 presentations to CAMP programs and participated in the 14th Annual HEP/CAMP Student Leadership Conference in Santa Fe, New Mexico. Additionally, our own Michelle Lopez-Garcia, and Zainab Ascenso, led an interactive workshop for CAMP scholars from 10 diverse programs across New Mexico, Colorado, Arizona, and Texas. The positive feedback we received on our internship and networking workshop is a reflection of our commitment to excellence.

Impact in Action • We are also proud to support five outstanding CAMP scholars this quarter from Washington State University (WSU), New Mexico State University (NMSU), and the University of South Florida (USF). Special congratulations to seniors Karla Soto from NMSU, who will graduate in May, and Fatima Reyes-Ruiz from WSU, who will graduate in June. We are so grateful for their hard work and success!

"My internship has been instrumental in preparing me for the realities of the classroom. It has strengthened my ability to adapt, collaborate, and lead with empathy—skills I know will serve me well as I begin my career in education. The support from NMSI made the experience even more impactful by easing financial burdens and allowing me to focus on growing as an educator. I am deeply grateful for the guidance and opportunities this program has provided!" —Fatima Reyes-Ruiz

Preparing for the Future • We are excited to announce a workshop focused on STEM and Agriculture set for mid-April. This event will connect industry leaders with CAMP undergraduates. Additionally, we are on track to secure more than six internships for the upcoming quarter as we work towards our goal of having 14 interns by 2025, through collaborations with various corporations in the agricultural sector.

Strength in Community • Here is an exciting year ahead as we continue our journey together. We are grateful for the next generation of student leaders and appreciate the support of our sponsors, stakeholders, and supporters. Your contributions have significantly impacted our students' lives, and we look forward to continuing this mission!

5 New internship placements as of March 2025
11 NMSI presentations for CAMP scholars nationwide
15 New applications from CAMP scholars to participate in NMSI
20 Professional development consultations

CORE SPONSORS

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THE NATIONAL MIGRANT SCHOLARS INTERNSHIP

NMSI

Quarterly Highlights

SECOND QUARTER PROGRAM REPORT

JULY 2025

Advancement • Exciting developments are unfolding with the National Migrant Scholars Internship (NMSI) initiative! In the second quarter, we successfully welcomed seven new interns, and we are currently collaborating with five scholars in the third quarter. To date, more than 250 students have benefited from our program. This quarter, we also strengthened partnerships with 16 employers, six of whom are currently hosting our interns. These collaborations significantly enhanced the learning experiences of our seven scholars this quarter. The impact on these students is something we can all take pride in, and we look forward to seeing this number grow.

Looking ahead, we are committed to connecting with CAMP programs this summer to ensure a smooth transition for the 2025-2026 academic year. We will have a range of workshops planned, including sessions on resume writing, cover letters, and mock interviews—all designed to equip our students for success. These future plans demonstrate our ongoing commitment to the growth and development of our scholars.

We are thrilled with the continued progress of the NMSI initiative and the opportunities it provides for our scholars. We also plan to maintain strong collaborations with employers through both virtual and in-person visits, increasing accessibility across all CAMP programs nationwide, and expanding meaningful opportunities for our CAMP scholars. It's an exciting time to be part of this community, and we remain committed to pushing the boundaries of what's possible for our students.

NEW INTERNS

Virginia Nava Rula
GTE Energy
Carlie Castro
St. Edwards University
Thelma Licona
ABAC
Jose M. Galan
Agni Beef Co.

Rebecca Perez
ABAC
Cindy Villarreal
Museum of Chinese Texas
Carlos Aguirre Reyes
Museum of Chinese Texas

5 NMSI presentations and information sessions for CAMP participants
20 Professional development consultations

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THE NATIONAL MIGRANT SCHOLARS INTERNSHIP

THIRD QUARTER PROGRAM REPORT

SEPTEMBER 2025

The National Migrant Scholars Internship Program Achievements • The National Migrant Scholars Internship (NMSI) program placed nine CAMP scholars in internships from April to September, meeting our 2025 goal by 100%.

Jose Martin Galvan-Zamora, a CAMP scholar from the University of Idaho who interned with Agri Beef Co., shared: "My journey through the NMSI program was fantastic. They made sure I got the support I needed to make the most of my internship. Their financial aid helped a lot too; commuting 30-40 minutes each day added up in fuel costs but I didn't have to worry about it thanks to their assistance! Testimonials like Jose's highlight the impact of these experiences on students' education and job readiness."

Expanding Partnerships and Professional Development Opportunities • This quarter, NMSI expanded our employer and partner network. We hosted Gonto Corporation in September, giving more than 60 students the chance to connect with Talent Acquisition Specialists. We also began collaborating with the Association of Latino Professionals for America (ALPFA), whose mission aligns well with ours in fostering professional development. Likewise, we will be participating in the ALPFA Michigan student leadership conference to further employer partnerships and explore new internship opportunities.

Fall 2025 Semester • As the fall semester began, over 2,000 CAMP scholars nationwide started their first year of college. NMSI supported their transition with a resume workshop that helped more than 30 scholars prepare for their professional futures. Upcoming professional development webinars will continue this support, ensuring CAMP students build the skills and confidence needed for future careers.

3 Internships in the progress to start in the next quarter

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THE NATIONAL MIGRANT SCHOLARS INTERNSHIP

Year Ten - 2025

Entering the Next Decade

During the first three quarters of 2025, NMSI marked ten years of service, supporting more than 280 students since 2015. This year, nine students completed internships with university offices and industry partners, gaining applied experience, mentorship, and financial support that enabled full participation.

NMSI also delivered workshops and presentations—including at the HEP/CAMP Student Leadership Conference—and expanded partnerships with 16 employers, such as Gentex Corporation and ALPFA.

As Fall 2026 approaches, NMSI is prepared to support 16 new interns nationwide through coordinated training, employer communication, and ongoing advising.

Beginning in 2026, the National Migrant Scholars Internship Initiative will transition to its new name: **National Farmworker Scholars Internship Program (NFSI)**.

This change reflects the program's long-standing commitment to preparing farmworker students for the workforce, strengthening employer partnerships, and aligning with CAMP program needs.

While the name is changing, the mission remains consistent:

To support CAMP students in accessing well-structured internship opportunities that promote professional growth, career readiness, and long-term success.

Honoring a Decade of Leadership & Legacy

This year marks an important milestone for the National Migrant Scholars Internship (NMSI) program—ten years since our first major funding acquisition, which set the foundation for a decade of growth, innovation, and national impact. As we commemorate this 10-year anniversary, we do so with a strong sense of purpose and optimism for the years ahead.

Since its inception, NMSI has been guided by three core pillars: **Experiential Learning, Professional Development, and Financial Assistance**. These pillars have proven to be central to the success of our farmworker scholars. Every student's progress reflects our commitment to strengthening workforce readiness, supporting skill development, and ensuring that participants can compete and excel based on their abilities, preparation, and performance.

Over the past decade, NMSI has supported **280 interns**, selected from nearly **500 applicants** across the country. With the collaboration of more than **180 employer partners**—including long-standing supporters such as DTE, Blue Cross Blue Shield of Michigan, the Michigan Department of Health and Human Services, Casa De Salud, and many others—our scholars continue to gain meaningful professional experience and build networks that support long-term career advancement.

As we celebrate this milestone year, we also recognize the exceptional leadership of Director Luis A. Garcia, who will be retiring at the end of this year. For more than a decade, Mr. Garcia's vision and unwavering dedication to student success have shaped NMSI into the national model it is today. Under his leadership, the program expanded its internship offerings, strengthened employer partnerships across the country, and built a supportive community that prioritizes preparation, professionalism, and opportunity. Every scholar who has engaged with NMSI has benefited from his commitment to their growth and from the culture of mentorship he championed throughout the program.



From the Farmwork Student Services Leadership Team

“ Luis developed more than just a program — he fostered a sense of family. His guidance and vision have made a lasting impact on each of us. He is a perfect example of a leader who can elevate those around him. ”

Salvador Chavez

“ Luis, working with you has shown me how one vision can spark lasting change. Your leadership in launching CAMP, HEP, MSS, and NMSI has transformed programs and lives across Michigan and beyond. Wishing you all the best in retirement—and don't worry, we'll still stop by for brisket, laughter, and maybe a little training too. ”

Miguel "Froggy" Torres

“ Your guidance has always reminded us to stand strong, stay compassionate, and never give up, especially when serving our students. Your legacy of resilience will continue to shape this community long after you retire. ”

Aleida Martinez

“ Luis has had an extraordinary impact on my life and on the lives of so many others. He saw potential in me long before I recognized it in myself. His belief, guidance, and support have shaped my professional journey in ways I will carry with me forever. He leads with vision, purpose, and a genuine desire to create opportunities for those around him. His legacy is not only reflected in the programs he built or the initiatives he championed, but in the people whose lives he touched and changed. I am truly honored to be one of them. We wish him a retirement filled with joy, fulfillment, and the same generosity of spirit he has shown throughout his remarkable career. ”

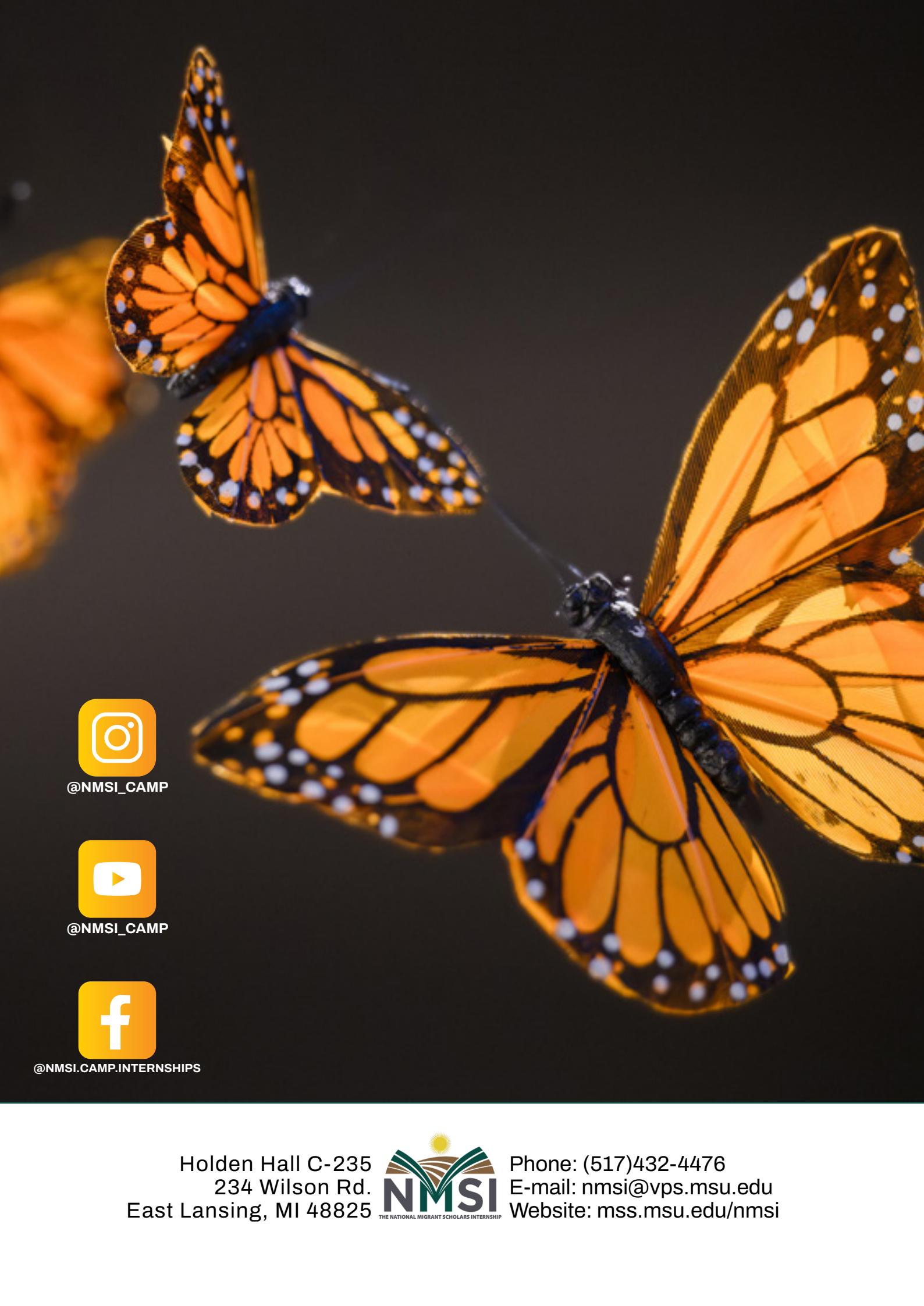
Patricia Joly

“ Humility is the biggest thing I learned from Luis — you don't need to be the best, and if you are, you don't need to show it. His leadership gave us the freedom to take chances, make mistakes, and grow from them. ”

Bruce Lack

“ It has been an honor and privilege to work under the leadership of our director and mentor, Luis Alonzo Garcia. Luis has always led with heart, passion, and a deep commitment to serving farmworker students and their families. His dedication has made MSU a more welcoming place for all. Luis's legacy will continue to inspire those of us who have learned from him. The compassion and determination he brought to his work live on in the many students and colleagues whose lives he has touched. We are deeply grateful for all he has done and wish him the very best as he begins a well-deserved retirement. ”

Elias Lopez



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