WE INSPIRE SPARTANS TO GROW!

For more than a year, many of you and your colleagues in the Division of Student Affairs and Services have been engaged in an envisioning process called the **Inspire Initiative**. Involving about 50 of our staff members, the **Inspire Initiative** is helping us set the course for our future as we strive to make Student Affairs and Services the envy of the nation!

REVITALIZING OUR CULTURE

Early in the **Inspire Initiative**, staff members developed what was termed a “Service Framework.” This Framework is unique to Student Affairs, serving as a guide as we revitalize our divisional culture. Each component of the Framework is key to achieving our Student Affairs mission:

To deliver guidance, support, resources and opportunities that ensure students receive an engaged and holistic education, achieve their potential, and remain connected to the University.

Working with institutional partners, Student Affairs will promote student development and respond to student needs in the following areas:

- Personal Identity & Community
- Social Responsibility
- Leadership & Intercultural Competency
- Health & Wellness
- Career Development
In mid-October, seven Inspire Initiative team members visited Orlando to meet with our collaborative partners at the Disney Institute to see how the Framework can work in practice. The group consisted of Dr. Maybank, Dr. Shaw, Dr. Frazier, Alex Lange, Lisa Vanwelsenaers and Morris Arvoy from Student Affairs, as well as Bill Beekman, Vice President and Secretary of the Board of Trustees. Participants discussed Inspire Initiative progress and next steps, and also visited the Magic Kingdom. It was instructive to see a successful model of how the Inspire Initiative Framework can be infused throughout Student Affairs.

At the theme park, every employee (“cast member”) works collaboratively both “onstage” and “back stage” to achieve the goal of 100 percent satisfaction for their guests, every minute of the day and night. Their employees exhibited an intense focus on a common purpose, standards and behaviors not unlike the ones we developed. Peer recognition and reflection time and spaces are examples of workplace goals in our seemingly different organizations. Mickey and his friends were inspirational! We returned from Orlando invigorated about the future.
WORK TEAMS

Four Work Teams were created to establish objectives and develop action plans to create a Student Affairs culture that increases employee engagement and student satisfaction. With representatives from units and departments across the division, the Work Teams have met frequently to map the future of Student Affairs during our journey to transformation.

**Care Team**
- Tammye Coles  
  Student Leadership/Student Life
- Joel Eddy  
  Recreational Sports & Fitness Services
- Juan Flores  
  Office of Cultural & Academic Transitions
- Steven Hammes  
  Counseling Center
- Rita Jahshan  
  Recreational Sports & Fitness Services
- Alex Lange  
  LBGT Resource Center
- Laurenza Riojas  
  Center for Service-Learning & Civic Engagement
- Kelle Sajdak  
  Counseling Center
- Chris Wierenga  
  Testing Office

**Trust & Unity Work Team**
- Trace Camacho  
  Greek Affairs/Student Life
- Beth Boehmer  
  Career Services Network
- Brian Fickies  
  Recreational Sports & Fitness Services
- Jodi Roberto Hancock  
  Neighborhoods
- Marcus Sanderlin  
  Career Services Network
- Erica Schmittdiel  
  MSU Safe Place/CARE Advocacy
- Lisa Vanwelsenaers  
  Student Life
- Renee Zientek  
  Center for Service-Learning & Civic Engagement

**Leadership Effectiveness & Accountability Work Team**
- Maggie Chen-Hernandez  
  MOSAIC Multicultural Center
- Talitha Easterly  
  Counseling Center
- KC Keyton  
  Center for Service-Learning & Civic Engagement
- Maggie Chen-Hernandez  
  MOSAIC Multicultural Center
- Tammison Smith  
  Career Services Network
- Lori Strom  
  Family Resource Center
- Dujuan Wiley  
  Recreational Sports & Fitness Services
- Pam Willis  
  Office of the VP for Student Affairs

**Communication Work Team**
- Morris Arvoy  
  Student Affairs Communications
- Toni Fredline  
  Office of the VP for Student Affairs
- Lori Holuta  
  Office of the VP for Student Affairs
- Marc Hunsaker  
  Center for Service-Learning & Civic Engagement
- Meaghan Kozar  
  Office of Cultural & Academic Transitions
- Angela Michael  
  Recreational Sports & Fitness Services
- Bill Morgan  
  Career Services Network
- Nicole Springer  
  Center for Service-Learning & Civic Engagement
- Jody Strank  
  Recreational Sports & Fitness Services
- Ed Tillet  
  Career Services Network
- Suchitra Webster  
  Community Relations
WORK TEAM RECOMMENDATIONS

With the Framework as a guide, the Work Teams offered 16 recommendations at the 90-day “report-out” at the Kellogg Center. This was the culmination of months of hard work. Work began almost immediately on Fourteen of the 16 recommendations that were adopted. (The other two recommendations required additional clarification from the Work Teams.)

- Division “re-vision” (change story)
- Communication of vision of organizational chart & filling positions
- Creating a culture of unity
- RAE (Respectful/Responsive/Resourceful Acts of Excellence)
  - Fall & spring semester summits
  - Social events
- Communications advisory team
- Aligning performance evaluations
- Professional development
- Communication & alignment of vision/mission/common purpose
  - Student Affairs shirts
  - Director summit
  - New employee orientation
  - Student Affairs intranet

NEXT TRANSFORMING OUR CULTURE

The Inspire Initiative is ongoing! As we continue our journey to a revitalized culture within Student Affairs and Services, it is imperative that we carry forward the progress we have made so far:

- Creation and adoption of the Common Purpose, Quality Standards, Leadership Values and Behaviors
- Recommendations of the Work Teams
- Completion and ongoing successes implementing the recommendations thus far

This is where YOU come in! Over the coming months, we will begin adopting these practices in a more visible way. As we continue to transform our division’s culture, we invite you to get involved.

More information will be forthcoming about our next steps, including our major Spring Semester Summit on January 14. In the meantime, please contact Inspire Initiative members listed on page 3 for more information about how you can...

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