

Michigan State University has made a commitment to the values listed below. It is our expectation that all licensees align with our values, specifically as it relates to Social Responsibility, Social Compliance, and Diversity, Equity, and Inclusion.

OUR VALUES

Our vision and mission will be realized by adhering to the following values:

PURPOSE

Commitment to Student and Guest

Experience: We are committed to exceeding the expectations of the diverse community we serve.

Quality Throughout: In everything we do - from beginning to end - we will be passionate about delivering an outstanding Spartan experience that meets the unique and individual needs of our customers.

Social Responsibility: We will care about and actively work to address social issues, such as employment, environment and the human condition, that will define this world's future.

Culture of Safety: We will create and maintain an environment that is physically and emotionally safe, respectful and inclusive.

PRACTICE

Strategic Thinking: As individuals and as teams, we will pursue excellence in strategic thought.

A Mindset of Innovation: We will be an organization that appreciates and learns from the past, while keeping our focus on the future.

Fiscal Responsibility: Smart decisions for future success, based on quality information and our values, will guide the actions of our entire organization.

Diversity, Equity and Inclusion: As individuals and collectively, we are committed to a mindset of inclusive and equitable practices. We will work toward creating an environment free of harm based on a person's identity.

PEOPLE

Spirit of Partnership: Within our division and in the university community, we commit to a spirit of collaboration and inclusiveness where all perspectives, beliefs and experiences are valued.

Teamwork and Inclusion: We will succeed individually only when we are passionate about prospering as a diverse and inclusive team that is committed to equity.

Staff Development: We will be an organization dedicated to continuous learning and the development of team members. We will provide and support quality, accessible, and inclusive learning opportunities and encourage all team members to take advantage of them.

Effective Communication: We will strive for organizational clarity through civil, honest, open, accurate and timely two-way communication.