



University Health and Wellbeing
MICHIGAN STATE UNIVERSITY

MSU's Journey to Becoming a Premier Health Promoting University by 2030



MSU
**A HEALTH-PROMOTING
UNIVERSITY**



Mid-Year Progress Report 2025

MSU solidifies its commitment to health and wellbeing in February 2025

Okanagan Charter Adoption: In February 2025, MSU adopted the Okanagan Charter, joining a global movement to embed health and wellbeing into all aspects of university life. Signed by President Guskiewicz, the Charter inspires higher education institutions to promote the health of people, communities, and the planet. MSU is one of just 37 U.S. institutions - including four in Michigan and two in the Big 10 - that have embraced this bold step toward becoming a health promoting campus.



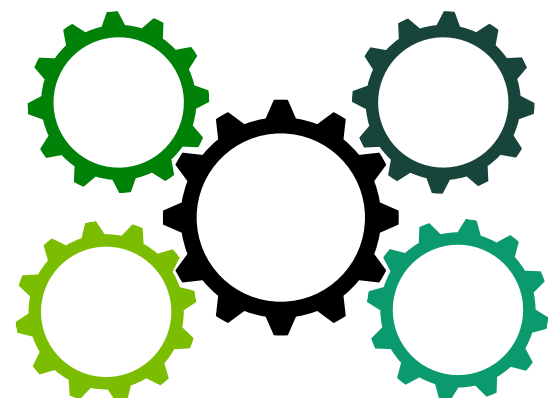
University Health and Wellbeing Plan Launch: In 2023, UHW partnered with the Michigan Public Health Institute (MPHI) to conduct the first-ever, university-wide assessment of MSU student and employee health and wellbeing. Using the Mobilizing for Action through Planning and Partnerships framework (MAPP 2.0), data collected was grounded in the MSU 2030 Strategic Plan, RVSM Plan, and DEI Plan, aligns with the eight dimensions of wellbeing, and plays a central role in advancing the MSU's Student Success Plan, which includes health and wellbeing as one of its key priorities. Data collected from students, faculty, and staff included input from more than 4,200 participants through anonymous survey, in-person and virtual focus groups, key informant interviews, and a virtual Spartan community feedback session.

Launched in Fall 2024, the five-year University Health and Wellbeing Plan identified four key priority areas:

1. Supports for Mental Health, Physical Health, and Basic Needs
2. Health Promoting Work and Learning Culture
3. Service Access and Accessibility
4. Belonging and Connection

Due to recent federal actions, updates have been made to the report and is currently under civil rights compliance review by the Office of Civil Rights and Compliance (OCG). To ensure alignment with this review process, the current plan has been temporarily removed from the University Health and Wellbeing website until the review is complete.

Spartan Wellbeing Collective Launch: In February 2025, UHW launched the Spartan Wellbeing Collective (SWC), an interdisciplinary group of students, faculty, and staff dedicated to advancing the University Health and Wellbeing Plan. This collaborative effort plays a key role in shaping a campus where health and wellbeing are embedded in the fabric of daily campus life. Five workgroups, including one for each priority and a Data and Evaluation group, drive this effort.



From commitment to action: Progress since adopting the Okanagan Charter

Since February 2025, great progress has been made to move from MSU's commitment to becoming a health promoting university to build action through the Spartan Wellbeing Collective (SWC), utilizing the University Health and Wellbeing Plan as the north star.

Progress Highlights

- **Hired Project Manager:** Hired project manager to lead SWC initiative with University Health and Wellbeing positioned to serve as the backbone of the work to drive progress and results.
- **Established SWC:** Established voluntary membership across all five SWC workgroups, each led by two co-chairs, with representation from 15 of the 17 colleges and participation from 103 faculty and/or staff and eight students (four undergraduate students and four graduate students), reflecting broad campus engagement.
- **Implemented SWC Communication Channels:** Established efficient communication channels for workgroup members, including Outlook and Teams, to support collaboration and information sharing.
- **Hosted SWC Speaker Series:** Hosted the first SWC Speaker Series on May 6, 2025, featuring Rajiv Mehta, CEO of Atlas Care, who presented "Mapping Ourselves: Unlock the Power of Connection and Belonging Through the Joy of Collective Exploration". The objective was to explore how people see and understand their interrelatedness, the impacts of day-to-day life on wellbeing, and discover the power of collective capacity to help each other and impact change.
- **Launched SWC Workgroups:** Launched all five of the SWC workgroups with a kickoff meeting focused on relationship building and aligning on a shared understanding of the Okanagan Charter, the University Health and Wellbeing Plan, the SWC, and workgroup objectives. Each workgroup meets monthly, either in-person or virtually. Workgroups are currently reviewing the UHW Plan recommended strategies and measures of success to identify action steps that will meet the objectives outlined in each priority area
- **Presented at ACHA:** UHW Leadership co-presented "Building an integrated health and wellbeing division: lessons learned from data to action" at the American College Health Association (ACHA) annual meeting demonstrating leadership and innovation in advancing health and wellbeing in higher education.
- **Contributed to Limerick Framework:** Participated in the International Health Promoting Campuses Network Conference at the University of Limerick, Ireland. Contributed to the development of the new Limerick Framework, designed to advance the Okanagan Charter by introducing actionable strategies that support meaningful progress on health-promoting campuses.

Recent and Upcoming UHW Initiatives Aligned with the Okanagan Charter

UHW has been at the forefront of advancing health and wellbeing through innovative services, impactful initiatives, and inclusive programming.

While the Spartan Wellbeing Collective offers an exciting opportunity to scale and align these efforts more broadly, UHW's commitment to developing and delivering meaningful health and wellbeing programs has always been—and will continue to be—a core part of our purpose. The initiatives below are not an exhaustive list, but rather a snapshot of new and innovative programs that reflect our ongoing commitment to fostering a healthier, more connected Spartan community.

Priority 1: Supports for Mental Health, Physical Health, and Basic Needs

2024

- **Suicide Prevention Resources** – Collaborated with campus partners to include a QR code leading to mental health resources on the back of Spartan Cards.
- **Free Vaccines** - Thanks to a generous donation, UHW is now offering free vaccines to enrolled MSU students who may be uninsured or underinsured.
- **Togetherall** - With funding from the Michigan Health Endowment Fund, launched a free, anonymous, peer-to-peer mental health support community that is available 24/7 and monitored by licensed clinicians. The platform empowers students to both give and receive support for a full range of concerns.
- **Fresh Check Day** - In collaboration with Residence Education and Housing Services and Residence Education (both of which provided funding), hosted more than 600 students during an uplifting mental health promotion and suicide prevention resource fair included interactive booths, peer-to-peer messaging, River the Therapy Dog, support of multiple campus departments and groups, and food.
- **Spartan Resilience Education Snippet Project** - Piloted a new initiative aimed at building resilience with two undergraduate classes and one student organization within the MSU Honors College, reaching 45 students. A series of 15 brief videos, accompanied by a companion user guide, aim to bring resilience education directly to the learning and working spaces Spartans are already engaged in. The program explores topics such as increasing psychological flexibility; learning healthy emotional expression; developing grounding practices; and interrupting unhelpful thought habits that get in the way of happiness, wellbeing, and success.
- **Prolonged Exposure for Primary Care Therapy** - Launched a free, evidence-based, trauma-informed cognitive behavioral treatment therapy option for employees struggling with post-traumatic stress disorder (PTSD).

Looking Ahead to Fall Semester 2025

- **Exercise is Medicine on Campus-** Celebration of 10th year in a row as American College of Sports Medicine Exercise is Medicine on Campus gold-level certification
- **Fresh Check Day** - Host the 2nd Fresh Check Day on October 15
- **Launch QPR** - Provide free Question, Persuade, Refer (QPR) suicide prevention training for students, faculty, and staff
- **Mindful State Days** – Five in-person events and two webinars designed to spotlight the power of mindfulness and meditation as essential skills for personal and professional growth, managing stress, and building emotional resilience.
- **Launch Spartan Shelf** - Open a second food bank location at the MSU Union, along with a rebranding to MSU Food Bank and Basic Needs Program. This self-shop model will allow students to select their own grocery and personal care items in a dignified, choice-based



Signage at the Spartan Shelf location at the MSU Union



MSU leadership at the ribbon cutting of the Spartan Shelf - Union

Priority 2: Health Promoting Work and Learning Culture



2024

- **Liaison Model** – Implemented this model to enhance coordination between UHW and college and MAU wellbeing representatives to ensure units receive a comprehensive, equitable, and multi-pronged approach that addresses their specific needs.
- **Move More at Work** - Piloted initiative at UHW locations, offering staff the opportunity to borrow a free walking pad or desk cycle for a week to encourage movement during the workday. From January 2025-May 2025 there were 18 participants (14 walking pad users, 4 desk cycle users).
- **Midday Moves** – In-person movement option offered once a month to incorporate movement into the workday. There were 20 participants in Fall 2024 semester, and 21 participants in the Spring 2025 semester.
- **Desk Compress** – Virtual option twice a week for faculty and staff to incorporate gentle upper body movements into their day to counter the effects of sitting at a desk.

Looking Ahead to Fall Semester 2025

- **Active Workplace Award** – Colleges and MAUs will be invited to apply for \$1,000 award to purchase desk cycles and walking pads, empowering staff to incorporate more movement into their workday.
- **Continuation of Move More at Work** – for UHW staff, Midday Moves, and Desk Decompress

Priority 3: Service Access and Accessibility

2024

- **Primary Care Online Scheduling** - Launched online scheduling for primary care, gynecology, and transgender care appointments to simplify the appointment process for students, while also reducing phone call volume and improved efficiency for CHS staff – resulting in approximately 50% of all visits with CHS scheduled online.
- **After-Hours EAP Crisis Line** - Launched after-hours counseling support for faculty and staff through a partnership with Protocol to ensure employees can access help at any time.

1st Annual Disability Summit – The Resource Center for Persons with Disabilities partnered with the Office for Civil Rights, Title IX Education and Compliance’s Office of the ADA Coordinator, the Office of Employee Relations, and MSU Libraries to hold a Disability Summit on September 20. Dialogue focused on disability in higher education and creating accessible digital documents, hosting accessible events, and managing accommodations. Over 300 people attended in person and online.

Looking Ahead to Fall Semester 2025

- **2nd Annual Disability Summit** – The 2nd Annual Disability Summit will be again hosted by the Resource Center for Persons with Disabilities, the Office of Civil Rights, the Office of Employee Relations, and MSU Libraries, focusing on disability inclusion and belonging, lived experience, and accessible practices. The Summit will be a half-day event, featuring a keynote address by Haben Girma, time for networking, and poster presentations. To honor Disability Pride Month and expand our reach across campus, the Summit will be complemented by a series of virtual presentations held every Friday throughout October.
- **RCPD Sensory Room** – Opening a dedicated space for students registered with RCPD to disconnect, find comfort, and recenter in moments of sensory overload or stress.

Priority 4: Belonging and Connection

2024

- **T-REx Gender Affirming Supplies** - In partnership with Residential and Hospitality Services and the Gender and Sexuality Campus Center, providing gender affirming supplies (chest binders, chest binding tape, breast forms, pocket bras) to students living in The Transgender Residential Experience (TREx) at MSU.
- **STATE after DARK** - Launched initiative to provide opportunities for more diverse late-night programs in substance-free environments to promote engagement, connection, and wellbeing. Sixteen student groups, colleges, or campus partners received a total of \$12,000 to support on campus events.

Looking Ahead to Fall Semester 2025

- **STATE after DARK** – Continuation of program

Strategic Next Steps

August 2025

- Present Lessons Learned from Limerick to SWC, highlighting actionable insights to inform future strategy and decision-making.

September 2025

- Launch targeted communications to recruit additional student representatives for workgroups, ensuring that student voices remain central to shaping initiatives.
- Convene the Steering and Advisory Committees to align on strategies for the 2025-2026 academic year.
- Launch Active Workplace Award, in which colleges and MAUs will be invited to apply for \$1,000 award to purchase desk cycles and walking pads, empowering staff to incorporate more movement into their workday.

October 2025

- Finalize and publish the 2025-2026 academic year strategies on the UHW website, sharing broadly across campus to inspire a collective responsibility for the health and wellbeing of students, faculty, and staff.

February 2026

- Host a campus-wide event celebrating the one-year anniversary of MSU's adoption of the Okanagan Charter, highlighting key achievements and progress made in developing initiatives that foster a culture of care.



Artist India Solomon in front of her mural at Olin Health that celebrates community, healing, self-expression, and creativity. The mural was created through a partnership with UHW and University Arts and Collection through an Artist in Residence Initiative. Solomon immersed herself in the Counseling and Psychiatric Services (CAPS) group therapy environment to connect with students and staff to create a piece that reflects the heart of the space.

Appendix

Spartan Wellbeing Collective Workgroups

Support for Mental Health, Physical Health, and Basic Needs Workgroup

Co-Chairs

- Tim Spedoske, MD, University Health and Wellbeing Medical Director
- Jon Novello, EAP Director, Interim Director of Mental Health and Trauma Support Services
- Jeff MacKeigan, Senior Advisor, Office of Research and Innovation

Participants

- Ikram Adawe, Therapist, University Health and Wellbeing, Center for Survivors
- Shlagha Borah, Assistant Professor, Writing, Rhetoric, and Culture
- Judith Brady, PhD, Director of Student Services, College of Human Medicine
- Lisabeth Bylina, Academic Program Coordinator, College of Communication Arts and Sciences
- Tracie Carr, Business Manager, Food Science and Human Nutrition
- Meredith Chesney, Executive Staff Assistant, Residential and Hospitality Services/AVP Office
- Andrea Childress, Coordinator of Physical Activity Instruction, Internships, and Practica, College of Education/Kinesiology
- Alex Dailey, Certified Athletic Trainer, Recreational Sports
- Jessica Fischer, Academic Program Coordinator, Media and Information/College of Communication Arts and Sciences
- Danielle Flores Lopez, Interim Assistant Dean for DEI and Director of Academic Advising and Student Success Initiatives, College of Natural Science
- Sally Gatlin, Lean Enterprise Manager, Residential and Hospitality Services
- Hailey Gosen, Alcohol and Other Drugs Program Coordinator, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Kristy Griswold, Ph.D. Program Secretary, College of Nursing
- Kennedy Hairston, Student, Registered Student Organizations President
- Kathryn Harding, Student, ASMSU Vice President for Internal Administration
- Lindiwe Helm, Assistant Director, IT Infrastructure
- Marcus Jackson, Director, Recreational Sports and Fitness Services
- Rosa Jarquin, Assistant Director for Student Engagement, College of Law
- Dawn Kepler, Collegiate Recovery Community Coordinator, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Krystal Kroll, Executive Secretary, MSU College of Osteopathic Medicine
- Amanda Leatherberry, Radiation Therapist/Supervisor, College of Veterinary Medicine/Veterinary Medical Center
- Sarah Machniak, Coordinator of Community Outreach and Student Enrichment, College of Veterinary Medicine/Vet Nursing Program
- Andrea McCulloh, Library Assistant III, MSU Libraries
- Destiny McMillin, College of Nursing

- Tim Potter, Sustainable Transportation Manager, MSU Bikes Services Center
- Lisa Randolph-Stukey, Sustainable Program Analyst, Office of Sustainability
- Taylor Register, Student, James Madison College
- Jonathan Ritz, Director of Student Wellness, College of Arts and Letters
- Jozzy Rivera, Health Promotion Specialist, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Julia Rockwell, Unit HR Coordinator, Engineering-Computer Science
- Jake Roman, Security Manager, Department of Police and Public Safety
- Christie Schichtel, Therapist, University Health and Wellbeing Center for Survivors
- Jim Sheehan, Extension Educator, MSU Extension
- Caroline Silvia, Therapist, University Health and Wellbeing Center for Survivors
- Karen Stanley-Kime, Assistant Dean for Student Wellness and Engagement, College of Human Medicine/Office of Student Affairs and Services
- Abijah Taylor, Assistant Dean for Student and Academic Affairs, College of Law
- Alex Tomlison-Miles, Family Nurse Practitioner, University Health and Wellbeing Campus Health Services
- Maria Valayil, Police Social Workers, Department of Police and Public Safety
- Michelle Volker, D.O. PhD Academic Program Coordinator, College of Osteopathic Medicine
- Ingrid Wefing, Therapist, University Health and Wellbeing Center for Survivors
- Ashley Wilson, Event and Project Coordinator, College of Communication Arts and Science/Health and Risk Communication Center
- Jeffry Wilson, Human Resources Generalist, Human Resources Academic Operations
- Ross Winter, Assistant Director, Recreational Sports and Fitness Services
- Samantha Zill, Academic Advisor, College of Natural Science

Health Promoting Work and Learning Culture Workgroup

Co-Chairs

- Anne Thompson, Associate Director, University Health and Wellbeing, Health Promotion, Engagement, Accessibility, and Accommodations
- Renee Miller Zientek, Executive Director, Center for Community Engaged Learning

Participants

- Margie Aimery, Director of Events, College of Law
- Sara Becerril, Advisor, Medical Student Financial Aid, Office of Financial Aid
- Lisa Desprez-Orr, Administrative Assistance, Infrastructure Planning and Facilities
- Danielle Fenton, Associate Director Sexual Assault Healthcare Program, University Health and Wellbeing Center for Survivors
- Natalie Haga Ryckman, Climate and Response Specialist, Office for Civil Rights and Title IX Education and Compliance
- Rain Hodack, Administrative Assistant, University Communications and Marketing
- De'Ondre Hogan, DEI Program Manager, Office of the Executive Vice President for Administration
- Stephanie Jalaba, Assistant Professor and Principal Faculty at MSU PA Program, College of Osteopathic Medicine
- Constance James, Research Administrator, College of Education/Office of Research Administration
- Leanne Kent, Assistant Professor, Writing, Rhetoric, and Cultures, College of Arts and Letters
- Andrea Kepsel, Health Sciences Librarian, MSU Libraries
- Savannah Maat, Graduate Student/Clinical Intern, College of Social Science
- Rachel Perez, Health Promotion Specialist, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Karin Pfeiffer, PhD, Professor, College of Education/Kinesiology
- Amy Radford-Popp, Graduate Program Director, College of Agriculture and Natural Resources/School of Packaging
- Abby Richey, Lead Nutritionist, University Health and Wellbeing Campus Health Services
- Allison Sevegney Reynolds, Social Worker, College of Veterinary Medicine
- Lance Sharp, Associate Director, Office of Spartan Experiences/Student Development and Leadership
- Kelsey Skinner, Clery Act Compliance Administrator, Office of Audit, Risk, and Compliance
- Alexandria Stratton, Admissions and Recruitment Coordinator, College of Nursing
- Mariam Turkey, Master of Public Health Candidate, Health Communication and Community Engagement
- Andrea Worful, Finance Director, College of Music

Service Access and Accessibility Workgroup

Co-Chairs

- Shelby Gombosi, Associate Director, University Health and Wellbeing Resource Center for Persons with Disabilities
- Tracy Leahy, Coordinator, Office for Civil Rights and Title IX Education and Compliance

Participants

- Lauryn Bailey, Registered Nutritionist, University Health and Wellbeing
- Ayesha Drake, Professional Aide, Transitions and Transfer Student Success
- Sara Glees, Health and Wellness Coordinator, Department Police and Public Safety
- TJ Hall, Health Promotion Consultant, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Marianne Juarez, Strategic Integration Manager, Student Life and Engagement
- Beau Zhang, Graduate Student, College of Social Sciences

Data and Evaluation Workgroup

Co-Chairs

- Laleah Fernandez, PhD, Assistant Director of Institutional Research
- UHW Data Analyst (currently recruiting)

Participants

- Stephanie Benkert, Strategic Integration Manager, MSU IT/SLE/DSS
- Ollie Cyman, Academic Program Coordinator, College of Education; Department of Counseling, Educational Technology and Special Education
- Angela Maniaci, Fitness and Wellbeing Coordinator, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Bo Norby, Senior Advisor to the Dean, College of Veterinary Medicine
- Kris Stroud, Strategic Integration Manager, Health Sciences

Belonging and Connection Workgroup

Co-Chairs

- Swapna Hingwe, DO, Counseling and Psychiatric Services (CAPS Director), University Health and Wellbeing
- Meaghan Kozar, PhD, Project Director for the Inclusive Campus Initiative, Office of the Executive Vice President for Administration

Participants

- Alexa Andersen, Ph.D. Student and Graduate Assistant, College of Nursing
- Piril Atabay, Assistant Professor/Integrated Arts and Humanities
- Angelica Bajos, Community and Sustainability Coordinator, Beal Botanical Garden and Campus Arboretum
- Lillian Brooks, Academic Specialist – Advisor, Eli Broad College of Business
- Jessica Denbow, Admissions Counselor, College of Nursing
- Tamera Dunn-Perry, Assistant Director, Office of Student Support and Accountability
- Alex Guo, Student, Chief DEI Officer for ASMSU
- Jennifer Johnson, Social Worker, University Health and Wellbeing Counseling and Psychiatric Services (CAPS)
- Rita Jreidini, Secretary, Recreational Sports and Fitness Services
- Lisa Kelley, Assistant Director for Student Life and Engagement, College of Veterinary Medicine
- Sadiq Khan Mohammed, Academic Specialist, Honors College
- Sara Kraeuter, Academic Program Coordinator, College of Natural Science/Plant Biology
- Emma LaRocca, Health Promotion Specialist, University Health and Wellbeing Health Promotion, Engagement, Accessibility, and Accommodations
- Ellise Lee, Assistant Director of DEI, College of Veterinary Medicine
- Kathy Mullins, Administrative Business Professional, Residential and Hospitality Services/Rec Sports
- Shawna Olds, Curriculum Assistant, College of Medicine
- Alan Prather, Director of Beal Botanical Garden, University Arts and Collections
- Mahin Sandoval-Chavez, Event Manager, Broad College of Business
- Abigail Solis-Almaguer, Social Worker, University Health and Wellbeing Center for Survivors
- Sarah Ward, Program Director for First-Generation Student Success, Undergraduate Education
- Zoey Zamora, Specimen Processing Specialist, College of Veterinary Medicine, VDL

**Please note: Workgroup Co-Chairs and Participants are subject to change.
This list was last updated in July 2025.**