

Compact Connects

The Newsletter of the Montana Campus Compact August 2001

MTCC Breaking News...

MTCC to Award Ten MTCC Bonner Fellowships

The Montana Campus Compact began a fellowship opportunity specifically for students in 2000, through the SuperPartners Service Learning Program, sponsored by a grant from the Corporation for National Service. This fellowship opportunity allows students to expand their academic education into the community through service-learning and receive valuable training and personal development in active citizenship.

By engaging students, staff, faculty members and community-based organizations in service learning, the SuperPartners Service Learning Program provides MTCC member institutions with young scholars capable of demonstrating that service learning is integral to educational and citizenship development.

In the 2001-2002 academic year, MTCC will award ten Learn & Serve Student Fellowships to students and their campus sponsors on MTCC campuses. The Student Fellows will incorporate community service into their academic programs by performing public service specific to their academic field and designing a quality collaborative project with a community organization. Students will also work in close partnership with a campus sponsor and faculty advisor. Student Fellows will be recruited from among all academic disciplines and from all collegiate levels, undergraduate and graduate.

Selected applicants to the program will receive a budgeted monetary award of \$800 to purchase supplies and materials for the project, an AmeriCorps education award totaling \$737.50 which can be used for existing student loans or the cost of tuition, and training and technical assistance from MTCC.

In an effort to build a strong and productive social and intellectual community, the Student Fellows are linked through student development workshops, collaborative projects, a listserv and MTCC events. Promoting community among the Student Fellows is viewed as central to the success of the program.

Applications are now available. For more information about the Bonner Fellows program or for an application packet please visit our web site at www.umt.edu/mtcompact or call Therese Hetzel at (406) 243-5177.

Around Montana...

MISSOULA - Reed Mandelko has developed a database of youth activities in Missoula and is now preparing the data for an interactive map of the city. The map, soon available to the public, will depict areas of the city broken into elementary school district boundaries. Parents and youth can use the map to see what activities are located in their neighborhood. The plotting of site locations will be complimented by some "layers" of information used to infer whether an area of town is high risk and new locations/opportunities should be placed there. The factors used as indicators come from census data and range from households in poverty, single mother headed households, unemployment rates and households receiving public assistance.

BOZEMAN - Camille Larson is continuing to meet with local non-profits to discuss partnerships that can be made with the university through Service Learning. In conjunction with the meetings, Camille has created a database based on agency needs of the Office for Community Involvement at Montana State University -Bozeman. The information will soon be available on the Office of Community Involvement's web site as an interactive database for faculty, administration, students and community agencies.

MTCC Headquarters - VISTA Leader Molly Collins is happy to report that The MTCC VISTA Project's 1st Quarterly report were due in July and all seven VISTAs turned in exceptional reports. Each VISTA is performing an assessment in their community to generate information and resources. Shelly, Jessica, Camille, Reed, Lynda Watkins and Lynda Vande Sandt are on their way to another successful MTCC VISTA year!

Jessica McCrossin is continuing to work on the Presidential Student Service Scholarship with Montana High Schools. She sent out her second round of letters to schools guidance counselors to try and get every school involved. The scholarship is a federal program in which two students in each high school may receive a \$1000 scholarship for outstanding community service.

Never doubt that a small group of thoughtful,
committed citizens can change the world;
indeed, it's the only thing that ever has.

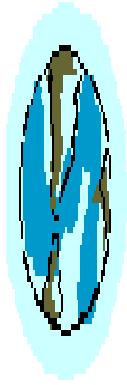
-- Margaret Mead, anthropologist

Spotlight
on Service
-Camille Larson



Civic
Engagement
Tip





Resource Roundup



Citizenship Competency Corner

Motivation: What Works, What Doesn't

Anne Smith and Gordon Culp

www.coxegroup.com

Money is "what helps people get to sleep at night, not what gets them up in the morning. Success and accomplishment are what really motivates people," according to Linda Honold.

While many firms look to incentive pay or bonus plans to motivate their staff, such plans provide short term, superficial incentives but fail to provide true motivation. External or extrinsic motivators, such as rewards or punishment, produce only short-term results, and as soon as the reward becomes expected or the punishment disappears, so does the motivation. The motivation for some of the most motivated people, such as Mother Teresa and her volunteers, is clearly not linked to an external reward. True motivation comes internally:

Motivation = A Heartfelt Mission Based on Values

Strongly motivated professionals follow their inclination toward a mission that has strong personal meaning to them. Motivation reaches a peak when your personal goals and mission align with the specific demands of your work and the objectives of your organization. You like what you're doing. You are committed. You feel yourself growing. You see concrete results. You feel a strong sense of inner purpose. This is what true motivation feels like and it can come only from within.

Frederick Herzberg's classic studies to determine what motivated workers (1) found that distinctly separate factors lead to job satisfaction and job dissatisfaction. That is, the opposite of job satisfaction is not dissatisfaction, because the factors involved are different. Rather, the opposite of job satisfaction is simply no job satisfaction.

Factors that cause dissatisfaction (but not satisfaction) include company policies and administration, supervision, relationship with supervisor, interpersonal relationships, working conditions, salary, status and security. Herzberg found that the motivators that can cause job satisfaction are achievement, recognition, the work itself, responsibility, advancement, and growth.

In other words, adequate salaries, incentive pay and bonus plans can avoid dissatisfaction but do not lead to satisfaction. Examples abound of individuals who leave high paying, relatively secure jobs for a less certain but more fulfilling venture. The fulfillment and related motivation come from a new venture that more closely aligns with the individual's internal values.

Executive Summary: Recognize that people are motivated by their own individual goals, values and desires. Get to know people and understand their needs. Then give them project assignments in which they can become motivated by satisfying their needs. A blanket assumption that all will be motivated by one thing, such as salary increases or performance bonuses, will lead to failure. People are motivated more by feelings and sensitivities than they are by facts and logic. They quit high-paying jobs because they don't feel appreciated, don't feel challenged, or don't like the work environment. Michael LeBoeuf boils down the keys to maintaining a work environment that encourages long-term motivation for people: "They belong to an organization that cares about them, challenges them, believes in them and wants the best for them, not just as employees, but as total human beings."

Free MTCC Sun Visor

**To the first person who answers this
Trivia Question correctly:**

What is the State Bird of Montana?

**Be the first person to e-mail us at
mtccinfo@yahoo.com and the sun
visor is yours!**

**Congratulations to last month's winner -
Paula C. Koughl from The University of Great Falls**



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