



GONZAGA
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SPIRIT

A newsletter for faculty and staff

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Send Spirit story ideas to lombard@gonzaga.edu

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Father Spitzer outlines uses for extra revenue, budget plans for 2006-'07

Father Robert Spitzer, S.J., and Chuck Murphy, vice president of finance, shared financial news with employees at the well-attended spring budget and strategic planning session in April at the Foley Teleconference Center. The good news: some \$2.5 million in total net revenues over expenditures.

Total undergraduate net revenues reached \$55 million, or \$682,000 over budget. Enrollment surpassing the budgeted number of students, and a record fall-to-spring undergraduate retention rate of 97 percent were partially responsible for that sum. Historical average fall-to-spring retention is approximately 95.5 percent.

Graduate revenues, including the master's in organizational leadership online program, exceeded the budget by \$710,000 for a \$10.07 million total. The Law School net revenues came in at \$10.6 million or \$75,000 under budget.

Of the excess revenue, the Trustees will direct \$2 million to be spent on projects that Fr. Spitzer said will include expansion of the wireless network into every residence hall and the major academic buildings, plus Crosby Center and the COG.

"It's what our students and our faculty expect," he said. Also on the funding short list are several more multimedia classrooms; and completion of renovations in the Ad Building.

Key revenue assumptions for the 2006-2007 budget include a freshman enrollment of 950, as compared to 2005's actual enrollment of 986; and a full-time undergraduate enrollment of 3,760 compared to Fall 2005's actual enrollment of 3,677.

Undergraduate tuition will increase 6.27 per-



Father Spitzer and Chuck Murphy leave Foley after presenting a well-attended budget and strategic plan session.

cent to \$24,590. Graduate tuition will increase 6.78 percent to \$630 per credit hour.

Florence is budgeted for 150 students, with the continuation of this year's successful one-semester option. The McCarthy Athletic Center budget is breaking even, covering all expenses including its debt service.

Eleven new faculty positions and 22 new staff positions are funded at approximately \$1 million for the year; this includes the five major gifts of officers hired in University Relations this year. Four new faculty positions are in the College of Arts and Science, two in the School of Business, six in professional studies and three in engineering.

Facilities news: An imminent start is ex-

pected of construction of the baseball stadium, and installation of artificial turf and new lights on Mulligan Field in May. Construction is expected to start anew in coming weeks at the Kennedy Apartments, first in the north wing, and then in the south and east wings. Some changes in sequence of building have been decided upon to improve security.

A new 35,000-square-foot wing of the Herak Center for the School of Engineering is expected to accommodate the power transmission program, existing engineering programs, and potentially a systems medicine program, if Gonzaga remains a one-quarter partner in the proposed Systems Medicine Institute. The University is working with ALSC Architects on the Herak design; start of the Herak expansion depends on funding. Construction of the new performing arts center is to start in Spring 2007, also depending on funding.

Strategic Planning: Now under way is collation and analysis of the reams of information gathered through 47 SWOT (strengths, weaknesses, opportunities, threats) sessions held on campus this spring. Fr. Spitzer, he hopes that the synthesis of this information will be presented to the campus community in September and to the Trustees in October and, along with the departmental strategic plans, will precipitate formation of the University's new strategic plan.

"I think we're on schedule, and I think that the accreditation people will be very impressed with what we've got. There's a lot to process and a lot to collate. Participation was very high and the data are very good indeed," Fr. Spitzer said.

New Faculty Senate president sees ‘a lot of change on horizon’

Marketing Professor **Scott Bozman** in the School of Business Administration, is the incoming president of the Faculty Senate. His two-year term starts this month, as the previous president **Mike Carey**, associate professor and director of distance education in the Organizational Leadership Program, steps down.

“I’m here to represent the interests of the faculty and the institution, and the good news is that in the long run, they are the same,” Bozman said. “I



Scott Bozman

see a lot of change on the horizon, and I am in a unique position and have the relationships to help navigate through those changes.”

The University has done a good job in investing in facilities and investing in students, Bozman said. And it has made progress in investing in faculty and staff. “But I don’t believe and I don’t think that anyone on campus would say that the institution has done all it can to invest in faculty.”

In part due to an upcoming swell of retirements, “we have a real opportunity in the not-so-distant future to recruit, develop and retain faculty who will be of enormous benefit to the university.”

Bozman expressed hope that the administration will provide more incentives to faculty to stay current and contribute to their fields. “We do a lot more than anyone would be able to justify, by the resources we have been given. People on this campus are publishing in tier one journals, by anyone’s measure,” he said.

Bozman, who joined Gonzaga 15 years ago, served as assistant dean in the AVP’s office, and sat on the academic council for a year, working with **Wayne Powel** and Father **Pat Ford**. “I know most of the administration and staff, which is a benefit: They know if I say it, I believe it to be true, and if I say I’m going to do something, I will.”

AROUND CAMPUS

- Catherine Tkacz, an independent scholar, wife of philosophy Professor **Michael Tkacz** and sometime adjunct in religious studies, has been awarded a \$5,000 summer stipend from the National Endowment of Humanities. Her project is “Esther’s History Prefigures the Lord’s Passion: Women as Types of Christ.”

- The annual Health and Benefits Fair will be held May 11, from 8 a.m.-2 p.m. in the Globe Room at Cataldo Hall. Vendors will include the Sacred Heart Medical Center, which will bring a mobile mammogram unit. Health tests available at the fair will include cholesterol, blood pressure, bone density, waist to hip ratio and body fat percent. Overall, 23 vendors will attend.

Seeking a new guiding angel for Rogues Gallery

Rogues Gallery needs the loving hand of a new guardian. Started by Father Art Dussault, S.J., Gonzaga’s hallmark photo collection offers a treasured resource, at once elevating the historic figures of the University, and evolving continually as a display of recent alumni.

Next at the helm came alumni director Marty Pujolar, but upon his retirement, a gap opened. The Alumni Office is working with other offices to see how this tradition can continue.

Stephanie Plowman, the University’s archivist, has worked with **Bill Kostelec** in Instructional Technology Support Services to preserve one case of historic photographs each semester. They began this process shortly after Plowman’s 1992 arrival and are up to the images of 1954.

“So, this is the dilemma,” Plowman said. “Who should be responsible for the cases? Currently Alumni, University Archives and ITSS are meeting to develop ideas on how to continue the Rogues Gallery. We need to work this out and come up with a good plan, as the images are clearly a good thing for Gonzaga.”

The growth of the Gallery has necessi-

tated new cases designed by campus architect **Mac McCandless** being hung on the fourth floor, east wing. Renovation of the first and second floor corridors, still a few years out, will demand the removal and replacement with reproductions of the oldest photos.

Anyone with ideas on how to maintain Rogues Gallery please contact Plowman at ext. 3847.



These are among the Rogues Gallery faces from 1915-1916.

Two new administrative positions created for marketing, planning

The University has created two new administrative positions: assistant vice president for marketing and communications, which Utah native **Chuck Leonhardt** will fill in June, and associate vice president for administration and planning, to which **Wayne Powel** was named on February 1.

Leonhardt will lead development of an integrated marketing and communications plan for Gonzaga. His skills and experience make him a superb fit for Gonzaga, said **Margot Stanfield**,

vice president for university relations. Leonhardt developed and implemented the marketing and communications plans for Utah State University. He arrives on June 5. His post includes supervision of the public relations and graphic arts offices.

Previously associate vice president for information technology, Powel now takes on broader responsibilities within the division of administration and planning. Together with **Thayne McCulloh**,

vice president of administration and planning, he works on division-wide issues relating to budget, personnel, and administration; federal and state policy initiatives; and analysis of data for policy and plan development. His supervisory responsibilities now include oversight of student financial services and disability resources, education and access management.

New Hires:

Jon McKimney, groundskeeper in training, Plant Services.

Goodbyes:

Elvedin Alimanovic, custodian II, Plant Services; Julie Castle, senior internal auditor, Controller's Office; Michael Kellard, general maintenance III, Plant Services; Alisha Kirk, project lead academic records evaluator, Admissions; Chrissy Midden-dorp, senior counselor, Financial Aid; Sharon Prendergast, library tech III, Foley.

Promotions/New Assignments:

Sharon Griffith, to counselor, Financial Aid.

Anniversaries:

10 Gordon Carolan, telecomm tech III, Plant Services; Marlene Cicchetti, operator II, Switchboard; Greg Francis, senior systems administrator, CCNSS; Steve Kramer, cheerleading coach, Athletics.

5 Dmitriy Aleksandrov, custodian II, Plant Services; Gail Lancaster, clerk/secretary, Bookstore.

Cradle Call:

Mike Hogan, associate director, Athletics, and wife Anne Marie are the parents of Autumn. Born March 6 she was 6 lbs 6 oz and 20½ inches.

Focus On ... Artist Sheila Evans seeks a good balance

Sheila Evans ('88) works halftime as a graphic artist in the graphic design office of University Relations, and that's just the way she likes it.

Her two-and-a-half day per week schedule allows her time to pursue her fine arts work in pastels. Evans typically chooses subjects from the world of plants, where she finds abstract qualities, composition and color that appeal to many people. One of her recent series is entirely close-up views of the leathery, heart-shaped foliage of the bergenia plant, gone all red and bronzy in wintertime. The colors and light are striking.

Her artwork will be displayed at Spokane's Art-Fest, in early June, as well as at shows in Portland, Sun Valley, and perhaps Boise and Kalispell this summer.

Evans says that her pastels inform her graphic art in terms of the composition and balance that she seeks. She began working with graphic designer Jerry Almanza last August.

Her return to Gonzaga left her amazed at the changes to the campus. The immense amount of new construction blows her mind, as she puts it, but Evans describes her understanding of the University's mission as significantly different from her experience as a student. "I just see things from a completely different angle now."



Sheila Evans

Alumni publication gains new look, chapter news

The summer issue of the University's alumni and parent publication, GONZAGA Quarterly, will introduce a new design and new look, as well as inaugurate news from and about Alumni Chapters and Clubs around the country. These changes are part of University Relations' efforts to help alumni reconnect to Gonzaga.

This design and shape will resemble a magazine more than a newspaper, and offer greater and more appealing design flexibility. Jerry Almanza, director of graphic arts, and Dale Goodwin, director of public

relations, both say they are pleased and excited about the changes.

"We are working to incorporate not only features that show the deeper qualities of our students, faculty and alumni, but also to offer substantive coverage of trends, issues and initiatives that demand the attention of the Gonzaga community," Goodwin said.

This redesign is intended to create a reader-friendly product, allowing articles to vary in length, as well as offering stronger use of photographs, graphics and color than is currently available.

Schaefer concludes 20-year directorship of University Choir

Professor Edward Schaefer is stepping down as director of the University Choir after 20 years of building a nationally recognized program. A choral gala concert in April celebrated his years of leadership, with participation by the Gregorian Schola, the Chorale and the University Choir.

An interim director will lead the choir next year, said Associate Professor Robert Spittal, chair of the music department. Schaefer will remain a full-time faculty member, focusing on adding strength to the music history and liturgical music programs. He will also continue conducting the Schola and the Chorale.

"Ed was really the first choral director at Gonzaga to establish a modern collegiate choral program. There were past successes dec-

ades ago with the Gonzaga Men's and Women's Glee Club directed by Lyle Moore. But under Schaefer, the scope of the choral program came into step with other high-level collegiate programs," Spittal said. The choir's repeated invitations to perform at the National ACDA (American Choir Directors Association) conferences are unprecedented at Gonzaga.

"Ed is also very dedicated to the Catholic faith, and it was important for him for the students to serve the Catholic, Jesuit mission of the University by singing in the Choir," Spittal said. "He is an expert in Catholic Liturgical choral music, and has published books and articles on the subject. He brought an expertise in these areas to his work with choir."

Construction popping up everywhere

Here's how Ken Sammons, director of Plant Services, describes the summer's construction plans on campus:

Work is under way on the baseball field, with authorization to complete the field, and the rest of the project awaiting final approval based on the final design. Mulligan Field's artificial turf project will start right after graduation.

Some work is planned for Desmet Hall, including creating a new suite for a professional resident director, installing new furniture in the rooms, and replacing the steam line from the Ad Building to Desmet. A new office for a professional RD will be installed at The Corkery Apartments. The elevator at Madonna Hall will be overhauled this summer, and will be out of service for several weeks.

Some classrooms in Jepson will get new furniture and four rooms will be fitted with instructional media. Six new

offices will be created in Herak and two more classrooms there will also get new instructional media. A new air conditioning system is scheduled to be installed for the registrar's office and the language lab will be renovated. The lower level of the Ad Building will see continued renovation as new space is created for Network Services and University Relations.

Fire suppression will be installed in some apartment complexes. Most academic buildings, all residence halls, and most apartments have fire suppression already. There will be more trenching and installation of conduit at various places across the campus as work continues on the upgrade of the high voltage system, and to finalize the last few runs for the new fiber optic high speed data network.

Finally, exterior improvements are planned for the Modern Language offices at 503 Sharp, as well as the

Spittal's hymn of peace spans U.S. and beyond

"Pacem, a Hymn for Peace," a composition for woodwinds by Associate Professor **Robert Spittal**, chair of the music department, is reaching listeners across the nation and beyond.

Spittal estimates that since Pacem's release in September, the work has been performed more than 500 times, with locales extending to Singapore, as well as performances by several major U.S. music schools. Spittal says that it's one more way for Gonzaga's mission of peace and justice to be heard by people everywhere.

The work was commissioned by the University of Idaho.

Student ratings

Over the course of the last year, three faculty members have shaped a statistically valid and reliable student ratings instrument which they, along with **Michael Herzog**, senior advisor to the AVP, presented last month to faculty.

The proposed 11-question survey, which now will go to the Academic Council, was created by instructor **Matt Bahr** of sociology and criminal justice, Assistant Professor **Mike Hazel** of communication arts and Assistant Professor **Jason Williams** of psychology. They ran three tests starting with as many as 70 questions, sampling several hundred students in each go-round, focusing on statistical correlation between questions. Teacher-student relationship, fairness of grading, and overall effectiveness of the course are among the topics addressed.

Discussion at the April session was energetic. Repeatedly, presenters reminded their peers that this instrument, as is the case with any other instrument of this sort, can gauge only student perceptions, not actual teaching effectiveness. Concerns were voiced that the instrument remains on a seven-point scale. Presenters explained that their charge from the Faculty Evaluations Working Group was to maintain the seven-point scale, which has been in use for several years, as four- or five-point scales create their own problems.

Herzog emphasized that the 11 questions are considered as core, university-wide questions and that an entire cafeteria of questions will be made available for faculty and departments to use at their discretion.

Faculty honors bestowed on untenured, tenured

In a departure from tradition, the University this spring honored three untenured and three tenured individuals with Exemplary Faculty Awards. Academic Vice President **Stephen Freedman** presented the awards during the Academic Honors Convocation in April.

Teresa Derrickson, about whom one senior wrote: "Dr. Derrickson's class made me proud to be the English-major dork that I am," was honored for her ability to excite and inspire students. Freedman also noted her scholarly work and contribution to the University through her committee work. Derrickson, who arrived at Gonzaga in 2004, serves on 11 committees and has been selected to direct the new Center for Teaching and Advising.

Jennifer Shepherd, assistant professor of chemistry, garnered her award in recognition of her exceptional teaching, scholarship and service. Integrating "Write Like A Chemist" and "Chemistry and Art" workshops into her teaching, and her use of a National Science Foundation grant to enhance her own career and that of her students impressed the awards committee.

Freedman praised **Jason Williams**, assistant professor of psychology, for the rigor and depth of his teaching, for his practice of incorporating the latest research into his courses, and his commitment as advisor to several student groups. One colleague, reviewing Williams' committee work, suggested that he "could receive an award for academic citizenship alone."

Honored tenured faculty included **Jason Chen**, professor of management information



Teresa Derrickson, English; Jennifer Shepherd, chemistry; Jason Chen, business; Joy Milos, religious studies; Jason Williams, psychology; and Nancy Staub, biology.

systems in the School of Business. "Your work has impacted e-commerce, health care, the criminal justice system, and the entire business world," Freedman said. "Your students are strongly motivated by your passion for scholastic work." Chen received an Exemplary Faculty award in 2004, as well.

Joy Milos, CSJ, associate professor of religious studies, won recognition for a dossier which, among other things, includes the development and teaching of four new undergraduate and graduate courses since 2004. "But the work that has reflected your dedication to Gonzaga's

mission more than any other is recruiting, fund raising and organizing for Habitat for Humanity," Freedman said.

Course development also figured into Professor **Nancy Staub's** honor. Chair of the biology department, Staub "makes a conscious effort to create courses that are transformative of students' lives," a colleague wrote about her. Staub's Biology of Medicine course, in which students are introduced to various health problems, the ways in which science addresses these problems, and the social and economic biases that affect funding of treatment choices, has proven to be very effective in helping students understand problems of the contemporary world, Freedman said.

Honored as the faculty who best represents the University's focus on diversity was **David Boose**, professor of biology. **Molly Kretchmar-Hendricks** was named Faculty of the Year for Community Service.

Throw Spike a bone! Do it for your favorite student

Every employee is encouraged to throw Spike a bone before the end of May.

"Throwing Spike a bone" is University Relations' way of asking all faculty and staff, particularly those who are undergraduate alumni, to support the University with a small gift. University Relations is working hard to maintain last year's record-breaking 31 percent of alumni giving rate by May 31. Gifts may be made to any designation, with student scholarships being one of the University's greatest needs. **Laura Gatewood**,

director of annual giving, stresses the importance of all gifts, no matter what the size.

"More than ninety percent of GU students rely on financial aid. It's really all about them. They're the ones we're giving to," Gatewood said. Faculty and staff gifts need not be large; amounts of \$10-\$25 are very welcome, particularly from first-time donors. To make your online gift, visit www.gonzaga.edu/makeagift or call University Relations at ext. 5993 to make a gift through payroll deduction.