



GONZAGA
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SPIRIT

A newsletter for faculty and staff

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Send Spirit story ideas to goodwin@gu.gonzaga.edu

2003

Fitness leads to happier, more productive employees, advocates say

A corporate fitness center can be a hub for information on how to improve health and can be the resource for much more than just exercise, said **Joan Hatfield**, director of the Rudolf Fitness Center. Faculty and staff who have utilized the health, nutrition and exercise expertise that she and her assistants bring to the center sing their praises.

"The facility and the staff are fantastic. They know the equipment and are excellent instructors," said Lead Switchboard Operator **Julie Borup**, who takes water aerobics twice a week.

Mardell Grayhek, a cashier in Student Accounts, suffers from the pain of arthritis. "This has been the most pain-free fall I have experienced because of Joan taking the time to share her expertise and line up a routine that worked for my specific areas of concern," she said.

More faculty and staff are working out than ever before, observers declare. "The Rudolf Center has encouraged more people to be active," said **Ray Fadeley**, director of International Student Programs and a regular swimmer.

"It gives me a chance to think about something else other than what's on my desk," said **Laurie Hanlon**, Integrated Computer Systems coordinator and a Rudolf Center regular. Hanlon runs, lifts and plays racquetball.

"I like the camaraderie," said chemistry Professor **Kay Nakamaye**. "Regular exercise has helped me remain relatively competitive in a number of activities with people considerably younger." Nakamaye is a racquetball regular and occasional hoopster.

Associate Controller **Roxy Kasman** has lost 87 pounds in the last two years, and she credits regular workouts as a major component in her success.

"Workouts make me far more energized – and more productive and focused on the tasks at hand. I feel great, like I'm in control of my body. People who workout often feel better about themselves, and that confidence goes a long way in how someone approaches the workload," Kasman said.

Many have found workouts make them feel better, more energized and more productive in their work life.

"I used to get sleepy in the afternoons, but not any more," said electrical engineering Associate Professor **Steve Schennum**. "Now I feel fabulous after working out."

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"When we leave class we all talk about how good we feel," said Doctoral Studies Program Coordinator **Virginia Killingbeck**. She takes Pilates classes twice a week, and walks regularly.

"I had a knee replacement one year ago, and my workouts have helped make and keep my leg strong," said Safety Programs Manager **Dennis Hansen**.

Business Professor **Eddie Birrer** gets his workout on the basketball court. "It provides a distraction from the stresses of the day (unless I'm not hitting my jump shot)," he said. "After working out, I concentrate better and have more energy for working."

If Government Relations Director and



Regular Rudolf Fitness Center users include (from left) **Scott Bozman**, **Eddie Birrer**, **Wayne Powel**, **Mike McBride** and **Bob LaPointe**. (Several women were invited to participate in this photo op, but declined.)

swimmer **Dennis McMonigle** hasn't had his work out, watch out. "I can get real owly," he said.

"The Rudolf Center has helped me to do something I've wanted to do for years but haven't been able to do before now – get physically fit," said Desktop Support Services Director **Chris Gill**. Gill's workout pal **Wayne Powel**, associate academic vice president, said, "I'd have trouble making it through the day without a noon workout. I wear down about noon, and a work out is a great way to revive."

Studies have shown that people who are healthy and workout regularly tend to be more productive workers. Runner **Jane Hession** from the School of Business agrees.

"Because of my physical fitness, I can squeeze more in a day's time, and it makes me happier," she said.

"People I have noticed are in a much better mood all the time either because they are going to workout or because they have already worked out," concluded racquetballer **Sandy Hank**, word processor in Faculty Services.

Staff satisfaction survey reveals positive, some areas of concern

Community, salaries, supervisors and workloads . . . professional development, office space, vision and communication. These were among the issues raised by Gonzaga employees in the Staff Assembly's Staff Satisfaction Surveys that were distributed last spring.

Staff Assembly President **Marcia Bertholf** presented the findings at an open Staff Assembly meeting in October. Bertholf said that many positive comments were received regarding satisfaction of people working at Gonzaga. She said a sense of community, opportunities to take classes and to grow personally were key reasons people gave for their satisfaction.

She also summarized a list of concerns:

- Administration – would like to see a clear vision for the University's future, and receive direct, concise communication from administration about issues of major importance to the employees.
- Supervisors – would like to see supervisors better trained to lead a staff toward a common mission.



- Compensation – everyone wants to be paid fairly.
- Professional Development – make opportunities available for everyone.
- Workload – workloads have increased faster than new hires.
- Community – as the University has grown, the sense of community has faded.

Some of these issues are being addressed. For example, Human Resources continues to sponsor the Strategic Leadership Program, and will continue to sponsor these sessions until every supervisor

has completed the training. A compensation consultant has been hired this fall by the University to conduct a three-phase evaluation of Gonzaga's total compensation program as part of the University's long-range planning efforts.

"Through the survey we now have statistical data to measure the climate of the staff, which, for the most part, is positive," Bertholf said. "The areas that show room for improvement have given the council cause to make this a year for increased communication. So many times employees don't understand the process and therefore can't access the information that is readily available. We think the council can help here by fostering campus-wide communication about those areas of most importance to our employees. With good communication we can empower our people."

Bertholf hopes that the summary of findings in the Staff Survey will be included in the University's Accreditation report as part of Standard 9. "It's important that the staff, which number more than 500 people, have a voice in this process," she said.

AROUND CAMPUS . . .

Prominent women to examine paths to public leadership at Nov. 12 forum

Discover how some influential female public leaders made it to their current position when Continuing Education hosts "Paths to Public Leadership for Women" on Nov. 12, from 7-9 p.m. at the Teleconference Room of the Foley Center.

This forum will be moderated by state Sen. **Lisa Brown**, who represents Spokane's 3rd Legislative District and is the Senate Democratic Leader. She serves on the Senate's Ways & Means and Rules committees. This event is free and open to the public.

Panelists will include Washington state Department of Agriculture Director **Valoria Loveland**, a former

state senator from the 16th District, and **Cathy McMorris**, a Republican member of the state House of Representatives from the 7th District who is running for the U.S. House of Representatives. Panelists will identify opportunities and obstacles in their journeys and explain choices they made on their way to their current leadership posts. **Erin Otte**, a doctoral student at Washington State University who is writing a dissertation on women in public service, will comment on her research findings as a primary respondent to the panelists. Audience members will be encouraged to ask questions following the panel discussion.

Get fit, earn prizes with new Wellness program

The Wellness Committee is initiating a new ZAG Fit Program, which will encourage employees to recognize the value in good health, and give them the impetus to achieve it.

Good health is good for each individual. It also is good for the University in that it helps to keep health insurance costs down, and medical benefits solid.

"Good health is a win-win situation for both the individuals and the University," said **Debbie Cerenzia**, Human Resources associate director in charge of benefits and safety, and a new adviser to the Wellness Committee. **Julie Borup**, chair of the Wellness Committee added, "The Zag Fit Incentive Program will compliment the Wellness Committee's goal to benefit the GU community with activities and information to promote healthy lifestyles."

The ZAG Fit Program will strive to recognize faculty, staff and administrators who make the extra effort to eat right, exercise and take other actions to best ensure health and fitness. The Program begins today, and will run

through May 31, 2004. Any Gonzaga benefits-eligible employee can participate.

To be eligible for program incentives, an employee must: 1. complete an online health risk assessment (HRA); 2. participate in individual fitness counseling at the Rudolf Fitness Center; 3. be smoke free; and 4. participate in three different Wellness Committee or Rudolf Fitness Center sponsored activities.

Rewards for everyone who completes the program include a \$50 Book Store gift certificate and a free ZAG Fit T-shirt, in addition to prizes for individuals and offices throughout the program period.

To begin, log onto www.gonzaga.edu/wellness and complete the health risk assessment. Each participant will receive an itemized assessment of his/her health, and suggestions of how to improve one's well-being in each area. For more information, contact Cerenzia at ext. 5997, or cerenzia@gu.gonzaga.edu.



SPIRIT

NOTEWORTHY

New Hires:

Sheri Engelken, assistant professor, School of Law; **Melissa Flint**, assistant women's crew coach, Athletics; **Michael Hamblin**, custodian in training, Plant Services; **Larissa Holland**, academics records evaluator, Admissions; **Michael Maher, S.J.**, dean, Gonzaga-in-Florence; **Patrick McCarthy**, counselor, Career Assessment Center; **Amer Mrkaljevic**, custodian in training, Plant Services; **Kyle Patterson**, program coordinator, CCASL; **Lisandro Pena**, liturgy coordinator, University Ministry; **Michael Rorholm**, business manager, Jesuit House; **Terrance Sawyer**, visiting assistant professor, Clinical Law; **Georgie Smith**, officer, Security; **Heather Smith**, program assistant I, Faculty Services; **Kenneth Sprang**, visiting associate professor, School of Law; **Emily Talley**, secretary, Student Services; **Melanie Twohy**, service learning coordinator, CCASL; **Vickie Williams**, assistant professor, School of Law; **Alisha Woodroof**, head women's tennis coach, Athletics.

Goodbyes:

Stephanie Crider, gift accounting assistant II, University Relations; **Julie Gehlen**, program assistant III, School of Law Career Services; **Bobbie League**, director/certification specialist, School of Education; **Michael Matthews**, custodian in training, Plant Services; **Jonathan Potter**, assistant professor, Foley; **Mikhail Pustovit**, custodian, Plant Services; **Joe Roseborough**, WIN project manager, Foley; **Doug Walton**, tech coordinator, Communication Arts; **Maya Wiest**, development assistant II, University Relations.

Promotions/New Assignments:

Mary Brown, from adjunct faculty to instructor, Counselor Education; **Jeremy Dailing**, from custodian in training to custodian I, Plant Services; **Catherine Dieter**, from certification specialist to director of certification, School of Education; **Tana Dugan**, from program assistant II to program assistant III, Student Employment; **Anna Gonzales**, from coordinator to program specialist, Student Activities; **Larissa Hebel**, from temp Crosby assistant manager to Crosby night manager, Student Life; **Steve Hertz**, from head baseball coach to director athletic relations, Athletics; **Theresa Kappus**, from library tech III to assistant professor, Foley; **David Lindsay**, from associate director, Housing, to director, Student Activities; **Mark Machtolf**, from assistant baseball coach to head baseball coach, Athletics; **Jean Pugh**, from part-time secretary to secretary, Social Sciences; **Bruno Segatta**, from dean of students to assistant director of student affairs, Gonzaga-in-Florence; **Shannon Strahl**, from compliance coordinator to assistant athletics director compliance, Athletics; **Brenda Warrington**, from library tech III/web to graphic design/web specialist, Foley; **John Weingarten**, from computer services coordinator to computer services manager, Law Library; **Larry Weiser**, from associate professor to co-director and associate professor, Clinical Law.

Anniversaries:

25 **Kay Carnes**, professor, School of Business; **Rick Jones**, controller, Controller's Office; **Alan McNeil**, associate professor, School of Law; **Marilyn Nelson**, assistant to vice president, Student Life; **Rod Stackelberg**, professor, History.

10 **Ken Frybarger**, groundskeeper III, Plant Services; **Michael Grabowski**, computer operator, Registrar's Office; **Molly McFadden**, library tech III, Foley.

FOCUS on...

School of Business Administration

Demand is high

The School of Business Administration has 762 majors, more than any other school except for the College of Arts and Sciences. The School has seen a 5-percent increase in credit hours being taught this fall in business disciplines. Business has 214 students enrolled in graduate programs, up 22 percent over the same time last year. The School also offers the MBA-American Indian Entrepreneurship program to faculty who teach in tribal colleges around the country. The School of Business awarded a total of \$108,707 in scholarships to 51 business majors. Gonzaga graduates continue to be among the country's best at passing the CPA test on first try.

Dean **Bud Barnes** is the School's longest standing employee with 30 years under his belt, 23 as dean. His assistant, **Terry Coombes**, and accounting Professor **Kay Carnes** have registered 25 years here.

Here's a breakdown of the numbers:



Terry Coombes, Bud Barnes, Wil Terpening, Matthew Ruth-erford, Jane Hession and Molly Pepper.

Business Facts

Employees	37
Faculty	28
# w/ terminal degrees	26
Avg. length of service (yrs.)	9.7
Professionals	5
Administrators	2
Clerical staff	2

Other Notes of Interest:

Faculty gain international exposure by teaching in universities in France, New Zealand, Australia, England, China, and Finland. Faculty's research output continues to be high and are published in top-tier journals and other professional outlets.

Fountain gushing

Gonzaga's new basalt water fountain adorning the Quad is up and running well, according to **Robert Aitken**, maintenance manager. It was installed this fall as a gift from the class of 2003. A motor constantly circulates water from a pond below the rocks, keeping it bubbling up 24 hours a day. It will be shut down for the winter months to keep its parts from freezing. It occasionally has been seen spewing suds, perhaps implanted by students. However, the suds had no effect on its operation, Aitken said.

The Quad Fountain was a gift from the class of 2003, and cost just under \$15,000.



SWAPPING PINS FOR PADS

Plans studied to convert Colonial Bowl block into housing

Gonzaga administrators are studying the feasibility of building apartment-style and/or residence hall suite-style complexes on the Colonial Bowl block.

"We know that we still have freshmen and sophomores in the Red Lion River Inn, and we'd like to get them out," said Finance Vice President **Chuck Murphy**. "There's also been a demand from juniors and seniors to live on campus. So the project is likely to include housing for both groups."

This housing project is likely to commence construction sometime between summer of 2004 and summer of 2005, **Murphy** said. This would



Campus Architect Mac McCandless and Dean of Student Services Beth Hellwig-Olson survey site of proposed housing at Boone and Pearl streets.

be a self-supporting project with the costs of construction being met by the revenue from the residences.

It is likely that the residence hall suite-style units would accommodate about 100 students, which

would take care of the River Inn residents. These units would be similar to those in Goller and Dillon halls. The apartment-style units would be similar to the Corkery Apartment units.

Former Zag earns World Series ring

Former Gonzaga catcher **Mike Redmond** (1991-93) became the third former Bulldog baseball player to appear in a World Series when the Florida Marlins defeated the New York Yankees in six games last month. Redmond has been the back up catcher for the Marlins since the 1998 season.

The first Gonzaga player to appear in a World Series was **Leon Cadore** who pitched for the Brooklyn Dodgers in the 1920s. Cadore helped Brooklyn advance to the 1920

World Series, appearing in two games with a 9.00 ERA during two innings pitched. Cadore closed out a Game One loss to the Cleveland Indians and then was a surprise starter in Game Four when slated starter Rube Marquard was arrested several hours before the game trying to sell a World Series ticket for \$350 to an undercover cop. Cadore

would toss the first inning and then was lifted after giving up two runs. Cadore, who earlier that season had placed his name in the baseball annals with his 26-inning 1-1 duel with Boston Braves starter Joe Oeschger, would go on to pitch in the Major Leagues until 1924-

never again returning to the World Series.

Former Gonzaga second baseman **Lenn Sakata** was the second former Zag to reach the World Series when he served as a role player on the 1983

Baltimore Orioles World Series championship team. Sakata appeared in only one game with one at-bat. Sakata holds the distinction of being the last player to play shortstop for the Baltimore Orioles prior to Cal Ripken starting his record-setting streak of consecutive games. Sakata finished his Major League career in 1987 as a member of



Mike Redmond ('93), World Series champion

Fall 2003 Enrollment Update

Overall enrollment	5,826
Undergraduates	3,746
Graduate	1,098
Doctoral	116
Law	627
Non-credit programs	40

Gonzaga Registrar **Jolanta Kozyra** reports that retention of last year's freshmen was 90 percent. Students hail from 49 states and 37 countries. She also reports that the six-year graduation rates for the incoming freshman class in 1997 was 76 percent, the highest in University history. "Even though we use a nationally prescribed six-year figure, most of our students still graduate in four or five years," **Kozyra** said.

22 basketball games set for TV

Gonzaga's men's basketball will be seen seven times as part of the FOX Sports regional television package announced last month.

"Television is an important element to any program," head Coach **Mark Few** said. "Our national, regional and local television exposure is among the best in the country."

ESPN announced that as many as seven Gonzaga games could be seen on either ESPN or ESPN2 this season. Gonzaga's game against the University of Missouri - The Battle in Seattle - on Dec. 13 at KeyArena will be televised on CBS.

In addition, KHQ-TV has released an initial broadcast schedule for games on KHQ and its PAX affiliate in Spokane. Currently 22 Gonzaga games are scheduled for broadcast this season.

2003-04 Gonzaga Television Schedule

Date	Opponents	Network	Time
Nov. 14	vs. St. Joseph's	ESPN2	6 p.m.
Nov. 21	vs. Idaho	PAX	7 p.m.
Nov. 24	vs. Denver	PAX	7 p.m.
Nov. 29	vs. Georgia	FOX	1 p.m.
Dec. 3	at Washington	FOX	7:30 p.m.
Dec. 6	vs. Maryland	KAYU	Noon
Dec. 7	vs. either George Washington or West Virginia		TBA
Dec. 13	vs. Missouri	CBS	11 a.m.
Dec. 28	vs. WA St.	FOX	7 p.m.
Dec. 31	vs. Eastern WA	KHQ	5 p.m.
Jan. 4	vs. Montana	KHQ	5 p.m.
Jan. 8	at Pepperdine	FOX	5:30 p.m.
Jan. 15	vs. San Francisco	PAX	7 p.m.
Jan. 17	vs. St. Mary's	ESPN2	8 p.m.
Jan. 23	at Portland	FOX	7:30 p.m.
Jan. 31	at Santa Clara	FOX	7:30 p.m.
Feb. 5	vs. Pepperdine	ESPN2	8 p.m.
Feb. 7	vs. Loyola Mrymnt	KHQ	5 p.m.
Feb. 12	at San Francisco	ESPN2	8 p.m.
Feb. 18	vs. Portland	FOX	7:30 p.m.
Feb. 26	vs. San Diego	ESPN2	8 p.m.
Feb. 28	vs. Santa Clara	KHQ	5 p.m.