



GONZAGA
UNIVERSITY

SEPTEMBER 2005

SPIRIT

A newsletter for faculty and staff

Volume 7

Send Spirit story ideas to lombard@gonzaga.edu

Issue 1

AVP asks faculty to take active role in shaping University's future

Academic Vice President **Stephen Freedman** opened the 2005-2006 year by urging faculty members to undertake an active role in shaping Gonzaga's future, particularly with regards to strategic planning and pay-for-performance. Speaking at the Fall Faculty Conference, Freedman acknowledged the difficulties inherent in such work and thanked faculty members for their commitment.

"Am I asking you to do more? Yes," Freedman said. "Will that work make Gonzaga a better academic institution, a more desirable place for faculty to work, a more engaging community, and a university more true to Ignatian educational ideals? Absolutely!"

Academic strategic planning by individual schools and colleges is nearing completion in some cases. A Vision Committee and Steering Committee will create the vision statement and

framework, respectively, for the overall strategic planning.

Freedman also updated faculty on work in other areas targeted by last year's accreditation report: assessment and faculty evaluations. In assessment, nearly all academic areas have submitted learning outcomes. The next step will be identifying methods used to measure the effectiveness of learning.

Senior Faculty Advisor **Mike Herzog** and a 21-member faculty committee have made several suggestions to guide the overall processes of faculty evaluations. Herzog is developing a teaching/advising resource center for faculty who wish to improve their skills.

The work on faculty evaluations, while not originally intended for this purpose, will help form a foundation for exploration of a pay-for-performance model, Freedman said. He



Dean Larson, Dennis McMinn and John Burke swap summer stories at the Fall Faculty Conference.

estimated a two- to three-year time-frame for that work and reiterated his call for faculty involvement.

"I am convinced that we are better off taking these issues on directly than hiding our heads in the sand," Freedman said.

Comments on compensation report encouraged by Sept. 15

By **Thayne McCulloh**
VP for Administration and Planning

Toward the end of last academic year many in the community will recall that considerable attention on the part of the community was being paid to issues surrounding compensation and the potential for change in our compensation system.

Following the work of two consultants, engaged by the administration at the request of the Board of Trustees, the University was presented with a report detailing the results of a "peer analysis."

This peer analysis, conducted in the summer and fall of 2004, attempted to provide the University with a sense of the compensation practices currently in existence at 18 institutions considered similar to us on a number of relevant criteria. Although similarities exist between Gonzaga and many of its peer institutions,

If you would like a copy of the report, please contact Heather Murray at Ext. 6829.

some significant differences also were noted: namely that performance-based compensation exists amongst these peer institutions to a greater degree than we were previously aware.

After release of the report to the community in January of 2005, the president and the administration, together with the Board of Trustees, discussed what next steps were appropriate. The initial conclusion reached was that the report required both broad circulation and discussion on the part of the entire University community. For that reason the president issued a memorandum in the late spring requesting of the vice presidents, deans

and the Faculty and Staff assemblies that feedback relevant to the consultant's final report be provided. Subsequent to this, a series of meetings were held in late May and early June hosted by the Human Resources Department. These meetings were intended to provide members of the community with an understanding of our current compensation practices so that providing feedback on the consultant's report would be easier.

Following these meetings and throughout the summer, a great deal of information has been gathered from members throughout the community. This process has yielded a lot of good information about the report and the issues it addresses (from the non-faculty perspective). If employees would like to submit additional feedback or have not had an opportunity to do so, you are encouraged to submit it by Sept. 15th.

Next issue...Where from here?

SPiRiT

AROUND CAMPUS

• Several volunteers from the Foley Center worked over the summer to help the library of St. Aloysius Catholic School convert to an electronic catalogue. **Doug Wayman, Marjorie Luce, Theresa Kappus, Kelly Jenks, Sarah Okert** and **Kathleen O'Connor** participated in the project, which included painting, putting up new shelving, displaying new books, and choosing and implementing software for the new cataloguing system.

• **Liez Alcantara**, who stepped across the stage May 8 to receive her bachelor's degree in psychology from Gonzaga, has been accepted into a one-year overseas teaching program through the Fulbright Korean-American Educational Commission. Alcantara, who is from Seattle, was awarded an English teaching assistantship in South Korea, a one-year commitment that involves teaching conversational English to students and developing a photo essay depicting the cultural interactions of the people she meets.

• Gonzaga's Web site has a new look. Edgy shapes, and the repeated green and orange colors mirror the University's Viewbook and other materials for prospective students. The new design – or as ITS projects director **Chris Gill** puts it, the "new skin" of the Web site – is the work of the Spokane graphic design firm Klundt-Hosmer. Photographs, particularly of students, will play a strong role on the Web site. No changes have been made to navigation or content.

• **John Halstead**, who was Gonzaga's vice president for Student Life from 1981 until 1987, has been named president of State University of New York Brockport. Located west of Rochester, SUNY Brockport enrolls 8,595 students. "I grew up in the shadow of SUNY and have deep roots in upstate New York and the Finger Lakes," Halstead said "It is the first-rate quality of Brockport's faculty, staff, and students and the potential to lead the college to even greater heights that drew my interest." For the past seven years, Halstead has served as president of Mansfield University.

• For the fourth consecutive year, Gonzaga University's **Hogan Entrepreneurial Leadership Program** has received a grant from the Herbert B. Jones Foundation of Seattle to foster entrepreneurship in the region. The \$20,000 grant will be applied to the cash awards for the Hogan Program's 2006 Business Plan Competition.

• The Security Department's summer Diaper Drive collected five cases of disposable diapers for the Vanessa Behan Crisis Nursery. Director of Security **Jeff Hart** said the department will keep this as a summer project, looking for ways to increase donations. Hart encouraged anyone interested to make further donations of diapers or other supplies for the nursery. "It's never too late to contribute."

New Lewis & Clark volume documents scene by scene

“O”cean in View, Oh! The Joy!” a new book by history Professor **Robert Carriker**, does what no other volume about Lewis and Clark's journey has done, which is to focus on the activities of the Corps of Discovery within Washington state and on the Columbia River.

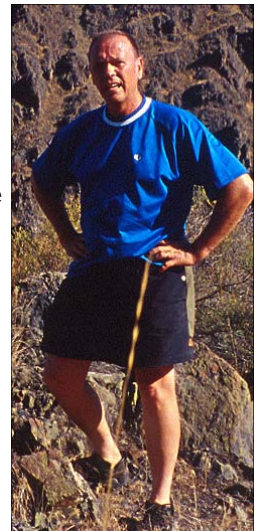
For the past several years, the state of Washington has been at work placing large wayside panels commemorating the journey along the state highways that closely follow the route of the Lewis and Clark expedition within the Evergreen State. Each panel is roughly divided into thirds: a 100-word comment about the event that took place at the location, an original illustration by **Roger Cooke** depicting the event, and a quote from the journals of Lewis and Clark about the event that took place. The highway markers and their installation were joint projects of the Department of Transportation and the Washington State Historical Society.

“Ocean in View”, which was published by the historical society, takes 78 of the original illustrations and reproduces them in full page. On the page opposite the illustration is a fuller, deeper explanation of the event.

“I am particularly pleased that this is a book that can

be used by a variety of people: children who cannot read can look at the pictures, students of all grade levels who can read will learn something, including the unique spelling and punctuation of the explorers in quotes taken from the original journals, about the Columbia River and Washington,” Carriker said. “Adult readers will appreciate the footnotes to the text that lead them to other sources. I am writing for people who want to learn without grades and a transcript.”

“Artist Roger Cooke had a lot of help from historians learning about uniforms, Indian villages, falls and rapids, and so on,” Carriker said, adding that after several peer reviews, “Cooke's work is wonderfully authentic.” “Ocean in View” can be ordered through the Washington State Historical Society.



History Professor **Bob Carriker** on the trail of Lewis & Clark.

Yearlong conversation to consider war-related issues

A n interdisciplinary project called “The Other Side of War” will unfold this year on campus, engendering conversations about the war against terror and the various ways in which it is changing our world. Issues to be explored include the victims of the war on terror, terrorism and poverty, terrorism and gender, the draft, and the national split in our responses to the war on terror.

“We hope to stimulate and support a campuswide conversation in our classrooms and among our faculty about the war on terror and related issues,” said English Professor **Mike Herzog**, the lead organizer. “We want to explore these issues from classical times to the present, considering environmental, political, literary, psychological, legal, etc., implications for every age.”

A luncheon will be held this month to outline the project for interested faculty. Plans call for three noon-time presentations/discussion for faculty and students during the fall semester, and two more presentations/discussions in the spring. Organizers plan to include an off-campus speaker during the second semester.

The Russell Theatre production of “The Trojan Women” in January will become a visual and dramatic linchpin for the project.

“When the Greeks performed their plays, grown men wept. We plan to have a similarly strong

effect,” said Associate Professor **John Hofland**.

The similarity between “The Other Side of War” and last year's “Dead Man Walking” project is deliberate. Twenty professors from different disciplines joined in last year's project. “People from every corner of the University. It was very encouraging for a lot of us that we could do that,” Herzog said.

“This really began when Stephen Freedman asked me to try to bring together the faculty book club, the faculty salons that we've been working on, and other interdisciplinary efforts

the AVP is sponsoring,” Herzog said.

In his capacity as senior faculty advisor to the academic vice president, Herzog worked with a group of faculty including Hofland; **Laura Brunell**, political science; **David Boose**, biology; **Erik Schmidt**, philosophy; **Betsy Downey**, history; **Pat McCormick**, religious studies, and Dean **Robert Prusch** of the College of Arts and Sciences.

Herzog said he's not aware of yearlong interdisciplinary projects at Gonzaga before “Dead Man Walking.” “But this is a model we would like to use again in the future. This is not a one-time deal.”

“Our hope is that the fall sessions will encourage faculty to integrate this topic, the play and selected readings into their course syllabi for the spring,” Herzog said.



NOTEWORTHY

New Hires:

JoAnne Bruce, customer service assistant in training, Plant Services; **Benjamin Cramer**, residence hall director, Housing; **Robert Finn**, director of alumni association, University Relations; **Kamma Fredrickson**, administrative assistant, President's Office; **Merri Hartse**, electronic resources librarian, Chastek Library; **Jared Hertz**, business manager, Athletics; **William Jack**, A/V tech supervisor, Campus Services; **Patricia Kannberg**, program specialist, Academic Services; **Marzena Kosinski**, program assistant III, MOL-online; **Patrick Lee, S.J.**, vice president for mission; **Marny Lombard**, public relations writer, University Relations; **Earl Martin**, dean, Law School; **Samuel Maurer**, assistant director of debate, Communication Arts; **Cindy Perry**, program assistant II, University Ministry; **Ronald Prindle**, benefits specialist, Benefits; **Kevin Reese**, electrician in training, Plant Services; **Heidi Safadago**, marketing program specialist, Graduate School of Business; **Karen Sandall**, program assistant II, Disability Resources; **Amy Sinisterra**, public relations photographer, University Relations; **James Sutterman**, locksmith, Plant Services; **Lindsay Williams**, secretary, Education; **Matthew Williams**, mail services clerk, Plant Services; **Bridget Yacker**, customer service in training (part-time), Plant Services.

Goodbyes:

Shane Borrowman, assistant professor, English; **Patti Buller**, program coordinator, Sports & Physical Education; **Donna Campbell**, associate professor, English; **Luis Caroli**, A/V tech supervisor, Campus Services; **Denise Casey**, assistant professor, Communication Arts; **Jeanne Chouteau-Adams**, liaison and program marketing coordinator, Nursing; **William Clarke**, professor, Law School; **Donna Crow**, director of formation, Mater Dei; **David Dormaier**, custodian in training, Plant Services; **Marina Drake**, instructor, Modern Languages; **Heidi Hansen**, benefits specialist, Benefits; **Jenny Harvey**, internship specialist, Career Center; **Stephanie Heitner**, customer service assistant III, Plant Services; **Margaret Herzog**, academic records evaluator, Admissions; **David Howe**, instructor, Education; **Lucia Huntington**, instructor, ESL; **Allison Kavey**, assistant professor, History; **Tiyanika Keller**, residence hall director, Housing & Residence Life; **Virginia Killingbeck**, program specialist, Doctoral Program; **Donna Longpre**, nurse practitioner, Health Center; **Thomas McGirk**, web administrator, Law School IT; **Dan Mencke**, mail services supervisor, Plant Services; **Leslie North**, administrative assistant, President's Office; **Bradley Oakshott**, custodian I, Plant Services; **J.R. Payne**, assistant women's basketball coach, Athletics; **Fred Poyner**, assistant curator, Jundt Art Museum; **Marty Pujolar**, director of alumni association, University Relations; **Gerald Roth**, associate professor, Math; **Matthew Rutherford**, assistant professor, Business; **Dennis Satterwhite**, assistant professor, Biology; **Robert Seale**, development assistant III, University Relations; **Kornel Skovajsa**, associate professor, English; **Eric Slusher**, assistant director of debate, Communication Arts; **Fernando Sudarshan**, assistant professor, Physics; **Michelle Tabit**, assistant professor, History; **Emily Talley**, assistant director of major gifts, University Relations; **June VanDyke**, operator Switchboard; **Shawn Viles**, customer shift supervisor I, Plant Services; **Anthony Wadden**, associate professor, English; **Br. Adam Weisgerber**, customer service assistant, Student Union; **Martina Welshula**, specialist, GIEOP; **Karen Wiley**, customer service assistant I, Plant Services; **Kenneth Williams**, associate professor, Law School; **Jonna Wysong**, program assistant II, Admissions.

Promotions/New Assignments:

Senad Avdic, from custodian I to custodian II; **Todd Burns**, from groundskeeper in training to groundskeeper I; **Max Capobianchi**, from associate professor to professor; **Lynn Daggett**, from associate professor to professor; **Paul DePalma**, from associate professor to professor; **Jordan Dunn** from temp custodian to custodian I; **Lorrie Engle**, from buyer IV to buyer V; **Katherine Fairburn** from custodian III to custodian IV; **Shan Ferch**, from associate professor to professor; **Allan Greer**, from associate professor to professor; **John Gurule**, from custodian in training to custodian I; **Thomas Haley**, from warehouse worker II to warehouse worker III; **Michael Hamblin**, from custodian I to custodian lead in training; **Patricia Hana**, from nurse practitioner to on call RN; **Abraham Henderson**, from custodian in training to custodian I; **Garrin Hertel**, from client service assistant, Registrar's Office to institutional research data analyst, AVP's office; **Barbara Hordemann**, from office clerk in training to office clerk I; **John King** from HVAC tech in training to HVAC tech I; **Alisha Kirk**, from academic records evaluator to project lead/academic records evaluator; **Michael Maher**, from Dean, Gonzaga-in-Florence, to associate professor, History; **Barry Matthews**, from temp officer to officer; **Darryl McLeod**, from custodian II to custodial shift supervisor II; **Helen Nahoopii**, from temp academic records evaluator to academic records evaluator; **Andrew Quinn**, from counselor to assistant dean; **Jinny Piskel**, from graduate and marketing program specialist to assistant director; **Bryan Putnam**, from plumber I to plumber II; **Crystal Roberg**, from academic records evaluator to work process lead/academic records evaluator; **Donna Ryan**, from program assistant III to program coordinator; **James Schlaich**, from HVAC tech I to HVAC tech II; **Rozalyn Sippel** from temp custodian to custodian in training; **Richard Smith**, from HVAC tech II to HVAC tech III; **Aaron Sommerville**, from custodian lead I to custodial shift supervisor; **Murlaine Steckler**, from mail services lead to mail services supervisor; **Jeffery Taylor**, from electrician I to electrician II; **Alex Vallandry**, from custodian in training to custodian I; **Fr. Anthony Via, S.J.**, from professor to director of development for Gonzaga in Florence.

Anniversaries:

35 **Michael Herzog**, professor, English; **Kay Nakamaye**, professor, Chemistry; **Scott Patnode**, director/curator, Jundt Art Museum.

30 **Gail Allwine**, professor, Electrical Engineering; **Bob Bialozor**, associate professor, Education; **Mary Jo Leveque**, director, Health Center; **John Maurice**, professor, Law; **James Vache**, professor, Law.

25 **Johnny Coffey**, locksmith V, Plant Services; **Ronald Harris**, assistant professor, ESL; **Steve Hertz**, director, Athletic Relations; **Sue Newman**, secretary/counselor, Education; **Gary Nicolai**, carpenter V, Plant Services; **Larry Perkins**, data networking manager, CCNSS.

20 **Jason Chen**, professor, Management Information Systems; **David Elloy**, professor, Management; **Fr. Ken Krall**, instructor, Classical Language; **Thomas Miller**, associate professor, Communication Arts; **Susan Shinnick**, secretary/receptionist, Financial Aid; **Willbann Terpening**, professor, Operations Management; **John Vander Beek**, associate professor, Mathematics.

15 **Scott Bozman**, professor, Marketing; **John Caputo**, professor, Communication Arts; **Paul DePalma**, professor, Mathematics/Computer Science; **Lorrie Engle**, purchasing buyer V, Plant Services; **Mary Garvin**, assistant professor Religious Studies; **Mary Heitkemper**, acting director, The Career Center; **Thayne McCulloh**, vice president, Administration and Planning; **Fr. John Mossi, S.J.**, associate professor, Religious Studies; **Gary Nestler**, lab tech, Broadcast Studies; **Jerri Shepard**, associate professor, Education; **Larry Shockey**, electronics

tech, Engineering; **Robert Toshack**, manager of computer operations, School of Business; **Julie Zabinski**, custodian IV, Plant Services.

10 **Julie Claar**, case management coordinator, School of Law; **Mary Farrell**, associate professor, Art; **Colleen Goodwin**, instructor, Mathematics; **Patrick Hartin**, professor, Religious Studies; **Quanhua Liu**, associate professor, Philosophy; **Mac McCandless**, architect, Plant Services; **Stefania Nedderman**, associate professor, Modern Languages; **Theresa Schermerhorn**, assistant director, Financial Aid; **Janet Snowden**, custodian lead III, Plant Services; **Murlaine Steckler**, mail services supervisor, Plant Services; **Einar Thorarinnson**, head men's soccer coach, Athletics; **Gary Weber**, associate academic vice president, AVP's Office; **Nancy Yamaura**, custodian III, Plant Services.

5 **Janelle Axtell**, program assistant III, Education; **Summer Berry**, costume shop supervisor, Theatre; **Kevin Chambers**, assistant professor, History; **Shelly Daugherty**, public relations and marketing assistant, University Relations; **Catherine Dieter**, director of certification, Education; **Scott Ekstrom**, classroom specialist, ITS; **Cynthia Fitzgerald**, faculty, Nursing; **Jackie Fulton**, administrative secretary II, Athletics; **Anna Gonzales**, program specialist, Student Activities; **Thomas Haley**, warehouse worker III, Plant Services; **Gail Hammer**, staff attorney, Law School; **Joey Haydock**, assistant professor, Biology; **Beth Hellwig-Olson**, dean, Student Services; **Shirley Meyer**, faculty assistant, Art; **Diane Moore**, program assistant I, Nursing; **Ann Murphy**, associate professor, Law; **Theodore Nitz**, assistant professor, History/International Studies; **Kelly O'Brien-Jenks**, library tech III, Foley Library; **Michele Pajer**, instructor, English; **Jean Pugh**, senior faculty assistant, Social Sciences; **Maureen Rieckers**, assistant to the dean, School of Business; **Jessica Russo**, ticket manager/travel specialist, Athletics; **Richard Smith**, HVAC tech II, Plant Services; **Michael Stebbins**, director, Gonzaga Institute of Ethics; **June Stewart**, associate professor/director, Chastek Library; **Shannon Strahl**, assistant director of compliance, Athletics; **Robert Thomas**, lab coordinator, Chemistry; **Trevor Wertemberger**, assistant director of alumni association, University Relations; **Ross Windhorst**, HVAC tech II, Plant Services; **Timothy Woodard**, maintenance II, Plant Services.

Cradle Call:

Senad Avdic, custodian II, Plant Services, and wife Sedina are the parents of Melisa. Born July 12, she was 7 lbs. 10 oz and 19 inches long; **Kieran Barton**, women's soccer assistant coach, Athletics, and wife Christina are the parents of Nickolas Cruz. Born May 15, he was 8 lbs. and 21½ inches long; **Julie Beckstead**, assistant professor, Biology, and husband **Matt Bahr**, assistant professor, Sociology/Criminal Justice are the parents of Henry Bahr. Born June 22, he was 8 lbs. 12 oz. and 19½ inches long; **Heidi Doolittle**, instructor, ESL, and husband Tobey are the parents of Kayna. Born June 14, she was 7 lbs. and 19¼ inches long; **Abe Henderson**, custodian, Plant Services, and wife Jessica are the parents of Josiah John. Born Aug. 9, he was 7 lbs. 10 oz. and 20 inches long; **Molly Kretchmar-Hendricks**, associate professor, Psychology, and husband **Brett Hendricks**, computer support specialist, Arts and Sciences, are the parents of Ian Jordan. Born May 15, he was 7 lbs. 8 oz. and 20 inches long; **Shannon Strahl**, assistant director/compliance coordinator, Athletics, and husband Bobby are the parents of Robert "Bo". Born June 12, he was 8 lbs. 4 oz. and 19½ inches long; **Jill Wilkinson**, program assistant, Academic Services, and husband Kevin are the parents of Alyson and Alexis. Born May 2, Alyson was 5 lbs. 5 oz. and 19¼ inches long and Alexis was 5 lbs. 14 oz. and 20 inches long.

INNERC director finds promising matches for science departments

Howard Glass is the director of Gonzaga's Inland Northwest Natural Resources Research Center, a new program that matches the resources of the University's science departments with Spokane businesses – particularly those in need of research support, faculty expertise and student interns.

"I tell people that I'm a matchmaker, but it's harder than regular matchmaking," said Glass, a physicist who joined the University in February. "Both parties are very particular. The faculty know what their specialty is, and the business knows what its research needs are. Oftentimes, they're not even looking for each other."

INNERC was proposed as a research center that would focus on the Inland Northwest's traditional natural resources, forests, farm land, mining and water. In its first months, though, "natural resources" has been interpreted more broadly.

One early success for INNERC is the creation of a student internship with start-up firm Aegis BioSciences, which is developing specialized wound dressings. Think of a disposable diaper impregnated with various liquids, Glass explained, perhaps an antibiotic or substance that degrades harmful material in the wound. Aegis, which is

located in the Spokane Intercollegiate Research and Technical Institute, has an NIH grant to design dressings for the chronic wounds of diabetics.

"That's a nice match. We have a chemistry student working there as an intern, and we have some lab equipment that they don't have." This could easily develop into that student's senior-year research project, he said.

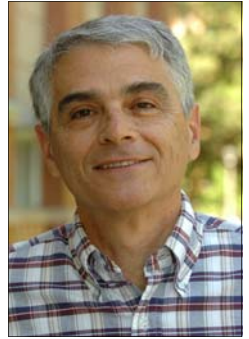
During Glass's 30 years of experience in industry – he worked for Spokane's Johnson Matthey for nine years and Rockwell, the aerospace giant, before that – he has often been on the other side of this equation.

"That means that some of my ideas are the ideas of an outsider," he admitted. For instance, he did not realize how heavy the teaching loads are for Gonzaga's faculty. But he's learning as he goes, and he expressed strong satisfaction with the level of students' preparation and of faculty expertise.

Glass recalled asking one faculty member what his specialty was. The answer? The social behavior of acorn woodpeckers. Glass's quizzical expression says it all: "And this is the kind of specialty that I'm supposed to match up with local business needs?"

Further conversation revealed that acorn woodpeckers, found in the oak woodlands of the southwestern United States, raise their young in social groups of as many as 15 birds. Meaningful research on their behavior necessitates knowing which birds parent specific offspring. That involves genetics, and having the right equipment to determine parentage.

"OK! So, they know something about DNA testing," he said. Here is something that the matchmaker can work with. One result is that start-up firm Signature Genomics, which does human chromosomal testing, has hired two Gonzaga graduates. "That's an example of a small, but promising business operating in an area that we hope will take off."



Howard Glass, INNERC director

Core Curriculum group shares preliminary findings

Resources are needed to educate new and adjunct faculty about the goals and objectives of the University core, as well as to enable current faculty to develop core courses or integrate existing courses into the core. The Core Curriculum should effectively expose students to other languages, literatures, and cultures, so as to complement the study of Western history and tradition. Also, the University core needs central administration through a core curriculum coordinator or director. Such administration would help oversee the core, implement any adopted changes, and promote ongoing discussion and evaluation of the core.

These three concepts are among the preliminary findings of the Core Curriculum Review Committee. The committee agreed in its work last spring upon both findings and internal goals, all of

which are intended to help guide its continued work.

"The group has received many specific proposals for change to the University core and will consider whether to ask the Gonzaga community at large to discuss some of the more concrete possibilities," said philosophy Associate Professor Doug Kries, committee chair.

The review committee's seven internal goals include the following concepts: The University core will embody the humanistic, Catholic and Jesuit tradition of which Gonzaga is a part. It will equip students with an awareness of past and contemporary societies, an understanding of the different methods of intellectual inquiry, and a commitment to the ideals of peace, justice and charity.

Theatre Arts sets year's schedule

The 2005-2006 Theatre Arts Program season in Gonzaga's Russell Theatre opens with "Lewis and Clark Manifest Destiny; Part 1, The Musical Story" by Alan Klem, music and lyrics by Fred Hanna. Performances will be Oct. 21, 8 p.m.; Oct. 28 and 29, 7:30 p.m.; Oct. 22, 2 p.m. and 8 p.m.; Nov. 4 and 5, 7:30 p.m.; Nov. 6, 2 p.m.

"Trojan Women," translated with introduction by Edith Hamil-

ton, will be performed Jan. 27, 28, and Feb. 2-4, 7:30 p.m.; also Feb. 5, 2 p.m.

Shakespeare's "Comedy of Errors" runs March 31, April 1, 6-7, 7:30 p.m.; and April 9, 2 p.m.

The Fifth Annual Dance Concert runs April 24, 25 and 26, 7:30 p.m.



McCormick opens Catholicism speaker series

The fourth year of the Catholicism for a New Millennium speaker series will open Sept. 8, in Cataldo's Globe Room, with "Jesus' Table Manners: Etiquette for a Revolution," based on Professor Patrick McCormick's recent book "A Banqueter's Guide to the All-Night Soup Kitchen of the Kingdom of God".

Much of the trouble Jesus got into came from the radical politics he practiced at the dinner table. Like the Black civil rights demonstrators who integrated America's lunch counters in the 1950s and '60s, McCormick suggests, Jesus introduced a revolutionary set of table manners based on his vision of God's heavenly banquet. And he taught his disciples to do likewise, breaking bread with aliens and outcasts, offering their seats to the low and weak, getting up from table to wait on others. Then as now, Jesus' table manners are a recipe for revolution – teaching us to practice a radical politics of hospitality, equality, and service,

dismantling the head tables where masters lord it over servants and setting up a banquet where no one is hungry, no one is excluded, and there is neither Jew nor Greek, slave nor free, male nor female.

The free series presentations, all of which start at 7:30 p.m., continue Sept. 23 with Ronald Rolheiser, OMI (Oblate School of Theology), who will discuss "Forgotten Among the Lilies: Learning to Love Beyond Our Fears" at St. Aloysius Church; Oct. 20 with Julie Hanlan Rubio (St. Louis University) who will address "A Christian Theology of Marriage and Family" in the Barbieri Courtroom; and concludes Nov. 17 with Thomas Shannon (Worcester Polytechnic Institute) lecture on "Cloning & Stem Cells: Reflections of a Catholic Theologian" also in the Barbieri Courtroom.

GU enrolls 'embarrassment of riches'

A record-breaking fall enrollment of 6,200 students is expected this year. The University "is enjoying an embarrassment of riches," said Father Robert J. Spitzer, S.J., in his speech to the Fall Faculty Conference. Those 'riches' include gains in the overall number of applicants and students' academic profile. The average SAT for this year's incoming freshmen is 1191; the average GPA is 3.64.

With more students than expected choosing to attend Gonzaga, this year's freshman class will include 990 students, said Dean of Admission Julie McCulloh. The University will also enroll 181 transfer students, for an undergraduate total of 4,100, as well as approximately 1,300 master's students, 125 doctoral students and 600 law students, said Assistant Academic Vice President Jolanta Kozyra.

This year's housing includes the addition of Twohy Hall, which will accommodate 95 students. Another 78 students will be lodged at the Red Lion River Inn this year, nearly half the number housed there last year.

The number of students rooming in residence hall lounges has dropped in comparison to recent years, said Dean of Student Services Beth Hellwig-Olson. One last piece of the housing puzzle is the housing of 56 sophomores Dussault Hall, which has traditionally been reserved for juniors and seniors.

'Building our House' opens new avenue to living the Mission

A diversity awareness program for faculty and staff called "Building our House through Community Storytelling and Careful Listening," will start this month. Offered through Human Resources, the year-long program is designed to help faculty and staff reach a shared understanding how we want to live the University's mission through diversity.

Beverages and desserts will be provided at each session; participants are encouraged to bring a brown-bag lunch. The opening session of "Building Our House" will be 11:30 a.m.-1 p.m., Sept. 23 in the Globe Room, Cataldo Hall.

In the monthly sessions, participants will learn practical skills, gain insight into themselves and others and look for answers to questions such as: What do we appreciate about the community we have? How do we start creating the community we want? What are our dreams for the campus community?

Through telling our own stories and listening to others', including the stories of a Native American storyteller, Human Resources' training and development manager **Jason Swain** hopes that participants will be able to move into dreaming "really big dreams" about a Gonzaga that more fully embraces individual differences. At the conclusion, participants will have literally written a book capturing what was learned and vividly describing the community we collectively most desire.

"If we're successful, I want people, when they're faced with some kind of difference, to say 'Cool! How can I work with this person so I can learn from his or her unique qualities?'" Swain said.

Last year's Diversity Passport program was offered under the University's Diversity program. The decision to move the employee diversity program into Human Resources and the move to a 12-month program both illustrate the University's continued commitment to diversity.

While attendance varied from month to month last year, a consistent group of about 30 made it to almost every session of the Passport program. Swain calls those individuals "the choir". The planning committee, a partnership of Human Resources, the Diversity Office and Staff Assembly, is looking for a much larger choir this year, about 700 members strong. The advantages of joining "Building Our House" include building the quality of your relationships on campus, deepening your understanding of human differences, and helping to shape the future of the University.

Fall Sports Home Games

*Soccer played on Martin Field
Volleyball played in Martin Centre*

September			October		
13	VB	Washington St. 7 p.m.	1	VB	Portland 1 p.m.
16	WS	Montana 3 p.m.	2	MS	San Diego 1 p.m.
18	WS	UC Riverside 1 p.m.	2	WS	Portland St. 11 a.m.
20	MS	Oregon St. 4 p.m.	9	MS	St. Mary's 1 p.m.
23	MS	Jacksonville 4 p.m.	14	VB	San Francisco 7 p.m.
25	MS	Wisconsin-Mil. 2 p.m.	15	VB	St. Mary's 7 p.m.
30	MS	Loyola Mary. 3 p.m.	20	MS	Portland 2 p.m.
30	WS	Idaho 1 p.m.	21	WS	San Diego 1 p.m.
November					
4	VB	San Diego 7 p.m.			
5	VB	Santa Clara 8 p.m.			
5	WS	San Francisco 12 noon			
6	MS	U. Washington 1 p.m.			
11	MS	Santa Clara 1 p.m.			
13	MS	San Francisco 1 p.m.			
17	VB	Pepperdine 7 p.m.			
19	VB	Loyola Mary. 7 p.m.			

VB = Volleyball
MS = Men's Soccer
WS = Women's Soccer

Focus On... Mail Services crew combines hustle, humor and TLC

The end of August and all September is one long blur of activity at Mail Services. But it's a blur that newly promoted supervisor **Murlaine Steckler** takes in stride. She's worked for Gonzaga for 10 years, with nine of those spent in the mail room. When she applied for the supervisor's job, taking over after

Dan Mencke's retirement this spring, she did so with confidence that she had the know-how to run the operation smoothly.

Thousands of details must go right. More than 3,500 student mail boxes are available to be assigned at the start of the school year, with a like number of brass keys to be handed out.

This year, a new system has allowed more efficient delivery of books that students pre-purchased online from the University Book Store. So many computers are shipped to Gonzaga by students that the mail room has its own computer storage area. Chairs, mattresses, microwaves, tattoo guns – it all comes through Mail Services.

Tattoo guns? The mail room discourages faculty and staff from receiving personal mail on campus, but it ships out packages for faculty and staff, as well as for students. When a staff member's tattoo-artist son moved to San Diego in August, his equipment had to get there too.

Everyone in Mail Services has a story to share: The freshman who was mortified to discover she'd shipped so many boxes – 20 – that her belongings had their own personal storage area; the staggering costs some of the international students bear when they ship their belongings home to China or Japan; the mystery of why so many students ship their computers home for the Christmas holiday only to ship them back again in January.

"I think that parents don't realize that we've got a secure facility here," Steckler said, ticking off features like video



Mail Services staff Heather Smith, Murlaine Steckler, Todd Ullrich, Michelle Wassink and Matt Williams take a breather before plunging into their busiest month.

cameras, steel doors and deadbolts.

Security is an issue in other ways, too. With growing concerns about identity theft, more students keep their mailboxes in the lower level of Crosby even when they move into off-campus housing as juniors and seniors. One innovation that Steckler points out is a special chute for students to deposit unsolicited credit card applications.

"They get millions of them," Steckler said, "and we used to find lots dumped right here." She gestured to one of several recycling bins that sit in front of the student mail slots.

Now, those credit card applications go into what's called the "secure burn" load – papers delivered to the city of Spokane's incinerator, where they are burned. "Secure burn" is a growing operation for Mail Services. In mid-August, 4.5 tons of "secure burn" were hauled to the incinerator.

Real care and concern for students is shared among Murlaine and her employees.

"I love seeing the freshmen's faces. They're so happy to be here, so excited about everything. And the senior's faces – 'I made it!' or some of them are so sad to be leaving, they just need a hug," Steckler said.

A sense of humor and communication so good that it borders on mind-reading helps Murlaine and her crew get through the crunch time of September. And it doesn't hurt that occasionally a package of cookies will arrive, not for Johnny or Suzie, but for those really nice people in the Mail Service room.

Twohy Hall to be dedicated

Gonzaga University will officially dedicate the newly constructed \$2.5 million R.E. Twohy, S.J. Residence Hall, located at 801 E. Boone Ave., Sept. 8, with a 3:30 p.m. ceremony followed by a reception and tours at 4 p.m.

Gonzaga President Father **Robert J. Spitzer**, S.J., and GU Vice President for Student Life **Sue Weitz** will be among the officials on hand for the dedication. Twohy will house three special residential theme programs for engineering, community service and comprehensive leadership. The three-story, 22,090-square-foot building is named for Father **Richard E. Twohy**, S.J., Gonzaga's 22nd president. The structure will house 86 lower-division students.

The Twohy building continues Gonzaga's efforts to provide suite-style accommodations, popular among sophomores for increased privacy. Instead of

25-45 students sharing a common area and bathroom facilities in typical residence hall style, Twohy offers smaller living units in which six students share a small living area and a bath and half.

Fr. Twohy served as Gonzaga's president from 1969-1974 and had been affiliated with the University for nearly 40 years. He died March 16, 2000, at age 86. He was well-known



Twohy Hall brings to 18 the total of Gonzaga's residence halls.

as an engaging political science professor, excellent priest, and an able administrator with a good sense of humor.

Construction shifts to other end of Ad Building

Continued work on offices in the Ad Building means a bout of musical chairs for some faculty members. Communication Arts and History are moving into the new office suites on the southeast end of the fourth floor of the Ad Building. Once those offices are occupied, work will start on the northwest side of the fourth floor, said Director of Plant Services **Ken Sammons**. Completion is expected by Christmas. In some cases, workers may go to evening shifts in order to limit the effect of construction noise on classrooms.

The Colonial Bowl apartment project is slightly behind schedule, due to a cement shortage. A fall 2006 opening is expected. Other housing due to open then is the newly acquired Marian Hall, a 100-bed dormitory for the former Holy Names High School. Housing and Residence Life are planning how to use that space, which is at 1015 E. Boone Ave., east of Hamilton.

Demolition of the Postal Annex is under way for the planned baseball stadium. Concrete from the old structure will be used as fill. The perimeter of the field is set, allowing for 130 new parking spaces to be built this fall.

Other changes in that corner of campus include a main campus entry to be built at Spokane Falls Blvd. and Cincinnati, east of the baseball field. This is one of several elements being designed to emphasize the campus perimeter. A formal campus sign at Ruby and Sharp is also in the works, as is a low brick wall along that section of Sharp, similar to the wall along the front of the Ad Building parking lot on Sharp.

Florence dedication acknowledges Mozilo gift

Gonzaga University has dedicated and named the new building at its study-abroad campus in Florence, Italy, the Angelo and Phyllis Mozilo Family Center. The building was purchased in 2002 and dedicated in May following the Mozilos' major gift to Gonzaga.

Angelo Mozilo is a Trustee of the university. The four-story building was purchased for approximately \$4 million, and replaces the leased space in the Palazza Antinori, which housed the program for many years. The

building includes: multimedia classrooms; a computer lab; wireless Internet throughout the building; a 10,000-volume library, the largest of any American university in Florence; student and faculty lounges; and staff offices with a few faculty offices.

Present for the May 8 dedication ceremony in Florence were the Mozilos, Gonzaga Chancellor **Bernard J. Coughlin**, S.J., some of Gonzaga's Trustees and Regents and Gonzaga-in-Florence administrators.

Pilgrims discover friendship, history

Gonzaga's 36th Pilgrimage will give students, faculty and staff the opportunity to walk through North Idaho's Coeur d'Alene wilderness to the Cataldo mission, an important site in Gonzaga's history. The Sept. 9-10 overnight trip is open to 250 participants. Father **Rick Ganz**, S.J., urges faculty and staff to join the Pilgrimage as an act of friendship. "To me it's important to practice the Jesuit commitment to friendship with our students before ministering to them." The walk will bring participants to the historic source of Gonzaga's origins.

Cost for the trip, including tents, food and transportation, is \$20. Contact **Florence Robins** in University Ministry for more information.



Pilgrims smiled through the rain last year.

The first evening's walk is 4 miles along the scenic Coeur d'Alene River, with the night's shelter provided by the ROTC. The following morning, after breakfast, the trek continues the 10 miles along beautiful mountain roads to the Mission of the Sacred Heart, where Mass will be celebrated at 2 p.m. before the return to campus.

ITS moves forward with network changes

Gonzaga's computer network will undergo upgrades this fall that will lay the groundwork for the next generation of networked technology, including video and other applications that call for high bandwidth. Almost every piece of equipment in the wired network will be replaced, leading to a highly redundant and reliable network.

"If the network is a highway, right now, we don't have much in the way of band-width problems. In other words, the cars move fine on the highway," IT Project Manager **Chris Gill** said. "But in a few years, we anticipate growth

and this will allow us to keep those extra cars moving."

The project will help improve the few existing problems with network speed. Improving the network began in fall 2004 with a needs assessment. The Board of Trustees has approved up to \$3 million for network upgrades. ITS has put out its request for bids and will begin purchasing equipment in October. Gill estimated that the work will be complete sometime in December. No significant down time is expected during the transition.