



GONZAGA  
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# SPIRIT

*A newsletter for faculty and staff*

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Send Spirit story ideas to [lombard@gonzaga.edu](mailto:lombard@gonzaga.edu)

Issue 6

## Pay, planning, performance draw questions

Initiatives ranging from University-wide strategic planning, evaluation of tenured faculty and student evaluation forms, to further work on outcomes assessment and a revamping of faculty awards are moving forward. The Spring Faculty Conference focused on discussion of these topics, as well as a robust question-and-answer session with Academic Vice President **Stephen Freedman** and Faculty Senate President **Mike Carey**.

The topic of pay for performance came up during the question-and-answer session. Freedman said he has been working on a proposal for pay for performance. He did not offer specifics. The Trustees are expected to return to this topic at their July meeting.

"I've talked with and listened very carefully to faculty members. I have heard some concerns, and I have some ideas. I will be meeting with groups of faculty to discuss these ideas," Freedman said. He expressed the hope that by working together with the Trustees and faculty a proposal can be crafted that is acceptable to, and will meet the needs of all.

The aspect of pay-for-performance as discussed last summer that most alarmed faculty was that no new money was on the table, so that those faculty rewarded for their successful work would have been taking money away from their colleagues.

Strategic planning in the individual schools and colleges is nearing completion, said **Gary Weber**, associate academic vice president, and will overlap with University-wide discussions. Approximately 35 groups will be convened in coming weeks to discuss the future of the University, specifically its strengths, weakness, opportunities and threats.

"What are our common goals? Where do we



*Biology Professor David Boose, here with students, asked a thorny question at the Spring Faculty Conference: How can he and his colleagues find the time to adjust their teaching in response to what they learn through outcomes assessment?*

see the University evolving? Where do we find overlap? We're reaching a stage where it's critical that a wide number of voices be heard," Weber said. He emphasized the role of faculty in the ongoing discussions.

A new committee will be formed to refine and oversee the University's approach to outcomes assessment, said **Jolanta Kozyra**, assistant academic vice president. Analyzing student learning to determine the specific outcomes of each course attracted some questions. Professor **Pat McCormick**, chair of religious studies, asked for research showing the effectiveness of outcomes assessment in improving student learning. Freedman agreed that more could be done to meet that need. He also explained that part of the driving force behind outcomes assessment is the federal government's emphasis on accountability in connection with financial aid.

One question linked outcomes assessment with faculty evaluation. Would the two ever be tied together? Freedman said it was possible.

Another question linked outcomes assessment and money. Biology Professor **David Boose** said he understood the value of the undertaking, but wondered when Gonzaga faculty are meant "to find the time to do the work involved, both to do the assessment and to make changes in response to it." Freedman said that no reduction in teaching load is being considered, but that Boose's point was nonetheless well taken. "I understand that many faculty are giving everything they have already," Freedman said. The topic of a reduction in teaching load is "deserving of a long and important conversation."

A simple, universal form has been approved by the deans for tenured faculty review. The form allows for both professors and deans to speak to three areas: teaching and advising, professional development, and academic citizenship. Change to the evaluation form remains possible if it becomes apparent in coming months that it is not serving well.

Work is nearing completion on a new student ratings instrument. A newly revised questionnaire is soon to be field tested among a sample of 1,000 students. Those involved with this project include Assistant Professor **Mike Hazel**, communications; Assistant Professor **Matt Bahr**, criminal justice and sociology, and Assistant Professor **Jason Williams**, psychology.

A reconfiguration of faculty awards is under way, as well. The annual faculty awards henceforth will honor three tenured faculty and three non-tenured faculty. The awards process has been simplified, so that nominees aren't required to fill out extensive applications. The cash grants with these awards will be doubled to \$2,000 for each award.

## Director for new teaching, advising center to be hired from within Gonzaga faculty

The University will hire a director of the new Center for Teaching and Advising this spring, with a start of operations in September. The AVP's office is accepting applications for directorship of the CTA from within Gonzaga's faculty. The position includes a three-year commitment and includes release time from a certain amount of teaching. Applications will close on Feb. 17.

The center's goals include assisting faculty in integrating Gonzaga's mission into their teaching and advising. Also, the center will help address two areas of improvement noted by the accreditation team in 2004, training for advisors and a broader campus discussion of the mission.

A three-year plan has been created, said

Assistant Professor **Teresa Derrickson**, who chaired the CTA working group. Included in the first year is a series of eight workshops, likely to be run as brown-bag discussions on appropriate topics. Building a library of resources, networking with other institutions and creating a web site are among the first year's goals. The plan calls for more activities in successive years. A program for new faculty and adjuncts and a mentoring program are envisioned.

"We anticipate change and growth in the specifics. This is not meant to be a prescription of how the center will work," Derrickson said.

Grant funding will be necessary for full operation of the center. Discussions about office space are under way.

## Popular diversity speaker on Feb. 17

The third session of this year's diversity program, will include Vince Lemus, equal opportunity/ affirmative action coordinator at EWU, as guest speaker. Lemus will lead participants in this diversity session in creating a shared set of values to clearly express the essence of an authentic multicultural community at Gonzaga. Lemus was one of the most popular speakers in last year's diversity program.

**Julie McCulloh**, dean of admission, will host this session of "Community Storytelling" from 11:30 a.m. to 1 p.m. Feb. 17, in the Cataldo Globe Room. All members of the campus community are invited. Bring a bag lunch, or buy at Pandini's.

The first session of the diversity program drew 44 people, and the second drew 87. Organizer **Jason Swain**, manager of employee and organizational development, asks participants to invite someone new to join them this month.

## AROUND CAMPUS

- Sister Paula Gonzales, SC (Sisters of Charity), will discuss "An Earth-Centered Spirituality" as part of the Catholicism for a New Millenium series, on Thursday, Feb. 16, at 7:30 p.m., in the Globe Room of Cataldo Hall on the GU campus.
- The Institute for Action Against Hate and the Gonzaga Center for Law and Justice, will show a documentary "Liberia: An Uncivil War," on Feb. 21 in the Barbieri Courtroom, as part of the War, Reconciliation and Human Rights Film Series. Other movies in the series include "Shake Hands with the Devil: The Journey of Romeo Dallaire" on March 28, and the final film, "Long Night's Journey into Day" on April 18.
- Theatre arts production of "Trojan Women" continues with performances on Feb. 2-4 at 7:30 p.m. in the Russell Theatre and Feb. 5 at 2 p.m.
- KAGU, Gonzaga's FM radio station, now airs Metropolitan Opera performances on most Saturdays, including "Cyrano de Bergerac" on Feb. 4, "La Traviata" on Feb. 11, "Aida" on Feb. 18, and "Samson and Dalila" on Feb. 25. Each of these performances starts at 10:30 a.m.
- **Michael Collender**, an adjunct philosophy instructor who also teaches at The Oaks Classical Christian Academy, will speak on "Comparative Religious Epistemologies" at the next meeting of the Socratic Club, at 4 p.m., Feb. 20, in the Ad Building 101.

## 18 students enroll in undergrad nursing program

With only two weeks' window of opportunity, 18 students enrolled in Gonzaga's newly enhanced undergraduate nursing program for spring semester. The program expects that fall semester will bring a full class and a waiting list.

Final approval for addition of an upper level undergraduate nursing curriculum, creating a bachelor's in nursing degree at Gonzaga came in December.

"Now we will be able to graduate brand new nurses into a field that desperately needs new people. Nursing is a huge unmet need. Our masters in nursing program is great, but that serves

nurses who are coming back to school," said Dean of Professional Studies **Mary McFarland**.

If that's not enough good news for McFarland and Nursing Chair **Mary Sue Gorski**, this complement of students exemplifies the diversity that Gonzaga is seeking. This class includes two native Africans, two Asian-American students and two men. Fully half of the class is non-traditional in terms of age and family situation.

"This class is pretty unique. Most of them have been looking for an opportunity to start nursing for some time," McFarland said.

The program will hire two tenure-track faculty.

## South Africa's loss is Gonzaga's gain

Father **Patrick Hartin's** office is lined with photographs of African wildlife, and he counts among his most powerful experiences a chance meeting Winnie Mandela on a trip home to South Africa.

But on Jan. 19, after teaching for 10 years in Gonzaga's religious studies department, Fr. Patrick claimed a new country. He's no longer a citizen of South Africa, but of the United States.

Fr. Patrick's remembers from his childhood in Johannesburg those few Irish priests who never could give up the 'old country.' Nor could they truly accept their new home. It seemed to him they were neither fish nor fowl, and on the occasion that they criticized his homeland, Fr. Hartin found it hard to swallow.

"I think if you're going to criticize a place, you should be a citizen. You should really belong," he said.

Fr. Hartin appears to be far too pleased with his status to start handing out political critiques. He did, however, observe the others in the citizenship ceremony. There were 46 immigrants, from China, Rwanda, Japan and other nations.

"Looking at them, it makes you realize that each of them has a story. You realize how much of a struggle it must have been for many of them," he said, while in comparison, he underwent this transition from a position of privilege: as a Caucasian, without a language barrier, and with the full backing of the University.

"It's been a long process. The United States seems to take it much more seriously than many other countries."



Fr. Patrick Hartin

# SPiRiT

## NOTEWORTHY

### New Hires:

Katrina Allstot, cashier, Campus Store; Samuel Anderson, officer, Security; Todd Coleman, groundskeeper, Plant Services; Barbara Papke, administrative assistant, President's Office; Theresa Timms, assistant director of major gifts, University Relations; Joy Wagner, assistant director of foundation relations, University Relations.

### Goodbyes:

Shirley Meyer, faculty assistant, Art; Marshall Moore, custodian I, Plant Services; Robert Wood, officer, Security.

### Promotions/New Assignments:

Karen Contardo, to project director, Student Life; Megan Marshall, to project manager, Student Development; Chrissy Middendorp, to senior counselor, Financial Aid.

### Anniversaries:

**30** Thomas McLaughlin, professor, Special Education.

**10** Anne Thompson, client service supervisor, Registrar's Office.

## Buller to take new role at Hogan Center

Hogan Entrepreneurial Leadership Center Director Paul Buller will step down from his position at the end of July and become academic director of the center. A search committee will form in February to hire a new program director.

The transition marks the successful establishment of the five-year-old center as a leader in entrepreneurial education. The new director will continue to work to position the Hogan Center as a national model for such programs.

The academic director's role will be to advise students coordinating curriculum planning and implementation, advise on student admissions, and develop faculty expertise and research in entrepreneurship.

## Focus On ... CCASL's Todd Dunfield talks about year-round bike commute to GU

Todd Dunfield is one of the few Gonzaga employees who commutes by bike year-round. His bike even sports a pair of studded tires. Spirit asked Dunfield a few questions about his alternative transportation:

### When did you begin bike commuting?

I started right after being hired here a year and a half ago. I commute along the Centennial Trail from the Millwood area.

### What was your internal argument, before you started?

I have been an active cyclist for five years, so being on a bike a lot wasn't a new thing. The biggest internal argument I had was that I tried to convince myself into believing that it was a whole lot cheaper to bike commute. If you add it all up, it probably is cheaper, but not by a lot. The biggest draw back is that it takes 10 minutes to get dressed in all my biking gear, to bike 25 minutes to work, and then 10 minutes again to get undressed.

### What are the high points of biking to work?

A love of nature and the outdoors is just part of who I am. I stop by and volunteer at the Green Thumbs

*Todd Dunfield, assistant director of CCASL, will talk about the health benefits of bike commuting in a Wellness Committee event, from 1-2 p.m., Feb. 8, at the Foley Teleconference Center.*



*In the winter, Todd Dunfield's six-mile commute means that he arrives home in the dark.*

Community Garden on my way to work, or stop at Minnehaha and go rock climbing on my way home. You hear the wind in the trees and feel the sunshine differently when there is no metal or glass between you and the outside world. I am really amazed by the little things, like how the Spokane River changes with the seasons, or the smell of chimney smoke, or fragrant trees budding along the trail. You just have to experience it for yourself.

The academic director will serve on the Hogan Program Advisory Board and advise the new program director regarding academic matters.

The new program director will be responsible for all aspects of the Hogan Program operations including day-to-day management, fund development, marketing, and community relations.



*Paul Buller*

## 'Sisters' Voices' weaves dance, music and story

“Weaving Our Sisters' Voices,” a tapestry of dance, music and poetry, will be performed at 7 p.m., Thursday, Feb. 9, in the Cataldo Globe Room. This 50-minute original work sprang from collaboration among Adjunct Instructor Suzanne Ostersmith, theatre; Professor Linda Schearing, religious studies; and Professor Robert Spittal, chair of Gonzaga's music department.

Ostersmith took the lead in creation of this work, driven by pragmatism. With a newly ap-

proved dance minor, and a heavily male cast in the fall theatre production, she wanted a performance for her largely female dance students.

She sought out Schearing and Spittal, taking advantage of their knowledge and talent. From this practical start arose a powerful work that tells the stories of Miriam, Vashte, Jochebed and other women in the Bible.

“Our Sisters' Voices” will be performed at about a dozen sites in Spokane throughout spring semester.

## Chemistry's Warren receives WTC grant

Gonzaga chemistry Assistant Professor Stephen Warren has received a \$24,000, two-year grant from the Washington Technology Center, for contributing to development of a new generation of chronic wound dressings, through collaboration with high-tech firm Aegis Biosciences.

The University's INNRRRC, or Inland Northwest Natural Resources Research Center, helped form this partnership. The WTC grant includes a match from Aegis, which is based at SIRT. The first-year grant funding of \$9,000 will include two student internships.

Aegis is developing tiny beads or microspheres that can control moisture and deliver drug molecules into slow-healing wounds. Warren's role will be to fabricate and impregnate the beads, and then study how the drugs are released from the beads.

Actor Christopher Reeve died of an infection from such wounds, so this product is important and may save lives.

## WCC Tournament to showcase fan support in Spokane

All West Coast Conference eyes will be on Gonzaga when the post-season tournament comes to campus for the first time in Gonzaga's 27-year history with the league. The men's tournament will run March 3-6, while the women's tournament will run March 2-5. The men's event is sold out. All-tournament passes for the women's event are available for \$30 each, and will be assigned the best seats. Individual tickets will be priced at \$7 per session or \$5 for children and senior citizens (the first day is two sessions, the next two days are one session each). Tickets may be ordered by calling the athletic ticket office at ext. 4202.

An alumni party is planned for all, including faculty and staff, on Sunday, March 5, at The Warehouse with pre-game festivities, giant screens for game watching, and a post-game party. A similar pre-during-post game function is planned for Monday, March 6.

The women's tournament will feature the league's No. 1 vs. No. 8, 2 vs. 7, 3 vs. 6 and 4 vs. 5 on Thursday, March 2 in the McCarthey

Athletic Center. Skipping March 3, the four winners will play on Saturday afternoon, March 4, with those winners playing for the tournament title on Sunday, March 5, 1 p.m., and the chance to represent the league in the NCAA Tournament.

The men's tournament follows a different format, with the league's No. 5 playing No. 8, and 6 vs. 7 on Friday evening, March 3. Those two winners will play Nos. 3 and 4 on Saturday evening, March 4. Nos. 1 and 2 will play those winners on Sunday evening, March 5, with those two winners playing for the title Monday evening at 6.

"This is a tremendous opportunity for the Gonzaga community, our season ticket holders, and our fans to show support for this tournament, not just the GU games, but for all the games. We're fans of college basketball," said



Zags' fans just might help bring the WCC tournament back to Spokane in the future.

Associate Athletic Director **Chris Standiford**.

Next year's tournament is scheduled for the Chiles Center in Portland. Since the WCC has been staging their tournament at a single site, Santa Clara has hosted nine times, San Diego and San Francisco three times, Loyola Marymount twice and Portland once.

### Leave your computer ON at night

It's a jungle out there – on the Internet, that is – and Information Technology Services department needs your help to keep the University's network safe. Beyond viruses, worms, hackers and spyware, we are constantly being probed by "bots", automated programs that systemically search the internet for vulnerable computers. Once a computer is compromised it becomes a bot that searches for additional computers. The compromised computers sit dormant and wait for remote commands. Hundreds or thousands of compromised computers can all attack specific computers or network hardware. This creates a flood of requests that overwhelms the target. This is called a DDoS (distributed denial of service) attack.

What can we do to help? Leave your computer on at night. ITS performs maintenance, updates, and virus scans throughout the night. Do not open unexpected attachments. "We say it all the time, but people still do it," said **Brady Nielsen**, user services supervisor. Contact the sender to verify before you open an attachment. Avoid downloading and installing software from the internet;

often this software is loaded with spyware. If you have legitimate software needs contact the Help Desk for assistance. Limit the amount of personal use of Gonzaga computers.



Katie Burrows has participated in the Fitness Fusion class for about five years. Behind her is Darlene Mitchell who started fitness classes at the outset of the Wellness Committee aerobics program in the early '80s. Katie says she's got more energy on days that she exercises. She enjoys the chance to get out from behind her desk, and says that she likes this class because it combines exercise, dance and music – and "because we can laugh out loud without getting in trouble!"

### Bulldogs fought off switch to Emperors

In the summer of 1935, Gonzaga's Bulldogs faced a run, not for their money, but for their name. The idea was to rename the team the Emperors, according to a clipping from the Spokane Chronicle. Proponents included **Bing Crosby**, according to the clipping, as well as a majority of students surveyed. The new name would have capitalized on the Inland Empire, the region's nickname then and for many years after.

The June 2, 1935, article argued that too many teams had already adopted the Bulldogs.

"Not only is the name 'Bulldogs' inapplicable but it is the direct opposite of Gonzaga team-types. Gonzaga... is primarily a fast, deceptive and spectacular team."

Discovered recently by **Stephanie Plowman**, chair of Foley's Special Collections, the clipping noted that the University of Washington recently had switched from the Sundodgers to the Huskies; San Francisco University from the Grey Fog to the Dons; and Portland University from the Cliff Dwellers to today's Pilots.

No further evidence emerged to explain how the new team name died away at Gonzaga. Perhaps someone considered the Hans Christian Anderson fairy tale which concludes with the discovery that the emperor has no clothes. Headline writers, who are inveterate punsters, would have had great fun with that.