

Spirit

A newsletter for faculty and staff

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New language lab delights professors, engages students

Gonzaga's modern language lab, renovated over the summer with the help of a \$100,000 grant from PACCAR, has delivered dramatic benefits. Some are expected, others are serendipitous.

"We are dealing with a generation of students that is very tech-savvy, and when you can hook something that you are teaching to technology, it is really motivating for them," said **Ben Semple**, associate professor and chair of the modern language department. The lab's digital format affords professors welcome flexibility in teaching, testing and homework assignments. Both modern language and ESL classes use the lab.

The transition from last year's lab means no more fighting with balky equipment or juggling cassette tapes of student recordings. Now, conversation assignments are posted on BlackBoard, and homework can be handed in via e-mail.

"Oral production of language used to be very ephemeral, with the result that we would over-rely on written tests. Now we can emphasize more pronunciation," Semple said. The new lab is equipped with a voice-recognition type software

that compares student pronunciation to native speakers' pronunciation, showing each on an EKG type graph.

Or, professors can assign groups of students a discussion topic while they are at individual work stations. Not only is their conversation recorded, so that Semple can analyze their pronunciation in detail, but when students use headsets, they can't rely on each other's body language to prop up their understanding.

Plus, the physical space is airy and inviting. Instead of the old, individual booths, the new workstations are streamlined and user friendly.

Semple and ELC Assistant Professor **James Hunter** are particularly happy with the groupings of six-sided desks and chairs designed by IT's **Dale deViveiros**, which allow for real-time student conversations. The lab functions as a comfortable classroom, too.



Student Mubarek Aldawsar works on his English in the new language lab.

them to show them what to do. I often use the lab in conjunction with Blackboard, which gives the students the freedom to choose what to work on (be it listening comprehension, pronunciation practice, listening to songs, etc) and trains them in how to work independently."

"I also wanted to be able to make my own materials – recordings especially – when the course books didn't have the kind or amount of work I wanted," Hunter added. "This is a breeze in the new lab: You sit down, make your recording recording, save it as an MP3 file, and send it to the students (or put it on Blackboard or whatever). Many of my colleagues have started to do this, so that the students have a much richer exposure to language than was possible before."

Training should be organized to help other professors become more comfortable with the new technology, Hunter suggests.

But overall, the new lab receives strong reviews – perhaps the strongest of which come from students, who go in on their own to use the lab, sometimes even while other classes are in progress. Four independent work stations were designed for this purpose.

"This means that we have a much greater exposure to other languages, students, and cul-

"I was hoping that students would be able to work independently but with close supervision – in other words, to work at their own pace, and even on their own choice of material, while someone's there to monitor and answer questions," Hunter said. "In the new lab, this is very easy: The teacher can not only listen in on what the students are doing, but see their screens and even take control of



James Hunter of the English Language Center works with Saudi students in his 101 Listening/Speaking class. At right, Ben Hur Navarro is a Jesuit from Colombia.

AROUND CAMPUS

•Brandeis University Professor **Gregory Petsko** will discuss, "The Next Epidemic: What We're Trying to Do about Alzheimer's, Parkinson's and other Neurologic Diseases" at the 21st annual Timothy J. O'Leary, S.J., Lecture, at 7:30 p.m., Nov. 2, in the Globe Room.

•The Gonzaga University Science Research Program will host its Third Annual Poster Session from 5-6:30 p.m., Nov. 1, on the first floor of Hughes Hall. The posters will display the researchers' findings, including summaries and objectives, results, and the significance of the research. Students will describe and discuss their work. Many of the pieces will remain on display for several weeks.

•Former staff **Bobbie League**, who began work in the School of Education in 1989, began her involvement with the Institute as a volunteer, recruited by Institute Director **Jerri Shepard**. League was named chair this May, when **Bob Bartlett** stepped down after seven years as chair.

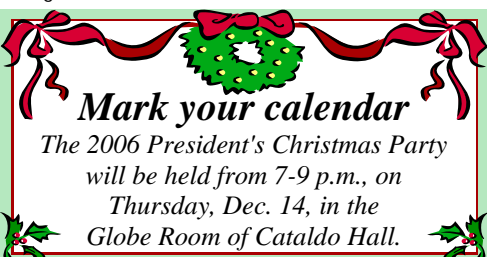
•Dr. **Peter McKenny**, director of Gonzaga's Electric Transmission and Distribution Line Engineering Program, has received \$760,000 from the Department of Energy to continue implementation of the program. In addition, the M.J. Murdock Charitable Trust in September awarded Gonzaga \$750,000 for the expansion of Herak Engineering Center.

•Gonzaga recently received a \$189,648 federal grant to reduce violent crimes against women on college campuses.

•"Social Justice - Answering the Call to Action" will be the final installment of a yearlong diversity awareness series hosted by human resources, staff assembly and the office for intercultural awareness. The program, called "Building Our House Through Community Storytelling and Careful Listening," will run 11:30 a.m.-1 p.m. Nov. 17 in the Globe Room.

•Turkey Palooza needs between 50 and 80 volunteers to donate turkeys and fixings, cook and deliver meals for Campus Kitchen clients. Nov. 13 is Take Your Turkey to Work Day. Coordinator **Rebecca Teichmann** ('05) asks for unfrozen turkeys only. For more information, email teichmannr@gonzaga.edu.

•The University Lounge in the basement of the Admin Building is being remodeled over the next couple of weeks, said **Nancy Masingale**, director of faculty services. Employees may use the lounge during the project, includes replacing paneling with drywall, installing new cupboards, counters and window coverings. Coffee will be furnished and the refrigerator will remain available.



Mark your calendar
 The 2006 President's Christmas Party
 will be held from 7-9 p.m., on
 Thursday, Dec. 14, in the
 Globe Room of Cataldo Hall.

Spotlight on performance management

Thayne McCulloh, vice president for planning and administration, announced in October the appointment of a work group to examine performance management systems. The group will also examine Gonzaga's work culture, mission and current norms, as well as contemporary compensation philosophies.

After exploring these dimensions in relation to one another, the work group will make recommendations regarding a performance management system for non-faculty employees.

"I am grateful to the individuals who have accepted this appointment, and will periodically update the community on the work group's progress as the year proceeds. If you have any questions regarding this work group, feel free to contact me,"

McCulloh said.

The following members were selected by vice-presidential nominations:

Dan Berryman, assistant vice president for human resources (chair); **Julia Bjordahl**, university relations; **Debbie Cerenzia**, human resources; **Linda Grigsby**, payroll; **Rick Jones**, university controller; **David Lindsey**, student life; **Victoria Loveland**, EEO; **Heather Murray**, human resources; **Marilyn Nelson**, student life; **Ken Sammons**, plant and construction services; **Cynthia Smutny**, School of Education; **Chris Standiford**, athletics; **Angela Ruff**, staff assembly appointee; **Maureen Rieckers**, School of Business; and **Florence Robins**, Mission/university ministry.



*Washington State University architecture Professor Stanford Wyatt, at left, gave his students an academic assignment to design a dance facility for Gonzaga University. Coincidentally, Gonzaga is planning a new center for theater and performing arts. So GU Campus Architect **Mac McCandless** invited the 34 students to campus. They are watching dance instructor **Suzanne Ostersmith** and six of her students perform a practice routine in the current dance studio on the second floor of Russell Theatre. Ostersmith addressed her current space limitations, and what an ideal dance facility would include.*

Hansen leads campus committee in pandemic planning

A committee led by **Dennis Hansen**, safety program manager, has begun pandemic planning for the University so that the campus community won't be unprepared for the eventuality of bird flu, or another pandemic.

"Our plan right now is to start information and awareness campaigns for the community," Hansen said. The focus is both on common sense preventive measures (handwashing, sneezing into your sleeve) and on individual employees' preparations at home. A planning website will be launched soon; and mailers will be sent out to staff and faculty.

"People need to think about getting their home in order, and learning how to protect from disease transmission and germ transmission. Do you have

enough supplies, extra water, extra food? That's a big part of it," Hansen said.

Training sessions on pandemic planning will be available on campus, and will be handled much the same as workplace violence and other topics. Hansen is working with other colleges and universities in Spokane, as well as the Spokane Regional Health District. Housing and the health center are also planning, while another committee member, Law School Dean **Earl Martin**, is working on plans for continuing classes through mild social distancing, if possible. The University has begun to stockpile supplies of surgical and other protective masks.

NOTEWORTHY

New Hires:

Elvedin Alimanovic, custodian II, Plant Services; **Matthew Beckman**, director corporate relations, marketing & promotions, Athletics; **Paul Bernadicou, S.J.**, chaplain, Gonzaga-in-Florence; **Jeffrey Buntin**, part-time assistant coach, Debate; **Kristin Chaney**, part-time senior faculty assistant, History; **Bridget Dagg**, administrative assistant, Corporate Counsel; **Joseph Diaz**, custodian, Plant Services; **Jodi Fogus**, cashier, Bookstore; **Lisa Owens**, academic records evaluator, Admissions; **Steven Pointer**, assistant director, Debate.

Goodbyes:

Andrew D'Ewart, custodian I, Plant Services; **Kelly Earnest**, multimedia & training specialist, ITS; **Erika Hanselman-Green**, assistant director, Rudolf Fitness Center; **Mike Hogan**, associate athletic director/development, Athletics; **Lisa Meyer**, program & research specialist, Institute of Ethics; **Gerard Philpotts**, program assistant II, Housing.

Promotions/New Assignments:

Dmitriy Aleksandrov, to custodian specialist III, Plant Services; **Nesiba Besic**, to custodian I, Plant Services; **Enis Buljubasic**, to custodian II, Plant Services; **Dale Byrd**, to Mail Services clerk IV, Plant Services; **Steve Carozzo**, to assistant budget manager, Controller's Office; **Janice Carruthers**, to program assistant III, Registrar's Office; **Enes Dautovic**, to custodian specialist II, Plant Services; **Sergey Didenko**, to custodian specialist II, Plant Services; **Sheri Fitzthum**, to accounting assistant II, Athletics; **Laura Gatewood**, to director of stewardship, University Relations; **Kim Hauserman**, to gift accounting assistant II, University Relations; **Teresa Hudak**, to event specialist, University Relations; **Samila Hujdurovic**, to custodian III, Plant Services; **Dustin Kim**, to custodian I, Plant Services; **Jon McKimmey**, to groundskeeper I, Plant Services; **Marcia Menard**, to administrative assistant, President's Office; **Joe Miller**, to assistant controller, Controller's Office; **Heather Murray**, to associate director, Human Resources; **Adrian Pauw**, to program assistant II, Foley; **Joanna Semler**, to adjunct, English; **Dori Sonntag**, to director of annual giving, University Relations; **Erick Stubbins**, to general maintenance II, Plant Services.

Anniversaries:

25 Dale Goodwin, director of public relations, University Relations; **Kathleen Morrison**, secretary, School of Business.

15 Julie Borup, operator II, Switchboard; **Linda McDonald**, senior faculty assistant, English; **Kevin Pratt**, director of GAMP, University Relations.

Focus On ... Nearing 60 years as a Jesuit

Fr. Del Skillingstad, S.J., who turned 80 last month, never set out to be a college president or a financial analyst. He got the bug to be a priest in about 1948 while he was a student at St. John's University in Minnesota, a college run by Benedictine priests. In the back of his mind he thought he'd like to be a missionary, and he knew the Jesuits were known for their missionary outreach. So he transferred to Jesuit-run Marquette University, became a Jesuit in 1950, and soon discovered, "These guys have their act together."

While he did mix in a little missionary work over the next 50 years, in South Korea and in East Africa, his Jesuit superiors recognized Fr. Del's aptitude with numbers and proficiencies, and mapped a course that took him to Korea and Japan to teach, to balance budgets and serve for eight years as president of Sogang University in Seoul; to Rome to bring management expertise to the pontifical university there; to New York to serve as financial director of the Gregorian University Foundation; to East Africa with the Jesuit Refugee Services as fiscal officer; and to Gonzaga in 1995 to serve under four presidents as executive assistant and financial adviser.



Fr. Del Skillingstad at his 80th birthday party, visiting with Chuck Murphy

At Gonzaga, Fr. Del has worked primarily in analyzing faculty productivity, factoring in direct costs related to credit hours generated to come up with an instructional cost index for each department. He now is working with the Delaware Study, which gives Gonzaga benchmarks, both internally and with hundreds of universities throughout the United States.

Fr. Del has found a home here and plans to work three to five more years, depending on his health. "The University is a great school, and contributes a lot to our society," he said.

New award: Outstanding Service in Support of Mission

A new staff award for Outstanding Service in Support of Mission is being established as a result of collaboration between the Staff Assembly and Father Robert J. Spitzer, S.J.

"Father Spitzer has approved and funded this new award for staff, which is to be given to two individuals twice a year. Development of this award emerged out of a discussion of ways to show appreciation for all that staff do," said Shelly Daugherty, Staff Assembly

president and assistant in marketing and communications. Each award will include two \$50 gift certificates and a plaque.

The nomination process will be announced at the upcoming fall Staff Assembly meeting, which will be held 11:30 a.m.-1 p.m., Dec. 6, in the Globe Room. Lunch will be provided for all staff members. Please RSVP to staff-assembly@gonzaga.edu, or reach Daugherty at ext. 6398 or daugherty@gonzaga.edu.

Institute for Action Against Hate hosts Darfur exhibit

Gonzaga's Institute for Action Against Hate is sponsoring the "Smallest Witnesses: The Crisis in Darfur Through Children's Eyes" exhibit, with accompanying events, Nov. 10-12 in the Crosby Center.

The Darfur exhibit features drawings collected during a 2005 Human Rights Watch mission to refugee camps along the Darfur-Chad border. Researchers gave children pens and crayons to draw with while their parents were interviewed, and the children produced vivid scenes of atrocities. The drawings corroborate eyewitness testimonies about crimes against humanity that have been documented for months in Darfur. They represent a graphic record of

the ongoing human rights crisis.

James Waller of Whitworth College will speak about "Genocide in Darfur" at 5 p.m. Nov. 10, also in the Crosby Center. On Nov. 11, a staged reading of the play, "Darfur Strikes Forward," will be performed by Spokane actresses **Silvia Lazo** and **Selena Schopfer**. The play concerns two college students who struggle to make a difference in Darfur.



IMPACT: Faculty, staff of color recognized as voice for diversity

Gonzaga faculty and staff of color who have met unofficially for more than two years, hosted Father Robert Spitzer, S.J., at an October luncheon that effectively became a moment of formal recognition for the group as an advisory committee to the University.

Intercultural and Multicultural Professionals Affecting Change Together, or IMPACT, outlined the work that its 30 members do, including mentoring undergraduate students of color, supporting new employees, helping to recruit job candidates, and otherwise supporting the University in its efforts to grow into a more richly diverse campus.

Father Spitzer praised members of the group for "this work which you do so silently and conscientiously" and asked what he could do to help. The answer, in so many words, was that Fr. Spitzer's presence in recognition of IMPACT's work



Dan Stewart, far left, Jewell Gurule (back to camera), Natalie Borek, and Father Robert Spitzer, discuss the intercultural issues that IMPACT addresses.

was valuable in and of itself.

"It means a lot to all of us that you are here," said Bob Bartlett, director of intercultural education and

head of Unity House. "We care for each other. We care for the University and its humanistic, Jesuit and Catholic mission, and we hope to take on more of a public role now that you know of us."

IMPACT's goals include supporting the University's mission in accordance with the preliminary diversity goal of the 2012 Strategic Plan; providing consultation, assistance and leadership in the realm of diversity and intercultural knowledge; and assisting the University's efforts to recruit and retain student, faculty and staff of color.

IMPACT meets the first Wednesday of each month. The group welcomes faculty and staff of color and their allies. For more information, contact Cezar del Rosario at ext. 6871 or by e-mail at rosario@its.gonzaga.edu; or Bartlett at ext. 5836, bartlett@gonzaga.edu.

Women's basketball (HOME) schedule

Nov. 6	E. Oregon (Exh.)	7 p.m.	Dec. 2	Purdue University	4 p.m.	Jan. 11	Santa Clara	7 p.m.
Nov. 10	Utah	8 p.m.	Dec. 6	Arizona State	7 p.m.	Jan. 13	Saint Mary's	2 p.m.
Nov. 12	UC Davis	2 p.m.	Dec. 9	Eastern Wash.	2 p.m.	Jan. 20	Portland	2 p.m.
Nov. 16	Sacramento State	5 p.m.	Dec. 15	Washington	7 p.m.	Feb. 1	Pepperdine	7 p.m.
Nov. 24	Hawaiian Airlines Rainbow		Dec. 17	Marquette	2 p.m.	Feb. 3	Loyola M.	2 p.m.
	Classic Game 2 vs. UCLA	11:10 a.m.	Dec. 20	Davidson	7 p.m.	Feb. 22	San Diego	7 p.m.
Nov. 30	Seattle Pacific	8 p.m.	Dec. 30	Montana	noon	Feb. 24	San Francisco	7 p.m.

Men's basketball (HOME) schedule

Television broadcast information has not yet been released for men's and women's basketball games.

All home games will be broadcast on radio station KGA 1510 AM. To find TV broadcast information, check gozags.com.

Nov. 1	Augustana (Exh.)	7 p.m.	Nov. 19	Texas-San Antonio	5 p.m.	Jan. 29	San Diego	9 p.m.
Nov. 4	Warner Pacific (Exh.)	7 p.m.	Nov. 26	Idaho	1 p.m.	Feb. 5	Loyola M.	9 p.m.
Nov. 10	Eastern Wash.	5 p.m.	Nov. 30	Portland	5 p.m.	Feb. 10	Saint Mary's	5 p.m.
Nov. 14	Rice (NIT Classic)	9 p.m.	Dec. 9	Washington	8 p.m.	Feb. 12	Santa Clara	9 p.m.
	@ Spokane Arena		Jan. 6	Loyola M.	1 p.m.	Feb. 17	Memphis @ Spo. Arena	3 p.m.
Nov. 15	NIT Classic	4:30/7:30 p.m.	Jan. 8	Pepperdine	9 p.m.		(Ronald McDonald Classic)	
	Consolation/Championship		Jan. 27	San Francisco	5 p.m.	Feb. 19	Portland	6 p.m.

Marketing Gonzaga: more than shouting from the rooftops

There is no doubt about it – the Gonzaga brand is hot. As Gonzaga grows in reputation, the importance of a marketing program also grows. "We must build awareness of who we are, define our brand position and create an understanding of what we do, and inspire others to take part in the Gonzaga experience," says Chuck Leonhardt, assistant vice president for marketing and communications.

"To carve out a distinct position in the mind of our constituents and build engagement, our message must be clear. We must speak with a common voice, while at the same time communicate our many unique programs and services."

An integrated marketing and communications sys-

tem is being developed with four phases under way.

Discovery: identifying target audiences and conducting research that will guide marketing decisions.

Architecture: crafting messages and testing them with focus groups.

Implementation: identifying communications vehicles, applying creative elements, and distributing messages.

Assessment: tracking data tied to success measurements, obtaining ongoing feedback, and adjusting and enhancing our messages and methods as needed.

To be involved in focus groups or provide input, contact Leonhardt at ext. 6398 or by e-mail at leonhardt@gonzaga.edu.

Exercise Science MOVES!

The department of exercise science is celebrating its new location at 1110 N. Pearl with an open house on Nov. 13 from 4:00-6:00 p.m. Refreshments will be provided. Exercise science is also celebrating the 10-year anniversary of its undergraduate program. The department has grown exponentially, with 22 majors 1996 and more than 130 this year, said Tina Geithner, associate professor and department chair.

The department's new home is next to the Music Annex and one block south of the Kennedy Apartments.