

Spirit

A newsletter for faculty and staff

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Steering committee seeks final round of public comment for Vision 2012

Long in development, the institutional strategic plan Vision 2012 has recently taken steps that bring it substantially closer to final approval.

On Jan. 11, the Strategic Plan Steering Committee spent half a day considering the input it had received throughout the fall semester. It in turn used this input to revise the draft documents. One of the significant developments included the decision to create a high-level executive summary which articu-

lates the broad aspirations of the plan, together with a more practical operational plan which will include the detailed objectives, timelines, and resources for achievement. Also, the eight preliminary goals were decreased to six.

"The feedback we received on the strategic plan was generally positive," said **Thayne McCulloh**, vice president for administration and chair of the Steering Committee. "However, as with every step of this process, people gave us very good, and honest, feedback." Many felt that the draft document was simply too long, and presented possible strategies in an inconsistent manner. For this reason, the Steering Committee worked hard at cleaning up language and re-thinking the document development process.

Following the Steering Committee's retreat, the President's Cabinet met for a half-day on Jan. 30, reviewed both the executive summary and the operational plan, and made its own recommendations and amendments – including the development of a new (seventh) institutional goal. Much of the Cabinet's time has been spent discussing both accountability and resource requirements of the plan.



Students and Jesuits together at the Cardoner Retreat: an example of Gonzaga's Mission ideals.

The dedicated work of the Steering Committee allowed the administration to bring the executive summary to the Trustees for their reflections and input. "The Regents and Trustees have provided input to the Steering Committee during every phase of the plan's development," said McCulloh, "and they have appreciated being part of the discussion." Recognizing the president's intent to bring the final plan to the Board for its approval in April, the Trustees spent several hours in discussion and review of the current version of the plan at their February retreat. While indicating support for the document as presented, the Trustees had a number of recommendations relating both to the architecture and specific objectives of the strategic plan.

"For example, one of many issues that emerged in the discussion involved the relationship of the University to the immediate (Logan) neighborhood," said McCulloh. "The Board is sensitive to the fact that Gonzaga exists in relationship with its neighbors, and seeks a clearer articulation of how the neighborhood is included in our operational plans."

McCulloh anticipates that the Steering Commit-

tee will shortly release the revised executive summary for a final phase of community review and input. As the major goals of the Strategic Plan are submitted for final approval, the work of developing and implementing operational strategies will be well under way.

The seven overarching goals of *Vision 2012: The Strategic Plan for Gonzaga University* are:

Goal One: To commit every area of the University to the reflective engagement of her Jesuit, Catholic and hu-

manistic Mission ideals.

Goal Two: To educate and transform quality students in an enriched academic environment.

Goal Three: To deepen the engagement of the entire University in the development of the whole person.

Goal Four: To increase diversity and affirm the value of human difference.

Goal Five: To develop men and women for a more just and humane global community.

Goal Six: To secure the financial future of the University.

Goal Seven: To foster the tradition of lifelong relationships with alumni, our friends and the broader community.

When the revised executive summary is released for community input, McCulloh hopes that people will take a moment to read it and make suggestions. "The Steering Committee has been committed to an inclusive and transparent process, and I would like to take an opportunity to thank the members for all of their work," says McCulloh. "Without their patient, persistent effort, we would not have been able to develop such a thoughtful set of documents."

Manganaro named to lead College of Arts and Sciences

Marc Manganaro of Rutgers University has accepted the position of dean of the College of Arts and Sciences. For the past three years, he has served as dean of academic affairs at Douglass College, Rutgers' liberal arts college for women.

"Dr. Manganaro will bring outstanding leadership to the College of Arts and Sciences in its continuing pursuit of academic quality and teaching excellence," said Father **Robert Spitzer, S.J.**

Manganaro's role includes oversight of the Douglass Scholars, the college's four-year honors program. The college has an enrollment of 2,500 and is the largest public women's college in the country.



Marc Manganaro

"We are pleased to fill this important position with a person of Dr. Manganaro's demonstrated ability, scholarship, and understanding and appreciation of the central role that the College of Arts and Sciences plays within Gonzaga University and its core curriculum," Academic Vice President **Stephen Freedman** said. "It is clear that Dr. Manganaro is the right person to direct the College of Arts and Sciences."

Gonzaga's second on-going dean's search, in the School of Education, is nearing completion. Finalists **Andrea Sledge, Bradley Portin** and interim Dean **Jon Sunderland** were interviewed last month.

Manganaro went to Rutgers as an assistant professor of English in 1989, was tenured in 1992,

served as the department's director of undergraduate studies from 1994 to 1997, and was promoted to full professor of English in 2002. His research interests focus on the relation of modern literature and criticism to anthropology, folklore and myth studies.

He received his Ph.D. in English from the University of North Carolina at Chapel Hill in 1985 and earned a master's degree in English from San Francisco State University.

Manganaro was born and raised in Omaha, Neb., where he attended Creighton Preparatory High School. He received a bachelor's degree in English and creative writing from the University of Nebraska at Omaha. He is married to Nicole Lokach Manganaro, a production editor at Rutgers University Press. They have three children, Anthony, Thomas and Rania, all of whom are in college.

AROUND CAMPUS

- **Suzanne Ostersmith**, dance instructor, will take a delegation of dance students from Gonzaga and Whitworth (where she also teaches) to the American College Dance Festival Conference at the University of Montana March 28-31. "It is rare for one person to manage the dance programs of two schools as I do," Ostersmith said. "This year I got special permission from the governing body of ACDF Association to allow us to present one piece with students from two schools in the adjudicated concert. To my knowledge, this is the first time this has been done or allowed."

- The first-ever **Young Alumni Weekend**, held in mid-February, was so popular that its 200 tickets sold out. Fifty-six members of the GU Young Alumni Group spent a morning volunteering at a Habitat for Humanity home in Spokane. The volunteers applied new sheathing and roofing to a duplex on Boone Avenue.

Peace conference upcoming; essay deadline March 5

A Peace Conference: "Causes of Conflict, Conditions for Peace" will be held at Gonzaga March 30-31. Co-sponsors of the peace conference include the United States Institute of Peace, Pax Christi Spokane and Catholic Charities.

Keynote speaker **Betty Bigombe**, a senior fellow at USIP, has worked on peace negotiations in Uganda. Day two of the conference will include sessions on topics related to African and other areas of violence and conflict. Several sessions will be given by USIP speakers.

The event grew out of discussion about the creation of a Peace Studies program on campus. USIP's **David Smith** came to campus last spring to talk about peace studies elsewhere. Religious studies Associate Professor **Ron Large** and other organizers hope that the conference will increase aware-

ness of peace-building efforts and the successful avoidance of conflicts with nonviolent means and thus create a demand for more studies.

The event includes a region-wide undergraduate peace essay contest, the winners of which will present their papers at the conference. The essay topic reads as follows: "Our media often focus on a culture of violence. What resources do we have available (e.g., historical, philosophical, political, religious, legal, economic, etc.) to shift to a culture of peace? What do you envision for the future of nonviolence using these resources and why?" The essay should be 1,500-to-2,100 words. Submission deadline is March 5. For more information, contact GU philosophy Assistant Professor **Ellen Maccarone** (maccarone@gonzaga.edu).

Coexist works to build foundation of respect

About 30 students attended last month's initial "fishbowl session" of Coexist. Seated in concentric circles that helped show that all participants were equal stakeholders, they listened respectfully as representatives of several clubs told their stories.

The Coexist Student Coalition is designed to increase understanding among students who are passionately committed to ideologically diverse clubs on campus. Sophomore **Chris Sparks** worked with **Anna Gonzales**, student activities coordinator, to found the group. They asked Assistant Professor **Eric Cunningham**, history, to moderate the initial session. Father **Stephen Hess, S.J.**, made opening remarks.

"My reaction to the concept was very positive," Cunningham said. "As a person with many wonderful friends scattered across every conceivable political and ideological line, I have always been dismayed by how bitter partisan discussions of all kinds tend to be."

"My interest in Coexist lies in the hope that by creating a

space in which honest dialogues can take place, students mutually divided by ideology can come to realize that we all are indeed lovable, and that beneath the ideology we share the common property of a true God-given dignity."

The next phase of Coexist is called Know Your Neighbor.

Sparks and Gonzales have paired students from differing ideological clubs, with an agreement that they will meet twice a month to begin to learn about each other as individuals. This phase is intended to run through next year.

A second 'fishbowl' session is scheduled this spring. On April 30 in the Cataldo Globe Room, 7:30-9 p.m., a Q&A session will be held, to be followed on April 30 with an on-campus appearance of **Jim Wallis**, author of "God's Politics."



Anna Gonzales and sophomore Chris Sparks developed Coexist

NOTEWORTHY

New Hires:

Daniel Bubbs, coordinator of outcomes assessment, Institutional Research; **John Cossaboon**, assistant women's soccer coach, Athletics; **Allison Grass**, field officer, University Relations; **Kathleen Herzog**, part-time coordinator, CLP; **Stephen Hess**, S.J., dean of student formation and parent outreach, Student Life; **Sabrina Jones**, public relations specialist, Marketing and Communications; **Jilliene Lutter**, transmission and distribution marketing specialist, Engineering; **Kimberly Madsen**, media and training specialist, Teacher Education; **Cory Mitchell**, groundskeeper in training, Plant Services; **Ron Poplawski**, human resources generalist, Human Resources; **Shannon Sanders**, custodian in training, Plant Services; **Daniel Wessman**, field officer, University Relations; **Patricia Whitcomb**, field officer, University Relations; **Stephanie Williams**, student life coordinator, Gonzaga-in-Florence

Goodbyes:

Julie Borup, lead operator, Switchboard; **Bill Carsrud**, professor, Mathematics; **Brian Dunlap**, community liaison, School of Education; **Jennifer Kurdy**, student life coordinator, Gonzaga-in-Florence; **Julie Wasson**, program coordinator, School of Law.

Promotions/New Assignments:

Janell Axtell, to program assistant III, CCASL; **John Bogar**, to fxt auto CAD drafter, Plant Services; **Bob Cepeda**, to associate director, Security; **Teri Chlanda**, to assistant to the registrar, Law School; **Jana Clarry**, to full-time program assistant II, Controller's Office; **Karen Franks-Harding**, to recruiting coordinator, Career Center; **Michael Hamblin**, to custodian lead II, Plant Services; **Troy Johnson**, to custodian II, Plant Services; **Edin Jusic**, to custodian supervisor II, Plant Services; **Andrew Logsdon**, to custodian I, Plant Services; **Melissa Lowdon**, to BGS program director, Professional Studies; **Cassandra Marrs**, to program assistant III, Career Center; **Clarice Moser**, to assignments coordinator, Housing; **Richard Mullen**, to custodian in training, Plant Services; **Suzanne Ostersmith**, to instructor, Communication Arts; **Marnie Rorholm**, to office coordinator, Security; **Lindsey Ross**, to buyer I, Plant Services; **Frank Slak**, to instructor, Communication Arts; **Michelle Wissink**, to mail services clerk III, Plant Services.

Anniversaries:

10 **Dennis Hansen**, safety program manager, Environmental Health & Safety; **Jeff Hart**, director, Security.

5 **Paul Edminster**, web manager, CCNSS; **Todd Ulrich**, mail services clerk II, Plant Services; **Jill Wilkinson**, program coordinator, Academic Services.

Cradle Call:

Josh Armstrong, director, CLP, and wife **Shawna** are the parents of **Owen**. Born Jan. 1 he was 8 lbs 8 oz and 20 inches; **Ulla Korkeami**, sophomore academic advisor, School of Business, and husband **Timo**, associate professor, Finance, are the parents of **Jenni Sofia**. Born Feb. 1 she was 7 lbs 10 oz and 21 inches.

Focus On . . . Voice of experience helps 'troop treat' project

If **Dan Wessman** ('02), doesn't look 100 percent comfortable behind his desk, it's impossible to blame him. This strapping 26-year-old joined University Relations in January. A year earlier, the Army captain returned from Iraq, where he'd spent 12 months training recruits for Iraqi security forces.

What sorts of training? Basic things – even down to sanitation standards needed for group living. Rural Iraqis have led such different lives that every military concept, no matter how simple, had to be taught – a matter complicated by translation and cultural differences. Wessman, a proud graduate of the Bulldog Battalion, frames his thoughts carefully:

"The difference between what we know and understand as our culture, and what the people of Baghdad know and understand as their culture is bigger than the Grand Canyon."

Wessman offers one example: the passivity ingrained in Iraqis' belief that a desired outcome will occur "if Allah wills it," versus Americans' reputation as a nation of go-getters.

Wessman jumped into a recent 'troop treat' project organized by **Heidi Wohl** of University Relations for 30 alumni serving in Iraq. "The biggest hits in care packages when I was in Iraq were Rice Crispy treats, microwaveable, dried foods (i.e. ramen), baby wipes, Gold Bond body powder and books," Wessman sug-



Dan Wessman and Heidi Wohl with stacks of books and magazines for troop treats.

gested. He contributed and volunteered to write to each soldier. "I know all but five or six of them, anyway." He fretted only about how to properly word his note to the lone general in the group.

"He's probably homesick, too," Wahl counseled.

As a field officer, Wessman's charge is to communicate to alumni the value and needs of the College of Arts and Sciences. He returned to Gonzaga because he loves the University. It's his home now, and the most important thing in his life.



Nancy Staub



Jon Isacoff



Suzanne Ostersmith

Civic engagement grants are awarded

The Service Learning Advisory Board has awarded three faculty members the 2006-2007 faculty Civic Engagement Grants of \$700 each:

- Biology Professor **Nancy Staub** for Tackling Scientific Illiteracy One Teacher at a Time: Preparing Pre-Service Teachers to Teach Science Effectively and With Confidence While Helping K-8 Students in Our Community.
- Political science Assistant Professor **Jonathan Isacoff** for Ecological Thought and Politics. This class will examine the in-depth relationship between foundational ecological ideas and the reality and outcome of environmental practices in contemporary America. Students in the course will engage in direct service with the U.S. Forest Service and indirect service with the North Idaho and Montana citizens group Friends of the Scotchman Peaks Wilderness.
- Adjunct dance instructor **Suzanne Ostersmith** for Strategies for Dance Instruction. Through collaboration with St. Patrick's Elementary School and St. Aloysius Elementary School, this program will fulfill the capstone requirement for the minor in dance. Gonzaga students will learn teaching strategies, curriculum planning and evaluation methods while teaching elementary students how to dance.

Business school nets accreditation

The School of Business Administration has earned unqualified accreditation renewal from the Association to Advance Collegiate Schools of Business International. Only one-third of business schools nationally and 15 percent of business schools worldwide are accredited by AACSB International.

The AACSB team commended the School of Business Administration in five areas, and lauded some of the best practices of its MBA program and the Hogan Entrepreneurial Leadership Program.

Save March 29 for staff HUG

The Fifth Annual Heads Up Gonzaga will be held March 29, 8:30 a.m.-1 p.m. in the Cataldo Globe Room. The theme of the staff event, which is organized by the Staff Assembly, will be related to Gonzaga's Mission.

Spring blooms start with winter-time planning

While the rest of us navigate March's ever-changing weather – rain, more rain or a fleeting glimpse of sun – members of Gonzaga's groundskeeping crew have already done something practical to help spring arrive in all her glory.

By mid-February, groundskeeper **Matt Bafus** and seven of his colleagues had placed orders at two local greenhouses for this summer's annuals. They've chosen petunias, marigolds, pansies, nicotiana, salvia, dusty miller, lobelia, verbena, alyssum and more. Come May, about 14,000 plants will arrive and bring welcome color to flower beds across campus.

Gonzaga's annual gardens have a proud history, starting with groundsman **George Albano**, who loved flowers – to the extent that the University had a flourishing greenhouse operation. Albano, who

died in May 2004, is remembered still. The annual beds behind the Administration Building are called the Albano Gardens.

"When I came in 1983, we grew all our own flowers," Bafus said. "The greenhouses were where the practice soccer fields are now." Like any greenhouse operation, the plants were started from seed, and the process was so successful that a two-day plant sale evolved for the Gonzaga community, with left-over plants wholesaled to K-Mart.

Now, the commercially raised annuals arrive in May, usually the week after graduation. (There's no hurrying Mother Nature!) Temporary workers are hired to help get the plants into the ground, which takes another week or so. The annuals will remain until mid-October, by which time the grounds crews pull them up and get busy with leaf removal.



Groundskeepers Roque Conceicao and Matt Bafus look forward to spring.

Health assessment enhanced with \$50 incentive, coaching

Gonzaga will offer the Personal Health Assessment (PHA) March 1-April 30. This online assessment (previously called the Health Risk Assessment) is free; those who complete it will receive \$50 in cash.

The cash incentive is taxable and taxes will be deducted from the following month's paycheck. The cash incentive is available at the Controller's Office cashier window located on the first floor of the Administration Building the week after your PHA is completed.

A number of improvements have been made to this year's PHA, including the addition of health coaching. Enrollment in the coaching program is based on an employee's overall wellness score on the PHA. Those identified for coaching will initially receive a letter from Summex, which is the third-party administrator of the PHA program. Later, those individuals will be contacted via telephone by a certified health coach. Coaching is free and completely confidential. Coaching is highly encouraged for those who are eligible; however, anyone who does not desire health coaching may opt out at any time.

Health coaches are employed by Summex. They are certified health education specialists or hold similar certification in their specialty areas, and have degrees in health education, nutrition, exercise physiology and mental health counseling. Coaches provide confidential education and support.

More details on the PHA, including log-on procedures, etc. are available at www.gonzaga.edu/wellness. PHA results are confidential. For more information, contact **Ron Prindle**, benefits specialist, at ext. 5861.

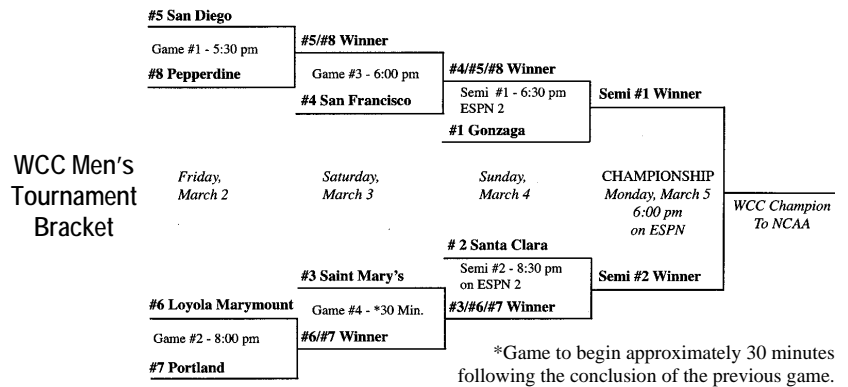
PACCAR Center gets under way

Hoffman Contractors, Inc. of Spokane has been awarded the bid to build the new PACCAR Center for Applied Science, which will be a 25,000-square-foot building directly south of the Herak Center for Engineering. Construction on the \$7.9 million building will begin this month, and is due to be completed in July 2008.

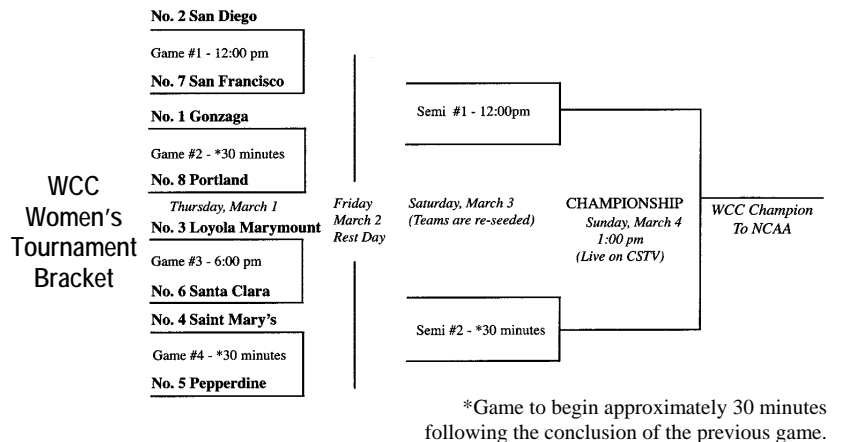
PACCAR Inc., of Bellevue, Wash., recently pledged \$2 million to the project, which will house a robotics and artificial vision laboratory, a power lab, classrooms, faculty and administrative offices. Existing Herak Center parking will be eliminated. Herak and PACCAR will be connected by a second-story skybridge, over a landscaped plaza.

Both Zag teams top seeded

Gonzaga men's basketball team won their ninth league championship in the last 10 years, and GU women's basketball team won their third straight regular-season crown, giving both Zag teams top seeding in this weekend's WCC Tournament in Portland.



NCAA Men's Tourney -- First-round sites: Buffalo, Lexington, Sacramento, Winston-Salem, Chicago, Columbus, New Orleans, Spokane. Regional sites: San Antonio, San Jose, East Rutherford, St. Louis. Final Four: Atlanta.



NCAA Women's Tourney – First-round sites: Austin, Minneapolis, Stanford, Los Angeles, East Lansing, Hartford, Pittsburgh, Raleigh. Regional sites: Fresno, Greensboro, Dallas, Dayton. Final Four: Cleveland.