

Spirit

A newsletter for faculty and staff

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Visiting scholar seeds campus with ideas on collaboration

No group of employees is as powerless as they think.

Historical knowledge and mastery of complex institutional processes reside, for the most part, in the hands of professional staff. Chairs of departments come and go. Deans come and go. But staff tend to stick around and are actually a fairly powerful group of people on any campus.

Radical thoughts? Not for Professor **Stan Deetz**, University of Colorado/Boulder, who spent the last week of February at Gonzaga as a visiting scholar of communications. Deetz came to campus through the efforts of **John Caputo**, associate professor and chair of communication leadership studies.

Deetz has worked and studied in Sweden as a senior Fulbright Scholar. His clients include corporations in Brazil, the World Bank, mining interests in Australia and New Zealand, as well as many universities, municipalities and other governments.

One of the challenges of building good communication on any campus, Deetz said in an interview, is that we have trouble thinking of each other as healthy adults. Faculty tend to be scripted into the role of the parent when they're working with students, or the role of child, when they're in relation to the administration. The same is true for staff.

Deetz suggests that rather than identifying someone as 'the other' or as 'the problem,' we consider that individual

as a good person with whom you have a difference of opinion.

Our society does not prepare us well, Deetz suggests, to carry out difficult conversations. We tend to focus on the problem, not a solution. Having been taught to stand up for ourselves, we tend to argue our point, trying to convince others of our validity, when we might better look for a collaborative solution.

What about politics? In Deetz's view, political debates are a corruptive influence in our democracy, and we might better gather together political candidates of truly differing viewpoints, ask the audience to come up with three problems that we as a society must solve, and then direct the

candidates to devise solutions that meet all stakeholders' needs.

"The 'winner' would be the candidate who did the most to move the group toward a collaborative solution. That way, we all win," Deetz said.

Today's world, he points out, is one of pluralistic interdependence, rather than the independence so treasured by our country's forefathers. Today's world calls out for new and different ways of communicating.

Communications departments in American universities teach approximately 300,000 students per year, he said. "Think of it. That's three million communications graduates in a decade. If we can't change the way the country thinks with three million communications professionals, who can?"

John Caputo and Heather Crandall of Communication and Leadership Studies, will present a discussion 5:30-6:30 p.m., March 5, in the Jundt Auditorium on "Communication, Technology and the Human Condition." Join them for an interactive session to explore ways you and your team can overcome the anxieties and tensions that keeping pace with technology creates.

Deetzisms:

- To illustrate the cycle of repetitive yet failed communications that many of us use, University of Colorado/Boulder Professor Stan Deetz tells the story of a cardinal that liked to fly into the windows of his house. Stupid bird, he thought. Then he began to look at it from the point of view of the cardinal, who, seeing his reflection, thought he was driving away an intruder. A very tenacious intruder. Ah, smart bird! But it used the wrong behavior for the situation.
- "In today's world, we all live downstream from one another. When I talk to people about Brazil, where I do a lot of work, I talk about Brazil being the world's fifth largest economy, and about a culture that wants to become something neither western nor eastern. But I also talk about Brazil as the place where we get our oxygen from their rain forests. We are all interdependent."
- To communications majors: "Corporations aren't going to hire you for who you are today. They're going to hire you for who you will become."



Professor Stan Deetz

Board OKs amended plan with annual evaluation

The Board of Trustees in February approved the recently revised growth plan. The proposal crafted by Father **Robert J. Spitzer, S.J.**, with input from faculty and staff, limits next year's fulltime undergraduate growth to 25 additional freshmen over the current year's base. It also combines increases in net revenue for summer school, international students, and on-line graduate programs to achieve the funding target.

The Board's approval came "with the understanding that the plan is to be evaluated each of the next four years to confirm its viability and the University Relations plan, and to make adjustments to each as necessary," Spitzer announced.

Peace Corps appreciates faculty support

A year ago, Gonzaga held fourth place nationwide among small undergraduate institutions for producing Peace Corps volunteers. This year, GU has moved up to second place, with 32 alumni serving.

Peace Corps recruiter **Erin Carlson** spoke to 14 classes while on campus in February, and talked with students in other settings. Carlson credits GU faculty as contributing to the University's strong showing in the Peace Corps rankings.

"I think the professors do a great job," Carlson said. "Having that support of the professors is one main reason why Gonzaga continues to be a top producer of Peace Corps volunteers."

When visiting Gonzaga, I always receive a very welcoming response."

Forty-five percent of Peace Corps volunteers work in education, youth development, and community development. Education grads who want to teach secondary English make up a large part of that percentage. Also, English majors qualify for Peace Corps English teaching assignments.

The Peace Corps is also looking for volunteers with backgrounds in environmental sciences, biology, chemistry, physics, forestry, or agriculture.

"I would love to see Gonzaga move up to the number one spot next year," Carlson said.

AROUND CAMPUS

- The **Jesuit Community**, in an effort to express and nurture our identity as "companions in mission," celebrates a Mass in the University Chapel the last Wednesday of each month. Mass will be celebrated March 26 at 5:10 p.m. in the University Chapel. All faculty and staff are welcome.
- Now in its fourth year, the **Gonzaga Blanket Brigade** made and donated 48 blankets to children entering foster care. If you can make and donate a blanket this year, please contact **Laurie Hanlon**, ext. 6847.
- A new shipment of Zambia Gold Honey is available for sale through the **Comprehensive Leadership Program**. After tasting this raw, pure honey on last summer's service trip to Zambia, a few CLP students partnered with Zambian honey farmers to provide a sustainable market for fair trade organic honey. All proceeds from the sale support the establishment of micro-finance development programs in Zambia. Zambia Gold Honey is available at Crosby. Cost is \$10 per jar cash or check is accepted
- Faculty and staff are encouraged to nominate deserving seniors for the Philomathean and Lindberg Loyalty Awards. Those awards honor a senior woman and man, respectively, who embody the spirit of Gonzaga via academics, leadership, loyalty and service to the University. Nominees must be graduating seniors, with a minimum 3.0 GPA and possess a record of leadership, service and living the University's Mission. Send nominations via e-mail to rehwald@gonzaga.edu with Award Nomination in the header. Forms are available at the Student Life Office, AD 120. Deadline for submissions is 4:30 p.m., March 12.

First in My Family links GU to Yakima Valley

More than 60 high school students from the Yakima Valley have budding connections to Gonzaga through an Admission Office program called First in My Family. Many of the students are Latino or Native American; all are from families in which no one has gone to college.

"The program's goal is to help more students finish high school and enroll in college," said **Dennis Gagaoin**, assistant dean of admission and lead organizer of First in the Family. Also working on the program are **Adrian Reyes**, admissions counselor for central Washington, and **Danielle Hodgen** and **Sherry Peterson** of Financial Aid, **Jeremy Bodeigheimer**, AmeriCorps member, and **Davina Hoyt** and **Anna Gonzales**, intercultural relations specialists.

With the involvement of students in the Comprehensive Leadership Program, Gonzaga gives leadership training to the high school participants. CLP students and others from Unity House hosted the First in the Family teens when they came to campus in October. The same GU students traveled to the Yakima Valley in February for mentoring activities.



High school students from the Yakima Valley crowd into Unity House during a visit to campus last fall.

Organizers hope that these first participants will spread the word among their peers that college is accessible, whether it's Gonzaga or another institution.

Now in its second year, First in My Family is only starting to bear fruit. "I hear rumblings that some students are applying," Gagaoin said. He tells of two students who in their first year's visit to campus were too timid to talk much. However, both came back this year and one student told Gagaoin that last year's experience had completely changed his thinking about college.

"Right now, it's all about getting them to see themselves as leaders and to be excited about going to college," said Gagaoin.

The program will run for five years through a \$50,000 grant from the Center for Student Opportunity in Maryland.

NOTEWORTHY

Focus On ... **120 years of experience**

New Hires:

Vicky Daniels, Continuing Legal Education programming coordinator, Law School; **Matt Gollnick**, senior interactive web design, Marketing & Communications; **Janice Mahurin**, counselor, Counseling & Career Assessment; **David Martin**, assistant director fitness center, Athletics; **Jennifer Quick**, data/computer/research specialist, Career Center; **Judith Rogers**, director of planned giving, University Relations.

Goodbyes:

Heather Broom, accounting assistant III, Student Accounts; **Ashlee Christianson**, HR coordinator, Human Relations; **David Heinze**, director, Bookstore; **Dustin Kim**, custodian I, Plant Services; **Ulla Korkeamaki**, sophomore academic advisor, School of Business; **Mary Ann McDonald**, operator IV, Switchboard; **Sandra Philbin**, associate director, Career Center; **Edward Schaefer**, professor, Music; **Kevin Swaim**, cross country coach, Athletics.

Promotions/New Assignments:

Kelly Krusee, visit office specialist, Admissions; **Cassandra Marrs**, technology coordinator, Career Center; **Amber McKenzie**, marketing and program coordinator, English Language Center; **Darryl McLeod**, custodian-shift supervisor, Plant Services; **Marcia Menard**, administration secretary/receptionist, Counseling Center; **John Traynor**, assistant professor, Teacher Education; **Valerie Vissia**, E-file/event coordinator, Career Center.

Anniversaries:

25 **Mary Frazier**, accounting assistant II, Payroll; **Diane Imes**, business manager, Ministry Institute.

20 **Raymond Reyes**, associate vice president of Mission, Intercultural Relations.

15 **Jacinta Connall**, assistant to the president, President's Office; **Yolanda Nelson**, housekeeper, Jesuit Hayden Villa.

5 **Jose Hernandez**, director of fitness center, Athletics; **Ivan Kozyan**, grounds-keeper II, Plant Services; **Amber McKenzie**, marketing and programming coordinator, English Language Center; **Erin Shields**, assistant director of GAMP, University Relations.

Cradle Call:

Sara Ganzerli, associate professor, Civil Engineering, and husband **Melvon Turner**, are the parents of **Luigi Ganzerli Turner**. Born Feb. 16, he was 7 lbs. 6 ounces, and 20¾ inches.



Back row, left, Annette Barta, 14 years; Barbara Kolbet, 12 years; Teri Eveland, 4 years; Marilyn Nelson, 30 years. Front row left, Julia Bjordahl, 21 years; Jacinta Connall, 15 years; Pam Siedhoff, 22 years; and Bridget Dagg, 2 years.

Get 6,000 Christmas cards out on time? No problem. Agree to advise the Rodeo Club and remain in that role for 24 years? Done that. Receive mail that's occasionally mis-addressed to you – as your boss's wife? That, too. **Jacinta Connall, Marilyn Nelson, Barbara Kolbet, Julia Bjordahl, Pam Siedhoff, Annette Barta, Teri Eveland** and **Bridget Dagg** support members of the Cabinet with grace, ingenuity and hard work. They total 120 years of experience at Gonzaga.

They joke about drive-by appointments with their busy bosses, and tell of mutual respect and personal growth on the job. "You don't just work for them, you work with them," said Eveland, who supports Father **Pat Lee**, vice president of Mission, and **Joan Allbery**, interim vice president of Administration and Planning. "You become so close during all those working hours that you try to get into their brain, you try to out-guess them, trying to be helpful."

"It's a good thing I really like the people I work with," said **Annette Barta**, who supports the academic vice president. "I see more of them than I do my family."

Nelson and **Sue Weitz**, vice president of Student Life, have shared work days for 28 years. "We joke about going out together," Nelson said.

Barbara Kolbet supports Father **Bernard Coughlin**, S.J., the University's chancellor and

Vice President and Secretary to the Board **Harry Sladich**. Together, the two men have invested more than 80 years at Gonzaga. "I think the best part of my job is that my two bosses have been here for so many years and people really appreciate them for what they've done for the university," Kolbet said.

Bridget Dagg and her supervisor **Michael Casey**, corporation counsel, share a taste for the *Far Side* comic – and use a favorite *Far Side* punch line to handle stressful moments.

"When I get frustrated," said **Jacinta Connall**, assistant to President **Robert Spitzer**, S.J., "I look at all the people who have benefited from Gonzaga. I have to look at the much bigger picture. I tell myself that I don't know I can't do something until I try – and I don't ever give up."

Pam Siedhoff supports **Chuck Murphy**, vice president of finance, who praises her ability to handle a wide range of tasks. "It can be a demanding, deadline job at times, and she manages to keep everything in perspective," Murphy said.

Julia Bjordahl works with **Margot Stanfield**, vice president of University Relations. "I think in most of our situations, it's not about where we are today. We make the best of now, and we build toward a better future. That's what's gotten me through tough times," Bjordahl said.

Thanks, gentlemen!

Winter '07-'08 was a demanding one for all of us, but none more so than the 11-man grounds crew. In their non-stop efforts to keep campus clear and safe, they went through 2,800 bags, or 70 tons, of chemical de-icer, 61 tons of traction sand, and 252 hours of overtime.

Most of us hustled from warm car to warm office. Their office was out in the weather. A single worker would go through 25 to 30 50-pound bags of de-icer in a day. They worked straight through holidays, weekends, vacation days, coming in early and never knowing when their next day off might be.

Most seasons, pedestrians on campus can spread out beyond the paved walkways onto the grass. But with so much snow, everyone shared the same paths, made even narrower by increasing levels of

snow. Clearing snow under those conditions called for patience.

"Being here almost 20 years, this was the most snow removal that I can remember," said Rocky Conceicao. "Sometimes it was very difficult because of the number of students across the campus."

"I like winter, and this was a good one," said Matt Bafus. "At times it was so beautiful." But others are ready for spring: "I'm sick of snow. It's gotten old," said Kendall Mahlman.

By now the last of the snow banks are melting.

The groundskeepers are on to pruning, winter clean-up and planning for spring flowers. Before we know it, they'll be mowing grass and watering the tulips along Sharp Avenue.



Men's, women's teams figure prominently in post-season basketball prognostications

Gonzaga's men's and women's basketball teams enter NCAA Tournament madness with hopes of extending their seasons well into March. The women begin their post-season run in the West Coast Conference Tournament at the University of San Diego, with all eight teams opening play March 6. The winners play March 8, with the championship March 9. The bottom four teams open the men's tournament March 7 at USD, with Nos. 3 and 4 playing Friday's winners on March 8, No. 1 and 2 playing those winners March 9 (ESPN2), and the championship is scheduled March 10, 6 p.m. on ESPN. The tournament champions for both women and men receive automatic berths into the NCAA Tournament. The men's team (21-7, 11-1) went into the March 1 game tied for first place in the conference. The women (21-7, 12-1) went into their final regular-season game on March 1 having clinched the regular-season championship.

Following are sites of the men's and women's NCAA Tournament.

First/second round

Men	Women
<u>March 20-22</u> Anaheim, CA Denver, CO Omaha, NE. Washington, D.C.	<u>March 22-24</u> Albuquerque, NM Baton Rouge, LA Des Moines, IA Stanford, CA
<u>March 21-23</u> Birmingham, AL. Little Rock, AK Raleigh, NC Tampa, FL	<u>March 23-25</u> Bridgeport, CT College Park, MD Norfolk, VA West Lafayette, IN.

Regionals

<u>March 27-29</u> Charlotte, NC Phoenix, AZ	<u>March 29-31</u> New Orleans, LA Spokane, WA
<u>March 28-30</u> Detroit, MI Houston, TX	<u>March 30-April 1</u> Greensboro, NC Oklahoma City, OK

Final Four

<u>April 5-7</u> San Antonio, TX	<u>April 6-8</u> Tampa, FL
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Graves milestone

Women's basketball Coach Kelly Graves earned his 200th NCAA Division I coaching win Jan. 26 when the Zags beat Portland, 76-50. Graves is in his eighth season as Gonzaga head coach, where he was 140-100 at the end of February. He was 206-126 overall, including three years at Saint Mary's College before joining the Zags in 2000. He has led Gonzaga to four straight West Coast Conference championships, and stands as GU's all-time winningest women's basketball coach.



Kelly Graves is hoping to take his team to its second straight NCAA appearance. Future Zags Brook Goodwin and Alexis Murphy greeted him courtside with a sign commemorating his milestone coaching win. (Photo by RAM Photography)