

Spirit

A newsletter for faculty and staff

Volume 10

Issue 3

Changes in retirement plans put Gonzaga in compliance with 2006 law

Recent changes to Gonzaga's retirement plan stem from a 2006 law passed by Congress. The Pension Protection Act of 2006 requires stricter regulations on 403(b) pension plans. A 403(b) is similar to the better-known 401(k) pension plan, but is used by employees of non-profit institutions such as Gonzaga.

The new law places more responsibility on Gonzaga to monitor the performance of the retirement plan accounts it offers through vendors.

The IRS encouraged institutions offering 403(b)'s to reduce the number of vendors they offer, and to better monitor the vendors and their performance. All non-profit employers must be in compliance with the regulations by Jan. 1.

What is the major change in Gonzaga's plans? As of Nov. 1, employees with retirement accounts at Lincoln Financial Group had their balances and future contributions transferred to

Fidelity Investments. Gonzaga will no longer offer Lincoln as an option.

Gonzaga's Retirement Plan Committee reviewed the investment policy guidelines used to evaluate the performance of the funds offered to employees and the investment choices made

available to our employees. The committee determined that Fidelity and TIAA-CREF, with AAA ratings, were the strongest of the three vendors provided to our employees. The

committee also reviewed the investment options offered through Fidelity and determined additional funds could be offered to allow investment opportunities in all investment classes. The group requested that Fidelity and TIAA-CREF offer the same services that were provided by Lincoln Financial Group, such as employee loans and online enrollment.

Fidelity also offers Freedom Funds designed

to provide an age-based investment mix. By choosing a fund that most closely matches the year you plan to retire, the fund will automatically realign the asset allocation so as to maximize overall returns during accumulation years, or years when you are saving, and minimize risk during the spending years, or years when you intend to take a withdrawal or distribution.

It took several months to make sure all points were addressed in the evaluation. Employees with assets in Lincoln will have their funds transferred to Fidelity Nov. 3. For the following two weeks, participants will enter a "blackout" period, which means that they have limited access to the funds. On Nov. 16, employees will be able to log on to Fidelity and check their account balances. The blackout period allows time for the transitions to be made with appropriate care. Statements will be mailed confirming the transactions that week.

The Benefits Office posts updates at www.gonzaga.edu/retirement. Issues addressed there include investing during the present volatile market.

Sara Reiger from Fulcrum Financial Services will present "A Case for Optimism" on Nov. 13 in the Foley Teleconference Center at 2 p.m. Her discussion will address how we can still find optimism during challenging market conditions.

We threw a party, the biggest yet

On the last weekend of October, we threw one heck of a party for the 12th Annual Fall Family Weekend. It was a huge success, thanks to Susie Prusch, manager of University events, and the efforts of many faculty and staff who gave untold hours to produce the three-day event. This year's event drew nearly 1,100 families.



Susie Prusch chats with a parent in the 1898 Room where sign-ins took place for Fall Family Weekend. Festivities occurred all over campus.



Send Spirit story ideas to lombard@gonzaga.edu

Staff Assembly meeting focus: economic anxieties

Professor Kent Hickman will discuss the economic crisis and its fallout in coming months at the Nov. 19 Staff Assembly open meeting, 8:30-10 a.m. in the Cataldo Globe Room. Breakfast will be served at 8 a.m. Results of the staff survey on compensation will be presented at the meeting. Also available will be information on services to help folks during economic hard times.

"As the country is very focused on the banking-financial crisis, we thought it was worth devoting our fall meeting to these concerns," said **Bill Kostelec**, Staff Assembly vice president and photographer/graphic artist in ITS.

Staff Assembly President **William Gibson** said he hopes that every staff member will support the organization and attend the meeting. "I believe strongly in the value of our Staff Assembly. We need a recognized body to represent us at the table when issues involving the interests of staff members

are being discussed," Gibson said. "These representatives can gently remind this great institution of its commitment to its Mission." Gibson, who works in Plant Services, said the Staff Assembly can ascend to a new level by embracing three core values: inclusivity, empowerment and participation.

"We need to include all staff members, not just a few. We need to create empowerment for ourselves by becoming more valuable. We need to create more opportunities for participation and to ask for more participation from all staff members. Imagine if 400 staff members showed up for our Staff Assembly fall open meeting. This would not only create empowerment for Staff Assembly, but would demonstrate a united support for each other."

Gibson asks all staff members "to meet me half-way by committing to give something back and take time to participate a little bit more this year."



William Gibson is this year's president of Staff Assembly.

Presidential search aims for spring interviews

The search for a new Gonzaga University Jesuit president is well under way. A 13-person search committee received its charge from the Board of Trustees and is soliciting names of potential candidates from leaders in higher education and Jesuit circles nationwide and across the seas.

The committee is looking for a Jesuit who can enthusiastically implement the University's new strategic plan, actively engage the faculty, staff and administration to further advance the academic, financial and fund-raising excellence of the institution, and work well with the Board of Trustees, said Search Committee Chair **Mike Patterson**. A successful candidate will possess strong Jesuit, Catholic and humanistic values; strong financial, development, academic and leadership qualities; a strong charisma, energy and vision; and be able to assist in recruiting Jesuits to enhance Gonzaga's mission.

Patterson said he hopes the committee has identified top candidates by late fall, and will be able to conduct interviews by early spring. The Search Committee will make recommendations to the Trustees regarding top choices. Ultimately, the Trustees will make the selection, with hopes of having Father **Robert J. Spitzer's** successor in place by early summer. Father Spitzer's last day as president is June 30.

AROUND CAMPUS

- Father **Michael Cook**, S.J., professor of religious studies, recently returned from a sabbatical in Kenya. His sabbatical focus included work on an article on Christology in Africa. Fr. Cook concurrently taught a seminar on the subject to young Jesuits at the school. At the Jesuit School of Theology in Nairobi, he asked for a typewriter, but none was to be found. So Fr. Cook plunged into the electronic age. Finding a computer convenient for his writing, Fr. Cook has set aside prior agitations. He still finds, though, that the "machine has a mind of its own."
- Hold the date! Father Spitzer's Annual Christmas Party will take place 7-9 p.m., Dec. 19, in the Cataldo Globe Room.
- Lt. Colonel **Alan Westfield** reports that the Bulldog Battalion's Black Team successfully defended its title to the Task Force Big Sky Ranger Challenge Championship in Montana's Lubrecht Experimental Forest, north of Missoula. This is Gonzaga ROTC's 15th Ranger Challenge victory in 16 years.

Gonzaga leads nation in JVC volunteers

Twenty-nine Gonzaga University alumni have committed to serve in the Jesuit Volunteer Corps, the most volunteers produced by any Jesuit college or university in the nation, the JVC reports. Ten Gonzaga alumni are serving in JVC Northwest, while 19 more toil for the common good in other regions nationwide.

"Your alumni have dedicated themselves to a year or more of simple living and working for social justice in a spiritually supportive community as they walk with people living in poverty or on the margins of society," said Maggie Conley, national project manager for the JVC.

Jesuit Volunteers serve by teaching students of all ages, providing legal services, working with refugees and immigrants, serving with social services and at community centers, organizing in low-income communities and caring for people with HIV/AIDS.

Also, 13 percent of Gonzaga 2008 graduates – or 87 alumni – have committed a year or more to full-time volunteer service. This information was produced through the Career Center's graduate tracking project.

An informal survey of seven other Jesuit schools shows Gonzaga faring well against these peers. One university reported 11.6 percent of its 2008 graduates in volunteer work. But the other schools were well below that, with John Carroll at 6 percent, Santa Clara at 5.6 percent; and Marquette at 3.5 percent.

For more information about Gonzaga's graduate tracking, contact Jennifer Quick-Klein, career data, computer & research specialist, at quick@gonzaga.edu.

@Gonzaga in your inbox; survey to follow

The first copy of @Gonzaga, the University's new e-newsletter, made its way last month to inboxes around the world. Every Gonzaga student, faculty, staff, parent, alumni and friend for whom we have an e-mail address receives this e-newsletter.

"We hope to better engage members of the Gonzaga community and make Gonzaga more relevant in their daily lives," said **Pete Tormey**, editor and project manager for @Gonzaga. Tormey also plans to create an @Gonzaga blog.

This winter, Marketing & Communications will survey faculty and staff about receiving both @Gonzaga and the Spirit newsletter. @Gonzaga is intended to be a monthly source of news and event information about activities and people at Gonzaga, while Spirit provides updates on programs, faculty and staff, and issues facing the campus community, as well as helping to better acquaint faculty and staff with each other.

"Does it serve a reasonable purpose for us to continue to produce both Spirit in print form and @Gonzaga in electronic form?" said **Dale Goodwin**, director of public relations. "We're counting on our faculty and staff to let us know through the survey."



Bring Your Turkey to Work Day

Gonzaga's Campus Kitchen, which now serves more than 1,500 meals per month to Spokane residents in need, is preparing for Turkey-palooza. An important part of this annual effort is **Bring Your Turkey to Work Day** on Nov. 10. Frozen turkeys may be dropped off at the Cataldo kitchen. Or deliver a 'virtual

turkey' (a \$15 donation) at the Campus Kitchen office in CCASL II, two doors to the west of CCASL.

Volunteers are needed to help with various aspects of preparing and delivering an estimated 500 turkey dinners. Search for "Campus Kitchen" from the Gonzaga Web site home page for more information.

Focus On ... Who mentors students toward a Fulbright?

In the past four years, five Gonzaga graduates have won Fulbright Scholarships, serving in South Korea, Germany, Canada, Honduras and Ukraine. In each case, **Patsy Fowler**, associate professor of English, mentored the student through the application process.

"Our students make great ambassadors in other countries. GU should be proud of the students and their successes," Fowler said.

Here's how the process works: Once a student expresses interest in applying for a Fulbright, Fowler and the student set up a timetable during the spring or summer. Come fall, they meet up to six times before the Oct. 20 application deadline. Fowler helps students to draft and revise their research or project proposals, and offers suggestions to refine their ideas and their writing. Fowler took on this role by request during her second year at Gonzaga. She teaches a full course load as well, so she only works with those students who seek her out.

Students submit their applications to Fowler for a final check and meet with the campus Fulbright Committee, which includes Fowler, **Mike Herzog**, senior fac-



Associate Professor
Patsy Fowler

ulty advisor, and **Andrew Goldman**, chairman of the classical civilizations. After the interviews, Fowler fills out the endorsement sheet, required with every application, based on the committee's rating.

Gonzaga students have a 30 percent success rate with the Fulbright program and similar programs

such as the Rhodes and Marshall scholarships. Fowler assists with these application processes as well. She attributes Gonzaga's success in these programs to the University's Mission. "Our students' desire to make a difference and cultural awareness makes them excellent candidates," she said. The Fulbright program is one of the most prestigious in the world, providing students with international opportunities to do research or teach.

One of the goals in Father **Robert Spitzer's** operational plan (which is intended to implement Vision 2012, the Strategic Plan) is an endowment of the Graduate Scholarships/Fellowships Program, perhaps including an additional faculty member to help prepare students for these opportunities.

NOTEWORTHY

New Hires:

Jaison Boylston, custodian, Plant Services; **Dan Bradley**, assistant professor, Philosophy; **Jessica Dauer**, secretary, Center for Teaching & Advising; **Abbie Davis**, administrative secretary II, Athletics; **Dustin Duvanich**, annual giving field officer, University Relations; **Michelle Etter**, alumni outreach & accreditation specialist, Graduate School of Business; **John Fisher**, custodian, Plant Services; **Maria Gallotti**, lecturer, Modern Languages; **Jeremie Larsen**, custodian, Plant Services; **Rosanne London**, assistant professor, Political Science; **Meghan Mayfield**, program assistant III, School of Law; **Joshua Meland**, custodian, Plant Services; **Heidi Mitchell**, program assistant III, Communication and Leadership; **Charles Peterman**, custodian, Plant Services; **Sean Swan**, assistant professor, Political Science; **Sharon Tyrrell**, associate director, Sponsored Research.

Goodbyes:

Sheila Evans, senior graphic designer, University Relations; **Chuck Leonhardt**, assistant vice president for marketing, University Relations; **Janice Mahurin**, counselor, Counseling and Career Assessment; **Gene Oltmann**, electrician V, Plant Services.

Promotions/New Assignments:

Monica Chapman, assistant director, Bookstore; **Jodi Fogus**, floor manager, Bookstore; **Patty Hallinan**, Web fulfillment manager, Bookstore; **Gail Lancaster**, tradebook manager, Bookstore; **Bob LaPointe**, leadership gifts officer, University Relations; **Sonja Steele**, administrative secretary II, Athletics; **Barbara Warner**, textbook manager, Bookstore.

Anniversaries:

30 **Steven Delong**, director, Athletic Training.
20 **Jose Conceicao**, groundskeeper V, Plant Services; **Jolanta Kozyra**, assistant academic vice president, AVP's Office.
15 **Andrea Mize**, development analyst/research specialist, University Relations.
10 **Theresa Kappus**, assistant professor, Foley Center; **Joe Poss**, director of development, University Relations.
5 **Peter Hanlon**, systems administrator, CCNSS; **Myron Steckler**, custodian II, Plant Services.

Cradle Call:

David Fague, lecturer, Music, and wife **Kyla** are the parents of **Claire Elaine**. Born Sept. 24, she was 8 pounds 15 ounces and 20 ½ inches.

Small but mighty golf green, sand trap take shape, thanks to landscaping firm

The smallest, big improvement in Gonzaga golf has arrived – the addition of an on-campus golf facility, northeast of the new soccer complex. A putting green and sand trap now adorn the GU campus courtesy of A&M Landshapers. The firm donated all labor and materials for the facility, which will make a real difference to Gonzaga's expanding men's and women's golf teams. "Mark Albin and Ty McGee (of A&M Landshapers) have made the biggest facility improvement to the golf program in its history," said Robert Gray, men's golf coach.



help increase the golfers' skills. Just having the facility right on campus is great, Standiford notes, and Brad Rickel, women's golf coach, agrees.

"We will be able to practice at more times and not have to waste up to an hour of driving back and forth every time we practice," Rickel said. The new facility also allows the golfers to get started sooner in the spring. Most Spokane golf courses are hesitant to open their courses as early as GU golfers need them to be open, with the University's golf season opening in mid-February.

"The needs of a golf team are different than the needs of a casual golfer," said Chris Standiford, senior associate athletic director. The precise depth, angles and material of this small facility are closely maintained by Tommy Brown, athletic turf manager. Brown worked with the coaches to determine measurements that will

Men's Basketball Schedule (HOME games in Bold)

Date	Opponent	Time	Date	Opponent	Time
Nov. 1	Wayne State/KHQ	5 pm	Jan. 17	San Francisco/KHQ	5 pm
Nov. 15	Montana State/KHQ	4 pm	Jan. 22	Pepperdine/KHQ	6 pm
Nov. 18	Idaho/KHQ	6 pm	Jan. 24	Loyola Marymount/KHQ	5 pm
Nov. 27	Oklahoma St./ESPN2	6 pm	Jan. 29	Saint Mary's/ESPN2	8 pm
Nov. 28	Maryland/Michigan State	TBA	Jan. 31	San Diego/ESPN	3 pm
Nov. 30	TBA	TBA	Feb. 5	Portland/ESPN2	8 pm
Dec. 6	Indiana/Big 10 Net	10:30 am	Feb. 7	Memphis/ESPN	6 pm
Dec. 10	Washington State/KHQ	7 pm	Feb. 12	Saint Mary's/ESPN2	8 pm
Dec. 14	Arizona/FSN	3 pm	Feb. 14	San Francisco/ESPNU	8 pm
Dec. 18	Texas Southern/KHQ	6 pm	Feb. 19	Loyola Marymount/KHQ	6 pm
Dec. 20	Connecticut/CBS	1 pm	Feb. 21	Pepperdine/ESPNU	8:30 pm
Dec. 23	Portland State/KHQ	5 pm	Feb. 26	Santa Clara/ESPN2	8 pm
Dec. 31	Utah/CBS College Sports	5 pm	Feb. 28	San Diego/ESPN2	4:30 pm
Jan. 7	Tennessee/ESPN	6 pm	Mar. 3	USC Upstate/KHQ	6 pm
Jan. 10	Portland/KHQ	5 pm	Mar. 6-9	WCC Tournament	TBA
Jan. 15	Santa Clara/KHQ	6 pm			

Women's Basketball HOME Schedule

Date	Opponent	Time	Date	Opponent	Time
Nov. 2	Whitman	2 p.m.	Dec. 30	Tennessee/KHQ	5 p.m.
Nov. 8	Concordia	2 p.m.	Jan. 2	Saint Joseph's	6 p.m.
Nov. 14	Eastern Oregon	6 p.m.	Jan. 22	Pepperdine	6 p.m.
Nov. 19	Utah Valley	6 p.m.	Jan. 24	Loyola Marymount	2 p.m.
Nov. 21	Montana State	6 p.m.	Feb. 8	Portland	1 p.m.
Dec. 12	South Dakota St.	6 p.m.	Feb. 12	Saint Mary's	6 p.m.
Dec. 14	Portland State	2 p.m.	Feb. 14	San Francisco	2 p.m.
Dec. 22	Wyoming	6 p.m.	Feb. 26	Santa Clara	6 p.m.
			Feb. 28	San Diego	2 p.m.

Faculty and staff supporters of Gonzaga in 2007-2008

Gonzaga would like to recognize the faculty and staff who contributed to the University during the 2007-2008 fiscal year. Your commitment is particularly meaningful because it sends a clear message of support from those who best understand the University, said Joe Poss, director of development. Through your professional dedication and your financial support, you have made and continue to make Gonzaga better in countless ways.

Uendra Acharya	Pattie Buller	Bambi Feehan	Bryan Harnetiaux	Nicholas Knaption	Matthew McPherson	Pat Reese	James Sutterman
Juan Adams	Paul Buller	Albert Fein	Karen Harwood	Barbara Kolbet	Kammi Mencke	Christine Rehwald	Kathleen Tanksley
Joseph Albert	Kathryn Canfield-Davis	Shann Ferch	Shane Hatcher	Timo Korkeamaki	Thomas Miller	Leon Rice	Walter Teets
Mark Alfino	John Caputo	Jonathan Ferraiuolo	Bob Hazel	Jolanta Kozyra	C Cheryl Mitchell	Andrew Rieder	Kyndrin Tenny
Joan Allbery	Kay Carnes	Nancy Fike	Kathleen Hazel	Francoise Kuester	Andrea Mize	Jane Rinehart	Anne Thomas
Keller Allen	Joan Cassano	Bob Finn	Scott Hedin	Richard Kuhling	Joseph Monks	Scott Rogers	Don Thomas
Matthew Andersen	Debbie Cerenzia	Debra Fischetti	Melissa Heid	Bob and Karen LaPointe	Joel Morgan	Michael Rohholm	Anne-Marie Thompson
Ken Anderson	Monica Chapman	Melissa Flint	Jared Hertz	George LeBret	Daniel Morrissey	Lindsey Ross	Phil Thompson
Molly Ayers	Stacey Chatman	Anne Hoban	Kara Hertz	Norm Leatha	Ann Murphy	Mike Roth	Virgil Thompson, Jr.
Megan Ballard	Brian Clayton	Foreman	Steve Hertz	Lesley Lee	Chuck Murphy	Thomas Rukavina	Einar Thorarinsson
Stephen Balzarini	Gayle Clayton	Karen Franks-Harding	Michael Herzog	Linda Leonard	Linda Murphy	Jessica Russo	Tom Tilford
Bud Barnes	John Clute	Maribeth Frazier	Gerry Hess	Karen Liere	Thomas Murphy	Donna Ryan	Pete Tormey
Shonna Bartlett	Jacinta Connall	Regina Freuen	Jane Hession	Connie Lipsker	Norma Norton	William Ryan, S.J.	Mary Pat Treuthart
Carole Baumgartner	Jim Coombes	Ken Frybarger	Laurie Hitchcock	Mike Loroz	Susan Norwood	Eric Sachjen	Diane Tunnell
Marian Beaumier	Terry Coombes	Dan Garrity	Eileen Hogan	Peggy Sue Loroz	Kathleen O'Connor	Ken Sammons	Kaihehau Uahinui
Cheryl Beckett	Gary Cooper	Blaine Garvin	Brooks Holland	Dana Love	Rian Oliver	Karen Sayre	James Vache
James Beebe	Therese Covert	Laura Gatewood	Gary Hordemann	Victoria Loveland	Wes Oliver	Kathleen Schatz	Rae Anna Victor
Sheila Bell	Vicki Craigen	Daniel Gehn	Teresa Hudak	Melissa Lowdon	Vicki Olson	Megan Self	Sharon Wade
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Julia Bjordahl	Mark De Forrest	Bob Gilmore	Daniel Jones	Rick Magnuson	Osborn	Joanne Lee Shiosaki	Carie Schwede
Peter Black	Sally Ann Delger	Howard Glass	Rick Jones	Holly Marko	Scott Patnode	Harry Sladich	Weeks
Carolyn Boese	Steve DeLong	Barbara Goehner	Sabrina Jones	Earl Martin	Laurence Perkins, Jr.	Joanne Smieja	Larry Weiser
Tony Bonanzino	Mark Derby	Colleen Goodwin	Robert Joyce	Tony Maucione	Oliver Pierce	Dori Sonntag	Sue Weitz
Carol Bonino	Dale de Viveiros	Dale Goodwin	Diana Justice	John Maurice	Jinny Piskel	Molly Spilker	Missy Wessman
Amanda Boose	Louisa Diana	Heather Gores	Kassi Kain	Mac McCandless	Mike Pontarolo	Robert J. Spitzer, S.J.	Patti Whitcomb
David Boose	Tana Dugan	Brian Gosline	Dennis Kalina	Joe Poss	Joe Poss	Christopher Standiford	Richard White
Scott Bozman	Todd Dunfield	Robert Gray	Patricia Kannberg	Kevin Pratt	Kevin Pratt	Margot J. Stanfield	Vickie Williams
Lisa Bradley	Terrence Dunne	Linda Grigsby	Roxy Kasman	Leah Preston	Leah Preston	Mike Stebbins	Linda Wilson
Holly Brajcich	Curt Eldredge	Robin Guevara	Rob Kavon	Ann Price	Ann Price	Ron Prindle	Heidi Wohl
Gabriella Brooke	Debbie Eldredge	Courtney Haase	Annie Keebler	Susie Prusch	Susie Prusch	Debra Stephens	Timothy Woodard
Mary Brown	Brooke Ellis	Donald Hackney	Amy Kelley	Robert Prusch	Robert Prusch	Buck Sterling	Kathie Yerion
Paul Brown	Sheri Engelken	Sandy Hank	Bill Kerley	Gary Randall	Gary Randall	Shannon Strahl	
Kim Brus	Megan Ewens	Susan Harmon	Astrid Kingsford	Alan McNeil	Shari Rasmussen	Jon Sunderland	
Katy Bruya							