Accreditation team listens to faculty and staff, offers recommendations

The Northwest Commission on Colleges and Universities accreditation team visited campus April 14-16, talked with faculty, staff and administrators, and delivered four commendations and recommendations. Marilyn Moore, from Willamette University and chair of the site visit team, outlined these commendations:

- Senior leadership is inspiring the confidence of staff, faculty and the boards, while managing rapid growth and significant change;
- Trustees are engaged with and committed to Gonzaga; they demonstrate good understanding of their role in governance;
- The University is fostering an inclusive and supportive community to which people want to belong;
- The community is committed to Catholic, Jesuit and humanistic approaches to undergraduate and graduate education.

The team made the following recommendations:

- Identify indicators that can better articulate an acceptable threshold of the University’s educational mission fulfillment. The team also recommended use of these indicators to make determinations of quality, effectiveness and mission fulfillment, and to communicate the University’s conclusions to appropriate constituencies, including the public;
- Finalize and adopt a strategic plan that articulates priorities and guides decisions on resource allocation;
- Improve the consistency of our assessment process across the institution. This process includes ongoing assessment, evaluation and improvement based on the use of meaningful and verifiable data;
- Finalize a core curriculum that provides the required breadth for all undergraduate majors and is learning outcomes-based, integrated and supported by an assessment plan.

“The visit went well,” said Ron Large, associate academic vice president and coordinator of the accreditation process. “The valuator did a comprehensive job in preparing for the visit, reading our reports and coming with good questions.”

The accreditation team met separately with faculty and staff, asking for candid comment. Following are some of the comments offered in response to the team’s questions:

How has Gonzaga handled the growth?

- It has created more vibrancy on campus.
- Growth has widened GU’s reputation.
- We work harder than before, but we found we are capable of more than we thought we were. We also can ask that our students.
- We see far more collaboration among vice presidential divisions than ever before.
- More policies and procedures have evolved, sometimes to an extent that is foreboding.
- We see more collaboration across the University.
- We are asking more tough questions.
- They are supportive in getting us the tools we need in some areas, however, we are not keeping up with technology.

How is the Strategic Plan coming?

- The administration started with an upper-level plan, but has been responsive in seeking and assessing feedback.
- The administration would like to think of us as approaching the status of a Top 50 liberal arts college nationally, while many of our folks would say, “Hold on, we don’t have the resources to compete as a Top 50 university.”

How is compensation?

- Compensation and benefits are competitive for Spokane.
- Recent decisions made about benefits without our input have been frustrating. We would like more transparency from HR and the administration.
- Staff positions are not always competitively compensated.
- Tuition waiver is a great benefit.
- Missing is much chance.

How is morale?

- That depends on your department.
- If you’re doing a good job, you get rewarded with more work.
- Institutional knowledge is huge with our long-timers, but it’s tough when they retire.
- Everyone here believes in the mission, and that’s what keeps us here.

The accreditation team will deliver its site-visit report to GU in the next several weeks. The full Commission will meet in June to review the team’s report.

Exemplary faculty honored

The following faculty members were honored at the Academic Convocation April 22 with Exemplary Faculty Awards, unless otherwise noted: Front row: John Maurice, professor emeritus, Law; Sue Niezgoda, Civil Engineering; Matthew Cremens, Chemistry and Biochemistry; Carolyn Cunningham, Communication and Leadership Studies; Kevin McCruden, Religious Studies; Rebecca Bull Schaefer, Business-Management. Neva Crogan, Nursing; Annie Voy, Business-Economics. Second row: Josh Armstrong, Comprehensive Leadership Program, Faculty Diversity Leadership Award; Robert Prusch, professor emeritus, Biology; Dan Mahoney, Education-Leadership and Administration; Michael Herzog, professor emeritus, English; John Beck, Business-Economics. Top row: Nancy Chase, associate professor emerita, Business-Management Information Systems; Will Terpening, professor emeritus, Business-Operations Management; Jeff Dodd, English, Service Learning Faculty Award; Terry Gieber, professor emeritus, Art. Not pictured: Jason Chen, Business-Management.
New provincial and a changing province

Father Scott Santarosa, S.J., pastor of the Dolores Mission Parish in East Los Angeles, will become provincial of the Oregon Province this summer. Santarosa will lead the province for three years. Then in 2017, the California and Oregon provinces will come together, and Santarosa will lead the new West Coast province, yet to be officially named.

Changing times necessitate the new structure. Thirty years ago Gonzaga employed nearly 50 Jesuits. Today that number is 19. Other Jesuit apostolates have seen similar decreases. Vice President for Mission Father Frank Case, S.J., said the dwindling number of Jesuits worldwide, combined with former Jesuit Superior General Father Pedro Arrupe’s emphasis on apostolic availability for new assignments in response to the world’s needs, means that Jesuits are not likely to spend the rest of lives in one apostolic endeavor.

However, Gonzaga’s Jesuits have long been at the forefront of adapting to this change.

“In 1986, the Oregon Province formed a Ministry Commission for apostolic planning. Early on the commission chose criteria for choice and renewal of ministries,” Fr. Case said. “One of the criteria was collaboration among Jesuits with other Jesuit works, with the local churches, and with lay people. As we reflected on that commitment to collaborate with lay people, we found that this was a liberating concept. The lay people were with us. We wanted to help give them what they needed to work with us.

“Within five years we were talking about ‘partners in ministry,’ rather than ‘lay collaborators.’ Then in 1995 at the General Congregation No. 34, the Society wrote a decree on collaboration with laity. U.S. Jesuits were key in the formulation of that decree. We started out talking about how lay people would work with us and recognized that that was backwards. So we changed to supporting lay people to live out their vocation in the church and in the world.

“That’s where we are now. We Jesuits don’t have to have control of the day-to-day functioning of the institution for it to be truly Jesuit and Catholic. We Jesuits want to work with all people in the university toward a shared responsibility for the mission. For if the mission of Gonzaga depends solely inside the Office of Mission, then it’s dead.

“Even with declining numbers of Jesuits, with the positive sense of mission that we have on campus today, we can support this mission well,” Fr. Case said. He also is developing plans to actively recruit more Jesuits to campus. “We’ll continue to try to recruit young Jesuits. We know who the Jesuits are who are in graduate studies. We’ll make contact with them, particularly those from our province,” Fr. Case said.

AROUND CAMPUS

- The heroism of Spokane native and former GU administrator Sam Grashio unfolds in a new public broadcasting documentary “Escape in the Pacific: 1943,” chronicling a daring group escape from a Japanese POW camp during WWII. A screening of the film and discussion with author John D. Lukacs is at 7 p.m., May 29, Cataldo Hall. Reservations for the free event may be made through the GU Alumni Office, ext. 5999.
- Gonzaga Magazine is now available in an App. The past three issues are available on Apple iPhones and iPads, and also should be available to Android users this fall. Visit Apple’s iTunes App Store and search for Gonzaga Mag or visit gonzaga.edu/GonzagaMag.
- Law Professor Ann Murphy received a “Hero for Life” prize from the Inland Northwest Blood Center for her years of devotion to the Gonzaga Law School blood drive.
- Academic Vice President Patricia Killen is seeking proposals for short-term programs from faculty interested in designing theme-based study abroad programs in 2015-16. The Center for Global Engagement has two application deadlines for short-term program proposals, May 15 for summer 2015 proposals, and Sept. 1 for grad program proposals proposed for January 2016. For more information contact Assistant Academic Vice President Joe Kinsella, ext. 6443.
- Gonzaga received the Dussault Award from the Spokane MarCom Association for its year-long 125th Anniversary Celebration. The Dussault Award is the highest honor given by the association and awarded to the entry that has the largest positive impact on the Spokane community. The judges said the celebration infused pride in the entire community and brought strong economic impact to the region. The award is named for former Gonzaga public relations director Father Art Dussault, S.J., co-founder of the Spokane Public Relations Council.
- More than 400 people attended the Gonzaga-in-Florence 50-year reunion in Italy April 24-27, including alumni and family members, former and current faculty and staff, and friends of the University. Gonzaga Photographer Rajah Bose was there to capture the sites. His slide show may be seen at www.gonzaga.edu/gif50slideshow.

Health Advocate provides testing, advocacy and programs for ZagFit

Last October, Gonzaga adopted a new wellness provider, Health Advocate. Two months ago, Gonzaga hired a new benefits manager, Lisa Schwartzenburg. One of her first projects has been to evaluate the program, learning what worked well and what needs improving.

Schartzenburg’s first decision was to bring back the ZagFit name and continue building upon Gonzaga’s wellness legacy. With Health Advocate’s programs she plans to take ZagFit to the next level.

Two advantages of Health Advocate are biometric screening, and healthcare and wellness advocacy. The screenings include blood pressure, blood sugar levels and body fat. Last fall about 400 GU employees received such screenings at the Health Benefits Fair. Schwartzenburg is ramping up next year’s fair in hopes of screening 600 or almost half of Gonzaga’s employees. “The biometric screenings give us a better gauge of how our benefits program is impacting the health of our employees,” Schwartzenburg said.

The health fair will take place Oct. 31 in the Martin Centre.

Any employee or family member can call Health Advocate, day or night, at 866.695.8622 to ask for help in locating specialists and care centers, resolving benefits issues, getting detailed cost estimates for medical services in the area, or interpreting test results. A wellness coach is available to counsel employees on creating wellness plans, including weight loss, fitness and healthy eating. All services are free and confidential; Gonzaga does not receive individualized reports on services utilized by others.

To tie into Gonzaga’s ZagFit program, a summer fitness training schedule is in the works. Kerri Conger, Wellness Committee chair and Rudolf Fitness Center assistant director, will offer yoga, X-biking, bootcamp and aqua fitness classes, as well as swimming lessons for GU faculty, staff, students, spouses and their children. She hopes to reinstate yoga classes this fall in a new location, the theatre arts and dance building at Boone and Lidgerwood.

Jesuit Fathers George Morris, Frank Case, Jim Voiss...
**FOCUS ON ... Madsen’s mission**

Joe Madsen immerses himself in his work. Whether he’s swinging a hammer and sleeping on the floor in Jonestown, Miss., taking a bus through Budapest, Hungary, or camping in the back woods of Montana with Gonzaga Out-of-Bounds students, he’s finding out firsthand what risks are involved in Gonzaga endeavors.

That’s his job. He is Gonzaga’s first official risk manager. “The question for me is always ‘How do we get to yes’ when assessing the risk and potential danger involved in any activity or program associated with Gonzaga,” Madsen said.

“We can choose to accept the risk, reduce the risk, insure ourselves against the risk, or not accept the program that creates the risk.”

He can better determine the risk by experiencing it. He often starts by asking, ‘Why are we doing this?’ “For example, in Jonestown for Mission: Possible I asked a student leader, ‘What are the primary goals of this program?’ The student said, ‘What do you mean?’ I asked, ‘Is this about connecting with the community on a social level, learning about poverty, getting your hands dirty, or contributing to a local community to give them hope for the future?’ It doesn’t matter where you go – Benin, Zambia, Valleyford with a biology professor – first I need to know what you are trying to accomplish,” Madsen explained.

“If we’re going to visit a castle in Budapest, do we take a bus, taxi, bicycle or walk? Knowing the goal helps me establish what the acceptable level of risk can be. We need to know what’s important in trying to educate our students. The only way we might be able to find a certain species of wheat is off a dirt road in Valleyford, rather than a two-lane paved highway to Pullman.”

On a November trip to Florence Madsen took more than 500 pictures and created a spread sheet with more than 250 risk issues, what safeguards we have in place, and what needs attention.

**Annual Last Lecture**

This spring’s “Last Lecture” was a summary of Physics Professor Eric Kincannon’s personal philosophy. It’s goal was to help students consider their ideas. He looked at stoicism, sin and questioning. “Honestly, it makes me sound like some enlightened guru, but a short talk with my wife would clear that up. I have learned how I want to be and how I want to guide my actions. This is not where I thought I’d be at 53, but I’m ok with that,” Kincannon said. The annual lecture is sponsored by Alpha Sigma Nu Jesuit honor society. Photo by Austin Ilg.
Building students and leaders to compete is Fortier’s goal

Lisa Fortier’s two boys, Marcus, 4, and Calvin, 2, are undoubtedly surprised to find mom moving into a much bigger office, one with lots of trophies and a great view of the McCarthey Athletic Center court.

Meanwhile, Fortier is still wrapping her arms around her new assignment as head women’s basketball coach at one of the nation’s Top 25 programs.

“I’m surprised by the amount of junk in my drawers,” Fortier said as she cleaned out her desk in the assistant coaches’ office. She is dealing not only with her new duties as head coach, but all the things that she normally would delegate to assistants, only one of which has been hired at press time. During this transition, she faces unimagined demands on her time.

“I didn’t realize how often I’d be talking on the radio and on TV,” said Fortier, 33, who is expecting her third child in July. The good news is that her husband, Craig, knows her business. He is associate head coach of men’s basketball at Eastern Washington University.

They’ve held coaching jobs for several years now and have their home life down to orchestrated chaos. “My family is very excited,” Lisa said. “They know how much I love Gonzaga. My husband has been very supportive of me. He knows what he’s talking about when it comes to basketball. He can help me with planning workouts. We can talk logistical stuff. And at the end of the day, I really appreciate his back rubs.”

Athletic Director Mike Roth chose Fortier over a number of candidates nationwide.

“I felt very strongly she is the right person for the job. Second and very importantly, Gonzaga has a successful history of promoting from within. There are lots of examples here. Each case is individual. We won’t hire an assistant every time we have an opening, but in this case I felt strongly Lisa is the right person for the job,” Roth said.

“I’ve watched Lisa from the time she came here as a grad assistant to her most recent role as our assistant coach,” Roth said. “She has a competitive fire that is hard to describe to those who haven’t experienced it. That’s what you need to be a successful Division I coach, a fire in your belly. She definitely has that. Her confidence exudes calmness.”

“We have everything here to continue building this program,” Fortier said. “Our academic support is second to none. We have great buy-in from alums and community. Our family atmosphere comes with people who are vested in the program. We will continue to build student leaders who compete as champions. Non-negotiables are honesty and effort.”

“Now, where did I pack that stapler . . .”

Summer busy building time with new offices, roofs, a lab, solar panels on top

Several classrooms in College Hall will be renovated, three new offices will be created in College Hall 435 (formerly the dark room), lower-level ROTC offices will be renovated, and a new office will be built and modifications made to editing rooms in the Journalism and Broadcast Center, said Plant Services Director Ken Sammons as he went down his checklist of summer construction projects.

Also, a psychology lab will be renovated, and built-in wardrobes and dressers in Madonna will be replaced with moveable furniture to complete room renovations there.

Several roofs or portions thereof will be replaced this summer, including the northeast section of College Hall, Catherine/Monica, potentially Cataldo and St. Gregory Choral Hall. The lower east roof at Herak Center will be relocated, and failing windows in Foley Center will be replaced, Sammons said.

“The University also is very close to finalizing a contract that will allow the construction of solar photovoltaic arrays on the roofs of Herak and Foley centers,” Sammons said.

Streetscape improvements around the newly acquired Peerless Building at Pearl and DeSmet are also on the summer schedule. Plans for that structure are not yet determined.

Housing changes made to accommodate more lower-division students

The Dussault Apartments are being converted into a suite-style residence hall for fall, said Dennis Colestock, director of housing. “We have been using Dussault for sophomore housing for many years and all those students are on meal plans,” Colestock said. “We’re taking out the stove and oven in each unit and putting countertop in its space. Units will still have refrigerators, two bedrooms for four people, a living room, balconies and its own bathroom.”

Expecting the largest sophomore class ever this fall and a strong freshman class coming in, Housing also will assign sophomores to Burch Apartments and use 70 beds in Corkery for sophomores, as well. Gonzaga will no longer use rooms in the Red Lion River Inn.

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Hemmingson Center update

Structural steel for the upper floors of the Hemmingson Center is being installed, and first floor concrete is scheduled to be poured starting May 12. Also, furniture vendor proposals are being reviewed. The furniture and equipment budget for the new center tops $2 million, said Ken Sammons, director of Plant Services.

“We are also looking into the next uses for Crosby and the repurposing of portions of Foley, so as to determine how those buildings will be used to complement the uses that will be moving to the Hemmingson next summer,” Sammons said.

May home games

BASEBALL

May 9  UC Davis  6 p.m.
May 10 UC Davis  6 p.m.
May 11 UC Davis  3 p.m.
May 13 WSU  6 p.m.
May 16 Pepperdine  6 p.m.
May 17 Pepperdine  6 p.m.
May 18 Pepperdine  Noon
All games at Patterson Baseball Complex.