



GONZAGA UNIVERSITY

MAY

SPIRIT

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Fr. Spitzer outlines finances, strategic planning, capital projects

“We’re in good shape financially,” President **Father Robert Spitzer, S.J.**, reported to employees at his spring financial presentation in the Foley Center last month. “But we have to be careful. Our big growth is behind us. Online and graduate programs are where we have room for growth.”

He reported that full-time equivalent undergraduate enrollment for fall 2004-05 was 3,625 versus a budget projection of 3,547, creating a \$1.2 million excess net revenue which the Trustees will likely direct into a capital contingency reserve fund. The growth in enrollment was due primarily to online course growth, increased enrollment in business and nursing programs and excess Law School revenue, Fr. Spitzer said.

The 2005-06 budget is based upon enrollment of 925 freshmen and 3,704 undergraduate FTE, Fr. Spitzer said. Tuition will increase 6.5 percent to \$23,140 for undergraduates. Graduate tuition will increase from \$555 to \$590 per credit hour, and Law School tuition will increase from \$818 to \$875 per credit hour. The Gonzaga-in-Florence program is budgeted for 135 students next fall, compared to 127 this year.

Meanwhile, employee benefits expense will increase from 22.4 percent of salaries to 24.4 percent. “That means that 24.4 cents are expended for every dollar of salary,” Fr. Spitzer explained. The reason for this increase is because of increased medical premiums, and the increase in university matching of pension contributions.”

Fr. Spitzer also reported progress on a number of other initiatives:

Strategic Planning Process: A Visioning Committee has been established to determine how to put the mission statement into a

visioning statement to apply to what we are doing as a university, now and in the future. Fr. Spitzer said he hoped the committee would have a planning document in place by Oct. 15, which will enable the strategic planning process to move into phase 2, resource allocation. The Visioning Committee is comprised of 12 faculty, five trustees, four staff, two students, three deans, and several resource people.

“Online and graduate programs are where we have room for growth.”

Facilities: Creation of new offices and classrooms on the third and fourth floor of the Administration Building should be completed by summer 2006. Community tours of the new Twohy Residence Hall at 800 East Boone Avenue will be available in May, and the building will be dedicated in June. The building cost is \$2.7 million. Demolition of the Colonial Bowl block is under way, with construction of a new 225-bed apartment complex expected to be completed by September 2006; building cost is \$14 million. This facility will include retail outlets on the street level, including a Gonzaga apparel store. Funding for both housing projects is coming from tax-exempt bonds. The University is studying the feasibility of purchasing Marian Hall two blocks east of Hamilton on Boone. Maximum capacity there would be 100 beds. New housing will enable Gonzaga to move all students out of the Red Lion River Inn, and guarantee Florence students a place to live upon their return to campus.

The former postal annex will be demolished in August, and that land will be prepared to house a new baseball field/stadium. Fund raising success will determine whether the University creates a grass field there and simply moves the former portable bleachers and press box to that site, or whether a synthetic field turf is installed along with a more elaborate stadium with locker rooms, concessions and restrooms.

“We’d like to build a very nice stadium if there is enough benefactor interest,” Fr. Spitzer said.

Plans call for breaking ground on a new performing arts center in spring 2007. Upon its completion, Russell Theatre will be converted into a 550-seat auditorium and concert hall.

Plans are under way to expand the Herak Center, in part to house the new power transmission and distribution engineering program. The south façade also will be improved. Funding for this project will come from federal funds, and gifts.

Plans are being developed for a new grand entrance onto campus at Rudy and Sharp, and the University is studying the feasibility of narrowing Sharp Avenue to one lane each way. The improvements will include new signage and a more distinctive campus border, Fr. Spitzer said.

Academic Innovations: Gonzaga, in partnership with Washington State University-Spokane, Pacific Northwest National Labs, and Sacred Heart Medical Center/Providence Healthcare, will develop an Institute of Systems Medicine in conjunction with scientist Leroy Hood and others. The Institute will seek funding from state, federal and private sources. The Institute would provide GU students an opportunity to be in on cutting-edge technology in an area of great potential medical industry growth.

Coming Home Fr. Lee's particular focus on faculty, staff, alumni



Fr. Pat Lee, S.J.
Vice President for
Mission

Father Pat Lee, S.J., will return to his alma mater later this month to begin his tenure as vice president for mission. In that capacity he will work closely with Father Rick Ganz, S.J., and the University Ministry staff, as well as focus on three populations in particular: the Mission-related needs of faculty, staff, and alumni.

"Fr. Lee, working in conjunction with the other vice presidents, will work to create effective mechanisms whereby the Jesuit, Catholic, and humanistic nature of the institution – informed by its unique Mission – is underscored and made manifest," said President **Father Robert Spitzer, S.J.** "An important aspect of this work will find its voice in the institutional strategic planning process, as well as the Ignatian programs already developed."

In addition, Fr. Lee will serve as a faculty member in the Religious Studies department.

Fr. Lee earned three degrees from

Gonzaga, bachelor's degrees in psychology (1969) and philosophy (1972), and a master's degree in guidance and counseling. He also holds a master's of divinity degree from Weston, and a doctor of education degree from the University of San Francisco.

He has had extensive experience in applied counseling, student affairs, and examination of the formation process for Jesuit priests. He is a well-respected and sought-after presenter on Ignatian spirituality and discernment.

Since 1994 he has served as the novice director for the Oregon Province, and also has served as a key Jesuit representative at a number of international events and conferences.

Leadership, supervisor, team training can be individualized by department



Jason Swain

New training and development manager **Jason Swain** has wasted little time strengthening and creating programs for professional development at Gonzaga. He is willing and able to assist departments with individualized training to meet office needs, as his time permits. His areas of expertise for coaching and counseling include leadership development, team building (trust building, problem solving, communication, diversity/behavioral styles), change management, conflict resolution/negotiation/dealing with difficult people, mediation, interpersonal skills, strategic planning, listening skills, giving and receiving feedback, time management, meeting management, meeting facilitation and networking.

Swain also coordinates Gonzaga's Strategic Leadership Program for supervisors, a quarterly refresher for SLP alumni, has revamped the Successful Supervisor Academy, and coordinated April's Wellness event on appreciative inquiry. He will lead the Diversity Passport Program, which was established last year, and continue to help facilitate Heads Up Gonzaga.

Swain can be reached at ext. 6124, or at swain@gonzaga.edu.

Facility improvements abound

As summer peeks around the corner, construction projects hit high gear, said **Ken Sammons**, director of Plant Services. Here's a rundown.

- Windows will be installed on the first floor of Schoenberg Center. A new common lounge will be created in the Dussault Apartments. Jepson Center will unveil its new student and faculty lounges this summer. A potential remodel of the Jepson auditorium is still under discussion.
- Construction will begin this summer on the Colonial Bowl housing project, projected for completion in summer 2006. The west wing of Dooley Hall will be renovated this summer, as will portions of the Sharp House/Apartment complex. Champion, Alliance and Lincoln Halls will receive new shower rooms and a handicapped restroom on the first floor of each building. Twohy Hall is complete and ready for use this summer.
- Some additional classroom improvements will take place in Herak and Jepson centers. The reroofing of the Martin Centre complex will begin this summer, and will continue in phases over the next two to three years, as funds are available. The old Post Office Annex building is being prepared for demolition. The proposed baseball stadium will be constructed in its place, as soon as the fund-raising effort is complete. The renovation of the Ad Building will continue. The restrooms on the lower level, first, and second floors will be updated, and a new restroom created on the east end of the second floor. The new office suite on the fourth floor northeast end is nearly complete, and Communication Arts will soon move into this area. Renovation of the south side will begin this month.
- Numerous electrical, plumbing, HVAC, Telecom, carpet, painting, fire suppression and fire alarm, as well as elevator upgrade projects are also planned campuswide. The relocation of the Help Desk/Desktop Support operations to Ad 028, as well as the Disabilities Resources Center to second floor Foley will be completed in the next few weeks. The design for the new performing arts facility will be moving to the next stage this summer. Depending on fund-raising efforts, this building could start construction in January of 2007, with completion by fall of 2008.

Training committee addressing employee needs, offering options

A training and development committee has been established to address specific training needs of Gonzaga's faculty and staff. One month ago the committee disseminated a survey to assess training needs. Here are actions planned as a result of the ISI responses:

- 83 percent have utilized on-campus training; 90 percent of those indicated satisfaction
- the committee will disseminate various training and development opportunities via e-mail, a T&D newsletter, and a T&D Web site.
- More job-specific Banner training will be offered, with customized departmental training being a possibility.
- More advanced training will be offered in the MS Office Suite of products.
- More T&D opportunities will be offered in June and July as respondents noted that was their preferred months to train.
- More programs will be offered on

Tuesdays and Thursdays as respondents noted these as the best days to attend.

- Classes will be offered during the lunch hour as some respondents mentioned that this would be a good time for them to attend. Employees unable to take the survey may do so by contacting **Krystal Burns** for the Web link.

The Committee consists of **Dennis Hansen**, safety programs manager; **Erik Blackerby**, multimedia and software training manager; **Kelly Earnest**, multimedia and software training specialist; **Krystal Burns**, ITS communication and training specialist; and **Jason Swain**, training and development manager.

The training and development committee is soon to expand to include other individuals who have responsibility to educate employees or who may be resources for relevant, timely and innovative professional development opportunities.

Enormous collegial generosity epitomizes Tony Wadden

New Hires:

Edward Fitzgerald, custodian in training, Plant Services; Darryl McLeod, custodian II, Plant Services.

Goodbyes:

Travis Ayers, custodian II, Plant Services.

Promotions:

Krystal Burns, to communication and training specialist, ITSS; William Crowley, to HVAC tech II, Plant Services; Louisa Diana, to senior counselor, Financial Aid; Sherri Peterson, to program administrator, Financial Aid; Jason Schlafmann, to custodial lead I, Plant Services; Erick Stubbins, to general maintenance I, Plant Services; Daniil Yurkin, to custodian I, Plant Services.

Anniversaries:

15 Debbie Cerenzia, associate director for benefits and safety, Human Resources.

10 Katherine Fairburn, custodian III, Plant Services.

5 Thomas Buck, computer support analyst II, Law Library; Michael Casey, Corporation Counsel; Stacey Chatman, graduate program specialist, School of Business; Stephanie Heitner, customer service assistant II, Plant Services;

Cradle Call:

Chris Standiford, associate director, Athletics, and wife Julie are the parents of Allyson Elizabeth. Born April 11 she was 8 lbs. 7 oz. and 22 inches long.

It was the summer of 1978 that English Associate Professor **Tony Wadden** really made great strides as a person and as an educator. In fact, it was hundreds of thousands of strides he actually made as he walked from Fort Canby in Western Washington back to his home in Spokane.

"I think he wanted to clear his head and get in touch with the Pacific Northwest, which he has always liked so much," said chemistry Professor Kay Nakamaye, who joined Gonzaga's faculty when Wadden did in 1970. "I think the walk across the state gave Tony perspective for his teaching, and put his life into perspective."

Wadden will retire this month as Professor of English Emeritus.

Longtime English colleague **Mike Herzog** said Tony is a spell-binding storyteller, and can keep people engaged for hours.

Nakamaye enjoyed the story Tony told when he returned from his cross-state trek.

"He hitch-hiked part of the way," Nakamaye said, "and told about the truck driver who picked him up along the way. During their conversation it came to light that Tony was a college professor. The truck driver told Tony he had always wanted to be a professor, too, but he couldn't afford to do it."

This is a man who designed and helped build his own house, with wife **Becky Nappi**, in 1990. "It has lots of windows and great views," Nappi said. "He's very creative. He's a great photographer. His family portraits are famous."

Wadden contributed in many academic and community endeavors during his 35 years on



Tony Wadden will have more time for this.

campus. He served as chair of the English Department. With Herzog, he helped develop the Thought and Expression block of the core curriculum. His imagination is great and led to many positive academic initiatives, Herzog said.

"Tony's an idea guy who just kept turning his ideas into realities, getting cooperation from colleagues throughout the University," said Herzog, who came to Gonzaga the same time as Wadden. "Tony's a formidable writing partner. We co-authored several things. And it was not unusual for him to call me at 3 in the morning and say 'we need to rethink this paragraph.'"

"What really marked him was his enormous generosity as a colleague, mentoring junior colleagues; he is very collaborative. I think he stayed so long because he found a place where he was generally engaged in the community and has always been committed to making it a better place," Herzog said.

Special Education Professor **Tim McLaughlin** enjoys Tony's camaraderie "out on the boat fishing. We talk some shop. Tony is always consistent in his skills, and always looking for a way to improve in the classroom, willing to try new and different things," McLaughlin said.

"He is the kind of colleague who makes me look forward to coming to work," said Patricia Terry, associate professor of English. "I'll miss his attitude, sense of humor and warmth. I've always respected his opinion on departmental, University and teaching matters. When I was chair, I often sought his opinion on things. He has been a very important mentor to me. He's very exacting as a teacher, and that is exceeded only by how giving he is as an advisor and a human being."

Web site gets design overhaul

A Gonzaga Web site redesign project is focused on creating a fresh, dynamic look and more closely align the site's graphic design with print materials used to recruit prospective students, said **Chris Gill**, director of projects and planning for Instructional Technology Services.

"Although the University's Web site must respond to multiple audiences, we are focusing on prospective undergraduate students because they were identified as our primary audience group during the last Web redesign process," Gill said.

In the short term, no changes will be made to architecture, navigation, structure or content; this redesign will only affect the graphical look of the site. **Klunt Hosmer**, which developed the current Viewbook for Admissions, is designing a

new look and feel for the Web site that will be based on, and coordinated with, the Viewbook print design, but modified and enhanced for Web viewing.

"Because we implemented our content management system during the last redesign, **Paul Edminster** (University Web manager) will be able to apply the new design to the entire Web site with very little interruption to the site's visitors or content managers," Gill said. "We anticipate that the graphical redesign will be live on the site some time before the start of the fall academic term."

Gill and his associates are working closely with University Relations and Admission to make these design modifications a success and to provide the Web site with a fresh, new look that

McCann, Hartin, Brunell honored as 2005 Faculty of the Year

One colleague said there are really two Dan McCanns, associate professor of exercise science. "One is the cynical tough guy faculty might encounter at faculty meetings, and the other is the idealistic, caring professor, committed to building the best possible student exercise science program."

McCann was honored as Gonzaga's 2005 Teaching Excellence Award winner at last month's Academic Convocation. Also honored were Father Patrick Hartin, professor of religious studies, as 2005 Outstanding Scholar Award winner, and Laura Brunell, assistant professor of political science, as 2005 Faculty Excellence Award winner.

In acknowledging McCann, Academic Vice President Stephen Freedman said Dan is a committed teacher and helps his students to appreciate that "scientific research is a human endeavor that is an emotional and intellectual journey."

McCann's students appreciate the ways in which he challenges them to make the most of their education, to ask difficult questions and to understand material rather than to memorize it. He has been praised for his teaching philosophy, frequent course revisions and contagiously enthusiastic classroom approach.

Hartin has distinguished himself as a New Testament scholar, writing extensively for the international community as well as for students. "He has written two significant studies on the New Testament letter of James," Freedman said. "He is recognized as one of the world's experts on this letter having contributed to the scholarly study of James since 1991. His most recent writings include an award-winning biblical commentary on the text of the

letter of James and the book, 'James of Jerusalem: Heir to Jesus of Nazareth.'" His work is a model of creative and relevant scholarship that shapes teaching and learning practices, Freedman said.

Brunell has been at Gonzaga just three years, but "I have seen and heard so many good things about her work that I can't wait any longer to bring her to the whole University's attention," said department Chair Robert Waterman.

In her innovative social justice course, for example, she links local politics with global forces and asks her students to connect theory with volunteer work for social justice oriented non-profit organizations.

"This kind of integrated learning project requires a huge commitment of time and energy in order for it to go well," one colleague said. "She is an impressive scholar," Freedman said, "having recently published 'Institutional Capital,' a book on the democratization of Eastern Europe, where she has done extensive field research." One student said, "Her personable nature and interest in the student's perspective often gives one the feeling that she is working *with* the student in partnership toward a goal of discovery rather than teaching *at* them."



Faculty of the Year include Dan McCann, Laura Brunell and Fr. Patrick Hartin, pictured with Professor of English Emeritus Tony Wadden.

Sen. Murray makes Zag impression

United States Sen. Patty Murray, D-Wash., hand delivered Gonzaga shirts to 15 U.S. service men and women from Washington who were stationed in Iraq in March right before the NCAA basketball tournament. "It made their day and I appreciate (Gonzaga's assistance)," Murray said. The shirts were provided by Joe Poss, Gonzaga's associate director of

Golf tournament May 14

The Wellness Golf Tournament will be played on Saturday, May 14, 1 p.m. at Downriver Golf Course. The event cost is \$35 per person, which includes green fees and a hamburger dinner at the end of the day. To register, e-mail Sonja Steele in the School of Engineering right away, at

Westfield honored for leadership, service, commitment

Alan Westfield does what comes natural to him . . . be a good father, contribute to the development of leaders for the U.S. Army, and serve his neighborhood and community.

"It's a citizen's duty to be involved," said the lieutenant colonel who was named last month as one of 45 individuals across the United States who will be awarded the Community Leadership



Alan Westfield

Association's (CLA) 2005 Distinguished Leadership Award this spring. CLA is an international membership association of organizations and individuals dedicated to strengthening and transforming communities through leadership development. Westfield was nominated by Leadership Spokane for exemplifying the spirit of civic leadership and trusteeship.

As a Leadership Spokane graduate of the Class of 1998 and member of the Board of Directors, Westfield has served on the program committee for the adult leadership class, taking responsibility for the logistics for "Regional Economy Day."

However, his major contribution has been setting the organization's vision for recruitment and selection of Spokane County students for the Youth Leadership Spokane (YLS) program.

Westfield came to Gonzaga in July 2000 to work primarily in recruiting and retention of young men and women in the ROTC Program here. He handles enrollment operations and serves as an assistant professor of military science.

"I don't do anything out of the ordinary," Westfield said. "Service to others is what Gonzaga is all about, and I strive to learn, develop and grow."

Westfield said, without hesitation, that Gonzaga's people have provided his inspiration to stay here. "Who they are, their commitment, their diversity of thoughts, backgrounds and goals, striving to improve and make a difference; that's what has inspired me."

Zags volunteers of the year

United Way handed out two of its eight annual Volunteer of the Year Awards to Gonzaga University representatives at an annual luncheon last month in Spokane. In the Young Adult Group category the Gonzaga Knights and Setons took top honors for their project "Women's and Children's Free Restaurant."

Senior Kathleen Stout was named Volunteer of the Year in the Young Adult Individual category for her work through the Center for Community Action and Service Learning (CCASL).