



GONZAGA UNIVERSITY

APRIL 2006

SPIRIT

A newsletter for faculty and staff

Volume 7

Send Spirit story ideas to lombard@gonzaga.edu

Issue 8

Heads Up Gonzaga connects all employees to Jesuit mission

The fourth annual Heads Up Gonzaga drew between 200 and 250 faculty and staff for a morning-long reflection on how employees can imbue themselves with the University's Jesuit mission, thereby strengthening the mission and the University.

The March 29 event was organized by Staff Assembly leaders **Shelly Daugherty**, **Marcia Bertholf**, **Krystal Burns**, and others. It was held in the Globe Room of Cataldo Hall.

Father **Pat Lee**, S.J., vice president for mission, and Father **Rick Ganz**, S.J., director of University Ministries, led much of the discussion, along with **Thayne McCulloh**, vice president for administration and planning, who expressed the concern employees have voiced in the University's recent SWOT sessions over the future of our Jesuit mission.

Fathers Lee and Ganz began by retracing some of the history of the Catholic Church and the Jesuit Order.

Father Ganz told the parable of the shepherds who flocked to the stable in Bethlehem after baby Jesus' birth, and of the wise men who followed, but only after studying the bright star. "That's a lot like where we are at Gonzaga," Father Ganz said. "We have people who take care of each other and of our flock. And we also have our visionaries who look to our future."

"Today we are looking at the soul of this place, and how it relates to our strategic planning," Father Ganz said.



hierarchical nature of our organizations—the Catholic Church, the Jesuit Order and the University. He said that hierarchy comes from the Greek for "source of light," and asked everyone in the room to close their eyes and call out names of Gonzaga colleagues who represent a source of light. One by one came the names: **Marcia Bertholf**, **Florence Robins**, **Ken Sammons**, Father Ganz, Father Tony Lehmann and others.

McCulloh discussed some of the concerns uncovered in the strategic planning process, particularly the sense that Gonzaga's Jesuit identity needs to be fully embraced at a time when the numbers of Jesuits are falling.

Father **Robert Spitzer**, S.J., summarized the morning's discussion about purpose and goals, paraphrasing ideas that he'd heard from various HUG participants:

- "The real purpose and meaning in our work is our love for the students and our hope that the students will make a difference in the world."
- "Collectively we make students' experience at Gonzaga so poignant that they come back and thank us."
- "Our work gives us meaning, and we, as staff and faculty, give each other life. It was very clear to me

listening as people pronounced others' names—the way they were pronounced as if they were very precious names."

• And finally, devotion to service forms a powerful part of the identity of Gonzaga's staff and faculty.

"I heard you say that love matters, that to give love to our co-workers matters, and that it makes all the difference," Father Spitzer said.



Father Lee acknowledged the frustration that staff and faculty can sometimes feel due to the

Clockwise from top, Fr. Pat Lee, S.J., Fr. Rick Ganz, S.J., LTC Allen Patty, Bill Hartman, Eileen Hogan and Myrna Carroll.

Doing things a little differently at the Law School

In his first nine months at Gonzaga Law School, Dean Earl "Marty" Martin has assembled an external relations team – admissions, alumni relations, career services, and web developer – of which he is clearly proud; he has initiated a strategic planning process designed to prepare for its second hundred years, which will start in 2012. Several strategic possibilities are circulating among his faculty; a faculty vote in September will determine which ones move forward.

Between road trips across the Northwest, the West and the East Coast to build stronger relationships with law firms hungry to snap up Gonzaga Law graduates and alums, he oversaw the American Bar Association's accreditation

visit in February. The ABA's report is due in the fall.

Martin's goals for the law school include expanding its international presence through initiatives in the Pacific Rim, and a dual-degree program with a Canadian law school partner, the graduates of which would be particularly well equipped for cross-border practice.

A new law school Web site is to be unrolled later this month. And did we mention that Martin is eager to ensure that the good work of the law school faculty is known far and wide?

Martin says he's gratified by the enthusiasm he's met in all corners of the University, particularly from the administration.

"They've just been very supportive and will-

ing to entertain ideas of doing things a little differently from how they've been done in the past."

Also, he hopes to build closer relationships between the law school and the rest of the University. "We need that. We are all part of the same University."



Dean Earl Martin

AROUND CAMPUS

- President Father **Robert Spitzer, S.J.**, based on the recommendations of Academic Vice President **Stephen Freedman**, and the Committee on Rank and Tenure, approved the following promotions which will be effective Sept. 1: from assistant to associate professor: **Anjali Barretto**, School of Education; **Laura Brunell**, College of Arts and Sciences; **Jonas Cox**, School of Education; **Joseph Haydock**, College of Arts and Sciences; **Timo Korkeamaki**, School of Business; **Brad Striebig**, School of Engineering; **Foster Walsh**, School of Education; and from associate professor to professor, **William Ettinger**, College of Arts and Sciences. In addition, **Linda Rusch**, School of Law, was granted tenure effective Sept. 1.

- Assistant Professor **Teresa Derrickson** will lead the new Center for Teaching and Advising, which will start operations in fall semester. Derrickson was appointed to a three-year term by **Stephen Freedman**, academic vice president.

- The spring semester budget presentation will take place 9:30 to 11 a.m. on April 11 in the Foley Center Teleconference Room. President Father **Robert Spitzer, S.J.**, and **Chuck Murphy**, vice president for finance, will discuss the status of the current year's budget and information on the approved budget for next fiscal year.

- The 2006 Wellness Golf Tournament will be held at 1 p.m. on Saturday, April 29 at Downriver Golf Course. The price is \$33 per person, which includes 18 holes of golf, dinner and door prizes. Deadline to register will be Friday, April 14. Look for the Registration Form in your mailbox this week.

Spark is lit for peace studies

A working group led by Associate Professor **Ron Large** of religious studies is creating a proposal for a peace studies program that would strongly contribute to Gonzaga's mission for social justice.

The idea has been discussed for several years, but only recently gained the critical mass necessary for a concrete effort, Large said. If all goes well, including approval from the administration and Trustees, Large hopes to launch the program in Fall 2007.

Questions to be answered between now and then range from specific content areas – social justice? conflict resolution? – to whether the initiative would unfold as a concentration, or a full-fledged program with a major and minor. The working group includes faculty from philosophy, religious studies, and communications arts, plus a student. Members of the group have examined similar programs elsewhere.

"There's a lot of experience in these areas on our campus. We have tons of ideas and thoughts about what Gonzaga's peace studies program ought to look like," Large said.

Douglas lecture to focus on war, civil liberties

The Law School's 35th Annual William O. Douglas Lecture will be given on April 10 by University of Chicago's Professor **Geoffrey Stone** on "Civil Liberties in Wartime: Lessons for the War on Terrorism." The lecture will start at 7 p.m. in the Barbieri Courtroom.

"Throughout American history, we have struggled to strike the proper balance in wartime between protecting the national security and preserving our individual rights," Stone writes. "Too often, we have failed. In almost every episode, we have excessively and unnecessarily limited civil liberties, only later to regret our mistakes. What lessons can we learn from our past?"

On April 11, the Ninth Circuit Court of Appeals will hear oral arguments in the Barbieri Courtroom.

Faculty, staff, students affirm LGBT equality

GU Affirms Equality, in consultation with **HERO** and other student organizations, has written a community letter affirming the rights of lesbian, gay, bisexual and transgendered identity students, faculty and staff. A public signing of the letter will take place from 11 a.m. to 1 p.m. on April 5 and 6 outside the Crosby Student Center.

GU Affirms Equality is a coalition of students, faculty and staff formed in recent months to promote equality for LGBT communities at Gonzaga. Philosophy Professor **Mark Alfino** has helped facilitate the initiative.

A 'performance event' in the COG organized by **HERO** for April 27 is intended to allow community members to share stories about the challenges and possibilities of affirming equality of all members of

the Gonzaga community, especially LGBT students, faculty and staff.

Last fall, **Alfino** began talking with students and colleagues, asking if something needed to be done in response to a speaker's comments on campus and the Vatican instruction on homosexual seminary candidates.

"I said I would come back and see what they thought in January. I didn't want people acting on hasty decisions. Various ideas were suggested in November and December, and in January we focused those ideas. It's been a great project," **Alfino** said. He emphasized the active role that students and staff have played in the discussions. More information can be found on line at GUAffirmsEquality.net.

SPiRiT

NOTEWORTHY

New Hires:

Michael Baisch, assistant alumni director, University Relations; **Matthew Gray**, custodian in training, Plant Services; **Jeff McKernan**, vehicle maintenance, Plant Services; **Kermit Nelson**, dispatch operator, Switchboard; **Cara Scott**, custodian in training, Plant Services.

Goodbyes:

Galgalo Guyo, officer, Security.

Promotions/New Assignments:

Jamie Burchett to benefits & safety coordinator, Benefits; **Sergey Didenko** to custodian II, Plant Services; **David Frank** to custodian lead II, Plant Services; **Rizah Kahrmanovic** to custodian II, Plant Services; **Marzena Kosinski** to enrollment & admission specialist, Organizational Leadership; **Daniel Moore** to custodian I, Plant Services; **Shannan Palomba** to full-time secretary, Special Education; **Wayne Powel** to associate vice president for Administration & Planning; **Jill Royston** to enrollment & admission specialist, Organizational Leadership; **Brian Sattler** to custodian II, Plant Services.

Anniversaries:

5 **Nick Giles**, patrol manager, Security; **Lynn Gurley**, officer, Security.

Cradle Call:

Bill Grier, assistant men's basketball coach, Athletics, and wife Nicole are the parents of **Giselle Marie**. Born March 4, she was 8 lbs and 19½ inches; **Jeff Hart**, director, Security, and wife Patricia are the parents of **Maille Fianna**. Born March 3, she was 6 lbs, 1 oz and 18 inches; **Adrian Popa**, assistant professor, Organizational Leadership, and wife Wendy are the parents of **Abigail Grace**. Born Feb. 22, she was 7 lbs, 10 oz and 20 inches; **Brad Striebig**, professor, civil engineering, and wife Abigail are the parents of **Zachary**. Born Feb. 14, he was 9 lbs, 14 oz and 22 inches.

Focus On ... Living the mission at Jesuit House

Our culture does not regard housekeeping as a high-status job. But custodians **Marcia Menard** and **Beth Cullitan** ply their trade in the Jesuits' home, Jesuit House, in such a remarkable atmosphere of appreciation and peace, that they and their colleague, administrative assistant **Sheri Cumlander**, say their daily contact with the Jesuits is a life-changing experience.

"They are a family, and they draw you into their family," Marcia said.

While these three are sometimes isolated from the rest of the campus, the day-to-day gestures of caring which they receive from the Jesuits buoy them and make them feel genuinely appreciated.

"They don't talk the mission, they walk the mission," said Beth, who has five years on campus and just four months at Jesuit House. She cites their ability to interrupt a busy day just to talk with her.

Sheri thinks of the weeks after her brother-in-law's death, when the Jesuits took time to minister to her.

"They are so appreciative of the tiniest little things that we do. It's a joy to come to work," Marcia said. "They share little things with you, things like jokes or a piece of poetry or a good book."



Beth Cullitan, Sheri Cumlander, and Marcia Menard treasure the peace of their days among the Jesuits

While Sheri is largely occupied with paying bills, she's also known as the Jesuits' numero uno source of gift wrapping. Also, she is a craft-maker who brightens their home by decorating her office. Often, she says, the fathers stop to admire her efforts, particularly those fiber-optic trinkets such as an Easter figure or Christmas tree that pulse with hundreds of lights.

Sheri finds the Jesuits' ways rubbing off on her; she is more comfortable offering praise and thanks to others. "I have never worked any place as rewarding as this," she said.

Grant aids hands-on learning for Nursing students

A \$25,000 gift to Gonzaga's nursing program earlier this semester from Providence Health & Services will allow the purchase of a new computer on which students will gain experience handling medical records and medication management, as well as a high-tech mannequin on which students will practice giving injections, running IVs, catheters and other equipment.

Providence's gift is in honor of the late Father **Patrick Ford**, S.J., former Gonzaga Academic Vice President. As part of the gift, a plaque will be de-

signed for the lab in memory of Fr. Ford. When the equipment is installed, Gonzaga will host an unveiling of the plaque.

The computer has been purchased and will be used before the end of spring semester, said Assistant Professor **Mary Sue Gorski**, but "we're still shopping" for the mannequin. While the nursing program already has a mannequin, the new one will be more sophisticated, with computer chips and interchangeable parts.



Stephanie Plowman and Currie Corbin plan the Oz exhibit in Foley's Rare Book Reading Room.

Oz collection lands at Foley Center

This spring, the Foley Center's Rare Books Reading Room will host an exhibition of the work of Frank Baum, author of *The Wonderful Wizard of Oz*. The works are from a collection owned by Currie Corbin, a Spokane resident.

"Beyond Oz: Highlights from the L. Frank Baum Collection of Currie Corbin" will celebrate Baum's 150th birthday on May 15. The exhibit

opens April 10 and will run through June 30. Corbin will lecture on his Oz collection at 7 p.m., April 27, in the Foley Center Teleconference Room.

Corbin grew up in Eastern Montana, and began collecting Oz and Baum items at the age of 12.

"One time a rare bookstore owner would not let me look at the Oz books he had," Corbin said. "He kept saying 'They are very expensive.'"

The funny part was, I had bought an expensive edition from him a month earlier, which I quickly reminded him of."

In 20 years of collecting, Corbin amassed a wonderful array of Oz books and other rare Baum titles. He is marketing director for Oxyfresh in Coeur d'Alene, and is a member of the Spokane Arts Commission.

For more information, please contact **Stephanie Plowman** at 509-323-3847.



Stacey Chatman, admission specialist in the Graduate School of Business, appears right at home painting a door frame in a Habitat for Humanity duplex in the West Central neighborhood. Ten faculty and staff, and 20 students participated in a series of three Fridays in March, braving chilly, damp weather to aid this community project. "I do some painting at home, but this is different," Stacey said. "It's a joy to be able to help someone else." Gonzaga volunteers put in a total of 120 hours during the All-Gonzaga event.

Zag Baseball at Avista

4/1	Portland	2 pm
4/2	Portland	1 pm
4/7	Santa Clara	3 pm
4/8	Santa Clara	1 pm
4/9	Santa Clara	1 pm
4/21	San Francisco	3 pm
4/22	San Francisco	1 pm
4/25	Wash. State	3 pm
5/05	Pepperdine	3 pm
5/06	Pepperdine	3 pm
5-07	Pepperdine	1 pm
5/16	Wash. State	3 pm
5/19	Lewis-Clark	3 pm

All home games are played at Avista Stadium.

Dance concert reflects program's strength

The Fifth Annual Spring Dance Concert will include jazz, ballet and tap, with three performances to be held in Russell Theatre, starting at 7:30 p.m., April 27- 28 and at 2 p.m., April 29. All shows have a \$5 admission.

This always-popular event will reflect the addition this year of the new dance minor.

In 2002, for the initial dance concert, "we were thrilled to have 12 numbers and 45 students dancing in the show," said Suzanne Ostersmith, adjunct instructor and director of the dance program. In contrast, this spring's con-

cert will feature 15 dance numbers, involving approximately 70 students.

"As you can imagine, this is quite an organizational feat for our theatre," Ostersmith added. "One of the most glorious aspects of this concert is that it is fully supported by the Theatre Arts Program and is the final main stage show of the year. As a result, we have fantastic lighting and costuming to complement the dance. This is the first year of our new dance minor and we have been overwhelmed by the enthusiasm for the dance classes."

EAP: Who's behind that 800 number?

The Employee Assistance Plan is a free counseling benefit for Gonzaga employees, now in its second year. Employees access the EAP by calling 800-511-3920. The plan addresses a range of problems from parenting issues to marriage problems, financial issues, legal concerns or alcohol and drug dependency.

One Gonzaga employee who used the service successfully praises the providers and now recommends the EAP to others. In an effort to make this resource more user-friendly, Spirit asked Human Resources the following questions:

Who's behind the 800 number? Gonzaga's EAP is run by MHN, a nationwide provider of behavioral and mental health services. Gonzaga's calls are actually answered in Irvine, Texas.

How does the program work? When you call, an intake specialist determines your need. If you have a mental health emergency, you

will be immediately routed to a psychologist. Follow-up appointments can be made either for phone sessions or up to three face-to-face, no-cost sessions with a counselor in Spokane. Individuals with other needs are connected with counselors of appropriate background.

How do you know your information will be kept confidential? MHN follows state and federal laws on client confidentiality.

Is there a limit to how many times you can use the service? Any single incident can result in up to three counseling sessions per year.

How many Gonzaga employees are using EAP? Up-to-date figures will be available this summer. The University began offering the EAP in June 2004. Campus-wide use was light in the first year, says Debbie Cerenzia, associate director of human resources for benefits and safety. Both human resources staff and the wellness committee have been working to educate employees about this resource.

Committee will tackle arrangement of University Lounge this summer

This summer, a committee will form to consider how to use the reduced space for the University Lounge. Nancy Masingale, Faculty Services, who has supervised the Ad Building lounge for 29 years, will lead the committee. In the meantime, ideas on temporary arrangement of furniture should be forwarded on to Masingale.

During spring break, a wall was constructed dividing the lounge in two. The north portion will become much-needed offices for staff in Information Technology Services. The south end will continue as a lunchroom and lounge.

Thayne McCulloh, VP for administration and planning and Space Committee chair, asked for comment on the proposed work following the Space Committee's recommenda-

tion to modify the lounge. Sixty-four percent of comments received were positive.

Masingale and others said that the smaller space may crowd the regular users. Some of the regulars work at front-line desks, and can't eat lunch in their offices. Other buildings offer lounge space, but Masingale said that some employees prefer to take their breaks at a distance from their supervisors.

The proposal to vacate a portion of the lounge, while in many ways undesirable, was seen as the best alternative to eliminating Administration Building classroom space, McCulloh said. Office space for Ad Building faculty and staff remains inadequate, and the Space Committee will continue to wrestle with these issues.



Jean Pugh and Tana Dugan enjoy lunch and a moment of relaxation in the University Lounge. "I should have counted how many books I've read in here," Jean said. The two agree that they've always appreciated the peace and quiet of the lounge.