

Spirit

A newsletter for faculty and staff

Volume 8

Issue 8

HUG's exploration of Mission goals produces harvest of ideas

If masses of sticky-dot votes are any indication, several new ideas may be hatched into reality, thanks to the recent Heads Up Gonzaga produced by the Staff Assembly. Proposals that emerged during the half-day event included: a staff-student Gonzaga service day; staff job-shadowing; professional development for non-supervisory staff; and a staff directory with photographs, so that employees can more easily learn each other's names.

"We are very pleased with the way the day went. The ideas that came out were extremely worthwhile. And, yes, Staff Assembly will pursue the more popular ones," said **Marcia Bertholf**, Staff Assembly executive council member and one of the HUG organizers.

After a welcome by Father **Robert Spitzer**, S.J., the fifth annual HUG focused on the five Mission goals and how staff can incorporate those ideals into their jobs day-to-day.

Ethics – **Mike Stebbins**, director of Gonzaga's Ethics Institute, spoke about thinking of ethics not as emergency medicine to be administered when something goes Enron-wrong, but as a developing friendship with God. "What is the good that we're trying to accomplish? And can we do it better?" Stebbins asked.

Service – **Sima Thorpe**, director of Center for Community Action and Service Learning, told the gathering about the degree to



Joy Wagner, Sima Thorpe and Connie Hickman ponder which ideas to support with their sticky dots at the Staff Assembly's HUG. One outcome expected to be launched in the fall will be a series of brown-bag lunches titled *Conversations on Mission*.

which service has become integral to Gonzaga. In the past year, 2,700 students have produced about 100,000 hours of service; 60 faculty have incorporated service learning in courses; and CCASL itself works with 125 local service agencies. Thorpe reminded staff about their half-day service benefit and encouraged each person to take advantage of that opportunity. "Come and talk to us at CCASL," she said. "We hope we'll see you all soon."

Leadership – **Josh Armstrong**, director of the Comprehensive Leadership Program for undergraduates, told of three students' learning about leadership. Whether through a basketball camp in Inchelium, a leadership backpacking trip, or a trip to Los Angeles to work with former gang members, students find that leadership experiences transform their lives.

Faith – Father **Rick Ganz**, S.J., director of University Ministry, spoke about the Jesuit way of thinking – making decisions that will help the other person grow in goodness and beauty, cultivating in others the skills to find their own answers, and making a commitment to getting to know the people you lead. Joining with others to better love God. And developing a fearless freedom to enter other worlds and learn from other people.

Justice – **Raymond Reyes**, associate vice president for Mission/intercultural relations, told a story to make his points. The plot revolved around a toddler, a broken-down pickup truck and a NAPA Auto Parts counter staffed by a woman. And the message? The power of reflection and the willingness to see others' goodness will bring many rewards, including a repaired carburetor.

Mission Awards honor true servant-leaders

This HUG marked the first Mission Awards for staff. These awards honor those who are exemplary in their support of mission. Recipients included:

- **Gene Oltmann**, electrician at Plant Services, has made humor, inspiration and team playing part of his day-to-day life. Oltmann has given Gonzaga 20 years service, and has volunteered 15 years for the Boy Scouts, although he has no sons of his own.
- **Florence Robins**, University Ministry, who has been a true servant-leader for more than 15 years at Gonzaga. She has been instrumental in running Gonzaga's annual Pilgrimage, and lives the Mission every day.
- **Al Tesdal**, mail room supervisor at the Law School, strives for excellence and shows it through his professionalism, positive attitude and caring personality. He assists faculty and staff with many extra tasks, always with a smile.
- **Mary Ann McDonald**, switchboard operator, is often the first contact parents or students have with the University. She has been a guest speaker at classes and events, and has a second career, as well, in nursing. She goes above and beyond to help anyone and everyone.

Sunderland wants to make outreach a priority

Jon Sunderland, newly named as dean of the School of Education, said that he is excited and pleased at the opportunities open to students and faculty. In particular, Sunderland referred to creating partnerships with Catholic elementary and secondary schools in the region. He also spoke of outreach to Native American schools in alignment with Gonzaga's original Mission of education of Native American youth.



Jon Sunderland

"We need to make these connections. We have outstanding faculty and students, and educational outreach aligns very well with the University's Mission," Sunderland said.

Sunderland characterized positioning the School of Education as a leader in the preparation of school teachers, administrators, and coun-

selors as part of "a lasting contribution" that he would like to give the University where he has worked for 27 years.

The dean did not mince words about the current state of K-12 public school education and today's high-stakes testing environment. "We are under siege," he said. "If we in higher education want to be leaders, we need to take a hand in crafting a response to those demands."

Sunderland's appointment as dean will become effective on June 1, following a national search chaired by Paul Hastings, associate professor in the School of Education.

He began his career as a high school teacher in California, then worked in the ski resort industry before earning his doctorate at the University of Oregon. Sunderland arrived at Gonzaga in 1979. He has served as chair of the department of sport and physical education and as both assistant and associate dean of the school.

'The Crucible' seeks to fully engage audience

Those attending this month's production of "The Crucible" should expect a great deal more than an evening's entertainment. When director Brian Russo talks about the audience's experience, he uses words such as riveting, disturbing and destabilizing. His actors, he says, have undergone "a visceral test of their bodies, their souls, their very humanity."

Hyperbole? Not likely. Playwright Arthur Miller wrote about the Salem witch trials in "The Crucible" in reaction to McCarthyism and the anti-communist panic of the 1950s. "It's a play about the potential for human nobility in the case of an ignoble world," Russo said.

"The Crucible" will be performed in the Russell Theatre, April 11-14 at 7:30 p.m., and April 14-15 at 2 p.m. For some students, this production of the American classic will serve as culmination to class discussions about absolutist thought, misogyny, radical ideologies and other ideas.

Associate Professor Russo joined Gonzaga's theater program in September. Ask Russo's stu-



Cast members warm up for 'Crucible' rehearsal.

dent actors about their new professor, and one senior replies that he regrets having only a year to study under him. Another student spills out his hopes for a summer theater workshop in Poland – a potentially life-changing experience towards which Russo has nudged him. Russo's background includes teaching in Calcutta, India, through a Fulbright scholarship and time as a visiting professor in Lodz, Poland.

Systems medicine plan gathers momentum

The Institute for Systems Medicine Planning Authority (ISMPA) has announced the first million dollars in private donor pledges, bringing current backing for the medical research institute to \$4 million.

"I am very proud that we secured these pledges at this time in the history of the Institute of Systems Medicine," said John Stone, a Trustee and chairman of the ISMPA. "Private donor support is crucial to demonstrating the local commitment to the institute."

The institute also is supported by \$3 million in federal, state and local government funds, and other private and corporate donations. Gonzaga is a founding partner of the institute, which will use systems biology, genomics, computational biology and the medical and academic resources in eastern Washington to conduct research.

"The ISM will be a seed tree that will yield many discoveries, some of which we hope to commercialize locally," said Fred Brown, CEO of Next IT, Gonzaga Trustee and donor to the ISMPA.

Assessment office looks past April visit

In preparation for the University's accreditation site visit on April 25, the assessment office has developed several initiatives, including efforts to make assessment a faculty-driven process and to bring some degree of uniformity to different departments' assessment work.

There's more assessment news on campus: Intercultural Relations is working with Student Life and others on campus on a climate assessment project focusing on diversity.

"Campus Climate & Assessment: Going Beyond the Survey" is a comprehensive effort to evaluate our university's climate in the places where we form and inform our students, i.e., the classroom, the resident halls, and the sacred spaces," said Raymond Reyes, associate Mission vice president for intercultural relations. Conclusions from the project are expected by December.

Also, the University is partnering with Seattle University to research innovative ways to measure mission outcomes. A pending grant from the Teagle Foundation, which specializes in assessment work in higher education, would help to fund this partnership. Teagle has indicated great interest in this approach, said Daniel Bubb, outcomes coordinator. Included in that project will be the "rich faculty discourse" advocated by John Bean of Seattle University, and other methods that go beyond the numbers-based approach of more conventional assessment work.

The assessment office has an ambitious goal: to become recognized regionally and nationally as a highly competent player in the arena of assessment.

"There are many benefits that come from having a solid working relationship with your accrediting agency," Bubb said. He also admitted that the expansion of Gonzaga's program will take time. "We're still building the foundation, but eventually it will feel very fluid for faculty."

Institute's human rights work recognized

The Institute for Action Against Hate was honored recently with the 2006 Civil Rights Award given by the Kootenai County Task Force on Human Relations and the Human Rights Education Foundation.

The Institute, which is directed by Jerri Shepard, associate professor of education, was lauded for its efforts in addressing and confronting hate through educational and scholarly programs, the publication of its Journal of Hate Studies and conferences.

One of the Institute's primary objectives is to encourage the interdisciplinary study of hate. To that end, the Institute has collected and displayed on its Web site syllabi from universities coast to coast. Founded in 1997, the Institute's mission is to combat hate through research, education, and advocacy.

Focus On ... **Post-bookum blues? Not for Maurice and Farrell**

Law Professor **John Morey Maurice** and artist and Professor **Mary Farrell** have published "On Justice," a book that is itself a work of art.

Each of 13 essays is paired with a sepia print. Rather than being illustrations, Farrell's prints explore the components of justice through the language of visual metaphor. Every component – paper, margins, pagination and fonts – came under close scrutiny. "We spent a great deal of time selection the archival paper and ink for this book," Maurice said, who is as much arts aficionado as he is legal scholar.

The project began more than four years ago. "By this time in life, I have something to say. You know how you wake up with thoughts in the middle of the night," said Maurice. The initial essay

was published in the *Gonzaga Law Review*. He gave a reprint of the essay to Farrell, and the seed was planted.

Part of her challenge lay in underlying themes in a text that is not rich in imagery. Farrell initially produced 26 prints, then selected 13 final choices, including the whorl of a thumbprint, the roots of a tree and other images both natural and abstract.

No detail has gone unplanned. A limited, slip-cased and signed edition of 250 copies has been published. Part of the decision-making process was who gets what.

Maurice's initial proposal was "Mary will get 10 copies, and I will get 10."

"Can't I have eleven?" Farrell gently teased. "I do have a mother, John." They finally agreed on 12 copies each for the author and the artist. The remaining copies will be sold.

The collaborators are developing a marketing plan for the distribution of their limited edition. If they enjoy this phase as much as they clearly have delighted in their partnership, that will be icing on the cake.



Professors **Mary Farrell** and **John Maurice** will market "On Justice" to Jesuit law school libraries and Gonzaga Law School alumni.

NOTEWORTHY

New Hires:

Carrie Danielle, receptionist, Jesuit House; **Brooke Ellis**, annual giving officer, Law School; **Shanea Giroux**, development assistant III, University Relations; **Christine Goodell**, part-time grad advisor/alum coordinator, School of Business; **Kimberly Madsen**, media and training specialist, Technology Education; **Kendall Mahlman**, groundskeeper in training, Plant Services.

Goodbyes:

Mary Kellison, assistant project coordinator, Student Life; **Shannon Main**, program assistant I, Faculty Services; **Brian Parker**, admissions counselor, School of Law; **Sheri Shields**, development assistant II, University Relations; **Halima Smith**, career services counselor, School of Law; **Aaron Sommerville**, custodial shift supervisor II, Plant Services.

Promotions/New Assignments:

Carlyn Cofer, to custodian lead in training, Plant Services; **Edward Fitzgerald**, to custodial shift supervisor in training, Plant Services; **Danielle Hodgen**, to senior counselor, Financial Aid; **Teresa Hudak**, to assistant director of alumni chapters, University Relations; **Kassia Kain**, to director of judicial affairs and student conduct, Student Life; **Mark Stickelmeyer**, to general maintenance II, Plant Services; **Rae Anna Victor**, to lead operator, Switchboard.

Anniversaries:

15 **Laura Gatewood**, major gifts director of stewardship, University Relations.

5 **Sharon Bressler**, paralegal, Clinical Law; **Mikhail Mitin**, custodian specialist II, Plant Services.

Cradle Call:

Kevin McCrudden, assistant professor, Religious Studies, and wife **Kerry** are the parents of **Liam**. Born Feb. 22 he was 7 lbs 7 oz and 20 inches.

CTA initiatives: 'thinking in new ways about what we do'

The Center for Teaching and Advising recently announced two programs for faculty. One is a planned opportunity for faculty to observe their colleagues' teaching. The other will create mentors for new faculty.

Initial response has been good, said **Teresa Derrickson**, director of the center and assistant professor of English.

The shared classroom initiative allows up to four faculty to observe a class session of colleagues who are willing to open their classes. All interested faculty, including fixed term and adjuncts may participate. Classroom visits will take place April 12-26. A debriefing will be held for interested participants at 4 p.m., April 27, in Foley 106.

"The assumption behind this program is not that there are 'master teachers' out there that we should all be observing and learning from," Derrickson said,

"but rather that there are pedagogies being practiced on this campus on a daily basis that have the potential to make us think in new ways about what we do and why we do what we do."

The mentoring program will be launched in September, matching each new faculty with a colleague on campus who can assist that individual in adjusting to life at Gonzaga. Organizers, including **Foster Walsh**, associate professor of teacher education, and **Tom McKenzie**, associate professor of mathematics, hope for as many as 35 volunteers among existing tenured or tenure-track faculty.

The program is based on studies that show mentoring will lead to increased faculty retention, increased job satisfaction, a more immediate integration into the culture of the university, and other benefits.

Alumni chapters give Hertz little time to sit still

One measure of the success of the Alumni Office's chapter program is that **Kara Hertz** has a problem: How can she gently rein in her chapter leaders?

"We have to pace them. That's one of our challenges," Hertz said recently. As assistant director of alumni, she has carried out much of the organization behind the program, which began in December 2005.

With nine chapters officially launched (Seattle, Tacoma, Portland, San Francisco Anchorage, Denver, Phoenix, San Diego and New York), and two more due to launch by September (Washington, D.C., and Spokane), the program should have a dozen chapters abuzz with activities in less than two years. And that's not counting the clusters of alumni so enthused that they're meeting unofficially. Salt Lake City, that's you we're talking about!

Most of the chapter presidents shoulder so many projects that Hertz shakes her head in amazement.

"Sometimes I wonder how they get any work done in their day jobs," she said.

Not every university finds such immediate success with alumni programming.

Hertz cites one California institution that tried three times before creating sustainable chapters. The Zags' courtside success is a great impetus for alumni to get together. But every chapter is involved in working to support the University, too. "It amazes me how willing they are to serve Gonzaga," Hertz said.



Kara Hertz pauses in the midst of pre-game face painting.

Patterson compliments flowing in; dedication set for April 20

On a chilly March day, the powerful heaters in the press room of the new Patterson Baseball Complex felt good. That will fade in importance in coming weeks, as Spokane's schizophrenic spring weather mellows.

But the clean sight lines – every seat with a perfect view – those ought to be good for several decades of spectator satisfaction. And the custom blended soil on Washington Trust Field, designed to hold up under nine tough innings – it's already

bringing in compliments, said Joel Morgan, assistant athletic director of facilities. Dedication of the Patterson Baseball Complex

will occur on April 20.

Morgan led a recent walk-through of the facility with commentary that ranged from the possibility of raising the netting to contain balls being hit out onto Cincinnati, to the smaller touches incorporated in the design, such as the phones connecting both teams to their bullpens and the press box, and cubbyholes that will keep muddy cleats out of the team lounge.

One bit of luxury: That lounge is equipped with six sleek leather couches and a plasma-screen TV – perfect for watching game films, and a pretty good recruiting tool to boot.

"You bring a 16- or 17-year-old kid in here and they are going to think this is pretty nice," Morgan said.

One other thing that Morgan is clearly pleased with, and that is the new granite entrance sign installed at the corner of Cincinnati and Spokane Falls Boulevard.

"I just got another call from someone saying how great it looks when you come over the (Hamilton



The Patterson Baseball Complex brings Zags' baseball back home.

exit) bridge. That's one of our front doors to the campus," Morgan said. "Before I got working out here, I never knew so many people used Cincinnati to get on campus, and I think even more will, now that the sign and entrance draws them in. That's kudos to Ken Sammons."

Zags Baseball Home games only

4/1	San Diego	1 pm
4/17	Wash. State	3 pm
4/20	St. Mary's	1 pm
4/21	St. Mary's	1 pm
4/22	St. Mary's	1 pm
5/4	Loyola Marymount	6:30 pm
5/5	Loyola Marymount	1 pm
5/6	Loyola Marymount	1 pm

Peer Advisor Group, a staff resource

The Human Resources Department and the Staff Assembly have revitalized an important resource for Gonzaga University employees. Many employees may recall a program created in 2000 called the Employee Advocate Program. Created by Human Resources and a sub-committee of the Staff Assembly, the concept was to provide employees with a resource to consult on workplace issues.

In particular, the program was meant to provide employees a confidential, objective and neutral person trained in university policies and procedures and effective communication skills, who could spend focused time and attention helping employees resolve work-related issues.

The program goals remain the same, but the name has been changed to the Peer Advisor Group. The word "advisor" more accurately describes the role, organizers decided. Peer advisors are meant to actively listen and assist employees in clarifying issues, inform them of the resources available to them and advise them on University policies and procedures.

In order to become a peer advisor, an employee must be in good standing with the university and must have supervisory approval. Peer advisors receive extensive training on university policies and procedures, liability issues and effective communication skills.

With the help of the Staff Assembly, a core group of interested advisors has been identified and trained. The names and contact information of the fully trained advisors will be communicated widely this spring. For more information, contact Dan Berryman, assistant VP of Human Resources, berrymand@gonzaga.edu, or Shelly Daugherty, president of Staff Assembly, daughertys@gonzaga.edu.

NIH grant aids chem research

Assistant Professor Jeff Cronk of the chemistry department has received a National Institutes of Health grant \$188,548 to continue research toward the fight against tuberculosis.

The grant aids "continued investigation of the bacterial version of an enzyme called carbonic anhydrase, including the possibility that new antibiotics could result," Cronk said. "The project will provide our students with a more cutting-edge research experience, and

perhaps even contribute to development of a drug to combat tuberculosis, which is a huge and increasing threat to health worldwide."

Five students will have hands-on involvement in the research, which the NIH has funded for three years. The grant is a significant honor for Cronk, the University and the chemistry department.

"This funding award reflects and represents a significant strengthening of the biochemistry program at GU," Cronk said.



A bonfire of books marks the Fires of Hate exhibit at Foley Center Library through May 5. Creating the bonfire and displays of locally banned books fell to Brenda Warrington, while Konny Thompson took on the actual burning, with one rule for herself: "I had to be firm that I not begin to read."