

Spirit

A newsletter for faculty and staff

Volume 8

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Good ideas emerge in training program, morph into reality

For 15 years, Career Center Director **Mary Heitkemper** dreamed of creating a university-wide, systematic method of tracking higher education and employment outcomes of Gonzaga graduates. Last year she, along with four colleagues, finally got her chance to pitch this idea to Father **Robert Spitzer, S.J.**, during the three-day Strategic Leadership Program for staff supervisors.

"Father Spitzer said, 'I love it! I'll get you in front of the cabinet,'" said **Jason Swain**, manager of human and organizational development.

As a result, the Career Center launched a cooperative effort to create a University-wide system to track data from recent graduates. It might sound easy, but creating the process was hard work. "This effort has been truly collaborative across the entire campus and has required commitment from faculty, deans' office assistants and student life staff. In particular, **Roberta Willey** in the office of Dean of the College of Arts and Sciences jumped in wholeheartedly to make this successful," Heitkemper said. "It took all our voices together. And each phase of it has taken the best of everybody's expertise."

Christmas week break?

Several other projects incubated by the SLP training have generated interest, including the idea of a winter holiday for staff. In the July 2006 SLP, **Stephanie Plowman**, **Tana Dugan**, **Danielle Hodgen** and others collaborated on a plan to give staff a holiday week between Christmas and New Year's Day. They liked the idea of raising staff morale and potentially saving money through reduced heat bills.

"We had a short amount of time to work on the



Developing the integrated program to track employment and graduate school outcomes demanded broad commitment and varied expertise. Among those involved were Shane McKee, Jason Swain, Mary Heitkemper, Melissa Lowdon and Adrian Pauw.

proposal before presenting our idea to the class and to a small group of GU administrators. A small group of us continued with the idea," Plowman said. "The next step was to find out if other universities provide such a paid break. We looked at local, regional, and AJCU institutions. (Many Jesuit universities have such breaks.) Then we decided to make a survey to see if the GU personnel wanted such a break."

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That required gaining support from the Staff Assembly, which disseminated the survey in April. Plowman and others on the committee will analyze the survey results and recruit additional committee members to create a formal proposal.

"One of the best outcomes (of the project so far) is the fact that I have met Gonzaga personnel I probably never would have met in my normal work," Plowman said. "I am also gaining a better

appreciation and understanding for what the other departments do."

Not every project that emerges in the SLP sessions is destined for success. The idea of a flexible menu of benefits came up, for instance, but Gonzaga isn't large enough for the concept to be economically feasible.

"The point of the exercise is to say 'You're all leaders in this organization, and everyone has to lead. You can't sit around and wait for the senior organizers to do it all,'" Swain said. Other ideas that have emerged include the possibility of day care, Web site improvements, and proposals to help attract and retain first-generation and diversity students.

"It is always amazing what happens when people who would normally never work together put their minds together," Swain said. "Whether or not Father Spitzer or the panel falls in love with their idea, they have experienced the power of branching out and collaborating across functions."

Four tenured, four non-tenured faculty named exemplary in 2007 awards

At the 2007 Academic Honors Convocation, Academic Vice President **Stephen Freedman** recognized eight faculty for exemplary performance.

Exemplary Non-Tenured Faculty awards were earned by: **Eric Cunningham**, assistant professor of history, whose colleagues described him as one of the "outstanding" young faculty in the College of Arts and Sciences"; **Ellen Maccarone**, assistant professor of philosophy, who "has distinguished herself through exemplary teaching, the coherence, seriousness and the focus of her professional development, and an impressive record of service"; **Tod Marshall**, assistant professor of English was recognized "as a superb teacher of writing and literature," an individual with an impressive publishing record and national stature as a poet and scholar; **Shannon Overbay**, assistant professor of mathematics, was recognized for her "efforts to seek out and to test various methods to assist students in learning class material."

Exemplary Tenured Faculty Awards went to:

John Downey, professor of religious studies, honored for his scholarly work, including translation of German theologian Johan Baptist Metz, and studies on St. Francis; **Christina Geithner**, associate professor of exercise science, recognized for publications and considerable committee work, in her department and the University at large; **Mark Shrader**, associate professor of business, for accomplishments in publishing and work in program review; and **Nancy Worsham**, associate professor of psychology, singled out for the "real impact" she makes on students' lives.

Suzanne Ostersmith, director of dance, received the service learning award. Associate Professor **Molly Kretchmar-Hendricks**, psychology, earned the diversity award.

Named professor emeritus were **William Carsrud** and **Kay Nakamaye**.



Honored as Faculty of the Year (from left) are: Shannon Overbay, mathematics; Tod Marshall, English; Eric Cunningham, history; John Downey (rear), religious studies; Tina Geithner, exercise science; Mark Shrader, business; Ellen Maccarone, philosophy; and Nancy Worsham, psychology.

AROUND CAMPUS

- The new marquee at the Bing Crosby Theatre has been installed and, appropriately, was lit during the Get Lit! Festival in April. A collection of newly available Crosby memorabilia is on display at the Bing. Special collections librarian **Stephanie Plowman** helped create the display, and raise funds for the marquee.

- **Dave Hougum**, professional residence hall director of Marian, Twohy, Lincoln and Roncalli halls, has been selected as facilitator for a 10-day Leadership Summit to be held at Johns Hopkins University this summer through People to People (www.isleaders.org). It will be an opportunity for Hougum to interact with student leaders from all over the nation and world.

- The Blanket Brigade invites all faculty or staff who knit, crochet or sew to join this informal group in providing a yearly donation of blankets for children. Blankets are given to the My Bag program which provides backpacks and blankets for children being taken into foster care. In the last three years the Blanket Brigade has donated 108 blankets to this and other organizations. "We are always looking for folks who may be able to make a blanket that we can add to the stack!" said **Laurie Hanlon**. For more information, contact her at extension 6847.

Got grant; seeking spiders

"Hi, do you have any tarantulas?" said Assistant Professor **Brook Swanson** into his phone. This first-year biology professor is rounding up 16 tarantulas for a research project.

Swanson has been awarded a \$148,000 equipment grant from the Air Force Office of Scientific Research for a nano-scale material testing machine.

"The machine basically measures how strong and stretchy tiny materials are. My undergraduate research students and I are going to be using it to measure material properties of spider silk and insect exoskeleton. We are interested in this for a couple of reasons; first, as biologists we are interested in the evolution of these high performance materials that are extremely strong and tough. Second, if we understand how these animals construct these materials we should be able to use this 'animal technology' to make man-made materials that mimic their impressive performance. This is especially interesting to the military, because if we could build armor (both body armor and vehicle armor) out of materials like these, the armor could be lighter, more flexible and safer for the troops," Swanson said.

He's no spider man, but a fish guy and a specialist in comparative physiology and biomaterials. Only a handful of the nano-testing machines are in existence, he said, and just a few labs in the country do this kind of work. Swanson did post-doctoral work on spiders at UC Riverside and last fall



Assistant Professor Brook Swanson and his students will research spider silk.

brought his expertise and inquisitive nature here to Gonzaga.

What's known about the strength of spider silk largely comes from one species of spider, he continued. But scientists now realize that that species, the golden orb weaver spider, spins silk of only middling strength, compared to others – and there are 39,000 species of spider out there. Odds are that Swanson and his students will figure where to buy not only tarantulas but any kind of spider that you can think of. Brown recluses, anyone?

NOTEWORTHY

New Hires:

Susan Cerutti-Jensen, events and stewardship specialist, University Relations; **Kimberly Madsen**, media and training specialist, Teacher Education; **Janice McKinney**, senior faculty assistant, History; **Michael Mueller**, custodian in training, Plant Services; **Emily Nelson**, career services counselor, School of Law; **Carolyn Von Muller**, secretary, Arts & Sciences.

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:

Stacy Boyd, to security officer, Security; **Emily Burda**, to program assistant II, Security; **Joseph Diaz**, to custodian I, Plant Services; **Michael Dillon**, to custodian III, Plant Services; **Ryan Draper**, to custodian I, Plant Services; **Elizabeth Gilbert**, to program assistant II, Athletics; **Christopher Gill**, to chief information officer, CIO; **Joel Guzman**, to custodian II, Plant Services; **Melissa Heid**, to program assistant I, ISP/ESL; **Abraham Henderson**, to custodian II, Plant Services; **Rozalyn Sippel**, to custodian II, Plant Services; **Todd Ullrich**, to mail services clerk III, Plant Services; **Sara Varela-Acevedo**, to program assistant III, International Students Program.

Anniversaries:

30 **Linda Murphy**, director, Student Accounts.
25 **Timothy Hatcher**, working groundskeeper supervisor IV, Plant Services.
20 **Linda Olson**, office coordinator, ISP/ESL.
15 **Krystal Burns**, IT policy computer and software specialist, Teacher Education Services; **Vicki Craigen**, tech support specialist, Athletics; **Todd Wood**, painter IV, Plant Services.
5 **John Correia**, telecomm technology II, Plant Services; **Stephen Freedman**, academic vice president, AVP's Office.

Cradle Call:

Rob Kavon, Martin Centre Director, and wife **Kristin Kavon**, Program Coordinator for Sport & Physical Education, are the parents of Kyle. Born April 9 he was 8 lbs 1 oz and 18 3/4 inches.

Focus On . . . **OPPEN House branches out**

OPPEN House staff **Karen Contardo** and **Megan Marshall** have learned that part of their work promoting healthy decisions involves stepping back and letting students run with their own ideas. During Eating Disorder Week, for instance, an OPPEN House peer educator displayed on campus several size 12 women's pants to make a point about healthy eating habits.

OPPEN House – pronounced 'open house' – does prevention education and is a resource for anyone concerned about college drinking. "We may be known as 'the alcohol house,' but we're much more than that," said Contardo. "We involve students to care for and act in service to one another." OPPEN House promotes a harm-reduction approach toward alcohol.

In the last year, OPPEN House has dug into other issues. "Eating disorders, nutrition, homesickness, time management and stress – almost anything that you can think of," Marshall said. OPPEN House has 27 active, certified peer educators, students who are trained in reflective listening and helping skills. One peer educator recently wrote this about her involvement:

"OPPEN House has added tremendously to my college experience. College is about what one learns in classes, yes, but it is also about what you learn outside of class. There is not one aspect of my life that has not benefited



Karen Contardo, director of Student Wellness and Prevention, and Megan Marshall, program assistant, partner at OPPEN House.

from my involvement with OPPEN House."

A recently received NCAA Know Your Choices grant of \$30,000 over the next three years will focus on student athletes and their role as potential leaders in making healthy decisions on alcohol use.

Gonzaga offers St. Ignatius macquettes

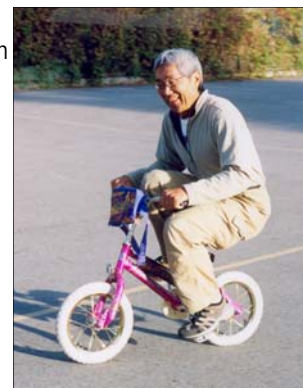
The University is offering for sale a limited edition of 16-inch versions of the statue of St. Ignatius which will adorn the new main entrance to the University. These versions, called macquettes, are cast in bronze and are available through University Relations at a price of \$5,000 each. The sale of these works will help to fund the monument and surrounding landscaping.

Sculptor George Carlson is creating the nine-foot statue, which is to be complete next winter and ready for installation in front of the Administration Building. A reflecting pool will complement the statue.



Reception to honor Kay Nakamaye

A retirement reception will be held on at 3:30 p.m., May 9 in honor of chemistry Professor **Kay Nakamaye**. He has faithfully served Gonzaga for 37 years. The reception will be held in the foyer of Hughes Hall. The Gonzaga community is invited to join in saying goodbye to Kay and wishing him well in his retirement.



Kay Nakamaye

120th commencement to graduate 1,830 students

Gonzaga's 120th commencement exercises will be held May 12 and May 13. This will be the largest commencement for the fifth year in a row, encompassing 1,830 students compared to 1,655 degrees awarded a year ago. Graduates include 983 seniors; 649 master's students, 15 doctoral students; and 183 Law School students.

The ROTC Commissioning ceremony will take place at 4:30 p.m., May 11. in the Cataldo Globe Room.

The Law School Commencement will be at 9:30 a.m., May 12, McCarthy Athletic Center. **William Neukom**, president-elect of the American Bar Association is the speaker.

The Graduate Commencement will be at 5 p.m., May 12, McCarthy Athletic Center, with **Martin Favero**, a microbiologist and expert in infection control, speaking. **Alan Mullaly**, president and CEO of Ford Motor Co. and father of graduating senior **Molly Mullaly**, will speak at the Undergraduate Commencement at 10 a.m., May 13, the Spokane Arena.

Other honorees include **Harry Sladich**, Gonzaga vice president and secretary to the Board, who will receive the DeSmet Medal, the University's highest honor; **Sister Phyllis Marie Taufen**, SNJM; and Major General **Jason Kamiya** ('06) of the Joint Forces Command in Norfolk, Virginia.

Federal grant on violence against women unrolls projects, resources

In April, a violence prevention seminar was held on campus for male students. At one point, presenter Todd Denny asked the students to stand up if they had ever been involved with a women's rape crisis center. About eight stood up. But when Denny asked how many of the students had ever intervened in a situation in which a male was behaving inappropriately with a female, almost every student rose.

Denny is a widely respected speaker on how men can prevent violence against women. With 45 students in attendance, Gonzaga's was the most heavily attended college workshop he has ever given of this kind.

Theresa Schinzel, Gonzaga's student sexual assault and harm prevention coordinator, tells this story as one example of the results of a U.S. Justice Department grant of nearly \$200,000. The grant was received by the University in September 2006 for projects and initiatives that are

geared to prevent, educate about and respond to violence against women.

Other grant projects include the publication of a comprehensive brochure on Gonzaga's programs and resources, as well as statistics of reported sexual misconduct incidents in the 2005-06 year, mandatory New Student Orientation covering issues of sexual assault, dating violence and stalking, and training for first responders to provide support and resources to victims 24 hours a day, seven days a week.

In the coming year advanced training will be provided for Campus Security, members of the Discipline Board and others. The grant also covers efforts which began this year and will continue next year to strengthen University sexual assault policies. In addition, a new men's violence prevention student group is being formed which is partially supported by the grant. One objective will be to create a peer education pro-

gram in residence halls addressing dating norms, bystander behavior and cultural influences that perpetuate, reinforce and condone violence against women; this effort will be the first of its kind on Gonzaga's campus.

Schinzel moved into prevention education after working for 12 years in crisis response and victim support at Spokane's Women's Drop-In Center, Anna Ogden Hall, and St. Margaret's Shelter for Women and Children. She counseled women after sexual assault and domestic abuse, including prostitutes during the years in which Spokane serial killer Robert Yates was active.

"I watched so many women cry so many tears. I began to wonder what it would be like if those tears never had to be cried in the first place, if we could prevent acts of violence through education," Schinzel said. The move to prevention work at Gonzaga was a major – and welcome – shift for her.

Tracking shows '06 outcomes

The first year's results of the integrated tracking project coordinated by the Career Center show that 43 percent of the 2006 graduates were employed full time or were involved in long-term volunteer work. Another 23 percent were in graduate school; and 34 percent were then looking for work. Eighty-two percent of the class responded. Only undergraduates were tracked in the first year of the project.

Each academic department gathered its own information with customized surveys.

Gathering such information for graduate students, doctoral and law students will be implemented next, said Career Center Director **Mary Heitkemper**, followed by an expansion into second-year, fifth-year and 10th-year outcomes for all graduates.

This effort will help the University in several ways, pointed out **Kevin Pratt**, director of GAMP: gaining excellent marketing information, helping the Admission Office answer questions from parents of prospective students, and helping faculty and advisers understand how better to guide students.

Other first-year numbers include: 23 percent of the College of Arts and Sciences grads were employed full-time, as were 46 percent of business students, 85 percent of engineering students, 43 percent of education students, and 61 percent of professional studies students. These statistics also were gathered by major. Engineering, nursing and other professional studies graduates reported among the highest employment percentages. English, philosophy, religious studies, accounting and physical education reported among the highest percentages of graduates moving on to graduate school.



The name Steve Hertz has become synonymous with Zag. He defined the term over three years as a student-athlete, two years as an assistant baseball coach, 24 years as head coach and four years as director of athletic relations . . . and he is still going strong. This bust by Montana artist Dennis Harrington was unveiled at a small ceremony April 20 behind home plate near the concession stand in the concourse at Patterson Baseball Complex, which also was dedicated April 20.

Fourteen faculty earn promotions

Gonzaga President Father **Robert J. Spitzer**, S.J., has approved the following faculty promotions, effective Sept. 1, 2007: instructor to assistant professor **Mary Martha Savage**, English Language Center.

Assistant professor to associate professor: **Julie Beckstead**, College of Arts and Sciences; **Kevin Chambers**, College of Arts and Sciences; **Dennis Conners**, School of Education; **Patsy Fowler**, College of Arts and Sciences; **Tod Marshall**, College of Arts

and Sciences; **Karen Norum**, School of Professional Studies; **Kevin O'Connor**, College of Arts and Sciences; and **Ann Wolf**, School of Education.

Associate professor to professor: **Mary Farrell**, College of Arts and Sciences; **Christina Geithner**, School of Professional Studies; **Douglas Kries**, College of Arts and Sciences; **Daniel Mahoney**, School of Education; **Nancy Worsham**, College of Arts and Sciences.