

Spirit

A newsletter for faculty and staff

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Gonzaga numbers looking good, Spitzer says

Contingency plans in place for worst-case scenario

Despite a bleak economic forecast nationwide, Gonzaga President Father Robert Spitzer, S.J., is optimistic about the University's financial outlook.

Speaking to groups of faculty and staff at two separate presentations in January, Fr. Spitzer said applications are strong for next year's freshman class, and great effort is being made to insure retention of current students they and their families navigate the uncertain, recessionary waters causing new swells of financial need. He noted that this year's fall-to-spring retention rate is the best it's ever been, at 97.5 percent.

The Board of Trustees asked University administrators to put together contingency budget plans should fall enrollment, hence revenue, fail to meet projected budget numbers. Fr. Spitzer said every measure will be taken to protect the jobs of Gonzaga faculty and staff, and to insure raises next fiscal year for everyone but the president and vice presidents. He outlined a four-step plan for financial contingency, but said it would be "highly unlikely" the University would ever get to Steps III and IV. Only in Step IV would a reduction in force be necessary to meet budgetary ends.

"Notwithstanding the current economic crisis (in the U.S.), Gonzaga achieved and has preserved record enrollments this past fall," Fr. Spitzer said. "Not only have undergraduate enrollments increased, but so have online graduate programs. In addition, student withdrawal activity for fall 2008 as compared to fall 2007 reveals virtually no difference, and withdrawals between terms at the undergraduate level are almost the same when compared with the same date for spring 2008."

Gonzaga continues to be highly rated in both quality and value by national ranking services, including U.S. News & World Report, Princeton Review and Kiplinger's.

The primary determinant of success, Fr. Spitzer

said, is perceived value: that is, the perception of quality, given price.

"Gonzaga has very effectively increased its perceived quality through a variety of actions over the past 10 years," which include the hiring of excellent faculty, dramatic improvements in facilities



Retaining students and maintaining perceived value will help Gonzaga through the nation's economic crisis, according to President Fr. Robert Spitzer, S.J.

and technology, development of improved marketing materials, support of faculty-sponsored student research, internships and distinctive programs, and relatively modest tuition increases in combination with generous financial-aid packages.

Following is Gonzaga's four-step response to the economy:

Step One: Drive and Maintain Current Revenue Levels. This response includes steps such as close monitoring of students and good communication with them to fortify retention, a modest tuition increase next year of 4.96 percent, and acceptance of a greater number of students in the Early Action admission pool, a group from which students enroll at a greater rate than regular admission pools. Fr. Spitzer has requested a goal

of 1,080 new freshmen for fall 2009.

Step Two: Setting up Reductions in Operating Budget. In addition to no salary increases for the president and his Cabinet, the University will put a moratorium on construction projects that are not already under way. Faculty salary increases have been budgeted in 2009-10 at 100 percent of what is recommended by the College and University Professional Association for Human Resources (CUPA), but funded at 65 percent from June-September as short-term contingency to insure this coming fall's enrollment meets current revenue projections. If it does, full funding will be restored. Non-faculty salary increases have been budgeted at 3 percent, but funded at 2 percent June-September until enrollment numbers are clear. If revenue allows, full funding would then proceed. Non-essential new positions and replacement positions would be delayed pending fall enrollment numbers, and re-evaluation of positions might be curtailed until the next fiscal year, if necessary. Non-essential operational items would be identified and expenses reduced in these areas.

Step Three: 5 and 10 percent Budget Reductions (without layoffs). Should tuition revenue fall 8 percent, a 5 percent reduction in budget would be necessary. A 14 percent shortfall in tuition revenue would create a 10 percent reduction in budget. In either case, operational reductions would be made. "We will protect the people and their positions that protect our quality," Fr. Spitzer said, emphasizing that both he and the Cabinet believe this scenario is highly unlikely.

Step Four: Greater than 10 percent Budget Reductions (entailing layoffs). "While we believe an enrollment revenue decrease requiring more than a 10-percent operating budget reduction is highly unlikely, the Trustees have asked that we construct a plan, as a prudent response, to identify program and personnel reductions should this occur," Fr. Spitzer said.

Spring faculty conference highlights

Gonzaga & GM?

Faculty Assembly President Scott Bozman compared Gonzaga's academic integrity and perceived quality to the auto industry. "The domestic auto industry lost the public's trust and therefore has no integrity with the people it serves," Bozman said. "As a consequence, it has been extremely difficult for them to rebuild their brands. Higher education, generally, is faced with the same dilemma, but is a much more complex product. Education is an intangible good that can only be evaluated as a consequence of consumption. If the Gonzaga brand name is diminished, it will be even more difficult or impossible for us to repair the damage. As faculty, it's our responsibility to do something about things we know are not right so we don't end up in a similar situation as the Big Three."

Spring activities and initiatives

Accolades abound: Academic Vice President Thayne McCulloh provided well-deserved praise to Ken Sammons and his crew for maintaining the campus grounds throughout the recent historical snowstorms...**Presidential search:** The committee hopes to name President Spitzer's successor at its regular April meeting...

Goodbye to General Studies: The bachelor of general studies will be phased out at the end of this academic year since there are several other institutions in the area that provide a similar degree...

School is not out for summer: Summer school programs will now be administered through the AVP's Office by Rebecca Miller, recently hired as the manager of summer sessions...**Education 'round the world:** Associate Academic Vice President Jim Vache called together a group of faculty and staff to establish and maintain policies and programs for Gonzaga's international education endeavors...

Evaluating evaluations: Thayne McCulloh hopes that faculty will consider implementing instructor/course evaluations online rather than in print form...

There is such a thing as a free lunch: Beginning next fall, the AVP's office will sponsor a lunch on the second Tuesday of every month for the sole purpose of faculty collaboration. According to McCulloh, "speeches by the administration will be strictly prohibited." The reason? The growth in student enrollment has resulted in many faculty not knowing each other or having a chance to collaborate. The hope? They'll collaborate on full stomachs.

Go Online . . . and download

There are so many great things going on at Gonzaga – some of which are conveyed much more effectively in pictures than words. This space will help you find those events. So don't be afraid! You don't have to know HTML or any other crazy computer coding... just type www.gonzaga.edu/spirit into your browser and go to "Interactive Links" on the page.

This month you'll find photos from the Logan Elementary book drive sponsored by

University Relations; an audio link to Fr. Mark McGregor's interview on National Public Radio for his Las Posadas video; and photos from the Jan. 31 Faculty/Staff Dinner and Dance.



Spike and UR staff members visit Logan Elementary in January.

Teagle x two

Sometimes it isn't who you know, but it's who knows you. Just ask English Professor Mike Herzog. "Two years ago, I collaborated with John Bean of Seattle University to apply for a Teagle Foundation Grant," he said. "We were 1 of 12 applications selected for a \$25,000 grant to be used for classroom assessment."

Not long after that, Herzog and Bean were encouraged by Teagle Foundation staff to apply for another, larger grant to the tune of \$300,000. "Being 1 of the 12 proposals that won the original grant made it possible for us to apply for this bigger one," he said. "We were 1 of 5 proposals that were chosen."

The three-year, \$300,000 grant began just last month and will benefit all departments in

the College of Arts and Sciences. This year, the departments of biology, psychology, math and English will participate. Interested faculty members from those departments will participate in a summer design workshop where they will identify areas within their curriculum where they can embed a comprehensive assessment tool to discern how well students are – or are not – learning from their coursework.

"It's a great opportunity to examine learning objectives and see how well we're delivering those to our students," Herzog said.



Mike Herzog

AROUND CAMPUS

- **Dean Brackley, S.J.**, will give the next Catholicism for the New Millennium lecture 7:30-9 p.m., Feb. 2. Brackley will speak on his recent book, "The Call to Discernment in Troubled Times: New Perspectives on the Transformative Wisdom of Ignatius of Loyola." Brackley is a professor of theology and ethics at the University of Central America in El Salvador.
- War, terrorism, racial bigotry, religious persecution, torture, slavery and isolationism are just a few focal points for the new exhibit at Jundt Art Museum titled "Violence!" The exhibit, running through April 4, includes both two- and three-dimensional pieces, illustrating the artists' responses to violence. A 6 p.m. reception and 7:30 p.m. lecture will be held Feb. 12. **Tony Osborne**, associate professor, communication arts, will speak on "Searching for Perceptual Purity in a Field of Violence."
- The **Montserrat Retreat** was rescheduled for Jan. 31-Feb. 1. While this particular retreat filled with students, five Montserrat Retreats have been scheduled for next year, according to University Ministry Director **Craig Hightower, S.J.**, who hopes to include more retreat opportunities for faculty and staff.
- Now in its fifth year, the **Gonzaga Blanket Brigade** made and donated 52 blankets to children entering foster care. If you can make and donate a blanket this year, please contact Laurie Hanlon, ext. 6847.

NOTEWORTHY

New Hires:

Michael Hommer, assistant alumni director, University Relations; **Joshua Kanassatega**, assistant professor, Indian Law Program; **Rebecca Miller**, manager of summer sessions, AVP's Office; **Elizabeth Miranda**, secretary, College of Arts & Sciences; **Charles Olney**, assistant coach, Debate; **Anthony Pratt**, program assistant II, ISP/ESL; **James Ryan**, assistant audio visual tech, Campus Services; **David Sonntag**, assistant vice president of marketing, University Relations; **Tia Wessling**, custodian, Plant Services.

Goodbyes:

Sandra Boyd, program lead, CCNSS; **Rama Devagupta**, assistant professor, Chemistry; **Richard Ganz**, director, University Ministry; **Gail Springer**, associate professor, Nursing; **Michael Stebbins**, director, Gonzaga Ethics Institute.

Promotions/New Assignments:

Nichole Bogarosh, program specialist graduate admissions, School of Education; **Toni Boggan**, secretary/program coordinator, School of Engineering & Applied Science; **Paul Brown**, director major gifts, Athletics; **Jamie Cockerham**, employment coordinator, Human Resources; **Tewodros Haile**, client support services tech, CCNSS; **Roselyn Kissinger**, custodian lead, Plant Services; **Brandon Mackall**, custodian lead, Plant Services; **Joshua Meland**, custodian lead, Plant Services; **Dalene Neiner**, audio visual tech, Law IT; **Charles Peterman**, custodian specialist, Plant Services; **Timothy Powers**, program lead/assistant, CCNSS; **Cheryl Pritchard**, tech serials librarian, Chastek Law Library; **Cynthia Smutny**, director budget & graduate operations, School of Education; **Eva Walker**, administrative assistant II, University Relations; **Nancy Yamaura**, custodian lead arena, Plant Services.

Anniversaries:

40 **Joan Allbery**, interim vice president, Administration & Planning.
35 **Jane Rinehart**, professor, Sociology.
30 **Helen Donigan**, professor, Law School; **Shari Rasmussen**, associate registrar, Registrar's Office.
25 **James Helgeson**, professor, Marketing; **Richard Magnuson**, maintenance V, Plant Services.
20 **Jane Archer**, account assistant II, Campus Services; **Eileen Hogan**, senior staff accountant, Controller's Office; **Oliver Pierce**, sports information director, Athletics; **Carlos Tavora**, professor, Electrical Engineering.
15 **Annette Barta**, academic affairs officer, AVP's Office; **Scott Franz**, director, Bookstore.
10 **Marcia Menard**, administrative secretary, Counseling Center.
5 **Sergey Didenko**, custodian specialist II, Plant Services; **Karen Contardo**, director, Student Wellness & Prevention; **David Frank**, custodian Lead II, Plant Services; **Darby Harrington**, office assistant, School of Education; **Robert Hartman**, user service tech, CCNSS; **Danielle Hodgen**, senior counselor, Financial Aid; **Edin Jusic**, custodian supervisor II, Plant Services; **Rizah Kahrmanovic**, custodian II, Plant Services; **Brian Sattler**, custodian II, Plant Services; **Lori VanHook**, copy operator/ program assistant I, Faculty Services.

Cradle Call:

Dan Gehn, head rowing coach, Athletics, and wife Katherine are the parents of Angus; born Dec. 9, he was 8 lbs 13 oz and 21 inches. **Erick Stubbins**, maintenance, Plant Services, and wife Jaime are the parents of Grayson; born Nov. 26, he was 8 lbs 2 oz and 20 inches. **Jason Swain**, Human Resources, and wife Katie are the parents of twin boys Reed and Harrison; born Nov. 16, Reed was 6 lbs 11 oz and Harrison was 5 lbs 6 oz.

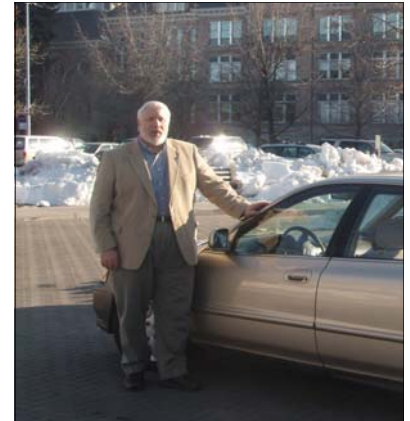
Focus On ... The drive, man! The drive!

Eight-thousand one-hundred miles. Or, 8,100 miles. Either way you state it, that's a whole lot of miles.

One would have to wonder if a 124-mile round-trip commute every day is really worth it. **Steve Balzarini**, associate professor of history, certainly thinks so. Balzarini has been making the commute along Highway 195 from Colfax to Spokane for more than 30 years and he wouldn't trade a moment – or a year – of it.

Balzarini spends the 62 miles each way learning Italian and German, and listening to books on tape. (His favorites? British mysteries.) He also shares his commute a couple times a week with Pullman, Wash., resident **Ted Nitz**, director of international studies. Balzarini's two Honda Accords ('84 and '95) have logged well over 871,000 miles, and while another Honda would be nice, he recently replaced the engine in the '95 so "it's good to go for another 400,000 miles!"

Driving to work isn't the only time you'll find Balzarini behind the wheel. Since his wife's retirement and their son's relocation to Spokane, he finds the need to drive for more leisure-related reasons, as well. When he first started the drive three decades ago, he would head straight to the



A rare sighting of Steve Balzarini near, but not behind, the wheel of his 1995 Honda Accord that boasts 493,000 miles.

Hamilton Street exit, and directly to campus, not knowing much about the city outside of Gonzaga. Today, he and his wife enjoy exploring the city and visiting their son.

Balzarini has never missed a day due to weather and plans to continue the drive. "If I didn't enjoy working here I would have quit the drive, but Gonzaga is a wonderful place to work," he said. "I still enjoy coming here every morning, both the work and the drive."

Sharing! It's for grown-ups

Students aren't the only ones learning at Gonzaga. Thanks to the Shared Classroom Initiative, a program of the Center for Teaching and Advising, GU faculty members across campus are visiting each other's classrooms – traditional and online – to see teaching in action and generate meaningful dialogue.

Currently in its third year, the Shared Classroom Initiative is headed by assistant professor of English Heather Easterling and a small working group of University colleagues. "Twenty-one classes are participating this semester," she said. "Not only is there more participation this year, but there's also greater diversity of faculty across the University," she said.

According to Easterling, the two-week window for class visits begins this week

and runs through Feb. 13. "There is no formal structure for the classroom visits. We let the faculty choose the dates that work best for their schedules," she said. "However, we will have a reception at the end of the month to give everyone an opportunity to share their experiences."

The Initiative is currently offered only for spring semester, but if faculty interest continues to grow, offering it in the fall will be considered. "It's an energizing opportunity to learn from and about our colleagues, and about the activity and passion that unites us most consistently on campus – the thoughtful teaching of our students," said Easterling.

For questions or more information about the initiative, contact Easterling at ext. 6682 or easterling@gonzaga.edu.



Exploring different learning styles.

To exercise the brain or the body?

Are Gonzaga students more concerned about their brains than their bodies, or vice versa? Or does the concern vary like the stock market – soaring for the brain when finals are near and plummeting when time to study is in ample supply?

We thought we'd find out for ourselves, with a little help from the people who actually know, of course. According to **Valerie Kitt**, circulation supervisor at Foley, nearly 70,000 people walked through their doors in September, peaking to more than 80,000 in October and dropping under 60,000 in December. Rudolf Fit-



Dual lives: Gonzaga students seem to strike a healthy balance between study time and workout time.

ness Center Director **Jose Hernandez**, on the other hand, reports that he and his staff monitor

an average of 30,000 people each month – about 1,100 a day. But watch out once intramurals start. “We’ll see more than 2,300 people come through our gates in one day when intramurals are happening,” Hernandez said.

So is one more worthy than the other? Is searching for mental superiority on a higher plateau than striving for physical fitness? At Gonzaga, the answer is clear. Students are dividing their time wisely to find that optimal balance to reach both their mental and physical

fitness peaks.

Remembrances

Harry Sladich

Gonzaga lost one of its best on Jan. 6. **Harry Sladich** served the University for 46 years in a multitude of capacities, all with a most loving heart. Father **Robert Spitzer, S.J.**, shared his sorrow with the community. “Harry’s good heart, sound judgment, work ethic, knowledge of Gonzaga and above all, his love for the University and the many individuals constituting it will be irreplaceable. Harry was a mentor and a father figure to so many of us.”

Throughout his nearly five decades of service, Sladich served in a variety of staff and faculty positions, and was the only non-Jesuit to assume Gonzaga’s presidency – not once, but twice – in 1991 and from 1997-98. He also was the secretary for the Board of Trustees for 28 years, received the DeSmet Medal at commencement ceremonies in 2007 and the Top Dog award from the Board of Trustees in December 2008. At its December meeting, the Board of Trustees passed a unanimous resolution to honor Sladich as a most loyal alumnus of Gonzaga University and to



Harry Sladich

establish a new award for loyalty in his name.

To view online condolences and remembrances, or to post your own, copy and paste the following URL into your browser: <http://www.gonzaga.edu/News-and-Events/Announcements/Sladich/default.asp>.

Rest in peace, Harry.

Harry Magnuson

One of Gonzaga’s founding Trustees, **Harry Magnuson**, passed away Jan. 24 from a heart attack. He served as Trustee for 40 years and served as chair from 1970-75. He received the DeSmet Medal in 2008 and an honorary Doctor of Laws degree in 1984.

Father **Robert Spitzer, S.J.** shared Harry’s history with the Gonzaga commu-

nity. “As you probably know, Harry rescued Gonzaga from potential disaster by guaranteeing our loans with his personal assets in 1972,” he said. “He has continued to be a Board member, benefactor and supporter of Gonzaga since that time. Recently he



Harry Magnuson

and his wife Colleen donated the funds for the complete renovation of the Magnuson Theatre. Gonzaga truly could not have had a better friend.”

In honor of Harry, his family asks that we give someone less fortunate a hand up.

Well done, Harry.

Faculty Promotions

Father **Robert Spitzer, S.J.**, based on the recommendation of the Committee on Rank and Tenure, approved the following promotion petitions which will become effective Sept. 1.

From assistant to associate professor: **Kirk Besmer**, philosophy; **Julius Ciaffa**, philosophy; **Eric Cunningham**, history.

From associate professor to full professor: **Daniel Butterworth**, English; **Molly Kretchmar**

-**Hendricks**, psychology; **Ta-Tao Chuang**, School of Business Administration; **Albert Fein**, School of Education.