

Spirit

A newsletter for faculty and staff

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Stewardship and sustainability gain a voice at Gonzaga

Being good stewards of the environment is nothing new at Gonzaga. But thanks to the recent approval of the Advisory Council on Stewardship and Sustainability by University President **Robert J. Spitzer, S.J.**, it's going to be even easier. Professor **Brian Henning**, philosophy, and Assistant Professor **Monica Bartlett**, psychology, co-chair the committee that serves as the central place where faculty and staff can find out what's happening and what's coming up in environmental stewardship and sustainability efforts on campus.

To create a centralized place for faculty and staff to be aware of current and



University Relations spent a day volunteering in a local community garden.

upcoming sustainability efforts, Henning created new web pages at www.gonzaga.edu/sustainability. Current campus initiatives, recycling efforts, and academic and research sources can be found there. The committee is currently surveying faculty and staff to assess areas of need and will determine future efforts based on that input.

"We knew that there were many projects and classes aimed at reducing waste and cutting energy consumption, yet there was no central place to find this information," Bartlett said. "We wanted to systematically gain knowledge about what was happening on campus, find a way to publicize it, see where we might be falling short and help propose or facilitate ideas that

addressed those areas of concern."

To assess what has been done and what the community would like to see, the ACSS Steering Committee surveyed students, faculty and staff last month. The results will help the committee set its priorities.

"Our work naturally ranges across the traditional divisions of the institution, including but not limited to students and student life, mission, university relations, budgeting and finance, physical plant and academics," said Henning. "Having realized this, we approached the President's Office in the hopes that the council could report to the president and/or the cabinet."

The ACSS Steering Committee is the voting portion of the council and consists of six faculty members, three staff members, three students and several ex-officio members. "What began as a grassroots effort has blossomed into more than 40 people," said Henning. "It's an embarrassment of riches, as one of my colleagues said."

The council boasts a broad representation from custodians to directors, students to full professors. "Membership is open to any Gonzaga student, faculty or staff member," Henning said.

For more information on the Council, e-mail sustainability@gonzaga.edu.

Paper chase

Ever wonder how much paper Gonzaga goes through in a year?

Nancy Masingale, director of faculty services, and **Karen Koberstein**, buyer for plant services, sure know. They speak of reams, cases and pallets as if they were as common as GU basketball and apple pie.

Koberstein buys paper for the entire University, minus Faculty Services. That's Masingale's domain. According to Koberstein, the University purchased 16,800 reams of paper in 2008. That's your typical 8 1/2" x 11" white photocopy paper – not colored, not cardstock. Masingale, on the other hand, reports that Faculty Services purchased 7,105 reams of the same type of paper during fiscal year 2007-08.

But just what is a ream? Turns out, a ream is what most of us use. It's that wrapped 500 sheets of paper we tear open when our copiers run out of paper.

That's 23,905 reams of paper. Put another way, that's 11,952,500 sheets of paper. Used in one year. Here at Gonzaga. Wow.

How does this usage compare to five years ago? Not much difference, despite technological advances and environmental awareness. In 2004, Koberstein and Masingale ordered a total of 24,120 reams. Just a hair over 12 million sheets of paper.

"I have noticed some effort to reduce paper usage," said Masingale. "However, the increase in

faculty and students over the past 10 years has caused the amount I order to stay about the same."

Masingale credits the centralization of services as one of the most cost-effective ways to handle the workload. "It also allows the University to control unnecessary equipment expenses in smaller departments by utilizing a centralized location," she said. "We're able to complete projects with greater quality at a lesser cost [due to printing volumes] as we have the proper equipment available."

Koberstein has noticed that departments are starting to buy recycled paper for their general photocopying use. "They feel that the benefit to the environment outweighs the additional cost it places on their departmental budgets," she said.

Developments in engineering

How do you know if you're talking with an engineering extrovert? It's easy, according to CED director and senior lecturer **John Dacquisto**, engineering. He's looking at your shoes instead of his own. After we picked ourselves off the floor from laughing so hard, we discovered that there's much more than humor in plentiful supply at Herak, so read on.

Tutoring

It's 10 a.m. on a Saturday, and while most Gonzaga students are still in bed, members of Tau Beta Phi, the engineering honor society, are on campus, ready and willing to help local kids with their math homework. Every semester for the past four years, nearly 40 kids from Spokane Public Schools have come to campus to partake in the Saturday Math Tutoring Program put on by GU's engineering and math departments. It's an outreach program with many return participants, both tutors and tutees. "We are blessed with the talent we have and we're able to share in an area of dramatic need," said Dacquisto.

In addition to serving kids in the local community, Tau Beta Phi students also offer tutoring to other Gonzaga students in a wide range of disciplines, from math and physics to computer science and engineering.

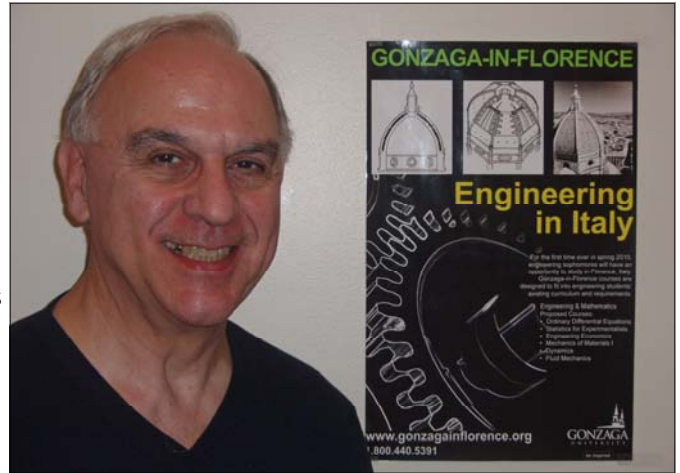
Grant

The School of Engineering and Applied Science was one of eight university engineering programs to receive a \$50,000 grant from the Kern Family Foundation. The Kern Entrepreneurship Education Network (KEEN) selects recipients based on their ability to "graduate engineers equipped with an entrepreneurial mindset who will contribute to business success and in so doing transform the U.S. workforce." The grant provides funding for senior design projects with an entrepreneurial focus. It also urges funded programs to share information about their successes.

The School of Engineering is working to develop opportunities to keep a sense of entrepreneurship at the forefront.

Engineering-in-Florence

Starting in spring 2010, engineering sophomores will have an opportunity to study in Florence. Courses have been designed to fit existing core engineering requirements for second semester sophomores, not just electives. Students no longer have to choose between studying abroad and com-



Dacquisto helped start the engineering program in Florence.

pleting their degree on time. Several students are already signed up for the program's inaugural run next spring.

After spending a semester teaching an introductory engineering course in Florence, Dacquisto saw the potential for a much larger program. **Dennis Horn**, dean of the School of Engineering and Applied Science, supported the idea and helped see the program to fruition. This program will not take faculty from the existing program on campus, but rather bring in other faculty, perhaps recent retirees and members of the math department, to supplement.

AROUND CAMPUS

- Adjunct professors **Bryan Harnetiaux** and **Lynn Robinson** coached a Law School team of students who won the Moot Court Regional Championship last fall at the University of Washington. This win earned the team a trip to the final round of competition in New York City in February, where they made it to the third round when they were eliminated by the eventual national champions, Chicago Kent College of Law.
- "Faces of Poverty," a photo and book exhibition with both local and global perspectives, will run March 2 through April 9 in the **Rare Books Room of Foley Center Library**. A series of presentations and panel discussions will be held March 22-27.
- Gonzaga is partnering with Whitworth University in the upcoming theatrical production of "**Urinetown: The Musical**." Directed by Whitworth professor Rick Hornor, the production will run March 27, 28 and April 3, 4 at 7:30 p.m. and March 29 and April 5 at 2 p.m. in the Harry & Colleen Magnuson Theatre.

Moving toward performance-based compensation

The University is continuing its movement toward a performance-based compensation system. Since the University's Cabinet and Board of Trustees approved changes to employees' performance review and compensation systems more than a year ago, the Performance Management Work Group has studied best practices with performance reviews, worked with Human Resources to provide supervisor and employee training, obtained feedback through surveys and open sessions, and improved the documents based on staff comments. The work group anticipates rolling out the new system by June 2010.

Last month, Human Resources began working with the University's pilot group, established by the Cabinet and consisting of 120 employees within 5 divisions. These groups will go through a simulated compensation model and performance review during April and May. The pilot groups will evaluate the amended forms and draft compensation model to ensure that they are not only functional, but also a good fit

for the Gonzaga culture. Feedback obtained from the pilot groups will be provided to the work group with recommendations made to the Cabinet later this summer.

Human Resources staff began offering performance management training for supervisors and open information sessions for employees last month. Upcoming dates for open employee sessions are March 31 from 11 a.m. to noon and April 16 from 1-2 p.m., held in the Globe Room of Cataldo Hall. During May and June, employees can attend "Dealing with Change and Transition," a training session to help make the adjustment to the new system. Final budget decisions are pending, but the current plan is for employees to receive across-the-board annual increases or adjustments to the minimum of the range, whichever is greater, for increases effective the new fiscal year.

To access revised forms or register for training sessions, visit www.gonzaga.edu/humanresources.

Spirit survey results

Spirit readers tell us that they read their Gonzaga faculty/staff publication (99 percent). They most enjoy reading employee updates, and news and features about staff and faculty. Readers seemed pleased with the current publishing timetable (monthly September-December, February-May). Half said they'd prefer to receive it electronically and half preferred the print version. Of course, both are offered, one in your mailbox and the other at

www.gonzaga.edu/spirit.

When asked what other areas readers would like to see Spirit cover, the responses varied from "I can't think of anything" to "Whatever issues keep the Cabinet awake at night."

The winner of the \$50 Gonzaga University bookstore gift certificate went to Professor **Tom Jeannot**, philosophy.

Thanks go out to the 220 faculty and staff who completed the survey. Your input assisted Marketing & Communications in determining the value you place on the publication, and provided us with direction in implementing future improvements.

Focus On... Oxford University

A step back in time. A magical journey. The sense that you are in one of the Harry Potter movies. All worthy descriptions of Oxford University in England. **Georgie Ann Weatherby**, associate professor of sociology/criminal justice, spent six days as a member of the Rule of Law Conference this past fall, an experience unparalleled in her lifetime. She credits **Marc Manganero**, dean of arts and sciences, **Thayne McCulloch**, interim academic vice president, and the generosity of benefactors in helping her achieve this dream. International colleagues began the conference with papers touching all facets of human rights. Roundtable discussions ensued. "It was like being at the U.N.," said Weatherby.

The campus includes the historically significant city of Oxford. A vibrant feeling pervades all aspects of Oxford from lecture halls and architecture to local pubs where J.R.R. Tolkien and C.S. Lewis once exchanged stories. "It feels alive," Weatherby said. "Every single corner of every single building has a magnificent rich history."

Participants ate meals together, toured the city's cobblestone streets and formed friendships. They were even able to sing with the choir at Christ's Church. Weatherby knew that the experience would be life-changing, but still, the conference outweighed her expectations. The art, architecture and history provided

inspiration; she has written five articles since her return.

Oxford students attend lectures at any one of the 38 independent colleges that make up Oxford. The model of learning is self-directed, except for the comprehensive exams required for graduation. "It is up to the students to decide what lectures they want to attend and how they want to spend their time," Weatherby said.

Weatherby encourages other faculty to find a chance to visit Oxford. "Everyone should go at least once; pull out all the stops and go."



Georgie Ann Weatherby stands in the Oxford town square.

Correction: In last month's *Focus On...* article, we incorrectly stated that professor **Steve Balzarini**, history, commuted 8,100 miles over the past 30 years. We should have stated that Balzarini has made 8,100 trips. That's about 486,000 miles. Big difference – our apologies.

NOTEWORTHY

New Hires

David Gantt, volleyball coach, Athletics;
Bernard Gbikpi, lecturer, Political Science;
Nathaniel Greene, executive director, Ministry Institute;
Irene Messoloras, assistant professor, Music;
Kara Valley, office assistant, Career Center.

Promotions/New Assignments

Craig Hightower, S.J., director, University Ministry;
Angela McNutt, program assistant II, Study Abroad.

Anniversaries

40 **Ken Sammons**, director, Plant Services.
25 **Allen Albano**, locksmith III, Plant Services.
20 **Darlene Almanza**, program assistant III, Admissions;
Constance Scarpelli, library tech III, Library Services.
15 **Dalean Neiner**, computer/audio visual tech, Law IT.
10 **Debra Eldredge**, development research, University Relations.

Gonzaga launches social media sites

Gonzaga is expanding its virtual presence on Facebook, ZagsOnline and a new site called Share Inspiration.

Create an account on Facebook (www.facebook.com) and search for "Gonzaga University." You'll see the latest news, upcoming events, photos, videos, games, polls and other applications inspired by the Gonzaga Experience.

Gonzaga's Share Inspiration site (www.share-inspiration.org) launched to the worldwide web late last month. The site features a cutting-edge video with commentary from President **Robert J. Spitzer, S.J.**, and other videos that show GU students serving the needs of our community and world.

ZagsOnline (www.zagsonline.org) is a way for alumni to search for and stay connected with other GU alums. You can pull content from your other social media sites – including Facebook and

LinkedIn – into the profile you create. You can also add your favorite news and information feeds, share your resume, create a blog, and post photos and class notes.

You'll also find Gonzaga on LinkedIn and YouTube. Keep your eyes open for a Flickr page coming your way soon. Gonzaga here, Gonzaga there, Gonzaga everywhere. Go Zags!



Share inspiration with others at www.share-inspiration.org.

No courts, no problem



Photo courtesy of Explosive Illusions.

With the tennis courts gone from campus, where do Zag tennis players practice? Last fall they took their game to Gonzaga Prep. "They have eight new courts and were generous enough to offer their facility for our use," said DJ Gurule, women's tennis coach. "It was nice to be relatively close to campus and we are very appreciative to G-Prep."

This winter, as in years past, they practiced at Spokane Racquet Club on the South Hill. Now that tennis season is in full swing, they will continue to practice and host home matches at the Club.

The tennis courts were removed two

years ago to make room for the PAC-CAR Center and new soccer stadium.

"I don't think we see the loss of our tennis courts as a negative or positive, it is just a circumstance that has changed how and where we practice," said Gurule. "We are looking at the bigger picture and are excited about the possibility of our own facility in the near future."

According to Chris Standiford, senior associate athletic director, the proposed facility would feature six indoor tennis courts, a 7,500-square-foot area for golf including a putting green, bunker and hitting alleys, as well as centralized restrooms and team rooms. "We had a great deal of momentum leading up to

the last year in verbal commitments for between 30-50 percent of the project, but with the state of the economy we've had to put it on hold." The facility would be located at the current Legacy Field site east of Hamilton.

This year's tennis season is underway, with the next home match for the women scheduled for March 7 against Lewis and Clark. The men won't play another home match until April 10, when they take on Seattle University.

"Facilities are very important to us, but I think we all realize that it is the people of Gonzaga that make it a special place," said Gurule.

Vegas provides less gamble, big draw for WCC tourney

Gonzaga's men's and women's basketball teams will spend the weekend in Las Vegas. And both teams are hoping the gamble in winning the West Coast Conference Tournament will be diminished this time around on a neutral court at The Orleans Arena. This marks the first time in WCC Tournament history that the event will not be played at one of the league's eight campuses. It is something Gonzaga athletic administrators have lobbied for over many years. No longer is the deck stacked against 14 teams. As an example, last year's tournament was

played at the University of San Diego, and the No. 3 Toreros won both men's and women's tournaments over league-champion Gonzaga teams.

New this year, the women's tournament mirrors the men's tournament, with the bottom four teams playing March 6, the No. 3 and 4 finishers playing the winners on March 7, Nos. 1 and 2 playing those winners on March 8, and the championship on March 9 (women at noon on ESPN, men at 6 p.m. on ESPN).

Following are the NCAA men's and women's tournament dates and sites.

Men's NCAA Tournament

First/Second Rd	Regional	Final Four
March 19-21	March 26-28	April 4-6
Greensboro	Boston	Detroit
Kansas City	Glendale, AZ	
Philadelphia		
Portland, OR		
March 20-22	March 27-29	
Boise	Indianapolis	
Dayton	Memphis	
Miami		
Minneapolis		

Women's NCAA Tournament

First/Second Rd	Regional	Final Four
March 21-23	March 28-30	April 5-7
Albuquerque	Berkeley	St. Louis, MO
Chattanooga	Raleigh	
Columbus, OH		
Duluth, GA	March 29-31	
Los Angeles	Oklahoma City	
Piscataway, NJ	Trenton, NJ	
San Diego		
Seattle		
March 22-24		
Baton Rouge		
Bowling Green, KY		
College Park, MD		
East Lansing, MI		
Iowa City		
Lubbock, TX		
Notre Dame		
Storrs, CT		

GU baseball in full swing

According to a preseason vote of WCC baseball coaches, Gonzaga University baseball team was selected to finish fourth in the league this year. The University of San Diego, Pepperdine and Santa Clara were chosen to finish in the top three spots of the WCC.

This year's schedule is a challenging one for the Zags, where they'll match up with five teams that appeared in last year's NCAA tournament. "We take pride in putting together a tough schedule each year," said sixth-year head coach Mark Machtolf. "Our schedule will test us early and often, and will prepare us for WCC play later in the year."

Following is the home game schedule for the Zags.

March

10	vs. Washington	6:30 p.m.
11	vs. Washington	2 p.m.
13	vs. Utah Valley	6:30 p.m.
14	vs. Utah Valley	12 p.m., 3 p.m.
15	vs. Utah Valley	1 p.m.
20	vs. Pacific	6:30 p.m.
21	vs. Pacific	1 p.m.
22	vs. Pacific	12 p.m.
24	vs. Utah	6:30 p.m.
25	vs. Utah	12 p.m.

April

9	vs. San Diego	6:30 p.m.
10	vs. San Diego	6:30 p.m.
11	vs. San Diego	11 a.m.
14	vs. Washington State	6:30 p.m.
20	vs. Arizona	12 p.m.
28	vs. Washington State	6:30 p.m.

May

1	vs. St. Mary's	6:30 p.m.
2	vs. St. Mary's	1 p.m.
3	vs. St. Mary's	1 p.m.
15	vs. Loyola Marymount	6:30 p.m.
16	vs. Loyola Marymount	1 p.m.
17	vs. Loyola Marymount	1 p.m.