

Interesting new tools on the way, as EVP seeks efficiencies

Earl “Marty” Martin, Gonzaga’s first executive vice president, has found that his experience as a practicing lawyer and his five years as the dean of Gonzaga Law School have served him well in this new role.

“My law training and experience as a lawyer, law professor and dean have helped immensely,” he said. “It’s given me the ability to take a mass of information, distill it into critical elements, organize it and then share it with others so it is understandable and applicable.”

Martin stepped into this new role a little more than one year ago, after serving as the University’s acting academic vice president. “There are a lot of details with this job, a lot of moving parts,” he said. “The position was created to capture greater efficiencies in our support organizations.” Ten departments, representing more than 260 employees, now report directly to Martin, including the Office of Admission, DREAM, Equal Opportunity Office, Human Resources, Information Technology Services, Faculty and Mail Services, Plant and Construction Services, Student Financial Services, University Purchasing and the Zag Shop.

“My task is to ensure that our services are rendered at a better cost point and at a better value,” he said. “The University has a \$240 million operating budget with 7,900 students. We are too big an organization to rely upon systems that don’t work. We must have systems in place that make the greatest impact.”

Does that mean all that matters at Gonzaga is the bottom line?

“In no way are we ignoring the human resources we have,” Martin said. “Without dedicated colleagues, this place ceases to exist. As an example, Human Resources is working on a project that will greatly enhance our performance management capabilities and outcomes. We are going to empower supervisors and employees in ways that will enable everyone to be more transparent and intentional in this important work.”

Martin loves asking questions. “I tell everyone that I ask a lot of questions because we have to



Marty Martin oversees 10 departments in his role as executive vice president.

go deep into processes in order to fully understand them,” he said. “I need to be effective in this job and when a directive is given, it is always with context and in a collaborative fashion.”

The creation of University Purchasing? That happened under Martin’s watch. Electronic time cards that will go into effect next January? Yep, Martin has a hand in that too, along with HR and Payroll. Many other projects are in the pipeline, including Blackboard Analytics, a software tool that pulls data out of Banner and compiles it into a variety of reports, enabling Gonzaga to “become a more data-driven institution.” Martin, along with Plant Services, is also working with Sightlines, Inc., a vendor that assesses deferred maintenance needs as much as a decade into the future. “It will enable us to align our limited resources with the greatest needs,” he said.

Martin is also working with University Purchasing on what is called the Spend Compass Project. “It gives us access to a database of pur-

chasing activities at higher education institutions across the country,” he said, as he picks up a stapler. “If we need to order a stapler just like this, we can see how much other universities are paying and use that to our financial advantage.” The service also generates “report cards” on departmental spending behavior, which will help everyone realize savings and greater value. Martin stated that report cards will be developed first at the vice-president level, then at the department level.

So what’s next for Martin? “We’ll be taking a hard look at our travel spending, searching for a service solution for the entire campus,” he said. “We will also be developing balanced score cards for EVP departments that will measure performance across different perspectives. But throughout it all, we are sensitive to both the human element and the University’s academic mission. It’s definitely a balancing act.”



AROUND CAMPUS

- Campus Climate Survey:** Staff members are asked to complete a new campus climate survey at surveymonkey.com/s/GUstaffsurvey2011. The survey will run Oct. 3-14 and was developed by the Campus Climate Committee using information from recent staff focus groups. The committee ran its first staff survey in 2008. Committee co-chair **Molly Pepper**, associate professor of marketing, said that the committee hopes that survey results will inform policy and programs to address academic, student life and mission-driven initiatives and services. The results of the earlier climate surveys are at gonzaga.edu/climate. Current survey results will be posted on the website as well.
- Alumni Trip to New Orleans:** Forty to 50 alumni, parents and friends will travel to New Orleans as part of the third annual National Alumni Service Project, Oct. 31-Nov. 4, said **Teresa Hudak** of the alumni office.
- Electronic Timesheets:** Starting with the Jan. 1-15 pay period, Gonzaga is converting to electronic timesheets. The change impacts all staff and student employees. The only faculty affected will be those who sign off on student work hours. Timesheets will be entered on ZagWeb, then approved by supervisors and transferred to Banner. Mandatory training sessions will be held.
- Big Weekend:** Fall Family Weekend, Reunion, Spurs and Setons Reunion – plus reunions celebrating 50 years of Gonzaga's M.B.A. program and 20 years of GU's M.Acc. program – all will take place Oct. 21-23. More than 1,100 families have registered for Fall Family Weekend. Kraziness in the Kennel will start at 4 p.m., Oct. 22, with McCarthy Athletic Center's doors opening at 3 p.m.
- In-Spur-ation:** Opening Oct. 18, in time for the Spurs and Setons Reunion, the Special Collections Reading Room at Foley Center will host "In-Spur-ation: SPURS and Setons Celebrate 60 years of Sisterhood and Service." Open through Jan. 27, the exhibition features members and their activities as the SPURS and Setons from 1951 to today.

Sponsored Research, Programs would make Bing proud

In 2006-07, fewer than 1,500 Gonzaga students were involved in academic work made possible by grants. Since then, that number has climbed each year. In 2011-12 approximately 4,000 students are expected to benefit academically from grants received by faculty. The number of grants applied for by faculty during that period has quadrupled.

In September alone, Gonzaga's nursing program received word of a \$336,981 federal grant to partner with the Boise VA Medical Center, a Center of Excellence in Primary Care Education. Graduate nursing students will learn by working in an unusual multi-disciplinary team setting. As well, Professor **Joanne Smieja**, chemistry and biochemistry, is leading an 11-university collaboration that will receive \$598,611 from the National Science Foundation for mentoring among female STEM faculty. STEM stands for science, technology, engineering and math.

Leading the growth in grants is Gonzaga's Office of Sponsored Research and Programs, which is located in the Bing Crosby House. **Joann Waite** directs the office; **Kathy Hill** is a grant writer, and **Diane Farrell** is program coordinator. Their work focuses on grants from state and national agencies, ranging from Humanities Washington to the National Science Foundation.

This grants office is a one-stop shop. Waite works with faculty on each step, from seeking funding sources, to ensuring that budgets meet the granting agencies guidelines, and collaborating with other offices on campus, locally and sometimes with partner universities across the country. Once a grant is awarded, the office reviews the paperwork and processes needed to satisfy the granting organization's requirements. This fall, the office will hold grant workshops on campus.

"I am driven by the opportunity to work with people who strive to make this community and the world a better place," Waite said. "The faculty at Gonzaga do amazing work and I'm thankful every day to facilitate a process that can assist them in carrying



Between Bing keeping watch and Madeline, the bulldog, on alert (or is that 'on snooze'?), the crew from the Office of Sponsored Research and Programs does great work in the Bing Crosby House. From left, Kathy Hill, Diane Farrell and Joanne Waite, Madeline's owner.

out their creative projects, research, and scholarly activities."

All grant approvals are handled by Sponsored Research, which collaborates with grant writers for private foundations **Carol Bonino** and **Alli Riese** in the regional development office of University Relations.

Asian studies conference coming in June

Gonzaga will host a major international Asian studies conference in June – a first for the University.

Titled "Asia at the End of History: Beginnings, Ends, and Transformations," the event is developing under the leadership of **Eric Cunningham**, associate professor of history. The conference title gives a nod to the Mayan prediction of the end of the historical world in 2012.

Keynote speaker will be the internationally known Frederick Schodt. "He is really a rock star in the fields of Japanese anime, manga and the robot culture of post-modern Japan," Cunningham said.

Cunningham's specialty is modern Japanese history. He is president elect of the Association for Asian Studies Pacific, the Pacific region of the American Association for Asian Studies – which is another first

for Gonzaga. This region of the association includes several universities with major Asian studies programs, including Stanford, UC Berkeley, the University of Hawaii and the University of Washington.

"I also want my colleagues from the association to come to Gonzaga in June and see how beautiful our campus is. I don't think most of them have ever been to Spokane," Cunningham said.

Chorales welcome faculty, staff, community

Tim Westerhaus, director of chorale activities, has divided the University Chorale into women's and men's chorales. Both are open to faculty, staff and community members, along with students – and it is not too late to join for the year.

"The women's and men's choruses serve an integral role in enriching the aesthetic experience of students and faculty and staff on campus. This is a creative outlet for many of our faculty and staff who might not normally have this opportunity," Westerhaus said.

The choruses perform at major events, such as Mass of the Holy Spirit, the Candlelight Christmas Concert, and concerts at

the Fox Theater downtown. Rehearsals are held twice a week and run 90 minutes each.

So far, the Women's Chorus has been far more popular among professors, spouses and community members, with no non-students involved in the Men's Chorus. Westerhaus emphasizes that he's hoping interested men will join. The choruses are open to anyone, "following a low-pressure voice check with the conductor," he said.

Contact Westerhaus at westerhaus@gonzaga.edu before the start of spring semester.

NOTEWORTHY

NEW HIRES:

Zeba Ahmad, lecturer, psychology; **Teresa Blevins**, counselor, counseling center; **Jeffrey Brogan**, coordinator, University Ministry; **Claudia Bucciferro**, visiting assistant professor, communication arts; **Teresa Burnham**, visiting professor, legal research and writing, Law; **Annie Case**, assistant professor, teacher education, Education; **Ali Casqueiro**, admission counselor, Admission; **Mark Chakoian**, lecturer, philosophy; **Harry Daniels-Schatz**, international student adviser, international student program; **Bradley Davis**, lecturer, history; **Tonya Dubonnet**, senior program assistant, Education; **Kellie Evans**, marketing and special projects coordinator, Business; **Patricia Faulk-inberry**, program assistant II, Center for Global Engagement; **Luisa Gallagher**, coordinator of student engagement, CCASL; **Tracy Garcia**, program assistant II, athletic development; **Joseph Gardner**, assistant, political science; **Gregory Gordon**, lecturer, environmental studies; **Bridget Green**, lecturer, ESL; **Ramona Griffin**, lecturer, counselor education, Education; **Shannon Henry**, grant accounting assistant, CCASL; **Charles Hobbs**, lecturer, philosophy; **Katherine Hoffmann**, assistant professor, chemistry; **Lisa Koch**, lecturer, psychology; **Alex Maxwell**, lecturer, civil engineering, Engineering; **Nathan Mannetter**, admission counselor, Admission; **Kerrie Miles**, program assistant III, career center; **Candice Newkirk**, custodian, Plant; **Jennifer Neyman**, lecturer, special education, Education; **Sue Niezgod**, assistant professor, civil engineering, Engineering; **Kathleen Nitta**, lecturer, teacher education, Education; **Ute Perz-Owens**, lecturer, German; **Thupten Phelgye**, global scholar in residence, Center for Global Engagement; **Elaine Radmer**, lecturer, DELA; **Gerald Ramelow**, lecturer, chemistry; **Barbara Ratcliff**, institutional loan counselor, institutional loan office; **Kurt Remele**, visiting associate professor, religious studies; **Christian Santa Maria**, coordinator, University Ministry; **Elaine Savage**, switchboard dispatch operator, switchboard; **Karl Sebby**, lecturer, chemistry; **Tyler Spilker**, data network technician, CCNSS; **Janeen Steer**, coordinator, University Ministry; **Therese Thompson**, secretary, parent and family programs; **Michael VanEngelen**, lecturer, chemistry; **Jae Webb**, student life case manager, Student Life; **Brenda Wheeler**, administrative assistant, Plant; **Daniel Williams**, lecturer, biology; **Nicole Wilms**, lecturer, sociology.

PROMOTIONS/NEW POSITIONS:

Barbara Anderson, administrative secretary II, Law Library, to program coordinator, Law; **Shanea Giroux**, administrative assistant, President's Office, to assistant to the vice president of mission; **Mike Kelsey**, financial aid counselor, financial aid, to assistant director, alumni. **Robbie McMillian**, program coordinator to registrar, Law; **Stephanie Rockwell**, assistant director development marketing, to annual campaign director, University Relations; **Michelle Wheatley**, coordinator to assistant director, University Ministry.

GOODBYES:

Matthew Beckman, director, marketing and promotions, Athletics; **Paul Brown**, director of major gifts, Athletics; **Abbie Davis**, administrative secretary II, Athletics; **Melinda Howard**, lab coordinator/HHMI grant, science outreach coordinator; **Melaine Marcella**, counselor, CCAC; **Megan McCormick**, freshman retention coordinator, University Ministry; **Amanda Oeser**, program manager, University Relations; **Claudine Richardson**, lab assistant, biology; **Greg Simon**, residence hall director, housing; **Katie Kaiser**, mentoring program coordinator, CCASL; **Charles Skirko**, switchboard dispatch operator, switchboard; **Cassie Johnson**, office assistant, career center/GAMP.

ANNIVERSARIES:

45 Fr. **Anthony Via**, S.J., director of development, Gonzaga-in-Florence.
40 **Blaine Garvin**, professor, political science.
35 **Nancy Masingale**, supervisor, faculty services.
30 **Anwar Khattak**, professor, civil engineering, Engineering; **Cecelia McMullen**, circulation supervisor, Chastek Law Library; **Scott Murray**, director, Campus Services; **Cheryl Peterson**, custodian V, Plant; **Robert Prusch**, professor, biology; **Edward Vacha**, professor, sociology; **Rose Mary Volbrecht**, professor, philosophy; **John Wagner**, associate professor, Philosophy; **Robert Waterman**, associate professor, political science.
25 **Kenneth Anderson**, professor, management, Business Administration; **Gabriella Brooke**, professor, Italian; **Lettie Clark**, manager of institutional loan program,

Institutional Loans; **Brian Clayton**, associate professor, philosophy; **Kimberly Gieber**, senior faculty assistant, philosophy; **Tom Jeannot**, professor, philosophy; **Marguerite Marin**, associate professor, sociology; **Colleen McMahon**, associate professor, communication arts.

20 **Cheryl Beckett**, professor, Law; **Susan Norwood**, professor, nursing; **Catherine Siejk**, associate professor, religious studies; **Michael Tkacz**, associate professor, philosophy; **Julie Ullrich**, manager, administrative services and telecommunications, Plant.

15 **Jeffrey Bierman**, professor, physics; **Max Capobianchi**, professor, Engineering; **Ken Derby**, professor, special education, Education; **Allan Greer**, professor, Physics; **Georgie Ann Weatherby**, associate professor, sociology.

10 **Anjali Barretto**, associate professor, special education, Education; **Carole Baumgartner**, senior lecturer, English; **Diane Birginal**, senior lecturer, Spanish; **Ta-Tau Chuang**, professor, management information systems, Business Administration; **Jonas Cox**, professor, teacher education, Education; **Jeff Cronk**, associate professor, chemistry; **Andrea Fallenstein**, senior lecturer, sociology; **S.B. Foster**, associate professor, Education; **Dorothy Greenamy**, program assistant III, Business Administration; **Jeffrey Hazen**, lab assistant, chemistry; **Robert Herold**, associate professor, political science; **Heath Herrick**, senior lecturer, English; **Samila Hujdorovic**, custodian III, Plant; **Steven Koffman**, assistant professor, Education; **Vladimir Labay**, professor, electrical engineering, Engineering; **Shannon Overbay**, associate professor, math; **Franklin Rux**, senior lecturer, math; **Mary Savage**, assistant professor, ESL/ISP; **Deborah Smith**, senior lecturer, nursing; **John Spencer**, assistant professor, Foley Center Library; **Foster Walsh**, associate professor, Education.

5 **Bridget Dagg**, administrative assistant to corporation counsel; **Joseph Diaz**, custodian I, Plant; **Ryan Draper**, custodian I, Plant; **Jodi Fogus**, floor manager, Zag Shop; **Lisa Owens**, senior academic records evaluator, Admission; **Steven Pointer**, assistant director, debate; **Steven Schaubel**, coordinator of music, University Ministry.

GU third best in West

Gonzaga reclaimed its spot as the third best regional university in the West, in the U.S. News & World Report annual college rankings released in September.

Gonzaga ranks eighth among its peers nationwide for graduation rate, at 81 percent, and fourth for freshman to sophomore retention rate, at 92 percent. It is third in its classification for alumni giving, with 20 percent of alumni giving back. Finally, it was rated as the fourth best value in the West with an average net cost of attendance of \$25,716 per year.

Other aspects of Gonzaga were also highlighted, such as student selectivity (73 percent of freshmen in 2010 were in the top quarter of their high school class),

student-to-faculty ratio (11-to-1), and the engineering program (which tied for 27th nationwide).

The rankings are announced each September and are based on peer assessment (25 percent); graduation and retention rates (25 percent); faculty resources (20 percent); student selectivity (15 percent); financial resources (10 percent); and alumni giving (5 percent).

GU is one of 626 regional universities nationwide, which are categorized in four geographic regions. These schools, according to the US News & World Report website, "offer a full range of undergrad programs and some master's programs but few doctoral programs."

Vacation policy reaches more employees

Full-time staff who work a nine- or 10-month schedule each year are now able to accrue and take vacation time during their working months. The new policy became effective on Sept. 1.

Earlier this year, the Staff Assembly's Compensation Committee approached Debbie LaRocco, benefits manager for Human Resources with a proposal to this effect. Approval was sought and received from

Executive Vice President **Marty Martin** and President **Thayne McCulloh**.

The new vacation policy affects about 40 employees.

Members of the Compensation Committee include: **Georgia Dunham**, budget and finance officer, Law School; **Bill Kostelic**, graphic artist/photographer, Client Support & Tech Ed Services; **Stephen Allen**, custodial, Plant; and **John Correia**, telecom tech, Plant Services.

“The Three Musketeers” swashbuckles across the stage

Since its debut in 1844, Alexandre Dumas’ “The Three Musketeers” has never gone out of print. The classic adventure story has been popular for generations of children dreaming of adventures and excitement.

This fall, Fr. Kevin Connell, S.J., principal of Gonzaga Preparatory School, brings the tale to the Magnuson Theatre main stage. After the popularity of last fall’s sword fights in “Romeo and Juliet,” and with the goal of producing a play that would be enjoyable for all ages, Connell suggested “The Three Musketeers” as “a classic adventure tale that included lots of swordplay and wasn’t completely male-dominated,” he said.

This particular adaptation, written by Ken Ludwig for the Old Vic Theater in London, adds a new character, “Sabine,” younger sister of d’Artagnan, the main character. She tags along on the adventure, adding a strong female character to the mix. Other women play crucial roles in some of the fight scenes.

The fight scenes are directed by Adam Critchlow, the Los Angeles fight director who first came to Gonzaga for “Romeo and Juliet.” Critchlow worked on the fight scenes in the Hollywood blockbusters “Thor” and “Transformers 3” and most recently helped train the actor playing d’Artagnan in the Hollywood version of “The Three Musketeers” premiering this month.

Critchlow “can whip a sword and dagger around like a musketeer himself, but more importantly he knows how to help actors use the fights to advance the stories of their characters and to make each one a different experience for the audience,” Connell said.

The audience of this show will certainly not find themselves bored. “The cast includes 20 actors playing about 40 roles. There are over 50 costumes, two dances, and over a dozen fights of various kinds,”



Fr. Kevin Connell considers a Musketeers scene during rehearsal in Magnuson Theatre.

Connell said. “This feels like the most ‘epic’ show I have ever directed.”

Connell hopes that the excitement of his production will encourage audience members to pick up the older adventure stories. “I hope that our production – which is as fast, fun, and exciting as the book itself – will inspire a few of the people who see it – whether they’re in grade

school or grad school – to treat themselves to reading the book,” he said.

“The Three Musketeers” will be performed at 7:30 p.m. on Oct. 21, 22, 28 and 29; and at 2 p.m. Oct. 22 and Oct. 30. Tickets are available online at gonzaga.edu/theatreats.

New Hamilton crosswalk still requires students’ attention

Driving on Hamilton Street is a new experience this fall with installation of a new traffic island equipped with highly visible flashing lights. When properly used by students, the new safety equipment at the crosswalk can bring traffic to a brisk halt allowing a Gonzaga student to cross the street.

While a major improvement for student safety, the new crossing must be used responsibly, said **Mary Joan Hahn**, Gonzaga’s director of community relations. “Students need to do more than simply push the button and cross. They still must pay attention to traffic. And if one student is already crossing and a second student comes flying out on a skateboard, for instance, the risk of accident remains very real.”

Bob Turner, adjunct civil engineering instructor and senior traffic engineer for the city of Spokane, is working with his students to gather data about the effectiveness of the new crosswalk.

The new safety lighting was purchased from Spot Devices, a Sparks, Nev., firm. Gonzaga partnered with the city of Spokane on this project. Gonzaga’s costs will total around \$40,000, said **Ken Sammons**, head of Plant Services, with about \$20,000 for the traffic island and about \$18,000 for the lighting equipment. The city contributed expertise and labor estimated at \$10,000.

Hamilton carries an average of 35,000 vehicles per day. Marian Hall, located to the east of Hamilton, houses 84 students this semester.

Fr. Boyle discusses “Tattoos” on Oct. 4

“Nothing stops a bullet like a job.” That’s the motto of Homeboy Industries, the life’s work of Gonzaga alumnus Fr. Greg Boyle, S.J., author of “Tattoos on the Heart.” The book is this year’s freshman read.

For six years, Gonzaga’s Comprehensive Leadership Program has taken spring break trips to Los Angeles to volunteer with Homeboy Industries. So when Boyle’s book was chosen as this summer’s freshman read, CLP director **Josh Armstrong** was pleased. “It’s a great book for freshmen, a great introduction to the Jesuit ideals,” he said.

Boyle will visit campus Oct. 4 to speak with students, faculty and staff. He will present and discuss his book at 7 p.m. in the Cataldo Globe Room; tickets are free in Crosby Student Center. His trip is made

possible by the Thematic Programming Committee, which is in charge of choosing the freshman read, along with CLP, Residence Life and Student Activities.

“Tattoos on the Heart” is a powerful book not only for freshmen, but also for faculty and staff, said Armstrong. And **Matt Lamsma**, senior associate director of residence life, said he believes that this is one of the most important books ever chosen as a freshman read. “I think that this book has had a bigger impact on our community than any of the previous freshman readings, and many of our faculty and staff have engaged in the reading as well,” he said.

“Boyle is living out so much of the Jesuit mission of Gonzaga,” Armstrong agreed. “We as professors can use what he teaches about compassion and living out the Jesuit identity.”