Good morning, Gonzaga!

Welcome to the Staff Assembly Fall Open Meeting. I'm Angela Ruff, your Staff Assembly President.

We are so pleased to feature our newly inaugurated 26th president, Dr. Thayne McCulloh, and to grant two Outstanding Service in Support of Mission Awards, today. We will also learn more about the Mission Advisory Group.

Thank you to the university leaders who are with us, today:
   Kassi Kain
   Chuck Murphy

We appreciate your work and dedication to Gonzaga. Thanks for coming to support the people who help you look good!

And, a special thanks to Mike Herzog for his guidance to and support of Staff Assembly in his role as Chief of Staff. Thank you, Mike.

Well, fellow Gonzaga employees...by now, you are surely being pulled into the momentum of the organizational revolution here -- not a revolt, but a turning away, and a turning toward in the spirit of moving forward. With new leadership at the helm, setting fresh priorities, we are all being impacted by change. It takes personal courage and strength to work our way through change. This morning, I'm here to call out your courage.

A key initiative of the organizational revolution is resource allocation. I've heard some of you are nervous about this, and I understand, based on our history. Here's where I'm calling on your courage. We could actually be excited about this! Ensuring Gonzaga is efficient and stable means there is a greater security for maintaining jobs and
providing growth opportunities. We should all want this as much as our new leadership does. And, we should be helping. Use your personal courage to look at your job. Can you draw a line between you and a student one of our customers and know exactly what impact you are having? Now, it may not be a straight line. Maybe you are part of a web of support and service. Fine. But, can you articulate it? Do you know if there are some things you are doing that maybe you need to turn away from, and other things to which you need to turn toward?

Last May, when I addressed staff at the Spring Open meeting, I expressed passion for Gonzaga being the best place to work. I want our workplace culture to be positive, energetic, development-oriented, and immediately recognized as valuing human dignity. These are not new organizational concepts. Our Jesuit mission is alive here. But, unfortunately, not in every area. I think it's possible for it to be in every inch of the place. And, this is the advantage of the organizational revolution! I believe it's time we take a closer look at how problems are solved, and how we behave with one another in order to accomplish our work. To that end, your Staff Assembly Council is working on the implementation of a staff-wide survey about work culture. We've begun idea discussions with Human Resources, and are planning for what partnerships need to be in place to go live with a survey this year. Again, I call forward your personal courage. We need your voice, your stories in order to replicate what is going well and identify where there are challenges. Your input will help Staff Assembly understand what needs attention.

At the recent inauguration of our President, I called him to foster a healthy culture here, and I offered help on your behalf. One way I think we, the Staff Assembly, can be of help is to provide good information to the administration about what is our reality. That simply cannot be done without you. So, please, tap into that personal courage. Know your job and the value of what you do. Be ready to tell your story about where and how human dignity and efficiency exists on your team. Get on board with the revolution. Thank you.
Before I turn over the stage to Dr. McCulloh, let me request that he join me at the podium. Thayne, on behalf of the Gonzaga University Staff, I offer you congratulations on your recent inauguration as our 26th President. We present you with this gift to commemorate the occasion, and hope you enjoy it as a sign of our support. This is a work of art...