How to Respond When an Active Shooter Is in Your Vicinity

Quickly determine the most reasonable way to protect your own life. Students and visitors are likely to follow the lead of employees and managers during an active shooter situation.

RUN • Have an escape route and plan in mind. As instructed when you board a plane, know where your nearest exit is in your office building or classroom. • Leave your belongings behind. • Keep your hands visible. • Hide in an area out of the active shooter’s view. • Block entry to your hiding place, lock the doors, pull the shades, turn out lights. Spread out. Work as a team to plan your next move should the shooter enter your space. • Fight • As a last resort and only when your life is in imminent danger, • Attack the active shooter. • Act with physical aggression and throw items at the active shooter. • Know what you can use as a weapon. • CALL 911 WHEN IT IS SAFE TO DO SO

How to Respond When Law Enforcement Arrives on the Scene

• Remain calm, and follow officers’ instructions. • Immediately raise hands and spread fingers. • Keep hands visible at all times. • Avoid making quick movements toward officers such as attempting to hold on to them for safety. • Avoid pointing, screaming and/or yelling. • Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises.

Information You Should Provide to Law Enforcement or 911 Operator:
• Location of the victims and the active shooter • Number of shooters, if more than one • Physical description of shooter/s • Number and type of weapons held by the shooter/s • Number of potential victims at the location

Recognizing Signs of Potential Workplace Violence
An active shooter may be a current or former employee. Alert Human Resources if you believe an employee exhibits potentially violent behavior. Indicators may include one or more of the following:
• Increased use of alcohol and/or illegal drugs
• Unexplained increase in absenteeism, and/or vague physical complaints
• Depression/withdrawal
• Increased severe mood swings, and noticebly unstable or emotional responses
• Increasingly talks of problems at home
• Increase in unsolicited comments about violence, firearms, other dangerous weapons and violent crimes

The ability to recall action steps is critical in an emergency like an active shooter attack because reacting quickly can potentially improve a person’s chances for survival,” says Campus Security and Public Safety Director Scott Snider. “It is a common response for people under attack to not know what to do and become indecisive while trying to come up with a plan.

“Survivors take responsibility. Awareness, preparation and rehearsal are key,” Snider says. “You hear gunshots, don’t second guess it. Escape, hide or take out the shooter. Assume there’s a survival mindset. And this just isn’t for Gonzaga. These are life skills we all need to possess wherever we go, i.e. other workplace, church, any social setting.”

Should a campus emergency unfold, ZagAlert will communicate via text message next steps to take. But each person taking the first step is the most important action for surviving the danger, Snider stresses. Training is available through Snider’s office and the Office of Emergency Preparedness and Risk Management. Upcoming training dates will be announced shortly. Questions about your own preparedness? Contact Snider’s office at ext. 642.

Active shooter training resources:
my.gonzaga.edu/active-shooter
my.gonzaga.edu/homeland-active-shooter-training

Gonzaga Presidential Speaker Series
THE POWER OF SOCIAL DISCOURSE AND THE COMPLEXITY OF THE #METOO MOVEMENT

TARANA BURKE
Senior Director of Programs
RONAN FARROW
Investigative Journalist

Tara Burke and Roman Farrow have captured the attention of the world, and have made great strides in bringing renewed awareness to the widespread nature of sexual assault and harassment in our society. Burke, founder of the ‘MeToo’ Movement, is a sexual assault survivor who for 25 years has been an advocate for thousands of victims. Farrow helped break the Harvey Weinstein sexual assault story, and for years has been a voice for the marginalized as a Yale-educated human rights attorney, State Department official and award-winning author.

They are featured speakers at the seventh annual Gonzaga Presidential Speaker Series, here to shed light on the ‘MeToo’ Movement and the social discourse arising from it. They will share their perspectives April 10, 7 p.m. at the McCarthey Athletic Center. Gonzaga students and KRCB TV anchor Stephanie Vigil will moderate. Student questions for the speakers will be collected from sexual assault awareness activities April 9-13, as well as through faculty-inTEGRATED Media, communications and women’s studies.

This contemporary issue affects all of us,” says President Thayne McCulloh. “My hope is that this event provides an opportunity for us to engage with leaders at the forefront of this social justice movement, to better understand the epidemic of systematic sexual harassment and abuse, and to more deeply appreciate the profound cultural change the MeToo Movement represents.”

Burke is among those recognized as Time Magazine’s 2017 Person of the Year; The Silence Breaker, and Farrow, recipient of several human rights awards, received global recognition for his culture-shifting series of articles on Harvey Weinstein published in The New Yorker. His speeches are listed among NPR’s “Greatest Commencement Speeches Ever.”

Burke is senior director of programs at Girls for Gender Equity in New York, and has been able to provide a place for comfort and healing to those who have experienced trauma. Farrow, who was raised in a multicultural, multi-race family of four, is a former U.S. diplomat to Afghanistan and Pakistan with emphasis on global youth, reporting directly to the Secretary of State.

A limited number of complimentary tickets for faculty and staff are available at the Hemmingson Welcome Desk April 9; student tickets are available at CSBB offices April 11 and 12. Public tickets are available through TicketsWest and the McCarthey ticket office, $1 for the general public, $0 for students, educators and seniors.
The Council's Campus Climate Committee identified major thematic categories, and is setting priorities for tackling initiatives systematically. We initially moved those themes into 40 recommendations that came from our community, says Chris Purviance, co-chair of the Council. We looked at what we can accomplish in the next 12-18 months and made those our top priorities. As we move forward, we will identify the recommendations we can accomplish in the next 6-12 months, since these things will take longer to complete, she said. A current action is to create a website by June 2018 as a communication tool for internal and external information, including members' tasks in our plan and progress on activities, initiatives and events at Gonzaga related to diversity, equity, inclusion and intercultural awareness. Another action is to create a website to support the Bias Incident Assessment and Support Team, which responds to and supports victims of bias incidents on campus. A bias incident is generally defined to be a conscious or an unconscious act of hate motivated by race, religion or other prejudice. The website will track, educate and support increased awareness around bias-related incidents happening in our community, as well as provide resources to those experiencing bias incidents. We will also look at implicit bias programs other universities have implemented to determine which one could be best adapted to St. Gonzaga, Purviance says. There are a variety of unique programs already in place around the country. This research and evaluation of potential programs will begin this summer and continue into fall semester.

In the meantime, work is progressing on making employee and student campus tours inclusive of departments and programs that offer support to underrepresented groups on campus to help them feel more comfortable in our diverse community and resources available.

INNOVATION HIGHLIGHTS DESIGN EXPO

A Cincinnati Greenway, an interactive historical timeline on Miss Myrtle Woldson for seniors, and an augmented campus tour complete with historical figures and buildings are just three examples of the wide range of innovations on display at this year’s Design Expo, May 8, at the Hemmingson Center Ballroom.

Civil Engineering Professor Rhonda Young is guiding her students in creating a new bike plan for Spokane’s first “bicycle corridor” from Spokane Falls Boulevard to Riverfront Park, featuring bike lanes, protected bike lanes, bike previews, and parking on both sides. All of the student’s work will be on display at the Expo.

Another group of students working on an augmented reality geometry project on campus whereby a user is able to see historical photographs superimposed on their mobile phone screen with access to historical facts and stories relevant to those places. Eight residence halls will be part of this initial tour. For example, a designated spot in front of Decker Hall will superimpose a picture of Fr. Peter Decker on your phone and offer historical pictures and background information.

The Center for Teaching and Advising is well into its second decade serving Gonzaga faculty in innovative and creative ways. Director of Instruction and First-Year Engagement Patrick Dodd says.

"The Saturday workshops resulted from a sense of missed opportunity. I would have the opportunity to serve the Faculty Senate before I came on board as the director of the center. It was important to me over the past 26 years in that way. I hope pointing to the workshops my colleagues well over the past four years.

"It was important for me as a faculty member to enter into new professional growth work begun by my predecessor Rosemary Voelbrecht to build meaningful networks of shared governance and institutional innovation. Prior to her term as faculty president, faculty had no roles in the periodic collective bargaining process or in the development of our current strategic plan. She called for a greater voice in policy formation, in the development of our current strategic plan and in the compensation-setting process. And finally, as chair of the Compensation Committee, she served as a consultative body in the annual compensation-setting process."

The program is made possible through a partnership with the Office of Community Engagement, service-learning and Advocacy and Psychology Professor Associate Professor Anna Mara, and Spokane Public Montessori School.

Outgoing Faculty CTA Workshops

The Outgoing Faculty CTA Workshops are part of the Gonzaga’s ongoing commitment to engage the University’s faculty and staff in the continuous improvement of the institution. As part of the faculty development process, the Center for Teaching and Advising, in collaboration with other departments and divisions, organizes and facilitates workshops and other professional development opportunities for faculty and staff. These workshops provide faculty and staff with the opportunity to reflect on their own teaching and learning practices, and to explore new ideas and strategies for enhancing teaching and learning. The workshops cover a wide range of topics, including active learning, assessment, inclusive teaching, and the use of technology in teaching. Faculty and staff are encouraged to participate in these workshops to improve their teaching practices and contribute to the continuous improvement of the University. The workshops are designed to be interactive and participatory, and faculty and staff are given the opportunity to share their experiences and ideas with others.

The Faculty Senate has been a key partner in organizing these workshops, and the Center for Teaching and Advising works closely with the Senate to ensure that the workshops meet the needs of faculty and staff.

The workshops are a key component of Gonzaga’s commitment to providing a high-quality education for all students. By providing faculty and staff with the opportunity to reflect on their teaching practices and explore new ideas and strategies, the workshops help to ensure that the University remains at the forefront of educational innovation and best practices. Faculty and staff are encouraged to participate in these workshops to improve their teaching practices and contribute to the continuous improvement of the institution.

The workshops are open to all faculty and staff, and are a great opportunity to network and share ideas with colleagues.

In 2015, grateful for robust one-off and cohort programs and a second decade serving Gonzaga faculty in innovative and creative ways, Director of Instruction and First-Year Engagement Patrick Dodd says.

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Taking Action to Promote Positive Campus Climate

The Council on Equity, Inclusion and Intercultural Awareness held 16 community focus groups, from November to January, to gather feedback from nearly 200 students, staff and faculty in attendance, on how to make our community more welcoming and inclusive.

The Council’s Campus Climate Committee identified major thematic categories, and is setting priorities for tackling initiatives systematically.

“We initially moved those themes into 40 recommendations that came from our conversations,” says Chris Purviance, co-chair of the Council. “We looked at what we can accomplish in the next 1-2 years, these things are things that will never take longer to complete,” she says.

A current action is to create a website by June 2018 as a communication tool for internal and external participants to keep up and track progress on activities, initiatives and events at Gonzaga related to diversity, equity, inclusion and intercultural awareness.

Another action is to create a website to support the Bias Incident Assessment and Response team, which responds to and supports victims of bias incidents on campus. A bias incident is generally defined to be a conscious or unconscious act of hostility motivated by race, religion or other prejudice. The website will track, educate and support increased awareness around bias-related incidents happening in our community, as well as provide resources to those experiencing bias incidents.

“We will also look at implicit bias programs other universities have implemented to determine which one could best be adapted to Gonzaga,” Purviance says. “There are a variety of unique programs already in place around the country. This research and evaluation of potential programs will begin this summer and continue into fall semester.”

In the meantime, work is progressing on making employee and student engagement programs for the new Performing Arts Center, and taking longer to complete,” she says.

NOTEWORTHY

New Hires

Steve Wilkins, assistant volleyball coach; Athletics, Cameron Bushey, men’s soccer assistant coach; Athletics; Shelby Schultz, development publishing specialist II, Campus Printing; Aze Reznecki, program assistant, GIS/Scan and Techone; network tech, Information Technology Services; Renata Teshome, assistant to vice president & budget officer, Advancement; Chris Heitner, head men’s soccer coach, Athletics; Teshome Rasic, associate director, Institutional Research and Evaluation; Audrey Schulz, director of data, reporting & analytics, Athletics; Patricia Killen, assistant director of data, reporting & analytics, Advancement; James Alread, custodial lead, Plant; Candice Nectoux, student worker, Plant; Aimee Peng, senior executive assistant to vice president & budget officer; Advancement; Brian Farley, residence life manager, property manager, GUEST Services.

Goodbyes

Kris Lassiter, assistant director, Ruddolf Fitness Center; Christina Turner; associate director, Institutional Research and Evaluation; Claire Allen, human resources coordinator; Molly Wood, clinical counselor, specialty Nursing; David Frank, custodial lead, Plant; Chris Helmer, groundskeeper, Plant.

Anniversaries

15 years: Rhonda Young, assistant to the dean, Law School.
10 years: Scott Skuttam, senior graphic designer, Marketing and Communications.
5 years: Meaghan, head men’s soccer coach; Athletics; Viweesha Muyera, manager for the Center for Teaching and Advising.

Craddle Call

A cradle call and first-year orientation engagement. Librarian, Fisher, and wife Andrea had a baby girl, Regina. New Hires

Students with Varying Abilities

Focus of April CTA Workshops

The Center for Teaching and Advising is well into its second decade serving Gonzaga faculty in innovative and contributive ways. Director of the Center, Heather Easterling, extends beyond extending the campus. Take their April 5 workshops, for example.

“The morning workshop will focus on serving the whole student. Facilitators from Special Education, DCSE, UMEC and Electronic Accessibility will collaborate to help faculty develop strategies for supporting students from all backgrounds and contexts,” Dodd says. “This afternoon session will explore approaches to globalizing the classroom in small and large ways.”

Dodd inherited the center from Phil Skuttam, who I knew from various planning and fact-finding sessions. When he moves on at the end of June,” Dodd says.

It’s always delighted to see the youngsters make productive and meaningful ways. I’m not. But, I answer, “No, what I would consider major achievements. As I look back on my term, I would point to faculty development with administration. Prior to my predecessor’s presidency, faculty had to be involved in and govern the colleges, in order to offer our students the best possible experiences from our community of faculty leaders like Philip Skuttam to develop a systematic process for policy creation and vetting that has a substantial faculty presence and voice. For policy creation and vetting that has a substantial faculty presence and voice. Our handbook revision process. Our handbook is always answer, “No, to no longer being a faculty member in Gonzaga’s longest-serving president.

OUTGOING FACULTY

President reflects

Colleagues ask me if I’m looking forward to no longer being faculty president. I always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am always answer, “No, I’m not. But, I am...

Thomas McKenzie, the oldest living alumnus, has the most to gain from this interaction, and he is also delighted to see the young people make connections between the stories and their own lives. Middle school-age children are more accessible when the tools of reading are. It sounds when something resonates with the students, it also beeps at the sign of precious metals. It sounds when something resonates with the students, it also beeps at the sign of precious metals. It sounds when something resonates with the students, it also beeps at the sign of precious metals. It sounds...

... and Theatre and Dance and Theatre and Dance and Theatre and Dance...
**Active Shooter Response**

LEARN HOW TO SURVIVE A SHOOTING EVENT

**RUN**

- Do not stop to ask officers for help or direction.
- Do not hide or confront the shooter.
- Do not attempt to take cover behind objects.
- Do not make sudden movements.
- Do not enter rooms.

**HIDE**

- When hiding, try to stay in a room with multiple exits.
- Do not use elevators.
- Do not use candles or matches to signal.
- Do not use electronic devices.

**FIGHT**

- Only fight if you are armed.
- Do not engage with the shooter.
- Do not offer your hands as a weapon.
- Do not shout or scream.

**Name Change Best Reflects School of Leadership’s Prime Focus**

In 2013, Gonzaga created the School of Nursing and Health Psychology, leaving the School of Professional Studies. Come June, the School of Professional Studies, which offers 40 years of history in offering leadership studies to undergraduate, graduate and doctoral students.

In addition, more recently, the School began offering non-degree professional leadership training programs, including the Emerging Leaders Program, webinars, women’s leadership conferences and programs customized for organizations.

The new School’s enrollment is 892 students in degree programs: the undergraduate Comprehensive Leadership Program, masters’ in Organizational Leadership and Communication and Leadership, as well as a doctor of philosophy in Leadership Studies. An additional 750 professionals throughout the year are enrolled in non-degree leadership training and development courses.

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- Block entry to your hiding place, lock the doors, pull the shades, turn out lights. Spread out. Work as a team to plan your next move should the shooter enter your space.

**FIGHT**

- As a last resort and only when your life is in imminent danger.
- Act with physical aggression and do not believe an employee exhibits potentially unstable or emotional responses.

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An active shooter may be a current or former employee. Alert Human Resources if you believe an employee exhibits potentially violent behavior. Indicators may include one or more of the following:

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**Campus Climate Actions, 2**

**Adolescent philosophy, 3**

**Active Shooter Readiness, 4**

**SPIRIT**

GONZAGA FACULTY AND STAFF NEWSLETTER

**APRIL 2018 | VOL 19 | #7**

**Burke, Farrow Talking Justice**

Tarana Burke and Ronan Farrow have captured the attention of the world, and have made great strides in bringing renewed awareness to the widespread nature of sexual assault and harassment in our society. Burke, founder of the ‘MeToo’ Movement, is a sexual assault survivor who for 2 years has been an advocate for thousands of victims. Farrow helped break the Harvey Weinstein sexual assault story, and for years has been a voice for the marginalised as a Yale-educated human rights attorney, State Department official and award-winning author.

"They are featured speakers at the seventh annual Gonzaga Presidential Speaker Series, here to shed light on the ‘MeToo’ Movement and the social discourse arising from it. They will share their perspectives April 10, 7 p.m. at the McCarthey Athletic Center. Gonzaga graduate and HBO TV anchor Stephanie Vigil will moderate. Student questions for the speakers will be collected from sexual assault awareness activities April 9-13, as well as through faculty in integrated media, communications and women’s studies.

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**Sharp Avenue Reconfiguration**

The Gateway to Gonzaga, Sharp Avenue, is receiving a facelift beginning late this spring. The City will reduce the width between Cincinnati and Pearl streets to one lane each direction and create safer pedestrian crossings with bump outs on both sides at every intersection reducing the crossing space. The project includes a new planted median down the middle and bike lanes on both sides. Current parallel parking will remain as is.

The wider medians will collect and treat storm water much more ecologically. The new pedestrian movement of varying materials will help water drain through it. The project is expected to be completed this fall, city street officials say.