

Presidential Search

2024/25



“Gonzaga has been everything I hoped it would be. I was first drawn in by Gonzaga’s Jesuit mission and the principle of *cura personalis* to develop the whole person, and the small class sizes helped me get the support I needed. Gonzaga furthered my devotion to lifelong learning, social justice, global engagement, leadership, and care for those in vulnerable situations through my

study abroad experiences, enriching curriculum, and service opportunities. I feel so fortunate to have benefited from this high-quality Jesuit education, and I look forward to incorporating the values I have practiced at Gonzaga University in my nursing career and beyond.”

– Sierra Martinsen ('24 B.S.N)



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Executive Summary

The Board of Trustees of Gonzaga University invites nominations and applications for a dynamic and innovative leader to serve as the university's next president. The president serves as the chief executive officer and as an ex officio member of the Board of Trustees.

The Board seeks an accomplished and energetic executive who has received distinction as an institutional leader and charismatic fundraiser, preferably with vast experience in a higher educational setting similar to Gonzaga. The successful candidate is expected to be selected by spring 2025 and in place no later than the start of fall semester 2025.





What began in 1887 with an initial class of 18 students has since transformed into a nationally recognized, comprehensive liberal arts university with nearly 8,000 students who will serve others to make the world a better place. Our graduates leave GU empowered to lead, shape and serve their chosen fields and the communities to which they belong.

As a work of the Society of Jesus, Jesuit education at Gonzaga is grounded in the liberal arts tradition with a focus on quality teaching, critical thinking, and rigorous academic standards and scholarship. It is guided by a spirituality that seeks justice. All within the Gonzaga community strive to continually enhance the quality of the educational and formational environment in support of an excellent student experience.

The concept of *cura personalis*, or care for the whole person, is at the heart of Gonzaga's educational mission. While other universities can claim tight-knit and caring communities, there is something about the alchemy of this place that forges bonds that last a lifetime and an undying love of alma mater.

Gonzaga's 26th president, Thayne M. McCulloh, Ph.D., an alumnus and an employee of the University for over 30 years, exemplified this community as he steered the University through the development of a transformational strategic plan, the largest capital campaign in Gonzaga's history, reclassification as a national university, reputational crises, and a global pandemic, to name a few. He will leave the University on a strong footing, poised for its next evolution.

The University's 27th president will inherit an institution well-positioned for that evolution, but with the need to navigate the changing landscape as well as

cultural and societal headwinds facing higher education. For the right individual, leading Gonzaga University to even greater heights will be a career-defining and life-changing opportunity.

To accomplish a leadership agenda that continues to distinguish Gonzaga University will require a president who is an exceptional leader of people, programs, and organizations. Candidates must hold a terminal degree and demonstrate deep appreciation for academia.

While it is understood that no candidate can excel in all areas, the ideal candidate will be able to demonstrate capability in most of these areas:

- ▶ Visionary and strategic leadership
- ▶ Alignment with Gonzaga's Catholic and Jesuit Mission
- ▶ Expertise in higher education with acumen in navigating the changing landscape
- ▶ Managerial acumen
- ▶ Reputational stewardship
- ▶ Ambitious vision and leadership that is externally influential
- ▶ Commitment to students
- ▶ Commitment to inclusion
- ▶ Commitment to academic excellence

In close alignment with those qualities, the priorities for the new president will be to:

- ▶ Animate the Strategic Plan
- ▶ Live Gonzaga's Catholic and Jesuit Mission
- ▶ Provide inspirational leadership
- ▶ Raise resources, visibility, and reputation
- ▶ Navigate the changing landscape of higher education
- ▶ Strengthen institutional capacity

Gonzaga University is a complex organization that encompasses multiple channels of accountability, functions in a shifting competitive environment, serves a variety of constituencies, and pursues a wide array of goals. Additionally, the University is becoming more sophisticated in making decisions, delivering educational content, supporting students, and approaching its strategic planning. Meeting these expectations involves the work of more than 1,300 full-time employees, over 3.1 million square feet of facilities, and an annual budget of \$381 million. The president serves as the chief executive officer and as an ex officio member of the Board of Trustees.

We are seeking an exceptional individual to lead an exemplary University – someone who is an accomplished, energetic institutional leader and charismatic fundraiser, preferably with vast experience in a higher education setting similar to Gonzaga.

The successful candidate is expected to be selected by spring 2025 and in place no later than the start of the fall semester 2025.

This truly is an opportunity – and community – like none other.

» Nominations, inquiries, and expressions of interest should be sent to gonzaga@russellreynolds.com

About Gonzaga University

Founded: 1887

Religious Affiliation: Roman Catholic (*Jesuit*)

Motto: Ad Majorem Dei Gloriam
(*For the greater glory of God*)

Pronunciation: Gone - ZAG (*as in "bag"*) - uh



A Community Like None Other

Located in the heart of the Inland Northwest in Spokane, Washington, Gonzaga University is a private, Catholic, Jesuit, and humanistic university. It is ranked among the top 100 National Universities by U.S. News & World Report. The campus, with its 150 green, grassy acres and its blend of classic brick buildings and 21st century architecture, is ranked by Condé Nast Traveler as one of the 56 Prettiest College Campuses in America. A 20-minute walk to downtown Spokane via the Centennial Trail, Gonzaga is leading the way in workforce development, cultural awareness, and a vibrant performing and visual arts community. But most important to our students and employees, Gonzaga is a loving, caring community.



United in Mission

Gonzaga's Jesuits, faculty, staff, students, administrators, and board members strive to continually enhance the quality of the educational and formational environment in support of an excellent student experience.



The Gonzaga community gathers at the beginning of each Fall Semester for Mass of the Holy Spirit.

This collaboration is supported through the generous contributions of time, talent, treasure, and tenacity of alumni, benefactors, parents, business and civic leaders, and community members. Engaged in ongoing reflection, all constituents work together to strengthen the University, confident that its Jesuit and Ignatian heritage has a sustainable future.

Our History

The catalyst for Gonzaga College was ignited in 1881 with \$936 in hard silver dollars, which Father Joseph Cataldo, S.J., paid for 320 acres of land and water. Six years later, the College officially opened the doors of its only building for “young scholastics, whose ambition it is to become priests.” Exclusively for boys, the College was under the charge of the Jesuit priests.

What began with an initial class of 18 students in 1887 has since transformed into a nationally recognized, comprehensive liberal arts university with nearly 8,000 students who will have the skills to be leaders in their communities and in the careers they choose.

Gonzaga University has grown from a small regional college, dedicated largely to educating students from the Inland Northwest states of Washington, Oregon, Idaho, and Montana, into a comprehensive, nationally ranked university, drawing students from every state in the nation and more than 30 countries.

The constant throughout 135 years has been Gonzaga's commitment to character and faith formation, and “*cura personalis*,” the Jesuit notion of care for the individual. These guiding themes have fostered a sense of community among students and alumni alike. Today, that experience of deep community continues to be a hallmark of the Gonzaga worldwide network.

Mission Statement

Adopted: February 2013 | Modified: April 2017

Gonzaga University is an exemplary learning community that educates students for lives of leadership and service for the common good.

In keeping with its Catholic, Jesuit and humanistic heritage and identity, Gonzaga models and expects excellence in academic and professional pursuits and intentionally develops the whole person – intellectually, spiritually, culturally, physically, and emotionally.

Through engagement with knowledge, wisdom, and questions informed by classical and contemporary perspectives, Gonzaga cultivates in its students the capacities and dispositions for reflective and critical thought, lifelong learning, spiritual growth, ethical discernment, creativity, and innovation.

The Gonzaga experience fosters a mature commitment to dignity of the human person, social justice, diversity, intercultural competence, global engagement, solidarity with the poor and vulnerable, and care for the planet.

Grateful to God, the Gonzaga community carries out this mission with responsible stewardship of our physical, financial, and human resources.



Vision

Gonzaga is a **premier** liberal arts-based university **recognized nationally** for providing an **exemplary Jesuit education** that **empowers** its graduates to lead, shape, and serve their chosen fields and the **communities** to which they belong.

Leading the Way

While much has changed over the past 137 years, one thing remains truer than ever: Critical to Gonzaga's success is the continual focus on strengthening the educational experience that makes us who we are. While always refining and adapting for changing times, the value of a comprehensive education with the liberal arts at its core has never been clearer.

STRATEGIC PLAN

The Board of Trustees and the leadership of the institution share a priority to position the University for distinction and competitive advantage and to be seen as a leader in higher education.

In 2023, Gonzaga board members, leaders, faculty, and staff revised the University's previous Strategic Plan (2015-2022), which had carried the institution forward and informed important and transformative actions, including strong academic rankings, construction of new facilities, and an increasingly diverse student body, faculty, and staff.

The updated Strategic Plan focuses on ways faculty, staff, and students engage in ongoing reflection on realizing a comprehensive education with the liberal arts at its core; underscoring the connection between academic and occupational success; and expressing fidelity to our Jesuit, Catholic, and humanistic heritage, and holistic care of each student.

Other areas of focus include research and ethics-informed professional education that cultivates attention to the common good, creative innovation and leadership, and addressing the imperative for additional graduate studies that are responsive to current demands.

Some of the specific actions laid out in the plan include:

- ▶ Addressing the health care needs of the region and the nation through the School of Health Sciences;
- ▶ Creating a nationally recognized center dedicated to understanding and responding to climate and other environmental crises;
- ▶ Initiating and modeling civil public dialogue on the most pressing issues of our time – from politics to social issues, to theological and philosophical questions – through a Center for Ignatian Dialogue and Discernment; and
- ▶ Creating an Institute for Informatics and Applied Technology to launch new programs in software, data sciences, artificial intelligence, cybersecurity, bioinformatics, and biomedical engineering.

A transparent process of identifying resources, priorities and timing was a major factor in the 2023 update. Progress toward accomplishing goals entails tracking annual growth in cash freed up from operations, optimizing performance in securing gifts and investments, and the annual comparison of expendable financial resources to long-term debt.

» Read the Strategic Plan: gonzaga.edu/StrategicPlan



TECH HUB CLOSER TO REALITY

As Gonzaga University and a consortium of Inland Northwest partners are poised to launch a world-class aerospace manufacturing testbed, the state of Washington is standing by to provide major funding to help make the project a reality.

Washington Department of Commerce Director Mike Fong visited Gonzaga in March, meeting with a number of Inland Northwest consortium members to announce a \$500,000 matching grant to support the development of the American Aerospace Materials Manufacturing Center (AAMMC) should the project receive funding by the federal Economic Development Agency (EDA) later this year. The consortium was named a Regional Tech Hub by the EDA in October 2023, one of 31 hubs nationwide vying for up to \$80 million in start-up capital.

GONZAGA UNIVERSITY



Rankings and Recognition



DESIGNATED AS a best school for veterans, their spouses, and military families (2024 - 2025)

The School of Engineering and Applied Science

RANKED IN THE TOP 6%

for Undergraduate Engineering in schools where doctorate is not offered (U.S. News & World Report, 2024)

RECOGNIZED AS A TOP 100

National University (U.S. News & World Report, 2024)

#8

on the Top 50 Green Colleges List (Princeton Review, 2024)

The Undergraduate Nursing Program

RANKED IN THE TOP 13%

in the nation (U.S. News & World Report, 2024)

The School of Business Administration has several programs recognized as some of the best in the country, including

ENTREPRENEURSHIP TOP 6%

FINANCE TOP 6%

ACCOUNTING TOP 8%

RECOGNIZED AS 1 OF 22

universities named "Most Promising Places to Work in Student Affairs" (Diverse: Issues in Higher Education, 2024)

Gonzaga ranks in the **TOP 10%**

for Peace Corp Volunteers (2020)

BUSINESS MANAGEMENT TOP 9%

(U.S. News & World Report, 2024)

Student Experience

At Gonzaga, our comprehensive educational programs focus on developing the whole person, mind, body, and spirit, so that our students become people of curiosity, courage and conviction.

As part of our Jesuit heritage, we are people of purpose. At Gonzaga, students are surrounded by a community of people cheering them on, pushing them to be their best, and helping them discover their God-given calling. What students learn takes them beyond the classroom and into the world, beyond the status quo and into a future filled with creativity and optimism.

Because when students find their purpose at Gonzaga, they also find they can use that purpose to shape the world for the better – for all of us.



“I see my time as a kind of patchwork – little scraps of topics and shared experiences coming together at graduation to form a testament to our time here. Looking back at what we’ve created together over the past four years, I am so proud of how we’ve overcome our challenges, learned from our mistakes, and kept the spirit of Gonzaga alive.

We truly patched together a class that exemplifies Gonzaga’s humanistic identity, Jesuit values and academic excellence.”

– Rachel Gotvald ('24),
Undergraduate Commencement Student Speaker

Student Stats

33.3%

SELF-IDENTIFIED
UNDERGRADUATE
STUDENTS OF COLOR

150+

STUDENT CLUBS &
ORGANIZATIONS

87,000+

HOURS OF COMMUNITY
SERVICE OFFERED BY STUDENTS
ANNUALLY

4 YEAR **75%**

GRADUATION RATE

6 YEAR **87%**

94%

RETENTION RATE
(First year to second year)

Faith Formation

31

FAITHS REPRESENTED
ON CAMPUS

15

SPIRITUAL RETREATS
OFFERED ANNUALLY
*(Including those tailored to
students, faculty, and staff)*

228

LITURGIES OFFERED
ANNUALLY ON CAMPUS



Community Traditions

When asked what makes Gonzaga special, our students, alumni, employees, and donors all say it's "the community." Here are just a few of the things that make up the unique alchemy of our community.



MOVE-IN WEEKEND AND WELCOME WALK

Each fall, our entire campus community comes together to ensure our incoming students and their families know they are valued and welcomed, with a caring support network that extends beyond the classroom. From move-in assistance to get-to-know-you events and a welcome Mass, the experience is all-encompassing. On the first Monday morning of the Fall Semester, hundreds of staff and faculty line the paths outside of College Hall to cheer on incoming students as they walk to Academic Convocation. See how we [welcomed the class of 2026 to GU](#).

“GO ZAGS”

Is it a cheer? A greeting? A goodbye? Whatever it is, one thing is certain: “Go Zags” is like a secret handshake that unites everyone in the Gonzaga community, from alums to casual fans. Beyond just a rallying cry at athletics events, Zags have no doubt heard someone utter it to them while walking down the street, boarding a plane, or even on the other side of the globe. [If you know, you know.](#)

DJ DESMET

Every year, residents of the century-old, all-male dorm DeSmet Hall, try out to curate the perfect playlist as students walk down Bulldog Alley, Gonzaga's most heavily-trafficked walkway, during passing periods. Take a fun peek behind the scenes with DJ Desmet in this [rare video interview](#).



KENNEL CAMPOUT

Prior to a few high-profile men's basketball home games each season, the Kennel Club, Gonzaga's largest student-run club, organizes this rite of passage for students to demonstrate their dedication to the Zags. It begins with a scheduled tweet from the Kennel Club X/Twitter account at 12:15 p.m. the day before the game. Students then scramble to a secret location revealed in the tweet in order to get a coveted tent number, which allows them to camp overnight and sit in the first rows of the student section at the game. This tradition creates an unforgettable experience for students and an electric atmosphere for the game. Enjoy this “report” on the [Kennel Campout experience](#).

GONZAGA DAY

What kind of University proclaims its own global holiday? Gonzaga does! Started in 2012 as part of our year-long 125th Anniversary, Gonzaga Day annually brings together Zags around the globe – in person and in spirit – to cheer on our men's and women's basketball teams at alumni game watches, to participate in service projects, and to [celebrate all things Gonzaga](#).

Academics

TEACHING, RESEARCH, AND CREATIVE INQUIRY

Steeped in Jesuit tradition, Gonzaga is proud of the academic environment that has been created over the last 137 years, a direct result of the talents of our faculty.

Research, scholarship, and creative inquiry occupy critical roles among the faculty and have significant impact on students. The faculty bring knowledge, insights, and skills from their discipline into the classroom, laboratory, or studio space.

Students benefit through opportunities to learn, research, and engage in creative endeavors under the guidance of expert professors.

In 2023, the University was ranked **#12 nationally** for undergraduate teaching by U.S. News & World Report.

» Read stories of how Gonzaga's [excellence in teaching](#) sets us apart.



464

FULL-TIME FACULTY MEMBERS

853

STAFF MEMBERS

88%

FACULTY THAT HAVE A TERMINAL DEGREE IN THEIR AREA OF TEACHING



ACADEMIC SNAPSHOT

7,306

TOTAL ENROLLMENT
(Fall 2023)

1,580

MASTER'S AND
DOCTORAL STUDENTS
(total)

22

AVERAGE CLASS SIZE

3.76

HIGH SCHOOL GPA OF
FIRST-YEAR UNDERGRADUATES
(2023)

5,163

UNDERGRADUATE STUDENTS

554

LAW STUDENTS

12 TO 1

STUDENT/FACULTY RATIO

1321

AVERAGE SAT
COMPOSITE SCORE
*Gonzaga University is a
test-optional institution*

1,254

NEW FIRST YEAR

9

POST-BACCALAUREATE STUDENTS

AREAS OF STUDY

16

UNDERGRADUATE DEGREES THROUGH

53

MAJORS

68

MINORS

73

CONCENTRATIONS

23

MASTER'S DEGREES

5

DOCTORAL-LEVEL DEGREES WITH

21

CONCENTRATIONS

COLLEGES & SCHOOLS

College of Arts & Sciences

School of Business Administration

School of Education

School of Engineering & Applied Science

School of Health Sciences

School of Law

School of Leadership Studies

The Center for Lifelong Learning launched in 2022 to offer continuing education, professional development, and personal enrichment programs to the public. Programs and certificates available through the new Center are designed to meet the needs of those who are currently working and seeking to advance into leadership roles, those who want to start or transition to a new career, and those who desire to grow and learn, no matter their stage in life. Many of these 15 programs dovetail into enrollment in master's or doctoral programs here.

Global Engagement

Gonzaga has long been a pioneer in global engagement, with our Gonzaga in Florence program standing as one of the first study abroad programs from a U.S. university. The Gonzaga in Florence program develops intercultural skills and provides international experiences to form globally-connected future leaders.

Gonzaga’s Center for Global Engagement (CGE) has rebounded from the pandemic with new leadership, plans and partners. Beyond the long-standing Gonzaga in Florence campus, other robust study abroad/away programs, plus relocation of the English Language Center (ELC) into the Center for Global Engagement, has reinvigorated our successful international student program.

GONZAGA IN FLORENCE

Since 1963 Gonzaga in Florence (GIF) has been the flagship study abroad program for Gonzaga University students, educating hundreds of students each year. Gonzaga also hosts students from a number of partner universities within the Jesuit network of colleges and universities in the United States. Housed in the Mozilo Center, GIF provides an opportunity to learn and live in a city that has played a central role in Italian history and European Civilization.



OTHER STUDY ABROAD OPTIONS

The University helps arrange dozens of semester study abroad opportunities on every continent (except Antarctica). These programs are typically affiliated with other universities but fulfill the academic requirements of Gonzaga programs.

Gonzaga administers many short-term study abroad programs for summer and inter-semester terms, allowing students to receive Gonzaga credit while studying in Africa, Europe, South America, and Asia. Get a glimpse of how [Zags study abroad](#).

INTERNATIONAL RECRUITMENT

Gonzaga Global is a partnership with Shorelight, an international firm specializing in recruiting students around the world to high-quality universities. The highly residential and high-touch nature of GU is a draw for both undergraduate and graduate international students because it offers the opportunity to live together and form community and friendships that can last a lifetime. GU’s location in the western U.S., the smaller yet vibrant urban center Spokane provides, and the depth of personal support and assistance the University offers international students – including English language support from the ELC – also puts GU high on the list for students and families around the globe.

Gonzaga drew the attention of the international higher education community in November 2023 at Forward 24, a summit held in China. Gonzaga President Thayne McCulloh delivered the keynote address and accepted the award for Best University for Community Service, recognizing the impact of the Jesuit model.

30+

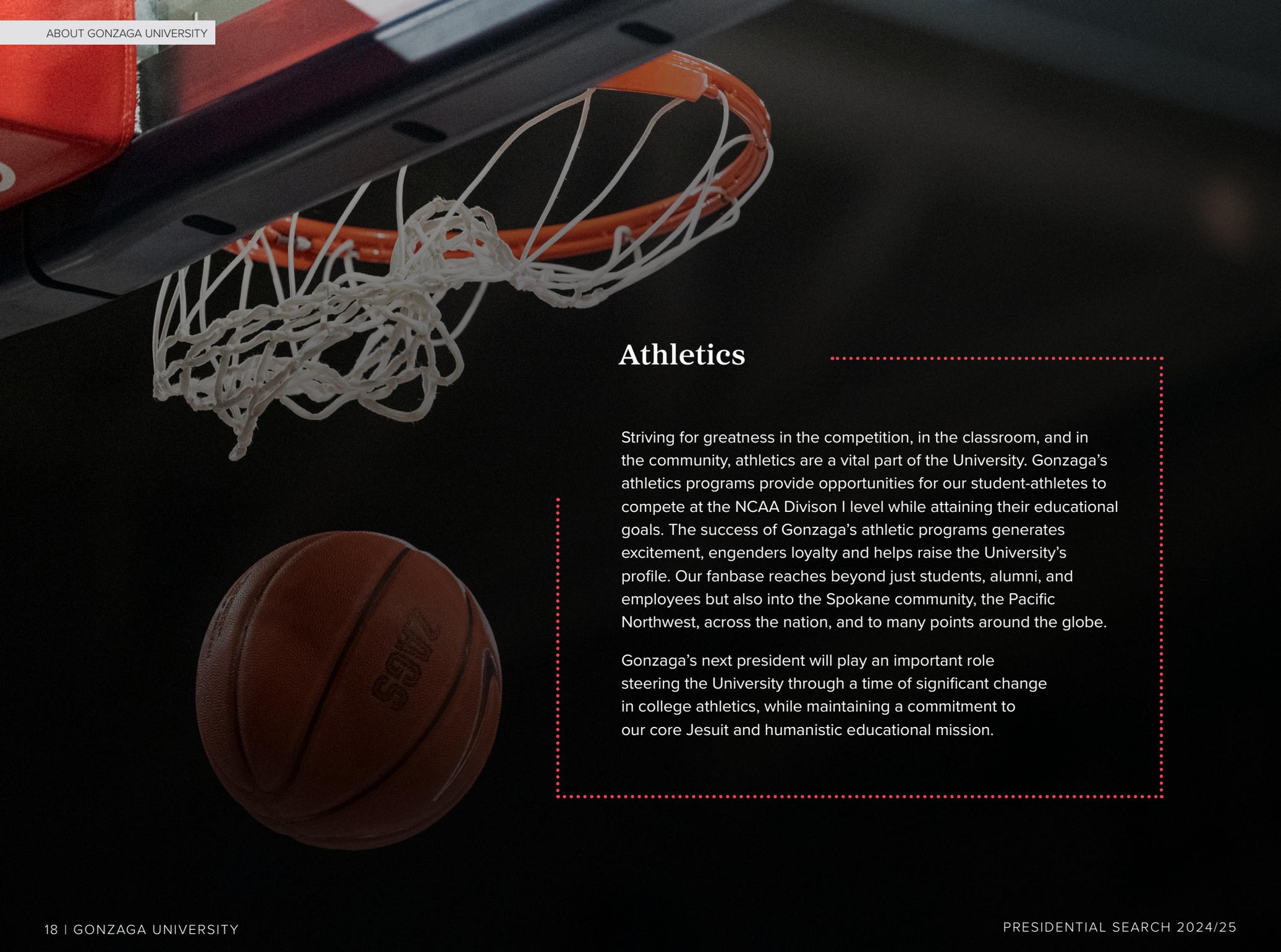
STUDY ABROAD PROGRAMS

56%

OF STUDENT BODY STUDY ABROAD

425

INTERNATIONAL STUDENTS ATTENDED
GU IN SPRING 2024, A FOUR-FOLD
INCREASE SINCE 2020



Athletics

Striving for greatness in the competition, in the classroom, and in the community, athletics are a vital part of the University. Gonzaga's athletics programs provide opportunities for our student-athletes to compete at the NCAA Division I level while attaining their educational goals. The success of Gonzaga's athletic programs generates excitement, engenders loyalty and helps raise the University's profile. Our fanbase reaches beyond just students, alumni, and employees but also into the Spokane community, the Pacific Northwest, across the nation, and to many points around the globe.

Gonzaga's next president will play an important role steering the University through a time of significant change in college athletics, while maintaining a commitment to our core Jesuit and humanistic educational mission.



Gonzaga's student section in the McCarthy Athletic Center – aka The Kennel – is known nationwide for its unparalleled spirit.

NCAA DIVISION I

ATHLETIC CONFERENCE:
West Coast Conference

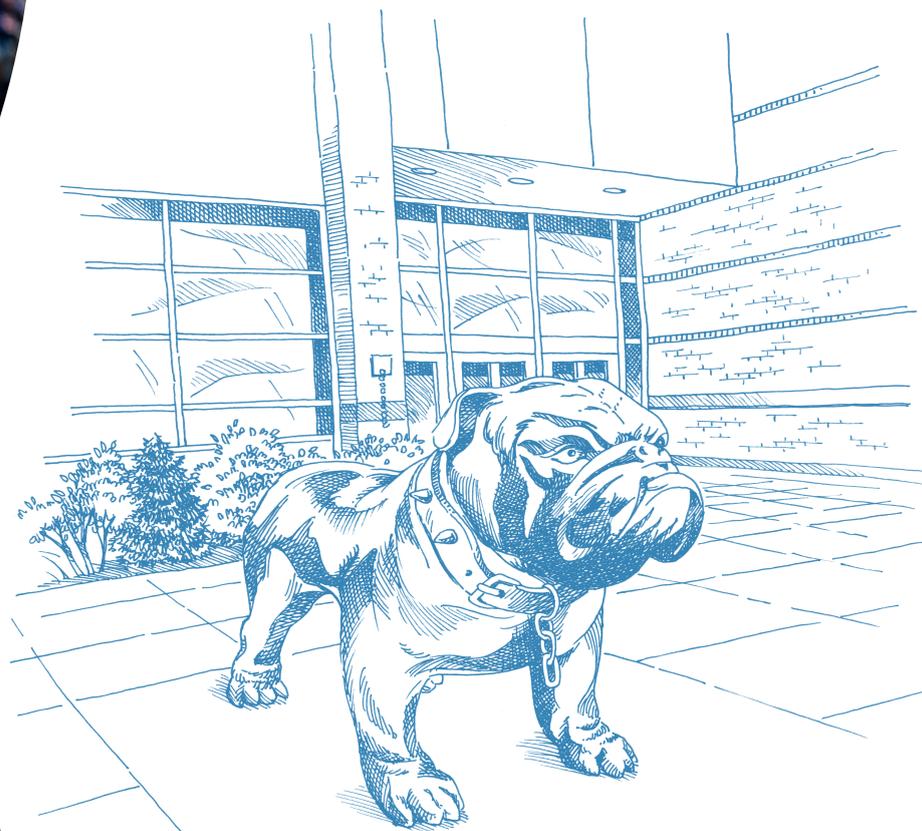
MASCOT:
Spike, the bulldog

18

INTERCOLLEGIATE
SPORTS

MEN'S SPORTS:
Baseball, Basketball, Cross
Country, Golf, Rowing, Soccer,
Tennis, Track and Field

WOMEN'S SPORTS:
Basketball, Cross Country,
Golf, Rowing, Soccer, Tennis,
Track and Field, Volleyball



IN THE CLASSROOM AND THE COMMUNITY

- ▶ Gonzaga teams achieved a Graduation Success Rate (GSR) of 97 percent and, in 2023-24, posted an Academic Progress Rate (APR) of 993 on a 1000-point scale, nine points above the NCAA average. These two metrics are what the NCAA uses to holistically measure academic success and Gonzaga Athletics regularly maintains some of the highest scores both in the West Coast Conference and in the nation.
- ▶ During the Spring 2023 semester:
 - ▶ Gonzaga student-athletes posted a department record 3.57 grade-point average and a record 228 Bulldogs earned academic honors.
 - ▶ A record 117 student-athletes earned President's List Honors (3.85 semester GPA or higher) and 111 earned Dean's List Honors (3.5-3.84 semester GPA).
- ▶ 53 Bulldog student-athletes earned a perfect 4.0 GPA in 2022-23, which was another departmental record. The combined GPA of 3.57 marks the 15th consecutive semester that student-athletes combined to post over a 3.30.
- ▶ The 2022-23 academic year marked the fifth straight year that GU student-athletes led the West Coast Conference with 255 Zags named to the WCC Commissioner's Honor Roll.
- ▶ Student-athletes combined for over 4,000 community outreach hours over the 2022-23 academic year, including visits to local elementary schools, volunteering for Gonzaga Family Haven, and hosting collection drives for Catholic Charities.



97%

STUDENT ATHLETE
GRADUATION SUCCESS
RATE

53

BULLDOG STUDENTS
EARNED A PERFECT
4.0 GPA

4,000

STUDENT-ATHLETE
COMMUNITY OUTREACH
HOURS

2022-23 Academic year





IN COMPETITION: SOME HIGHLIGHTS FROM 2023-24

- ▶ **Men's Basketball:** Reached 25th consecutive NCAA tournament appearance and eighth straight Sweet 16, the third longest streak of any team in the country.
- ▶ **Women's Basketball:** Achieved the most wins in program history, hosted first- and second-round games in Spokane, and went to the Sweet 16. Two players, Brynna Maxwell and Kaylynne Truong, drafted into the WNBA. Yvonne Ejim named Becky Hammon Player of the Year, AP All-American Honorable Mention, and Academic All-American. Lisa Fortier named WCC Coach of the Year.
- ▶ **Women's Soccer:** Won the WCC title for the first time in program history. Advanced to the NCAA tournament for the second time ever, hosted an NCAA tournament game for the first time, and won an NCAA tournament game for the first time.
- ▶ **Women's Rowing:** Won its ninth straight WCC championship, competed in the NCAA Championships, and finished the season ranked 17th in the country. Seventeen rowers were recognized as Scholar Athletes by the Collegiate Rowing Coaches Association.
- ▶ **Baseball:** Six Zags earned all-WCC honors. Coach Mark Machtolf became only the second baseball coach to reach 300 wins in WCC league games. A new donor-funded indoor practice facility and clubhouse was completed and will be dedicated in summer 2024.
- ▶ **Men's & Women's Cross Country / Track & Field:** Gonzaga Men's Cross Country won its first WCC title and earned its fourth straight NCAA Championships appearance. Women's Cross Country runner Rosina Machu was crowned the 2023 WCC Champion and placed 16th at the NCAA Championships.

Financials

FUNDRAISING MOMENTUM

As a tuition-dependent University, Gonzaga relies on the generous benefaction of donors and corporate partners to fund current needs and to ensure the continued growth and long-term financial viability of the institution.

Gonzaga raised over \$355 million from over 40,000 donors during its most recent capital campaign, *Gonzaga Will: The Campaign for our Future*, which concluded in 2018. More than \$100 million of that total went directly to scholarship support, including the creations of 284 new student scholarships.

The University has built on the momentum from the *Gonzaga Will* campaign and is laying the groundwork for the most ambitious fundraising campaign in University history. The incoming president will contribute significantly to that effort as the “fundraiser in chief.”

“I would not have become the business leader I’ve been if it wasn’t for Gonzaga and the Jesuit values I learned during my time at GU. My Gonzaga experience laid the foundation for me to communicate across fields, build relationships, and do so with incredible awareness of my impact on and for others.”

– Scott Morris, Chairman of the Board of Directors, Avista Corporation

CULTIVATING A CULTURE OF GIVING

Gonzaga is both fortunate and grateful to have a strong base of donors like Scott and Liz Morris, who have a multi-faceted relationship with the University: as alumni, parents of alumni, step-grandparents of a first-year student, advisory board leader and trustee emeritus.

The Morrises also exemplify the many ways in which Gonzaga graduates lead and succeed as professionals and community-minded citizens—Scott and Liz’s generosity has created opportunities for students through scholarships, research fellowships, student-athlete support, and much more.

“The relationships we forged at Gonzaga with faculty and classmates have been lasting and important to who we’ve become as professionals, parents, and people in this community. Those connections kept us motivated and moving forward not just as students, but throughout our lives. The people at Gonzaga University care deeply about students and the communities they serve, making supporting it one of the greatest investments one can make.” – Liz Morris



FINANCIAL SNAPSHOT

\$381 MILLION
ANNUAL OPERATING BUDGET

.....

\$131.3 MILLION
SALARIES

\$54,480
UNDERGRADUATE ANNUAL TUITION
(2024-25)

.....

\$14,390
ROOM AND BOARD
(on average)

\$1,750
COST PER
UNDERGRADUATE CREDIT

.....

\$680
COST PER
GRADUATE CREDIT
(depending on program)

.....

\$1,140
COST PER
DOCTORAL CREDIT
(depending on program)

.....

\$52,861
LAW SCHOOL TUITION

FINANCIAL AID

\$121.7 MILLION

INSTITUTIONAL AID TO
UNDERGRADUATE STUDENTS

.....

\$69.2 MILLION

FEDERAL AID TO STUDENTS

.....

\$35,911

AVERAGE FINANCIAL AID PACKAGE

(first year students)

.....

FIRST YEAR **81%** : ALL **77%**

AVERAGE PERCENT OF NEED MET

(first year students)

.....

99%

PERCENT OF STUDENTS RECEIVING AID

Amenities



College Hall (built in 1898) is a cornerstone of campus, with administrative offices and classrooms, plus a student theatre and training space for military science.



John J. Hemmingson Center is the heart of our community, a gathering place offering collaborative academic and co-curricular activities, and meeting space for the campus community. It serves as our primary dining facility (The COG) and a variety of meal choices at The Bulldog, Iggy's Marketplace, Qdoba and Starbucks, all open to the public.



The John and Joan Bollier Family Center for Integration and Science and Engineering is a Jesuit-inspired space that creates opportunity for engineering and applied and natural sciences to live and grow together, from climate change and public health research to biochemistry, psych and electronics labs.



Jundt Art Center and Museum provides rotating exhibits of fine art, and a permanent Dale Chihuly exhibit featuring an 800-piece chandelier and 25 other pieces by the prolific world-renowned glass artist.



Myrtle Woldson Performing Arts Center and Magnuson Theatre host many drama, dance and musical performances, along with guest speakers and special presentations by Gonzaga students, regional presenters and national touring artists.



Rudolf Fitness Center provides students and employees cardio and weights options, an indoor pool and running track, racquetball courts and dance studios, and three basketball courts.



McCarthy Athletic Center, also known as The Kennel, is the home to the Gonzaga Bulldogs with three dozen NCAA tournament appearances between the men's and women's teams.



The Bing Crosby House is home to an exhibit of 200 artifacts from Gonzaga's collection of more than 20,000 keepsakes from the Gonzaga alumnus.



The Grotto, located between College Hall and St. Aloysius Church, provides a meditative outdoor space for prayer and reflection.



The UW-GU Health Partnership Building houses Gonzaga's School of Health Sciences as well as medical students from the University of Washington. This pioneering collaboration is expanding and enhancing top-ranked medical education in Spokane to improve the health and vitality of our region.



The Kennedy Apartments allow upper-division students to experience suite-style apartment living in an on-campus setting. Gonzaga has a comprehensive and expanding network of on-campus housing options for students as well as additional housing options near campus in the Logan neighborhood.



The Della Strada Jesuit Community, dedicated in 2017, reaffirms the central importance of sustaining a vibrant Jesuit community as core to the University's Jesuit and Catholic identity.

Spokane: The Lilac City

Spokane is the largest city along the northern tier of the United States between Seattle and Minneapolis with a population of 229,071, and a greater Spokane population of 593,466.

The original inhabitants of this region are the Spokane people, who were forcibly removed and placed on reservations, as was the case with the many neighboring tribes in the Inland Northwest. In their Salish language, Spokane means “Children of the Sun.”

The Spokane River and its falls were the source of life and livelihood for the Spokane people – and also the attraction for early settlers interested in its hydro power potential as well as its rugged beauty and life-sustaining qualities.

Spokane became a city in 1881, primarily known for its natural resources: farms, forests, fur, and mines, as well as being a railroad hub for shipping.

Today, Spokane is the bustling hub of the Pacific Northwest, where city life ripe with vibrant arts, sports, music, culinary, and craft brewing and wine-making scenes exist alongside abundant recreational opportunities like golfing, hiking, biking, snow-skiing, fishing, and more.



Spokane Facts & Figures

Nickname: Lilac City.

Elevation: 1,843 feet elevation in downtown.

Location: 18 miles from Idaho, 92 miles south of the Canadian border, and 270 miles east of Seattle.

Spokane hosted a [World's Fair in 1974](#), and evidence of the event is still visible today.

Weather: All four seasons, with average spring highs in the lower 60s, summer highs in the mid-80s, fall highs around 70, and winter highs around 28 °F.

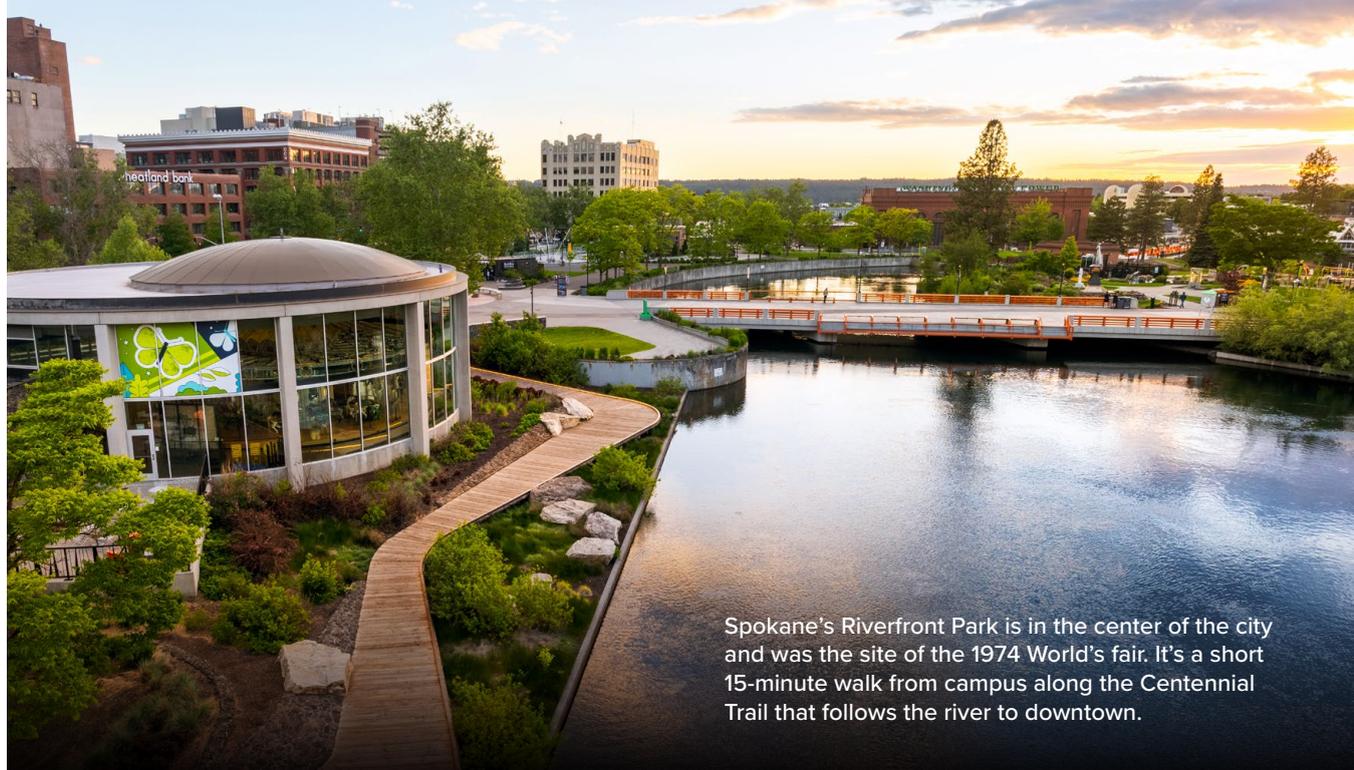
Outdoors: Spokane has 87 parks, 76 lakes within an hour drive, 25 golf courses, and a 40-mile Centennial Trail for walking and biking. Within a two-hour drive are five snow skiing resorts.

Events: Spokane hosts the world's largest timed road race called Bloomsday (first Sunday of May), and Hoopfest, the world's largest 3-on-3 basketball tournament (last weekend of June), bringing thousands of guests from across the U.S. and other countries. The annual Pacific Northwest Qualifier volleyball tournament hosts 800 teams from across the country in March and is the single biggest draw to Spokane.

Sister cities: Nishinomiya, Japan; Jecheon, South Korea; Jilin City, China; Limerick, Ireland; San Luis Potosi City, Mexico; and Cagli, Italy.

Known for: Being the smallest city to ever host a World's Fair, in 1974.

Fame: Spokane was the childhood home of Bing Crosby, a Gonzaga alum. A downtown theater is named for him, and Gonzaga boasts the largest private collection of Crosby memorabilia.



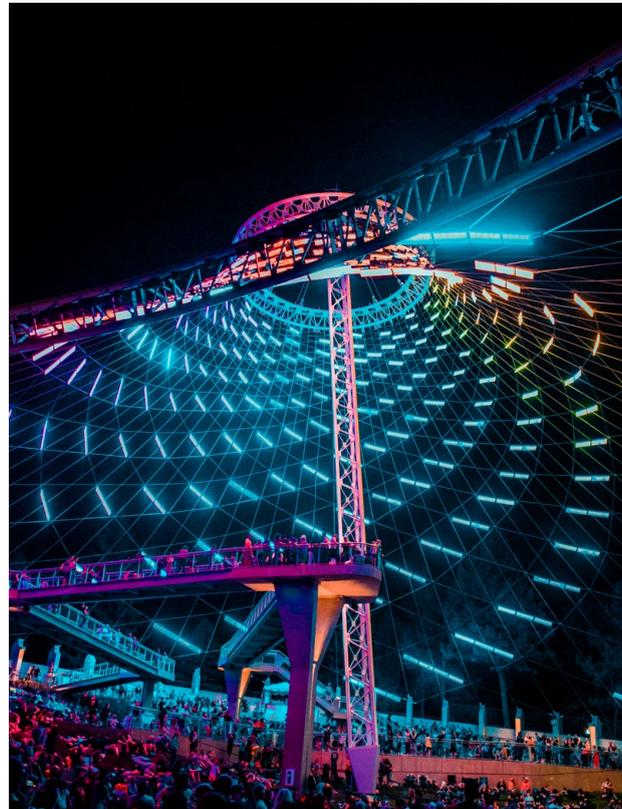
Spokane's Riverfront Park is in the center of the city and was the site of the 1974 World's fair. It's a short 15-minute walk from campus along the Centennial Trail that follows the river to downtown.





Employers: The largest employers in the area are Fairchild Air Force Base, Providence Health Care, Washington state, Spokane Public Schools, Amazon and Multicare Health System.

Education: Several colleges and universities thrive here: Gonzaga University, Whitworth University, Spokane Falls Community College, Spokane Community College, Eastern Washington University's Spokane campus and the Riverpoint campus of Washington State University. Branch campuses for University of Idaho, Lewis-Clark State College and North Idaho are located in Coeur d'Alene, 40 miles to the east of Spokane. Three dozen high schools are within a 90-minute drive.



Health & Medicine: As the largest health care, health sciences and medical education hub from Seattle to Minneapolis and from Calgary to Salt Lake City, Spokane provides services to a population of approximately 1.2 million. With over 4,000 health-related businesses, Spokane has a track record of growing high-value companies in health IT, pharmaceutical manufacturing, biological products, surgical and medical instruments, medical laboratories, and software development.

Industry: Manufacturing, logistics, agribusiness, wholesale and retail trade, transportation and shipping, construction, mining and forestry products, energy and information technology workforces are strong. More than 120 companies related to the worldwide aerospace industry dot the Inland Northwest landscape.



Film: Spokane provided the setting for motion pictures Z Nation, Tag (based on a true story about Gonzaga Prep graduates), Benny and Joon, which features Johnny Depp, Vision Quest, The Basket End Game, and At Middleton, with scenes from the last two filmed on Gonzaga's campus.

Food: Farmers' markets, field-to-table restaurants, breweries, distilleries, cideries, and wineries dot our region.

» Explore more: [VisitSpokane.com](https://www.VisitSpokane.com)

About the Position

Gonzaga University is a complex organization that encompasses multiple channels of accountability, functions in a shifting competitive environment, serves a variety of constituencies, and pursues a wide array of goals. Additionally, the University is increasingly becoming more sophisticated in making decisions, delivering educational content, supporting students, and approaching its strategic planning. Meeting these expectations currently involves the work of more than 1,300 full-time employees, in excess of 3.1 million square feet of facilities, and operates with a gross annual operating budget surpassing a quarter of a billion dollars.



The Role

Reporting to the Board of Trustees, the President leads all aspects of the University, including strategic planning, mission fulfillment, administration, academics, athletics, fundraising, and financial sustainability.

REPORTING DIRECTLY TO THE PRESIDENT ARE MEMBERS OF THE CABINET:

Provost

Vice President for Mission Integration

Vice President for Advancement

Chief Strategy Officer

General Counsel

Chief Financial Officer

Athletic Director

Vice President for Human Resources

Chief Diversity Officer

Chief Information Officer

**Senior Advisor to the President and Liaison for
External and Government Affairs**

Chief of Staff to the President

**Associate Vice President for Marketing and
Communications**

Director of Presidential Operations

COMPENSATION & BENEFITS

The base compensation range for this role is \$500,000 – \$650,000. Other compensation, including short- and long-term incentive programs as well as certain expense allowances may be offered depending on the needs and qualifications of the successful candidate.

The University provides a highly competitive benefits package to employees that includes a PPO Medical plan administered by Premera Blue Cross, Delta Dental, vision coverage through VSP, employer-paid life insurance, and optional employee-paid life insurance through Lincoln Financial, Employee Assistance Program through SupportLinc, and the ZAGfit Wellness Program that includes access to GU's onsite fitness center. Focusing on the whole person, Gonzaga provides retirement savings plans via TIAA 403(b) and 457 vehicles that include a substantial contribution match and custom financial planning and advising. Additional benefits such as long-term disability and tuition waivers are available after the first year of employment. Full-time staff employees at the executive level enjoy time away benefits that include vacation time immediately available at 22 days per year, 17 paid holidays, and accrual of sick leave of up to 96 hours per year.

Priorities for Leadership

ANIMATE THE STRATEGIC PLAN

Gonzaga's strategic plan provides a road map guided by three institutional priorities:

- 01 Gonzaga University as an exemplar of American Jesuit higher education
- 02 Academic and educational excellence across all programs
- 03 A commitment to institutional viability and sustainability

The plan is further elaborated with four commitments, which point to goals that serve as declarations of continuous improvement.

The president will unify constituents toward the common goals of executing the strategic plan, recently refined through board and university community input, to continue to pursue Gonzaga's core values and underscore the University mission.

LIVE GONZAGA'S CATHOLIC AND JESUIT MISSION

Gonzaga University is an exemplary learning community that educates students for lives of leadership and service for the common good. In keeping with its Catholic, Jesuit, and humanistic heritage and identity, Gonzaga models and expects excellence in academic and professional pursuits and intentionally develops the whole person — intellectually, spiritually, culturally, physically, and emotionally. Through engagement with knowledge, wisdom, and questions informed by classical and contemporary perspectives, Gonzaga cultivates in its students the capacities and dispositions for reflective and critical thought, lifelong learning, spiritual growth, ethical discernment, creativity, and innovation. The Gonzaga experience fosters a mature commitment to dignity of the human person, social justice, diversity, intercultural competence, global engagement, solidarity with the poor and vulnerable, and care for the planet. Grateful to God, the Gonzaga community carries out this mission with responsible stewardship of our physical, financial, and human resources.

The president will guide the direction of the University's mission integration priorities and programming in the coming years. This will lead to the University's participation in its next round of the Jesuit [Mission Priority Examen \(MPE\) process](#), which is slated for the 2025-2026 academic year and is coordinated by the Vice President for Mission Integration and Ministry.



PROVIDE INSPIRATIONAL LEADERSHIP

The new president will be an experienced and successful leader of people and programs, able to lead a complex institution with a record of innovation, collaboration, consultation, and inclusive decision-making characterized by exceptional communication and a commitment to transparency. The president must maintain the highest integrity, courage, and moral compass to serve as a role model, reflect high emotional intelligence in decision-making, and measure decisions based on long-term impacts versus exclusively relying on short-term gains. Through the embodiment of Gonzaga's Catholic, Jesuit, and humanistic mission and values, the president must engage and articulate a compelling strategic vision, including supporting academic excellence in teaching and research while embracing a direction that builds on and enhances Gonzaga's reputation.



RAISE RESOURCES, VISIBILITY, AND REPUTATION

As the fundraiser in chief, the new president will lead ambitious efforts to secure resources in support of Gonzaga's mission and ensure long-term financial sustainability through a multipronged approach that includes creating innovative opportunities to grow campus revenues, adopting forward-thinking business models, and efficiently managing business and financial operations.

The new president will build on Gonzaga's current efforts to continuously improve enrollment, retention, and the student experience while enhancing the affordability and accessibility of a Gonzaga education. The president will drive the momentum of Gonzaga's strengths, initiatives, and partnerships while developing additional and mutually beneficial ones.

The president will connect regularly with Gonzaga's dedicated alumni and keep them involved in the life of the University.

As part of articulating Gonzaga's many distinctive strengths to raise its recognition to a wider audience, the president will advance the national brand and profile within intercollegiate athletics so that the institution and its student-athletes remain competitive.



NAVIGATE THE CHANGING LANDSCAPE OF HIGHER EDUCATION

Gonzaga expects the president to deeply understand the higher education landscape, including its current trends and challenges with governance, policy, academics, the impact of artificial intelligence, and athletics. The president should be regarded as a distinguished leader and an advocate for higher education who can influence public policy at the local, state, and national levels.

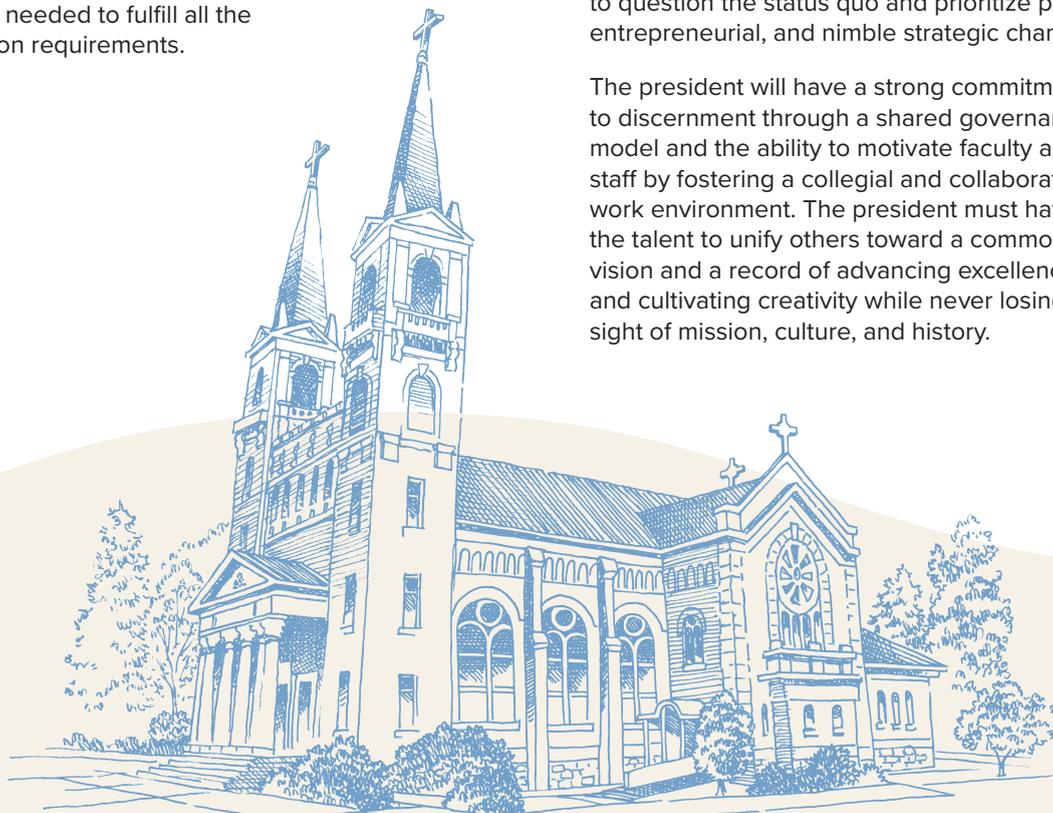
STRENGTHEN INSTITUTIONAL CAPACITY

The president will be required to make difficult decisions for the good of the University with compassion based on Gonzaga's mission using objective information and striking a balance between the external and internal demands of the role. Through encouraging a culture of diversity, equity, and inclusive excellence the president will nurture the sense of community for which Gonzaga is known.

The new president must foster a positive working environment that assists to recruit and retain talented faculty and staff in line with the University's Institutional Work Values. They are expected to promote health and wellness within the University community.

Qualifications for Leadership

To accomplish a leadership agenda that will continue to distinguish Gonzaga, the University will require a president who is an exceptional leader of people, programs, and organizations. Candidates would be expected to hold a terminal degree and to demonstrate a deep appreciation for academia. While no one candidate can excel in all arenas, the ideal candidate will demonstrate most of the following key qualifications and qualities while evidencing the ability to attract and retain the talent needed to fulfill all the position requirements.



VISIONARY AND STRATEGIC LEADERSHIP

A qualified candidate will have experience leading a complex institution with a record of innovation, collaboration, consultation, and inclusive decision-making characterized by exceptional communication and humility. The ideal candidate will have entrepreneurial aptitude and a willingness to take considered risks and seize opportunities with an equal ability to model the qualities of servant leadership.

The candidate must understand higher education's complex and dynamic changes and be eager to partner with the Board of Trustees to question the status quo and prioritize positive, entrepreneurial, and nimble strategic change.

The president will have a strong commitment to discernment through a shared governance model and the ability to motivate faculty and staff by fostering a collegial and collaborative work environment. The president must have the talent to unify others toward a common vision and a record of advancing excellence and cultivating creativity while never losing sight of mission, culture, and history.

ALIGNMENT WITH GONZAGA'S CATHOLIC AND JESUIT MISSION

A candidate must possess the experience, wisdom, leadership, and personal commitment to advance and continue to distinguish Gonzaga as a Catholic, Jesuit institution. Gonzaga's next president will have an active faith life and commitment to engage in the campus's spiritual life and understand the ongoing evolution of Jesuit education. The president will model both internally and externally those core Jesuit values and Catholic principles with respect to the work of a contemporary university, forming a more just world. This includes an understanding of Catholic doctrine as it relates to the work of a university, an awareness of Catholic Social Teaching, and a demonstrated commitment to social, racial, economic, and environmental justice. The president will continue to foster strong relationships with the Society of Jesus (Della Strada community located on campus, Jesuit West Province, Association of Jesuit Colleges and Universities, among others) and the Spokane Diocese.

The University expects a continued commitment to the education of the whole person and a strong commitment to advancing the institution as a work of the Society of Jesus. A *sine qua non* is the continuous application of the lens of mission with passion and the modeling of its tenets in behavior and decisions. The president will communicate a pastoral response to the community and stakeholders, including empathy and sound judgment, and will cultivate restorative relationships with area tribal and First Nations leaders. As a Catholic university, there is a preference for a practicing Catholic and/or a deep history with Jesuit and Catholic higher education. Both religious and lay candidates are encouraged to apply.

EXPERTISE IN HIGHER EDUCATION WITH ACUMEN IN NAVIGATING THE CHANGING LANDSCAPE

Gonzaga expects the new president to deeply understand the higher education landscape, including its current trends and challenges with governance, policy, academics, the impact of artificial intelligence, and athletics. The candidate should be regarded as a distinguished leader and an advocate for higher education who can influence public policy at the local, state, and national levels. The president must be a careful listener who invites and considers multiple perspectives and incorporates data in decision-making. The new president should have experience with crisis management and a solid grasp of how universities function and thrive, with a distinctive commitment to support and embrace Gonzaga's successful Division 1 athletics program.

MANAGERIAL ACUMEN

This is demonstrated by experience in managing a complex organization and encompasses financial acumen, including the ability to align resources with institutional priorities. The candidate must have budget experience, including a working understanding of various funding sources such as endowments, grants, benefaction, net tuition, and other unrestricted sources. The president should have an ability to address contemporary trends affecting the operational model of higher education and be resourceful in developing ways to generate revenue through new avenues.

REPUTATION STEWARDSHIP

A candidate must be highly skilled at promoting institutional image and reputation while modeling a strong commitment to the Jesuit charism and commitment to the academic and scholarly excellence and exceptional student experience that characterizes a highly successful institution.



AMBITIOUS VISION AND LEADERSHIP THAT IS EXTERNALLY INFLUENTIAL

The new president will possess the gravitas and experience to build relationships and be a meaningful contributor in and to the surrounding neighborhood, Spokane, the Pacific Northwest, and national discourse. The president will possess exceptional community and public relations skills,

including the ability to cultivate partnerships with the public and private sectors with a meaningful track record or evidenced potential as an effective fundraiser. The president must have extraordinary communication skills, including active listening, public speaking, and clear writing, with an ability to galvanize alumni, parents, and friends to become increasingly engaged and supportive of the University.



COMMITMENT TO STUDENTS

The new president will place graduate, professional, and undergraduate students and student welfare at the center of decision-making with a concern for the well-being of students and a genuine investment in their lives, development, and success. A candidate should have a reputation for involving students in decisions that affect their experience and actively participate in the work of supporting enrollment efforts through direct engagement with students and parents at major campus events during the admissions process and beyond.

COMMITMENT TO INCLUSION

Drawing on Gonzaga's Jesuit Mission, the president will celebrate the dignity of every individual, including a commitment to social justice, fairness, equity, merit, and civil discourse. The new president will foster an inclusive culture and diversity in the recruitment, retention, and development of outstanding faculty, staff, and students and show a willingness to engage joyfully in exploring how best to remove barriers to access and cultivate belonging among all community members.

ACADEMIC EXCELLENCE

A candidate will have a record of a strong commitment to the liberal arts and an animated university core curriculum that extends to a diverse portfolio of professional schools. The president should have demonstrated experience in elevating academic programs and a deep understanding of academic values and culture, including shared governance. The president must demonstrate a commitment to the importance of teaching, research, and service across the University with a global perspective and appreciation for innovation and risk-taking.

The background of the page is a photograph of the main entrance to Gonzaga University. The building is constructed of red brick with a large stone archway over the entrance. The archway is inscribed with "GONZAGA COLLEGE" and "ERECTED 1887" on the left and "ERECTED 1898" on the right. A student with a backpack is walking up the stone steps leading to the entrance. The foreground is filled with out-of-focus green leaves and yellow flowers, likely sunflowers, creating a soft, natural frame around the text.

Contact

Nominations, inquiries, and expressions of interest should be sent to gonzaga@russellreynolds.com.

Gonzaga University is a Jesuit, Catholic, humanistic institution, and is therefore interested in candidates who will contribute to its distinctive mission. Gonzaga University is a committed EEO/AA employer and diversity candidates are encouraged to apply. All qualified applicants will receive consideration for employment without regard to their disability status and/or protected veteran status. Applicants with disabilities needing reasonable accommodations to complete the application or hiring process should contact Human Resources (509) 313-5996.

