

GONZAGA UNIVERSITY

DEAN OF THE SCHOOL OF LEADERSHIP STUDIES

LEADERSHIP
PROFILE





OUR HISTORY

Gonzaga College started in 1881 with \$936 in hard silver dollars. It bought Gonzaga's founder, Father Joseph Cataldo, S.J., 320 acres of land and water, what people then referred to as "the old piece of gravel near the falls." 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. Enrollment for the 1887-88 academic year was 18 students.

Gonzaga University, now and throughout its 135 years, has been committed to educating men and women who will serve others to make the world a better place. What began with an initial class of 18 students has since transformed into a nationally recognized, comprehensive liberal arts university with nearly 8,000 students.

The constant throughout all those years, however, has been Gonzaga's commitment to character and faith formation, the hallmarks of Jesuit education. At Gonzaga, students discover how to integrate science and art, faith and reason, action and contemplation. "Cura personalis," or care for the individual, is our guiding theme. We are dedicated to preserving the best of these traditions while transforming the future of Jesuit education in order to educate our students — both today and tomorrow.





GONZAGA UNIVERSITY MISSION STATEMENT

ADOPTED: FEBRUARY 2013

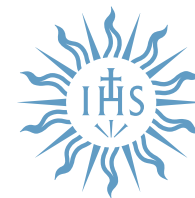
MODIFIED: APRIL 2017

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.



About Gonzaga University

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



PEOPLE OF PURPOSE.

That's part of our Jesuit heritage: helping students discover their God-given calling and go after it with everything they've got.

What students learn at Gonzaga will take them beyond the classroom and into the world; beyond the status quo and into a future filled with creativity and optimism.

And all the while, students are surrounded by a community of people cheering them on and pushing them to be their best.

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.

GONZAGA AT A GLANCE

Founded in 1887, Gonzaga is a Jesuit, Catholic, humanistic university. While basketball consistently draws headlines, so do our nationally-acclaimed academic programs, which have recently been bolstered by the construction of the John and Joan Bollier Family Center for Integrated Science and Engineering.

The University's John J. Hemmingson Center is the heart of our community. It is a gathering place offering collaborative academic activities, comfortable seating for visiting, and meeting space for the campus community. It serves as our primary dining facility offering a variety of meal choices from all over the world. The Bulldog family-style restaurant is open to the public. The 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.

For students and visitors alike, the Jundt Art Center and Museum provides rotating exhibits of fine art; the Bing Crosby house is home to an exhibit of 200 artifacts from Gonzaga's collection of more than 20,000 Crosby keepsakes; Magnuson Theatre and the Myrtle Woldson Performing Arts Center host many drama and dance performances throughout the year; and the McCarthy Athletic Center is the rockin' home to the Gonzaga Bulldog basketball teams.

LOCATION:

Spokane, WA, along the north bank of the Spokane River;
half-mile from downtown Spokane

CAMPUS SIZE:

152 green, grassy acres

BUILDINGS:

103

STUDENT CLUBS AND ORGANIZATIONS:

150+

SELF-IDENTIFIED UNDERGRADUATE
STUDENTS OF COLOR:
28%

ATHLETICS:

18 NCAA Division I intercollegiate sports
30 intramural sports

ATHLETIC CONFERENCE:

West Coast Conference

NICKNAME:

Bulldogs (Zags)

PRESIDENT:

Thayne McCulloh, D.Phil. (Gonzaga University class of 1989)

ANNUAL OPERATING BUDGET:

\$341 million

FACTS AND FIGURES

TYPE:
Comprehensive Independent

CARNEGIE CLASSIFICATION:
National University

RELIGIOUS AFFILIATION:
Roman Catholic (Jesuit)

MOTTO
Ad Majorem Dei Gloriam (For the greater glory of God)

PRONUNCIATION
Gone - ZAG (as in "bag") - uh

TOTAL ENROLLMENT FALL 2021
7,295

UNDERGRADUATE STUDENTS
4,852 (2021)

NEW FRESHMEN
1,052

MASTER'S STUDENTS AND DOCTORAL STUDENTS
2,029 (total)

LAW STUDENTS
414

NON-CREDIT STUDENTS
255

2021 INCOMING FRESHMEN CLASS AVERAGE GPA & TEST SCORES

3.69

Average GPA

1321

Average SAT Composite Score

661

Average SAT Critical Reading Score

660

Average SAT Math Score

30

Average ACT Score

Gonzaga University is a
test-optional institution.

ACADEMICS

Gonzaga has 16 undergraduate degrees through 49 majors, 58 minors and 49 concentrations, 24 master's degrees, and 5 doctoral-level degrees.

- College of Arts & Sciences
- School of Business Administration
- School of Education
- School of Engineering & Applied Science
- School of Nursing & Human Physiology
- School of Leadership Studies
- School of Law

AVERAGE CLASS SIZE

23

STUDENT/FACULTY RATIO

11 TO 1

FULL-TIME FACULTY MEMBERS

450

STAFF MEMBERS

853

PERCENT OF FACULTY WITH
A TERMINAL DEGREE
IN THEIR AREA
OF TEACHING

88%

COSTS & BUDGET

Total Budget **\$341 million**
Total Salaries **\$113 million**

Undergraduate Tuition (2021-22, annually)
\$49,800

Cost per Undergraduate Credit
\$1,255

Cost per Graduate Credit (depending on program)
\$735 - \$1095

Cost per Doctoral Credit (depending on program)
\$1589

Cost per Law School Credit
\$1,490

Room and Board (on average)
\$13,794

FINANCIAL AID

Institutional Aid to Undergraduate Students
\$99 million

Federal Aid to Students
\$67 million

Average Financial Aid Package
\$32,093

Average Percent of Need Met
85%

Percent of Students Receiving Aid
98%

RELIGIOUS DISTRIBUTION

Number of Faiths Represented on Campus
27

Spiritual Retreats Offered Annually
15

Liturgies Offered Annually on Campus
228

COMMUNITY SERVICE

Hours of Community Service Annually
100,000+

ATHLETICS

Division
NCAA DIVISION I

Athletic Conference
West Coast Conference

Mascot
Spike

Intercollegiate Sports
18

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

Student-Athletes Named to WCC
Commissioners Honor Roll
238

Intramural Sports
30 (58% of students participate)

DEAN OF THE
SCHOOL OF LEADERSHIP STUDIES



The Opportunity

Gonzaga University seeks an innovative, collaborative, pluralistic, and dynamic academic leader to serve as Dean of the School of Leadership Studies.

The Dean will promote and bolster the School's visibility and profile and serve as a champion for online and immersive graduate and campus-based undergraduate education.

Building on a rich tradition of transdisciplinary education at Gonzaga, the next Dean will champion the growth, development, and excellence of the School's programs and activities.

Previously named the School of Professional Studies, the School became one of the few schools of Leadership Studies in 2018.

The School has a local, regional, and global reach, educating individuals who understand and value ethical leadership and the importance of accompaniment.

Academic programs include an undergraduate minor in Leadership Studies, master's degrees in Organizational Leadership, Communication and Leadership, and a Ph.D. in Leadership Studies.

In addition, the School offers leadership development programs for organizations, community partners, and individuals who enhance their leadership capacities and broaden their impact.

Gonzaga University is a Catholic, Jesuit, humanistic institution and the oldest and largest Roman Catholic university in the Pacific Northwest.

The University educates and inspires nearly 7,300 students to shape a better world through critical thinking, creativity, leadership, service, and faith.

Students at Gonzaga are prepared to serve the common good, to engage in dialog with multiple cultures and religious or ethical traditions, and to pursue lives of leadership and justice rooted in the Jesuit tradition.

Gonzaga is located less than half a mile from downtown Spokane, Washington, a city famously known for being "creative by nature."

Gonzaga University seeks dean candidates who are innovative, transformational, and strategic leaders with a deep commitment to social justice and diversity, equity, and inclusion. The successful candidate will have a successful record of teaching, scholarship, and/or professional achievement.

To submit a nomination, apply, or express confidential interest in exploring this position, please see Procedure for Candidacy on page 22.

Opportunities and Expectations for Leadership

As the School of Leadership Studies' chief academic and administrative officer, the Dean is responsible for all educational activities and operational matters and maintains the highest standards for scholarship, research, and academic excellence. Reporting directly to Provost Sacha Kopp, the Dean serves on the Provost's Council and plays an integral role stewarding Gonzaga's mission as a Jesuit, Catholic, and humanistic institution.

The next Dean of the School of Leadership Studies is expected to:

Articulate a vision and implement a strategy to enhance the School's distinction and impact

- Articulate a bold, unifying vision for the School, building on its mission to prepare students for lives of leadership and service for the common good.
- Inspire pursuit of opportunities to enhance the value proposition of the School within Gonzaga, in the community, and on the national stage.

Foster a culture of collaboration

- Facilitate collaborations with other Gonzaga schools and programs.
- Build and steward relationships within the School and with fellow Gonzaga leaders, community members and other external stakeholders.

Catalyze innovation and champion online and immersive education

- Inspire pedagogical excellence and innovation in teaching and learning.
- Effectively champion online and immersive graduate and campus-based undergraduate education.

Champion student success

- Strengthen academic advising, career services, student wellness, and other resources to enhance the student experience, support student well-being, and ensure student success.

Model a commitment to faculty excellence and staff success

- Recruit and retain diverse, exceptional faculty.
- Ensure mentorship of junior faculty and support professional development for instructors and staff.

Expand the School's program portfolio

- Develop new programs and offerings, particularly graduate degrees, certificates, and alternative credentials that meet the needs of a changing workforce and adult learners.
- Leverage opportunities for interdisciplinary collaboration across Gonzaga, building upon shared institutional goals and priorities.

Develop a strategic enrollment management strategy

- Maximize the impact and success of academic programs by leveraging research, marketing, recruitment, assessment, and other investments.
- Expand access to education through online learning.

Generate and steward resources

- Identify areas of need and growth for fundraising and work with Advancement to generate resources to support scholarships and other strategic initiatives.
- Explore opportunities to diversify revenue streams.
- Establish strategic relationships that benefit the School and its students, faculty, and alumni.

Strengthen community engagement

- Cultivate community, corporate, and other partnerships, prioritizing engagement with diverse and underrepresented communities.
- Enhance organizational, curricular, and community engagement capacities related to diversity, equity, inclusion, and belonging.

Advocate for the School

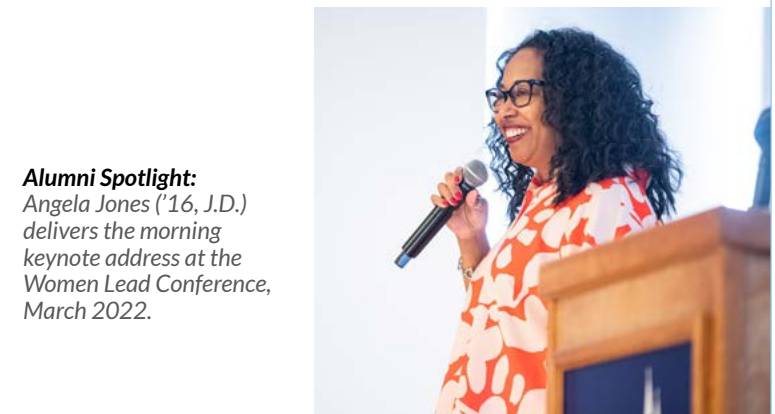
- Provide advocacy for the School internally and externally, promoting its mission in and beyond the Spokane community as well as nationally and internationally.
- Steward duties and responsibilities related to the SLS Advisory Board.



Comprehensive Leadership Program students participate in their weekly Soapbox meeting before heading to class.



Tilford Center, home of the School of Leadership Studies



Alumni Spotlight:
Angela Jones ('16, J.D.) delivers the morning keynote address at the Women Lead Conference, March 2022.

Professional Qualifications and Personal Qualities

Gonzaga University seeks an innovative, inspirational, and strategic leader to serve as the next Dean of the School of Leadership Studies. The Dean will have a record of teaching, scholarship, and/or professional achievement and a deep commitment to social justice and diversity, equity, inclusion, and belonging.

To steward Gonzaga's mission, the Dean will possess an understanding of Ignatian pedagogy and the Jesuit charisms to care for the development of the whole person in mind, body, and spirit; to cultivate leaders of purpose; and to stand with the vulnerable.

Importantly, the successful candidate will be a relational leader. They will be an effective facilitator, convener, and organizer who creates hospitable space for dialogue and engagement. They will have demonstrated success cultivating rapport with constituents and other organizations.

In addition, the ideal candidate will have the following characteristics:

Commitment to community engagement and partnership

- A record of effective outreach and engagement with diverse and underrepresented communities.
- Experience engaging diverse domestic and international communities.

Academic administration experience

- Prior administrative leadership in an academic environment, including:
 - » Experience with undergraduate programs and a commitment to student formation.

- » Experience developing or managing graduate and interdisciplinary programs.
- » Experience leading or overseeing professional or continuing education programs, non-degree and non-credit offerings, and online and/or hybrid programs or courses.
- » Record of successful recruitment, mentorship, retention of faculty and staff.

Record of excellence and innovation in online and immersive education

- Experience catalyzing innovation in online and immersive education and expanding access for nontraditional learners through online learning.
- An understanding of the online education landscape and alternative credentials and education pathways.
- Strong fiscal and operational acumen.
- An understanding of university systems and strategic budgeting and resource allocation, ideally in a tuition-driven academic environment.
- Experience advocating for, generating, and investing resources.

Understanding of leadership studies

- Intellectual engagement in or understanding of leadership studies, organizational leadership, communication, and/or related disciplines.

About the School of Leadership Studies

The School of Leadership Studies creates, educates, and supports persons who contribute to the flourishing of individuals, communities, and organizations in meeting the needs of a complex and turbulent society. As a trailblazer in Leadership Studies, the School embodies Gonzaga's mission and the Jesuit principles upon which the University was founded. Ethics, excellence, spirit, and community are guiding values for all aspects of the School.

Faculty contribute positively to their professions, the global community, and the educational experience of students through teaching, scholarship, research, and participation in professional associations and editorial boards.

With a spirit of inquiry and lifelong learning, students expand their capacity to transform their thinking and engage in ethical problem solving and decision-making in a learning environment built on respect and high standards.

Courses are rooted in the following principles:

- Leadership is for everyone.
- Leadership is learned in a life-long process.
- Leadership is a relationship.
- Leadership evokes the whole person — mind, body, and spirit.
- Leadership is an individual quality and also a construct shaped by social forces and systems.

The School is a pioneer not only in leadership education but also in adult learning and professional, continuing, and online education. The School predominantly serves mid-career professionals, as well as aspiring scholars and traditional undergraduate students from a range of disciplines. Graduate students learn alongside fellow professionals with diverse backgrounds and work experiences, and alumni serve at leading organizations around the world.

Alumni Spotlight:
Scott Morris ('80, '90, Master of Arts in Organizational Leadership) former President/CEO of Avista Utilities.



Alumni Spotlight:
Morgan Marum ('16, '17, Master's in Communication and Leadership) (left) moderating a session at the Women Lead Conference, March 2022.



ACADEMIC PROGRAMS

School of Leadership Studies programs are distinguished by their depth, flexibility, and accessibility. Stepping beyond the mastery of concrete technical knowledge, programs invite students to grow in their leadership and communication abilities by enhancing strategic and critical thinking capacities; self-knowledge and self-confidence in self-expression; relational savvy in groups and teams; and creativity and an ability to engage with ambiguity and complexity.

Domestic residencies are offered on and off campus. Courses include Leadership and Community, offered at a Benedictine monastery in California, and Resilient Leadership, which features a climb of Mt. Adams in Washington. Global courses take place in Zambia, Colombia, Belgium, and Italy.

Undergraduate Education

The Comprehensive Leadership Program is an interdisciplinary undergraduate minor that develops future leaders with the skills and tenacity to shape a better, stronger, and more just world. It combines academic coursework with reflective self-study and co-curricular activities that prepare students to lead with intention on campus, in the field, and in the community. Nearly 200 Gonzaga undergraduates with minors in Leadership Studies participate in this selective cohort-based program.

Graduate Education

Working professionals in the region, across the country, and around the world enroll in the School's graduate programs. These distinctive online and immersive programs combine the flexibility of online learning with a rich range of in-person and virtual course options.

The **Master of Arts in Communication and Leadership Studies (COML)** and **Master of Arts in Organizational Leadership (ORGL)** programs offer students opportunities to develop advanced leadership practices useful in corporate, government, nonprofit, and community organizations.

Organized around distinct respective cores, both programs invite working professionals at every stage of their career to become part of a dynamic learning community, developing advanced leadership practices through critical thinking and reflection, synthesizing knowledge from diverse fields, and committing to a world with greater good.

Building a customized individual plan of study, ORGL and COML students are invited to take elective classes from both programs and can choose from optional concentrations in areas such as Servant Leadership, Global Leadership, Digital Media Strategies, Change Leadership, and Strategic and Organizational Communication.

Doctoral Education

The **Doctoral Program in Leadership Studies (DPLS)** follows the Jesuit tradition of educating the whole person and creates a space for students to confront the questions of sustainability, equity, inclusion, and difference with critical thought and moral conviction. For more than 40 years, this rigorous academic program has been exploring the conceptual, ethical, scholarly, and professional dispositions and competencies needed to understand and engage the leadership phenomenon.

The program centers on three dimensions of leadership: leadership and persons, leadership in the organizational context, and leadership in the global context. These three dimensions provide a structure within which to conduct transdisciplinary research that honors persons and the world.

The on-campus hybrid immersion Ph.D. degree program welcomes students across a broad range of professions and interests. The program is distinguished by its national and international presence, flexibility, strong foundation of scholarship, and a dissertation procedure in which students proceed along four major milestones: candidacy, proposal seminar, proposal defense, and the dissertation.



CONTINUING & COMMUNITY EDUCATION

The School of Leadership Studies cultivates leaders for and with others who will serve the common good. In addition to the academic programs that embody this commitment, the School also designs opportunities for individuals, organizations and communities to experience transformative leadership education through a variety of programs and offerings.

Women Lead Initiative

The **Women Lead Initiative** offers a space for women and allies to be educated and empowered, both personally and professionally. Women Lead conferences, held in several locations around the Northwest, include skill-building workshops, invigorating and inspiring speakers, and making spaces for community building and connecting with others. Through one-day events, workshops, conferences, and a certificate in Women's Leadership, people of all genders can learn skills to help advance women in the workplace and move the needle on gender parity.

Community Education

A new area of focus is community education, which is designed to reduce financial, institutional and social barriers to leadership education for historically marginalized, underrepresented, under-resourced, and BIPOC communities. The **Spokane Neighborhood Leadership Academy** is a flagship community education program, equipping new and emerging neighborhood council leaders with the knowledge, skills, and resources to increase engagement and effectively address their priorities. **Living Leadership: Building Better Communities**, a monthly webinar and podcast series, features guest experts on various aspects of leadership and is offered free of charge to the community.

Certificate & Immersive Programs

In partnership with the Center for Lifelong Learning, the School also offers certificate programs in Design Thinking, Health Care Leadership, Foundational Leadership, Servant Leadership, and Women's Leadership, as well as an immersive Authentic Leadership Program. Each of these develop self-awareness, leader identity and communication through a unique lens, and also serves as pathways to earning the School's M.A. or Ph.D. degrees.

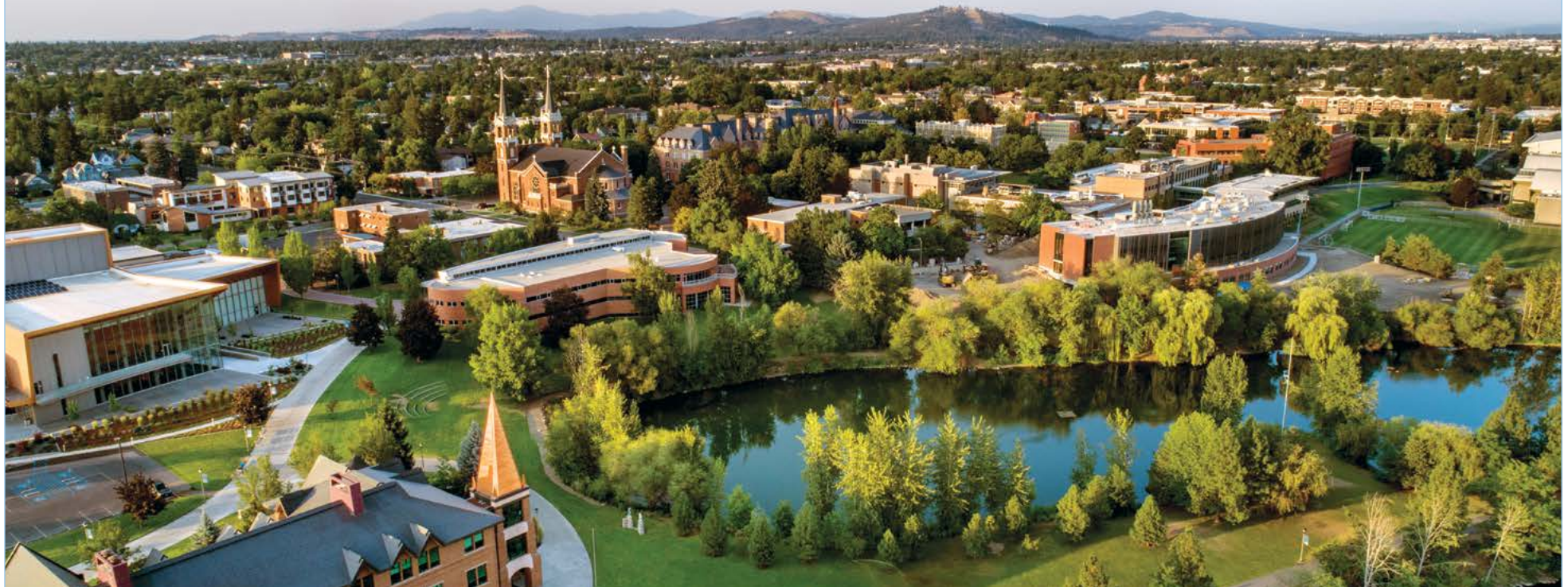
Organizational Consulting

Through organizational consulting, the School brings leadership educators, consultants, and coaches together with organizations to design and deliver custom programs that meet their unique needs and goals. Programs range in scope from singular speaking engagements to multi-year initiatives, and in topic area from teambuilding and effective communication to emotional intelligence and storytelling. Partners include Avista Utilities, Puget Sound Energy, The City of Spokane, Skyhawks Sports Academy, Canopy Credit Union, Coffman Engineers, the Cowles Company, and more.

School of Leadership Studies Advisory Board

The School of Leadership Studies Advisory Board launched in 2014, to establish connection with the external community. The Mission of the Gonzaga University School of Leadership Studies (SLS) Advisory Board (AB) is to strengthen and support the school in fulfillment of its mission and vision. In fulfilling this role, the Advisory Board helps to bridge members' professional knowledge and experience to provide strategic advice, support and recommendations to the Dean that help strengthen the position of the SLS. Additionally, members share perspectives on best professional practices in their fields as they

may relate to the operations and initiatives of SLS, as well as provide benefaction support. The board, which traditionally consists of 15-20 members, meets bi-annual as a group, and each member also belongs to a working committee committed to initiatives such as Servant Leadership, Global, DEI, and Veterans/First Responders. Board members hail from a variety of industries and geographies, including retail, technology, nonprofit, and financial. Many members are C-suite executives, including former Starbucks President Howard Behar (Emeritus Board Member) and former CEO of Toms Shoes, Jim Alling.



About Gonzaga University

OVERVIEW

When Gonzaga College opened on September 17, 1887, there were seven students enrolled. They included boys from Spokane Falls; Fort Sherman and Lewiston, Idaho; Salem, Oregon; and one from California. Today, Gonzaga University has grown to a coed enrollment of approximately 7,500. The faculty and staff has increased from 17 Jesuits to over 2,000 people. Gonzaga's campus now includes 103 buildings on 152 acres.

Ranked among the nation's 54 most beautiful campuses by Conde Nast Traveler Magazine, the university campus has grown dramatically from its original, iconic "College Hall" building, including the new John and Joan Bollier Center for Integrated Sciences and Engineering, a beautiful Jundt Art Museum, the McCarthy Athletic Center, the Myrtle Woldson Performing Arts Center, and the John J. Hemmingson University Center.

In 2022, Gonzaga partnered with the University of Washington to open its School of Medicine Spokane campus, a beautiful building that also houses Gonzaga's human physiology department. Gonzaga graduate students have the opportunity to participate in international immersion programs, including at Gonzaga's campus in Florence, Italy.

Gonzaga has never lost its primary purpose. The University continues to offer students a quality Jesuit education, teaching people the skills they need to help shape and transform our world today.

Gonzaga's liberal arts and applied professional graduate programs focus on developing the whole person: mind, body, and spirit. Helping students to become people of curiosity, courage and conviction.

RANKINGS AND RECOGNITION

For the fourth consecutive year, Gonzaga is ranked among the top 100 National Universities by U.S. News & World Report, currently at #83, including elite private schools and large state research institutions. Other accolades include:

- Ranked in the top 19% among National Universities ([U.S. News & World Report, 2023](#))
- No. 12 for best undergraduate teaching, among National Universities ([U.S. News & World Report, 2023](#))
- Ranked 142nd for Best Colleges for Veterans ([U.S. News & World Report, 2022](#))
- Included among the 300-plus "best and most interesting" U.S., Canadian, British and Irish colleges and universities (Fiske Guide to Colleges 2021)
- Best schools for veterans, their spouses and military families ([2021-22 Military Friendly](#))
- Named to [The Princeton Review's "Best 388 Colleges for 2023"](#)
- No. 21 best value among private universities in the nation (Kiplinger's Personal Finance Magazine, 2019).
- No. 62 best value among all colleges and universities (public and private) nationwide (Kiplinger's Personal Finance Magazine, 2019)
- Named to Money's "2020 Best Colleges" list based on value
- Among the nation's best-value universities for students seeking outstanding academics and superb career preparation at an affordable price with generous financial aid (Princeton Review's Colleges That Pay You Back, 2018)
- No. 1 Best Value College in Washington ([Niche, 2022](#))

GONZAGA UNIVERSITY STRATEGIC PLAN (2015–2022)

At the beginning of his administration, President Thayne McCulloh set forth three institutional priorities to guide decision-making and resource allocation:

- Gonzaga University is an exemplar of American Jesuit higher education;
- Academic and educational excellence across all programs;
- A commitment to institutional viability and sustainability.

In the current plan, these three institutional priorities have been further elaborated in the form of four “commitments”—an acknowledgment that Gonzaga operates in an active, relational context, possessed of mutual accountabilities. The four commitments are articulated as follows:

- Foster responsibility for shared mission
- Animate academic excellence across the institution
- Provide an integrative Jesuit educational experience for Gonzaga’s students
- Optimize institutional stewardship and sustainability

Each commitment, in turn, contains strategic objectives that serve as declarations of continuous improvement. The objectives are distinct from, but related to, goals and strategic initiatives. Goals provide a means of defining institutional success in achieving the objectives, and strategic initiatives constitute specific activities undertaken in service of the goals.

View the [strategic plan](#) and a [progress report](#) tracking the plan’s commitments and objectives.

UPDATING THE GONZAGA UNIVERSITY STRATEGIC PLAN (2022)

The new dean of the School of Leadership Studies will have an exciting opportunity to contribute to the update of the Gonzaga Strategic Plan. President McCulloh announced in August 2022 that, while the broad commitments of the strategic plan remain the same, many of the concrete actions, or goals, set out in 2015 have largely been accomplished. Therefore, President McCulloh asked the provost to lead the campus through a process to update the strategic plan.

Reminded of St. Ignatius’ admonition to “set the world on fire”, Gonzaga has undertaken a “Grand Challenge” process through which the campus community has been invited to submit proposals in response to five questions:

- For what themes in academic research, scholarship, and creative activities will Gonzaga be known?
- What distinctive experiences does Gonzaga desire for its students as a Jesuit university?
- What degree plans must Gonzaga explore to remain current in the 21st century?
- What formative experiences does the university want to offer faculty, staff, and students as part of their development as whole persons?
- How will Gonzaga ensure its sustainability and stewardship?

These questions have significant implications for the future of Gonzaga and for the School of Leadership Studies. The new dean will work with the faculty and staff of the school, as well as partners throughout the campus, to discern the right answers for Leadership Studies.

Leadership



Thayne McCulloh, D.Phil, *President*

Thayne McCulloh is serving in his thirteenth year as President of Gonzaga University President.

Dr. McCulloh holds a B.A. from Gonzaga ('89) and was awarded a D.Phil. in experimental social psychology from Oxford University, England (1998). He began working at Gonzaga in 1990, and from his roots in student affairs has remained fundamentally focused on students. He is deeply committed to a broadly-based liberal arts education that prepares students to be critical thinkers, outstanding professionals, and living exemplars of the Jesuit imperative to be people with and for others.

Dr. McCulloh's tenure has been one marked by initiatives related to community engagement, institutional sustainability, and increase in institutional prestige and recognition. More than \$200M in new construction and campus improvements have been completed since his inauguration in 2010. Gonzaga University launched its most ambitious fundraising effort to date, the "Gonzaga Will" campaign, in October 2015, raising \$355 million from more than 40,000 donors when it closed in 2018.

A committed leader in Catholic and Jesuit higher education, Dr. McCulloh currently serves as vice chair of the Northwest Commission on Colleges and Universities, is vice chair of the Association of Jesuit Colleges and Universities, and has been recognized by the National Association of Student Personnel Administrators for his unwavering commitment to students. He has been actively involved in the Spokane University District Public Development Authority and Development Association, has served as a member of the Providence Health and Services board, is a member of the Nazareth Guild board of directors, among other organizations.

Leadership



Sacha Kopp, Ph.D., *Provost*

Sacha Kopp joined Gonzaga University as Provost and Chief Academic Officer in June 2022.

A graduate of the University of Chicago, Dr. Kopp has been an advocate of liberal arts education, supporting innovative new programs and enrollment efforts. He has a strong history of work related to diversity, equity, access and inclusion that combines both strategy and implementation to support underrepresented populations.

A committed advocate for students, Dr. Kopp has addressed student success and retention at multiple institutions. He has contributed to student affairs and admissions efforts, as well as faculty training to impact student success. He also led the creation of partnerships with local corporations to foster continuing education opportunities. Dr. Kopp is an advocate of the teacher-scholar model and has sought to expand research and creative opportunities for faculty and students.

Dr. Kopp is author or co-author of over 200 articles in the fields of elementary particle physics and in STEM education. He conducted research at particle accelerators in Chicago, Cornell, Geneva Switzerland, and Japan.

He has held roles as Senior Vice Chancellor for Academic Affairs at the University of Nebraska at Omaha 2019-2022; Dean of the College of Arts and Sciences at the State University of New York at Stony Brook 2014-2018; Associate Dean for Undergraduate Education in the College of Natural Sciences at the University of Texas 2010-2014; Associate Chair of the Department of Physics at the University of Texas 2008-2010. He served on the faculty of the physics department at UT Austin 2000-2014.

His education includes an A.B. '90, M.S. '92, and Ph.D. '94 in Physics from the University of Chicago, and a postdoc at Syracuse (1994-1999).

Spokane, Washington

Gonzaga is located less than half a mile from downtown Spokane, Washington, and 15 minutes from the Spokane International Airport. The city is epitomized by its slogan, “Creative by Nature,” offering vast opportunities for a range of interests, including the arts, sports, or a multitude of outdoor activities. Spokane’s population is more than 222,000, with the Greater Spokane area encompassing approximately 573,000 people. The city is lauded for good weather, excellent schools, an abundance of parks, and stunning natural scenery.

The area’s 76 lakes, 5 skiing areas, 33 golf courses and 3 major shopping malls within a short drive of campus offer students and faculty a variety of off-campus pursuits. Multiple music venues, live theater and Broadway plays, the Spokane Symphony, 3 professional sports teams, and a vital downtown shopping and entertainment district add a lively spirit to the mix. The city hosts many great community events, festivals, and gatherings and is home to the Lilac Bloomsday Run, the largest timed road race in the nation, and the world’s largest 3-on-3 basketball tournament, Hoopfest.

Numerous independent restaurants feature local and organic food and emphasize sustainable eating practices. Wine enthusiasts can visit a number of tasting rooms and wineries all within close proximity of one another. In addition to award-winning wine, new craft breweries are popping up all over the city.

Spokane has been selected as an All-America City three times in the past 41 years, including in 2015 when it was one of 10 honored throughout the country. In recent years, Parenting Magazine ranked Spokane one of the top 10 places to raise a family. In a 2017 MarketWatch report, Spokane was ranked the #1 city in the U.S. to save money. Spokane also ranks as the top city in the U.S. for

freelancers, and has been selected as the best place to live on a six-figure salary.

Spokane was recently named a “City on the Rise” National Geographic Traveler Magazine for “unconventional metrics that produce happiness: green spaces, coffee shops, breweries, music venues, Instagrammable moments and puppies.” (Who doesn’t love puppies?)

On the Doorstep of the Great Outdoors

The bustling city is surrounded by natural beauty: parks, pine tree forests, mountains, lakes and rivers. The region’s scenic setting offers unlimited opportunities for enjoying the Northwest’s great outdoors. And because Spokane is east of the Cascade Mountains, the weather in Spokane is much drier and sunnier than many expect.

Spokane’s climate consists of four distinct seasons:

- A colorful, crisp fall, perfect for a visit to Greenbluff to pick pumpkins (don’t forget a pumpkin spice latte for the trip);
- Cold, snowy winter, where skiing, snowboarding or snowshoeing at the nearby mountains are favorite weekend activities (or, if you prefer, a hot chocolate in front of the fire at the lodge);
- A springtime full of cherry blossoms, lilac blooms and more that paint the city in a palette of bright colors; and
- Warm, dry summers where splashing in the region’s countless lakes or the city’s many (free) pools is the order of many a day.

No matter the season in Spokane, you will find good reason to get outside.

Procedure for Candidacy

All inquiries, nominations, and applications are invited. Candidates will be considered until an appointment is made.

Applicants should provide, as separate documents, a CV and a letter of application that addresses the responsibilities and requirements described in this leadership profile.

WittKieffer is supporting Gonzaga University in this search. Application materials can be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to the search consultants:

Philip Tang and Charlene Aguilar

GonzagaLeadershipStudies@wittkieffer.com

Gonzaga's Commitment to Human Diversity

Diversity affirms our faith-inspired commitment to an inclusive community where human differences thrive within a campus community of equality, solidarity, and common human nature. We seek to nourish difference in an environment characterized by mutual respect and the sustainable creation of a campus climate that attracts and retains community members from diverse backgrounds. In this context, age, gender, ethnicity, disability, social class, religion, culture, sexual orientations, language and other human differences all contribute to the richness of our academic community life. These differences grace us individually as human being and collectively as a Jesuit, Catholic and humanistic university striving to fulfill our Mission. We aspire to create a university environment that is welcoming and accessible to all staff, faculty, students, and other members of the Gonzaga community regardless of gender, race, ethnicity, religion, disability, or sexual orientation.

Equal Opportunity

Applicants with disabilities needing reasonable accommodations to complete the application or hiring process should contact Gonzaga Human Resources at (509) 313-5996.

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, veteran status, gender, race or other protected category.



