



Leadership Profile

## Dean, School of Law

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November 2017

This Leadership Profile is intended to provide information about Gonzaga University and the position of Dean, School of Law. It is designed to assist qualified individuals in assessing their interest.

## Opportunity and Summary of Position

Gonzaga University invites nominations and applications for the Dean of the School of Law. The Dean reports to the Provost/Senior Vice President and is the academic leader, external face, and chief executive of Gonzaga Law.



Founded in 1912, Gonzaga University School of Law provides a legal education informed by its Jesuit, Catholic and humanistic traditions and values to educate the whole person and serve the public good. Gonzaga Law offers students a core curriculum taught by a devoted and talented faculty, encouraging students to engage in critical thinking and apply it to real world situations. Gonzaga Law's specialty programs include its recently launched Center for Civil and Human Rights, its Center for Commercial Law, its Center for Law in Public Service, its Institute for Law Teaching and Learning, and its Gonzaga-in-Florence study abroad program. Gonzaga's faculty are active scholars engaged in research and academic debate on a national and international scale. The faculty are creative, energetic, and committed to furthering Gonzaga's social justice mission through innovation, interdisciplinary connections, and programmatic development. Building on a legacy of leadership, Gonzaga Law has a profound impact on clients, community, and the academy, preparing lawyers and pursuing discussions that draw on its century-long mission to further the larger good. More information about the School of Law may be found at [www.law.gonzaga.edu](http://www.law.gonzaga.edu).

The Dean of the School of Law will be a visionary, an accomplished leader, and a legal professional with a commitment to enhancing the excellence of Gonzaga Law. Candidates should have a distinguished record of academic achievements in a core discipline and/or interdisciplinary field and the credentials to warrant appointment as a professor within the School of Law. A J.D. degree is required. The Dean will cultivate high-quality scholarship, teaching, and diversity as important components of academic excellence. Additionally, it is preferred that the candidate has fundraising experience, and/or a willingness to engage in and learn the business of fundraising. Candidates should possess the financial and administrative experience and acumen to manage a large, complex budget as well as an effective administrative team. In addition to these requirements, the Dean will provide leadership and strategic vision, work well in a collaborative decision-making environment, and have demonstrated organizational and management skills to develop current programs and pursue new and innovative ones. The Dean will embrace the mission and values of Gonzaga as a Jesuit, Catholic institution.

[Gonzaga University](http://www.gonzaga.edu) is a private Jesuit, Catholic, and humanistic university providing education to more than 7,800 students. Situated along the Spokane River near downtown Spokane, Washington, [Gonzaga offers 75 fields of study](http://www.gonzaga.edu), [26 master's degrees](http://www.gonzaga.edu), [doctoral degrees in leadership studies and nursing](http://www.gonzaga.edu), and a juris doctor degree through the [School of Law](http://www.law.gonzaga.edu).

The Search Committee invites letters of nomination, expressions of interest, or applications (letter of interest, full curriculum vitae, and contact information for five professional references). Review of materials will begin immediately and continue until an appointment is made. To ensure full consideration, please submit your application before January 5, 2018. Applications received after this date may be considered at the discretion of the Search Committee. Information about how to nominate a candidate or to apply for this opportunity may be found later in this document in the section titled "Procedure for Candidacy."

## The Role of the Dean, School of Law

The Dean serves as academic leader, external face, and chief executive of the School of Law and reports directly to the Provost/Senior Vice President. The Dean sits on several leadership advisory bodies and works closely with University administration, other schools and colleges, and a variety of offices across campus. The Dean provides leadership for faculty, staff, and students in establishing and achieving the School of Law's goals.

The Dean's senior administrative team includes the following eight direct reports:



- Associate Dean for Academic Affairs
- Associate Dean for Faculty Research and Development
- Assistant Dean of External Affairs
- Chief Financial Officer
- Director of Admissions
- Director of the Chastek Law Library
- Director of the Center for Professional Development
- Director of Student Success

## Opportunities and Expectations for Leadership

The new Dean of the School of Law will be asked to address the following critical leadership issues, among others:

### **Inspire, engage and unify faculty, staff and students around emerging and innovative programs.**

- The new Dean will be expected to bring together and engage faculty and staff around an invigorating and inspiring vision for the future of Gonzaga Law. The school has emerged in a position of strength from the material impact caused by the recession of 2008 and the sharp nationwide declines in law firm hiring and prospective law student enrollment that followed. Despite the nearly 50 percent decline in law school applications nationwide, the school has continued to enroll academically strong entering classes of students, reducing its enrollment by about 35 percent. Gonzaga Law is in the fortunate position of offering a strong foundation in legal education, including a strong commitment to critical thinking and experiential learning and an enduring commitment to public service and social justice. Gonzaga Law also has the opportunity to envision and develop new areas of specialization that further enhance the strengths of its faculty and leverage opportunities for students. As one example, Gonzaga Law has recently launched its Center for Civil and Human Rights, a mission-based interdisciplinary program devoted to furthering the rights of the marginalized and underserved through research, education, and community engagement. With the first three years funded entirely by a donor, the new Dean will have the opportunity to solidify the Center's place by working with the donor and others to secure necessary funding and support for the foreseeable future. A number of other opportunities for programmatic development exist, including strengthening Gonzaga's international presence through its Gonzaga-in-Florence program, developing new certificate and degree programs, and pursuing possible medical-legal partnerships with the University of Washington-Spokane and Washington State University. Spokane is also home to a thriving

intellectual property legal community, providing fertile ground for new and exciting programs that capitalize on Washington's growing corporate presence and leadership.

- The Dean will lead the faculty and administrators in an inclusive, open and thoughtful exercise to help further articulate a vision for Gonzaga Law's future. The vision will build on the School of Law's current strengths and entrepreneurship and clarify the path forward into a new future. Likewise, the Dean will work together with faculty and administration to create a strategic plan that will outline the School of Law's goals and lay out a roadmap for achieving those goals. Through a collaborative approach involving faculty, administration, staff, and other key constituencies the Dean will further advance and promote Gonzaga Law's mission and identity. This exercise will stimulate new dialogue that will help unite the faculty, staff and students around a common vision for the future.

### **Secure a sustainable funding model for the future**

- Gonzaga Law has remained true to its tradition of being a leader and innovator in legal education, despite the great financial strains placed on its resources. To date, it has weathered related challenges of reduced applications for admission and a challenging job market for graduates. Further, Gonzaga Law has successfully calibrated its faculty size with its need to recruit new faculty and retain existing faculty. It has done so while remaining financially viable and preserving the School of Law's core mission. The new Dean will help develop a vision and plan that strikes a strategic and thoughtful balance among enrollment, programs, pricing, and resources, as it invigorates a case for investment in legal education and Gonzaga Law in particular.
- As with many schools, the last several years at Gonzaga Law have been a time of transition in the faculty as the school attempts to stabilize enrollment and adjust to demographic shifts and changes in technology and society. In conjunction with the President and Provost/Senior Vice President, the Dean will provide leadership in long-range and strategic planning that addresses the evolving academic and financial environment of legal education in the context of Gonzaga Law's mission. He or she will implement, monitor, and report the progress of the plans in close collaboration with the faculty, President, Provost/Senior Vice President, Board of Trustees, Board of Advisors, alumni, and other constituencies.
- The new Dean of Gonzaga Law must have a high level of financial and administrative acumen to secure the financial underpinnings of the School of Law. The Dean must ensure that financial resources are adequate and prudently managed through the development of an effective annual operating budget and long term financial planning, as well as by aggressive fundraising and development efforts. The Dean works with key administrators, faculty, staff, and constituents to continue the fundraising momentum of the successful \$10 million dollar *Gonzaga Will* fundraising campaign, which closes in June of 2018. The Dean also manages the strategic direction of the Law School Foundation Board, a 501(c)(3) organization, by serving as its President.

### **Maintain excellence and enhance academic reputation**

- The new Dean must exhibit a strong commitment to scholarship. He or she must have a track record of scholarly or professional endeavors. The Dean will play a central role in encouraging scholarly activity as well as identifying promising new areas for scholarly inquiry that support Gonzaga Law's mission. The Dean will continue to develop and implement Gonzaga Law's efforts to enhance its reputation and influence through the creation of centers and programs, including dual degree programs and interdisciplinary partnerships. Together with the law faculty and other

key constituencies, the Dean will look into the development of new curricular offerings and the creation of new types of training for a new generation of lawyers.

- Gonzaga Law seeks a Dean with integrity who will not compromise the School of Law's values in developing and executing a vision and course that navigates a dynamic economic, political, and demographic environment. The Dean will have an unwavering commitment to "*Pursuing Justice. Finding Solutions.*"

### **Build a diverse and inclusive community**

- Gonzaga Law is characterized by a student-centered culture; social justice and public service; and a strong commitment to excellence in teaching, research, and service. The new Dean is expected to promote and model these values while enhancing the School of Law's commitment to serve a diverse community. Gonzaga Law's success in recruiting and retaining a diverse faculty, student body, and staff requires continued diligent effort and dedicated resources.

### **Maintain and safeguard Gonzaga's commitment to student success and sense of community**

- Gonzaga Law is committed to educating the whole student, to ensuring student success, and to fostering a sense of community among its students. The students report they have great access to faculty, and the faculty genuinely care about their students' success. Likewise, students appreciate the collegial and cooperative relationships with their fellow students and the lack of "cut throat" culture that can exist in other law schools. This spirit has created alumni who have a strong affinity for the school.
- Students, faculty, staff and alumni are consistent in their conviction that one of Gonzaga Law's most valuable assets is the deep sense of community that informs and guides day-to-day life on the campus. The Dean must embrace and join this community as both a leader and a member. An impressive and engaged student body has expressed its hope that the Dean will be accessible and visible in the community and at School of Law events.
- The Dean must be the face of Gonzaga Law. The Dean will use her or his role to create opportunities, leverage contacts, and articulate the many strengths of Gonzaga Law to a broad audience. In addition, the Dean will continue to develop key messages about Gonzaga Law that differentiate it from competing law schools. The Dean will also identify priorities necessary for the School of Law's growth and advancement.

### **Further strengthen the relationship with the University and develop cross disciplinary collaborations**

- The Dean plays a critical role in formulating recommendations for consideration by the President and the Provost/Senior Vice President on administrative, educational policy, financial, governance, institutional advancement, and other matters impacting the Law School and the University as a whole. The Dean will be available to advise and inform the Board of Trustees regarding emerging issues in legal education, especially those directly affecting the School of Law. The Dean will work collegially as a member of the University's Deans Council and as a part of the University's executive administration.
- The Dean will help develop, propose and explore emerging and innovative opportunities for faculty, staff, and students to collaborate and connect more effectively with colleagues across

the University, particularly in the area of interdisciplinary programming. The Dean will articulate a vision that imagines new and creative ways to think about curriculum, degree programs, faculty appointments, partnerships, and other aspects of the educational mission that have the potential to cross disciplines. This vision will include building on the Law School's connection with the Center for Global Engagement and its Gonzaga-in-Florence program, supporting the mission statement of the Center for Civil and Human Rights to expand opportunities for cross collaboration, and developing its existing joint degree programs. It also will include leading efforts to explore partnerships and programs with other schools and departments, including the Leadership Program at Gonzaga University and University of Washington-Spokane and Washington State University Medical Schools.

### **Nurture the Law School's Jesuit, Catholic Tradition**

- Gonzaga Law exists in the context of a University that is deeply rooted in its mission and identity as a Jesuit, Catholic institution. The values embraced by Gonzaga University are engrained in the life of the School of Law and clearly evident in myriad ways—perhaps none more visible and essential than its commitment to public service and social justice.
- The Dean will be expected to maintain and continue to develop strong ties of support with the Catholic community while embracing people with other beliefs and religious or philosophical backgrounds.

## **Personal Qualifications and Personal Qualities**



The Dean of the School of Law will be a visionary, an accomplished leader, and a legal professional with a clear vision for enhancing the excellence of Gonzaga Law. The Dean will also be a capable executive with skills in fiscal and human resources management as well as external relationship management that is critical for fundraising success. The Dean must have the political acumen, powers of persuasion, commitment to inclusiveness, and authentic personal leadership style necessary to advance Gonzaga Law and inspire its

multiple stakeholders. Proven experience as a leader of people and a successful track record as a legal educator, manager, and communicator are required for success within Gonzaga Law. The Dean will possess a J.D. degree.

In addition, the candidate will:

- provide creative and distinguished academic leadership to the School of Law and its programs, exercising extraordinary judgment and continually seeking opportunities to advance academic excellence and innovation in teaching;
- project a strong public presence and image for Gonzaga Law, promoting the accomplishments of its faculty and students to enhance its reputation in the legal community;
- work collaboratively with faculty, supporting and encouraging their efforts in scholarship, teaching, and service, with an informed understanding of the unique requirements professional schools have in these areas;
- support students, with a demonstrated commitment to cultivating a student-centered environment, including administrative processes to ensure student success, such as academic

support services and professional career development;

- demonstrate strong and effective administrative skills, with a capacity to build and develop working teams at all levels of the School of Law, including administrative staff and faculty;
- show deep respect for and commitment to diversity, as demonstrated by a record of promoting diversity within a student body, faculty, and administrative team;
- connect with leaders in the region's bench, bar, and a broad range of external constituencies, including alumni, academic, cultural, business, governmental and social institutions, to advance the visibility and success of the School of Law and to lead sophisticated and effective alumni development and fund raising activities;
- demonstrate a commitment to social justice and preparing lawyers to serve the public good and pursue justice;
- possess the intellectual leadership to provide guidance to a program of scholarship in and for a vibrant community of scholars;
- bring a deep understanding of the changes taking place in legal education and the legal profession, while overseeing, with the faculty, curriculum development, including programs to monitor and assess learning outcomes of students;
- continue to integrate new technologies into the School of Law's administration, teaching, and support of faculty and student scholarship;
- work collegially with other members of the University's leadership team, promoting and advocating for Gonzaga Law's place within the University community;
- develop collaborative programs with other areas of the University; and
- possess experience in managing growth and change, resolving conflict and building consensus, and demonstrating a willingness to seize opportunities, while assuming responsibility for appropriate risks.

## Gonzaga University School of Law



Gonzaga University School of Law is a law school dedicated to providing students with an excellent legal education informed by its Jesuit, Catholic, and humanistic traditions and values.

### **The Vision of Gonzaga Law**

The vision of Gonzaga Law is to instill in its graduates the ethical values, substantive knowledge, and practical skills they need to become effective advocates and compassionate counselors. As a humanistic institution, Gonzaga recognizes the essential role of human creativity, intelligence, and initiative in the construction of society and culture. As a Jesuit institution, Gonzaga is committed to educating the whole person to serve the public good; to engaging in a dialogue with all cultures and religious or ethnic traditions; and to pursuing justice. As a Catholic institution, Gonzaga believes that laws and legal institutions are subject to a moral order which transcends human whim. As a law school, Gonzaga is committed to a healthy and respectful environment of free intellectual inquiry, exchange and the protection of freedom of thought.

## Recent Rankings & Awards



National Jurist Best Schools for Practical Training: Top 37 (B+) 2016

National Jurist Best Schools for Small Law (B+) 2015

Princeton Review:

"A very accessible administration, an amazing classroom environment, and qualified, engaging, and effective instructors."

US News and World Report: #112 (upward movement - up 20 spots in 2016-2017)

2013 LSAC Diversity Matters: Top 10

National Jurist Best Law School Facilities: Top 46 (A-)

## A Leader in Legal Education

Gonzaga Law has a long tradition of being a leader in legal education. In 1935, Gonzaga Law graduated its first woman, Helen Grigware, demonstrating its early commitment to diversity and equal opportunity. Years later, in 1974, Gonzaga Law was again at the forefront, opening one of the country's first legal clinics, putting access to justice at the center of its educational mission. In 2009, Gonzaga Law helped lead the way for the next generation of law students, introducing a curriculum that placed a strong emphasis on Legal Research & Writing and practical experience. In an effort to reduce the opportunity costs of law school, four years later, in 2013, Gonzaga started an Accelerated J.D. Program for students interested in completing their legal degree in two years instead of the traditional three. Today, Gonzaga Law continues to lead by encouraging students to consider the impact they can have on their communities and the global environment. Whether it is a discussion of personal, professional or business ethics, criminal defense, or international human rights, the learning that takes place at Gonzaga Law does not end at the classroom. Gonzaga Law educates the whole person to serve the public good.

## Real World Experience

While in law school, students at Gonzaga Law participate in either an Externship or the Clinic. The externship program immerses students in the real-life practice of law; externship placements are available in Spokane, Seattle, and around the country. In the Clinic, Gonzaga students work real cases with real clients from start to finish. Students participating in the Clinic have argued cases in front of courts of all levels, including the Washington State Supreme Court and the federal tax court. The clinics have pioneered new programs such as Mortgage Mediation, putting a new Washington state law requiring negotiation of mortgages to the test.

## Outstanding Faculty

The Gonzaga Law School faculty are some of the finest teachers and scholars in the country. They bring to the classroom a wealth of knowledge and practical experience, having worked in law firms, as public defenders, as government lawyers, as litigators, as transactional lawyers, and as judicial clerks. Gonzaga Law faculty are active, recognized scholars who publish books, articles, textbooks, treatises, essays, and more while presenting across the globe and providing legal commentary and analysis to the media.

## Community

Gonzaga Law is an active and engaged member of the community. In the 2011-2012 academic year, Gonzaga Law students dedicated well over 45,000 hours (that is over 5 years' worth of 24/7/365) of



time in public service through the Law Clinic and Externship program in Spokane and around the country.

The Centers and Programs at Gonzaga Law also provide students with connections to academic and intellectual communities. The Center for Civil and Human Rights, the Commercial Law Center, the Institute for Law Teaching and Learning, the Center for Law in Public Service, and the Gonzaga-in-Florence program all provide a home for scholarship and action on a variety of important issues.

## **Centers and Programs**

The centers and programs at Gonzaga Law recognize that there is much more to learning than just coursework, research and textbooks. Each of the centers and programs offer opportunities for students and faculty to focus on topics and areas that are of greatest interest to them. Centers and Programs provide a framework from which conferences, projects and programs are developed.

- **The Center for Professional Development**

Gonzaga University School of Law's Center for Professional Development (CPD) actively engages with students, alumni, and employers throughout the country to understand and deliver the professional skills training and opportunities needed in today's legal market. CPD tailors its services to the individual needs of each student, with a combination of encouragement and honest assessment, assisting with the nuts and bolts skills of drafting effective resumes and cover letters and successful interviewing. In partnership with the Zag alumni network throughout the country, CPD helps students build the professional connections needed to realize their long-term career goals.

- **The Center for Civil and Human Rights**

The Center for Civil and Human Rights represents a critical component of Gonzaga's century-long mission to educate the whole person to serve the public good. Made possible through the actions of a generous donor, the Center seeks to provide students, scholars, and community leaders with opportunities to explore and address issues relating to civil rights and civil liberties, social and criminal justice, and international human rights. The Center pursues its mission through research, education, and community engagement.

- **The Commercial Law Center**

The Commercial Law Center is focused on developing strong connections between the world of the academy and the world of transactional law practice, with publications and programs for students, professors, the bar and the bench, including the publication of *The Transactional Lawyer* with a readership of over 1,500.

- **Institute for Law Teaching and Learning**

The Institute for Law Teaching and Learning, a shared effort among Washburn University School of Law, University of Arkansas, Little Rock William H. Bowen School of Law, and Gonzaga University School of Law, was established to provide resources and training to assist law schools in meeting the obligation of helping students achieve the highest academic standards and assume their responsibilities as effective, moral attorneys. The Institute is committed to improving the quality of teaching and learning in legal education in the United States and worldwide. Gonzaga Law has housed the Institute for Law Teaching and Learning for over 25 years.

- **The Center for Law in Public Service (CLIPS)**

Launched in 2011, the mission of CLIPS is to support the aspirations of students who study law in order to use their knowledge and skills for public service, whether they wish to make a full-time practice of public-service law or promote the public good through part-time, pro bono legal

work. CLIPS provides many services for students and the community, including the Moderate Means Program, weekly PBJ forums, and the Pro Bono Distinction awards.

- **Accelerated Two-Year J.D. Program**

The Accelerated Two-Year J.D. law degree program at Gonzaga Law provides a full six-term, ABA-accredited legal education, complete with industry-leading experiential learning and advanced legal research and writing components. This program can greatly reduce the opportunity costs associated with the study of law. Students admitted to the Accelerated Program have the option of completing their legal degree in two years rather than the traditional three years. Two-year students graduate in May of their second year and are able to sit for the bar as early as the July following graduation.

- **Dual Degree Programs**

Gonzaga Law offers three Dual Degree programs. In association with the **Gonzaga University School of Business**, students may study for a Juris Doctor / Master of Accountancy degree or a Juris Doctor / Master of Business Administration degree. These programs prepare students for careers in the demanding business and legal fields. In conjunction with the **School of Social Work at Eastern Washington University**, students may study towards a dual Juris Doctor / Master of Social Work degree. This dual-degree program prepares law and social-work students to practice either profession competently. Graduates will be well prepared to make significant contributions in combined areas, such as Public Benefits, Public Health, Children's Services, Elder Law, and more.

## **Global Learning**

The communities on which the law has an impact span the globe, and the Global Learning / Study Abroad programs at Gonzaga Law provide students with an opportunity to study international law while experiencing other cultures. Through the long-standing Florence program or one of Gonzaga Law's cooperative programs, students can take credits towards graduating while getting a new, unique perspective on the international legal community. These global learning programs include:

- **International Human Rights – Florence**

The Florence Summer Law Program is an opportunity for law students to study comparative and international law in the center of Florence, Italy. The Gonzaga in Florence campus is located in the heart of the University District of Florence, in the center of the cultural and historical center of Florence, Italy. Steeped in the commitment to global justice and the connections between the interdependent systems of international law, the Florence Summer Law Program provides the opportunity to study internationally, in a fully ABA accredited program.



- **Brazil Law School Exchange**

In the Brazil Law School Student Exchange, two students are selected by Gonzaga Law School's Foreign Exchange Commission to attend the São Paulo Law School of Fundação Getulio Vargas.

- **Guatemala Inter-American Program**

The Inter-American Summer Program in Guatemala is a truly bilingual and inter-cultural approach to legal education. It offers comparative and transnational substantive law classes about Latin America taught in Spanish and English as well as bilingual field placements and legal Spanish immersion.

# Gonzaga University: An Overview

Gonzaga University is a private liberal arts college located in Spokane, Washington. Providing a Catholic liberal arts education, Gonzaga University is dedicated to the Jesuit, Catholic, and humanistic ideals of educating the mind, body and spirit creating men and women who are mindful of the needs of others. Located on the north bank of the Spokane River, Gonzaga University inspires and transforms people to shape a better world through education, character, service, and faith.



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 boys and young men.

Today, it is known as Gonzaga University, a private, four-year institution of higher education that provides education to more than 7,800 students. More than 105 buildings dot the 131-acre campus overlooking the Spokane River. Students include both women and men, who can enroll in a multitude of undergraduate or graduate programs. [Gonzaga offers 75 fields of study, 26 master's degrees, doctoral degrees in leadership studies and nursing](#), and a juris doctor degree through the [School of Law](#).

A constant throughout the years is Gonzaga's educational philosophy, based on the centuries-old Ignatian model of educating the whole person – mind, body, and spirit. At Gonzaga, students discover how to integrate science and art, faith and reason, action and contemplation. "Cura personalis," or care for the individual, is their guiding theme.

## **Mission Statement**

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

In keeping with its Jesuit, Catholic, 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.

For more information about Gonzaga University, please visit: <https://www.gonzaga.edu/>

## President Thayne McCulloh



Born in Los Angeles and raised in Washington, D.C. and Seattle, Dr. Thayne McCulloh attended Seattle's Bishop Blanchet High School. Following high school, he completed a three-year enlistment as a food service sergeant in the US Army. He arrived at Gonzaga University in its centennial year (1986-87), served as a resident assistant and resident director, was president of Alpha Sigma Nu (the Jesuit honor society), and was elected student body president in his senior year. He graduated with a Bachelor of Arts

degree in psychology, magna cum laude, and proudly shares with Harry H. Sladich, the only other non-Jesuit to serve as interim president (1991, 1997-98) the distinction of receiving Gonzaga's Lindberg Loyalty Award. In 1989, he was accepted to study for the Master of Science degree in experimental psychology at Oxford University. He was awarded the Doctor of Philosophy (D.Phil.) in experimental social psychology from Oxford in 1998, and his thesis examined the impact of sex role stereotypes on social situations.

McCulloh's employment at Gonzaga began in 1990 and involved serving in several positions within student affairs as well as teaching in the psychology department (beginning in 1994). From 1990-92 he coordinated the work of the residence hall staff, and following a one-year leave of absence returned in 1993 as director of housing. During his tenure in housing the Dussault Apartments were completed and the Burch Apartments were constructed. In 1995, he was appointed assistant of students, and was instrumental in the founding of disability support services. In 1996, he was appointed dean of student academic services; in 1998 he was appointed dean of student financial services. In each role, he was involved in the redesign of the institution's enrollment management infrastructure, examination of student retention, and development of a new approach to financial aid policy. In 2002, he was appointed associate academic vice president and also successfully chaired the comprehensive institutional accreditation (2004). In 2004, he was appointed vice president for administration and planning, which involved work with the plant and construction services, human resources, disability resources, student financial services, and information technology divisions. As VP for administration, he chaired the development of the institutional strategic plan and provided oversight for the architecture of the campus wireless network.

Upon the departure of former Academic Vice President Dr. Stephen Freedman in summer 2007, McCulloh was appointed interim academic vice president. During his tenure in that position, his focus has been on working to improve core administrative and resource-allocation processes, initiating a new core curriculum review process, and supporting faculty-based initiatives oriented towards improvement in the teaching and learning environment. McCulloh was appointed interim president in July 2009, succeeding Father Robert J. Spitzer, S.J. In July 2010, McCulloh was elected Gonzaga's 26th president by the Board of Trustees. He becomes the University's first lay president, but one firmly ensconced in the Jesuit tradition. He was a product of Jesuit education, and has been a champion of Jesuit ideals and mission throughout his time at GU.

McCulloh has developed expertise in several key areas of higher education administration, including financial aid and retention, leadership development, professional mentoring, and organizational succession planning; he has been engaged as a consultant in these areas by numerous institutions. Until recently, he also remained actively engaged in undergraduate teaching and facilitating student research – particularly in the area of cross-cultural psychology – as part of the psychology department.

McCulloh is married to Julie McCulloh, Dean of Admission at Gonzaga University. The couple has three daughters, Kathryne, Anne, and Emily. The McCulloh family attends St. Aloysius Parish in Spokane. McCulloh's professional activities have involved longstanding service to regional accreditation in the Northwest, service as a member and officer on the board of directors for EdFund

(a public-benefit corporation of the California Student Aid Commission), and appointment to the Spokane Human Rights Commission. He is a member of the American Psychological Association (APA), the National Association of Student Financial Aid Administrators (NASFAA), the National Association of Student Personnel Administrators (NASPA), and the College Board. McCulloh's biography appears in Who's Who in America, and he was honored by the Fulcrum Foundation of Seattle as a Champion of Catholic Education.

## About Spokane, Washington



Gonzaga's 131-acre campus, with just over 100 buildings, is located along the Spokane River, less than half a mile from downtown Spokane, Washington, and 20 minutes away from the Spokane International Airport

Not only is Spokane Gonzaga's home, it is a vital and dynamic part of the University's character. The city offers vast opportunities for everyone to pursue their interests, whether they be in the arts, sports, or in any of the multitude of outdoor activities.

*Near Nature, Near Perfect* is the city's slogan. The city's population is about 216,000, and the Greater Spokane/Coeur d' Alene Idaho area encompasses about 690,000 people. This translates to big city conveniences without the congestion. The city is lauded for good weather, excellent schools, abundance of parks, and stunning natural scenery.

[Recognized as an outdoor oasis](#), the area's 76 lakes, 5 skiing areas, 20 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 (Spokane Shock arena football, Spokane Chiefs hockey, and Spokane Indians baseball), 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 it is home to the Lilac Bloomsday Run, the largest timed road race in the nation. Spokane also hosts the largest three-on-three basketball tournament in the world, Hoopfest.

Several independent restaurants feature local and organic food, emphasizing 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 and distilleries are popping up all over the city - each with their own unique style and recipes.

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 as one of the top ten places to raise a family. In a 2017 [MarketWatch report](#), Spokane was ranked as the #1 city in the US to save money. Spokane also ranks as the [top city in the U.S. for freelancers](#), and it's been selected as the [best place to live on a six-figure salary](#).

For more information on Spokane, Washington, please visit:

<https://www.gonzaga.edu/About/Spokane-Area/>; <https://my.spokanecity.org>;  
[www.visitspokane.com](http://www.visitspokane.com); [www.spokanecares.org](http://www.spokanecares.org); [www.spokanevalleychamber.org](http://www.spokanevalleychamber.org)

## Procedure for Candidacy

Applications, inquiries and nominations are invited. Electronic submissions are strongly encouraged. A complete application will include a letter of interest, curriculum vitae, and contact information for five professional references. This search will be conducted with respect to the confidentiality of candidates; references will not be contacted without prior knowledge and approval of the candidate. The anticipated starting date for the new Dean is July 1, 2018. This position is open until filled.

Communication concerning this search may be sent via email to Werner Boel and Suzanne Teer, the Witt/Kieffer consultants assisting Gonzaga University School of Law with this search, at [GonzagaLawDean@wittkieffer.com](mailto:GonzagaLawDean@wittkieffer.com).

Materials that cannot be sent via email may be mailed to:

Gonzaga University - Dean, School of Law  
c/o Witt/Kieffer  
3414 Peachtree Road, Ste 352  
Atlanta, GA 30326  
Tel: (404) 233-1370  
Fax: (404) 261-1371

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