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

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 that 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 McCarthey Athletic Center is the rockin’ home to the Gonzaga Bulldog basketball teams.

<table>
<thead>
<tr>
<th>LOCATION:</th>
<th>ATHLETICS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spokane, WA, along the north bank of the Spokane River; half-mile from downtown Spokane</td>
<td>18 NCAA Division I intercollegiate sports</td>
</tr>
<tr>
<td></td>
<td>30 intramural sports</td>
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</table>

<table>
<thead>
<tr>
<th>CAMPUS SIZE:</th>
<th>ATHLETIC CONFERENCE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>152 green, grassy acres</td>
<td>West Coast Conference</td>
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</table>

<table>
<thead>
<tr>
<th>BUILDINGS:</th>
<th>NICKNAME:</th>
</tr>
</thead>
<tbody>
<tr>
<td>103</td>
<td>Bulldogs (Zags)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STUDENT CLUBS AND ORGANIZATIONS:</th>
<th>PRESIDENT:</th>
</tr>
</thead>
<tbody>
<tr>
<td>140</td>
<td>Dr. Thayne McCulloh (Class of 1989)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SELF-IDENTIFIED UNDERGRADUATE STUDENTS OF COLOR:</th>
<th>ANNUAL OPERATING BUDGET:</th>
</tr>
</thead>
<tbody>
<tr>
<td>28%</td>
<td>$304.7 million</td>
</tr>
</tbody>
</table>
### 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 2020:**
7,295

**Undergraduate Students:**
4,852

**New Freshmen:**
1,052

**Master’s Students and Doctoral Students:**
2,029 (Total)

**Law Students:**
414

**Non-Credit Students:**
255

### 2020 INCOMING FRESHMEN CLASS

**Average GPA & Test Scores**

- **3.67** Average GPA
- **1256** Average SAT Composite Score
- **627** Average SAT Critical Reading Score
- **629** Average SAT Math Score
- **28** 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

COSTS & BUDGET
Total Budget $304.7 million
Total Salaries $106.7 million
Undergraduate Tuition (2018-19, annually) $46,060
Cost per Undergraduate Credit $1,255
Cost per Graduate Credit (depending on program) $585-$1,030
Cost per Doctoral Credit (depending on program) $1,030-$1,055
Cost per Law School Credit $1,490
Room and Board (on average) $12,350

FINANCIAL AID
Institutional Aid to Undergraduate Students $87 million
Federal Aid to Students $63 million
Average Financial Aid Package $26,856
Average percent of Need Met 80%
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)

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%
As Zags, we consider ourselves lucky that Father Joseph Cataldo chose Spokane as Gonzaga’s home. Spokane (Spoh CAN)—the people, the activities and events, the landscape—we love it all.

Spokane sits on the east side of Washington state, along the beautiful Spokane River and Falls. As the largest metropolitan area between Seattle and Minneapolis, the city is the financial, cultural and retail center of the Inland Northwest.

Anchored by a vibrant urban downtown core near our campus, Spokane is home to premier dining and shopping, arts and entertainment, popular regional events, sports teams, historical landmarks and so much more.

Our 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 we’re east of the Cascade Mountains, our weather is much drier and sunnier than that of our soggy neighbors to the west.

› Name means “Children of the Sun” in Interior Salish
› 222,081 population within city limits
› 573,493 population of metropolitan area
› 2,000 feet elevation
› 4 distinctly beautiful seasons
› 33 golf courses in the region
› 5 ski areas within a 90-mile radius
› 76 lakes in the region
› 37-mile Centennial Trail (runs along Gonzaga campus)
› 10,000-acre Riverside State Park
› 100-acre Riverfront Park lies in the heart of the city
› One of the largest U.S. urban waterfalls
› Top 15 of Gallup Annual U.S. Community Well Being Poll (2014)
› Top 10 for skiers (#7) (Freeskiers Magazine, 2014)
› Top 50 Best Smaller College Towns with the Best Music Scenes (GoodDeedSeats.com, 2017)
› Special City Events:
  • First Friday Art Open Houses monthly
  • Artfest April
  • Bloomsday May
  • Hoopfest June
  • Green Bluff Apple Festival September-October
  • First Night Spokane December 31
  • Among many others
PROVOST
LEADERSHIP OPPORTUNITY
Gonzaga College was established 135 years ago by the Society of Jesus (“the Jesuits”), at the invitation of city founders who were inspired by the work of the Jesuits among the indigenous Native peoples of the region. Located close to downtown Spokane, and on the northern bank of the Spokane River, Gonzaga University today prepares students to enter their chosen field or profession while serving the common good, engaging in a dialogue with multiple cultures and religious or ethical traditions, and pursuing lives of leadership and justice rooted in faith.

Gonzaga, the oldest and largest Roman Catholic university in the Pacific Northwest, is an independent comprehensive institution that educates and inspires its nearly 7,500 students to shape a better world through critical thinking, creativity, leadership, service, and faith. Gonzaga’s educational philosophy is rooted in the centuries-old Jesuit model of holistically educating the whole person—mind, body, and spirit.

Since its founding in 1887, Gonzaga has grown into a comprehensive university situated on a stunning 150-acre campus overlooking the Spokane River. Students can enroll in a multitude of undergraduate or graduate programs. Enrollment for the 2020 academic year was 7,295 students, which included 4,852 undergraduate, 2,029 graduate and doctoral, 414 law, and 150 medical education students through a unique public-private partnership with the University of Washington. Increasing the racial and ethnic diversity of its student body has been a priority for Gonzaga; 30% of the most recent first-year undergraduate class come from racially and ethnically diverse populations. Over the past several years, an increased emphasis on hiring a more diverse faculty, staff and administration has been a priority, with additional support needed in this endeavor. Gonzaga seeks leaders from diverse backgrounds, and for whom increasing diversity, equity, and inclusive opportunities is a valued goal.

SEEKING A LEADER AND FACILITATOR

During the past 25 years, Gonzaga University has matured from its original roots as a residential “liberal arts college” into one of the most dynamic, medium-sized comprehensive and nationally-ranked institutions in the United States. With a demonstrated commitment to exceptional learning and the broad benefits of values- and ethics-informed education at all levels—and as a consequence of its growth and institutional transformation—Gonzaga University seeks a Provost who will partner with the President, the Academic Deans, and other University executives to provide visionary leadership to the institution as it enters a future characterized by academic excellence, increased diversity, a commitment to environmental sustainability, a strong community, and shared commitment to its faith-based mission values.

The ideal Provost will be an experienced higher education administrator who can provide vision and leadership focused on amplifying an integrative model of education, one that seeks to more powerfully unite the work of academics and the work of student affairs to provide a coherent student experience. This coherence begins with an openness to recognizing that learning on a residential campus occurs all the time, and that building collaboratives and coalitions that will empower the community to come together to acknowledge and support holistic learning is our aspiration. The Provost serves as the institution’s chief academic officer and, in collaboration with the Academic Deans and Vice and Associate Provosts, provides strategic direction, resource prioritization and policy formation for the university’s ten major academic schools: The College of Arts and Sciences; The School of Business Administration; The School of Education; The School of Engineering and Applied Science; The School of Law; The Foley Center Library; The School of Nursing and Human Physiology; The School of Leadership Studies; The UW-Gonzaga Health Partnership; and the Gonzaga-in-Florence Program (Florence, Italy). The Provost works closely with, and directly supervises, the Vice Provost for Academic Affairs Administration, the Vice Provost for Student Affairs, the Associate Vice Provost for Enrollment Management, the Associate Vice Provost for Educational Effectiveness, the Associate Provost for the Institute for Research and Interdisciplinary Initiatives, and through them, numerous areas within the University to ensure that the elements essential to the Gonzaga experience—one of creating a community- and values-based environment of responsibility, diversity, inclusion, and equity—are supported and nurtured. Furthermore, the successful candidate will, together with the President and Academic Deans, work collaboratively with the Faculty President and Faculty Senate in the development of policies, programs and approaches that
guide faculty, students, and academic administrators in living out the University’s strategic plan, which seeks to integrate a rigorous academic experience with a mission-based student experience, woven into the fabric of the vibrant learning community that distinguishes Gonzaga.

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Note: For more information on Gonzaga's identity as a Jesuit university and the humanistic values that this connotes, see the Statement of Affirmation here.

INSTITUTIONAL STRATEGIC PLAN
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.

To view the Strategic Plan, click here. A progress report tracking each of the commitments and objectives is available here.

ACADEMIC AFFAIRS AND STUDENT AFFAIRS
The academic heart of Gonzaga’s liberal arts tradition lies in its University Core Curriculum, a four-year, cohesive program of study anchored by the following question: “How do students of a Catholic, Jesuit, and humanistic University educate themselves to become “contemplatives in action”—people dedicated to building a more just and humane global community?” Each year, as students progress through the program, they address a main theme and question that supports this anchoring question.

Gonzaga offers 16 undergraduate degrees through 49 majors, 58 minors and 49 concentrations, and a range of graduate programs, including 24 master’s degrees, and 5 doctoral-level degrees. The average undergraduate class size is 23 and the student-to-faculty ratio is 11:1. Gonzaga also offers study abroad programs in over 20 countries through the Center for Global Engagement, including its flagship study abroad program, Gonzaga-in-Florence, which was founded in 1963 and has its own "campus."
Gonzaga’s academic programs are housed in one academic college and six schools. For more information, please see the links below:

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

Along with the programs noted previously, Academic Affairs also includes the Foley Library and the UW-Gonzaga University Regional Health Partnership.

The Division of Student Affairs

The Division of Student Affairs offers opportunities for education, growth, and involvement to Gonzaga students outside of and alongside the classic academic experience. Under the leadership of a dynamic and visionary Vice Provost for Student Affairs, Kent Porterfield, the Division is responsible for supporting students through a wide variety of programs, activities, experiences, and services necessary to promote student success and create a thriving campus learning community. Student Affairs encompasses the following areas:

- Campus Security & Public Safety,
- Center for Community Engagement,
- Center for Cura Personalis (case management for distressed students),
- Center for Student Involvement,
- First Generation, Transfer, Veteran, & Returning Student Services,
- Gonzaga Outdoors,
- Health & Counseling Services,
- Lincoln LGBTQ+ Resource Center,
- New Student & Family Programs,
- Office of Health Promotion,
- Office of Sustainability,
- Payne Center for Leadership Development,
- Resolution Center for Student Conduct & Conflict, and
- Unity Multicultural Education Center.

Student Affairs staff work together with colleagues from across the institution to foster a developmental environment within which students and community members can be successful. Guided by the three Divisional priorities of (1) Advancing Diversity, Equity & Inclusion (2) Promoting Student Wellbeing and Flourishing, and (3) Fostering an Integrated Approach to Student Learning & Development, Student Affairs endeavors to help students develop through the holistic Jesuit tradition of cura personalis, which translates from the Latin as the care and concern for the whole person, and offers extra-curricular and co-curricular opportunities that invite students to take an active role in shaping their experiences at Gonzaga. In taking responsibility for their journey and contributing to their environment at Gonzaga, students learn leadership, critical-thinking, and other life and career skills that will make them valuable resources in their future communities and professional roles.

PRESIDENT THAYNE MCCULLOH

Born in Los Angeles and raised in Washington, D.C. and Seattle, Dr. McCulloh earned a B.A. in Psychology from Gonzaga University and a Doctor of Philosophy degree (D.Phil.) in experimental social psychology from Oxford (1998). His doctoral thesis examined the power of the social situation with a specific view towards sex-role stereotyping.

McCulloh began working at Gonzaga as an employee in 1990 to work in student affairs and teach in the psychology department (beginning in 1994). He has served in a number of roles since that time, including that of Dean of Student Financial Services (1998), Associate Academic Vice President (2002), Vice President for Administration and Planning (2004) and Interim Academic Vice President (2007-2009). McCulloh was appointed Interim President in July 2009, and in July 2010, was elected Gonzaga’s 26th president by the Board of Trustees. He thus became the University’s first lay President, but one formed by, and firmly ensconced in, the Jesuit tradition. He is a product of Jesuit education and has been a champion of Jesuit ideals and mission throughout his time at Gonzaga University.
During his time as President, Gonzaga completed its most successful fundraising campaign, raising more than $355 million dollars that saw the completion of seven major campus facilities including the John J. Hemmingson Center (2015), the Della Strada Jesuit Community (2017), the Volkar Center for Student Athlete Success (2018), the Myrtle Woldson Performing Arts Center (2019), and the Bollier Family Integrated Science & Engineering Center (2021). President McCulloh also initiated the completion of a major Core Curriculum revision, developed a second institutional strategic plan (2015), and continues to sustain premier medical education to our region through a partnership agreement with the top-ranked University of Washington School of Medicine to teach medical students during their first 18 months (“the foundations phase”) as well as physician assistants through the MEDEX program. The medical education programs, together with Gonzaga’s Human Physiology department, will together move into a soon-to-be completed, $60 million facility in July 2022.

Central to President McCulloh’s work has been the long-term viability and sustainability of the university. This agenda has been the driving force behind the launch of numerous initiatives that have endeavored to increase the profile of the university both regionally and nationally, as well as a focused effort to build the endowment through a $100 million scholarship fundraising initiative. As of the conclusion of fiscal year 2021, the University’s perpetual endowment is valued at $435 million.

THE PROVOST
The Provost must be an experienced senior academic administrator who demonstrates an unqualified commitment to foster, promote, enhance, and maintain the Jesuit, Catholic, and humanistic identity of the University as expressed in its mission, vision, and strategic plan. The Provost will work collaboratively with the other executive leaders in the University to coordinate institutional strategic and intentional planning, fiscal decision making, and resource allocation efforts that support the goals of the University.

Concomitant to pursuit of the University’s vision, mission, and strategic plans, the Provost is expected to:

- Provide and nurture creative, dynamic, and visionary leadership;
- be an excellent listener, engaging intentionally with members of the University community to understand the culture and systems at work;
- work effectively with the academic deans to coordinate instructional programs and operations and support the growth and development of faculty and staff;
- work effectively with student affairs leadership to promote the priorities of advancing diversity, equity & inclusion, promoting student well-being and flourishing, and fostering an integrated approach to student learning & development;
- encourage excellent teaching and meaningful campus engagement outside the classroom;
- provide leadership in developing a well-coordinated, integrated structure for effectively leading the academic and student affairs initiatives of the University;
- maintain and support high standards for academic excellence;
- support the objective review and evaluation of academic programs;
- engage collaboratively cross-divisionally while also fostering meaningful academic and co-curricular learning and engagement opportunities;
- support faculty scholarship and development and the professional development of staff; and
- advance diversity, equity, and inclusion approaches to support recruitment, hiring, and retention efforts in academic and student affairs.

The Provost actively encourages academic and student affairs colleagues to actualize a truly integrated approach to the educational experience for students. This leader will focus on the continuous work of building a strong and effective collaboration between academic and student affairs and will foster a university culture that is characterized by transparency, inclusiveness, equity, and a shared passion for educating students for lives of leadership and service for the common good. The Provost will instill a framework of collaboration, accountability and empower their team to achieve expected results.

The Provost reports to the President, is a member of the President’s Leadership Team, and will be charged with leading
major institutional initiatives that will inform strategic direction-setting, program development, and resource prioritization and allocation.

Within the Division of Student Affairs, the divisional areas reporting through the Vice Provost for Student Affairs include:

The Office of the Vice Provost for Student Affairs
- Dean for Student Well-Being
  - Cura Personalis
  - Health & Counseling
  - Health Promotion & Wellness
  - Resolution Center
- Dean for Student Development
  - Campus Security & Public Safety
  - Center for Student Involvement
  - Gonzaga Outdoors
  - Housing & Residence Life
  - New Student & Family Programs
- Dean for Social Justice Leadership
  - Center for Community Engagement
  - Lincoln LGBTQ+ Center
  - Office of Sustainability
  - Payne Center Student Leadership Development
  - Unity Multicultural Education Center

OPPORTUNITIES FOR LEADERSHIP

Among the many opportunities the new Provost will have to make an impact on the University, the following are some of those by which performance will be judged during the first few years of their tenure.

Collaborative, Empowering Leader

The Provost is a key member of the President’s Leadership Team and will work in close partnership with the President to support the institutional vision for the future and help to develop and implement initiatives to advance the University’s strategic priorities. The Provost will work collaboratively with colleagues to articulate an academic vision for the institution in its broadest form, advocate for faculty, support and advocate for student development initiatives, mentor new Deans, and support academic and student affairs leadership and direction that builds trust and confidence across the campus community.

Provide Inspiring Leadership

Working with the President and other executive colleagues, the Provost will serve as a leader providing direction, support, and inspiration across the University. As the student and faculty/staff populations become increasingly diverse, the Provost will have opportunities to engage with students and employees with different lived experiences and ideas for how to address life’s most challenging problems. The abilities to communicate clearly, find common ground, and inspire people from different backgrounds are key to success for the Provost who seeks to lead in today’s dynamic environment. The Provost is vital for ensuring the efficacy of the University’s educational programs (by which it seeks to live out its mission), steward its resources wisely, and assure the relevance and vibrancy of its offerings.

Actively Committed to the Work of Shared Governance

The Provost will work collaboratively with the Faculty President and Senate to advance the work of the University in a manner that underscores a commitment to shared governance. The Provost must support and construct avenues for effective faculty governance and participation as well as facilitate open and authentic communication from faculty to administration and vice versa.

Develop a Unified Vision for Academic Excellence and Student Success

Working in partnership with the Academic Deans, Program Directors, Chairs, faculty, and Student Affairs deans and directors, the Provost will guide the process of curriculum and co-curriculum assessment and review with the purpose of achieving better integration in the total experience of students. This role explicitly and intentionally situates both academic and student affairs within the Office of the Provost to create expanded partnerships that enhance the student experience. The alignment also broadens and deepens academic and student development connections between and among existing departments; provides more deliberate programs designed to enhance student wellbeing, sense of belonging, and engagement;
and focuses on providing the infrastructure and support for students to achieve their educational goals. This structure reaches across school-based boundaries and the full range of University-wide programs, services, advocacy, and opportunities for enhancing the student experience both inside and outside the classroom.

Academic Strategic Planning that Promotes Focused Program Growth, Sustainability, and Innovation

The Provost serves as the chief academic officer of the University and as such will provide the vision and creativity to help the educational experience evolve, while continuing to reflect the basic ethos and core mission of the institution. This leader will assure the offering and creation of academic programs of the highest quality and will engage the faculty to help create a collective academic vision that is mission consistent, innovative, strategically aligned, and targets growth markets, while leading and enhancing professional development opportunities. Academic planning will have a strong focus on curriculum development, reflecting the results of current discussions around general education and both undergraduate and graduate programming. The Provost will provide support for progressive programs, interdisciplinary collaboration, and experiential learning grounded in the liberal arts while also providing a first-class education at both the undergraduate and graduate levels. They will lead the development of new or re-invigorated academic programs across the University and be a proponent of program growth at both the undergraduate and graduate level, in accordance with expectations for financial viability. The Provost will be responsible for fostering a relentless focus on strategy while at the same time rigorously evaluating the educational offerings to ensure their relevance and vibrancy.

Advance and Support Diversity, Equity, and Inclusion Efforts

The Provost will work with the Chief Diversity Officer and other leaders to advance diversity, equity, and inclusion efforts in Academic and Student Affairs.

Nurture the University's Jesuit, Catholic, and Humanistic Tradition and Identity

The University is deeply rooted in its mission and identity as a Jesuit, Catholic, and humanistic institution. The values embraced by Gonzaga University are ingrained in the life of the institution and clearly evident in myriad ways—perhaps none more visible and essential than its commitment to community engagement and social justice. The Jesuit charism is palpable on the campus and the Provost’s leadership is essential in assuring this defining element of Gonzaga remains vibrant. The Provost will be expected to maintain, expand, and develop strong ties of support within the Catholic community, while at the same time embracing people with other beliefs or religious or philosophical backgrounds.

DESIRED QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

Gonzaga University seeks an experienced educational leader who can advance its Jesuit, Catholic, and humanistic mission and draw upon its traditions—which celebrate a close-knit community, intellectual rigor, and faith that promotes justice and the education of the whole person—while simultaneously working to emphasize inclusivity and diversity in hiring of faculty and staff, seeking opportunities for faculty enrichment, and charting new academic initiatives. While there is no requirement that the successful applicant be a Jesuit or Catholic, this senior administrative officer must have an unqualified commitment to supporting and implementing the Jesuit, Catholic, and humanistic mission of the University.

The applicant’s leadership style should reflect a commitment to transparency, authenticity, the ability to listen carefully, and openness to considering the concerns of all members of the University community.

All applicants should also have:

Knowledge/Experience:

- An earned doctorate from a regionally accredited institution.
- A teaching and scholarly record that would merit appointment to a tenured full professorship.
- Ten or more years of relevant and progressive academic management experience and demonstrated success, preferably at least some years at a vice president for academic affairs or provost level.
- Proven leadership of and collaboration within complex units, specifically those comprised of both academic leaders (deans of the school-based units) and student affairs professionals.
- Student-centered, holistic approach and commitment to excellence in teaching, advising, continuing professional development, and service to the University and to the community.
• Demonstrated leadership in academic program innovation, assessment, and staffing, including undergraduate and graduate programs, and across the liberal arts and professional programs.

• Demonstrated understanding of, appreciation for, and trust in the critical role that student affairs plays on a campus and passion for the ways in which holistic integration of student affairs and academics can be a distinguishing advantage for the institution. Specifically, the ability to empower Student Affairs professionals to use best practices, professional standards, and the research literature to inform and support the work of a highly effective program of student affairs and academic support.

• Demonstrated track record of developing and applying practices, policies, or procedures to create a more diverse and inclusive faculty, staff, and student community.

• Experience embracing and enhancing an institutional, and personal, commitment to shared governance structures and principles including demonstrated experience working effectively and collaboratively with faculty to recognize, support, and encourage a close, collaborative partnership and to sustain and strengthen shared governance processes.

• Significant experience managing a large staff and budgetary resources as shown by success as a skilled, strategic manager of substantial budget resources and operations, especially in tight fiscal environments; includes the capacity to create and implement financial strategies to accompany long-range plans across academic affairs and experience in resource generation, allocation and prioritization to create a viable, sustainable economic model.

• Capacity to develop and manage an effective organization, including creating and implementing long-range plans with past experience in successful, sustainable budget management in accordance with plans.

• Demonstrated success in cultivating a student-centered environment including administrative processes and collaborative partnerships, especially in the areas of academic support services and professional development, to ensure student success.

• Extensive knowledge of accreditation standards and assessment practices.

• Appreciation for and working knowledge of emerging technologies and how they impact students and administrative operations.

**Essential Attributes:**

• Exceptional communication and interpersonal skills with the ability to listen with humility and genuine curiosity, build trust, inspire confidence, clarify needs, motivate, create meaningful collaborations, communicate clearly and effectively with multiple constituents while also holding people accountable in a fair and equitable fashion.

• Strong administrative and organizational skills, with the ability to balance many tasks, competing priorities, multiple constituencies, complexity, and numerous responsibilities simultaneously.

• Demonstrated commitment to considering multiple perspectives, discerning nuance, and gaining context, while drawing on best practices, professional experience, data-informed decision making, and being responsive.

• Ability to build trusting, inclusive, mutually respectful relationships with a diverse community, including students, alumni, Board members, faculty, administrative colleagues, staff, parents of current and prospective students, legislators, community, etc.

• Ability to develop high performing and effective working teams at all levels of the institution, including administrative staff and faculty.

• Demonstrated ability to lead and manage change in a dynamic, cross-disciplinary environment through consultative decision making.

• Constructive and creative problem-solving skills, with the ability to demonstrate grace under pressure.

• A personal vision that includes wanting the best for others and removing obstacles to success.

• Ability to thrive in and bring order to ambiguous situations, demonstrating balance in the face of challenges, collaborate with a range of constituencies and work well as a member of an executive leadership team.
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,” and offers vast opportunities for a range of interests, including the arts, sports, or a multitude of outdoor activities. Spokane’s population is about 222,081, with the Greater Spokane area encompassing about 573,493 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 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.

Click here for more information on Spokane, Washington.

HOW TO APPLY

Kim Bobby and Garry W. Owens—both representing AGB Search—will be assisting the Gonzaga University Provost Search Committee. Should prospective nominators or potential candidates have questions or wish to seek additional clarification, they are encouraged to contact either Dr. Bobby kim.bobby@agbsearch.com, or Dr. Owens garry.owens@agbsearch.com directly by email prior to submitting materials.

Application materials must be submitted electronically and should include: 1) a letter of interest that addresses specifically how the candidate’s experiences and qualifications intersect with Gonzaga University’s desired qualifications, experience, and attributes as identified in the Leadership Profile; 2) a curriculum vitae (kindly include your personal email address and cell phone number); and, 3) the names, addresses, telephone numbers, and email addresses of five references for future contact — please also note your professional relationship with each reference listed. No references will be contacted without prior permission granted by the candidate. All candidate names will remain confidential until campus finalists are announced. Application and nomination materials should be submitted electronically by the target date of February 18, 2022 to: GonzagaProvost@agbsearch.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 beings 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 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.