





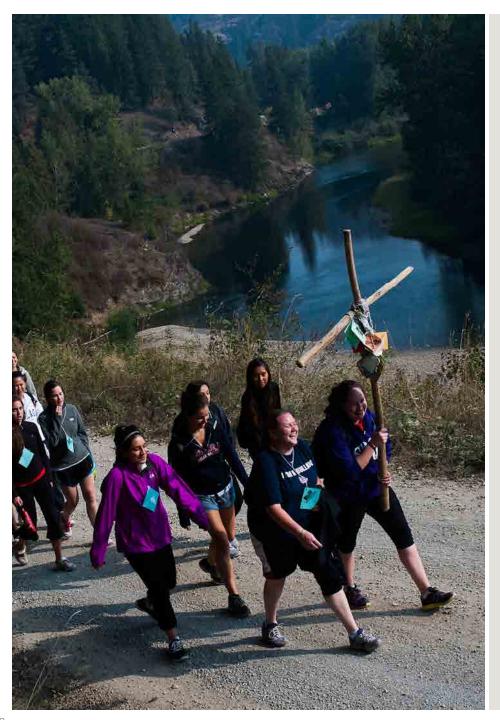
OUR HISTORY

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

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.

3



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 completion 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.

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:

140

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:

Dr. Thayne McCulloh (Class of 1989)

ANNUAL OPERATING BUDGET:

\$341.0 million

FACTS AND FIGURES

TYPE:

Comprehensive Independent

CARNEGIE CLASSIFICATION

National University; **Top 20%**, **#79** among National Universities (U.S. News and World Report)

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

7.380

UNDERGRADUATE STUDENTS

4,994

NEW FRESHMEN

1,311

MASTER'S STUDENTS AND DOCTORAL STUDENTS

1.938

LAW STUDENTS

448

FIRST-YEAR AVERAGE HIGH SCHOOL GPA

3.69

EMPLOYEES

TOTAL FULL-TIME EMPLOYEES:

1.283

TOTAL FACULTY:

459

TOTAL STAFF:

824

PERCENT UNDERREPRESENTED MINORITY:

14%

STAFF ASSEMBLY:

The Staff Assembly exists to contribute to the success of Gonzaga University, to the growth and welfare of its staff employees, and to the promotion of a positive and supportive work environment. As a constituent organization, along with the Faculty Assembly and GSBA, the Staff Assembly shall operate as a recognized part of the University system to provide a forum for open communication and ongoing dialogue among staff and between staff and administration.

FACULTY SENATE:

In conjunction with the Faculty Assembly, the Faculty Senate is the representative body through which the faculty fulfills its responsibility to participate in the shared governance of the University. The Faculty Senate represents the faculty before the President, Trustees, Regents, and students.

Gonzaga University is a test-optional institution.

ACADEMICS

Gonzaga has 15 undergraduate degrees, through 52 majors, 54 minors, 23 master's and 4 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 459

STAFF MEMBERS 824

PERCENT OF FACULTY WITH A TERMINAL DEGREE IN THEIR AREA OF TEACHING 88%

COSTS & BUDGET

Total Budget Total Salaries \$341.0 million \$113.4 million

Undergraduate Tuition and Fees \$49.800

Cost per Undergraduate Credit \$1,255

Cost per Graduate Credit (depending on program) \$735 - \$1,095

Cost per Doctoral Credit (depending on program) \$1,030-\$1,055

Cost per Law School Credit \$1,589

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

FINANCIAL AID

Institutional Aid to Undergraduate Students \$99,693,782

Federal Aid to All Students \$67.113.407

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

Spiritual retreats offered annually

Liturgies offered annually on campus 228

COMMUNITY SERVICE

Hours of community service annually 100,000+

ATHLETICS

DivisionNCAA DIVISION I

Athletic Conference
West Coast Conference

Mascot Spike

Intercollegiate Sports

Men's Sports

Baseball, Basketball, Cross Country, Golf, Rowing, Soccer, Tennis, Track and Field

Women's Sports

Basketball, Cross Country, Golf, Rowing, Soccer, Tennis, Track and Field, Volleyball

Student-athletes named to WCC Commissioners Honor Roll 238

Intramural Sports
30 (58% of students participate)

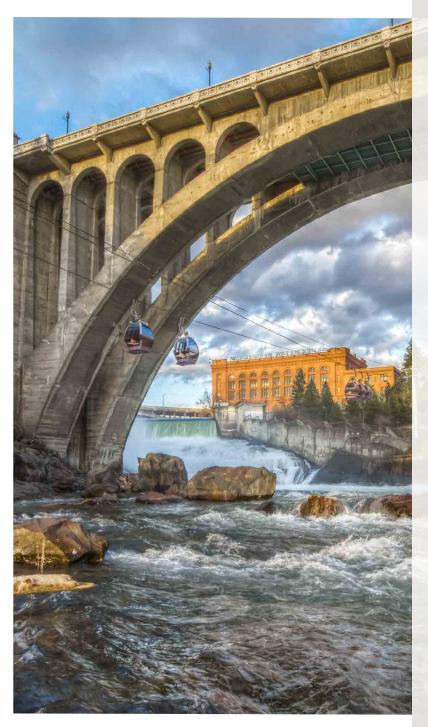
Spok&ne

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, medical, 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

VICE PRESIDENT FOR HUMAN RESOURCES/ CHIEF HUMAN RESOURCES OFFICER LEADERSHIP OPPORTUNITY

VICE PRESIDENT

GONZAGA UNIVERSITY LEADERSHIP PROFILE 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 2021-2022 academic year is 7,380 students, which includes 4,994 undergraduate, 1,938 graduate and doctoral, 448 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 STRATEGIC LEADER AND PARTNER

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 Vice President for Human Resources/Chief Human Resources Officer who will partner with the President, Provost, 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 Vice President and Chief Human Resources Officer has the knowledge and experience necessary to be an effective strategic and tactical partner in supporting a robust Human Resources department and realizing Gonzaga's aspiration to be first in class in all administrative areas. Vice President serves as a key member of the Gonzaga leadership team, working in collaboration with other critical areas such as Finance and Academic Affairs to develop strategies and objectives for human and fiscal resource management at the university. The new VP/CHRO will work together with the Associate VP and other colleagues of the Human Resources areas to determine objectives and priorities focused on supporting Gonzaga's aspiration to be a great place to work, and positioning Gonzaga for success in achieving its mission and strategic goals.

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 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 the 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.

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 <u>here</u>. A progress report tracking each of the commitments and objectives is available <u>here</u>.

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 [2022]. 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 VICE PRESIDENT FOR HUMAN RESOURCES/ CHIEF HUMAN RESOURCES OFFICER

The Vice President for Human Resources/Chief Human Resources Officer must be an experienced senior 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 VP/CHRO will work collaboratively with 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 VP/CHRO 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 to build trust with various campus partners;
- create a transparent and inclusive culture;

- manage transition processes associated with change initiatives:
- and champion diversity, equity, and inclusion.

The VP/CHRO actively promotes the mission and values of Gonzaga through effective leadership of the Human Resources function, advising the President and other executives on a wide variety of HR related issues, and providing visionary, collaborative leadership on institution -wide strategy and goals.

The VP/CHRO 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 and resource prioritization and allocation.

The new VP/CHRO will oversee a Human Resources department of 22+ people, including the areas of Benefits and Wellness, Client Services, HR Data and Systems, and Organizational Development, with an operating budget of \$35.9 million, of which \$34 million represents the central university benefits budget.

OPPORTUNITIES FOR LEADERSHIP

Among the many opportunities the new VP/CHRO 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.

Provide Inspiring Leadership

The VP/CHRO is a key member of the President's Leadership Team and will work in close partnership with the President and other executives to support the institutional vision for the future and develop initiatives to advance the University's mission and strategic priorities. The VP/CHRO will work collaboratively with colleagues to articulate a vision for the Gonzaga workforce and establish accountability for achieving measurable results by leveraging the use of data, analytics, and new technologies to evaluate and advance the contributions of university-wide human resources programs and practices. This person will provide strong leadership and care for the HR team, building a culture that attracts talented professionals, and ensuring that the department's practices, programs, and processes are results-focused and effective.

Work Strategically in Partnership

Working with the President and other executive colleagues, the VP/CHRO will serve as a leader providing consultation and partnership, on broader strategies for fiscal and human resources. This person will be responsible for communicating key HR information and partnering on HR solutions with various constituencies, including the Executive Leadership Team, Council of Deans, unit executive officers, college and unit HR representatives, and employees. The VP/CHRO will also partner with faculty employment administrators in the Office of the Provost who oversee communications, faculty employee relations, faculty appointment records, dual career programs, and faculty shared governance initiatives. This leader will be a strong advocate for technology innovations to support evolving campus HR needs and direct organizational culture change as needed to ensure alignment toward achievement of institutional goals. The VP/CHRO will work to develop a strategic compensation plan and increase opportunities for educational and professional growth for the colleagues of Gonzaga. The VP/CHRO will consistently engage with personnel to provide coaching, talent acquisition, performance evaluations and work plans, information, and recognition.

Champion Diversity, Equity, and Inclusion

The VP/CHRO will value diversity, equity, and inclusion and build a culture of respect and engagement. This leader will promote effective employee services, initiatives, and programs, in partnership with the Chief Diversity Officer, that nurture an inclusive and equitable learning and working environment.

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 engrained 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 VP/CHRO will partner with the Chief Mission Officer on strategies to ensure that the mission remains vibrant.

DESIRED QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

Gonzaga University seeks an experienced leader who can advance its Jesuit, Catholic, and humanistic mission through effective HR strategies and leadership.

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:

- Bachelor's degree required, Master's degree or Advanced/ terminal degree in a related area preferred.
- Successful completion of a professional certification program such as PHR, SPHR, SHRM-CP, or SHRM-SCP preferred.
- Minimum of ten years of progressively responsible experience in human resources administration
- Ten years of related supervisory/management experience
- Thorough understanding of the challenges and opportunities at a comprehensive university or comparably complex enterprise
- Deep passion and understanding for the missions of teaching and research, as well as an appreciation for the shared governance model of decision-making used in higher education
- Track record of managing complex organizations, developing people, and participating as a key member of a senior leadership team in designing and implementing major strategic initiatives and building broad organizational momentum
- Core and substantive knowledge of all human resource functional and technical areas, including use of enterprisewide technology platforms as tools for implementing strategic processes and priorities

- Experience championing diversity, equity, and inclusion practices
- Success in the creation, implementation, and integration
 of progressive human resources and talent management
 systems, processes, and policies in a user-centric
 environment
- Experience designing and implementing compensation structures and practices
- Experience leading strategic planning and organizational and culture change
- Experience balancing enterprise strategy with day-to-day operations and aligning human resources with the broader enterprise

Essential Attributes:

- Excellent strategic planning and operational management skills with the ability to translate vision and strategy into clear, actionable goals
- Knowledgeable about the principles of process improvement, including best practices and techniques in collaborative teaming, organizational effectiveness, etc.
- Business and financial acumen, as demonstrated by a clear ability to understand the broader strategy and market context of the university, identify its success drivers, and support them effectively both through HR strategies and broader recommendations
- Developer, promoter, and enabler of people, policies, and processes, with a proven ability to accelerate the pace of innovation and change across an organization
- Ability to appropriately scale functional areas of HR to achieve strategic goals of the organization and adapt talent to the pace of technological advances

- Commitment to human development and collaboration and an enthusiasm for advancing Gonzaga's human capital and organizational effectiveness
- Willingness/ability to embrace and support Gonzaga's Catholic, Jesuit and humanistic mission and values.
- Strong commitment to diversity, equity, and inclusion
- Exceptional interpersonal skills that inspire trust and establish rapport
- Personal and professional integrity, strong analytical skills, and a commitment to collaboration, innovation, flexibility, creativity, and transparency
- Creative and agile in approach to the business of the academic enterprise
- Advanced skills in group and team processes, including facilitation and group problem-solving skills
- Excellent presentation and communication skills, with the ability to present information to groups and individuals at all levels of the organization; this should include experience managing key relationships and the ability to communicate complex HR information to non-HR professionals
- Ability to develop consensus and implement key strategies

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.

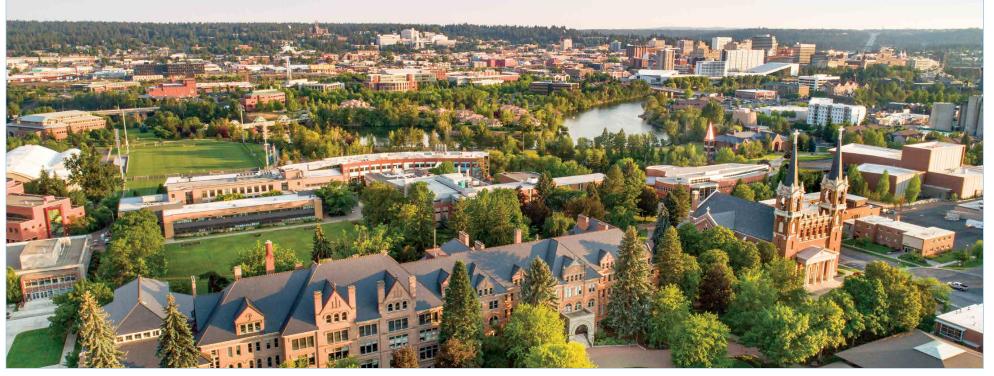
The area's 76 lakes, 5 skiing areas, 20 golf courses and 3 major shopping malls within a short drive of campus offer students and faculty a variety of off-campus pursuits. Multiple music venues, live theater and Broadway plays, the Spokane Symphony, 3 professional sports teams, and a vital downtown shopping 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.

For more information on Spokane, Washington, please visit:

www.gonzaga.edu/About/Spokane-Area



HOW TO APPLY

Application and Nomination Process: Application materials should be submitted by the target date of April 4, 2022, although expressions of interest may be considered until the position is filled. Application materials must include: 1) a letter of interest of no more than two pages stating how the candidate's experiences and qualifications connect with the essential knowledge, skills, abilities, and responsibilities outlined above; 2) a resume or curriculum vitae; and 3) the names, telephone numbers, and email addresses of five references for future contact (references will only be contacted with permission of the candidates). Application and nomination materials should be submitted electronically to: GonzagaVPCHRO@agbsearch.com. All applications, nominations, and inquiries will be handled in confidence.

AGB Search is assisting with this important search. Inquiries should be directed to:

Alan N. Crist, Ph.D. Executive Search Consultant al.crist@agbsearch.com 608.695.0217

Jean Kim, Ed.D. Executive Search Consultant Jean.kim@agbsearch.com 303.638.7811

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 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.

