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GONZAGA FACULTY AND STAFF NEWSLETTER

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The Most Important Work We Do; Help Students Thrive

President **Thayne McCulloh**, in addresses to both the Faculty and Staff assemblies this fall, opened his remarks with the importance of being the kind of place that is fundamentally about helping our students to be successful. "The lived experience of our students is a sequence of daily interactions with Gonzaga's people. That is what helps them thrive, and it is what allows Gonzaga to be distinctive."

A major theme in current University events and perspectives is the importance of demonstrating how to engage in meaningful, civil dialogue about the societal issues of our time. "We are being called by the Jesuits to counteract some of the major thrusts in modern culture which suggest that engaging with each other in superficial ways is acceptable," McCulloh said. "The Jesuits are calling all of us to be countercultural – to be mindful, thoughtful people who are deeply engaged in authentic relationships with one another."

McCulloh mentioned the experience of Derek Black as an example of how the college experience shapes the minds and perspectives of young people. Derek, the son of white nationalist **Don Black**, grew up in a family with the agenda of white supremacy dominating every conversation. Then, Derek went to a liberal arts college in Florida and had a



Jesuits are calling us and our students to engage in meaningful conversations about the issues of our world today.

profound experience of enlightenment and transformation simply by engaging with people from different walks of life. Befriended by a student who was Jewish, he had conversations that led him to accept that the agenda of white supremacy was not the only way of encountering the world.

"That's what we do at Gonzaga, too," McCulloh said. "We transform students' ideas about what they might otherwise consider 'normal.' We challenge them to consider life from different points of view."

He continued, "We need to make commitments to one another about what kind of place we want to be, for our students and ourselves. Our students see what we're saying. They are paying attention. They're thirsty for understanding how things really work in the real world. So when we make decisions about how we are going to interact with one another to reinforce the values we want reflective of our culture, it has a profound impact. If we consistently do this work well, we're going to continue to attract great students and turn great students out into the world who truly will counteract the destructive movements within our culture."

In conclusion, McCulloh said, "I believe this work, that we at Gonzaga do, is the most important work that can be done in our country today. Thank you for everything that you do."

President's Priorities 2017-18

- Collaborate across campus on restructuring the administrative operations, and engage the community in searches for our chief academic officer, vice president for policy and administration, and deans
- Continue institutional engagement around ecological sustainability
- Continue development of institutional strategies to foster cultural diversity, equity and inclusion
- Engage in strategic planning regarding institutional resource prioritization and management
- Approve financing plan for the Integrated Science and Engineering facility
- Finalize and implement new staff compensation plan
- Prepare for the Jesuit Examen in 2018-19 with engaged campuswide dialogue on institutional values and work culture
- With UWSOM-GU Regional Health Partnership, develop a funding strategy for a new health sciences center

ZAG™ FAM WEEKEND 2017

▶ alumni ▶ families ▶ students

Time to rev it up. ZagFam Weekend, a combination of Alumni Reunion and Fall Family weekends, is now one. A collaboration between Alumni Relations, Academic Events, and Parent and Family Relations, ZagFam Weekend features a Zag Fun Run, pep rally on the Quad, faculty-led sessions and activities, and Numerica's Krazienss in the Kennel, among many other activities, including music and theatre presentations, and mass. Faculty are encouraged to attend the faculty-parent social Friday afternoon. For a complete list of activities, Oct. 6-8, go to www.gonzaga.edu/ZagFamWeekend. Hats off, in particular, to **Crissy Benage**, **Angela Ruff** and **Amy Swank** for envisioning this fun-for-all weekend, and for the tremendous resources provided by GUEST, Sodexo and Plant, among others.

AROUND CAMPUS

- >> Bravely Sing! is the fall choir concert, Oct. 6, 7 p.m. at St. Aloysius Church.
- >> Washington Poet Laureate **Tod Marshall** talks about what he learned during his journeys across the state, particularly as it relates to a polarized country and state, Oct. 7, 9 a.m. in Hemmingson Room 314A.
- >> **Brad Agle**, George W. Romney Professor, Brigham Young University; and **Bill O'Rourke**, inaugural president, Alcoa Russia, discuss 13 fundamental ethical dilemmas faced by organizations today, and how to deal with them, in their Aram Lecture, "Developing the Skills of an Ethical Leader." Reception at 5:30, lecture at 6 p.m., Oct. 9, Wolff Auditorium.
- >> U.S. historian **Torrie Hester**, Saint Louis University, presents "Deportation: The Origins of U.S. Immigration and Deportation Policy," and its impact on geopolitics since 1892, in the Davis Lecture, Oct. 10, 6 p.m. in Wolff Auditorium.
- >> Assistant Professor and Director of the Native American Studies Program, **Laurie Arnold**, received a \$138,662 grant to host a summer institute for faculty development titled "The Native American West: A Case Study of the Columbia Plateau," from the National Endowment for the Humanities.
- >> Gonzaga Symphony concert, Oct. 16, 7:30 p.m. at the Fox.
- >> Gonzaga ranks 4th best regional university and the No. 7 best value in the West by U.S. News & World Report this fall. Gonzaga's School of Engineering and Applied Science ranks the 19th best engineering program nationwide (schools whose highest degree is a bachelor's or master's).
- >> "Gonzaga's Library Legacy: Transitioning from the 'Storehouse for Knowledge' to the 'Library of the Future,' is on display in the Cowles Rare Book Room at Foley Center, highlighting Foley's 25th anniversary and Crosby Center's 60th anniversary.
- >> University District honors the leadership of **Dave and Mari Clack**, and outlines future plans, Oct. 11, 5:15-7 p.m. at Hemmingson Ballroom. Prize drawings and light refreshments.
- >> The UWSOM-GU Regional Health Partnership sponsors the 5k Multicare Bridge-to-Brunch run/walk, Oct. 14, 9 a.m. at the WSU campus. GU folks may register for half price (\$10) with discount code: save10, at www.bridgetobrunch.org. Proceeds benefit Community Cancer Care.
- >> Retired Academic Vice President **Patricia Killen** is the 2017 YWCA-Spokane Woman of Achievement in Education.

ENGAGING COMMUNITIES FOR A JUST SOCIETY GOAL OF CONFERENCE

Gonzaga provides one of the most significant academic forums on hate and related social issues, with emphasis on creating socially just and inclusive communities. It unfolds Oct. 19-21 on campus as the Gonzaga Institute for Hate Studies hosts its fourth international conference, "Engaging Communities for Justice."

The theme is in line with the ongoing development of the Institute, working with community partners and practitioners in helping bridge the gap between research and practice on issues related to hate and social justice.

Top researchers and thought leaders are lined up to present on the topic. People like **Joe Lavin**, co-founder of the Southern Poverty Law Center; **Jennifer Schweppe**, co-director of the International Network of Hate Studies at University of Limerick; Idaho State Senator **Cherie Buckner-Webb**; and Rabbi **Francine Roston** of the Glacier Jewish Community in Flathead, Mont., will present, among others.

"The lessons learned and plans which emerge will help educators, researchers, advocates and others better analyze and combat hatred, and create communities committed to peace, human rights and justice," says **Kristine Hoover**, GIHS director.

Through community partnerships, Hoover expects additional research and internship possibilities to emerge for students interested in



The Oct. 19-21 international conference on hate is part of Communities for Justice, a year-long GU endeavor to promote social justice.

pursuing the study of hate and social justice.

GIHS is one of only a few academic programs focused on studying and understanding hate for the purpose for finding better antidotes to hate in our society. This international conference is part of series of campus events this fall to engage community members from campus and beyond around the theme "Communities for Justice." Co-sponsoring the conference are the Kootenai County Task Force on Race Relations, the Spokane County Human Rights Task Force, and Gonzaga's Center for Global Engagement.

For a complete schedule of related fall events, visit www.gonzaga.edu/justice.

MURPHY HONORED WITH SLADICH AWARD

Chuck Murphy, vice president for finance since 1985 and the longest-standing executive on the president's cabinet, received the Harry H. Sladich Loyalty and Service Award this summer for his 39 years tending to the financial and visionary health of the University.

He embodies Ignatian values. He is the voice of reason, a steadying force during years of tension and transition, rapid growth and tough economic times. He's a man who always presents himself with dignity and humility. He's a giver, a servant leader exemplified, President **Thayne McCulloh** remarked in presenting him the award.



Chuck Murphy

ANGELA DAVIS SPEAKS OCT. 25

"An Evening with Angela Davis," sponsored by Gonzaga's Center for Public Humanities, is Oct. 25, 7 p.m. in Hemmingson Ballroom. Two free tickets are available for faculty/staff with a GU ID card, Oct. 9-13 at Hemmington Concierge desk.

A civil rights activist, writer and scholar who taught many years at University of California, Santa Cruz and served as chair of the Feminist Studies Department, finds African-American studies, critical theory, social consciousness, and prison reform among her favorite topics.

THEATRE ON THE HORIZON

tick, tick...BOOM!

Directed by Associate Professor **Courtney Smith**
 Story of a composer and the sacrifices that he made to achieve his big break in theatre.
 Nov. 2, 3, 9, 10, 11 at 7:30 p.m.
 Nov. 4 and 12, 2 p.m.
 Magnuson Theatre

TICKETS \$15 general admission, \$10 Gonzaga students, faculty/staff

Soldiers Project by Theatre and Dance Chair **Kathleen Jeffs**
 Directed by Associate Professor **Charles Pepiton**

Soldiers Project is an original work exploring the experiences of what it is like returning from war to study at Gonzaga.
 Feb. 1, 2, 3, 8, 9, 10 at 7:30 p.m.
 Feb. 4 and 11, 2 p.m.
 Magnuson Theatre

TICKETS \$15 general admission, \$10 Gonzaga students, faculty/staff

NOTEWORTHY

New Hires

Eunice Kim, lecturer-AT/teaching fellow, Classic Civilizations; **Jose Garcia Osorio**, lecturer-IR, Modern Language; **Dawn Sonntag**, lecturer-AT, Music; **Richard Baros**, lecturer-AT, English; **Andrea Brower**, lecturer-AT, Environmental Studies; **Rebecca Polich**, lecturer-AT, Human Physiology; **Nadra Guizani**, lecturer-IR, Computer Science; **Shruti Patel**, lecturer-AT/teaching fellow, History; **Thomas Colgan**, coordinator, University Ministry; **David Buckley**, physics lab specialist; **Molly Taylor**, assistant athletic trainer; **Augustine Hernandez**, equipment manager, Athletics; **Camesha Little**, director, Academic Success, Law; **Shannon Donegan**, director women's basketball operations; **Tyler Spilker**, senior linux system administrator, ITS; **Morgan Parker**, EITA specialist, Foley; **Colin Wintz**, guest costume designer, Theatre and Dance; **Leon Strawn**, budget & administrative assistant, Education; **Heather Bauer**, academic adviser & analyst, Graduate Business; **Kara Keating**, administrative assistant, Jesuit Community; **Kelly Irby**, program coordinator, Leadership Resource Center; **Lacey Skalsky**, accounting assistant I, Student Accounts; **Steven Ponce**, building coordinator, GUEST; **Diane Broderson**, legal secretary, Law; **Cheryl Stowell**, accounting assistant I, Accounts Payable; **Jason Regnier**, assistant debate coach; **Hannah Bachman**, CEDE assistant, Engineering; **Sarah Powers**, lecturer-IR, Math; **Casey McNellis**, assistant professor, Accounting; **Donald Stringle**, lecturer-AT, Chemistry; **Melissa Click**, lecturer-AT, Communication Studies; **Aubree Argyle**, lecturer-IR, Nursing; **Dawn Doud**, lecturer-IR, Nursing; **Dana Jacobson**, lecturer-IR, Nursing; **Carsen McGuire**, lecturer-IR, Nursing; **Quan Tran**, coordinator, University Ministry

New Positions/ Promotions

Reme Bruesch, program assistant, DELA; **Mia Bertagnolli**, interim associate dean, Arts & Sciences; **Patrick Ferro**, professor, Mechanical Engineering; **Yanqing Ji**, professor, Electrical Engineering; **Rhonda Young**, professor, Civil Engineering; **Lada Kurpis**, professor, Marketing; **Pavel Shlossberg**, associate professor, Communications & Leadership; **Kem Gambrell**, associate professor, Leadership Studies; **Jeffrey Miller**, professor, English; **Michael Pringle**, professor, English; **Mike Fitzsimmons**, senior lecturer-AC, Integrated Media; **Robert Ray**, associate professor, Math; **Danielle Layne**, associate professor, Philosophy; **Erik Schmidt**, professor, Philosophy; **Mathew Rude**, associate professor, Art; **Joseph Gardner**, associate professor, Political Science; **Shannon Dunn**, associate professor, Religious Studies; **John Sheveland**, professor, Religious Studies; **Luke Lavin**, senior coordinator, University Ministry; **Janeen Steer**, senior

coordinator, University Ministry; **Brad Reynolds**, S.J., assistant director, University Ministry; **Michael Whalen**, IT support center manager; **Diana Aguilar Amaya**, admission counselor, Admission; **Mary Kelly**, program coordinator, Community Engagement; **Samantha Scott**, technology analyst, Student Accounts; **Patricia Killen**, senior university fellow; **Susan Edwards**, lecturer-IR, nursing; **Anas Delane**, lecturer-IR, Mechanical Engineering; **Jonathan Billings**, managing director, Virtual Campus; **Colleen McLean**, program assistant, English

Goodbyes

Teresa Warren, counselor, Health & Counseling Services; **Rachel Geoghegan**, assistant athletic trainer; **Maria Morales Sanchez**, student leadership & engagement program coordinator, DICE; **Kimberly Grome**, research technician, Great Basin Grant, Biology; **Alan Reed**, building coordinator, GUEST; **Katie Galassi**, senior administrative assistant, President's Office; **Ruben Yamada**, admission counselor, Admission; **Linda McDonald**, assistant to chair/senior faculty assistant, English; **Sarah Sullivan**, information technology trainer, ITS; **Sajt Alljagic**, building coordinator, GUEST; **Kathlene Basler**, library technician III, Law Library

Rest in Peace

Stephen Souza, program assistant II, Student Involvement & Leadership

Anniversaries

25 **Peter Tormey**, associate director, Community & Public Relations

20 **David Gurr**, painter, Plant

15 **Elvedin Alimanovic**, interim general maintenance, Plant

10 **David Alsept**, painter, Plant; **Steve Pharr**, painter, Plant; **Deborah Stevenson**, director, Center for Student Academic Success

5 **Jose Angel**, web designer, Global Engagement; **Nicole Bucher**, program assistant II, Community Standards; **Richard Menard**, director, Study Abroad; **Christine Miranda**, admissions operations specialist, Admission; **Darren Owsley**, chief technology officer, ITS

Cradle Call

Kelli Gieser, communications coordinator, Human Resources, and husband, Michael, had a baby girl, Brielle. **Samantha Briggs**, coordinator, first year experience programs, Student Development, and husband, Randy, had a baby girl, Jade.

FOCUS ON...

DIVERSITY FELLOWS LIGHTING IT UP



Diversity Post-Doc Fellows Shruti Patel, Tony Abeyta, Eunice Kim and Noralis Rodriguez-Coss.

New University of Washington Diversity Post-Doc Fellow **Eunice Kim** is teaching a discussion-based class on Homer. "By the third week, students were becoming less enthusiastic with the predictability of our classroom routine," says Kim. So she decided to hold class in the amphitheater near Lake Arthur. "What a difference a setting makes," she says. "The students are still talking about that class day, and discussing future class activities to make the class more creative."

Kim is one of four UW diversity post-doc fellows teaching at Gonzaga following completion of their doctoral degrees at UW. **Tony Abeyta** (biology) and **Noralis Rodriguez-Coss** (women and gender studies) started their two-year appointments last year, Kim (classic civilizations) and **Shruti Patel** (history) new this year.

"I could see students' faces light up when they heard we have four diverse post-doc fellows here this year," says **Jessica Maucione**, who co-directs the program with **Ann Ostendorf**. "One heard about Eunice, and was so excited to have a faculty of color, but also someone who could bridge the gap between contemporary questions and ancient texts."

"The students here at Gonzaga aren't just trying to 'get it,'" Kim says. "They want their education to matter; they're making it matter in thoughtful and creative ways."

Rodriguez-Coss is flowering as a teacher. "Gonzaga sparked an interest in me to foster a learning environment based on human dignity, care and solidarity. The classroom has the potential to be a space for the prevention of all forms of oppression and for raising social justice consciousness," she says.

Rodriguez-Coss has been especially touched by the outreach and support from this community in light of recent destruction by Hurricane Maria to her homeland Puerto Rico, where she has family. "I wake up thinking how fortunate I am to work with such caring and compassionate people."

This group of post-doc fellows has bonded well. And their contributions are many. "Tony is taking two

students to a national biology conference to present their research. Nora has introduced international feminism, which is a specialty we have not had in women and gender studies. She's preparing students to be global citizens," Maucione says.

"Eunice and Shruti are very excited to be here. Every time I visit them they have students in their offices," says Ostendorf. "Shruti is the only one among these four without prior teaching experience. Yet she asks the most sophisticated questions, which is hard to do when you've never taught before. I'm encouraging Eunice to think about teaching a first-year experience class on murder and violence, inspired by her research on violence, crime and punishment in the ancient world."

"After teaching a year at Gonzaga, I have reconfirmed my love for teaching," Rodriguez-Coss says.

Fall enrollment includes strong freshman class

7,500	Total enrollment
5,210	Undergraduate
1,688	Graduate
287	Doctoral
316	Law

First-year Class

1,257	Freshmen
3.78	Average HS GPA
52%	Women (48% men)
45.7%	Washington residents (California 22.1%, Oregon 10.4%)
31	States represented

"Although close to previous classes, the class of 2021 hits a high mark for academic excellence and sets a new record with respect to academic profile," said Erin Hays, director of undergraduate admission.

PARADIGM SHIFT IN COURSE DESIGN GOOD FOR ALL

Andrea Davis' disability was invisible to most. Yet providing multiple platforms to show her knowledge made education more accessible, and she will graduate in December with a B.A. in Communication Studies.

Emily Stevenson's disability was more obvious. She is blind. Yet through audio accommodations by the School of Engineering and Applied Science and other faculty members, she graduated with a degree in Engineering Management in August.

"For these ladies, accommodations haven't lowered the bar, but have made instruction more accessible," says Education Lecturer **Cyndi Caniglia**, who is passionate about encouraging and supporting faculty across campus to continue making their courses more accessible for all students.

Universal Design for Learning, an instructional framework rooted in neuroscience, is an approach to instruction that minimizes barriers and maximizes learning for all students. Recognizing the value of UDL requires a paradigm shift – from a 'deficit' approach where the problem is seen within the learner, to an approach that identifies problems inherent in the design of space, technology or instruction.

This shift in our approach to designing instruction and course materials benefits not just one or two students, but potentially all students, Caniglia says. For example, a student who is deaf or hard of hearing would benefit from making course videos accessible through closed captioning. However, other students would also benefit from this tool that allows students to search through video content for clarification, identify spelling



Accessibility for all is a key to good course design in the 21st century.

for technical terms, or to transform content into their own words for studying purposes (Burgstahler, 2015).

"UDL is about proactively minimizing the need for (NOT removing the need for) accommodations. As instructors versed in the Ignatian pedagogical paradigm, we are charged with creating experiences students can reflect upon and apply to future learning experiences. Doing so requires that we remove barriers that prevent students from fully engaging in this process," Caniglia says. "The framework for UDL is ultimately an opportunity for us as faculty to respond instructionally to our increasingly diverse student body."

This shift in thinking is already taking place across campus. **Deb Stevenson** and her team in the Center for Student Academic Success look at a student's entire being to make sure needs are being met emotionally, academically and through student development activities, and often work with faculty in reducing barriers to learning. **Jeff Dodd** is planning Center for Teaching and Advising sessions later this academic year focused on best practices in designing coursework equitably accessible to all. The University recently hired **Morgan Parker** in the Foley Center to work with faculty in making documents accessible.



For longtime athletic trainer, it was all about the people

Steve DeLong, Gonzaga's athletic trainer for 39 years, credited his predecessor **Bill Diedrick, Sr.**, with showing him the ropes, and Gonzaga for providing him such a supportive community. Many of his former athletes, who benefitted from DeLong's clear direction for strengthening and healing their bodies, honored "Doc" at the Zags Golf Classic in September. Pictured are **John Stockton, Richie Frahm, Jim McPhee, Kelly Spink, Bob Finn, Scott Spink, Gordon Corder, DeLong, Jeff Condill, Chris McGahan, Ryan Floyd, Jeff Brown**, colleague **Steve Hertz** and team physician **Russ Vanderwilde**. DeLong retired this summer. (Kyle Scholzen photo)

WEB UPDATE

Stay up to date on the gonzaga.edu website redesign and myGU intranet projects with these resources:

- Visit gonzaga.edu/webredesign for information about the projects, including a video overview and FAQ.
- Come to an open information session on Wednesday, Oct. 11 and Wednesday, Nov. 8 from 12-1 p.m. in the Hemmingson Auditorium (HEMM 004)