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GONZAGA FACULTY AND STAFF NEWSLETTER

NOV. 2017 | VOL 19 | #3

JESUITS MOVING AHEAD

Talk to any Spokane Jesuit these days and, in short order it becomes clear: change is in the air. Words like “transition” punctuate Jesuit conversations. There is a sense of movement, an excited energy about possibilities for the future.

Small wonder. July 1 saw the much anticipated creation of a new Jesuit province, U.S. West (Jesuits West) after many years of preparation. The creation of this new reality from the resources of the former California and Oregon provinces has opened up new apostolic possibilities for Jesuits of the Western United States. It will help those Jesuits in the North to become more deeply aware of the needs in the southern regions and those in the South to appreciate the sensibilities of those in the North helping this new province to allocate Jesuit resources more strategically.

Already, this past August 9-11, Jesuits and their colleagues from all of the Jesuit works of the new province met in Los Angeles to pray, reflect and share their experiences and the priorities of their distinctive works as they look to the future of this new province. This quality of conversation across apostolic sectors (secondary education, higher education, parishes, etc.) is something new. Shaped by the Vision, Mission and Values document which had been in the works for two years, this meeting gave key stakeholders in Jesuit works an opportunity to engage with one another in naming and shaping common hopes for the future.

Change is also in the air for the Spokane region of the province. Where once there were three Jesuit communities (Regis Community, Gonzaga Prep and Gonzaga University) with their own superiors, by mid-November there will be only one (residing in two houses):



The Della Strada Jesuit Community became a reality with the Sept. 28 dedication of the new home for the Spokane Jesuit community. “It is with deep, heartfelt appreciation that I thank Trustee Emeritus Tim and Mary Barnard, Trustee Emerita Gerri Craves, and all who have so generously contributed to this project,” remarked President Thayne McCulloh.

The Della Strada Jesuit Community of Spokane. This new Jesuit community, under the leadership of Fr. **Jim Voiss**, S.J., as rector, will encompass those serving in Jesuit works in the Spokane region: Gonzaga University, Gonzaga Prep, St. Al’s Parish, St. Aloysius School, Spiritual Exercises in Everyday Life, and the Native American ministries, as well as three Jesuits serving at the Boise State Catholic Student Center.

The most visible sign of this new community reality is the construction of a new Jesuit residence at the corner of Boone and Astor (diagonally across the street from St. Al’s Church). “This new residence promises to be a turning point for the Jesuits of Spokane and our relationship to our works,” says Fr. Voiss. “It provides ample space for the Jesuits to provide hospitality in support of the various works in which we are involved – meeting rooms, conference room space, a beautiful new chapel – while also respecting the need for the community to have personal space.” As Fr. Voiss explains, “When we set about designing a new residence, our first concern was to try to name how we saw our mission in this region at the service of the priorities of the Society of Jesus. It took us about five months of prayerful conversation and discernment to name that mission. Only then did we begin discussing the building. Once we had



the mission in line, the building details – an interior courtyard accessible from the main public areas of the house, connecting to the natural environment by the use of wood in the construction, bringing more natural light into the space than the current Jesuit House allows, and even providing balconies for the individual living units, while also providing spaces that would facilitate the various-sized gatherings we want to host – these things fell into place rather quickly.”

So now the Jesuits are moving ahead, literally. On Oct. 30, the installation of furnishings for the new residence began. On Nov. 13, the Jesuits’ personal belongings will be moved into their new living spaces. By Nov. 26, the transition will be complete and the current Jesuit House will be turned over to the University to begin renovations culminating in a new home for the centers for Public Humanities and Undergraduate Research and Creative Inquiry, English, Religious Studies, Women’s and Gender Studies, Honors Program, and College of Arts and Sciences administrative offices.

Change is in the air! As the Jesuits of the Spokane region look to the future, in collaboration with their many cherished colleagues, they are still moving ahead.

CAMPUS CLIMATE: FINDING COMMON GROUND

Across the country, statistics show that 30 percent of students who choose to leave their college early do so because they feel unwelcome. Gonzaga is stepping up its efforts to make sure that is not the case on our campus.

Last academic year, the Campus Climate Committee, a part of the Council on Equity, Inclusion and Intercultural Awareness, sponsored a survey of Gonzaga students, faculty and staff to determine issues relating to our campus climate – the cumulative and continuing perception of the extent to which students, faculty and staff feel safe and valued. It includes attitudes, experiences and

behaviors which affect the living, learning and working environments.

Of the 2,505 student, staff and faculty respondents, 83 percent gave overall campus climate positive marks – 89 percent positive classroom climate and 71 percent positive work climate. That gives Gonzaga a starting point from which to launch improvement efforts.

In the workplace, 83 percent say their supervisors are supportive. However, small raises, limited opportunity for advancement, and being asked to do more without additional compensation when co-workers leave create challenges to maintaining good morale in the workforce, the survey revealed.

Eighty-five percent of students said they felt valued by faculty and staff, and 81 percent said they have faculty role models. But examples of feeling excluded and unwelcome brought forth in this survey and by students last spring give us reason to examine how we can do better.

“It is time for us to engage as a community to translate the results into actionable recommendations,” says **Chris Purviance**, co-chair of the CEIIA along with **Raymond Reyes**. “You don’t need to be an expert to join in the conversation. Many minds create the most possibilities. The focus of these conversations is to identify steps that can be implemented within the next year. Open sessions are available for and dedicated to each Gonzaga population: staff, faculty and students. We are asking people to register for sessions to ensure we have enough to run a session.” Departments or groups who can gather 15 individuals may also request a dedicated campus conversation by contacting Human Resources at ext. 5996.

Sign up for sessions scheduled in November at www.gonzaga.edu/guttraining.

AROUND CAMPUS

>> An open forum with Gonzaga Athletic Director **Mike Roth** is Nov. 14, 10:30 a.m., in the Herak Club Room at McCarthy Athletic Center, a presentation of the Gonzaga Guild. All are welcome. Roth will offer a glimpse at Athletics’ core values and goals, then open the floor to questions you’ve always wanted to ask the AD. A social precedes the forum at 10 a.m.

>> The Boone Avenue Retail Center received the 2017 Shrinking Lilac Award, given annually in the Spokane Mayor’s Urban Design Awards competition to a project not submitted, but representing several of the 10 Criteria of Good Urban Design. GU architects **Mac McCandless** and **Dan Griffith** consulted on the project.

>> College of Arts and Sciences faculty members **Greg Gordon**, **Katey Roden**, **Pavel Shlossberg**, **Rebecca Stephanis** and **Stacy Taninchev** discuss Colombian film and literature, coffee politics, environmental issues/land use conflicts, and alternative media in community activism and peace building, Nov. 9, 4:30 p.m., Wolff Auditorium. The five spent their summer teaching and conducting research in Cali in cooperation with Pontificia Universidad Javeriana.

>> Gonzaga and WSU Health Sciences Spokane received a \$45,000 grant from Women’s Funding Alliance to host a summer institute to educate and encourage undergraduate women to become effective leaders in the civic and political arenas.

>> New names abound: CCASL has been renamed the Center for Community Engagement, Student Involvement and Leadership has become the Center for Student Involvement, and the School of Professional Studies will become the School of Leadership Studies on Jan. 1.

>> The Dec. 1 men’s basketball game against Creighton, 7:15 p.m. in the Kennel, is being billed as part of the Jesuit Basketball Classic, a nationwide effort to share what it means to be Jesuit educated. More details to come.

Build Community

At the Angela Davis lecture on Oct. 25, recent graduate **Eli Ashenafi** asked what advice the activist would have for minority students wishing to engage the majority in making lasting change at a predominantly white institution.

Davis’ short answer was simple: “Do the work – build community.” She added, “An end to racism is in the interest of everyone who believes in the future.”

Certainly, exclusionary, intimidating, offensive or hostile environments need to be addressed, and 19 percent of those who took the survey say they have experienced such behavior, and 11 percent have experienced some form of sexual misconduct.

BUSINESS BUFFET WITH BUFFETT



Twenty Gonzaga Business students spent an October day in Omaha learning about business, ethics and life from billionaire Warren Buffett, one of the most innovative, influential and respected business leaders in the world. “This was an opportunity to meet one of the most successful business minds of all time,” says **Todd Finkle**, second from left, Pigott Professor of Entrepreneurship, who initiated the trip.

NOTEWORTHY

New Hires

Haley Topliff, marketing/recruiting specialist, Graduate Business; **Heather Minnick**, registered dietician, Health & Counseling Services; **Reanne Lee**, visual designer, Marketing & Communications; **Kelsey Solberg**, program/faculty support coordinator, Professional Studies; **Terrence Kelley**, custodian, Plant; **John Ortiz**, custodian, Plant; **Nichole Smith**, operations coordinator, Human Resources; **Elizabeth Lewis**, program assistant II, Admission; **Janean Schmidt**, web & administrative assistant, Engineering; **Jennifer DiMaio**, receptionist, Health & Counseling Services; **Jocelyn Sullivan**, ambassador to Admissions, Law; **Theresa Howlett**, international admissions assistant, Global Engagement

New Positions/ Promotions

Jason Allread, interim custodial lead, Plant; **Hikaru Yamaguchi**, senior admission counselor, Admission; **Rizah Kahrmanovic**, custodial specialist, Plant; **Elvedin Alimanovic**, general maintenance, Plant; **Kayla Zobel**, case manager, Cura Personalis; **Samuel Groth**, building coordinator, Hemmingson

Goodbyes

Jennifer Porto, Athletics gift officer; **Juanita Roesler**, HR partner; **Sherry Smilden**, program coordinator, English Language Center

Anniversaries

20 **James Coombes**, fiber optic engineer, ITS

15 **Vitaliy Kuzmenkov**, groundskeeper, Plant

5 **Becky Wilkey**, associate director, Campus Security & Public Safety

FOCUS ON... MISCHIEF TO MINISTRY



University Ministry's **Luke Lavin** had a rather auspicious start to his Gonzaga experience.

This is a guy who commuted three hours roundtrip via ferry from Bremerton to Seattle every day to attend Catholic high school at O'Dea. Active in sports after school, he spent some very long days earning his secondary education.

When he came to Gonzaga in fall 2004, he found himself with more time on his hands than he knew what to do with. So a little harmless mischief seemed in order. During the warmer times of the year slip-and-slides on the Quad were very popular. One day he was challenged by a friend: "I bet you can't build one of those indoors." Lavin loves a challenge.

He and his buddies worked tirelessly developing an intricate plan to create and execute a slip-and-slide in the first-floor hallway of Welch Hall. The plan was being implemented quite successfully when Lavin, with bucket of water in hand, encountered his resident director as they both were approaching the front entrance to Welch. Lavin graciously chatted her up for several minutes, buying time, seeing out of his peripheral vision students' heads running past windows then disappearing, obviously unaware the RD was just outside. Lavin and his RD parted ways, Lavin heading away from the scene of the crime. Moments later the RD came out screaming at Lavin,

and student discipline ensured.

But through his time in the disciplinary process, a couple of people, including a priest, said to Lavin, "Why don't you bottle up that energy and do something good with it?"

Life changed, Lavin found purpose, and went on to graduate in religious studies, received a master's in divinity from The Jesuit School of Theology at Berkeley where many of Gonzaga's Jesuits are educated, served two very educational years as a Jesuit Volunteer in the Federated States of Micronesia, and landed a job as senior coordinator back at GU in 2015, charged with primary responsibility for reviving Men's Retreat.

The first thing he did was partner with GU Outdoors, a natural for a men's retreat. Then they planned a retreat into the mountains around Lookout Pass on the Montana-Idaho border. By design, the program was not overly complicated. Have fun, play together, reflect on life and religion, and find one's spiritual self in the process. Lavin has inspired men, many of whom were inactive participants in most of Gonzaga's activities, and given them reasons to engage on campus and in their communities.

"From my first day showing up to GU as a student I have been learning; through the classroom, student jobs, friends and relationships, even in making the 'wrong' decisions," Lavin says. "It is a joy as an employee to continue to learn from students on retreats, one on one, and in the simple moments about the abundance of hope, joy and love in the world – this ever-present learning is what makes my work and this place special."

Lavin's good work has not gone unnoticed. Assistant Vice President **Michelle Wheatley** is promoting Lavin to assistant director of University Ministry come January.

"Our team relies on Luke's skills in organization, discernment and strategic visioning. He brings great character, humor, imagination and care for students and colleagues to his work," says Wheatley. "We are so grateful for his willingness to take on more responsibility, and we're excited to see what the future brings."

SEASON OF LIGHT - Gonzaga's 18 Days of Advent Activities

- Nov. 28 Christmas Tree Lighting Celebration/ GU's 18 Days of Advent begins, 5-5:15 p.m., Hemmingson Rotunda; \$5 prime rib buffet in the COG open to everyone; 7 p.m. showing of Rudolph the Red-Nosed Reindeer in the auditorium, 7 p.m.
- Nov. 30 Jazz Christmas Concert, 7 p.m., Hemmingson Ballroom
- Dec. 3 Alumni Advent Mass for GU families, 10 a.m., University Chapel
- Dec. 3 Pictures with Santa and Spike (open to GU community), 11 a.m.-1 p.m., Hemmingson Rotunda
- Dec. 6 St. Nicholas Day, St. Nicholas visits Hemmingson Center, evening
- Dec. 6 Big Bing Theory Christmas Concert, 8 p.m., Hemm Den



- Dec. 7 A reading of The Night Before Christmas with milk and cookies, evening, Hemm Den
- Dec. 8 Candlelight Christmas Concert, 7:30 p.m., St. Aloysius Church
- Dec. 9 Candlelight Christmas Concert, 2 p.m., St. Aloysius Church
- Dec. 11 A Christmas Carol radio play, 4 p.m., Hemmingson Rotunda
- Dec. 11 COG Late Night Breakfast, 9-11 p.m., contact Lance Mailem, lance.mailem@sodexo.com, to volunteer
- Dec. 14 It's A Wonderful Life (complements of GUEST), 7 p.m., Hemmingson Auditorium (Santa and activities precede the show, 6-7 p.m.)
- Dec. 15 President's Christmas Party, 6:30-11 p.m., Davenport Grand Hotel

A CALLING FOR ALL OF US

Gonzaga lives out its Jesuit legacy by calling all members of the University community - regardless of religious tradition - to integrate their faith and learning, and to share their gifts with the world.

Father **Pat Lee, S.J.**, and **Michelle Wheatley**, tag team from Mission and Ministry, are taking mission to Gonzaga, faculty and staff to help employees better understand how to include Gonzaga's mission in their work. This is Jesuit-lay partnership at its best.

"We hope that by meeting in smaller groups we can build trust and understanding of where mission fits in their planning," Wheatley says. "We create a space where people can ask honest questions without any fears."

Fr. Lee adds: "We are encountering an excitement and hunger for a mission experience on a day-to-day basis. We just want to help people get to a deeper place in understanding and applying our mission."

Their first stop last year was Human Resources, where staff members engaged with Fr. Lee and Wheatley in a seven-month process, including reading and discussing a book on Ignatian spirituality by David Fleming, S.J., and a series of 90-minute meetings every two or three weeks to better discern what mission means to them in their work.

Next, Pat and Michelle facilitated a communal



Michelle Wheatley and Fr. Pat Lee, S.J., are taking our mission to the streets and hallways of campus, helping faculty and staff learn how to better integrate it into their daily work and personal lives.

series of discussions on mission identity and purpose with selected leaders in Student Development. This year they've extended outreach to the leadership team and directors in the group using the book, "Art of Discernment," as a foundation for their ongoing discussions. "The intent is that individual department heads will then lead a discernment effort within their areas," says Student Development Vice President Judi Biggs Garbuio, and it will flow into conversations with students.

Wheatley finds that faculty raise one set of questions, staff ask another.

"We ask ourselves, 'How do these departments

work when they deal with crisis?" Fr. Lee says. "Tension is a good thing here. If it's not there, we are walking into offices and creating it in many cases. Ultimately, we hope to create ongoing conversations that, over time, leave space for reflection and reading. We're really going for depth."

Mission and Ministry is having intentional conversations about similar work with other areas of the University, including University Advancement, several schools, Cabinet, Trustees and deans. For more information, email wheatleym@gonzaga.edu.

WHAT TO EXPECT WITH THE NEW GONZAGA.EDU

By now, you probably know that a redesigned gonzaga.edu website is coming in January. What you may not know is what to expect when it launches. So let's cover some key things you need to know.

Our external website serves as Gonzaga's "front door to the world," showcasing the University to prospective students and families; driving financial and scholarship support; engaging alumni, and more. Our overarching goals with the new site are to help bring the Gonzaga experience to life and help prospective students determine if GU is the right place for them.

There are five primary sections of the site for visitors to explore: About, Academics, Admission, Student Life and Athletics. These sections are organized according to what prospective students and their families are looking for - not necessarily according to Gonzaga's internal structure or terminology.

An 'Info For' menu groups content and links for audiences such as prospective

students, current students, alumni, and parents and families. These pages serve as portals to other parts of the site and will help these audiences find the information they're looking for quickly.

All of our Schools, the College, and a few other areas such as Undergraduate Admission and Online Programs have their own special sections that function like a site within a site. This helps visitors to these sections stay focused on the unique information in those areas, while still feeling like a part of the large site. There are many benefits to this approach, including the ability to boost Gonzaga's search engine rankings.

Among all of the new things to explore, visitors will still be able to easily find information such as degree and program listings; tuition costs and how to apply; where Gonzaga (and Spokane!) is located and how to get here; and how to support the University financially.

To learn more about the new www.gonzaga.edu and myGU, the University's first-ever intranet, attend an information session on Nov. 8 from 12-1 p.m. in the Hemmingson Auditorium, or visit www.gonzaga.edu/WebRedesign. - **Kurt Heimbigner**, senior director, Integrated Marketing and Web

MISSION & MINISTRY EVENTS, NOVEMBER-FEBRUARY

Jesuit Legacy Series

The Spiritual Exercises as the Foundation for Jesuit Education (Fr. **Michael Maher, S.J.**)

Nov. 16, 3-5 p.m., Jundt Lounge, Hemmingson
RSVP to **Cindy Perry** at perryrc@gonzaga.edu

"Conversations on Conversations" Brown Bag Luncheons

Noon, Crosby Seminar Room

Discuss themes from issues of *Conversations* magazine.

- Nov. 3: Focus on the Massingale and Pepper articles
- Dec. 1: Focus on the Sullivan-Dunbar and Britt-Smith articles in fall 2017 issue: <https://goo.gl/uiuYr2>

Ignatian Colleagues Dinner

"Humanistic, Catholic, Jesuit: 3 Missions or 1?"

Nov. 14, 5:30-9 p.m., Bozarth Mansion

Remarks offered by **Dan Bradley**, associate professor, Philosophy
RSVP to **Cindy Perry** at perryrc@gonzaga.edu

Companions in Mission All-Staff Reflection #1

UMin says thanks Jan. 11, 2-4 p.m., Hemm Den

Faculty and Staff Retreat

Feb. 2-3, 2018, Bozarth Mansion

Sacred rest, prayer and reflection on God's presence in your life and in our Gonzaga community.

Register at <https://goo.gl/RWdjmD>