

spirit

GONZAGA FACULTY AND STAFF NEWSLETTER

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SHE PERSISTS: WOMEN AT GONZAGA

The glass ceiling is cracking, yet women still face issues in the work place. What, exactly, ARE the realities of professional life for women leaders, specifically at Gonzaga? Several of our campus leaders and experts share their experiences.

One leader talked about presiding over a meeting and noticing the men talking to her male associate rather than to her. Another spoke about a woman presenting a strong plan of action and receiving no response, only to hear a male counterpart suggest the same thing later in the conversation and receive vocal approval from others around the table. Often, when a woman takes a strong stand she is considered bossy (or worse), while a man is considered innovative or strategic.

These are a few examples of issues some women leaders have experienced here or at other workplaces, if they could even get a seat at the table. Research shows that women with children are less likely than men to be promoted due to the misguided assumption that family commitments cause them not to commit fully to their work, say **Rachelle Strawther** and **Sherri Lynch**, organizers of Gonzaga's WOMEN LEAD programs.

"This is the double bind that women continue to face," says **Ann Ciasullo**, associate professor and chair of Women's and Gender Studies. "But (work-family balance) is rarely a question we ask male leaders."

General Counsel **Maureen McGuire** believes the foundation of good leaders – honesty, integrity, reliability and work ethic – knows no gender.

Longtime Dean of Admission **Julie McCulloh** sees the issue "about the freedom from boxes: the ability to be seen, and evaluated, for something more than gender, race, disability, etc."

Interim Academic Vice President **Elisabeth Mermann-Jozwiak**, who draws her leadership lessons from feminist pedagogy and female mentors, says good leadership is much like good teaching. "A good teacher/leader is a good facilitator (not always the expert) and a willing listener. She is able to bring out the best in her colleagues by knowing and celebrating their strengths and by providing opportunities to overcome challenges. She assumes that there is strength in diversity and ensures that all voices are heard. She believes in the co-creation of knowledge. She encourages the integration of lived experience into the workplace. She



Some of Gonzaga's leaders and experts in the field of women in leadership are: **Ann Ciasullo, Judi Biggs Garbuio, Rachelle Strawther, Shannon Strahl, Maureen McGuire, Sherri Lynch, Jolanta Weber, Lisa Fortier and Julie McCulloh.**

always remains positive, and her enthusiasm is contagious."

Empowering women requires that women be undaunted in speaking up. It also requires all of us to listen with understanding.

By the Numbers

Enrollment	56% women
Staff and faculty	54% women
Supervisors	53% women
Academic deans	43% women
Executives	33% women

Dori Sonntag, associate vice president for University Advancement, began her career at Gonzaga 20 years ago when only 11 percent of Gonzaga's Trustees were female. Today, 26 percent are women.

"More than half our students are developing into professional women – teachers, doctors, engineers, entrepreneurs, nurses," Sonntag says. "Offering them the perspective of women leaders is essential to ensure that Gonzaga is providing

the type of academic and social environment needed to support their personal and professional development."

Shannon Strahl is a former student who benefitted from mentoring offered by GU's women leaders. Now senior associate athletic director, she has advanced thanks to support from both male and female role models, to become one of the athletic department's leaders.

"(Athletic Director) **Mike Roth** has served as my boss since I started working in Athletics years ago, and his continuity and care of leadership has contributed significantly to my development as a professional. I also have developed relationships with women leaders on campus I look up to as role models; colleagues like Julie McCulloh and **Jolanta Weber** who have demonstrated for me what hard work, dedication and balance (if there is such a thing) can look like for a working mom," Strahl says.

Perhaps the field of education is way ahead of the curve. Weber, interim dean of the School of Professional Studies (name change to Leadership Studies coming June 1) and associate AVP, believes education is leading the way in empowering women. "We in education are more inclined to promote social progress and advance the

AROUND CAMPUS

>>MOD Pizza co-founder and CEO **Scott Svenson** will chat about leadership and lessons he has learned throughout his entrepreneurial career, March 7, 6 p.m. in the Wolff Auditorium, as part of the Comprehensive Leadership Program's Fishbowl series.

>>"All In for Zags Give Day," March 8, is a 24-hour fundraising drive aimed at supporting Gonzaga students. The effort features 12 crowdfunding projects, each featuring a donor participation goal, which when met, will unlock a larger lump sum challenge gift made by generous Gonzaga supporters who encourage greater participation in giving to the University. Additionally, each donation to the Zag Scholarship Fund will be doubled up to \$1,500.

>>**Mark Anthony Neal**, chair of the African-American Studies Department at Duke, will present "Devil Wanna Put Me in a Bow Tie: Negotiating Black Masculinity in Contemporary America," March 20, 7 p.m., in the Hemmingson Ballroom. Neal offers courses in Black Cultural Studies, including "Michael Jackson and the Black Performance Tradition."

>>West Point grad turned entrepreneur, writer and professional prankster **Mike Nemeth** will talk about how to engage divergent audiences on difficult topics, March 27, 12:10 p.m. in Wolff Auditorium, then give a veterans-only workshop at 7 p.m. in Hemmingson Ballroom. Both events are free.

>>The Zags' march to the NCAA championship game was named the Sports Story of the Year at the Seattle Sports Commission's 83rd annual banquet in February. Gonzaga finished with a school-record 37 wins and reached the program's first Final Four.

SPIRITUAL & SERVANT LEADER, EXTRAORDINAIRE

Sister **Laura Michels**' warm smile and precocious laugh always put you at ease. When you looked in her eyes you could almost see the image of God looking back at you.

She was one of Gonzaga's foremost spiritual and servant leaders. She cared deeply about people, but also was meticulous in her planning – for a retreat, a liturgy or even an appointment with a student. She created University Ministry's Valentine's Day cookie decorating extravaganza to help students feel love on this special day. And for many years she worked closely with the Jesuit community to make sure every mass in the University Chapel was covered by a priest.

"I remember the first retreat here that the Sisters were directing. I was the youngest priest around at the time, and I was going to do the first reading. Laura made sure she had two of the longest-serving Sisters standing on the altar with me (to make sure there was no doubt the Sisters were in charge)," says Father **Pat Lee**, S.J., vice president for Mission and Ministry.

"She was quick to recognize when someone needed a little boost," says **Michelle Wheatley**, assistant vice president for Mission and Ministry. "She really lifted people up. As the senior member of our UMin team, she saw a tremendous amount of change in the department over the years, and she was gracious about embracing the new and so supportive of our team." A leader – by example – indeed.

"Sister Laura was at her best when she was with students – be that at a baseball or basketball game, in the University Chapel or in the office of University Ministry. Whenever she was around students her eyes lit up, her smile widened and she radiated her delight in them. I think that's why they loved her so much," says colleague Father **Brad Reynolds**, S.J., associate director of University Ministry.

"As a spiritual director to me my freshman year, she assigned me to carry around a bag of 'gold nuggets' in my pocket," says



Sister Laura Michels was an angel in disguise.

Mike Kelsey ('10, '12 MBA). "The nuggets were chocolates wrapped in gold foil, probably something you could find at any tourist trap. Each day I was supposed to use the nuggets as a reminder to see God's 'gold' around me. I asked if I was supposed to eat one whenever I 'saw' God and she said 'No! Bring those all back next week!' I returned the bag of chocolates at our next meeting and she placed them back on her shelf as I discussed my experience. Before I left I asked if I could have one since I made it through the week and she smiled and said no, they were just supposed to be a reminder. I came back a week later and noticed the nuggets were gone. I asked if she'd given them to another advisee and she laughed and said, "Oh no, I actually ate them all! They were so good!" Looking back, this was just the first of so many moments that helped define the humorous and (intentionally and unintentionally) amusing woman that she was and her memory continues to be."

She Persists *(continued)*

equality of all people. We consistently provide meaningful opportunities to educate our constituents about the importance of inclusion and the value of human dignity more intentionally than most other industries," she says.

And she believes that supporting an inclusive environment when our female enrollment is so high, is something we owe to our students. "We create a lived environment where we don't just talk about, but actually practice and model, the value of supporting and including women leaders in formal leadership positions."

For this story, a dozen women at Gonzaga shared the context of their leadership experience here. The issues at hand can still be uncomfortable to share publicly, but we can definitely learn from – and implement – the suggestions they have for respecting women as equals, including, but not limited to:

- Closing the gender pay gap
- Developing more opportunities for women to be mentors to both women AND men
- Listening more intently to women leaders
- Refraining from stereotyping women as victims and men as adversaries
- Working more closely to recognize the value in each other
- Giving women the same respect given to male colleagues
- Recognizing and trusting that women often have great intuition
- Recognizing the value in being yourself. Women don't have to act tough to be good leaders. Transparency

Women Lead: Building Bridges, Breaking Boundaries

May 18, 8 a.m.-5 p.m., Museum of Flight, Seattle, \$179

Topics include: Emotional intelligence, negotiation, compensation

March 14 Spokane Conference SOLD OUT

Visit www.gonzaga.edu/womenlead for event info

strengthens relationships and garners respect.

- Embracing mistakes as an opportunity to learn and improve.
- Celebrating family (work and personal) in the workplace

"Our female leaders are all incredibly productive women," Ciasullo reminds. "They have a vision for excellence for the University, and they make it happen. They are incredibly effective reaching out to various constituencies, listening to their needs, and making sure a myriad of voices is represented in important decision-making processes."

Father **Pat Lee**, S.J., vice president for Mission and Ministry, recognizes and appreciates the positive influence women in our workplace have on our mission. "(Assistant Vice President for Mission and Ministry) **Michelle Wheatley** is carrying our mission forward, and the Jesuits have asked all of us to do so, just as (Gonzaga's first two female vice presidents) **Sue Weitz** and **Margot Stanfield** did before her, and Vice Presidents **Judi Biggs Garbuio** and **Elisabeth Mermann-Jozwiak** are doing today. They inspire us to look at issues in ways we may not have before. We need women in important decision-making roles."

NOTEWORTHY

New Hires

Nicole Herrera, assistant director, Center for Civil & Human Rights; **Tom Ehring**, Human Resource Partner II; **Marjan Dehkordi**, office assistant I, DICE; **Amber Platz**, custodian, Plant; **Chandra Alto**, custodian, Plant; **Brianna Grant**, operations coordinator, Human Resources; **Marybeth Kuester**, sophomore academic adviser, Business; **Mary Pelland**, office assistant I, Student Development; **Matthew Watson**, testing center assistant, Learning Strategies; **Erica Ramos-Thompson**, strategic learning specialist, Learning Strategies; **Bruce Beerman**, lecturer-IR, Philosophy; **Roison Lally**, lecturer-AT, Philosophy; **Brandon Nelson**, lecturer-IR, Philosophy

New Positions/Promotions

Richard Menard, operations director, Study Abroad/Center for Global Engagement; **Stephanie Rockwell**, senior director of advancement operations, University Advancement; **Joshua Meland**, custodial specialist, Plant; **Joe Smith**, chief financial officer, Finance; **Vipul Saxena**, assistant director, Enterprise Resources Planning Services; **Chuck Murphy**, chief strategy officer, President's Office; **Mary Joan Hahn**, senior director, Community and Public Relations; **Steven Ponce**, communications and project coordinator, GUEST

Goodbyes

Tonya Stewart, project manager, ITS; **Kara Keating**, administrative assistant, Jesuit Community; **Eugene Kravchuk**, custodial specialist, Plant; **David Stout**, custodian, Plant; **Deron Duncan**, custodian, Plant; **Kyle Scholzen**, assistant sports information director, Athletics

Rest in Peace

Sister **Laura Michels**, SNJM, chaplain, University Ministry

Anniversaries

15 **William Crowley**, HVAC tech, Plant; **Astrid Kingsford**, assistant to the vice president/budget officer, University Advancement; **Linda Wilson**, director of financial systems & services, Controller's Office

10 **Michelle Soss**, assistant controller, Controller's Office

5 **Vicki Hucke**, manager, Employer Engagement; **Joe Kinsella**, assistant academic vice president, Center for Global Engagement; **Angie Swan**, accommodations and leaves manager, Human Resources; **Melody Weaver**, registered nurse, Health Center

Cradle Call

Jason Gray, assistant director, Law Center for Professional Development, and wife Dani, had a baby boy, Isaiah. **Vito Higgins**, assistant men's soccer coach, and wife Katie had a baby girl, Kamiya.

FOCUS ON... THE RIGHT STUFF



Communicator Juliane Mora working her magic with engineers.

Who would have known that on the day **Juliane Mora** was invited to campus last April 3 to interview for a new teaching position in Communication Studies that most of the deans and vice presidents, among others, would be away, in Phoenix, watching the Zags play for the national championship.

So the interview may have been a little more open than otherwise planned. It allowed Mora the chance to ask a lot of questions, and offer insights from 15 years of teaching around the country, in every department but communication studies.

"My advice to them was to hire someone who's a very good listener, and someone who can determine what issues are most important to the faculty they'll be working with," Mora said.

She was hired last spring, and began her first year at Gonzaga in the fall. She teaches communication studies within her department, but much of her work is outside of that field, working right now with faculty and students in Engineering and Applied Sciences.

Engineers have the intelligence and technical knowhow to figure out complicated problems. "Most faculty are already doing assignments, projects, labs, and asking students to take concepts, put them into action and report on it," Mora says. "I'm trying to help them to measure not just how well they're using the technical content, but how well they can *explain* it. If you're a mechanical engineer talking with people in other disciplines, you need to be able to translate it into language relevant to the audience."

That's what Mora has been doing throughout her career as an educator. She taught materials science and engineering students how to communicate effectively at the University of Utah for four years, then the same for business students for six years at Indiana University, before moving to the University of Tampa to direct its Center for Public Speaking, helping students and faculty across every discipline to communicate clearly and persuasively.

"One of most difficult things about teaching communication is that everyone thinks they already know what it is. Most have been talking successfully since age 1," Mora says.

"So I start with every new group by simply listening. I need to learn enough concepts and vocabulary to be able to understand their material in civil, mechanical, electrical and computer engineering. If I show a comprehension of what they're studying, they have a tendency to listen more intently to what I have to offer because I have built credibility with them."

"Professor Mora is providing inspiring, innovative instruction and coaching for our students throughout their undergraduate degree programs," says **Steve Silliman**, SEAS dean. "By modeling rhetorical methods for conveying technical content, she is helping students gain a better grasp of how to engineer their *messages* for multiple and varying audiences."

GU Faculty and Staff Involved, Revel in Medical Students' Experience

This is the second of a two-part Spirit series.

GU faculty and staff colleagues have embraced the opportunity to support University of Washington medical students studying on Gonzaga's campus, lending their expertise and approach to the students' Spokane experience.

Five GU faculty have contracted to teach in the Foundations phase of the 15-month curricula, with several others teaching as content experts in basic science classes.

Biology Lecturer **Kevin Measor** works with medical students on their neuroscience segment. "Working with clinical faculty is amazing," he says. "As a neuroscientist, I get to see how this science impacts the medical field."

GU faculty in other disciplines also bring their expertise to the fore. Organizational Leadership led a half-day workshop for 60 medical students tailored to the unique leadership demands of

rural and community-based medical practice. And it's not only for students. ORG-L Associate Professor **Adrian Popa** led a seminar session entitled, "Resilience for Faculty and Students," for University of Washington School of Medicine-Spokane's semi-annual medical education seminar last spring. More than 50 practicing physicians attended.

Staff, too, are getting involved. GU's DICE program, formerly the Unity Multicultural Education Center, led a bias/privilege/diversity workshop last August for 60 medical students, a follow-up to a workshop first presented in 2016 to UWSOM students, faculty and staff. For her efforts, GU's **Sasha Gibson** was awarded UWSOM's WWAMI PRO Award, recognition by medical students for role models and teachers who go above and beyond in providing professional, respectful and supportive learning environments.

The workshop has been integrated into medical student orientation.

The Center for Student Academic Success recently presented a session on academic success topics, such as time management, which was well-received by the current medical students and elicited valuable conversations about shared values among the CSAC team as well, said Center Director **Deborah Stevenson**. GU's Center for Cura Personalis is developing brown bag sessions exploring such topics as stress and mindfulness for medical professionals.

Plans are emerging for joint research. Already, Dr. **Darryl Potyk**, chief of medical education with the Partnership, and clinical instructor Dr. **Allison Lambert**, are working with GU biology and sociology professors and students to look at the health care needs among food bank recipients.

GLORY DAYS

“My wife and I used to drag our kids to the concerts . . . Now I think my kids truly enjoy Bruce Springsteen.”

Joe Albert, assistant professor of Organizational Leadership, is a New Jersey boy from the south shore. The Boss, from north Jersey, has been his fascination since Albert’s early days.

“He is Catholic in so many ways,” Albert argues. “And he is such a servant leader.” Fr. **Andrew Greeley**, the author who wrote extensively on the place of the Roman Catholic Church in daily life suggests, “His work is profoundly Catholic, and it is so because his creative imagination is permeated by Catholic symbolism he absorbed, almost necessarily, from the Sacraments.” Bruce’s well-received autobiography, “Born to Run,” begins outside the church of his youth, and ends in the shadow of the steeple of the same church reciting Our Lord’s prayer.

With Bruce Springsteen fans, Albert and well-known servant leadership author Larry Spears, will present at Bruce Springsteen’s Darkness on the Edge of Town: An International Symposium to be held at the Bruce Springsteen Archives and Center for American Music, Monmouth University, West Long Branch, N.J., in early April.

“Springsteen often writes about the people on the margins – the immigrants, factory workers,

the poor, criminals. He brings those people to the mainstream by telling their stories about who they are and what they bring to the table,” Albert says.

He has seen The Boss 14 times, and has created a fund where he puts a few bucks now and then to fund all future family trips to see Springsteen in concert. “I first saw him in concert at the Tacoma Dome in 1989. We’ve since seen him in Jersey, Seattle, Portland, Los Angeles, Atlanta, Philadelphia and Madison Square Garden.

“The last time I saw him he was at Key Arena in Seattle. I couldn’t get tickets. In class one night, half joking, I said, ‘If anyone can help me get tickets to the Seattle Springsteen concert, I’ll waive the last assignment.’ One student raised her hand, called her mom right then who had a friend who worked at Key. She got a number for me to call, and the next day I had a suite for \$1,500. My son and I divvied up who to invite. It was one of the most fun nights we’ve ever had, with my wife, two sons and 11 friends all gathered in the suite,” Albert says.

He finds solace in the lyrics. “I can listen to them over and over. They’ve got me through the toughest times in my life,” he says, choking



Albert and Springsteen

up, “and they celebrate the greatest of times,” he adds. “My favorite song? Has to be Thunder Road. The song is an invitation. It is about our calling. It invites us to pursue our hopes, our dreams, our possibilities. It’s risky. It may not work out. But I always hear God’s voice in that song inviting us to become who we are.”

At the April conference, Albert and Spears will present a paper on servant leadership, and a presentation on storytelling and the power of Springsteen concerts. On April 15, the two will offer a session for GU alums in New York City on storytelling and servant leadership . . . Oh yeah... and Springsteen!

Glory Days for Albert.

LET’S TALK ‘JESUIT’

Over the next 10 months, Gonzaga faculty, staff and students will reflect upon Gonzaga’s Jesuit identity through an expansive self-study process, or Examen, and create a report by January to submit to a peer review group, who will be on campus next spring. Ultimately, our report will be submitted to the Father General in Rome, as each of the 30 Jesuit colleges and universities in the U.S. and Canada participate in this exercise.

“We’ll be looking at who we are as a Jesuit university, what that means and what we do here,” says Vice President for Mission and

Ministry Father **Pat Lee**, S.J. “We want to get better at telling our stories through this process as stories truly tell others how we are carrying out this mission.”

President **Thayne McCulloh** appointed Fr. Lee and his Assistant Vice President **Michelle Wheatley** to co-chair the Campus Examen Committee, which will reach out to all campus constituencies to engage in discussion.

“As the number of Jesuits available to work in higher education, much less lead institutions, has declined, the leadership of the Society of Jesus and lay colleagues at the national level have been engaged in conversations about what

characterizes a Jesuit university in an era of full lay partnership with the Jesuits,” McCulloh said in a February memo to our community.

“We will engage in a process that underscores the ways in which Catholic and Jesuit values animate the work, as a means of identifying our institution’s mission-based priorities for the immediate future,” he said.

Lee added, “As we have gotten so big and complex, this process allows us to gift this report back to the University so that we might all know what’s happening on campus to fulfill our mission.”

RONNY HONORS ENGLISH TEACHER WITH INVITE TO HALL CEREMONY

English Lecturer **Michele Pajer** received a rather unexpected call recently. It was former Zag and NBA basketball player **Ronny Turiaf** inviting her to join his family at his induction into the West Coast Conference Hall of Honor, March 3 in Las Vegas as part of the league’s annual basketball tournament.

It was quite an honor for Turiaf’s English teacher, who has taught at GU for 27 years. “Being an international athlete, with English as his fourth or fifth language, my class was designed to get him and other ESL students a little extra help,” Pajer says. “It’s amazing to see



Ronny Turiaf



Michele Pajer

all that he has learned about our language and culture. He’s very curious. He wrote blogs for his NBA teams and is a media favorite,” Pajer reminds us.

“We text or email once in a while. He invited me to a few (Golden State) Warriors games in the Bay Area. We usually have breakfast when he comes back to town. One of his dreams was to fill a backpack and travel the world. It’s heartwarming to see him on Facebook fulfilling that dream.”

Also attending the induction ceremony at Turiaf’s invitation was Associate AVP Jolanta Weber. The gregarious Turiaf is the 10th Zag inducted into the Hall of Honor. In addition to earning WCC Player of the Year in 2005, he played 10 seasons in the NBA.