

# Spirit

GONZAGA FACULTY AND STAFF NEWSLETTER

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## MAINSTAGE

### Blossoms with More Than 100 Performers in Grand Opening Extravaganza

**Suzanne Ostersmith** has served Gonzaga for 19 years, and nothing in the performing arts closely compares to the extravaganza that she and **Tim Westerhaus** have put together for the opening weekend of the Myrtle Woldson Performing Arts Center, April 25-28, called “A New Season: A Celebration of Artistry, Place and Potential.”

Certainly all of us are ready for a *new season* after a late-winter barrage left many of us shoveling out for big parts of February and March. But the sights and sounds of opening weekend at the Woldson Performing Arts Center are sure to defrost any lingering piles of unwelcome snow, and excite the senses.

The grand opening is a collaboration of the Dance, Theatre and Music departments, with more than 125 students, staff and faculty contributing.

The four performances feature acting and dance ensembles and Gonzaga Repertory Dance Company, directed and choreographed by Ostersmith; and the Concert Choir and Chamber Orchestra, directed by Westerhaus, performing dramatized and musical interpretations of work by regional poets, coordinated by English Professor **Tod Marshall**.



This is Spokane’s first chance to see the Woldson Performing Arts Center up close. The Mainstage seats 759. Artistic and acoustical representations of the environment around Spokane highlight the theater’s interior, with tubular tree trunks

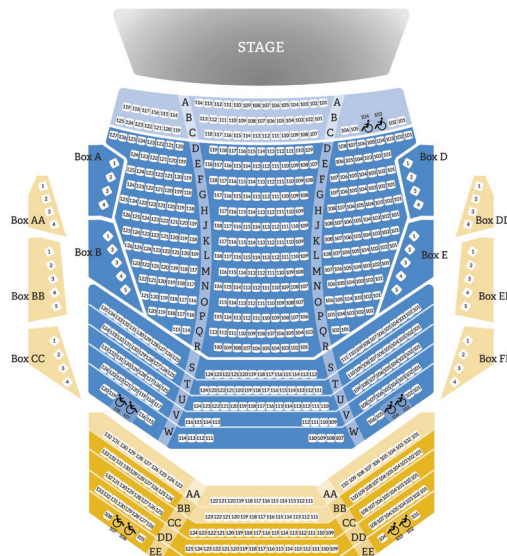
Public performances are April 25 at 7:30 p.m., and April 27 and 28 at 2 p.m. A special performance for Spokane-area school children is April 26, 10 a.m.

“People will be dazzled by the production, and surprised by the amount of student and faculty research that has gone into preparing, rehearsing and crafting this work,” Ostersmith says. “The staging of this kind of work has never been done before here at Gonzaga.”

This production is two years in the making, and undoubtedly something Miss Woldson would have appreciated. A lifelong Spokane resident and contributor to the arts and higher education, she died in 2014 at age 104. She left most of her estate to Gonzaga, for this center and for scholarships for students with need.

**Leslie Stamoolis**, assistant professor of Theatre and Dance, designed the show’s costumes. Students in the Digital Humanities program, directed by **Katey Roden**, created digital displays of Miss Woldson’s life that are seen in a second-floor recreation of her home’s primary rooms.

Seven other spring music and dance concerts are planned. Check them out at [gonzaga.edu/myrtle-woldson-performing-arts-center/events](http://gonzaga.edu/myrtle-woldson-performing-arts-center/events).



growing out from the walls, creating a canopy of mesh-like foliage over the seating area... all enhancing the theater’s intimacy and acoustics.

#### Tickets for “A New Season”

**Tier 1 Seating**  
Orchestra-Light Blue; Balcony-Light Gold  
April 25, \$75  
April 27-28, \$50

**Tier 2 Seating**  
Orchestra-Dark Blue; Balcony-Dark Gold  
April 25, \$50  
April 27-28, \$25

**Students with GU ID**  
April 25, \$25 (Tier 2 sections)  
April 27-28, \$15 (Tier 2 sections)  
To order tickets, call ext. 2787, M-F, noon-5 p.m.

#### Tell Spirit What You Think

*Spirit* wants to know if we are providing the kind of internal communication our readers seek. Please take just two minutes to complete the survey inserted in this issue of *Spirit*, or take the survey online at [gonzaga.edu/spirit-reader-survey](http://gonzaga.edu/spirit-reader-survey), by April 18. Everyone who completes the survey will be entered into a drawing for gift cards to the Bulldog and the Zag Shop. Thanks so much. Your input is critical to *Spirit*.

## AROUND CAMPUS

- >> **Tomson Spink**, maintenance and grounds manager, was named All-Star Executive by Spokane County Commute Trip Reduction Group, for helping to reduce single occupancy travel.
- >> Telling War presents Maxilian Uriate "Terminal Lance," talking about his book, "The White Donkey," April 1, 7 p.m., Cataldo Hall.
- >> Visiting Writers Series presents **Helena Maria Viramontes**, author of "Their Dogs Came with Them," April 2, 7 p.m., Hemmingson Ballroom.
- >> Love and Hate in Digital Media, presented by **Melissa Click**, assistant professor, communication studies, April 4, 4:30 p.m., Humanities/College Common.
- >> The Invisible Wounds of War and the impact of brain trauma on quality of life, by **Christine Mac Donald**, April 9, 6:30 p.m., Hemmingson Ballroom.
- >> Listening to Survivors as We Address Clergy Sexual Abuse, by **Brian Clites**, Case Western Reserve University, April 15, 5:30 p.m., Hemmingson Auditorium.
- >> School of Business Dean Emeritus **Bud Barnes** speaks on "America Divided: An Economic Perspective," April 16, 11:45 a.m., Davenport Grand Hotel.
- >> Academic Honors Convocation, April 23, 3:30 p.m., Hemmingson Ballroom.
- >> Spring Jazz Concert, Woldson PAC Plaza, April 28, 12:30 p.m.
- >> GU Symphony Orchestra Concert, April 29, 7:30 p.m., Woldson PAC

## LEANING INTO THE TENSIONS OF INJUSTICE; CONFERENCE COUNTERS HATE

Since the Gonzaga Institute for Hate Studies was established in 1997, partially in response to successive hate crimes directed toward Gonzaga law students, its impact has increased significantly.

Having grown into one of the country's leaders in the study of hate, Gonzaga is hosting the 5<sup>th</sup> International Hate Studies Conference, *Building Peace through Kindness, Dialog and Forgiveness*, April 2-4, in the Hemmingson Center.

Faculty, staff and students will have a chance to engage with scholars from around the world, participate in workshops, watch and react to documentaries, and listen to stories told by immigrants. A 10-minute play "Ruby Bridges," showcases the first African American to attend integrated schools. Interactive sessions include *Me, the "Other"; America, I Too; Injustice at Home, Looking like the Enemy*. Renowned speakers include **Dean Lynch**, president of the Spokane County Human Rights Task Force and **Tony Stewart**, secretary of the Kootenai County Task Force on Human Relations; **Ann Dinan**, active in peace leadership, presenting her work at Oslo Peace Week, sanctioned by the Nobel Institute; **Ken Stern**, Bard Center for Hate Studies, New York; and **Kathleen Mahoney**, law professor at the University of Calgary and Queen's Counsel, who is speaking to the power of reconciliation as a tool for peace.

### Why this year's theme is so important to our world right now

The FBI's 2016 Uniform Crime Reporting program identified more than 6,000 criminal incidents motivated by bias in the U.S., says



**Kristine Hoover**, director of GIHS. "Spokane has been an active Identity Europa recruiting site and Idaho was named by the Southern Poverty Law Center as one of the most hateful states in 2018," she reports. "Research questions and engaged student learning focused on the antecedents and antidotes to the rise of white supremacy, anti-immigration animus, misogyny, and homophobia are highly significant concerns of our times and are the focus of our collaborative work at this conference."

### What hosting this conference means to Gonzaga University

GIHS leans into the tensions of injustice by offering the most comprehensive hate studies programming in the AJCU, Hoover says. GIHS makes these unique contributions through research that animates its teaching and supports community engagement. GIHS has been joined in recent years by other academic centers at Bard College, University of California San Bernardino, University of Ontario, and the International Network for Hate Studies, collaborating in the fight against bias and bigotry in all manifestations.

"As a Jesuit institution located in the Pacific Northwest with decades of experience in the field, we are committed to being a regional, national and international resource to eliminate hatred, forming men and women with and for others, creating communities for human flourishing and leaders for the common good," Hoover adds.

With more than 40 sessions stated, check the complete schedule and applicable fees at [gonzaga.edu/icohs](http://gonzaga.edu/icohs).

## Staff Total Compensation Process – Next Steps

Last fall, more than 200 staff members received salary increases to place them within their updated market ranges following a comparison of our positions to market survey data. Additionally, many other staff saw their range move up with the adoption of connecting the midpoint of Gonzaga pay ranges to market midpoints.

That was the third step in working toward a new Staff Total Compensation Program. The next phase is focused on building job structures and templates, as well as working on compensation policies and pay practices, both of which are underway this spring, says **Chris Purviance**, Human Resources assistant director, who assumed the project lead role in summer 2018.

The body of work for job structures includes

building job families, job titling and classifications, job description templates, and finally updating individual job descriptions against those developed tools. Each of the above identified areas will include input from subject matter experts, and will go through a review process. Once GU undertakes job description updates, HR will schedule open sessions and lab sessions to work with supervisors and employees to update their job descriptions against these templates.

Meanwhile, work is underway to create and/or document existing compensation practices and policies, as well as look at consistent pay practices in alignment with the market and Gonzaga's Staff Compensation Philosophy. "As part of this process we will evaluate what factors the University will adopt for consideration in

pay," Purviance says. "We'll look at a number of factors and put them through an institutional feedback process."

The Staff Total Compensation Advisory Group will be among the first to review and provide feedback on drafted pay procedures and practices. "There will be a lot of experts in that room from across campus, and they will let us know if we missed anything, and will help guide us," says Purviance. "We want to make sure we are doing this right."

HR is looking to hire a senior compensation analyst this semester. "We are striving to wrap up this project by late 2020," Purviance said.

# NOTEWORTHY

## New Hires

**Julianne Jay**, custodian, Plant; **Debbie Ramirez**, administrative asst, Education; **Lester Atwood**, painter, Plant; **Brianna Fisher**, custodian, Plant

## New Positions/Promotions

**Sarah Guzman**, director, Law Alumni Engagement & Strategic Initiatives; **James Fawcett**, program coordinator, Parent and Family; **Vincent Hamilton**, student services specialist, Virtual Campus

## Goodbyes

**Brian Ruark**, asst vice president, Development; **Lisa Blankenship**, admissions operations specialist, Virtual Campus; **Tricia Hayek**, custodian, Plant; **Julie Silbar**, ticketing services supervisor, Woldson PAC; **Abbey Plankey Smith**, technical director, Theatre & Dance

## Anniversaries

**25** **Heather Teshome**, senior asst registrar, Registrar's

**20** **Georgia Dunham**, budget & finance officer, Law

**15** **Frederick Lueder**, HVAC control technician, Plant

**10** **Vipul Saxena**, ERPS director, ITS

**5** **Kelly Alvarado-Young**, asst director, First-Year Experience; **Reme Bruesch**, program asst, Education; **Amy Guth**, business services manager, GUEST; **Lori Jennings**, administrative asst, Arts & Sciences; **Jordan Green**, asst women's basketball coach

## Cradle Call

**Joe Hirst**, security officer, Campus Security & Public Safety, and wife Krista had a daughter, Cora.

# FOCUS ON... A LEGEND

Several years ago the father of two Gonzaga-in-Florence students visited Florence, and toured the Accademia with **Mercedes Carrara**'s art history class. Standing in front of Michelangelo's David, he turned to Mercedes and asked, "Is this the real McCoy?" She hadn't heard that term before, and gave a questioning look. The rancher added that he had seen the same sculpture at Caesar's Palace in Vegas. That night she went home and told the story to her husband, Eugenio, and said "You have to take me to Las Vegas." He did and she said the copy of the David was perfect!

Carrara has taught at GIF for 45 years, beginning in 1974 as an Italian teacher. At that time she was still completing her MFA at Villa Schifanoia in Florence. By fall of that year, she was already teaching Renaissance Art, and by 1976, Introduction to Florence. Over the years she has taught Modern Italian Art, Roman Art & Architecture, but her Florence of the Medici class averages about 80 students per semester, and is GIF's most popular offering.

Former students choose GIF for their own children's study abroad experience, specifically so they will learn about Florence's art, architecture and history from such an inspirational teacher as Carrara. "Innumerable students have told me that Mercedes' courses and tours were a highlight of their experience



**Mercedes Carrara found her happy place at GIF.**

in Florence.... and why not? For more than four decades she has accompanied students every Wednesday morning to the most important museums, monuments and churches of the city nicknamed "la culla del Rinascimento," the cradle of the Renaissance," says longtime GIF Italian Professor **Henry Batterman**.

"My main goal is to have students fall in love with Florence, its beauty and its art. I hope I have accomplished that," says Carrara, who is retiring this spring.

She is most proud of the fact that when she takes students to Rome for a weekend they become the teachers and she the student. They present many of the most important sites in Rome including the Colosseum, the Pantheon, Piazza Navona, and the Borghese Gallery, among others.

Don't be surprised if you still run into Mercedes giving GIF students tours of "her" city. Students will always be her driving force.

## Under the Busyness of Campus, Sammons Stays Quietly on Top of Everything

Behind the scenes, Plant and Construction Services Director **Ken Sammons** has been making Gonzaga a better place for more than 50 years. GU's longest serving employee, Sammons began his work as a student here, helping to create Russell Theatre out of the old gymnasium, working on lighting, engineering, facilitating the creation of props, all while earning his degree in engineering.



**Ken Sammons**

Now, for the past half century, he has been picking up trash along the walkways as he constantly patrols campus and its facilities, seeing where needs are and where improvements can make academic and co-curricular life better for GU students.

"I recall many occasions running into Ken over the years in College Hall on a Saturday," says **Chuck Murphy**, Gonzaga's chief strategy officer. "Knowing that with the passage of time furnishings and technology in classrooms could move in unintended ways or require replacement,

he would check out classrooms to make sure they were all appropriately furnished, while keeping his ear to the ground on what faculty needed in the way of technology, particularly as we built new academic buildings. I've appreciated his attention to the core of our work as an academic institution."

It would not be unusual to see Ken here on a weekend trimming unwieldy bushes or emptying overflowing garbage cans, removing tape from campus signs or pulling an obvious weed or two.

"He exudes Gonzaga University in everything he does, and takes great pride, not only in our campus and buildings, but in his people who keep it all running smoothly," said longtime groundskeeper **Matt Bafus**, who has almost 36 years at GU, himself.

Longtime HVAC Technician **Ross Windhorst**, who has worked a variety of shifts over the years, says, "It amazes me that Ken would spend time delivering fresh fruit every day to all Plant Service employees. Not just once a day; every shift gets a new supply of apples, bananas and alternate fruit.

And I have seen Ken around campus during late nights, reviewing ongoing projects, remodels or new construction, on his own time."

"The amount of foot traffic past my door to Ken's office is non-stop, every day," says Auto-cad Technician **Pam Blick**. "Ken quietly accepts every interruption with thoughtful, focused guidance and is generous with his time."

"When you sit down with him it's always a selfless look at the University and his employees," says **Tomson Spink**, maintenance manager. "He does a lot of extra stuff, behind the scenes, but his level of care is what sets him apart."

"He always gives credit to others versus ever including himself when credit is due," says **Julie Ullrich**, manager of administrative and customer services, who has worked 28 years with Sammons.

"Gonzaga could never replace his knowledge or commitment and we are truly blessed to come to campus each day and work with Ken," says retiring Custodial Manager **Linda Leonard**, who has worked with Sammons for 24 years.

## Tops in Teaching Excellence

Gonzaga is No. 1 in Teaching in the West, as ranked by U.S. News & World Report. For all the details and compelling stories, go to [gonzaga.edu/ExcellenceinTeaching](http://gonzaga.edu/ExcellenceinTeaching).

## Jesuit Archives' New Home

The Jesuit Archives, housing the Oregon Province history for about 60 years at Gonzaga, have moved to St. Louis, along with archives from the other four U.S. Jesuit provinces. This move has been in the works for some time, solving the need of the Society of Jesus to create a centralized archive to preserve and provide better access to its history. **David Kingma**, who served as Gonzaga's first archivist and brought professionalism by providing archival standards to access and preserve the collection, will remain on staff in Foley Center.

## New Video Offerings Available

Foley Center is offering three new streaming video services. Films on Demand has documentaries and instructional videos available to anyone connected with campus. The link is [http://digital.film.com/nd\\_Home.aspx](http://digital.film.com/nd_Home.aspx). PBS titles like *Eyes on the Prize* and **Ken Burns** documentaries are examples of what you can find here. Another service is Kanopy, also featuring documentaries as well as independent and foreign films, such as *Moonlight*, *First Reformed*, *Room* and older classics like *Seven Samurai* and *Umbrellas of Cherbourg*. The link is <https://gonzaga.kanopy.com>. All Gonzaga community members can watch any film at any time. The other service is Swank, which licenses feature films. *Black Panther*, *Interstellar*, *The King's Speech* and a number of Hitchcock films are examples of film titles in this collection. With Swank, Foley is only licensing titles that are actually used as part of a class syllabus. "But once we license a film it is available for anyone in the Gonzaga community to view," says **Linda Pierce**, collections development and acquisitions librarian. Swank is accessed at <https://goo.gl/vLFy2g>, with 140 titles currently licensed. Gonzaga's Foley Library foots the cost for these services.

# INNOVATE AND INTEGRATE

Law school enrollments are declining across the country. But Gonzaga's new law school dean is not lacking for ideas on how to fortify his school's importance to this region.

**Jacob Rooksby** began his tenure as dean in June 2018. Since that time, this energetic and visionary 37-year-old leader has made fast work connecting with people on campus and in the community.

"Gonzaga has such positive brand recognition, which provides us with a wonderful opportunity to build our programming and infrastructure," says Rooksby, who previously served as associate dean and professor at Duquesne University School of Law in Pittsburgh.

He began by building strong relationships with his faculty and staff, the campus and community at large. He recognized opportunities, and is developing programs to answer those. One is a wine-focused certificate program with the School of Business Administration.

"We have a number of alumni involved in the wine industry," Rooksby says. "We are creating an institute to address legal and business aspects of the wine industry. This will be of particular interest to those working in the wine industry or looking to start a winery."

The program will be offered online through Gonzaga's Virtual Campus and will allow students to complete a niche program focusing on specific interests. It will include a field experience at a winery.

Gonzaga's connections with prominent Florence winemakers, the Antinori family in particular, have given rise to an alumni and lifelong learning program for those who want to learn more about the wine industry and have access to the experts, Rooksby says. The program launches this summer, June 1-9. Enrollment is open.

Rooksby also has initiated an agreement with Eastern Washington University to create a "3+3" program. Once finalized, Eastern students will be able to complete their undergraduate degree through EWU and their law degree through Gonzaga in six years. In addition, the Law School and EWU will work to establish new joint degree programs, adding options for students beyond the already successful J.D./Masters of Social Work joint program.

And there are opportunities for EWU students to be involved in Gonzaga Law's new Center for Civil and Human Rights, and for the two universities to share resources in attracting speakers on important law topics, Rooksby says.

"Eastern is in our backyard, and is a natural feeder school for us. They have the most diverse student body in our area, and we must be more intentional in our effort to recruit students who will bring diversity to our law school and the legal profession," Rooksby says. He is in the process of creating similar connections with Washington State University.

Gonzaga's law and business schools have a combined J.D./M.B.A. program, and Rooksby would like to develop more collaborative efforts across



**Rooksby is less than one year on the job and already he's a senior dean.**

campus. The Center for Law, Commerce and Ethics will launch this summer. "This will provide a robust educational experience for students and enhance our brand nationally in the work we do," the dean says. "It's a natural extension of our Jesuit identity. We'll be training students to fight the good fight, some through classically defined roles within the law, others representing companies in an ethical way. We will add new coursework, bring in key speakers, and create internship and externship experiences to support this program."

Rooksby's mandate from President **Thayne McCulloh** is to innovate and integrate. Rooksby sees part of that task attracting the community onto campus and into the Law School building.

Starting in March, visitors will see new art in the building. Artist-in-residence **Ben Joyce** ('00, '01) will display 10 works. The Law School lobby will open for Spokane's First Friday, displaying works by other local artists, as well. "We want to make the building inviting. The Center for Civil and Human Rights is conducting a social justice-themed art contest, and the winner's work will be on display. I see this adding value to the student experience. We're selling a three-year experience in our building, so it's important the building reflects our values and tells our story," Rooksby says.

Another recent improvement to the 19-year-old building is two gender-neutral restrooms, both accessible to people with disabilities.

Rooksby adds, "We have a great opportunity to tell our story and solidify our future."

And he's capitalizing.