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Acknowledging the Forecast & Creating a Plan

What are the topics that keep higher education leaders awake at night? For starters, the prediction that the next decade will produce fewer high school graduates to fill our campuses is a big one.

Following a three-day meeting with members of the Northwest Commission on Colleges and Universities in January, President **Thayne McCulloh** said that hearing the challenges other regional institutions are facing was humbling, anxiety-provoking and gratifying, all at the same time. Combine the projected reduction of students graduating from high-school, partly attributable to the 2008 recession and the declining support for a college degree as the magic key to a better life, and you have cause for pause regarding the outlook for higher education.

President McCulloh says those conversations reinforce our need to ask poignant questions of our students, alumni, parents and business partners, to guide us in preparing for the future. Why did they choose Gonzaga? What are the habits and experiences of "Generation Z?" What experiences prepare our grads for a technology-filled world that needs leaders with a strong moral fiber? How do we assist students in discerning their roles in the complicated social, political and environmental challenges of the day? In the president's reflections on these questions, he reminded faculty and staff that students come here believing that through this education, they will have opportunity to do things they otherwise could not. And that the key to our future success is to continue to recognize that our value is in preparing students well for the world they will inhabit, and being able to demonstrate that we are doing so in specific and tangible ways.



With projections showing diminished numbers of high school grads over the next 10 years, President McCulloh challenged faculty and staff to ask important questions of our students to discern how we can best serve this new Generation Z.

Another topic that requires the attention of all of us, said President McCulloh, is poverty, and that's something Gonzaga is working to address in a real-world manner, right here at home. While 12.3% of people in the U.S. live in poverty, an estimated 35% of kids in Spokane County live below the national poverty of line. Many of them are in the neighborhoods of Northeast Spokane, which is one reason why this semester Gonzaga will launch an initiative that focuses on working with neighbors to help address their priority concerns - including health and educational opportunity. The effort has been researched and planned over several years by the Center for Community Engagement in concert with faculty, staff and community partners.

The project will be "a great example of collaboration

between faculty and staff colleagues to imagine new possibilities," the president said.

Whether here on campus, in our local community, or in the international settings of our programs, President McCulloh emphasized to faculty and staff that, "Every individual is sacred. Not just important, but sacred. Do this work fully aware of our humanity and aware of the sacred in the other person."

As it turns out, that mindset is the common denominator in grounding Gonzaga for all of its challenges and opportunities, whether related to demographic forecasts, helping our current students find their way in addressing today's needs, or walking in solidarity with the poor.



Gonzaga staff members show off a truckload of collected welcome baskets.

Christmas Giving - Hope for the Homeless

Gonzaga came up big in providing necessities for people struggling in our community. Leadership Studies staged a donation drive before Christmas, on behalf of Spokane's new Cannon Street warming shelter, that produced five carloads of winter gear, hand warmers and hygiene supplies. The shelter houses 85 people per night. In a separate effort, Finance, Human Resources and ITS staged a competition to collect for, and create, welcome baskets for people moving off the streets and into Catholic Charities' Jacklin Haven, providing bedding, cooking and cleaning supplies, and dinnerware for the new tenants. A win-win all the way around.

AROUND CAMPUS

>> Performances at the Myrtle Woldson Performing Arts Center in February include: Love Your Body dance program, Feb. 11, 6:30 p.m., Recital Hall; Dallas String Quartet Electric, Feb. 14, 7:30 p.m.; Hiilet Ballerinas, Feb. 18, 7:30 p.m.; 19th For Her For All concert featuring composer **Melissa Dunphy**, Feb. 28, 7:30 p.m., free admission; Luñasa, March 5, 7:30 p.m. Gonzaga Symphony will perform Feb. 13, 7:30 p.m. at the Fox Theater.

>> The Center for Community Engagement offers a workshop to introduce faculty to place-based, community-engaged academic work, Feb. 22, 8:30 a.m.-4 p.m., at the Northeast Community Center. A \$150 stipend is available for participants. Questions? Contact **Anna Marie Medina** at medina@gonzaga.edu.

>> U.S. News & World Report ranks GU's master of science in nursing/family nurse practitioner track, 9th best specialty nursing track in the nation.

>> A six-member team of accounting students won a recent regional competition of Deloitte's Audit Innovation Campus Challenge and is among 12 teams nationwide that will advance to the national finals April 4 in Westlake, Texas.

>> Black Lives Matter co-founder **Patrisse Cullors** speaks Feb. 20, 7 p.m., in the Myrtle Woldson Performing Arts Center. For free tickets, contact **Bryn Boorman** at boorman@gonzaga.edu.

>> Zag men's and women's basketball sport the best combined record of any tandem men's and women's teams in the country with a combined 45-2 record through Feb. 1.

>> The Jundt Art Museum features Images of Italy from its permanent collection in the Jundt Galleries, and a collection of Prints by Women as part of GU's 19th and Counting recognition of the 100th anniversary of the 19th Amendment, in the Arcade Gallery.

>> **Ben Goodwin** ('16), Mission & Ministry project coordinator, officiated as line judge in all six rounds of the 2019 NCAA Division I Women's Volleyball Championship tournament, including the Dec. 21 title match in Pittsburgh between Stanford and Wisconsin. He also appeared in volleyball's 2014 Final Four in Oklahoma City.

Staff Recognized for Exceptional Service, Innovation

The eight individuals recognized for their mission-oriented and innovative work at the December Open Meeting of the Staff Assembly are not the kind of people who would expect such honors. They are inspirations to many, hard-working and caring souls. Meet them.



Matthew Barcus and Bryn Boorman

Recipients of the Outstanding Service in Support of Mission Award, **Matthew Barcus** and **Bryn Boorman**, represent extraordinary outreach to students, always looking to make their Gonzaga experience better. Barcus is program manager for Student Development, working with the Lincoln LGBTQ+ Center. Described as an ambitiously animated advocate for students and systemic change to create a more inclusive University, he launched a Sexuality and Gender Equity Certification Train-the-Trainers program and enlisted other staff and students to facilitate LGBTQ+ education on campus. Previously, he was the only SafeSpace trainer here.

Boorman, program coordinator in the law school, helped personalize the commencement ceremony with a keepsake booklet. She also made it possible to display every student's name on the big screen as they received their diplomas. Not only does she organize and host VIP events for the school, she has taken on catering duties and obtained a bar tenders license on her own time to extend her level of service to students, alumni and friends.



Wade Croft and Beau Grillo

The Staff Innovation Award went to two teams. **Wade Croft**, professional technician, and **Beau Grillo**, manufacturing support engineer, both from Engineering, researched and implemented a streamlined process tracking system to manage high-level work practices, while also educating students on best practices in project management.



Rachel Young, Shannon Emrey, Gena Hoxha and Susie Maher

Nursing's **Rachel Young**, assistant director of academic operations; **Shannon Emrey**, clinical placement coordinator; **Gena Hoxha**, clinical experience coordinator; and **Susie Maher**, Doctor of Nursing Practice program coordinator; were recognized for their innovative two-year project in creating a clinical dashboard to verify student compliance for practicum experiences. Ultimately, this innovation means faculty can spend more time with students and less time searching for data.

Zag Alert: 'People' at the Heart of Emergency Planning

An evolutionary approach to emergency preparedness has been taking shape over the past several months at the University, one that is more holistic and centered on the concept of *cura personalis*.

The philosophical shift has occurred in tandem with a structural change, with Emergency Preparedness Manager **Cassandra Stelter** now working alongside the Campus Security group. Stelter, a self-professed "weather nerd," says the work is a passion.

Stelter is an experienced emergency preparedness expert who has been partnering with University leadership on approaching the topic more proactively. Those efforts involve updating internal procedures and deploying new technology that allows key stakeholders to be more virtually connected.

However, at the end of the day, the work is people-centered: both in its execution and in its focus. When inclement weather or other events threaten to disrupt campus operations, Stelter activates a university-wide team to evaluate the risks and make recommendations.

During the mid-January weather event, the team connected daily to identify potential impacts and discuss possible approaches to keeping people safe.

The Emergency Management Team (EMT) monitored weather developments and conditions across the Spokane area closely, then advised University leadership. Leadership makes the final decisions, which are then communicated to the community via channels ranging from ZagAlerts to priority emails and the University's social media channels.

Stelter and her cross-disciplinary team have invested significant time updating communications for staff, faculty, students, parents and the greater Gonzaga community. While most of their work happens behind the scenes, much is evident on the Gonzaga website:

- The hub of information during an emergency is www.gonzaga.edu/emergency. Website alerts can also be deployed in the case of delays or closures.
- The University ZagReady Winter Weather page (<https://www.gonzaga.edu/winter>) is a public resource on winter weather preparedness. For more detailed information for students and employees, click on a MyGU link on this winter weather page.

NOTEWORTHY

NEW HIRES

Juliya Fox, CRM business analyst, ITS; **Alysha Terrell**, program asst, Counseling Education; **Robert Waldrop**, custodian, Plant; **Erik Foley**, clerk, Mail Services; **Joshua Dawson**, custodian, Plant; **Evan Schanzenbach**, curriculum coordinator, Registrar; **Jocelyn O'Doherty**, application specialist, Enrollment Mgt; **Jennifer Leetch**, custodian, Plant; **Tamara Herndon**, medical asst, Health & Counseling Services; **Chantell Cosner**, marketing/brand mgr, Law; **Kristiana Holmes**, director, Health & Counseling Services; **Emily Larson**, lab specialist, Biology; **Mysti Reneau**, grant & contract officer III, Sponsored Research; **Jackie Treiber**, marketing & events coordinator, Arts & Sciences; **Avery Dame-Griff**, lecturer, Women's & Gender Studies/Communications Studies; **LeAnn Blair**, elder law paralegal, Law Clinic

PROMOTIONS/POSITION CHANGES

Stephanie Rockwell, asst vice president for operations & fundraising strategy, University Advancement; **Jeff Geldien**, asst vice president for major and planned gifts, University Advancement; **Mary Mealea**, admin asst III, Provost; **Brittany Leland**, director, career education, Career & Professional Dev; **Katherine Brackman**, asst director, professional & grad school, Career & Professional Dev; **Vicki Hucke**, asst director, employer engagement, Career & Professional Dev; **Addison Cavanaugh**, systems analyst, Auxiliary Services; **Becky Wilkey**, director, Campus Security & Public Safety; **Damal Griffin-Neil**, reservationist/project coordinator, GUEST

GOODBYES

Pat Faulkinberry, director, Campus Card Services; **Chuck Faulkinberry**, director, Hemmingson Center & Auxiliary Services; **Joseph Siddons**, data analyst, Institutional Research; **Judi Biggs Garbuio**, assoc provost; **Georgie Ann Weatherby**, professor, Sociology; **Lin Murphy**, assoc professor, Nursing; **Sherry Wood**, lab specialist, Biology; **Amanda Flores**, academic coordinator, Athletics; **Jacinda Tusler**, custodian, plant; **Erin Tovey**, health educator, Student Dev; **Anna Hull**, program asst III, Sport & Physical Education; **Nicole Luth**, admissions ambassador, Diversity Outreach; **William Gibson**, general maintenance, Plant

REST IN PEACE

Patrick Howell, S.J., sr. specialist, Mission & Ministry

ANNIVERSARIES

30 **Douglas Kries**, professor, Philosophy; **Michael Treleven**, assoc professor, Political Science

25 **Louisa Diana**, assoc director, Loan Administration; **Cheryl Mitchell**, sr. director, data, reporting & analytics, University Advancement

20 **Dennis Colestock**, sr. director, Housing & Residence Life; **Sarah Alexander**, library tech III, Library Services

15 **Mike Fitzsimmons**, sr. lecturer, Integrated Media/Broadcast Studies; **Judith Miller**, security officer, Campus Security; **Susan Lee**, admissions director, Law School; **Robbie McMillian**, registrar, Law School

10 **Geneva Finley**, travel & expense system admin & travel coordinator, Controller; **Jackie Fulton**, asst to chair/sr. faculty asst, Religious Studies; **Dan Gilbert**, director of athletic facilities & event operations; **Jim White**, dean, Student Financial Services; **John Wolfe**, lecturer, Philosophy

5 **Jon Billings**, director, Graduate Enrollment Mgmt; **Ivette Godwin**, budget & personnel officer, Enrollment Mgmt.; **Suzie Mize**, asst director, financial & business services, GUEST

CRADLE CALL

Jon Billings, director, Graduate Enrollment Mgmt, and wife Jessica had a baby boy, Reid; **Jonas Piibor**, head men's tennis coach, and wife Erin had a baby girl, Olivia; **Raven Maragh-Lloyd**, asst professor, Communications Studies, and husband Christopher Lloyd had a baby girl, Reia; **Leslie Stamoolis**, asst professor, Theatre & Dance, and husband Josh had a baby boy, Kai.

FOCUS ON . . . GETTING TO KNOW CAÑO

Newly selected Dean of the College of Arts and Sciences, **Anmarie Caño**, is familiar with Jesuit higher education, has lived a life personified by Jesuit ideals, and is ready to make her move to the Lilac City, assuming her new position July 1. In the meantime, she is completing her duties as associate provost at Wayne State University in Detroit. Spirit asked her a few questions to better acquaint you to her.

Spirit: Why Gonzaga? Even before I arrived for my campus interview and even now as I prepare to enter the dean's role, I've been struck by how Gonzaga's people aspire to "*cura personalis*," care for the whole person, no matter their role. This has been a guiding concept for me in my academic and leadership career (and my life). My journey with the Jesuits began with a single weekend retreat over 20 years ago and I am excited that the next step on this journey includes supporting the Gonzaga mission to form "people for others" who can make the world a better place.

Spirit: What do you think of Spokane? I have never lived in this part of the country, having made the Midwest my home for the last 22 years after growing up in the New York City suburbs. I'm excited that Spokane has many opportunities to be in nature. As an amateur bird watcher, I'm excited to start adding western birds to my list but first I need to buy a new Peterson's Guide! I also enjoy music and dance performances and appreciating (and sometimes attempting to make) art. My family and I are looking forward to learning more about all that Spokane and the Inland Northwest have to offer!

Spirit: What do you like to read? I love novels and biographies that describe the evolution or growth of the characters, and that span generations or chronicle complex relationships (not surprising, given that I am a family psychologist!). Recent favorites include "Homegoing" by **Yaa Gyasi**, about the intersecting lives of the descendants of two African sisters, one who is sold into slavery and the other who remains in Africa, and "The House of Broken Angels" by **Luis Alberto Urrea**, about family tensions and U.S.-Mexico cultural dynamics. "Beautiful Ruins" by **Jess Walter** is a book that I



Incoming CAS Dean Anmarie Caño

often recommend. I was pleased to learn that he and other fantastic authors call Spokane home. For non-fiction, I've been focusing on history: "Stamped from the Beginning: The Definitive History of Racist Ideas in America" by **Ibram X. Kendi** and "How to Hide an Empire: A History of the Greater United States" by **Daniel Immerwahr** have been particularly good at filling in the details that I never learned in school, and helping to explain my own experiences as an American of Puerto Rican and Spanish descent. And when I'm making decisions or offering counsel to others, I always refer back to **Jules Toner**, S.J.'s classic guides on discernment of spirits and God's will.

Spirit: For Fun? I love old Broadway musicals like "Singing in the Rain," and I own the full collection of **Bing Crosby** and **Bob Hope** "Road" movies. How many of those corny songs will pop into my head as I pass Bing's statue on campus?

What Can We Learn from Bias Reports?

"Gonzaga's BIAS team is committed to fostering a campus environment where everyone feels safe and respected," says **Matt Lamsma**, dean of student engagement and co-chair of the BIAS (Bias Incident Assessment & Support) team. "We include within that commitment a desire to uphold everyone's rights to freedom of expression."

Bias reports can be submitted by any campus member who has witnessed a bias incident, defined as "conduct, speech or expression motivated by bias or prejudice against an individual or group of people because of their real or perceived characteristics." In response, a BIAS team member follows up with the person submitting the report and then engages in conversation about intent vs. impact of a particular action (or inaction) and where there are opportunities for learning.

Such interactions are common to every college campus, reminds BIAS team member **Joan Iva Fawcett**. "Part of the team's job is to recommend educational initiatives to minimize bias," Fawcett says.

Each of us can foster a healthy atmosphere of respect and dignity by learning about, and refraining from

using language that marginalizes others. Here are some examples:

- Assuming that all people of color are not from the U.S. and asking them about "their countries" or telling them that they speak "good English"
- Using outdated terms or offensive vernacular ("oriental" instead of Asian, for example)
- Discussing racially sensitive or racist material without proper context
- Using biased, stereotypical examples
- Homophobic, racist, xenophobic and sexist slurs or being hostile toward those who identify as LGBTQ+.

We want to be a community where people are unafraid to discuss their biases, able to discern how those biases appear, and open to learning from those experiences, Lamsma said.

Anyone may report a bias incident to: www.gonzaga.edu/reportbias. That site is also a place to learn more about bias.

We're All Targets: Arm Yourself Against Cybercrime

Gonzaga beware! Cybercrime generates at least \$3 trillion annually, recent reports indicate. That number is increasing daily, expected to reach \$6 trillion annually by 2021. That will make cybercrime more profitable than the worldwide drug trade.

A university similar to Gonzaga was hit with a ransomware attack that forced take-down of its entire network and all associated systems just before fall term 2019 began. Recovery from this type of outage is costly and protracted.

It is paramount that every employee and student at Gonzaga take extra precautions to avoid becoming a victim of cybercrime, says **Jeff Nelson**, information security officer in ITS. Following is a list of common cybercrimes to be aware of:

- Phishing scams. Phishing is a practice of a cybercriminal or hacker attempting to obtain sensitive or personal information from a computer user.
- Identity theft scams
- Online harassment
- Cyberstalking
- Invasion of privacy

Most cybercrimes start with an email and a link. In a typical 24-hour period, Gonzaga receives 176,000 emails, and between 20,000 and 70,000 email attacks. The University's firewall prevents penetration of most of these attacks, but last year 1,025 GU email accounts were compromised. Nelson says if you don't recognize the sender, do not open the link inside the email. Doing so can lead to payroll deposit fraud, tuition fraud (convincing people to move money), and ransomware where hackers encrypt your data because you clicked on a link, and if you ever want to see your data again you have to pay the ransom, and, of course, there's no guarantee hackers will return your data.

Here are some steps Nelson says will help alleviate exposure to cybercrime:

- Take Cybersecurity Awareness Training (CAT) to recognize attacks, <https://training.knowbe4.com>, (for students, learn.gonzaga.edu).
- Do not click on links unfamiliar to you; if you're not sure, call the Help Desk at ext. 5550.
- Go to this site www.Havebeenpwned.com to see if your email address has been a part of a large breach.
- Already ITS has begun multi-factor authentication implementation. With MFA, when you log on to your

computer, you are asked for a secondary form of authentication (typically, through a phone app).

- Password-cracking machines can determine how quickly a person's password can be cracked; GU has such a machine that makes 43 billion guesses per second. Stop by the Next Gen Tech Bar in Hemmingson Center to test your password strength.
- Avoid posting private information on public sites such as Facebook, Instagram, Twitter, Snapchat, TikTok, etc. Never divulge birthdate, address, vacation plans, as examples.

Service, Celebration Big Part of Gonzaga Day 2020



A Gonzaga Day surprise, but well-planned, marriage proposal by Washington State Patrolman Issac Cooper ('17) to GU law student Allison Drescher ('17) was celebrated by 6,000 Kennel fans.

Zag Nation gathered worldwide Jan. 18 for its 8th annual Gonzaga Day, a time to celebrate Zags' strong connection to GU. In line with Gonzaga values, alumni, parents and friends participated in 14 regional chapter service projects, and later in the day hundreds cheered on the Zags at 23 basketball watch parties around the globe, from Canada to Phoenix, New York to Seattle, and Minnesota to Florence, as Zag men defeated BYU 92-69. Earlier in the day, Zag women defeated USF 69-46.

President **Thayne McCulloh** celebrated the day in the Bay Area, sharing University updates and institutional vision with more than 100 alumni, parents and friends.

"Gonzaga Day underscores the passion, talent and strength of our worldwide family. It's incredible how Zags show up!," said **Drew Rieder**, director of regional alumni chapters. Check out the festivities at www.gonzagaday.com.

West Coast Conference Basketball Tournament Schedule Orleans Arena, Las Vegas

Thursday, March 5 - First Round

Noon Women's G1: No. 8 v. No. 9
2 p.m. Women's G2: No. 7 v. No. 10
6 p.m. Men's G1: No. 8 v. No. 9
8 p.m. Men's G2: No. 7 v. No. 10

Friday, March 6 - Second Round

Noon Women's G3: No. 5 v. G1 winner
2 p.m. Women's G4: No. 6 v. G2 winner
6 p.m. Men's G3: No. 5 v. G1 winner
8 p.m. Men's G4: No. 6 v. G2 winner

Saturday, March 7 - Quarterfinals

1 p.m. Women's G5: No. 4 v. G3 winner
3 p.m. Women's G6: No. 3 v. G4 winner
7 p.m. Men's G5: No. 4 v. G3 winner
9 p.m. Men's G6: No. 3 v. G4 winner

ESPN2
ESPN2



Monday, March 9 - Semifinals

Noon Women's G7: No. 1 v. G5 winner
2 p.m. Women's G8: No. 2 v. G6 winner
6 p.m. Men's G7: No. 1 v. G5 winner
8:30 p.m. Men's G8: No. 2 v. G6 winner

ESPN
ESPN2

Tuesday, March 10 - Finals

1 p.m. Women's championship
6 p.m. Men's championship

ESPN
ESPN

All games not covered by the ESPN network of stations will be streamed on WCC Network at WCCSports.com, click on WCC Network.