

- › Jesuits in Community 2
- › Summer Research 3
- › Science in Action! 6
- › Let's Celebrate Employees 8

## Reflections on Diversity of Thought, Perspective and Creativity that Women Leaders Bring to Gonzaga

*This article was originally printed in the April issue of AJCU Connections magazine.*

**Michelle Wheatley** stepped into uncharted territory when, with a doctorate in ministry from San Francisco Theological Seminary in hand, she became vice president for mission integration at Gonzaga University in 2019.

A graduate of both Jesuit High School in Portland, Oregon, and Gonzaga, Wheatley brought plenty of exposure to the Society of Jesus' educational tradition and has worked in Mission & Ministry at GU since 2007.

"I hope my work and presence invites colleagues and students to imagine being mission leaders, even if they are not Jesuits," Wheatley says. "I hope my experiences of both blessing and brokenness, as the first woman in this role, help us as a community to discover more about who we are and who we hope to be."

Importantly for Wheatley, she finds plenty of company at meetings.

"There are a number of women colleagues at Gonzaga who inspire me every day with how they show up as leaders," she says. "Sometimes it's through prophetic truth-telling, unpacking complex situations, balancing relationships and tasks, or thinking strategically and holistically."

Several of those colleagues talked about their experiences in leadership at Gonzaga. Here's a roundtable, of sorts, that presents their reflections.

- **Anmarie Caño**, Dean, College of Arts and Sciences
- **Yolanda Gallardo**, Dean, School of Education
- **Karlene Hoo**, Dean, School of Engineering and Applied Science
- **Robin Kelley**, Chief Diversity Officer, Office of Diversity, Equity and Inclusion



*While Michelle Wheatley has announced her departure this summer, her imprint on mission integration will carry forward for some time to come.*

- **Maureen McGuire**, General Counsel
- **Charlita Shelton**, Chief of Staff to the President
- **Dori Sonntag**, Associate Vice President, University Advancement

**Question:** *You often are at meetings that include each other. With that in mind, how do you think women are contributing at Gonzaga in a distinctive way?*

**SHELTON:** What is exciting is that we have both diversity from a race, ethnicity and gender perspective, and incredible diversity of thought. This contributes greatly to key decisions that have been made by our women leaders here.

**HOO:** In how we frame our responses and in how we interpret responses and questions. We are not necessarily invested in being "right,"

having "clever" responses, or providing "the" solution. We emphasize inclusivity and team-building. We practice active listening.

**CAÑO:** One of the things I love about the Jesuits is that they've recognized women's dignity, talents and gifts from the beginning, starting with St. Ignatius of Loyola. For that reason, I find that women are seen as true partners in the work here.

**SONNTAG:** Many women leaders at GU are relationship-centered and bring intentionality to their work. I observe my fellow female colleagues consistently putting students first, modeling strong critical thinking skills in their decision-making and expressing gratitude. They are some of the most collaborative colleagues I have worked with in my tenure here. I observe how they seek to understand the needs of all stakeholders as they make decisions and recommendations. They regularly engage in

# A Look Inside Life and Lively Conversations at Della Strada



Members of the Della Strada Jesuit Community: Front row (l to r): Jim Torrens, Kevin Connell, Jake Morton, Pat Conroy, JK Adams and San Mai. Standing: Stephen Hess, Quan Tran, Tim Clancy, Lawrence Kyaligonza, Bob Lyons, Ken Krall, Dan Mai, Joe Fortier, Tom Colgan, Mike Connolly, Tom Lamanna, Jack Izzo, Peter Byrne, Mike Fitzpatrick and Bryan Pham.

Every Wednesday evening just before suppertime, Jesuits in the Della Strada community gather in their chapel to celebrate Mass as a family; a band of brothers united by their deep spiritual commitment and uplifted by their insightful and often-engaging conversations. These gentlemen share Mass every day, but on Wednesday nights Mass is a priority in the house, and everyone who is able comes to the chapel. A social hour and dinner follow.

"This is a wonderful way to catch up with one another and share our fraternity," says Law Assistant Professor Father **Bryan Pham**, one of eight Jesuits working for the University with a combined 164 years of service to Gonzaga.

Topics of vivid conversations naturally center on their spiritual calling: Vatican II, civil and human rights, how people experience the sacraments, how the church is either too slow or too quick in responding to issues, and sympathy for Pope Francis when those who don't understand Ignatian spirituality challenge him for wanting to engage in difficult questions and issues.

Other topics may include when and why "red" was added to Gonzaga's school colors, what the Zags must do to get back to the Dance next year, will the Seahawks ever invest in an offensive line, revising the Core Curriculum to reflect and address the spiritual hunger of our students, and how Father so-and-so should re-read "How Not to Say Mass."

Some might see the Della Strada Jesuit Community as a functional arrangement, a way to group people in a similar geographic

area. "But that doesn't begin to explain the deeper reality of the Jesuit community," says Integrated Media and Broadcast Studies Associate Professor Father **Bob Lyons**, one of the three residents at or approaching 40 years at GU, along with Associate Professor of Political Science Father **Mike Connolly** and retired Classical Civilizations Lecturer Father **Ken Krall**.

"Jesuits tend to be well-traveled, well-read, smart men who are somewhat opinionated," Fr. Pham says. "Add a doctorate or two (or three in some cases) and you can imagine the conversations to be rather lively."

Diversity of thinking, culture, interests and generations – men in their 30s to their 90s – add to the breadth of conversational perspectives. "But it is always done in the context of our love for God, the Church, and our dedication to our ministries," Fr. Pham says.

Fr. Lyons talks about a recent visit by four Jesuits, one each from India, Ireland, Turkey and Africa. "None of us had ever met them, but there was an immediate sense of common purpose and spiritual identity. We spoke of the work they were doing in various parts of the world as we easily identified their successes and challenges. After they left, we could feel a personal connection with a common mission we jointly share."

While the eyes and hearts of "our Jesuits" are open to the world's plights, they also are fixed on the needs of our community. Community members include 25 priests, five who serve on various reservations in Washington, Oregon and Idaho. The other 20 reside in the house

or on campus as chaplains, in addition to their full-time work. Some celebrate Mass on Indian reservations on the weekends and holidays and fill in at parishes around the region. They readily step up to give Mass at student retreats and weekday Masses in the University Chapel. One, Father **Tim Clancy**, is the pastor at Our Lady of the Lake Catholic Church in Nine Mile Falls, in addition to serving as a philosophy professor. Fr. Krall sang for years with the Spokane Chorale and often celebrates Mass at Providence Emilie Court Assisted Living. Teacher Education Chair Father **Steve Hess** still serves the Alumni Association whenever he can.

On the social side of life in the Jesuit residence, (before COVID, and hopefully again soon) the Jesuit community hosts an Oktoberfest celebration for the GU, G-Prep and St. Al's communities. They hold TGIF socials for various departments once a month, host a breakfast for new faculty members during fall orientation and offer an ice cream social for freshman alumni of Jesuit high schools.

Other multitalented Gonzaga-employed Jesuits include Fathers **Pat Conroy** (Mission & Ministry), **Dan Mai** (Mission & Ministry and International Studies) and **Quan Tran** (Religious Studies). St. Aloysius Pastor and Della Strada Rector Father **Tom Lamanna** serves on GU's Board of Trustees.

Besides Gonzaga, Della Strada includes apostolates at Gonzaga Prep, St. Aloysius Parish and Grade School, Rocky Mountain Mission and Spiritual Exercises in Everyday Life.

# PROJECTS RUN THE GAMUT

## Summer Undergrad Research Helps Students Find Solutions to Real-World Problems

Gonzaga's summer 2022 undergraduate research ranges from environmental and human health issues and water purification to mass incarceration and cultural insensitivity.

Note that most of the research described in this article resonates around the tenets of Gonzaga's mission to serve the underrepresented for the common good.

A few other topics include genetic analysis of immunity and defense in bacteriophage viruses, applied seed microbiology for restoration biology, the role of tick personality in disease transmission, experimental nuclear-level density studies and rhodoquinone biosynthesis as an unorthodox treatment for microbial infection and oxygen deprivation.

Those titles may not all make sense to the non-scientists in our audience, but **Matt Cremeens**, director of Gonzaga's Center for Undergraduate Research and Creative Inquiry, is confident Gonzaga's faculty are helping students to make sense of the world's issues and engaging them in finding solutions.

"Faculty create the recipe for students to learn as they go. The result of their inquiry and engagement transforms our students," Cremeens says. "Our summer research programs help students to unlock a world of opportunity, spark their interest in topics they didn't before realize, and provide them with skills to make them better students and better people."

"And the school doesn't shut down in the summertime," Cremeens reminds. Take student-athletes, for example. Often, they can't conduct research during the traditional academic year due to travel schedules. Summer offers them the chance to participate in this important component of their education.

### Breadth of Opportunities

Gonzaga Science Research Program enrolls 60-80 students every summer. "One of the highlights of our 10-week summer program is weekly noontime meetings where students present their research to the group," says Research Coordinator **Angie Hinz**. Pizza is a nice motivation, she adds.

Biology Professor **Julie Beckstead** coordinates the Seeds for the Future program, an immersive research experience

for five students funded by the U.S. Department of Agriculture. "Students will interact with local seed industry partners and conduct cutting-edge research that explores seed-microbe interactions with applications to agriculture and restoration ecology," Beckstead says.

This mentored research experience helps students see themselves becoming a part of science. "They are part of something big and not even the professors know the answers. It is their charge to figure it out. It is thrilling, frustrating and even a bit tedious at times. But it is all worth it when they hold those results in their hands," Beckstead says.

The McKinstry Fellows Research Program is in its inaugural year, orchestrated by Biology Professor **Mia Bertagnolli**. One of two projects will be led by Assistant Professor **Clint Wutzke**, human physiology, to determine the influence of "executive function on dynamic balance tasks," such as walking, in people with Parkinson's disease. A second project will be undertaken by a team including a UW medical school professor, a GU academic consultant, and one student from UW School of Medicine and one GU undergraduate student, to examine equity, diversity and inclusion practices in rural clinical training sites to identify educational and training resources needed to better support students in those environments.

The UWSOM-GU Seattle Volunteer Research Experience is returning in 2022 after a two-year leave for COVID. This summer's program matches six GU undergraduate students with UWSOM researchers in Seattle based upon specific interests of these students.

Cremeens is point on the Morris Undergraduate Research Program. Eight



*Students in Associate Professor Betsy Bancroft's lab study how human-caused changes to aquatic ecosystems affect animals, including fish, amphibians and insects.*

student projects have been accepted for summer funding, including **Hayley Mayer's** ('23) "Familial Needs in the Era of Mass Incarceration"; **Tia Moua's** ('23) "The Rise of Anti-Asian Hate During Covid-19 and Combating Anti-Asian Racism"; **Emma Richardson's** ('23) "Making Ableism on Campus Visible: Recommendations for Removing Barriers that Marginalize Disabled Students"; and **Evangeline Wilder's** ('23) "How to Love a Trans Woman: Reclaiming the Joy of Trans Embodiment."

Cremeens says summer research with faculty mentorship is teaching and inspiring the next generation to tackle the world's problems and improve STEM literacy. "We're fortunate to have the support through grants and internal means to offer students these educational challenges."

# Understanding, Accommodating Challenges Key to Retaining Women Leaders

Continued from Page 1



Anmarie Caño



Karlene Hoo



Robin Kelley



Maureen McGuire



Charlita Shelton



Dori Sonntag

meaningful conversations about the greater good of the University and our students – focused on “we” over “me.”

**McGUIRE:** It’s so important for women to be represented at the table and since coming to Gonzaga in 2013 I’ve been impressed with the number of women in leadership, and the very significant role they play in every aspect of the University. In a higher education environment, it’s important that our students see themselves reflected in leadership and know they are well-represented and heard. It means something to be able to see and know that their education can culminate in leadership opportunities, because they are witnessing that.

**GALLARDO:** We support one another in so many ways, even gathering every once in a while to discuss our lives. If someone needs anything, there is never a hesitation to step up and offer support.

**KELLEY:** Women leaders contribute by bringing diversity of thought, experience and imagination. We bring a collaborative spirit and perspective. We bring our authentic selves in an unabridged way. We challenge all leaders and ourselves while at the same time supporting everyone.

*Question: What are the essential elements for a nurturing environment to encourage women’s leadership on our campus?*

**SHELTON:** Supportive work environment, mentorship opportunities, leadership development, patience, being a good listener.

**HOO:** Non-bossy, non-bullying behavior especially among senior faculty and staff leadership.

**CAÑO:** It’s essential to recognize and celebrate women’s contributions if we want to signal that women belong here, including in leadership. This is especially true for women of color and women from marginalized communities like the LGBTQ+ community.

**SONNTAG:** I believe we must have an environment that understands the needs of women in the workforce and the barriers that

may still exist in career advancement. Women are often the caregivers of their families, which means family time often blends into work time and vice versa. This requires flexible working arrangements, realistic workloads, and a “long-game” approach for growing and retaining female employees.

**McGUIRE:** Whether we are talking about women or other underrepresented groups, it’s important that leadership demonstrates support of all by including, valuing and respecting the contributions of all groups. I am blessed to be able to witness this every day at Gonzaga. Diversity in gender, race, religion, sexual orientation and other factors brings varying perspectives and promotes more innovation and creativity. Through diversity and inclusion we create a more fulfilled and successful educational and workplace environment for our students and employees.

**GALLARDO:** I don’t know that we need a nurturing environment. I think that the word “nurturing” in and of itself is always attached to women. The essential elements that make for a supportive environment for women administrators has more to do with clear expectations and respect for our work.

**KELLEY:** A nurturing environment will include seeing, hearing and caring about women leaders. It is an environment free from assumptions about what tasks, responsibilities and workload they can handle. It is an environment that values them as contributing leadership members and respects their expertise.

*Question: What are the top challenges facing women leaders today?*

**SHELTON:** Being heard and taken seriously, promotability, sexual harassment, misclassifications of our emotions.

**HOO:** Advocating on their own behalf; systemic institutional bias against female leadership in top and key roles; trusting their own voice and ideas in situational crisis.

**CAÑO:** In higher education, there is still

pushback for women leaders, especially if they do not “act like a man.” I am only the second woman dean of the College after a long line of Jesuits followed by a handful of laymen, and I think my leadership style is confusing to some. For instance, I received feedback from one person that they were ready for me to stop being compassionate and start holding people accountable. And I wondered, why can’t I do both?

**SONNTAG:** Work-life balance, impostor syndrome, pay gap.

**McGUIRE:** For women, who are often the primary child care provider and manager of the household, it is often difficult to achieve work/life balance and have the same career opportunities as male counterparts. They often find themselves working harder to prove themselves and balance their responsibilities. It continues to be a challenge for women to balance the many hats they wear and have the same promotional opportunities as their male counterparts.

**GALLARDO:** Being perceived as angry instead of appropriately assertive; not taken as seriously; being labeled as a “cheerleader” (not in a positive way) when demonstrating enthusiasm or passion in the work; always having to go above and beyond to demonstrate competence.

**KELLEY:** Top challenges include being treated equally and equitably. Women leaders are not compensated the same as men. Male leaders are often provided more resources and opportunities. Women leaders must navigate spaces differently; when one makes a direct comment or a firm decision, she is not perceived the same as a male engaging in the same actions. Women must walk a fine line of being assertive while not being perceived as aggressive or unlikable. Internally, women tend to suffer from impostor syndrome, which is to question whether they deserve a leadership role: “Should I be here? Am I enough? Am I qualified?”

## Women Help Institution Think Outside the Box

Continued from Page 4

**Question:** What are the distinctive ways you believe you are contributing at Gonzaga?

**SHELTON:** Being able to provide an outsider-now-insider point of view to a university that has many, many years of institutional memory. It is the notion of “thinking outside the box” as opposed to hearing responses like “We have always done it that way” or “That’s not the way Gonzaga does certain things.” Providing input that is more progressive in thought, challenging and sometimes uncomfortable to hear.

**HOO:** Promoting access for diverse student entry into the School of Engineering and Applied Science (SEAS) by growing focused outreach strategies such as the SEAS summer immersion program for high school women, and the pre-engineering entry path for students who need to demonstrate basic math and science proclivities in their first semester in SEAS. I intentionally participate in state and national networking events to encourage partnerships and collaborations to elevate the impact of GU’s mission and faculty research. The other obvious distinction is being a woman (and non-Caucasian) leader in male-dominated professions (engineering and computer science). I see my decanal appointment as providing a visible role model to the female and underrepresented students, faculty and staff. I also bring unique leadership experiences from my previous academic administrative roles at two large public universities.

**CAÑO:** In some ways, what I see as distinctive about my leadership is really core to leadership at a Jesuit institution. Cura personalis and Ignatian discernment principles guide so much of how I approach my decision-making, including empowering others to make decisions for the greater good. Because I am a woman, some think this approach is feminine. But for those who see this approach as an embodiment of Ignatian spirituality, I think it’s a refreshing change.

**McGUIRE:** As an older woman (I am in that group over 40 years old who are protected from age discrimination) I bring a depth of experience that I find beneficial in analyzing and advising in my day-to-day work. Many of the issues and challenges I face have been previously encountered in one way or another, and I’ve seen what works and doesn’t and how best to approach a problem. I can call on that background to guide me in my current work. I’ve also been fortunate to have had excellent mentors and supervisors over the years whose leadership skills I was able to observe and learn from.

**GALLARDO:** I am a Latina from the Southwest who has spent her career thinking about ways we can all wake up to how we engage with and are complicit in systems of oppression. I enjoy digging into difficult concepts and moving through the tough conversations so we can all be genuine with one another, in our work and our relationships. I believe this should be



*Yoli Gallardo is leading two schools: The School of Education as dean and the School of Leadership Studies as interim dean.*

Echoing the thoughts of her colleagues, Wheatley thinks Gonzaga is at its best “when we create spaces in which our women leaders can:

- be authentically themselves and share freely of their gifts and expertise
- speak openly and courageously about the realities of our work
- imagine and innovate
- collaborate
- care for each other and acknowledge the strains of doing this work.”

woven into our curriculum, our policies and our practice. I try to contribute in this way, every day.

**KELLEY:** I have over 23 years of experience in my discipline. As a Black/African American woman and leader, I am a role model for people who look like me and have a shared culture. I’m aware that I embody the intersectional identities of many of the people I work with to support and create a safe, welcoming, inclusive campus environment. I earned my doctorate in 2017. Of all doctoral recipients, Black women represent 3.1%. I am bringing the strategy, focus and tactics for sustainable and transformational change. I’m showing students, faculty, staff and alumni of color or who identify as female that they are leaders and can persevere while working for the common good. I am working to create organizational and social change that is not necessarily flashy or attention-getting, but structural changes that will transform GU in a lasting way.

# SCIENCE IN ACTION!

## Gonzaga Students Help Sixth-Graders Learn about pH in Drinks They Consume

Some sixth-graders in Spokane may change the beverages they consume thanks to a science experiment they conducted with the help of Gonzaga University students.

Four Science in Action! volunteers took a “pH of drinks” lesson to Roosevelt Elementary recently, introducing the concept of pH and focusing on the acidity of many common drinks and how they can erode teeth.

The GU students helped the students test Coke, apple juice, Gatorade, Red Bull, Propel Water – a Gatorade product advertised for having antioxidants and vitamins – and Mountain Dew, among others. They discovered that many of them have a pH close to that of a lemon (pH 2.3): Coke, 2.3; Gatorade, 2.7-2.9; and Propel, 3.0.

The results surprised the students, whose animated reaction indicated their engagement in the exercise.

“They predicted all these drinks would be as neutral as water,” said **Jiana Stover**, GU’s outreach coordinator for Science in Action! “To say they were shocked with the results would be an understatement. They couldn’t stop asking questions.

“One of the students commented he drinks Gatorade all day, every single day and thought it was ‘just flavored water.’ He’s rethinking that after what he discovered today.”

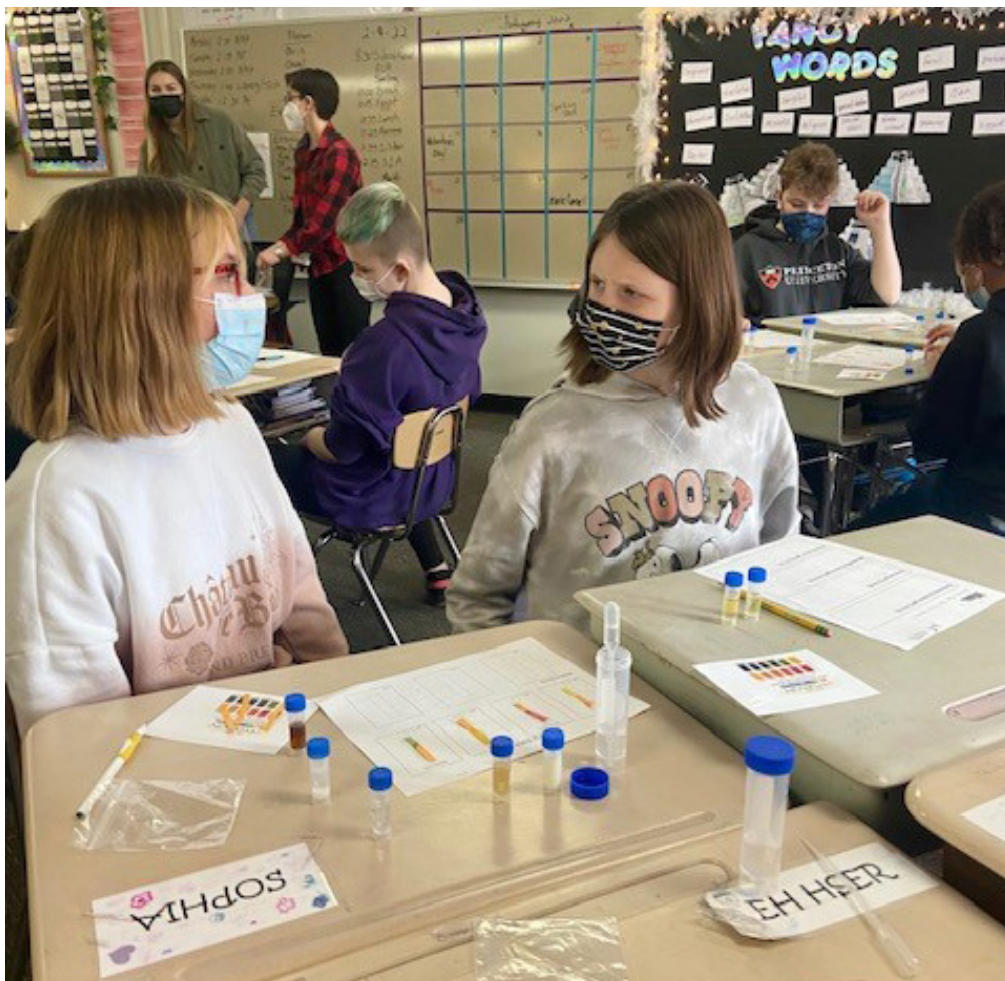
**Ellie James**, a junior biology major from Seattle and one of the volunteers, echoed Stover’s take on the sixth-graders’ reaction.

“Many of the students were shocked to find out that Gatorade was not just flavored water,” James said, “and many said they drink it every day, which to me was shocking to hear a bunch of elementary school kids say they have those kinds of drinks on a daily basis.”

“They were excited to be doing a science experiment,” said **Olivia Ashby**, a sophomore biology and secondary education major from Auburn, Washington, “but shocked to find out the truth about everyday drinks.” Bottom line: “They had a lot of fun.”

And it wasn’t the first time.

“The kids love seeing us come in each week,” said **James Coleman**, a sophomore psychology major. “As we get to know them more we create a bond and they look forward to what we have in store for them.



*“Science in Action! is always expanding its offerings of interesting science inquiry activities we can offer budding young scientists in our community by working with Gonzaga researchers to bring ‘Research Into the Classroom,’ one of our program initiatives, or simply develop innovative activities that bring science equipment and experiences to young students,” Stover said.*

“I’ve done Science in Action! at this school and at the Salish School with younger children and it definitely brings a smile to my face to see the children so excited about learning.”

Coleman, who moved from Bristol in the United Kingdom to Cincinnati when he was 11, noted that any GU student can volunteer for the science program.

Gonzaga’s Science in Action! partners with elementary schools in Spokane to send volunteers to classrooms to lead hands-on, inquiry-based science lessons, according

to Stover. It began in 2008 when biology professor Nancy Staub returned from a sabbatical during which she volunteered in her daughter’s classroom at Roosevelt and realized the potential for an outreach program with GU students.

The program now boasts 50-plus volunteers and serves 12 classrooms each semester.

**-Tom Miller ('72)**

## Around Campus

- » 27th Economics Symposium, April 13, 11 a.m., Davenport Grand Hotel, featuring Nobel Prize winner and labor economist David Card, recently named a Fellow for the National Academy of Science. Sponsored by the School of Business Administration. Cost \$100.
- » Academic Convocation, April 19, 3:30 p.m., Hemmingson Ballroom, recognizing student and faculty achievement.
- » Broadened Perspective and Community Building with Ebo Barton, this performance is constructed through creative writing and liberation focusing on his identity as a Black, Filipino, transgender, non-binary, queer, creator and activist. April 19, 5:30 p.m., Hemmingson Auditorium.
- » Senior Art Exhibit, April 22-May 7, GU Urban Arts Center, 125 S. Stevens St., Fridays 4-7 p.m., Saturdays 10 a.m.-3 p.m.
- » GSBA Spring Concert featuring Quinn XCII, April 22, 7 p.m., McCarthy Athletic Center, \$30 (\$15 for students).
- » Student Film Festival, April 29, 7 p.m., Jundt Auditorium, a juried showcase of film and video created by students.
- » Events in the Myrtle Woldson Performing Arts Center: Spring Dance Concert, April 22, 2 p.m. and 7:30 p.m., \$12; Spring Choir Concert, April 24, 3 p.m.; Gonzaga Symphony Concert, April 25, 7:30 p.m.; Wind Ensemble Concert, April 27, 7:30 p.m.; Choral Masterworks: Bach's Magnificat and The Notebooks of Leonardo da Vinci, featuring composer Jocelyn Hagen and Gonzaga Concert Choir, May 1, 3 p.m.
- » U.S. News & World Report recently ranked Gonzaga's graduate accounting program 28th best in the nation. In addition, Gonzaga's part-time MBA program is ranked 57th best in the nation.
- » Former Gonzaga engineering Professor and Dean Bill Ilgen, 93, who retired in 1997, was honored with the Distinguished Career award by the Inland Empire Section of the American Society of Civil Engineers. He was instrumental in securing accreditation of the civil, mechanical and electrical engineering programs, and overseeing multiple improvements in what became the Herak Center.

# 25 Years of Hate Studies: New Name, Steadfast Mission

Gonzaga formalized the interdisciplinary field of hate studies in 1997 and now marks its 25th year with a new name: the Gonzaga Center for the Study of Hate.

The name change reflects a new university reporting structure that brings together faculty-led interdisciplinary initiatives, centralizes research support and enables more efficient use of resources.

As a part of Gonzaga, we are committed to leadership for the common good, creating communities where all are welcome and included. "We will continue to emphasize the commitment of faculty, staff and students to supporting research and education focused on the processes to better understand and curtail the human capacity to dehumanize an 'other,'" said **Kristine Hoover**, professor of Organizational Leadership who has led the work since her appointment as director in 2016.

"Consistent with the University's commitment to 'Courageous Conversations,' 'Productive Discomfort' and many other diversity initiatives across campus, the advisory and editorial boards expressed a sense of obligation to not back away or back down from the discomfort that studying hate may create," Hoover said.

"Doing the work to expand our awareness of oppression and marginalization is the first step in moving toward safer and more inclusive communities that we all want," she said. "The center focuses on the antecedents of hate so we can better address root causes and encourage effective strategies to counter it.

"We cannot change what we cannot name," she said, citing Pope Francis: "We cannot turn a blind eye to racism and exclusion in any form and yet claim to defend the sacredness of every human life."

Looking ahead, Hoover pointed to planning with key stakeholders to secure an endowment and continuing to develop coursework on justice issues that connect with the local community.

"With partners locally and across the globe, the center will continue its work as a founding member and leading contributor to the interdisciplinary field of hate studies," she said. "This work is central to the identity of Gonzaga as a Jesuit university, following in the ways of St. Ignatius of Loyola by naming the harms of marginalization and taking action against bias and bigotry. This is our magis: to work against hate and in solidarity for a world with greater justice by leaning into the tensions of our times."

## NOTEWORTHY

### NEW HIRES

**August Murphy-Beach**, data analyst I, Institutional Research & Assessment; **Caleb Cruze**, lighting and AV specialist, Arts & Sciences; **Devon Seward Howland**, manager, Career Education; **Elizabeth Evans**, program asst III, Arts & Sciences; **Joan Kafer**, administrative asst, CFO, Finance; **Kayla Lantgios**, benefits specialist II, HR; **Kindra Gillen**, asst volleyball coach, Athletics; **Mateo Acosta Loza**, program asst III, Student Financial Services; **Nancy Moss**, law contract employee/faculty asst, Law; **Taylor Lane**, creative director, Athletics

### POSITION CHANGES/PROMOTIONS

**Audrey Minton**, sr admission operations specialist, Admission; **Brittany Stone**, assoc director recruitment, Graduate Enrollment Management; **Brittany Harmon**, instructional technologist, Instructional Design & Delivery; **Grace Davis-Nicholson**, admissions specialist, Graduate Enrollment Management; **Hank Wiswell**, security officer, Security; **Joe Petek**, assoc editor critical edition of Whitehead Project, Arts & Sciences; **Mary Jean Spadafora**, CRM product manager, ITS; **Matthew Davis**, enterprise application developer III, ITS; **McKenzie Hand**, academic adviser, Student Academic Success; **Mikala Presho**, resident director, Housing and Resident Life; **Sharalyn Williams**, head public services librarian, Law; **Theresa Malarkey**, admission operation

supervisor, Admissions; **Tyler Spilker**, infrastructure engineering asst director, ITS; **Victoria Lawler**, event manager, Auxiliary Enterprises; **William Barton**, program asst III, Arts & Sciences; **Stephen Fraser**, custodian, Plant

### GOODBYES

**Andrea Taylor**, business manager, Student Involvement & Leadership; **Brandi Prytor-Masters**, youth programs asst director, Community Engagement

### ANNIVERSARIES:

**30** **Laura Gatewood**, sr director donor relations, University Advancement

**20** **Mikhail Mitin**, custodial lead, Plant

**15** **Carol Osenga**, program coordinator, Development; **Allison Lynn**, program coordinator, Leadership; **Trevor McCrorey**, physician, Health Center

**10** **Sarah Trummel**, acquisition asst library tech II, Law Library; **Abbey Shuster**, sr biology lab coordinator, Biology

**5** **Maxwell Kwenda**, director, Institutional Research & Assessment

WE ARE SO  
*Grateful*

*For all that you do  
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**Office of the President**  
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WEDNESDAY **11** May  
3:30 to 6:00pm

**Davenport Grand**  
333 W Spokane Falls Blvd

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FORMAL INVITATION FORTHCOMING

## LET'S CELEBRATE EACH OTHER

The University is coming out of the mask mandate, and employees have met the vaccine/exemption campus requirements. The spring semester ends May 6, and grades are due May 11. Isn't it time to come together and celebrate each other?

President **Thayne McCulloh** and his staff think so. Grateful for the many extraordinary efforts Gonzaga employees have made over the past two years to keep the University running effectively and the students well served, the President's Office invites you to an all-Employee Party planned for Wednesday, May 11, 3:30-6:00 p.m. at the Davenport Grand Hotel Ballroom. Barring unforeseen COVID circumstances, the hosted "Happy Hours" will include local brews, wine and hearty hors d' oeuvres. And if you're wondering, yes there will be shrimp, an employee favorite at past Christmas parties.

This is a time to put the challenging past two years behind us and celebrate with office colleagues or meet new employees. "We hope people will come together and enjoy a break and a thank you for jobs well done," says Angela Ruff, project and events manager in the president's office. A photo booth will be available for party pictures to capture the celebratory moments.

An email invitation and opportunity to RSVP by May 2 is forthcoming from the president's office.

## Commencement Returning to Tradition

Undergraduate and graduate commencement coordinator **Angela Ruff**, and law commencement coordinator **Bryn Boorman** share that the 2022 ceremonies will be back in-person in May. While they are navigating a few challenges such as new event staff at both facilities, diminished catering and event staff, and higher-cost services as compared to the last indoor ceremonies in 2019, the Commencement teams have come up with creative solutions to provide the more traditional pomp and circumstance for the Class of 2022 which will be on full display during Gonzaga's 129th Commencement Ceremonies.

Following are details for this year's commencement weekend ceremonies:

**Law Commencement Ceremony** kicks off the festivities May 7 at 9 a.m. in the McCarthey Athletic Center. West Coast Conference Commissioner and attorney **Gloria Nevarez** serves as commencement speaker, with Professor **Inga Laurent** speaking on behalf of faculty and **Chloe Sykes** sharing remarks on behalf of graduates. Former Washington Attorney General and Governor **Christine Gregoire** ('77 J.D.) will receive the Law Medal. A champagne reception follows at the Law School.

**Graduate Commencement Ceremony** begins at noon, May 7, in McCarthey Athletic Center with businessman and philanthropist **Terry Payne** as featured speaker. **Chelsea Michielsen**, receiving a Doctor of Nurse Practitioner degree, speaks on behalf of students. Entrepreneurs **Walt** and **Karen Worthy** will receive honors. A champagne reception follows on Herak Quad.



**Commencement Mass** is scheduled for May 7, 3:30 p.m., McCarthey Athletic Center. **Daniel Dangca** from Mission and Ministry has formed a committee of seniors to map out the details of the service and its participants.

On May 8, **Undergraduate Commencement Ceremony** begins at 9 a.m. in the Spokane Veterans Memorial Arena. Educator and Law alumna **Angela Jones** ('16 J.D.) is the featured speaker. Holocaust resistance fighter **Carla Peperzak** will receive honors. **Charlotte Low**, receiving a Bachelor of Arts degree, speaks on behalf of students. A champagne reception follows on Herak Quad.

For more information, visit [www.gonzaga.edu/commencement](http://www.gonzaga.edu/commencement).

## 2020 Alumni Celebration

*More than 200 bachelor's and master's alumni will join in a celebration ceremony at the Arena May 8, 2-4 p.m., with a reception following on the Herak Quad.*