Catholic Charities President and CEO Rob McCann ('95 M.A., '06 Ph.D.) is a big-idea guy. A few years back he came up with an idea for a housing project to provide homes and resources for families experiencing homelessness. He called his good friends at Gonzaga, Vice President for Advancement Joe Poss ('97) and Senior Principal Giving Officer Shane Hatcher ('92) to solicit their input. Poss said, “We’re all in.” Soon thereafter, McCann unveiled plans for Gonzaga Family Haven, which today is nearing completion.

The Haven brings together the support of Catholic Charities, Gonzaga University, Gonzaga Prep and St. Aloysius Gonzaga Parish to provide valuable, long-term support for families in need. More than a place to sleep at night, the Haven provides its residents with what McCann hopes are “forever homes.” Catholic Charities has a long history of serving the Spokane community, and the Haven is its 17th housing project in the city. But this unique combination mixes well-established family support programs with a large focus on education.


“We hope to break the cycle of intergenerational homelessness,” says Haun-McEwen. “This happens through education, health care and counseling to make the experience transformative for the whole family.”

Haun-McEwen’s involvement with all four organizations gives her connections to call on various partners for support of the residents.

Molly Ayers ('00, '09 M.A.) directs GU's Center for Community Engagement. She helps students find volunteer opportunities to aid the Haven with programs like mentoring, tutoring, meal preparation and workforce development.

“A housing a right and (Gonzaga Family Haven) provides a safe and supportive community where the families can thrive,” says Ayers. “Gonzaga students can help to provide services that wrap around the family, living out our mission.”

Ayers believes the location of Gonzaga Family Haven at Nevada St. and North Foothills Drive, near Gonzaga Prep and the University, has increased awareness of housing insecurity, its impact on local families, and the wrap-around community supports that lead to improved outcomes.

Adult education and employment readiness, personal health and wellness, and substance abuse classes and counseling will be available to residents. Amenities include an early learning and child care facility, health clinic, computer lab, indoor recreation space, a splash pad and a quarter-mile bike and pedestrian path.

Gonzaga Prep students are required to volunteer within the greater Spokane community to learn service and justice that result in meaningful and long-lasting relationships. Liz Slamkowski ('12) is Prep's Christian Service director and, like Ayers, helps students find opportunities. Slamkowski hopes that having the Haven as next-door neighbor will be a natural place for Prep students to be people for others. “We encourage our students to listen and see what is needed,” said Slamkowski. “This teaches us that we are truly brothers and sisters.”

The missions of Catholic Charities Eastern Washington, Gonzaga University and Gonzaga Prep are intimately linked, each based on the holistic development of every person. Gonzaga Family Haven adds synergy to those commitments. From justice, service and caring for the whole person, to being a person for others, the Haven helps to create a better world.

Perhaps this project was inspired by St. Ignatius himself, who said, “Love is shown more in deeds than in words.”

-Sarah Zabinski ('22)
Zags Give Day 2022 wrapped at midnight March 4, with more than 2,200 Zags showing up in support of students and programs with donations. At the time of publication, numbers were still being tallied and donations were still rolling in, but preliminary counts showed more than $344,680 in donations. Add to that the number of gifts matched dollar-for-dollar and early fundraising reports are totaling more than $769,680. Two hundred seventy-four faculty and staff donations were counted, unlocking an additional $25,000 from a generous colleague.

“We are so grateful for Zag Nation and the tremendous efforts of so many, both on campus and around the globe,” said Director of Annual Giving Kristine Miller. “By sharing stories about Gonzaga connections and how donations make our community possible, you all played a role in Zags Give Day’s success.”

Miller also said that dollar-for-dollar matching for gifts to the Fund for Gonzaga and Zag Scholarship Fund will be extended through the end of next week. If you’d like to take advantage of this opportunity, visit gonzaga.edu/ZGD.

Students are the primary beneficiaries of our donations and show their appreciation in a variety of ways.

Faculty, Staff Recognized for Longtime Service

Each year President Thayne McCulloh honors those who have served the University for an extended time, beginning with 25-year anniversaries, and those hitting five-year milestones thereafter. These folks were so honored at a Feb. 16 dinner for 2021 anniversaries: seated Mark Derby (25 years), Dale Goodwin (40), Colleen McMahon (35), Blaine Garvin (50), Molly Spilker (30), Jane Tiedt (25); standing Tom Jeannot (35), Al Greer (25), Ken Anderson (35), Hugh Lefcort (25), Jeff Bierman (25), Max Capobianchi (25), Akbar Ansari (35). Not pictured: 25 years-Gordon Carolan, Stuart Davis, Shann Ferch, Richard Van Hook, 30 years-Lynn Daggett, Annette Davis, Mark Few, Stephen Sepinuck, Michael Tkacz, Julie Ullrich, 35 years-Brian Clayton. 45 years-Nancy Masingale. Participants agreed to remove masks for the picture.
A Jesuit Journey: Management through Mission

Gonzaga is offering workshops to help employees understand how to incorporate mission into their management work. This is a story of one colleague’s experience with Management Through Mission.

By Rebecca Larson

It is a privilege to work in a mission-driven organization. It is one of the primary factors that brought me to Gonzaga in August 2021. I came from the secular non-profit field and wondered how that, along with my non-Christian spirituality, would serve me in meeting the mission of a Catholic, Jesuit, humanistic university. My process of choosing to come to Gonzaga, while I didn’t realize it at the time, is part of this larger thing called discernment – listening deeply to what my next step in life could be that aligns with my personal vision, while also becoming my fullest self. My journey of the past six months is reflective of this photo of St. Ignatius I took in fall 2021 as I have had opportunities to examine leadership and the Jesuit worldview through the changing seasons in my life of late.

Upon my arrival at Gonzaga, I was quickly thrown into Jesuit tradition through my New Employee Experience (NEE) and attending Management through Mission: Leading in a Jesuit University. The latter built on the basics presented in NEE, which was helpful to reinforce the learning. Something about the Jesuit traditions felt familiar to me and I quickly came to understand that being a part of Gonzaga’s mission was essential to my position and I yearned to know more. I read, I built relationships with Mission and Ministry and I reflected on how I am a part of something bigger than myself. My journey of the past six months is reflective of this photo of St. Ignatius I took in fall 2021 as I have had opportunities to examine leadership and the Jesuit worldview through the changing seasons in my life of late.

As I settle into my position in Organizational Development, I often reflect on tensions that many of us experience. How can I honor my value of integrity by diving deeper into the quality of projects versus churning out production for the sake of production? In what ways am I contributing to learning while honoring people’s lived experiences and emergent realities? What best practices can we implement that care for the whole person while also supporting the institution? My curiosity guides me to collaborate with others to answer these questions and examine my own leadership practices of how I interact with the world.

I’d like to end this story (although really it’s the beginning of my story at Gonzaga) by exploring the principle of presupposition; a Jesuit principle I hear a lot about. As I entered this new environment after several decades in southwest Colorado, I have been met with goodwill, curiosity, and have been corrected with grace and compassion when I haven’t had the answers.

I invite you to learn, grow, reflect and not know the answers by joining us for one of our monthly offerings of Leading in a Jesuit University where we cover what I have had the gift to experience in the past six months – discernment, magis, cura personalis, cura apostolica and presupposition. Come be a part of a contemplative, open journey of Jesuit traditions through the lens of leadership. Explore how these traditions can help you be more fully a part of the Gonzaga mission in community with others. Register through GU Training: https://aspapps.gonzaga.edu/gutraining/coursedetail.asp?CourseID=258
Comedian Pat Paulsen often cracked, “The federal government spends millions to run the Postal Service. I could lose your mail for half of that.”

Mail Services Supervisor Curt Eldredge and his crew cringe at the idea of losing even one package. They do everything they can to ensure mail loss doesn’t happen at Gonzaga.

A big commitment considering today’s volume of deliveries to Gonzaga has more than tripled in the last seven years.

“Since I’ve been here there have been maybe three or four that we could not locate, while many universities lose track of 20-30 packages every fall,” says Eldredge, who has worked in Mail Services for 15 years, the last five supervising the operation.

Consider this amazing feat: GU Mail Services continues to provide one-day package delivery (from the time it is dropped off to the time it is available for pickup) to students and offices around campus, even as the number of packages delivered increased from 51,000 in 2015 to 154,000 last year.

And the number of full-time employees commanding the operation in the BARC has remained the same — five staff and Eldredge — since he was hired in 2006, plus 16-18 part-time student colleagues.

Amazon Impact

In 2015, Amazon surpassed Walmart as the largest retailer in the United States. A year later, package deliveries to Gonzaga increased more than twofold, to almost 114,000. “We kind of love and hate them at the same time,” Eldredge quips about the online-order giant.

He continues: “Online shopping has just exploded, and we have seen it escalate these past two years during COVID. Spending habits have increased, and with the increased enrollment, more students mean more deliveries.

“Since I’ve been here the busiest day of the year is the day after the Martin Luther King Jr. holiday. We received and distributed more than 1,100 packages last year, over 1,200 this year,” Eldredge says.

So why that day? “It’s the start of spring semester. Families are sending care packages. Book orders are arriving. Students have spent their Christmas money on after-Christmas deals and having the goods sent to campus.”

Always Innovative

Eldredge and his crew make a point to process deliveries in one day as part of their care of students.

“These students are away from home, many for the first time. Receiving packages from mom and dad, grandpa and grandma, gives them a connection to home,” Eldredge says.

Automation has made processing much more efficient. When Eldredge started in mail services, all the packaging labels, pick-up slips and processing paperwork were handwritten.

The introduction of a new online tracking system (before the Amazon onslaught) sped up processing and accurately controlled packages coming and going.

Now, after a student’s package is delivered and tracking number scanned, it is placed in a student locker in the mailroom and an email alerts the addressee. Students tap their GUID card on a scanner and the locker pops open.

“We just introduced a new shipping software system that takes a three-dimensional picture of the package a student, staff, faculty or Logan neighbor is sending, records its dimensions and weight, captures the address and auto-populates the fields, allowing senders to rate-shop right there at the counter. This gives our people better shipping options, and dates when it will arrive,” Eldredge says.

Mail Services cordons off a section in the back of the mailroom for student package pickup at the beginning of every new school year.

“That entire space is full, front to back, top to bottom, and by the end of move-in weekend it will be empty,” Eldredge says.

Eldredge gives the credit to his five-person crew – Rina Clark, Teri Conley, Erik Foley, James Taylor and Mark Thomas – for accommodating the needs of the campus community, and excellent student workers.

“There’s great pride in the work they do.”

“With volumes of packages increasing every year, the Mail Services staff is continually researching new procedures to improve efficiencies,” says Mail Services Manager Nancy Masingale.

For neither Amazon nor move-in weekend nor books galore can keep these mailroom couriers from the swift delivery of their appointed rounds.
After nearly two decades, Gonzaga’s Office of Tribal Relations tripled in size in one season. Last fall, longtime director Wendy Thompson added Leah Simeon and Jeremy Rouse to her staff, and the trio agree it’s as though they’ve been a team much longer.

“I find it hard to believe we’ve been working together less than four months,” says Thompson (Confederated Salish and Kootenai Tribes). Each brings their own insights as Indigenous people, unique skillsets and a shared commitment to provide a caring and transformative environment for Native students at Gonzaga.

“We have some accountability to the tribal nations our students identify with, and that includes helping to co-create a more welcoming environment for our Native students,” Thompson says.

Simeon (Spokane Tribe) and Rouse (Ihanktonwan Nakota Tribe) share the title “coordinator of Native student accompaniment.” Rouse says Simeon is the “meaning maker” and organizer, and she says he brings a deep intellectual perspective and creativity. They both offer firsthand experience working in educational settings: Simeon as a student worker with Thompson here at GU as an undergrad and grad student (’15 English and ’18 Master in Teaching), as well as a teacher at Muckleshoot Tribal School in Auburn, Washington and Rouse as a member of the Title VI Indian Education department at Spokane Public Schools for eight years.

Simeon views her real focus as “getting to know each student and understanding how to support them,” she says.

“We’re rooted in kinship,” adds Rouse, “which is a longstanding part of our survival through history.”

At Gonzaga, that doesn’t just include students who are physically on campus, but also a growing number of Native students enrolled in online graduate programs who study remotely but still yearn for a sense of community.

They were ‘manifested by the work’

After several years in tribal relations, Thompson says there is such an increased interest in Native issues and Gonzaga’s tribal relationships that Rouse and Simeon were “manifested by the work at hand.”

Nationwide, there is a growing interest in and awareness of harms done to Indigenous peoples, particularly after recent discoveries of the remains of Indian children at residential schools in Canada. Within Jesuit provinces and Catholic parishes, there is a concerted effort to study more of their own histories with missions serving the Native tribes.

The latter, in particular, played a role in moving Tribal Relations to the division of Mission Integration at Gonzaga, led by Michelle Wheatley. In this structure – and with the added team members available – Thompson is able to participate in explorative projects with Jesuits West and dive deeper into Jesuit origins and relationships with the region’s many tribes.

Outside the direct work of the Native American Cultural Center, also known as “The House” – a gathering place for Native students on campus – Thompson works with academic partners, like the School of Education, which offered a series on Rethinking Native American Education. She notes, “Every time we had a student panel, the students changed but what they were saying didn’t. I reminded them that the Western educational system was not originally intended for them to succeed as Natives.”

“My hope in this work is to help shift that,” Thompson says.

Many departments across campus seek input from the trio, and while it’s normal for them to receive some questions that indicate a lack of awareness about Native American experiences and stereotypes, Rouse says, “For me, it’s been great to see that people are interested and willing to engage in conversation. I’ve been impressed by hearing from faculty and staff who really want to engage in the work of navigating that issue of visibility and avoiding tokenizing of our Native students.”

Together as a team, Thompson, Simeon and Rouse feel strengthened to process some of those tough topics together. They view the microaggressions they may experience as lessons in where they need to focus their work or communications, and opportunities to model a productive response for students.

The team says they invite campus partners to come to them with questions. A piece of advice: “Ask us anything but be ready for the answer. And when we’re asked to do things, it’s likely that we’ll do it differently than you might have expected.”

Instagram to the Rescue

>> Get to know the Office of Tribal Relations staff and their work: @GU_NativeHouse

>> Learn more about the challenging social concerns of Indigenous peoples from @DecolonizeMyself

>> Learn more about Native peoples @illuminative, a site created and led by Native peoples to increase the visibility of Natives in American society
GONZAGA’S NEWEST GOOD-NEIGHBOR PROGRAM

In partnership with the city of Spokane, Gonzaga’s School of Leadership Studies is offering education and training to neighborhood leaders.

Begun in January, the pilot Spokane Neighborhood Leadership Academy aims to provide the skills that volunteers working on their neighborhood councils need to be effective. The free academy is a five-month program for up to a dozen participants, built around four-hour sessions on six Saturdays and small-group meetings led by mentors. The intent is to offer the city-funded program every year.

The idea for enhancing leadership skills among volunteer neighbors came from City Council President Breann Beggs and was further developed by Carly Cortright, director of the city’s Office of Neighborhood Services. Spokane has 29 neighborhood councils spread across the three council districts.

Gonzaga’s School of Leadership Studies joined forces with the city in developing a training program to address neighborhood needs, says Kelsey Solberg, director of professional and community education in Leadership Studies.

“This is a great partnership among Gonzaga, the city and our neighborhoods that is intended to provide ongoing training and engagement this year and into the future with additional cohorts,” Beggs said.

With City Council support, a team led by Gonzaga’s Director of Lifelong Learning Rachelle Strawther conducted a strengths and needs assessment from February to July 2021, revealing that volunteer leaders desired skills in running effective meetings, managing conflict, effective collaboration with city partners, and principles of diversity, equity and inclusion.

Based upon assessment findings, Strawther and Cortright oversaw the development of the six-part curriculum.

“The program is designed to support participants in three key ways: Develop essential skills for leading volunteer teams; learn how to create inclusive, welcoming spaces and collaborate with people of diverse backgrounds; and become familiar with Spokane’s municipal structures, processes and resources.”

Strawther sees the academy as the bridge for that involvement.

“During the assessment, we heard from current and former neighborhood leaders who were passionate about making their communities a better place, but felt unprepared for the challenges that came with serving in a neighborhood leadership role. They also lacked information about city processes and resources,” Strawther said.

“We also heard from community members who attended neighborhood council meetings and didn’t feel welcome or inspired to return. And yet it was clear that our city is full of people who want to feel more connected to their neighbors, want to revitalize their neighborhoods, and want to be more involved.”

Strawther sees the academy as the bridge for that involvement.

“It’s not going to solve all of the challenges that were articulated during the assessment, but it’s a key starting point for new and emerging neighborhood leaders who want to serve their communities,” she said.

The expectation is that participants will serve in a neighborhood leadership role for at least two years from the start of the program and maintain connection with their cohort after the program ends.

Strawther said the approach to the leadership academy reflects Gonzaga’s values.

“One participant works one-on-one with her mentor during the first of six sessions of the Neighborhood Leadership Academy at the Northeast Community Center.
What Do Employees Want in New Human Resources Vice President?

To gain insight into the skills and traits employees desire in Gonzaga’s first vice president for Human Resources, AGB Search consultants solicited input from faculty and staff in two open forums. With consideration of this input, a position profile is being crafted by the University. A website is being created that will include the position profile and allow employees to monitor progress of the search and hiring process.

With appreciation for the great breadth of work our colleagues in HR accomplish for the University, about 70 employees who attended at least one of two sessions offered these hopes for a new HR leader.

• Values Gonzaga mission and epitomizes it in HR work
• Possesses a record of positive changes at former institutions
• Understands academia
• Fosters open, direct and transparent communication
• Is forward thinking, future focused
• Has a modern take on HR, i.e., benefits, work from home, where we compete for talent
• Supports the Gonzaga Experience
• Is ready to increase employee retention
• Recognizes importance of retention, compensation, communication as three big needs
• Shares compensation planning progress with employees
• Ranks transparency a top priority
• Supports a GU community where colleagues can be friends
• Treats employees with respect and care, with equal importance to administrative work
• Values employee lives outside of work
• Uses employee exit interviews as input to improve workplace issues
• Is strategic in assessing the value of employees in planning
• Is innovative; not solely about fixing problems
• Values listening: Be on the ground learning from employees about needs, possible improvements
• Recognizes the value of human contact when employees solicit HR help with a question or concern
• Empowers supervisors with the tools and flexibility to make work environments good for employees
• Applies lessons learned during pandemic, i.e., remote work effectiveness and positive work environments created

This position is expected to be hired within the next six months.
Eleven Former Zags Dot NBA/WNBA Rosters

Ten former Gonzaga University basketball players are currently playing in the NBA, the largest number of Zag alumni ever to dot NBA rosters at any one time. They are:

Rui Hachimura  Washington Wizards
Corey Kispert  Washington Wizards
Joel Ayayi  Washington Wizards
Brandon Clarke  Memphis Grizzlies
Killian Tillie  Memphis Grizzlies
Jalen Sugs  Orlando Magic
Domantas Sabonis  Sacramento Kings
Kelly Ollynk  Detroit Pistons
Zach Collins  San Antonio Spurs
*Kevin Pangos  Cleveland Cavaliers

*Recently released by Cleveland; signed with CSKA Moscow


WNBA Current Players

Courtney Vandersloot  Chicago Sky

In addition to Vandersloot (2011), whose Gonzaga number 21 will be officially retired at some point, three other Zags have played in the WNBA: Katelan Redmon (2012), Shelby Cheslek (2016) and Jill Barta (2018).

SITES FOR 2022 NCAA DIVISION I MEN’S, WOMEN’S BASKETBALL TOURNAMENTS

NCAA Men’s Basketball Tournament

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<td>Buffalo, Indianapolis, Fort Worth, Portland, Ore.</td>
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<td>First/Second Round</td>
<td>March 18 &amp; 20</td>
<td>Greenville, S.C., Pittsburgh, San Diego</td>
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<td>Sweet 16/Elite 8</td>
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<td>Final Four</td>
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NCAA Women’s Basketball Tournament

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<td>First Round</td>
<td>March 18-19</td>
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<tr>
<td>Second Round</td>
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<td>Final Four</td>
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Gonzaga, Washington and Seattle U law schools have partnered with Heritage University in Toppenish to create a pipeline for Latinx and Indigenous undergraduates to enroll in law school with the goal of earning law degrees and returning to central Washington where Latinx and Indigenous people are sorely underrepresented in the legal profession.

Around Campus

- Contemporary Native American Art: Missing and Murdered Indigenous Women and Persons, March 4-26, Urban Arts Center
- Latin Grammy nominee Gina Chavez, March 4, 7:30 p.m., Woldson PAC
- Climate Change: Learning from Malden, March 14, 6 p.m., Wolff Auditorium
- "A Bright Room Called Day," March 17-20, 7:30 p.m., Magnuson Theatre
- Becoming Planetary: From the Personal to the Practical, March 22, 5 p.m., Hemmingson Auditorium
- Diversity Monologues, March 29, 5:30 p.m., Woldson PAC
- Visiting Writers Series Rena Priest, March 29, 7:30 p.m., Humanities College Common
- Spiritual Resistance to Race-Related Sexual Violence: Black and Native Perspectives, March 31, 5:30 p.m., Hemmingson Ballroom (featuring Andrew Prevot, Boston College, and Jack Downey, U of Rochester)
- Thinking Across the Catholic-ness and Coloniality of Sexual Abuse in Indian Country, April 1, 4 p.m., Hemmingson Ballroom
- Print Festival, April 1-6, Urban Arts Center
- Gonzaga, Washington and Seattle U law schools have partnered with Heritage University in Toppenish to create a pipeline for Latinx and Indigenous undergraduates to enroll in law school with the goal of earning law degrees and returning to central Washington where Latinx and Indigenous people are sorely underrepresented in the legal profession.