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# A Message of Renewal

*“Education must always start from respect and the promotion of talents already present in individuals. It is not, nor can it ever be, something pre-packaged and imposed. For education is an adventure, in which we explore and discover together the mystery of life.” - Pope Francis, July 2022*

In a fall address to faculty and staff together, President **Thayne McCulloh** presented a vision for the university community grounded on strategic planning and a renewed understanding of our purpose.

Both the strategy and the mission came to light in his telling of an encounter with a student in the early months of the COVID pandemic, after campus had reopened for in-person instruction. This student – we’ll call him John – had crossed paths with the president and shared how grateful he was to be on campus again. John’s father, just before his death from COVID-induced organ failure, implored John to return to school and finish his degree.

“The student had many reasons not to,” said McCulloh. “He was worried about his mom and had his own depression to face. But he did come back, finished and launched a career for which this university prepared him.”

John had said to the president: “For some of us, Gonzaga is a light in the darkness.”

“Why do we do what we do? What is our purpose?” McCulloh asked of the faculty and staff gathered in September. “Despite all the noise about higher education – the suspicion about politically motivated indoctrination, the question of whether a college degree is really worth the expense – I believe with every fiber of my being that the presence of our students is all we need as testament that we are worth the investment.”

He continued: “Our students gain competence and confidence and the capacity with skill and depth of understanding to engage in the tasks that will next lie in front of them. This is the work you do. Our labor of education is within and outside the classroom. In our community, our students are learning in many ways, perhaps most acutely through observation. How we act, react, treat one another, treat them. They learn about systems and decision-making through the way we provide services. We are a complex multidimensional living laboratory for adulthood.”



Gonzaga welcomed nearly 1,200 first-year students with bright smiles to campus in August.

## The Year Ahead in Three Words: Gratitude, Renewal, Opportunity

### Gratitude

McCulloh acknowledged the recent U.S. News college rankings, and while noting the methodology of this tool could be improved, “It provides a view into how GU and other institutions are regarded, especially by colleagues in the higher education space.” He said our community should be proud of the recognition of our excellent teaching and support services, which contribute to our high retention and graduation rates. A recent post by Conde Nast Traveler also named Gonzaga among the prettiest 56 college campuses in the U.S., among the nearly 4,000 post-secondary institutions in the nation.

Further, said McCulloh, very few can claim opening two major facilities during the pandemic, as Gonzaga did with the John and Joan Bollier Family Center for Integrated Science and Engineering and the UW-GU Health Partnership building.

Supporting our students through scholarships and new facilities requires thoughtful and intentional work with our generous constituents, and for that, McCulloh thanked University Advancement for its year-round efforts.

### Renewal

These last 2.5 years of COVID have been transformative, McCulloh said, as we learned lessons and embraced new opportunities. “We have experienced a significant amount

# Name Change Reflects Aspirations for OIE, GU

Office of Diversity, Equity and Inclusion has a new name: Office of Inclusive Excellence.

OIE aims to promote excellence in all aspects of university operations for students, faculty and staff by facilitating processes to remove barriers to access and advancement, and continue diversification efforts with greater intentionality and attentiveness to how we serve the needs of this community.

Chief Diversity Officer **Robin Kelley** says inclusive excellence requires Gonzaga to embed diversity, equity, inclusion and belonging into every facet of our operations:

- Promote performance objectives for recruitment and retention of students,

faculty and staff from underrepresented groups

- Measurably improve the success of underrepresented populations
- Identify and apply evidence-based practices to increase cultural fluency of all community members
- Create a campus climate where people feel safe, heard and respected
- Implement the Inclusive Excellence Strategic Plan
- Coordinate GU's diversity, equity, inclusion, belonging and social justice efforts.

The office oversees the creation and facilitation of the Inclusive Excellence Strategic

Plan, Title IX, bias reports and response, and coordination and monitoring of the university's efforts toward building a culture of equity, inclusion and belonging.

The OIE office staff includes Kelley, assistant to CDO/Office Manager **Jerianne Foy**, Acting Title IX Coordinator **Christina Thomas**, Faculty Fellow **Noralis Rodriguez-Coss**, and Communications Assistant **Melinda Locke**.

"My colleagues and I look forward to collaborating with you to continue to elevate Gonzaga, empower one another, and remove barriers to success," Kelley says.

## A Message of Renewal

*Continued from pg. 1*

of change in our employee population. Our students are anxious about what they missed out on and what impact that may have on what they are capable of doing. They come and are hungry for those experiences that are essential to their development," he offered as examples.

"But this community leaned in hard and we were among the first places to bring back things in person. I will always be grateful for the people who walked this path with us these past few years, making a difference to the lives of students and their families.

Duke University Coach Kara Lawson told her students: "Great is hard." McCulloh paraphrased her message about the ways we often say things will be easier/better when we just get through the next thing. But it never gets easier; you just learn how to handle hard stuff better, he said. "The Gonzaga community handled hard well."

In the time of renewal now before us – a new era in the actualization of our Mission – Gonzaga is blessed by the arrival of an amazing infusion of talented individuals, McCulloh said.

- Provost **Sacha Kopp** is curious, has a joy of learning, and is thoughtful in engaging complex issues.
- Acting Vice President of Mission Integration **Ellen Maccarone** is "an extraordinarily thoughtful person with a genuine love for this university," the president said, citing the numerous mission formation experiences she has completed which "make her ideal to accompany our community as we discern our path and future as a Catholic, Jesuit, humanistic institution."
- Vice President of Human Resources **Ray Kliewer** brings depth of experience at large institutions and private industries to take us forward in matters that improve Gonzaga as an employer.

These three – among others – will help Gonzaga find new ways of doing hard things to continue meeting the high expectations of students, families and the community.

### Opportunity

"Greater opportunities for development almost always come from new sources of revenue," the president said, sharing a vision for growth in fundraising and development of new non-tuition sources.

Enrollment Management colleagues, he noted, are changing the way they work to attract graduate and undergraduate students in an increasingly competitive environment. "We need to be open to developing new academic programs and refining existing programs to ensure they are contemporary and relevant as we seek to recruit new students who want to address real-world needs," McCulloh said.

Academic areas of focus for development are applied technology and health care, he noted.

The updating of the strategic plan – underway with The Grand Challenge led by Provost Kopp – aims to animate the work of our schools, college and divisions for the next several years in these key areas:

- Research and creative activities
- Student success and development
- Formation and development of faculty and staff
- Programs of study
- Sustainability and stewardship – defined broadly – utilization of resources

Developing process and priorities in these areas will set the stage for Gonzaga's next major fundraising campaign.

But the work is more than "institutional planning" said McCulloh – it's planning at the department level, too. "We need to reexamine and evaluate goals and operating assumptions

that guide and direct our work. We must thoughtfully consider where our resources will be deployed in fulfillment of our mission."

### We can do hard things.

"We have been affected in real and lasting ways, but there is no going back to pre-pandemic reality," McCulloh said. "Where we are today is affirming that the pandemic made more important what we do. Our job is to figure out how to do this really well. Gonzaga's success begins with our people, so to do this effectively, we need YOUR involvement, your voice. I ask each of you to engage in some aspect of the work toward as much success as possible, in response to The Grand Challenge, adoption of work values and excellence in our strategic plan."

"All of you – whether new or have been here for decades – all of you have wisdom and perspective about what we need to focus on for the future of Gonzaga," McCulloh said.

### Other Projects Underway

- **Work Values** – These are aspirations for ourselves – how we work to animate the mission every day, how we work with one another. See web site for list
- **Compensation** – GU seeks a competitive, contemporary, people-first approach for salary and total compensation
- **Physical environments** – The university will review allocation of office space, learning environments and technological tools

# Kellogg Launches New Journey in a Different Space

## GONZAGA'S ROCKET MAN IS BACK

Ryan Kellogg ('14) spent seven years working on rocket propulsion systems for SpaceX, including the last two years living on a secluded site in southern Texas where the company's new rocket named "Starship" is being developed to carry cargo and people to the moon and other planets.

Now the Gonzaga University and Gonzaga Prep grad is back home, serving students as academic director for the Center for Engineering Design and Entrepreneurship in the School of Engineering and Applied Science.

"I had moved back to Spokane to address personal priorities," Kellogg says, "when I saw Toni Boggan had retired and the school needed to fill her role."

He stepped right in to meet the needs of 165 students who looked forward to working with industry experts on senior design projects.

Over the summer he recruited industry sponsors to propose real-world engineering problems and supported pairing them with faculty advisers to help guide students to develop feasible solutions over the next two semesters. This year there are 41 unique projects connecting senior students with faculty advisers and field professionals.

Kellogg says his primary focus is improving the technology backbone of the program.

Kellogg is making sure he challenges the students, and in so doing, he hopes to inspire them. "Being able to understand why solving a particular problem matters is important," he says. "I think there is a tendency to set one's eyes on the near-



Ryan Kellogg: "Give me a challenge and I'll meet it with joy."

term prize, like graduation or a good grade, as if that is the end goal. It's critical, however, to keep focused on the question of 'How will I put this to use?' and 'How can I make the world better with this?'"

Kellogg is collecting feedback from faculty,

staff, and administration in all departments to ensure the program continues to thrive. "I'm new, we're moving fast, and I'm going to make a few mistakes. I value the feedback. Anyone in my position should value it," he says.

### Back to SpaceX

Kellogg spent his first five years after graduation from GU in Los Angeles working on SpaceX's Dragon 2 capsule, the only U.S. spacecraft currently able to transport cargo and crew members to the International Space Station.

A sizable part of his work was on anomaly investigations, how to fix designs that occasionally fail. Kellogg explains: "Rocketry can be quite explosive, and especially challenging to investigate when they fail a long way away."

"I loved the work despite all the insane hours and extreme challenges. We worked hard for good reasons."

But, throughout his career, he would come back to campus to speak with students and try to help motivate them.

And now back fulltime: "There is plenty of important work to do here, and I'll strive to be the kind of person who says 'Give me a challenge, and I'll meet it with joy.'"

## New Facility Celebrated

Students, faculty, staff and the Spokane community celebrated the dedication of the new University of Washington School of Medicine-Gonzaga University Health Partnership building Sept. 8, which provides a home for GU's Human Physiology department and UW's Spokane medical students. It's an innovative project between a public and an independent university, together with design and construction partner McKinstry and its CEO, **Dean Allen**.

"With this partnership, we've expanded the family of Bulldogs to include Huskies, and we found that both of our breeds were quite compatible," said President **Thayne McCulloh**.

Gonzaga's **John Sklut** is executive director of the UW School of Medicine-GU Health Partnership.



Presidents Thayne McCulloh and UW's Ana Mari Cauce share delight in the dedication of the new Health Partnership building.

# First VP for HR Experienced, Unpretentious: **MEET RAY KLIEWER**

Any introduction to Gonzaga's first vice president for human resources, **Ray Kliewer**, starts with the pronunciation of his name. It's Cleaver, as in Ward Cleaver, for those in our audience who remember Leave it to Beaver.

Kliewer is approaching 30 years in human resources in a variety of environments, the majority in general industry. Many of his work engagements have focused on HR improvements and installation of contemporary people practices.

Most recently he was senior director, Human Resources, for the Indiana University School of Medicine, the largest medical school in the country with 1,500 students. In addition, he was one of the core leaders in the transformation of HR services across IU.

Spirit posed several questions to Kliewer about his vision for this new position.

## **Q. What's important to you as you begin your Gonzaga career?**

Kliewer: "I really want to become a student of the culture and history of the University. I need to understand the organization to best serve our people. I've started down that path and will continue for some time. I am fascinated by the sense of community in the university. I have been warmly welcomed by so many people that it increases my excitement to serve Gonzaga."

## **Q. Where can we as a university make positive strides in valuing and supporting our human resources?**

Kliewer: "Based on the mission, care of the whole person is most important. While we generally apply this maxim to our students, it is equally important to apply it to faculty, staff and administrators. Individuals bring their whole selves to work. It is important to engage and nurture their whole person. It is incumbent on all of us to work together to create and maintain a culture where we all feel welcome and able to be our authentic selves. When we successfully do this, we create an engaging culture. Research tells us that employees in engaging cultures are more satisfied, more productive and more likely to stay."

## **Q. Particularly as it relates to Human Resources and our employees, what is your vision for our institution?**

Kliewer: "My vision comes straight out of Gonzaga's strategic plan; make Gonzaga a great place to work. Our work during the pandemic is an example of being a great place to work. The institution and our employees



navigated one of the most complex situations in a generation without reducing employee headcount or benefits. We understand how unique these accomplishments are when we look at other institutions and companies. We have the opportunity to build on this success to create a positive employee experience for all of our colleagues. Employee experience encompasses how we attract and retain, how we reward and recognize, how we develop and promote, as well as how we create engagement by connecting to the Gonzaga mission and strategy. The focus on employee experience requires us to reposition HR as a strategic partner for the institution rather than its traditional, transactional role. This transformation will fill our time and guide our decisions."

## **Q. Where are our greatest opportunities to improve employee experience?**

Kliewer: "I am still assessing and learning what is important in our culture, but several things come to mind. We need to continually remind each other why we are at Gonzaga and how we contribute to the mission. We need to look at all of the systems and processes to ensure that they add value and are competitive. My goal is to transform the employee experience into competitive advantage. Often times, HR can be seen by some as the Department of No. That's not my vision. We are enablers. We

recruit, hire and develop talented individuals. We want and need to be responsive to our colleagues to create an outstanding employee experience."

## **Q. What do we need to do to increase our retention of our good employees?**

Kliewer: Fortunately, our increase in turnover over the last year is not as high as other organizations. Certainly, we need to look at competitiveness in compensation, benefits and amenities. We also need to look at how we lead. Research tells us that people don't leave the organization; they leave their supervisor. We (I'm a supervisor, too) must model the values and behaviors expected by the university. I am excited Gonzaga has decided to make investments in nurturing our supervisors through professional development and training. Also, we are looking at space across campus to reimagine how we work and live together. Combined with a renewed look at how we foster flexible work arrangements, it lays a foundation to create positive employee experiences.

# BENEFITS FAIR RETURNS

## After Two-Year COVID Hiatus

The Benefits Fair returns to Gonzaga Oct. 11, noon-6 p.m., and Oct. 12, 7:30 a.m.-2 p.m. in Hemmingson Center with free flu shots and biometric screening, several information sessions on everything from Medicare to Mental Health First Aid, and representatives from 21 benefits and health vendors to answer your questions.

Find out about two new options in dental care in the coming year, including DeltaCare Managed Care Plan which replaces Willamette to improve member experience and offer employees a less expensive alternative, and a retired dental plan. For more Wellness resources and information on these plans, attend one of the seminars during Benefits Fair.

### SCHEDULE and OFFERINGS

Walk-up flu shots

Biometric screening, pre-registration at [benefits.gonzaga.edu](https://benefits.gonzaga.edu) is encouraged.

Vendor representatives from the following entities will be onsite to answer questions: Delta Dental of Washington, Rehn, TIAA, Health Advocate, Support Linc/GU Living, Client Services, Organizational Development, Sodexo, Spokane Country Commute Smart Northwest, Center for Community Engagement, YMCA, Staff Assembly, TIAA

Savi, LINC Foods, Mission & Ministry, US Bank, Office of Sustainability, Bulldog Bucks and Rudolf Fitness Center.

A reminder that the annual open enrollment period for Gonzaga benefits is Oct. 21-Nov. 4. All employees must confirm their benefits, even if they do not intend to make any changes.

A Virtual Benefits Fair platform will be available by clicking <https://gonzagau.sharepoint.com/sites/VirtualBenefitsFair75>.

Onsite (Hemmingson) or Zoom information sessions will be offered as follows:

### OCTOBER 11, 2022

**Noon-1 p.m. - Turning your goals into reality - Don't Weight! - Via Zoom - Health Advocate**

**1-2:00 p.m. - New Delta Dental DHMO Plan with Orthodontia - In person - Delta Dental**

**2-3 p.m. - Understanding Depression - In person - Supportlinc**

**3:45 p.m.-4 p.m. - Retiree Dental Plan - In person - Delta Dental**

**4-5:30 p.m. - Ready for Retirement, Actions to take now for Retirement and Medicare - In person - TIAA and SHIBA**

### OCTOBER 12, 2022

**8-9 a.m. - How does the Medical Plan Work? - In person - Premera**

**9-10 a.m. - Managing your Hypertension - Via Zoom - Livongo**

**10-11 a.m. - Workplace Mental Health First Aid - In person - Supportlinc**

**11 a.m. - Noon - How FSA Accounts Work - In person - Rehn**

**Noon-1 p.m. - New Delta Dental DHMO Plan with Orthodontia - In person - Delta Dental**

**1-2 p.m. - Promoting Curiosity and Innovation through Powerful Questions - In person - Organizational Development**

## UMEC Celebrates Progress Made Over 25 Years, Work Ongoing

The Unity Multicultural Education Center emerged 25 years ago as a refuge but became a powerhouse of potential and the apex of hope for unity in the campus community.

It was born from strife, formed from the urgency felt by students of color at a predominantly white institution. They faced back-to-back racial threats at GU in 1995, '96 and '97, prompting President Father **Bernard Coughlin**, S.J., to assign several members of campus to develop an action plan. Decisions included establishing the Gonzaga Institute for Hate Studies (now the Center for the Study of Hate), a commitment to diversifying the workforce (ongoing) and creating a space to gather for students most impacted by biases.

The catalyst was **Bob Bartlett**, an assistant dean in Student Affairs. Along with **Raymond Reyes**, Gonzaga's first chief diversity officer, Bartlett collected all the synergy he could to "make a difference with difference," as Reyes puts it. "It was the place students could go and unpack their experiences of racism before we had a bias team to address concerns formally."

Students were asking for culturally informed education. And that realization fueled many

other projects that impacted virtually every aspect of the university. In addition to Reyes' appointment as CDO, a diversity requirement was added to the core curriculum in 1998. Student Affairs initiated bias training through the Intercultural Development Inventory in 2004 and the LGBTQ+ Center opened in 2005, alongside the BRIDGE program.

In 2007, Gonzaga completed its first campus climate assessment to understand how well faculty, staff and students felt supported, and the next year, a mentorship program launched. Then came the Act Six scholarship program to provide opportunities for promising students. The IMPACT group answered the need of faculty and staff members to share their own experiences of marginalization or exclusion. Productive Discomfort became a training ground led by Reyes and Management Professor **Molly Pepper** to address the challenges of classroom discussions with faculty.

Reyes suggests UMEC must continue to engage the white majority, not just the 30% who are BIPOC. There's an appropriate time for people to connect with kindred spirits, but also a time to bust up the binary, to mix and create unity. "We need to expand the

circle of inclusion into the classroom where every student goes, and deepen that inclusive experience into co-curricular activities.

He continues, "A hopeful future positions cultural academic needs at the heart of the teaching and learning process. This hopeful future will be built upon the foundational work of our faculty boldly optimizing the transformational utility of antiracist and inclusive pedagogies."

*Julian Aguon '04, a Chamorro human rights lawyer from Guam working at the intersection of Indigenous rights and environmental justice, will share readings, inspiration and reflections from his highly successful book, "No Country for Eight Spot Butterflies," and engage the audience in dialogue and Gonzaga reflections, moderated by Raymond Reyes, associate vice president for cultural initiatives, Oct. 13, 4 p.m., Hemmingson Center. UMEC alumni are invited to an open house, 11 a.m.-noon, Oct. 15 on campus.*

# Progress Being Made on Kardong Bridge Project, Including Some Trail Repair

Renovation of the Don Kardong bridge just south of campus on the Centennial Trail is about one-third complete, says **Nick Hamad**, Spokane park planning and development manager. "With some luck we hope to open the bridge by the end of 2022," he says.

Work began in early June with removal of the old bridge decking, railings, shade structures and overlooks. Re-building began about a month ago with cleaning and repairing the old railroad bridge structural steel and installing new steel framing for the new decking. Casting of new concrete deck panels and fabrication of new guardrails are both in progress.

Over the next couple of months, the new bridge decking will be placed and the new electrical system will be installed. "We look to have the new deck installed and all paving work completed prior to freezing conditions and will continue work into the colder months to complete the railings and lighting," Hamad says.



*The old deck and railroad ties underneath the Kardong Bridge have been removed, and will be replaced with a smoother, long-lasting concrete surface.*

With few unforeseen conditions to date, Hamad says it has allowed the city to repair some of the badly damaged public trail near the Riverpoint Condominiums as part of the

project. "So not only will we end up with a new bridge, but we will have some better trail surface nearby, as well," he says.

## Natural Grass a Thing of the Past; Artificial Turf Increases Playability

Coach **Steve Hertz** Field at Patterson Baseball Complex is receiving a facelift. Excavators have scraped the old natural grass and clay "face" off the surface and will soon be replacing it with artificial turf.

Baseball purists and Zags who have passed might be turning in their graves. But Athletics administrators and baseball coaches agree this is a change for the good, says **Rob Kavon**, associate athletic director for facilities and events operations.



*Artificial turf will replace natural grass on Coach Steve Hertz Field to allow for use almost year round.*

"It's a playability issue," Kavon explains. "Weather has such an impact here in the northern tier. With artificial turf we don't need to worry about the weather. If it's sunny in January, they can be out there on the turf getting ready to start their season in February. It was a tough decision by the coaches and administration, but we had to make it to stay competitive."

The turf will cover all areas of the field, including the infield, pitching mound and batter's box. It will drain easily and can be plowed of snow, something that was impossible on natural grass.

This turf is the same as on Mulligan Field except that the small rubber pellets on Mulligan will be replaced on Hertz Field with sand, giving a batted ball a more natural bounce.

Maintenance is another key issue: The new surface will not require fertilizer,

mowing or striping. "

It will require sweeping with a special machine to raise the fibers.

Washington State, Washington, Oregon, Oregon State and Whitworth already use turf, and reports are good. This surface is also gaining popularity in the SEC, where rain can play havoc with their fields.

Kavon reports a few other stadium changes:

- Grass berms beyond the left and right field lines are being flattened to add bleacher seating should Gonzaga be granted an NCAA regional site
- Left and right field side fences lining the sides of the field will be closer to the field to allow bullpens to be moved behind the fences
- The left field wall will increase from 8 to 12 feet "to make it a little more challenging for hitters to hit home runs there," Kavon says.

Gonzaga baseball is conducting its fall practices at Whitworth for six weeks as the NCAA Division III Pirates only are allowed two weeks for fall ball.

# Shlossberg's Face is All Over Mask Exhibit at the MAC

Mask-making is a special tradition in Mexico. It's a vibrant and playful art form with roots in the celebration of religious holidays. Worn by dancers in rollicking performances known as danzas, masks become expressions of contemporary living society – symbols that combine pop culture and religious narratives to communicate about spiritual matters, political issues, and personal and community life.

This fall the Northwest Museum of Arts and Culture brings Mexican masks center-stage with an exhibition of more than 50 dance masks from its collection and contemporary Mexican artists, as well as dance regalia and video presentations featuring the artists, dancers and performers. The exhibit runs through April 16.

Gonzaga has strong connections to the MAC's "Dancing With Life: Mexican Masks" exhibit.

First, the curator. **Pavel Shlossberg**, associate professor in communication and leadership studies, and associate dean in the School of Leadership Studies, has been teaching at GU since 2012. He studied mask-making in Mexico for nearly 20 years, even featuring it in his doctoral thesis: "Crafting Identities: Transnational Indian Arts and the Politics of Race in Central Mexico." In developing the exhibit, last summer Pavel travelled to Michoacan, Mexico, to record artists and dancers discussing the masking customs and

their contemporary meanings.

**Laurie Arnold**, associate professor of history and director of Native American studies at GU – and trustee on the MAC's governing board – introduced museum staff to Pavel's expertise a few years back, enabling the Museum to learn more about its own extensive collection.

"The masks teach us about the power of community – people coming together during festivals to dance and celebrate," Pavel said. "Studying this art form and attending fiestas in Mexican communities, I was warmly welcomed and invited to dance. Visitors to the MAC will learn about a regional, vibrant, thriving aspect of Mexican culture – the humor, the richness, the history."

Second, several historical items featured in the exhibit, now in the care of the MAC, originally were housed at the Museum of Native American Cultures run by Jesuits on Gonzaga's campus.

Third, Gonzaga faculty, staff and students



Mask Exhibit Curator Pavel Shlossberg at the MAC.

are engaged in several upcoming events, appearances and celebrations at the Museum and on campus that highlight the performance art associated with mask-making. **Suzanne Ostersmith**, associate professor of Dance, is coordinating with the MAC.

Shlossberg will speak at the MAC Oct. 20, 6 p.m. on the exhibit, its art, artists and dancers. Stay up to date on special events surrounding the exhibit by visiting: [www.northwestmuseum.org/programs/special-events/](http://www.northwestmuseum.org/programs/special-events/).

## NOTEWORTHY

### NEW HIRES

**Andrea Kummer**, program coordinator, Education; **Andrew Mercer**, program coordinator, Student Involvement; **Angela Aneiros**, lecturer, Law; **Angela Early**, mental health counselor, Health & Counseling; **Aubrey Susens**, program assistant, Arts & Sciences; **Carolynn Torve-Williams**, first-year experience program coordinator, New Student Programs; **Cheryl Flaim**, special projects coordinator, Enrollment Management; **Dan Nailen**, asst director media relations, Marketing/Communications; **Drew Choules**, asst volleyball coach, Athletics; **Edanna Doss**, office manager, President; **Eric Snyder**, asst women's rowing coach, Athletics; **Haiden Palmer**, basketball video coordinator, Athletics; **Jamie Bartlett**, director, Lincoln LGBTQ+ Resource Center; **Jeffrey Marcum**, electrician, Plant; **Juandalynn Taylor**, asst professor, Law; **Macie Dent**, program coordinator, Law; **Marcy Candland**, youth program manager, Community Engagement; **Michelle Estes**, clinical placement coordinator, Nursing & Human Physiology; **Natasha Block**, director, Outdoor Programs; **Rachel Pelkey**, HR partner, Human Resources; **Rachel Beal**, program asst, Leadership Studies; **Ray Kliewer**, vice president, Human Resources; **Sophia Alvord**, program asst, Student Academic Success; **Theodosia Stavroulaki**, asst professor, Law; **Victoria Bjordahl**, program asst, Student Academic Success; **Cody Reeves**, athletic turf manager, Athletics; **Dallan Flake**, assoc professor, Law; **Eric Smith**, custodian, Plant; **Jeffrey Omari**, asst professor, Law

### POSITION CHANGES/PROMOTIONS

**Bethany Hickey**, asst director, Resolution Center for Conduct/Conflict; **Drake Marsh**, custodial lead, Plant; **Heather Schmitt**, admission specialist, Graduate Enrollment Management; **Ismael Teshome**, service experience assoc director, ITS; **Jocelyn O'Doherty**, asst admissions director, Law; **Kara Hertz**, asst vice president, Alumni and External Relations; **Karianna Freeland**, student services onboarding specialist, Graduate Enrollment Management; **Kayla Johnson**, program & budget asst, President; **Kristin Telin**, program manager, Lifelong Learning; **Laura Gatewood**, asst vice president donor relations, University Advancement; **Lea Hart**, budget & personnel officer, Plant; **Lilian Morrill**, asst to the dean, Education; **Matt Edenfield**, director outdoor partnerships, Student Involvement; **Stephanie Conlin**, asst registrar, Law

### GOODBYES

**Alexia Hess**, custodian, Plant; **Caitlin Shorten**, communications asst, President; **Carissa Gwerder**, academic coordinator, Athletics; **Carlos Ramirez Mazuera**, counselor, Admission; **Christopher Greene**, asst women's rowing coach, Athletics; **Christopher Wagner**, art technician, Arts & Sciences; **Cole Fairbairn**, program asst, Student Financial Services; **Daniela Nasser**, asst women's tennis coach, Athletics; **Emily Lussier**, summer camp & conference coordinator, Auxiliary Enterprises; **Gary Bell Jr**, coordinator basketball admin, Athletics; **Katie Palmer**, asst volleyball coach, Athletics; **Kristina Pratt**, HR partner, Human Resources; **Lanna Whitlock**, resident director, Housing & Residence Life; **Nicolette Patlan**, program asst, Resolution Center for Conduct/Conflict; **Olivia Betz**, asst women's rowing coach, Athletics;

**Rhiannon Arriaga**, user services assoc, Foley Library; **Ryan Malarkey**, Admission operations specialist, Admission; **Sonja Steele**, administrative asst, Athletics; **Sydney Cheifetz**, health educator, Student Wellbeing; **Teresa Scroggins**, residence director, Housing & Residence Life; **Thomas Miller**, assoc director news service, Marketing/Communications; **Tommy Heppler**, ticket coordinator, Athletics; **Waunita Myers**, program coordinator registrar's office, Law

### ANNIVERSARIES

**20** Dino Alimanovic, HVAV tech, Plant

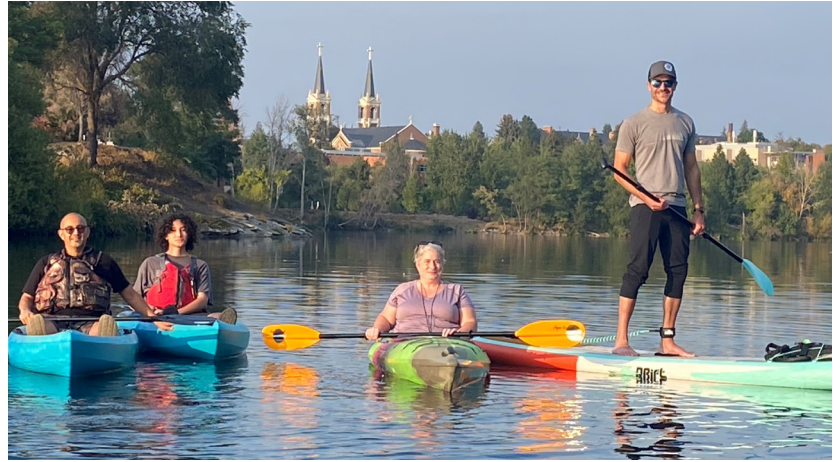
**15** Steve Pharr, painter, Plant; David Alsept, painter, Plant; Deb Stevenson, director, Student Academic Success

**10** Darren Owsley, chief technology officer, ITS; Christine Miranda, graduate admission operations specialist II, Admission Operations

**5** Vince Velonza, web producer, Marketing Services; Janean Schmidt, web & administrative asst, Engineering; William May, custodian, Plant; Matt Cragwick, custodian, Plant; Eric Smith, custodian, Plant; Matthew Johann-Baker, asst director, Student Conduct

## OFFICE ADVENTURES

Help us bring to life a fun, new Spirit column – a showcase of fun and/or team-building adventures among offices across campus. But it will take readers' buy-in to continue it. Each month we'd like to showcase some of the fun and/or team-building adventures offices across campus partake of. Please send your pictures and a brief description to [spirit@gonzaga.edu](mailto:spirit@gonzaga.edu). And continue sending them whenever you have a fun office outing. Spirit would like to include a broad representation of offices. In this first edition, we see kayak aficionado **Kate Vanskike**, second from right, with Marcom colleagues **Henry Ortega**, left, his son Sebastian, and **Dave Sonntag**, standing on his paddle board, right, floating the river with campus as a backdrop. **Vince Velonza**, paddling ahead of this crew, snapped the picture.



## Around Campus

- » Presidential Speaker Series featuring **Olga Custodio**, the first Latina U.S. Air Force pilot, is Oct. 4, 7 p.m., in the Myrtle Woldson Performing Arts Center.
- » The Washington Supreme Court will hold an open forum Oct. 5, 2:30 p.m. in the Gaffney Room at Volkar Center. The Court will hear cases Oct 6 at 9 a.m., 10 a.m. and 1 p.m. in the Barbieri Courtroom, and host Q&A sessions regarding the arguments at 10:45 a.m. and 2:15 p.m. All events are public.
- » ITS Technology Fair is Oct. 5, 10 a.m.-2 p.m. in Hemmingson to highlight technology that is available to campus users. Multiple technology vendors host displays and demonstrations.
- » GU dance students present 60x60, 60 dance acts each just 60 seconds long, Oct. 7, 6 p.m. in Woldson Center.
- » Gonzaga plays host to the first U.S. Senatorial Debate between **Patty Murray** and **Tiffany Smiley**, Oct. 23, 5 p.m. in the Myrtle Woldson Performing Arts Center. Complimentary tickets will be made available soon. Watch Morning Mail.
- » "Come away by yourselves to a deserted place and rest awhile." - Mark 6:31. A fall Staff & Faculty Retreat staged by Mission & Ministry is Oct. 23-24 at the Bozarth Mansion. Register here: <https://commerce.cashnet.com/GUMisMin>. Questions? Contact **Lauren Hackman-Brooks**, [hackman-brooks@gonzaga.edu](mailto:hackman-brooks@gonzaga.edu).
- » The next Provost Lecture features **Jennifer Gomez**, Boston University, Oct. 26 at noon, Cataldo Hall, "Why is this So Hard: Identifying Inclusive vs. Exclusionary Behaviors in Recruitment Processes."
- » Gonzaga ranks 83rd among 440 National Universities by U.S. News & World Report's 2023 annual rankings, among the top 100 National Universities for the fourth consecutive year. Other Jesuit schools in the top 100 include No. 22 Georgetown, No. 36 Boston College, No. 55 Santa Clara, No. 72 Fordham, No. 77 Loyola Marymount and No. 83 Marquette. GU ranks 12th in undergraduate teaching. Eighty-five percent of GU's undergrad students graduate within six years. The national average of 64%. The University's first-year retention rate remains among the best in the country at 93%, placing Gonzaga in the top 15%.
- » Associate Professors **Betsy Bancroft**, Biology (in collaboration with Oregon State University), and **Eric Aver**, Physics (in collaboration with University of Minnesota-Minneapolis and Ohio State University), were awarded National Science Foundation grants to advance their research, \$858,888 to Bancroft for predicting transformation of emergent freshwater networks under variable climates, and \$204,697 to Aver for a better measurement of the primordial helium abundance.
- » The Norman Rockwell painting of GU alum Bing Crosby is now on display in the Crosby House.
- » The Gonzaga Center for Climate, Society and the Environment free fall lecture series includes: the Fourth Annual Spokane Candidates Climate Change Forum, Oct. 5; Integrating Science into Climate and Environmental Policy with **Laura Petes**, White House Science & Technology Chief of Staff, Oct. 17; The Emotional Life of the Climate Justice Movement, with **Sarah Jaquette Ray**, Environmental Studies chair at Humboldt State University, Nov. 1; The Credibility of Climate Models, with **Dr. John Abatzoglou**, associate professor in Management of Complex Systems at the University of California, Merced, Nov. 15. All events are livestreamed and recorded.
- » Conde Nast has ranked GU among the prettiest 56 campuses in the U.S., a tip-of-the-cap to Gonzaga's outstanding groundskeeping and custodial crews.
- » In a CBS poll of Division I basketball coaches, McCarthey Athletic Center ranked third best environment behind Kansas' Allen Fieldhouse and Duke's Cameron Indoor Stadium. Coaches' remarks included: "They built that thing right. Perfect size. Students are wild." "Fans feel like they are on top of you." "When they play 'Zombie Nation' before tipoff, it's one of the best student section hype songs I've seen. It gets loud and the arena actually shakes."
- » History Professor **Andy Goldman** was selected to serve as professor-in-charge at the Intercollegiate Center for Classical Studies in Rome for the 2025-2026 academic year.
- » Dean **Jacob Rooksby** has been named the inaugural Smithmoore P. Myers Dean of Gonzaga Law School. The Myers dean is named for "Smitty," who twice served as dean and was regarded as one of GU's best leaders.
- » A book by Gonzaga Leadership Studies students, alumni and faculty entitled "Servant-Leadership, Feminism, and Gender Well-Being: How Leaders Transcend Global Inequities through Hope, Unity, and Love," was recently published.