Gonzaga University Vice Provost for Student Affairs

Leadership Profile
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Our History

Gonzaga College started in 1881 with $936 in hard silver dollars. It bought Gonzaga’s founder, Father Joseph Cataldo, S.J., 320 acres of land and water, what people then referred to as “the old piece of gravel near the falls.” Six years later, the College officially opened the doors of its only building for “young Scholastics, whose ambition it is to become priests.” Exclusively for boys, the College was under the charge of the Jesuit priests. Enrollment for the 1887-88 academic year was 18 students.

Gonzaga University, now and throughout its 130 years, has been committed to educating young men and women who will serve others to make the world a better place. What began with an initial class of 18 students has since transformed into a nationally recognized, comprehensive liberal arts university with nearly 8,000 students.

The constant throughout all those years, however, has been Gonzaga’s commitment to character and faith formation, the hallmarks of Jesuit education. At Gonzaga, students discover how to integrate science and art, faith and reason, action and contemplation. “Cura personalis,” or care for the individual, is our guiding theme. We are dedicated to preserving the best of these traditions while transforming the future of Jesuit education in order to educate our students — both today and tomorrow.
Gonzaga University
Mission Statement
Adopted: February 2013
Modified: April 2017

Gonzaga University is an exemplary learning community that educates students for lives of leadership and service for the common good.

In keeping with its Catholic, Jesuit, and humanistic heritage and identity, Gonzaga models and expects excellence in academic and professional pursuits and intentionally develops the whole person – intellectually, spiritually, culturally, physically, and emotionally.

Through engagement with knowledge, wisdom, and questions informed by classical and contemporary perspectives, Gonzaga cultivates in its students the capacities and dispositions for reflective and critical thought, lifelong learning, spiritual growth, ethical discernment, creativity, and innovation.

The Gonzaga experience fosters a mature commitment to dignity of the human person, social justice, diversity, intercultural competence, global engagement, solidarity with the poor and vulnerable, and care for the planet. Grateful to God, the Gonzaga community carries out this mission with responsible stewardship of our physical, financial, and human resources.
Commitment to Human Diversity

Diversity affirms our faith-inspired commitment to an inclusive community where human differences thrive within a campus community of equality, solidarity, and common human nature. We seek to nourish difference in an environment characterized by mutual respect and the sustainable creation of a campus climate that attracts and retains community members from diverse backgrounds. In this context, age, gender, ethnicity, disability, social class, religion, culture, sexual orientations, language and other human differences all contribute to the richness of our academic community life. These differences grace us individually as human beings and collectively as a Jesuit, Catholic and humanistic university striving to fulfill our Mission. We aspire to create a university environment that is welcoming and accessible to all staff, faculty, students, and other members of the Gonzaga community regardless of gender, race, ethnicity, religion, disability, or sexual orientation.

About Gonzaga University

At Gonzaga, our liberal-arts education focuses on developing the whole person: mind, body, and spirit. So our students become people of curiosity, courage, and conviction.

People of purpose.

That’s part of our Jesuit heritage: helping students discover their God-given calling and go after it with everything they’ve got.

What students learn at Gonzaga will take them beyond the classroom and into the world; beyond the status quo and into a future filled with creativity and optimism.

And all the while, students are surrounded by a community of people cheering them on and pushing them to be their best.

Because when students find their purpose at Gonzaga, they also find that they can use that purpose to shape the world for the better— for all of us.
Born in Los Angeles and raised in Washington, D.C. and Seattle, Dr. Thayne McCulloh holds a B.A. in Psychology from Gonzaga University and a Doctor of Philosophy degree (D.Phil.) in experimental social psychology from Oxford (1998). His thesis examined the impact of sex role stereotypes on social situations.

McCulloh returned to Gonzaga as an employee in 1990 to work in student affairs as well as teach in the psychology department (beginning in 1994). He has served in a number of roles since that time, including that of Dean of Student Financial Services (1998), Associate Academic Vice President (2002), Vice President for Administration and Planning (2004) and Interim Academic Vice President (2007-2009). McCulloh was appointed Interim President in July 2009, succeeding Father Robert J. Spitzer, S.J. In July 2010, McCulloh was elected Gonzaga’s 26th president by the Board of Trustees. He thus became the University’s first lay President, but one formed by, and firmly ensconced in, the Jesuit tradition. He is a product of Jesuit education and has been a champion of Jesuit ideals and mission throughout his time at Gonzaga University.

During his time as President, Gonzaga embarked on a successful $250 million fundraising campaign that ended up raising more than $355 million. The University completed or began the construction of seven major campus facilities (including the John J. Hemmingson University Center [2015] and the Myrtle Woldson Performing Arts Center [2019]), completed a major Core Curriculum revision, and developed a new institutional strategic plan. The university also entered into a new partnership agreement with the top-ranked University of Washington School of Medicine to teach medical students during their first 18 months (“the foundations phase”). Gonzaga is currently in the process of designing a new Integrated Sciences and Engineering facility to complement current facilities and support new and existing programs.
Gonzaga at a Glance

Founded in 1887, Gonzaga is a Jesuit, Catholic, humanistic university. While basketball consistently draws headlines, so do our nationally-acclaimed academic programs, our commitment to serving others, and our vibrant community-building approach to college life.

The University’s new John J. Hemmingson Center is the heart of our community. It has become a gathering place offering collaborative academic activities, comfortable seating for visiting, and meeting space for the campus community. It serves as our primary dining facility, offering a variety of meal choices from all over the world. The Bulldog family-style restaurant is open to the public. The Rudolf Fitness Center provides students and employees cardio and weights options, an indoor pool and running track, racquetball courts and dance studios, and three basketball courts.

For students and visitors alike, the Jundt Art Center and Museum provides rotating exhibits of fine art; the Bing Crosby House is home to an exhibit of 200 artifacts from Gonzaga’s collection of more than 20,000 Crosby keepsakes; Magnuson Theatre is the site of many drama and dance performances throughout the year; and the McCarthey Athletic Center is the rockin’ home to the Gonzaga Bulldog basketball teams. In all, 200,000 people attend events on campus each year.

LOCATION
Spokane, WA, along the north bank of the Spokane River; half-mile from downtown Spokane

ATHLETICS
18 NCAA Division I intercollegiate sports
30 intramural sports

NICKNAME
Bulldogs (Zags)

PRESIDENT
Dr. Thayne McCulloh (Class of 1989)

ANNUAL OPERATING BUDGET
$313.3 million

FAITHS REPRESENTED ON CAMPUS:
24

SELF-IDENTIFIED UNDERGRADUATE STUDENTS OF COLOR
27%

BUILDINGS
103

STUDENT CLUBS AND ORGANIZATIONS
140

CAMPUSSIZE
152 green, grassy acres

ATHLETIC CONFERENCE
West Coast Conference
<table>
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<tr>
<th><strong>Facts and Figures</strong></th>
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<tbody>
<tr>
<td><strong>TYPE</strong></td>
<td>Private Liberal Arts</td>
</tr>
<tr>
<td><strong>CARNEGIE CLASSIFICATION</strong></td>
<td>Master’s I University</td>
</tr>
<tr>
<td><strong>RELIGIOUS AFFILIATION</strong></td>
<td>Roman Catholic (Jesuit)</td>
</tr>
<tr>
<td><strong>MOTTO</strong></td>
<td>Ad Majorem Dei Gloriam (For the greater glory of God)</td>
</tr>
<tr>
<td><strong>PRONUNCIATION</strong></td>
<td>Gone - ZAG (as in “bag”) - uh</td>
</tr>
<tr>
<td><strong>TOTAL ENROLLMENT (FALL 2018)</strong></td>
<td>7,566</td>
</tr>
<tr>
<td><strong>UNDERGRADUATE STUDENTS</strong></td>
<td>5,320</td>
</tr>
<tr>
<td><strong>FACULTY</strong></td>
<td>434 (48% FEMALE FACULTY)</td>
</tr>
<tr>
<td><strong>MASTER’S AND DOCTORATE DEGREES OFFERED</strong></td>
<td>27</td>
</tr>
<tr>
<td><strong>AVERAGE CLASS SIZE</strong></td>
<td>24</td>
</tr>
<tr>
<td><strong>STUDENT : FACULTY RATIO</strong></td>
<td>11:1</td>
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### 2019 Incoming Freshmen Class Average GPA & Test Scores

- **Average GPA**: 3.84
- **Average SAT Composite Score**: 1,285
- **Average SAT Critical Reading Score**: 639
- **Average SAT Math Score**: 646
- **Average ACT Score**: 27.96
Academic Affairs

The academic heart of Gonzaga’s liberal arts tradition lies in its University Core Curriculum, a four-year, cohesive program of study anchored by the following question: How do students of a Catholic, Jesuit, and humanistic University educate themselves to become people dedicated to building a more just and humane global community? Each year, as students progress through the program, they address a main theme and question that supports this anchoring question.

Gonzaga offers 75 undergraduate majors and programs, and a range of graduate programs, including 26 master’s degrees, a Ph.D. in Leadership Studies, a Doctor of Nursing Practice degree, and the Juris Doctor. The average undergraduate class size is 24 and the student-to-faculty ratio is 12:1. Gonzaga also offers study abroad programs in over 20 countries through the Center for Global Engagement, including its flagship study abroad program, Gonzaga-in-Florence, which was founded in 1963.

Gonzaga’s academic programs are housed in one academic college and six schools. For more information, please see the links below:

» College of Arts and Sciences
» School of Business Administration
» School of Education
» School of Engineering and Applied Science
» School of Law
» School of Nursing and Human Physiology
» School of Leadership Studies

Along with the programs noted previously, Academic Affairs also includes the Foley Library and the UW – Gonzaga University Regional Health Partnership.
Religious Distribution

Number of faiths represented on campus
27

Spiritual retreats offered annually
15

Students (on average) who attend weekly religious services on campus
700

Community Service

Hours of community service annually
100,000+

Athletics

Division
NCAA Division 1

Athletic Conference
West Coast Conference

Mascot
Spike

Intercollegiate Sports

18

Men’s Sports
Baseball, Basketball, Cross Country, Golf, Rowing, Soccer, Tennis, Indoor and Outdoor Track and Field

Women’s Sports
Basketball, Cross Country, Golf, Rowing, Soccer, Tennis, Indoor and Outdoor Track and Field, Volleyball

Student-athletes named to WCC Commissioners Honor Roll
218

Intramural Sports

30
58% of students participate
Institutional Strategic Plan

At the beginning of the current administration, President Thayne McCulloh set forth three institutional priorities to guide decision-making and resource allocation:

1. Gonzaga University as an exemplar of American Jesuit higher education;
2. Academic and educational excellence across all programs;
3. A commitment to institutional viability and sustainability.

In the current plan, these three institutional priorities have been further elaborated in the form of four “commitments” – an acknowledgment that Gonzaga operates in an active, relational context, possessed of mutual accountabilities. The four commitments are articulated as follows:

1. Foster responsibility for shared mission
2. Animate academic excellence across the institution
3. Provide an integrative Jesuit educational experience for Gonzaga’s students
4. Optimize institutional stewardship and sustainability

Each commitment, in turn, contains strategic objectives that serve as declarations of continuous improvement. The objectives are distinct from, but related to, goals and strategic initiatives. Goals provide a means of defining institutional success in achieving the objectives, and strategic initiatives constitute specific activities undertaken in service of the goals.

To view the Strategic Plan, click here. A progress report tracking each of the commitments and objectives is available here.
Institutional Diversity Equity & Inclusion Goals

Campus Climate
To support and sustain a campus climate that is supportive, engaging and generative for every community member and all social identities. A campus climate infused with the experiences of human difference, and where the values of respect, inclusion and empathetic compassion are kept at the core of the campus community’s consciousness through challenging academic cultural experiences and intercultural relationship both inside and outside the classroom.

Recruitment and Retention
To create and support a culturally diverse workforce and student body by providing technical assistance and development support on best practices to key university constituency partners responsible for recruitment and retention (including but not limited to Enrollment Management & Admissions, The Center for Global Engagement, Student Development, Human Resources, Faculty Search Committees, Academic Deans and Department Chairs).

Academic Cultural Excellence
To provide professional development programs, in collaboration with the Center for Teaching & Advising (CTA), that address culturally responsive teaching; differentiated learning; inclusive instruction for ADA accommodations; course evaluation and academic program assessment to ensure accountability for culturally inclusive instruction; course development that deepens and expands the interdisciplinary examination of human difference across social identities and the critical needs of social change and cultural transformation for the Greater Good.

Life-long Diversity Learning & Intercultural Fluency Development
To provide faculty, staff and students a comprehensive menu of development programs addressing culturally inclusive teaching, classroom management of productive discomfort, implicit bias, the power of language, bias reporting, implementation of Intergroup Dialogue (IGD) methodologies for staff and faculty, Social Justice Learning Circles and other skill-based topics addressing diversity, equity and inclusion across all social identities represented in the campus community.

Current Initiatives
The Council on Equity, Inclusion and Intercultural Awareness is currently implementing the NERCHE Self-Assessment Rubric for the Institutionalization of Diversity, Equity and Inclusion in Higher Education. The model breaks down inclusion efforts into six categories. We’ve started to document our progress in the past two years under the categories below.

As part of Gonzaga University’s Strategic Plan, we aspire that 30% of each entering undergraduate class will comprise students from racially, ethnically, or culturally diverse populations, including international students (using federally defined categories) by 2020.

- The Fall 2019 entering undergraduate class is comprised of 28% of students from diverse populations.

Likewise, the Strategic Plan aspires that minimally, 20% of the full-time faculty and staff will comprise employees from racially, ethnically or culturally diverse populations (using federally-defined categories) by 2025.

- Currently, 12% of employees self-identify as diverse.

We are working to establish a shared campus community vocabulary by using Intergroup Dialogue (IGD) methods to improve intercultural communication and support more effective discussion of complex cultural issues.

Following a student-led initiative, “culturally” was added to our mission statement: “…Gonzaga...intentionally develops the whole person—intellectually, spiritually, culturally, physically, and emotionally.”
Strategic Plan Goal

20% of employees from racially, ethnically or culturally diverse populations by 2025*

All Pell Grant recipients graduate with less than $10,000 of debt by 2021**

$31,979 (2016)

30% of entering undergraduates from racially, ethnically, or culturally diverse populations by 2020***

* From Strategic Plan: Minimally, 20% of full-time faculty and staff will comprise employees from racially, ethnically or culturally diverse populations (using federally-defined categories). (Target: 2025)

** From Strategic Plan: Meet full undergraduate financial need such that all Pell Grant recipients graduate with less than $10,000 of debt. (Target: 2021)

*** From Strategic Plan: 30% of each entering undergraduate class will comprise students from racially, ethnically, or culturally diverse populations, including international students (using federally-defined categories). (Target: 2020)

Currently

24 Faiths Represented on Campus

48% Female Faculty (Fall 2017)

27% Students of Color

98% Of Students Receive Financial Aid (722 Pell Grant Recipients In 2017-2018 Academic Year)

Beginning in Fall 2018, every GU job posting will include an explicit statement about diversity in hiring, and employment applications will no longer include a question about criminal history. Likewise, a new hiring policy is in effect that provides resources for recruiting a more culturally diverse faculty among all of GU’s professional schools and the college.

Celebrating its 20th anniversary in 2018, GU’s groundbreaking Institute for Hate Studies hosted an international conference in 2017, with another planned for 2019. These events bring Gonzaga faculty and staff together with scholars, leaders, and activists from around the world to discuss and collaborate on solutions to acts and expressions of hate.
Ten Things You May Not Know about Gonzaga University

1. One hundred and thirty-one years and still going strong. It all started in 1887 when Father Joseph Cataldo, S.J., purchased the land we sit upon for 936 silver coins and established this Jesuit, Catholic university.

2. Our student-athletes’ Graduation Success Rate of 99 percent is the third-highest in the nation. There they go again, making us look good!

3. Zags hit the ground running. Ninety-five percent of the 2018 graduating class is gainfully employed, performing service work or continuing their education. Talk about hustle!

4. Laurie Arnold, Ph.D., associate professor and director of Native American Studies, has been named an American Council of Learned Societies (ACLS) Fellow for 2019, serving as an invited Yale University research fellow. Recently, Arnold was among 25 other acclaimed U.S. history experts featured in a Time magazine feature on historical moments that resonate today.

5. Parli Italiano? Nearly half of Zags study abroad at some point during their time here.
A proud first: Gonzaga Law School alumna Catherine Marie Cortez Masto was elected the country’s first Latina U.S. senator (Nevada) in November 2016.

The doctors are in. We’re now educating talented medical students on our campus thanks to our innovative partnership with the University of Washington School of Medicine.

Serving our purpose: More of our graduates have headed to the Peace Corps than from any other school our size.

Gonzaga’s Hemmingson Center has an apiary, hydroponic greenhouse and rooftop garden that helps supply fresh, organic produce for student dining.

Gonzaga football has been undefeated for 75 years! OK, so the sport was dropped in 1941 due to World War II and the lack of available men, but not until after we sent 23 players to the NFL.
About Spokane

Gonzaga is located less than half a mile from downtown Spokane, Washington, and 15 minutes from the Spokane International Airport. The city is epitomized by its slogan, 'Creative by Nature,' and offers vast opportunities for a range of interests, including the arts, sports, or a multitude of outdoor activities. Spokane’s population is about 216,000, with the Greater Spokane area encompassing about 557,000 people. The city is lauded for good weather, excellent schools, an abundance of parks, and stunning natural scenery.

The area’s 76 lakes, 5 skiing areas, 20 golf courses and 3 major shopping malls within a short drive of campus offer students and faculty a variety of off-campus pursuits. Multiple music venues, live theater and Broadway plays, the Spokane Symphony, 3 professional sports teams, and a vital downtown shopping and entertainment district add a lively spirit to the mix. The city hosts many great community events, festivals, and gatherings and is home to the Lilac Bloomsday Run, the largest timed road race in the nation, and the world’s largest 3-on-3 basketball tournament, Hoopfest.

Several independent restaurants feature local and organic food and emphasize sustainable eating practices. Wine enthusiasts can visit a number of tasting rooms and wineries all within close proximity of one another. In addition to award-winning wine, new craft breweries are popping up all over the city. Spokane has been selected as an All-America City three times in the past 41 years, including in 2015 when it was one of 10 honored throughout the country. In recent years Parenting Magazine ranked Spokane as one of the top ten places to raise a family. In a 2017 MarketWatch report, Spokane was ranked as the #1 city in the US to save money. Spokane also ranks as the top city in the U.S. for freelancers, and it’s been selected as the best place to live on a six-figure salary.

For more information on Spokane, Washington, click here. Experience what Spokane has to offer here.
Gonzaga University
Vice Provost for Student Affairs

Leadership Opportunity
Opportunity for Leadership

Gonzaga University seeks an innovative, collaborative, and dynamic leader to serve as its next Vice Provost for Student Affairs, the University’s chief student affairs officer.

The Vice Provost For Student Affairs

The Vice Provost is the chief administrative officer for leadership, coordination, evaluation, administration and management of student services, programs and activities. The Vice Provost is responsible to the Provost/Senior Vice President, and through her, the President and Board of Trustees. As a senior member of the Provost’s senior management team and Provost Council, the Vice Provost for Student Affairs participates in planning, budgeting and policymaking for the University, and is expected to work actively to promote an integrated organization supportive of students’ integrated educational experience.

The new Vice Provost will join and lead a group of highly trained Student Affairs professionals in an institution committed to carrying Jesuit higher education powerfully into the future through cultivating excellence and innovation rooted in that tradition. Student Affairs has been guided by a successful chief student affairs officer for the past six years and building on the momentum underway is key. The new Vice Provost will continue to strengthen collaboration across the Student Affairs functional areas while also strengthening and enhancing partnerships with other departments in the Provost’s division (e.g., Academic Affairs), as well as with other departments across the University. The Vice Provost will have the opportunity to build on and champion the institution’s successful programs for students and will be expected to garner support for new initiatives. The successful candidate must demonstrate significant administrative experience in student affairs, an understanding of and commitment to GU’s faith-based mission and education in the context of the Catholic Jesuit tradition, and manifest personal qualities necessary for serving a vibrant and diverse student community.
Student Affairs

Student Affairs, which encompasses all areas of Student Development, is currently organized into two large areas, Student Engagement and Student Well-being and Healthy Living, supported by more than 100 professional staff. There is continuing active discussion about how best to integrate Student Affairs functions with Academic Affairs in ways that will realize the most benefits for students and their learning.

**Student Engagement** comprises five areas: Student Involvement and Leadership (SIL); First Year Experience Programs; Diversity, Inclusion, Community, and Equity (DICE); Center for Community Engagement (CCE); and Housing and Residence Life. SIL includes Transfer, Veteran, and Returning Adult Services; Student Media (e.g., the school newspaper, yearbook and 4 literary journals); Gonzaga Outdoors; Payne Center for Leadership Development; the Gonzaga Student Body Association (GSBA); Clubs and Organizations; Spike Nights; and the Center for Student Involvement. First Year Experience Programs focuses on New Student Orientation. DICE includes the Lincoln LGBTQ+ Resource Center and the Unity Multicultural Education Center (UMEC). CCE supports campus-wide academic and co-curricular community engaged learning efforts and will support Gonzaga’s soon-to-be launched place-based initiative, Opportunity Northeast. Housing and Residence Life oversees Chaplains in Residence, Living and Learning Programs, and Faculty in Residence.

**Student Well-Being and Healthy Living** consists of the Center for Cura Personalis (CCP), supervising case managers and the referral process; the Resolution Center for Student Conduct and Conflict, housing Student Conduct, Restorative Justice, and Conflict Resolution Services; the Office of Health Promotion (OHP), running the alcohol and other drugs, mental and emotional well-being, and healthy relationships programs; Health and Counseling Services (HCS), and Parent and Family Programs.

Student Affairs, which encompasses all areas of Student Development, is currently organized into two large areas, Student Engagement and Student Well-being and Healthy Living, supported by more than 100 professional staff. There is continuing active discussion about how best to integrate Student Affairs functions with Academic Affairs in ways that will realize the most benefits for students and their learning.
The Vice Provost for Student Affairs

KEY EXPECTATIONS OF THE NEXT VICE PROVOST:

» Inspire the Division’s staff and students with a clear sense of Gonzaga’s Catholic, Jesuit and humanistic educational mission.

» Cultivate increased collaboration with Academic Affairs and faculty to support the education and development of the whole person.

» Support and cultivate initiatives for cultural competence and increased diversity across the University.

» Manage growth and shifts in demand across programs to preserve the strengths of Student Affairs, with careful attention to student welfare.

» Ensure that appropriate student affairs programs exist for students at all levels (i.e., graduate, law, distance learners).

» Champion the new place-based initiative.

» Embrace the challenges posed to the current student population in a shifting landscape characterized by demographic changes, new technologies, globalization, and increased competition for students.

LEADERSHIP AGENDA FOR THE NEW VICE PROVOST

Promote Program Excellence

» Engage (students, staff, and faculty) in a thoughtful and compassionate manner that respects the diversity of our community.

» Advocate for engaged learning, inside and outside the classroom, and the value of the development of the whole person. This includes leading in the development of programs and initiatives that cultivate global awareness, a deepened understanding of social justice, and providing students with service-learning opportunities both inside and outside of the classroom. Additionally, there is a need to be developing support for the graduate student population.

» Recognize, appreciate, and be conversant with the diversity of programs that constitute Student Affairs at Gonzaga University, in order to effectively advocate for student affairs staff as content area experts and practitioners and garner support for new creative and collaborative projects as they arise.

Demonstrate Effective Administrative Capacity:

» Exhibit a high level of sophistication with sound institutional financial practices that facilitate responsible fiscal and operational success of student programs.

» Demonstrate knowledge of organizational cultures and skill in organizational dynamics to accomplish the goals of the Student Affairs in alignment with the goals of the university, while respecting and balancing student interests, needs, and desires.

» Manage human resources fairly and professionally, with the aim of effective organizational functioning.

» Implement and sustain diversity across programs and staff.

» Demonstrate strong communication, management, and organizational skills.

» Promote an environment conducive to constructive critical dialogue, and a divisional culture of life-long learning, mentorship and professional development.
Desired Qualifications, Experience and Attributes

» Listen carefully to students, and work effectively with staff, thus demonstrating an ability to resolve conflicts, make and explain difficult decisions, and foster a sense of mutual support.

Exhibit Thoughtful and Collaborative Leadership:

» Be a strong and supportive partner to the Provost/Senior Vice President in supporting engaged learning across campus and the value of developing the whole person.

» Work collegially and productively with the Vice Provost for Academic Administration.

» Possess the vision and creativity to recognize new possibilities and initiatives for fruitful change.

» Be visible, participating enthusiastically in University events and activities.

» Lead in the development of programs and initiatives that cultivate global awareness, a deepened understanding of social justice, and provide students with service-learning opportunities both inside and outside of the classroom.

» Cultivate positive relationships with national student affairs organizations, Gonzaga graduates, and supporters of the University to advance important projects for Gonzaga’s students.

» Articulate the distinctive mission of Gonzaga University, and be committed to integrating its humanistic, Jesuit, and Catholic qualities.

» Respectfully navigate the changing landscape of the student population—the increasing role of technology and social media, the diversity of thought, political division, and student activism—with a spirit of collegiality, transparency, and respectful authority.
Desired Qualifications, Experience and Attributes

Required Qualifications of the New Vice Provost

The successful candidate for the Vice Provost for Student Affairs will be an energetic, self-assured leader, with an earned terminal degree, who seeks the opportunity to work with a dynamic and forward-thinking Provost and a team of innovative student affairs professionals who are known leaders in their fields of expertise. Additionally, the successful candidate will have a clear record of success in administrative positions and have demonstrated the ability to lead a large, complex Student Affairs division.

Ideally, The Vice Provost will also possess many of the following Desired Qualities, Experiences and Attributes:

» Be an accomplished, respected Student Affairs practitioner who recognizes the opportunities and demands of integrating academic and out-of-classroom lives.

» Possess the conceptual and genuine interpersonal skill—an aptitude to relate to and communicate with people—necessary to make difficult and informed decisions when necessary, sometimes amid crisis, and ultimately lead the Student Affairs division through change.

» Provide evidence of a proven track record of implementing and sustaining diversity across programs and staff.

» Demonstrate a commitment to the health and safety of students with a clear understanding of University’s legal obligations as well as Gonzaga’s commitment to Titles IX, VII, IV; the Clery Act; and due process.

» Exhibit a strong moral commitment to honesty, integrity, and living out the values expressed in the University’s Mission Statement.

» Have the capacity to inspire students and staff of the division, look for opportunities to collaborate with the Provost’s team and other senior University administrators, and eager to participate in fulfilling Gonzaga’s mission.

» Understand and appreciate higher education values and culture, including the role of higher education as a strategy for social justice and advancement.

» Understand and have experience in assessment of student programs, High Impact Practices (AACU), establishing program excellence, and increasing students’ success.
How to Apply

Nominations, applications and inquiries may be sent in complete confidence. Full consideration will be given to all applications received by **Friday, February 21, 2020**. Application materials (to include a letter of interest, curriculum vitae, and the contact information for five references – who will not be contacted without the candidate’s permission) much be submitted to:

**GonzagaVPSA@academicsearch.org**

Assisting Gonzaga University in this search are **Jay Lemons** (Jay.Lemons@academicsearch.org), **Beth Martin** (Beth.martin@academicsearch.org), and **Mahauganee Shaw** (mshaw@academicsearch.org), consultants with Academic Search, Inc.

Further information about Gonzaga University is available at [www.gonzaga.edu](http://www.gonzaga.edu).

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**Gonzaga’s Commitment to Human Diversity**

Diversity affirms our faith-inspired commitment to an inclusive community where human differences thrive within a campus community of equality, solidarity, and common human nature. We seek to nourish difference in an environment characterized by mutual respect and the sustainable creation of a campus climate that attracts and retains community members from diverse backgrounds. In this context, age, gender, ethnicity, disability, social class, religion, culture, sexual orientations, language and other human differences all contribute to the richness of our academic community life. These differences grace us individually as human beings and collectively as a Jesuit, Catholic and humanistic university striving to fulfill our Mission. We aspire to create a university environment that is welcoming and accessible to all staff, faculty, students, and other members of the Gonzaga community regardless of gender, race, ethnicity, religion, disability, or sexual orientation.

**Equal Opportunity**

Applicants with disabilities needing reasonable accommodations to complete the application or hiring process should contact Human Resources at (509) 313-5996.

Gonzaga University is a committed EEO/AA employer and diversity candidates are encouraged to apply. All qualified applicants will receive consideration for employment without regard to their disability status, veteran status, gender, race or other protected category.