

SEATTLE UNIVERSITY

PRESIDENT'S REPORT 2020

Being Seattle's University: The Next 10 Years



THIS REPORT IS MAILED IN A
COMPOSTABLE ECO CLEAR BAG



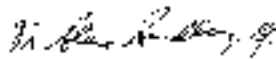
THE FUTURE OF SEATTLE UNIVERSITY

As we begin a new year—and amid the largest capital campaign ever, the Campaign for the Uncommon Good—Seattle University is embarking on a new vision and strategic directions that will position us for the future.

The “Strategic Directions for Seattle University 2020–2025: A Jesuit University of Distinction for a Time of Change” encompass a vision and set of goals that represent in a clear and compelling manner what our university wants and what it is committed to become. The stories you’ll read in this *President’s Report*—showcasing our academic excellence, our dedication to sustainability, community-engaged learning and career outcomes—are representative of who we are as *Seattle’s* university.

As someone once remarked to me, “There could be no greater gift to Seattle University than to give it a future.” That is precisely what the strategic directions do. They show us what kind of university we aim to become, what we intend our Jesuit education and formation of students to be, how we will relate to and be enriched by our wider community, how our collegueship as educators will enable this future and what choices we need to make—especially in academic and financial repositioning—in order to attain this.

It is exciting to know where we are going and how to get there. This vision and these goals (read more about this on pages 12-13) inspire us as we now determine the specific actions that will fulfill these strategic directions. They give us a common foundation and purpose for the challenging and promising decisions we will make as “A Jesuit University of Distinction for a Time of Change.”



Stephen V. Sundborg, S.J.
President



Excellence in All Areas

High Marks for Business, Law, Engineering & Service



U.S. News & World Report: Best Colleges 2020
recognizes Seattle U in several specialty rankings

#24

**UNDERGRADUATE
FINANCE PROGRAM***

#5

**SERVICE
LEARNING***

#26

**UNDERGRADUATE
ENGINEERING PROGRAMS***

*tie

#2

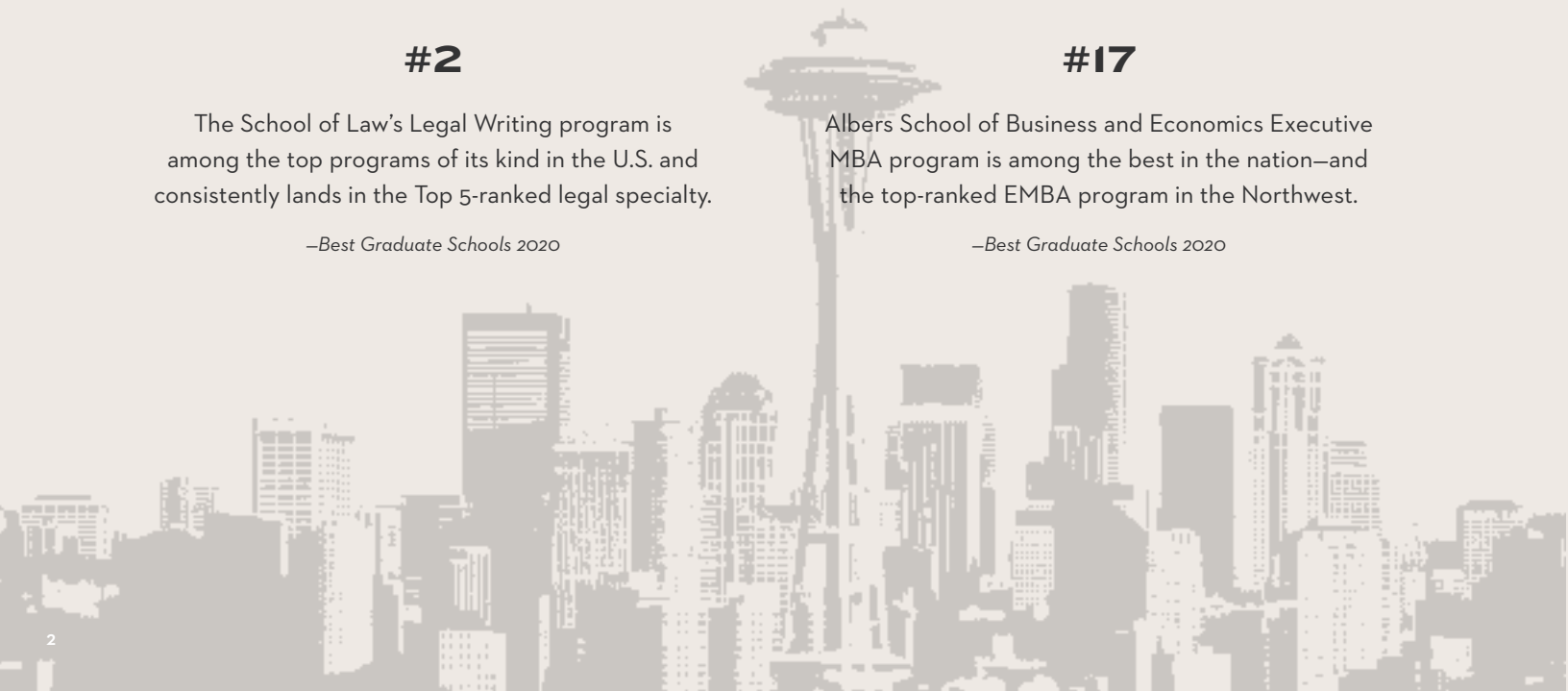
The School of Law's Legal Writing program is among the top programs of its kind in the U.S. and consistently lands in the Top 5-ranked legal specialty.

—Best Graduate Schools 2020

#17

Albers School of Business and Economics Executive MBA program is among the best in the nation—and the top-ranked EMBA program in the Northwest.

—Best Graduate Schools 2020



**TOP 15%
AMONG ALL UNIVERSITIES
IN THE NATION**

—Wall Street Journal/Times Higher Education “College Rankings 2020”

NATIONAL RECOGNITION

Seattle University was included in the national university rankings for the first time—and tied for #139 among all U.S. universities.

—U.S. News & World Report: Best Colleges/National Universities 2020



BEST COLLEGE

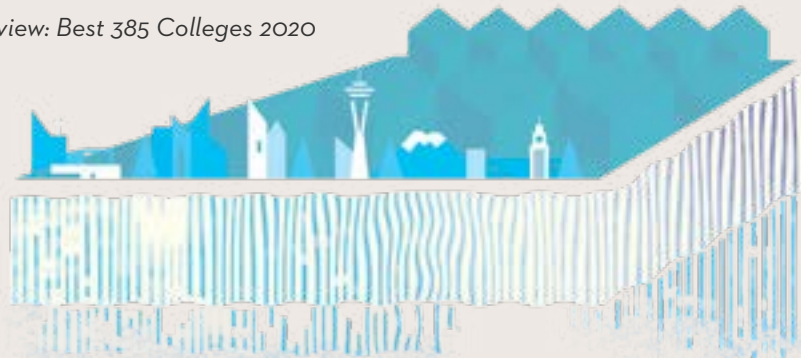
For 17 years running, the Princeton Review has recognized Seattle University as one of the best colleges in the U.S. for undergraduate education.

—Princeton Review: Best 385 Colleges 2020

97%

of SU graduates are employed, enrolled in a full-time graduate program or engaged in post-graduate service within 6 months of graduation.

—SU Class of 2018 “First Destination Survey”



#1

**BEST METROPOLITAN CITY
FOR STEM PROFESSIONALS**

—Wallethub 2019



#7

**AMONG TOP U.S. CITIES
HIRING THE MOST
TECH WORKERS**

—24/7 Wall St.

— A —
HEART
FOR HEALTH CARE



Betty Beza, '21

“Mental health is a very important, growing field, but we still have a stigma around it and people are not able to come out and share their experiences. That’s drawing me to think that I’d like to help people dealing with mental health illnesses by being there for them.”

–Betty Beza, '21

If you asked Betty Beza, '21, what she wanted to be before starting college, she would have said a doctor. But after enrolling at Seattle University, staying open to new experiences and learning more about therapeutic communication, Beza changed her mind.

“When I started Seattle U’s College of Nursing program, I saw something very important about the profession, which is having a direct connection with patients and helping them during the most difficult times of their lives,” says Beza, a recipient of a competitive scholarship from the Gashora Girls Academy of Science and Technology in Rwanda, where she grew up. “I thought, ‘Yes, this is what I live for!’”

Growing up she remembers, “when anyone in my family was injured or sick, I was always fascinated to know more about the illness and how I could help them.”

As an academy student, she completed health care internships throughout Rwanda, including shadowing medical surgeons, providing patients with basic post-surgery care and developing nutrition and health training for underserved community members after graduation. These experiences solidified Beza’s decision to pursue a career in health care.

On campus, Beza serves as a mentorship advisor for the Transfer Student Collegiate Program, where she helps juniors new to campus find community and friendship through social and educational opportunities.

Beza draws from personal experience when connecting with transfer students. “As an international student, I


initially felt like I didn’t belong when I started my freshman year. It was a new country and culture and it was hard for me to have the same experiences as my peers,” she explains. “With my empathy, I can serve the transfer population better than anyone else because I’ve been in a similar situation and know what that feels like.”

Now in her junior year, Beza enjoys enriching connections and community through the Seattle U Nursing Student Association, as a board chair of the International Student Center’s annual International Dinner and as president of the African Student Association, which Beza cites as a group that has made a big impact on her college experience.

“I wanted to be in a space where I could share authentic African experiences ... where I could feel more comfortable sharing my experiences as a black international student and make sure that my voice is heard,” she says.

In the future, Beza sees herself aiding underserved populations—particularly as a nurse in pediatrics or a mental health capacity, inspired in part by her current clinical internship at Fairfax Behavioral Health in Kirkland.

“Mental health is a very important, growing field, but we still have a stigma around it and people are not able to come out and share their experiences,” says Beza. “That’s drawing me to think that I’d like to help people dealing with mental health illnesses by being there for them.”

A scenic view of a dense evergreen forest on a rocky cliffside overlooking a river with rapids. The text is overlaid on a dark semi-transparent rectangle in the center of the image.

Seattle University's
commitment to the Earth
and its people is grounded
in Jesuit values, focusing
on environmental justice
and recognized within the
university's apostolic mission.

A scenic view of a river flowing through a forested canyon with rocky banks. The river is dark blue with white rapids, surrounded by tall evergreen trees and dark rock formations. The sky is a pale, overcast grey.

A GREEN VISION

Since establishing the Climate Action Plan in 2010, Seattle U continues its work toward achieving its goals of demonstrating leadership in sustainable practices and environmental justice across campus through academics, co-curricular programs and university operations as a whole.

Collective efforts, including commitments to divest from fossil fuels and a goal for carbon neutrality, have earned Seattle U more than 20 awards from a range of organizations. In 2019 alone, the university garnered recognition from the Association for the Advancement of Sustainability in Higher Education (AASHE), Princeton Review, *Sierra* magazine and EnviroStars.

Incentives are in place to reduce single-occupant vehicle commuting and the internationally recognized green building certification system, LEED Gold, is now the minimum standard for all new construction on campus. Seattle U Grounds maintains a pesticide-free policy and fosters species diversity.

THE FUTURE STARTS NOW

“A lot of what we call environmental issues are, at their heart, social justice issues,” says Dr. W. Lindsay Whitlow, associate professor and chair of the Biology department. “It’s about who’s being impacted and who can afford to adapt.”

Dr. Whitlow oversees a research group known as the Seattle University Creative Collaboration On Terrestrial and Aquatic Scientific Hypotheses (SUCCOTASH), which consists of student researchers and faculty from other departments (including Chemistry, Environmental Studies and Physics) investigating contaminants in urban runoff and how urbanization affects biodiversity.

SUCCOTASH focuses on urban forests, invertebrates—the base of the food chain—and water that not only collects around campus, but eventually makes its way to the Duwamish River. Current research projects include analyzing microplastics and pesticides in storm water. Professor Whitlow’s work is just one example of how SU’s sustainability efforts extend from the classroom to the campus and beyond.



SOCIAL JUSTICE & SUSTAINABILITY

Ultimately, the goal of sustainability is to “develop a community within the carrying capacity of the Earth, to balance the social, environmental and economic needs of our society,” says Yolanda Cieters, sustainability manager of Seattle U’s Center for Environmental Justice & Sustainability. “Only a socially just society is able to safeguard natural resources and cope with the various consequences of climate change.”

Being mindful of global climate change, “I also believe that all professions, even (and perhaps especially) those that don’t directly relate to environmental problems, need to develop new approaches that facilitate sustainable change,” says Dr. Wes Lauer, associate professor of civil and environmental engineering, director of Environmental Science and co-chair of the President’s Committee for Sustainability. “This is why what we do inside the university to address sustainability can be so impactful—the campus can be a laboratory for implementing policies that are broadly relevant for society at large.”



“Only a socially just society is able to safeguard natural resources and cope with the various consequences of climate change.”

—Yolanda Cieters, sustainability manager/Center for Environmental Justice & Sustainability

SEATTLE U SUSTAINABILITY FACTS

Seattle University is a **PESTICIDE-FREE** campus and all gardens are 100% organically maintained.



Four bachelor degree programs, three minors and 400+ courses cover sustainability.



4

LEED GOLD BUILDINGS

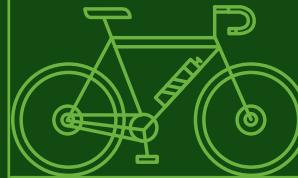


20
sustainability based clubs

SEATTLE UNIVERSITY DOES NOT PURCHASE OR SELL ANY SINGLE-USE PLASTIC WATER BOTTLES.



The Princeton Review's *Guide to Green Colleges*: 2019 edition ranks Seattle U #21 in the U.S. in its latest publication of the nation's most environmentally responsible colleges and universities. Seattle U was the top-ranked college in Washington and the Northwest.



71%

of SU community members walk, bike or use transit.

Seattle U's onsite facility generated **100,000 POUNDS OF COMPOST**, which has been distributed across campus. More than 200 bins consisting of compost, recycling and landfill trios placed across campus, each with color-coded and instructional sorting visuals.



Seattle U earns a spot in the Top 20 of "Cool Schools 2019" rankings from *Sierra* magazine, placing among the Top 5 percentile of all schools ranked.



In 2019, Seattle University was **RANKED #2 IN THE NATION**

for the integration of sustainability in the curriculum by the Association for the Advancement of Sustainability in Higher Education (AASHE).



In trash cans on campus, 50 percent of waste found is actually compostable & 13 percent recyclable.

BY 2020, THE GOAL IS TO DIVERT 80 PERCENT OF WASTE FROM LANDFILLS.



SUSTAINABLE FEATURES BEHIND THE CENTER FOR SCIENCE AND INNOVATION



STORMWATER IS CAPTURED

and channeled through bio-retention planters for natural filtration, evapotranspiration and slow release into combined sewer system.

Wide variety of **NATIVE PLANTINGS** promote biodiversity, landscape resiliency, habitat and urban cooling.



MECHANICAL SYSTEM USES NO FOSSIL FUELS.



Professional and Passion Reboot

“The culmination of everything I did at Seattle U allows me to be where I am today.”

—Brian Le, '19, Expedia

As a high school senior, Brian Le, '19, knew he wanted to solve complex problems and make a tangible difference in the world. He also wanted to do all of this while in a vibrant city filled with innovation and the ability to flourish in a tight-knit community. Le found everything he was seeking and more at Seattle University.

“Seattle U’s Jesuit education is holistic—it encourages students to build technical skills and also think critically about the world around them,” says Le. “Given its strategic location, Seattle U continues to deliver computer science majors the opportunity to work on tangible, real-life problems with companies in the city for the entire senior year. I’m proud that Seattle U’s program has such a strong capstone program and continues to serve as a model for other computer sciences programs to aspire to.”

On campus, Le worked as a graphic designer in the Career Engagement Office and quickly rose through the leadership ranks of the Vietnamese Student Association (VSA). Following graduation, he became President of Northwest VSA, part of the national network known as the Union of North American Vietnamese Student Associations.

Through SU’s VSA chapter, “I realized I enjoyed project management and community engagement,” Le recalls. “Not only was I solving technical problems in class, I

was also solving people problems in the community.”

Le’s experiences with VSA helped him navigate his path when it came time for a new internship following internships at Costco Wholesale headquarters during his freshman and sophomore years.

“Recognizing I had a diverse skill set based on the experiences I’ve gained through different roles, I realized there was an opportunity to pursue something outside of software development,” says Le. “I began to pivot my search, opening up to project management and product management positions.”

This recalibration led to an internship at Expedia Group, which evolved into a full-time job as a product manager for Expedia’s Lodging Partner Services, a collaborative role at the intersection of business, engineering and the end-user experience. Says Le, “It’s truly exciting to be part of a critical team. I spearhead conversations and research to ensure we’re building the right product at the right time in the right manner.”

“Having the privilege to shape the world’s technology comes with the responsibility of deploying it ethically,” says Le. “The culmination of everything I did at Seattle U allows me to be where I am today.”



A Seattle U Education Is a Strong Return on Investment

Is a college education a good investment? That question has been asked repeatedly of late. However, in this age of Gen Z students and their Gen X parents—looking over their shoulders at potential debt—the question is more ubiquitous than ever.

Using data from a recent groundbreaking report by Georgetown University’s Center on Education and the Workforce called “The First Try at ROI”—ROI is “return on investment”—it’s clear that a Seattle University education is worth the cost. Consider these findings:

- After accounting for the cost of completing an undergraduate degree, the years invested in finishing the degree instead of working full-time, and the interest costs of student loans, a typical Seattle U undergraduate will benefit financially over their career by well more than \$1 million.
- This puts Seattle U in the top 7 percent of the more than 4,500 public and private schools the Georgetown report gathered data on and represents almost \$275,000 above the average 40-year net present value for all the private institutions measured.

Read more about the findings at www.seattleu.edu/newsroom/.



CAREER OUTCOMES

Many companies and industry leaders employ graduates of Seattle University and offer internships and practicums to current students. Here’s a sampling of employers:

- Alaska Airlines
- Amazon
- The Boeing Company
- Costco Wholesale
- Deloitte
- Ernst & Young
- Expeditors
- Fred Hutchinson Cancer Research Center
- Harborview Medical Center
- Jesuit Volunteer Corps
- King County
- Microsoft
- Nordstrom
- PACCAR
- Seattle Children’s Hospital
- Seattle Public Schools
- Seattle University
- Snap! Raise
- Sound Mental Health
- Starbucks
- Swedish Medical Center
- T-Mobile
- U.S. Army
- University of Washington

Source: SU Class of 2018 “First Destination Survey”



A JESUIT UNIVERSITY OF DISTINCTION FOR A TIME OF CHANGE

Strategic Directions

2020-2025

“Seattle University is dedicated to educating the whole person, to professional formation and to empowering leaders for a just and humane world.”

The mission, which puts students at the center of all we do and all we are as a university, underscores the new strategic directions for Seattle U, shaping its vision for the future. There are five goals underpinning this new vision. They are:

GOAL 1



REIMAGINE AND
REVISE OUR
CURRICULUM

GOAL 2



STRENGTHEN
PROFESSIONAL
FORMATION

GOAL 3



ENHANCE
THE STUDENT
EXPERIENCE

GOAL 4



SUPPORT THE
SUCCESS OF OUR
COMMUNITY

GOAL 5



REPOSITION
FOR CHANGE

OUR VISION

Read the full vision, goals and key initiatives at
WWW.SEATTLEU.EDU/STRATEGIC-DIRECTIONS

“To be one of the most innovative and progressive Jesuit and Catholic universities in the world, educating with excellence at the undergraduate, graduate and professional levels.”

CORE ELEMENTS OF THE VISION:

- Academically rigorous Jesuit education
- Inclusive excellence across all operations and programs
- Leading university for environmental sustainability
- Excellent student experience for all
- Partnerships for professional development of students
- Commitment to continuous improvement in every area
- A home to alumni actively engaged with the university
-





AT THE CENTER OF
INNOVATION

**ALUMNI PLAY A PIVOTAL ROLE IN THE
DEVELOPMENT OF THE UNIVERSITY'S
LARGEST-EVER CAPITAL PROJECT**

Narissa Tsuboi
Maiya Loucks
Charles White



Maiya Loucks, '17, and Narissa Tsuboi, '17, both project engineers for Skanska, work side by side in a company trailer at the corner of 12th Avenue and East Marion Street in Seattle U's main entrance lot, a short distance from the site of what will be the new Center for Science and Innovation.

Before they break for the day for a team outing, they're anxiously waiting on an update from Charles White, '13, an HVAC design engineer.

It's no surprise to find these Seattle U alumni collaborating on the construction of what will be the university's largest-ever capital project. For this trio, it's the job Seattle U prepared them for. Tsuboi didn't always picture herself as an engineer. She recalls her advisor Joelle Pretty, assistant provost of Student Academic Engagement, as the "first person to tell me I could be a scientist or engineer." After enrolling in the civil engineering program she would study for hours only to fail exams. Recognizing the challenges ahead, she enrolled in Learning Assistance Programs in the library for one-on-one training. It wasn't long before she was studying effectively and tackling exams with ease. After graduation, she landed a job at a transportation design firm before moving to construction.

These days, she often reflects on how Seattle U's College of Science and Engineering set her up for success in a STEM field. "You don't need to be a construction management major to thrive at a big general contractor—you have to know how to solve problems and work with people, which is what

my professors and engineering cohort taught me," says Tsuboi, whose civil engineering major includes an environmental specialty.

When Maiya Loucks arrived at Seattle U, she was ready to make a difference. In high school, she participated in a program called V.O.I.C.E. (Volunteer Outreach In Communities Everywhere) around the greater Seattle area. She recalls taking a tour of the Seattle U campus and hearing about the service-learning courses, all the while thinking "I could imagine myself fitting right in."

Loucks, who also majored in civil engineering with an environmental specialty, interned at Skanska between her junior and senior year and was offered a full-time position with the project development and construction

group following graduation. She looks back on her senior design project, which addressed the combined sewer overflow problems in Seattle, as to what catapulted her into engineering. The project afforded opportunities to apply classroom lessons into real-world problem solving.

"I learned how to manage a team and conflict resolution when we had disagreements. It was an amazing opportunity to work with professionals in our field of work," says Loucks.

If you ask Charles White what experiences at SU were most beneficial to finding success in a STEM field, he'll say the guest lectures on campus and opportunities to learn through volunteerism off-campus. At the suggestion of Seattle U Professor Phillip Thompson, he volunteered at the grand opening of the Bullitt Center. It was the interconnection of these experiences that uncovered his true passion: energy-efficient building design. "Not only am I working for the firm that helped design the Bullitt Center, I'm now working in the Bullitt Center, the building that started it all for me."

After graduating with an undergraduate degree in mechanical engineering White pursued a master's program in sustainable design and construction at Stanford University. "I'm humbled to be in a position where I can give back to Seattle U, the school that was integral to getting me where I am today," says White.

Being part of the team behind the Center for Science and Innovation, which opens in fall 2021, is a full-circle moment for Loucks, Tsuboi and White.

"When I found out that I was going to be at Seattle U, I was really excited," says Loucks. "I was looking forward to seeing my professors, being on campus again and giving back to SU for all of the amazing memories and things I learned during my time here."

For White, the new building will be an opportunity for all students to understand how STEM relates to their discipline.

"The Center for Science and Innovation has been designed in such a way to help facilitate cross-disciplinary connections and understanding," he says. "It's my hope that this building not only helps to build and expand STEM at Seattle U, but will help all of its students grow to be well-rounded, thoughtful and inspiring leaders on their own paths."

Student-Athlete Goes the Distance with Service

TRACK AND FIELD ATHLETE JAMIE HEGG, '20, IS
SUCCEEDING ON AND OFF THE FIELD

Jamie Hegg is an accomplished athlete, making gains in a sport she took up only a year ago: javelin throwing. Equally noteworthy—her inherent passion for service, something she’s been doing since high school when she volunteered at a charter school, where her track coach taught, for kids with behavioral problems and difficult life circumstances.

“I’ve been given so many opportunities but this opened my eyes up to how many people don’t have support or the same opportunities,” she says of that experience. “As long as you can do something you are helping make an impact.”

Originally from Colorado, Hegg, who is majoring in kinesiology—the study of the mechanics of body movement—is graduating a year early and planning for grad school. Competitive sports have always been a big part of her life—she did soccer, track and gymnastics throughout high school. A series of lower leg injuries meant a change in track events for the one-time sprinter. Even while picking up a new sport and balancing her studies Hegg has never lost sight of the value of service-learning, intrinsic to the Seattle U mission.

When she got here Hegg says she noticed it was difficult for some students to carve out time to volunteer while balancing coursework and athletics.

“It was hard to find time for a commitment to service in a sustained way,” she says. “I felt like a lot of student-athletes were missing out on this because of their athletic commitments.”

And service is at the heart of a program she helped launch

to connect student-athletes with community partners.

A year ago she created the Seattle U Student-Athlete Volunteer Program. The concept behind the program is to create a centralized process for student-athletes to give back with a minimum time commitment but maximum impact.

Working in conjunction with the Center for Community Engagement (CCE), Hegg was able to link up with an existing afterschool program at Washington Middle School, one of the public schools that is part of the Seattle University Youth Initiative. There student-athletes work with the middle schoolers on test prep, homework or activities. The student-athletes only need to commit to an hour a week, which is favorable considering the athletes’ schedules for travel and training. The result of this partnership has been beyond rewarding, says Hegg.

“The student-athletes learn a lot from middle school kids and vice versa. The impact goes both ways,” she says. “Most student-athletes have done service by the time they graduate. I hope to be that bridge between the CCE and Athletics.”

Giving back, and positively impacting the lives of others, is something all students and members of the SU community should take part in, Hegg says.

“As Seattle U students we have so many resources and the ability to make a lot of change,” says Hegg. “Service should be a part of everyone’s life, whether it’s 20 minutes or 20 hours a week. There’s always something to be done.”



“As long as you can do something you are helping make an impact.”

—Jamie Hegg, '20

A YEAR OF CHAMPIONSHIPS AND MILESTONES

It's been a big year for SU Athletics.

Three teams—softball and men's and women's soccer—won Western Athletics Conference championships. Student-athlete Nathan Pixler won the indoor track WAC Championship in 800 meters. Three more athletes achieved career milestones: Morgan Means reached 1,000 career points in men's basketball and Kamira Sanders hit 1,000 career points in women's basketball; and Tijana Milojevic set a school record for career digs in volleyball. Three players in baseball and soccer were selected in the professional drafts: Jake Prizina in the Major League Baseball draft and Nathan Aune and Sergio Rivas in the Major League Soccer draft. Finally, two head coaches racked up milestone career wins: Julie Woodward (women's soccer) celebrated 300 wins and Jim Hayford (men's basketball) notched 400 wins.

SEATTLE UNIVERSITY CONTINUES ITS RUN OF STRONG PERFORMANCE IN INSTITUTIONAL GRADUATION SUCCESS RATE

Seattle University continued its run of strong performance in institutional Graduation Success Rate (GSR), according to data recently released by the NCAA. As a department, Athletics compiled a 94 percent GSR, while seven teams tallied perfect scores in the metric. The university has tallied at least a 93 percent in every report since 2008.



Notable Events & People at SU

HOMECOMING & REUNIONS

November 6-10, 2019

Alumni and the campus community converged on the Seattle U campus for Homecoming festivities and reunions. From the Homecoming parade and basketball game to honoring our veterans, the Redfest Rally and the Alumni Mass, this was a week to remember. And our alumni rolled up their sleeves to give back as they participated in the biggest Homecoming Day of Service ever.



A HISTORY OF 'GUTSY WOMEN'

Hillary Rodham Clinton & Chelsea Clinton visit campus

Former Secretary of State Hillary Rodham Clinton and her daughter Chelsea Clinton were on campus last fall for a talk based on their co-authored book, *The Book of Gutsy Women: Favorite Stories of Courage and Resilience*. *The Book of Gutsy Women*, the first book the mother-daughter duo has written together, highlights women trailblazers who have inspired them throughout their lives.



TALKING BUSINESS

Tod Leiweke, president and CEO of NHL Seattle, was among this year's featured speakers as part of the Albers Executive Speaker Series.



BIG NAMES, BIG IDEAS

Crosscut Festival

Grammy Award-winning artist Macklemore. Former Seattle Seahawks wide receiver Doug Baldwin. Valerie Jarrett, one-time advisor to President Obama. These influencers and thought leaders were just a few of the great speakers and guests at last year's Crosscut Festival. Start planning now for this year's event and what's sure to be a who's who from the worlds of politics, news, sports, entertainment and more at the third annual Crosscut Festival, April 30-May 2 at Seattle University.





ADVANCING

OPPORTUNITIES

IN HIGHER ED



As a sociology professor at Seattle University for more than 20 years, Dr. Jodi O'Brien specializes in social psychology, religion and sexuality. **Beyond the classroom, she's spearheading a revolutionary research program as principal investigator of a nearly \$3 million grant from the National Science Foundation (NSF) Advance Program.**

Known on campus as SU ADVANCE, "The National Science Foundation—Institutional Transformation" grant, now in its fourth year of a five-year program, is titled *What Counts as Success? Recognizing and Rewarding Women Faculty's Differential Contribution in a Comprehensive Liberal Arts University*.

Through this university-wide grant, the goal is to advance women and minoritized faculty in higher education. SU ADVANCE is evidence-based, consisting of focus groups and in-depth interviews with nearly 80 faculty members. The original steering group began in 2016 with seven faculty members, which today has expanded to more than 30.

"In earlier decades, women—and certainly men—of color and LGBTQ individuals were denied access to faculty jobs," says O'Brien. "Simply by being who they were, it was difficult to get such positions."

One of the biggest barriers women and minoritized groups now face is "often the work they want to do—such as community-based efforts—is not seen as valuable. It's a barrier because it means you have to somehow change yourself and your passions and most importantly, your expertise, to fit the institution."

Despite the success of higher education fostering more diversity among faculty, O'Brien says "institutional policies, practices and orientations haven't truly changed."

"As we continue to hire more diverse faculty," O'Brien continues, "we need to also keep pace with transforming our institutional systems so they make the best use of the talents, contributions and expertise of those faculty"—a point O'Brien is highly passionate about and considers the way forward.

By 2020, the intent is to establish both "new processes for promoting faculty for mission-oriented activities and training our faculty leaders (deans, department chairs and evaluation committees) to participate in holistic faculty formation, which is very different than simply evaluating faculty performance," O'Brien states.

O'Brien sees the grant as an exciting opportunity to apply strategic and intentional thought to revision practices that represent "the potential vibrancy of the faculty and subsequently the students." She hopes to eventually apply the results among the Association of Jesuit Colleges and Universities. O'Brien smiles and acknowledges "it's ambitious!"

Collaborating alongside Dr. O'Brien is Co-Principal Investigator Dr. Jean Jacoby, associate dean and director of the Project Center at the College of Science and Engineering.

"One of Jodi's many strengths is her ability to forge partnerships and engage faculty from across campus in SU ADVANCE, which has resulted in a cohesive, enthusiastic team working toward a shared goal," says Jacoby. "Her leadership exemplifies her deep commitment to the university's mission and values. In working closely with her during the past five years, my appreciation of Jodi as a distinguished social science scholar and a strong, reliable project leader has only grown."



The Gift of Giving

GARY BRINSON, '66, HONORS ART & DOROTHY OBERTO WITH NAMING GIFT

In the financial world, Gary Brinson, '66, made a name for himself as one of the most influential investment managers in the world.

For the retired founder and chair of Brinson Partners, Inc., it's a professional zenith made all the more impressive considering his humble roots growing up just south of Seattle in Renton, Wash., where his dad drove a bus and his mom worked at the local Sears.

In high school, Brinson got his first real job at a company whose owners would have an indelible mark on his life. That job was at the Oberto Sausage Company, run by Art and Dorothy Oberto.

With his wife Suzann, Gary is honoring Art and Dorothy through a \$5 million gift in their names, as part of the Campaign for the Uncommon Good, for a space in the new Center for Science and Innovation.

The Art & Dorothy Oberto Commons will be part of the center when it opens in fall 2021.

Brinson's connection to Art and Dorothy Oberto that led to that first meeting and ultimately a job started with his friendship with Dorothy's younger sister, Laura Vennetti, who lived across the street from the Brinson family. When he mentioned to Laura that he was looking for a job, she connected Brinson to her sister and before long he was working weekends at the family business on Rainier Avenue.

The work was hard, Brinson says, but the experience and underlying message from Art proved impactful.

"Art's idea, which was proven true, is 'if I give you really crummy jobs you'll work hard to finish your education so you don't have to do this type of work all your life,'" Brinson says.

It was a message that Brinson took to heart and one that he carried with him to Seattle University.

"I came from a very poor family. We had no money for college. My aunt gave me a little money for my freshman year," he says. "I had to go to a college that was commutable from Renton. That was Seattle University. And Art and Dorothy helped me financially [with school] by giving me that job."

Art Oberto recalls Brinson as a "stand-out employee" whose future in finance was easy to forecast.

"He's a statistical genius," Art says. "I lost a bet against Gary in horse racing, which was one of the first signs of his genius."

As someone "always good with numbers," Brinson found interest in accounting before shifting his studies at Albers to finance. He credits Professor Khalil Dibee for seeing in him an aptitude for the discipline and for encouraging his pursuit of an MBA. (Brinson would later donate \$3.5 million to Albers to establish an endowed chair in the finance professor's name.)

Private philanthropy is a big part of Brinson's legacy through his namesake foundation. For the CSI gift specifically, Brinson says it grew out of discussions with President Stephen Sundborg, S.J.

"With Father Steve, being the persuasive person he is, we came up with the notion that this would be a good way to acknowledge the important impact the Obertos had on my life," Brinson says.

Brinson shares a great affinity for President Sundborg and his leadership. "My impressions of him and what he has done for the university are very favorable."

With this generous gift, Brinson is helping shape a space that will support an area of growth for the university around science and technology.

"I suspect the focus on STEM education is critical for any university today ... as it's pretty clear that this is an area with huge potential and demand," he says. "For Seattle U to attract students into these disciplines is crucial."



A rendering of The Art and Dorothy Oberto Commons

EYP | MITHUN

Campaign By the Numbers



\$255.8M
FUNDS RAISED



93%
OF \$275M GOAL

\$60M

Alumni contributions to the campaign

20,645

Donors to the campaign—of this, more than 11,000 are new donors

149

New scholarships funded and started— with \$49M in scholarship support

79,455

Total number of campaign gifts

144

New endowments

*All figures as of January 15, 2020



Gates Foundation Grant Will Help Close Math Gap

CENTER FOR COMMUNITY ENGAGEMENT AND COLLEGE OF EDUCATION TO LEAD EFFORT

A \$1.6 million grant from the Bill & Melinda Gates Foundation to Seattle University will be used to launch Seattle's first Local Improvement Network for elementary school communities and their neighborhood partners. Seattle University's Center for Community Engagement and College of Education

will serve as lead partners for the network, which will utilize improvement science to close elementary math gaps in Seattle schools by focusing on social-emotional academic development among pre-school and elementary school students.

Guided by a commitment to racial equity, Seattle University will convene institutional partners including Seattle Public Schools, Seattle Housing Authority, youth and family community-based organizations, the Community Center for Educational Results and the City of Seattle to co-create the network's strategies, goals and assessment measures. The network will emphasize intersecting influences on student learning, including early and extended learning, family engagement, housing and instructional practices.

A Local Improvement Network director, employed by Seattle University, will lead efforts to plan the network and further enhance the individual and collective capacities of partners. This includes elementary school teachers and administrators, community organizations, early learning educators and family leaders. The network will also contribute to the goals and success of the Road Map Project, a King County region-wide effort to improve education and address educational inequity in seven school districts.

The network's first year will focus primarily on building Seattle University's capacity to serve as an intermediary and identifying elementary school communities and their neighborhood partners. By this spring, up to three additional elementary schools will join the Bailey Gatzert Elementary School community—a longtime partner of Seattle University and part of the Youth Initiative—in the new network that will officially launch next summer.

SEATTLE UNIVERSITY BOARDS / 2019-20

BOARD OF TRUSTEES

Nicole W. Piasecki, Chair	Brenda Christensen	Jason Oliver
David W. Burcham, Vice Chair	Timothy Engle	William A. Owens
...	Joseph M. Gaffney	Charles (Chuck) H. Porter
Kathleen Aikenhead	Valerie Gordor	Scott B. Redman
Ann Alokolaro	Robert B. Grimm, S.J.	David Sabey
Arturo Araujo, S.J.	Russell S. Hagen	Lucas Sharma, S.J.
Rodney A. Bench	Drew Herdener	Stephen V. Sundborg, S.J. (Ex Officio)
Maureen Benoliel	Donald J. Horowitz	Ezra Teshome
Jeanne Berwick	Patrick F. Kennedy	Stevens U. Trainer
Robert H. Blais	Steven P. Knight	Ruth A. Tressel
Ann Blume	Michael C. McCarthy, S.J.	John H. Vassall, II
Maureen Brotherton	Killian Noe	Eric J. Watson, S.J.
Patrick J. Callans	Kevin F. O'Brien, S.J.	Jeffrey J. Wright

BOARD OF REGENTS

Hon. Anita Crawford-Willis*, '82, '86, Chair	David V. Foley, '63	Marilyn Price
Hugh Bangasser*, Vice Chair	Michelle Akiyama Galvin, '98	Charlie Quigg, '02
Joseph Zavaglia*, '71, Immediate Past Chair	O. David Jackson, EdD, '09, '18	John Ruffo, '65, '71
...	Jonelle M.C. Johnson*	Ryan P. Sawyer, '94
R. Miller Adams*, '73, '87	James P. Jorgensen, '65	Brian Sollom, '97
Dave Anderson, S.J. (Ex Officio)	Jess Juanich (President, SGSU)	Stephen V. Sundborg, S.J. (Ex Officio)
Patricia C. Buchsel*, '74	Stacy Lill*	Starr Tavenner, '71
Christopher G. Canlas*, '01	Don Luby, '65	Aly Vander Stoep* (Ex Officio)
Ralph Chiocco	Karen Lynn Maher, '00	Vince Volpe
Clara Cordova (Chair, Graduate Student Council)	(President, Alumni Board of Governors)	David Wasielewski, '01
Salah Dandan	John McDowall, '92	Mary Hermann Welch*, '69, '76
Michael G. Daniels, '70	Daniel McKay, '88	Richard Wood, '99
Ernie Dunston, '64	Nathan Nguyen*, '02	GSCSSU Reps to be determined
Janet M. Dwyer*, '70	Marie Perilman*, '90	
William F. Eisiminger, '67, '73	Michael Podlin* (Ex Officio)	* Member of Executive Committee

ALUMNI BOARD OF GOVERNORS

Karen Lynn Maher, '00, President	Thomas Garrett, '13	Doris Martinez, '09, '11
D.J. Weidner, '07, President-Elect	Tony Goodwillie, '04	Anett Meinzinger, '99
Shasti Conrad, '08, Executive Member	Mary Gorjance, '80	Dave Paul, '90
Megan Cycyota, '07, Executive Member	Christian Gweth, '10	Kuba Poraj-Kuczewski, '01
...	Nicole Hardie, '98	Marilyn Richards, '79
Adam Brenneman, '17	Amber Larkin, '19	John Ruffo, '65, '71
Jim Dykeman, '61	Megan Lemieux Bell, '95	Mike Stewart, '75
Rolita Ezeonu, '06	Sofia Locklear, '14	John Vincent, '09

ADMINISTRATION

Stephen V. Sundborg, S.J., President	Natasha Martin, JD, Vice President, Diversity & Inclusion
Shane P. Martin, Provost	Scott McClellan, Vice President, University Affairs
Tim Leary, Executive Vice President	Anne Moran, Senior Assistant to the President
Wilson Garone, CFO/Vice President for Finance and Business Affairs	Mary Petersen, Vice President & University Counsel
Michelle Clements, Vice President for Human Resources	Michael Podlin, Vice President, University Advancement
Melore Nielsen, Interim Vice President, Enrollment Management	Alvin Sturdivant, Vice President, Student Development
Robert J. Dullea, Vice President, University Planning & Vice Provost	Chris Van Liew, Vice President & Chief Information Officer

Seattle University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, political ideology or status as a Vietnam-era or special disabled veteran in the administration of any of its education policies, admission policies, scholarship and loan programs, athletics, and other school-administered policies and programs, or in its employment related policies and practices. In addition, the University does not discriminate on the basis of genetic information or status as a victim of domestic violence, sexual assault, or stalking in its employment related policies and practices, including coverage under its health benefits program. All University policies, practices and procedures are administered in a manner consistent with Seattle University's Catholic and Jesuit identity and character. Inquiries relating to these policies may be referred to the University's Assistant Vice President for Institutional Equity/Chief Equal Employment Opportunity Officer/Title IX Coordinator at 206-220-8515 or katahira@seattleu.edu.



SEATTLE UNIVERSITY

SEATTLEU.EDU/PRESIDENT

#UNCOMMONGOOD