

CSS Chairs (Feb 13, 2017)

Strengths

- Low cost - value high - Quality of education at reasonable cost - 3
- Class sizes
- College - autonomous, class offerings, faculty - diversity (int'l studies, and gender and Diversity courses) - 2
 - Commitment to diversity and inclusiveness
 - Multi-cultural center
 - VP of Diversity and inclusion
- Quality of Faculty - 3
- Opportunities for research and study abroad for students
- Activist-in-Residence Program
- Breadth of disciplinary and interdisciplinary activities
- Faculty mentorship and student research
- More student / teacher engagement
- Outreach and community engagement programs
 - Faculty service
 - Student internships
 - Diversity programs and internships
- Student support through diversity programs
- Eagle Pride Center and Staff and faculty support
- Direct influence of faculty on students
- Long history of solid relationship with Eastern Washington Region
- Growing Academic + Service presence statewide
- Reputation in the community - 1
 - School district
 - Accounting firm
 - Criminal justice
 - Health industry
- Articulation Agreement with community colleges
- Ethnic and women's studies programs - 4
- Return on Investment (ROI) - Transform student lives - 5
- Greater connection w/Latino communities
- Beauty and walkability of Cheney Campus
- EWU is main employer in Cheney
- Safe campus

Weaknesses

- Academic Scheduling - 5
 - Proof mistakes/process
 - Classroom utilization
 - Bell times
- Institution Research - 1
 - Inconsistent data
 - Underutilization for internal needs
- Identity diffusion:
 - EWU identity not ell defined/understood
 - Branding - understanding who we are

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- Silos - Lack of coordination between major institutional units; e.g. between Student and Academic Affairs
- Loss of Academic Climate - lost culture of academia, more about bean counting - Recognition of achievements - 4
- Lack of comprehensive plan for Eastern Online - 1
- Departments don't know how many majors they have
- Summer School - 2
 - Higher tuition
 - Scheduling
 - Lack of financial aid
- Advising restructuring - 2
- University - wide Intellectual engagement - consistent support by the university
- Classroom space - conditions and lack of upgrades
- Academic Silos - 2
- High teaching loads
- Over reliance on PROL/adjuncts and lecturers - 7
- Lack of responsiveness to new opportunities due to over-scheduling/demand on units - workloads - 2
- Guidelines lacking to address faculty engagement with online and in-person classes
- No one stop shop for students - 1
- Lack of sophisticated understanding of diversity - 2
- Not enough support for tenure track positions - current, replacement and new - 3
- Split campus results in low participation in events - music/athletics/academic events
- Faculty parking costs - lack of communication of discounts
- Summer research grant selection - committee no always fair in decision making
- No tuition discount for family members

Opportunities

- WA Supreme court - more teachers + \$ - McCleary decision - 1
- Hispanic students - 15% - 3
- Affordable tuition - sets EWU apart from other universities - 2
- University of access (non-traditional students)
- Attractive campus + safety + inclusion - 1
- Continuing education - adult learners
- Access Canadian students thru expanded online learning
- Microsoft in WA - 1
- Increased opportunity to educate conservative region on liberal causes - 1
- Indivisible and other activist groups on the rise to advocate for higher ED and justice causes - 1
- Health care environment in Spokane Regional Center + growing
- Opportunity to be evaluators for regional programs
- Teacher shortage - 2
- Need for more preschool BA/BS graduates to fill jobs & higher requirements
- Outreach to alumni - 2
- Events for diversity groups
- Success stories among alumni & marketing / donations / mentoring
- More internships for regional companies / collaboration / and international internships to leverage and publicize our success academically and post-graduation
- To market ourselves as a distinct type of Higher Ed institution - 1

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- To recruit more students directly from high school
- To grow and create graduation programs + professional programs

Threats

- Competition with Institutions (colleges and universities) of online learning - for profit/non-profit (Washington Governors University)
- Reduced State support - refusal to discuss tax increases - 2
- Low demand in profession / major fit
- Higher ED is in a threatening political climate - 5
- Federal funding is at risk
- Competition from other HE institutions - Universities and Community Colleges
- Increasing vocal opposition to liberal causes typically supported by HE
- Expansion in international students recruitment at risk
- Faculty travel at - risk (funding)
- Student travel at risk - research and study abroad
- Opposition to global perspectives at Federal Level - 1
- Uncertain future for immigrant families and their students - 3
- Threat of loss of autonomy of diversity programs - for cost reasons
- Lack of understanding / perspective of diversity program needs and strengths and purpose - 1
- Lack of financial support for Tenure track teaching lines - and for equity in education - leads to low morale and racial battle fatigue (faculty and staff of color needing/required to do more) - 3
- Lack of understanding of what faculty do and of strengths of face-to-face courses - 1
- WA state Legislature does not understand / appreciate our type of institution - 1
- Community College emphasis at state level - 2
- Preoccupation with STEM fields on multiple levels
- Current national political climate
- We are being marginalized by WSU, etc. in Spokane
- Alternative Facts
- Lack of Intellectual Curiosity among Students - 4
 - Focusing on careers/jobs instead of learning
- Administrator to Faculty ratio