

CSTEM (Apr 4, 2017)

Strengths

- Educating first generation students -1
- Low tuition -1
- Relatively small class sizes
- Able to interact directly with professors -4
- Good relationships with community colleges
- Hands on education
- Salaries at 50% CUPA
- Attractive to Veterans
- Support to married & unmarried students with young children
- International student populations - 1
- Running start & College in the High Schools
- Strong sciences programs (STEM)
- Educate well for less
- Serve underrepresented groups well
- Very frugal workers
- Regionally located close to good jobs
- Good chance for collaboration w/CCs and local universities
- Small class sizes/very "hands on" - 3
- Lots of good lab exercises
- Ties to TLES (Turnbull) & Federal Wetland
- Lots of land to grow
- Close to Spokane and only public CSTEM program
- Outdoor opportunities
- Some departments have balance between research and teaching (opportunity for others)
- Transparency of FAP/Tenure process - 5
- Support for undergraduate and graduate research - 2
 - EWU Symposium
 - Travel to NCUR
 - Needs to expand to include discipline specific meetings

Weaknesses

- Lack of funding - 5
- We accept a wide range of students - some are not prepared and cost a lot of time
- Student, faculty ratios are not well balanced
- Few scholarships
- Faculty advising is difficult
- Difficult to recruit top faculty
- Don't recruit CSTEM students well - need to beef up recruiting and make it "degree focused" no "general" marketing
- Every time we get a good leader, they get recruited somewhere else.
- Need better "cheerleaders" for what we do well - 1
 - Social media/fun research/success stories, etc.... our marketing sucks!
- Communication
- Outdated processes and procedures (e.g. too many paper forms and signatures) - 1
- Uncertainty related to new administration - 5
- Too few graduate program and limited support for grad programs and grad students - 1
- Aging Infrastructure - 4

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- Low admission standards - 1
- Students might have ability but aren't well prepared and we don't have sufficient resources to address needs - 2
- Money doesn't follow students - 5
- Faculty apathy
- STEM undervalued - 2
- Outreach to high schools (local)
- Uniform master's program across CSTEM (need to improve EWU at every level) - 3
- Viewed as a baby college
- No centers of excellence & no industrial outreach & services - 1
- Outdated curriculum
- Recruitment & retention of non-resident and resident students
- No adequate support for 1st generation students - 1

Opportunities

- Many opportunities for growth
 - Regional
 - More degrees
 - More grad degrees + programs
- Medical/Bioscience Engineering growth - new medical schools
- CSTEM students in demand - 1
- Regional industry connections - internships/jobs = ongoing + increasing - 1
- Inexpensive undergrad degree = easier to get students - 1
- Better chances for collaboration between depts. In new science building
- Increased levels external funding
- Enhance EWU image + attract better students through innovative curriculum - 1
- Community Partnerships - 1
- Collaboration among universities (e.g. share library data bases)
- Improve EWU presence in Olympia - 1
- Partnerships w/international organizations + universities
- Increase advocacy for EWU to Olympia and the community at large through alumni businesses and friends - 1
- Collaborate more with WSU
- Develop grad programs with other universities - 5
- Approve sustainability degree program
- Programs that support both urban & rural communities improvement - 1
- Partner with local tribes
- Partner with regional & national labs
- Increase EWU visibility for what we do & capable of doing

Threats

- Lack of control of funding - 4
- Reduced access to external funds - 1
- Changes in the job market - 1
- Competition from other universities
- Political climate
- Ever increasing regulation
 - Student records

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- Safety
- Chemicals
- Lack of funds for CSTEM - 1
- Very slow re-hiring process - no overlap for job replacements - 5
- Legislative threats - lack of tuition backfill - 1
- Common core problems - unprepared students "can't do math"
- Poorly prepared international students - need a screening process
- Lack of space for growth
- Too many students/too few staff - 1
- Ageing infrastructure
- Community college push to offer B.A.S. + B.S. - 4 year degrees - 1
- Student entitlement
- Perception by Olympia that EWU is community/technical college - 1
- Dilution of higher education due to perception that a higher degree is absolute necessity
- Innovative burnout - too many leads to no action - decreasing external perception of EWU
- Pressure to lower academic standards in order to obtain "student success" as well as retain students - 5