Strengths

- Faculty commitment
- Staff commitment
- Breadth and depth in college of Arts and Sciences
- Core courses
- Student and GU community interest in and commitment to social justice
- Our Jesuit identity
- Sense of community that transcends hierarchy/transcends bureaucracy
- Physical place/campus/Spokane is a great place
- Faculty engagement with and ownership of mission
- Mission statement
- Commitment to diversity

Weaknesses

- This process was designed from the top down which leaves open the possibility of pre-determined outcomes
- Lack of diversity (not lack of commitment to it/lack of implementation
- Tendency to always be reactive/not immediate in responses
- Struggle with vision and identity/don’t know who we are as an institution
- Just lip service to Arts and Sciences
- Resource allocation, and lack of resources; e.g., IT, technical journals
- President lacks commitment to academics; e.g., no plan 5 years ago for academics
- Faculty don’t feel valued
- Business model focus – without adequate adaptation to education world
- Trustees not understanding of academic nature of the institution
- Trustees see themselves, not faculty, carrying out the mission
- Facilities; e.g., lab space, classrooms, etc.
- Over dependence on fixed term and adjunct
- Library decisions don’t support faculty research
- Insufficient endowment
- Polarized campus climate
- Junior faculty issues only heal with time; e.g., senior faculty block success of junior faculty
- Faculty workload excessive
- Student/faculty ration

Threats

- Accreditation body
Now we make national news due to our notoriety
- Finances
- Demographics: Reduced # of undergraduates/smaller % of rich white kids
- Affordability
- Competition from ‘U’ district
- Competition in general
- Pre-college education/decreasing capabilities
- Student loan cuts/increased interest rates
- Online education
- Faculty retention/recruitment
- Teaching + advising + salary = candidates go elsewhere
- Governmental intrusion
- Perception of GU as sports and professional schools institution

**Opportunities**

- The market for formative education
- New Orleans’ universities former students
- Demographics; e.g., Hispanic
- All threats
- New ‘U’ district
- On-line offerings
- Logan neighborhood improving relationships
- Undergraduate research opportunities
- Be tops in teaching and research by reputation
- Expand/more inter-disciplinary
- Service learning
- Brand name awareness