Faculty Senate  
Friday, 2/3/06  
Facilitated by Mike Carey  
An asterisk signifies an issue receiving the greatest number of votes.

**Strengths**
- *Teaching excellence as a central focus*  
- *Faculty commitment to the university*  
- *Faculty concern for student development*  
- *Tradition – Jesuit*  
- High rates of student volunteers work/service learning  
- Growing national recognition/reputation for both academics and basketball  
- Florence Program/Study Abroad  
- Increased faculty participation and service/more connected to each other  
- Healthy environment  
- Good faculty/student ratio for advising  
- Student opportunities for joint degree programs (Law, Business)  
- Good educational opportunities for community, i.e. good speaker series/film series  
- Overall loyalty to the institution, both student and faculty  
- Campus with good facilities and setting

**Weaknesses**
- *Lack of sufficient endowment/tuition-driven school*  
- *Conflicting priorities between faculty and administration*  
- *Lack of successful long-term budgeting*  
- *Insufficient resources for faculty development, including Library resources/data bases/periodicals*  
- Faculty salaries  
- Administratively top heavy in non-academic areas  
- Misperception by Trustees of their role  
- Directionless vision for the institution  
- Facilities – classroom/office/research space  
- Technology – actual hardware & support services  
- President with no interest in academic affairs  
- Perception that top administrators equal dissent with disloyalty  
- Perception that top administrators listen to select/favorite faculty  
- Difficulty in recruiting adjunct faculty  
- Alcohol problem among the students  
- Aging faculty who need to be replaced  
- Tuition discounting  
- Faculty overload with administrative duties  
- Outcomes Assessment  
- Crisis driven – reactive vs. proactive  
- Lack of diversity of students and faculty
- Divisiveness among some faculty and between faculty and administration
- Unclear lines of responsibility/authority

**Opportunities**
- *Position with the “U” District
- *Opportunity to reach out to new students, i.e. Hispanic
- *Opportunity to raise Admission standards
- *New-found national reputation
- More study abroad programs
- Demand for quality, value-based education
- Enhanced capacity for distance learning
- Increased national interest in non-degree, professional education program
- Proximity to rehabilitated downtown Spokane

**Threats**
- *Competing with institutions in the area, i.e. community colleges, state/lower costs
- *Enhanced capability and acceptance for distance learning
- *Decreased public aid and increased student debt
- Lack of interest nationwide in educating the whole person
- Limits in attracting minority faculty and students
- Outcomes assessment/Accreditation process out of control
- Flattening of 18-24-yr old demographic group in future years
- Increased costs, particularly health care
- Outside threats to academic freedom
- Polarization – political, religious, social – and implications
- Spokane’s isolation and isolationism
- Catholic Church reputation