Staff Assembly
Wednesday, 2/15/06, 12:00-1:30 p.m.
Facilitated by Raymond Reyes

**Strengths:**
- Heritage/history (catholic/Jesuit)
- Great employees (loyal, committed)
- Great employee benefits
- Expense (faculty/staff)
- Communicators (some)
- Strong sense of community
- Academic rigor
- Men’s basketball (endowments, money, recognition)
- Name recognition
- Reputation
- Campus setting/grounds
- People on campus
- Sus. Learning
- Flexibility of work schedule
- National recognition
- Retention of faculty/staff
- Student retention
- Money fundraising/ sharing with community
- People/employees
- Movement within GU
- Commitment to increase in technology
- Internal opps. (wellness, benefits, technology, diversity)
- Campus community/ location
- Business to community
- Jesuit identity/education
- Customer service
- Talented people

**Weaknesses:**
- Budget process
- Inadequate resources (staff, space)
- Rapid growth
- Lack of trust (gen.)
- Inadequate classroom availability
- Staff – no input to administration on decisions
- Not open to outside org. (i.e. Planned Parenthood)
- Policy set up between department/university (uniformity without conformity)
- Compensation
- Employee overwork (reward)
• Student worker reliance instead of hiring new
• Silos (redundancy, lack of comm.)
• Faculty vs. staff ability to express opinion
• Lousy communications
• Don’t tap resources
• Lack of policy/policy enforcement
• Lack of accountability at all levels
• Shortage of leadership competency – both actual/perceived
• Lack of trust
• No conflict resolution process for faculty/staff – completing this; resolve
• Lack of mediation
• Entire budget process (handled)
• Classification of workers (lines) (lack of internal equity) – people doing same job with different class
• Lack of resources (people and money)
• Losing Jesuit identity
• Fragmented campus (law school and everyone)
• Compensation system (whole)
• Inconsistency with policy/procedure
• Tuition based (too expensive, losing middle class)
• Not much input on decisions (top-down) – not much staff input on planning
• School getting too big
• Lack of space
• Student retention
• Child care (not family oriented)
• Larger we grow – lose community
• Have to know people to get hired
• Loss connection to departments (silo)
• Mission not enforced
• Not paid living wage
• Parking
• Talented people – under utilized or overworked
• Lack of knowledge of personal strengths (internal equity – status)

Opportunities:
• U-District (EWU/WSU/Riverpoint)
• National exposure to grow endowment
• Reputation to bring faculty and staff
• Online classes – students to get classes
• Community service
• To grow more
• Study abroad
• Online classes
• Working with community organization
• Top rank school – academics
• More outreach – externally
• Externally strong vision
• Pay levels (retention)
• Reputation will allow recruit quality faculty and staff (new donors/endowments.)
• Positive diverse pop. (exp. Experience)
• External internships (grad/seniors)
• Location allows room to grow – research
• Community allows involvement with High Schools and other community involvement
• Grad. Ed.
• U-district and collaboration = benefits from partnerships with other universities
• Federal and state financial aid

**Threats:**
• State and federal financial aid money decrease
• Economy
• Online classes – delete value of community
• General tuition trends – student debt
• Trustee interference
• Lack of Jesuit involvement
• Negative press about Catholicism
• Overgrowth (increased enrollment)
• Pay for performance
• Safety / low-income part of town
• Minorities not feeling welcome
• U-district (lose staff/students)
• Weak vision statement
• Lack of involvement U-district / competition with other colleges
• Negative funding for education
• Lack of endow.
• Depend upon economy
• Flattened enrollment
• Will/have lost money = Jesuit/private
• Academic free. Of student (intl)
• Losing diversity because of elitist/homogenous Spokane
• Lack of money renewal / replacement (materials)
• Tuition – out of nke
• Lack of interest – grad/phd education
• Lack of exp. In hiring over credentials (faculty/staff)
• Space limits
• Lack of endow. – helping community
• Compensation in relation to economy
• US dollar exchange rate (gets stronger) – drop of international enrollment