



2023-24 ANNUAL REPORT
EASTERN WASHINGTON UNIVERSITY
EWU.EDU

1882

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MESSAGE FROM THE PRESIDENT



As we reflect on this past year, I am proud of the accomplishments of our Eastern Washington University community. Together, we have navigated challenges with resilience, creativity and a shared commitment to our mission of providing a transformative learning experience. From the achievements of our students, faculty and staff, to the partnerships we've forged in the region, our progress is a testament to what we can accomplish when we work together. Our successes demonstrate that we are not only creating opportunity, but are also fostering a culture of innovation and engagement that prepares our students to thrive.

We know there is more work to be done. As we look ahead, our new strategic plan will serve as a roadmap for continuing to enhance student success, support our faculty and staff, and strengthen our role in the region. By building on the momentum we've gained, we will move EWU forward, ensuring that every student is equipped with not just the knowledge, but the applied learning experiences and the opportunities they need to achieve their full potential. I am confident that this report will show our future to be one of growth, collaboration and continued impact as we collectively advance the mission of EWU.



MISSION, VISION AND VALUES



OUR MISSION

Eastern Washington University provides an inclusive, equitable and transformative learning experience, driving the pursuit of knowledge with affordable academic excellence.



OUR VISION

Eastern Washington University provides an education rooted in the liberal arts, designed to address the unique challenges and opportunities facing the region. Characterized by a student-centered focus and opportunities for applied learning in high-demand fields, this education creates upward social mobility and intellectual growth for our students that supports a healthy, sustainable, and economically successful region.



OUR VALUES

Academic Excellence

Accessibility

Belonging through Justice,
Equity, Diversity and Inclusion

Regional Impact and
Regional Contribution

Student Success

Sustainability

STRATEGIC PLAN 2024-2029

EWU Board of Trustees approved the 2024-2029 Strategic Plan goals and outcomes on June 20th, 2024 ewu.edu/strategicplan



Student Success and Student Experience

EWU will reshape institutional practices to improve enrollment (recruitment and retention), promote student success and close structural equity gaps.



Belonging through Justice, Equity, Diversity and Inclusion

Through the active engagement and continuous learning of students, faculty, staff, and administrators, as well as an unwavering commitment to equitable practices, Eastern Washington University will create an environment that fosters a sense of belonging, actively promotes and sustains equity, dismantles systemic barriers and embraces the unique perspectives of all individuals.



Investing in Our People and Places

EWU fosters an equitable, sustainable and supportive physical and social environment that encourages the recruitment, retention and engagement of the EWU community.



Regional Anchor/Regional Impact

EWU will launch initiatives that focus on applied educational programming, interdisciplinary approaches, scholarly research, community engagement and athletic excellence. EWU will position its graduates to fill workforce needs while serving as pivotal contributors to the advancement of social and economic mobility. EWU will make its campus a model of sustainability through aggressive decarbonization and other initiatives that involve students, faculty and staff.



SRA



The Strategic Resource Allocation (SRA) process was conducted to improve the efficiency and effectiveness of the university's use of resources, supporting Eastern's mission while promoting long-term financial sustainability, academic quality and operational excellence.

The SRA process involved a thorough evaluation of both university services and academic programs, with a dual focus on disinvestment and investment. Key principles guiding the process included alignment with strategic priorities, transparency, accountability, and continuous improvement. The process was overseen by a facilitation team and supported by two task forces, the University Services Task Force (USTF) and the Academic Programs Task Force (APTF), which were responsible for determining the data to be used, developing evaluation rubrics, and ultimately making recommendations for resource allocation.

Data modeling was a critical component of the SRA process, with metrics such as student headcount, graduation rates, and financial data being analyzed to inform decisions. Task force members spent several months evaluating programs and services, culminating in a report submitted to the Board of Trustees.

The SRA process supports EWU's commitment to institutional effectiveness and aligns with accreditation standards set by the NWCCU. The process not only provided a comprehensive overview of the institution's programs and services but also established a framework for ongoing improvements. Through continuous evaluation and stakeholder engagement, the SRA process ensures that EWU will remain agile and responsive to both internal and external changes.



ACADEMIC AFFAIRS

Message from the Provost

During the previous year, the accomplishments of our dedicated faculty, staff, and students across Academic Affairs have powerfully demonstrated our commitment to strategic growth and innovation.

We've made transformative progress through key initiatives, including a university-wide evaluation of resource allocation, a revision of EWU's mission, vision and values statement, and the approval of a forward-looking strategic plan. These actions have further solidified our role as a regional leader in workforce development.

Our efforts this year also focused on pioneering academic programs and student success models. We launched professional and continuing education offerings and piloted an active-advising model, which will be fully implemented in the coming year. Additionally, the appointment of new deans for the College of Professional Programs and the College of Health Science and Public Health will bring stability to our academic leadership.

Reflecting our values, we have also intensified efforts to recruit faculty from underrepresented and historically marginalized backgrounds. We are especially proud that our CSTEM Inclusive Teaching Academy was recognized nationally by Insight Into Diversity magazine's Inspiring Programs in STEM, underscoring our commitment to inclusive excellence.

These collective efforts are positioning Eastern Washington University for long-term success and continued regional impact.



FINANCIAL PICTURE

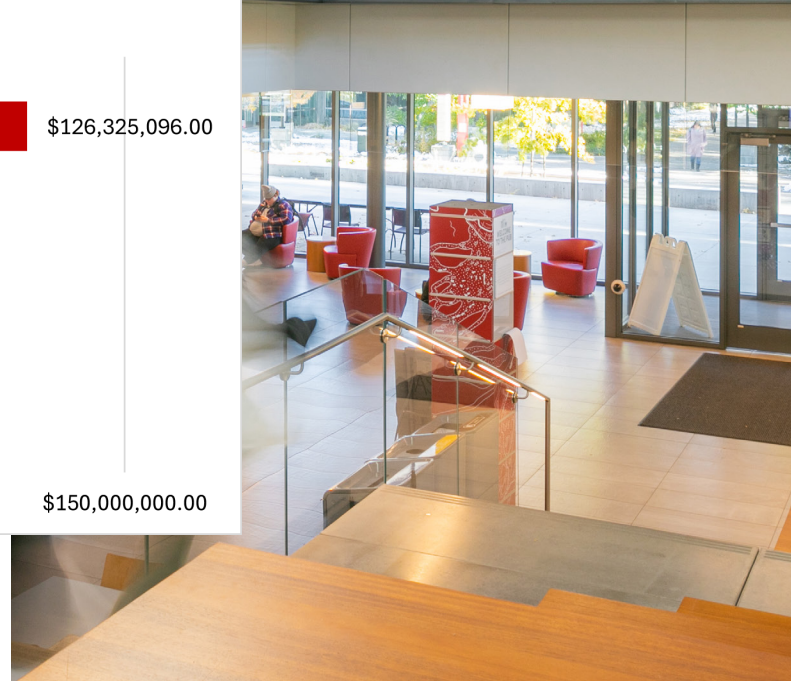
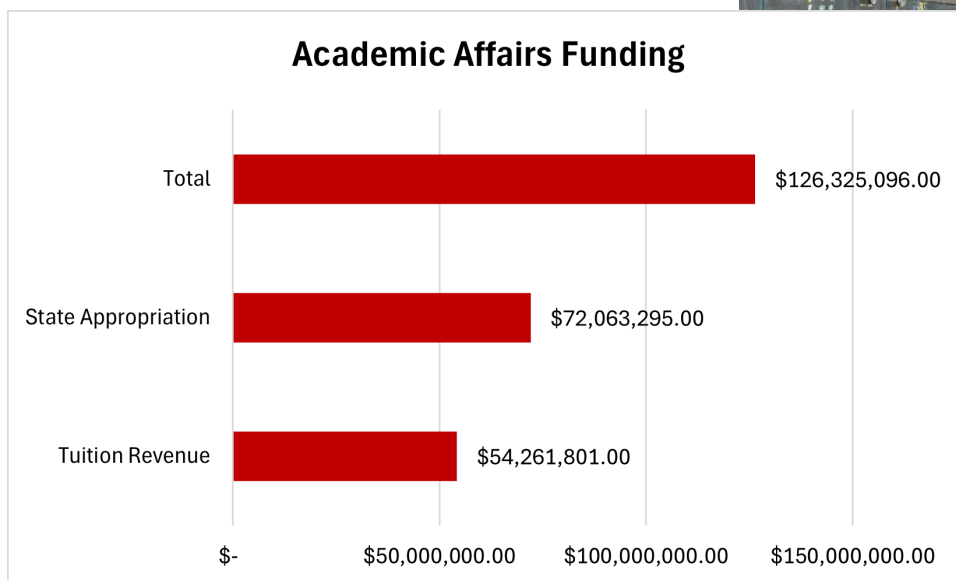


Academic Affairs manages its resources through an annual strategic allocation process, distributing funds to support academic programs, research initiatives, faculty development and student success services. By prioritizing high-impact programs and aligning financial decisions with the university's mission, Academic Affairs ensures the advancement of Eastern's academic quality.

The financial outlook for Academic Affairs is strong, with a focus on faculty excellence and efforts to enhance student recruitment and retention.

Our total operating budget for FY2025 is \$126,325,096. It is comprised of both state appropriations and tuition revenue/fees which play a crucial role in supporting the core academic functions. For FY2025, local operating funds are budgeted at \$72,063,295. This 8% year-over-year increase was largely due to legislative appropriations for new Nursing and Cybersecurity programs, the College in the High School program development, and annual cost-of-living adjustments for faculty and staff. Tuition revenue is another primary source of income. Budgeted at \$54,261,801 in FY2025, nearly half of academic self-support revenue comes from course and program fees. Additionally, \$7,669,000 is budgeted to support dual and concurrent enrollment programs, while another \$13,098,703 is budgeted for summer session.

Our faculty and staff actively seek extramural funding through grants and partnerships to support learning and research, reducing reliance on state funding and tuition. In FY2025, the division budgeted \$16.35 million for sponsored programs and \$39.75 million for scholarships and fellowships.





COLLEGE OF HEALTH SCIENCE AND PUBLIC HEALTH

CHSPH launched a Bachelor of Science in Nursing (BSN) program in fall 2023, following extensive planning and collaboration with healthcare industry partners. This program is designed to prepare nurses to meet the diverse healthcare needs region-wide and to address the critical shortage of nurses across the state and nation. Graduates will be lifelong learners, equipped to practice with integrity and compassion as they care for individuals across their lifespans in various healthcare settings, paving the way for a rewarding career in nursing.

During the previous year, the Department of Communications Sciences and Disorders (CMSD) and the School of Nursing moved into new facilities in Spokane's historic SIEER Building. The college celebrated the opening of the new building with a ribbon cutting and open house on October 24, an event which brought together some of the supporters who made possible both the launch of the nursing

program and the relocation of CMSD to this centrally located health science hub.

Meanwhile, we are proud to report that EWU's wheelchair basketball team entered its third full season of competition as a member of the National Wheelchair Basketball Association. The team started the 2023-24 season in October with the EWU Invitational in Reese Court and the Spokane Showdown in Liberty Lake. The team then went on the road for games and tournaments in Oregon, Texas, Phoenix, and the National Invitational Wheelchair Basketball Tournament in Minnesota. The Eagles ended the season with a 10-15 record, a steady improvement over the team's three years of full competition. With a strong recruiting during the Spring semester, the team looks to continue its growth in 2025.



COLLEGE ARTS, HUMANITIES, AND SOCIAL SCIENCE

APPLIED LEARNING

In 2024, CAHSS faculty and students excelled in applied learning across various disciplines. In Urban and Regional Planning (URP), for example, students addressed real-world problems under the mentorship of faculty members Margo Hill, Jason Scully, and Matt Anderson. One of them, senior Mayra Velasquez, supported Latinos en Spokane, co-founded by EWU alumna Jennyfer Mesa, in developing an affordable housing co-op for 76 Latino families, earning her a Governor’s Civic Leadership award. Other urban and regional planning students collaborated with the Healing Lodge of the Seven Nations to develop a feasibility study for a female facility. The Washington State Legislature recognized the impact of URP programs on societal issues like the housing crisis, granting special funding to EWU and other institutions. In public history, Larry Cebula’s team of student researchers worked with his Racial Covenants Project to identify racially-exclusionary language in property deeds. History students, funded by National Park Service grants, explored narratives related by those living downwind of the Hanford nuclear facility with Ann Le Bar and Robert Geroux. The Music Technology program, established in 2019, integrated music, technology, and entrepreneurship, offering hands-on projects and internships. With new faculty like Dr. Ben Luca Robertson, the program continues to grow. Applied learning activities are integral to many CAHSS majors, including anthropology, creative writing, communication studies, and many others.

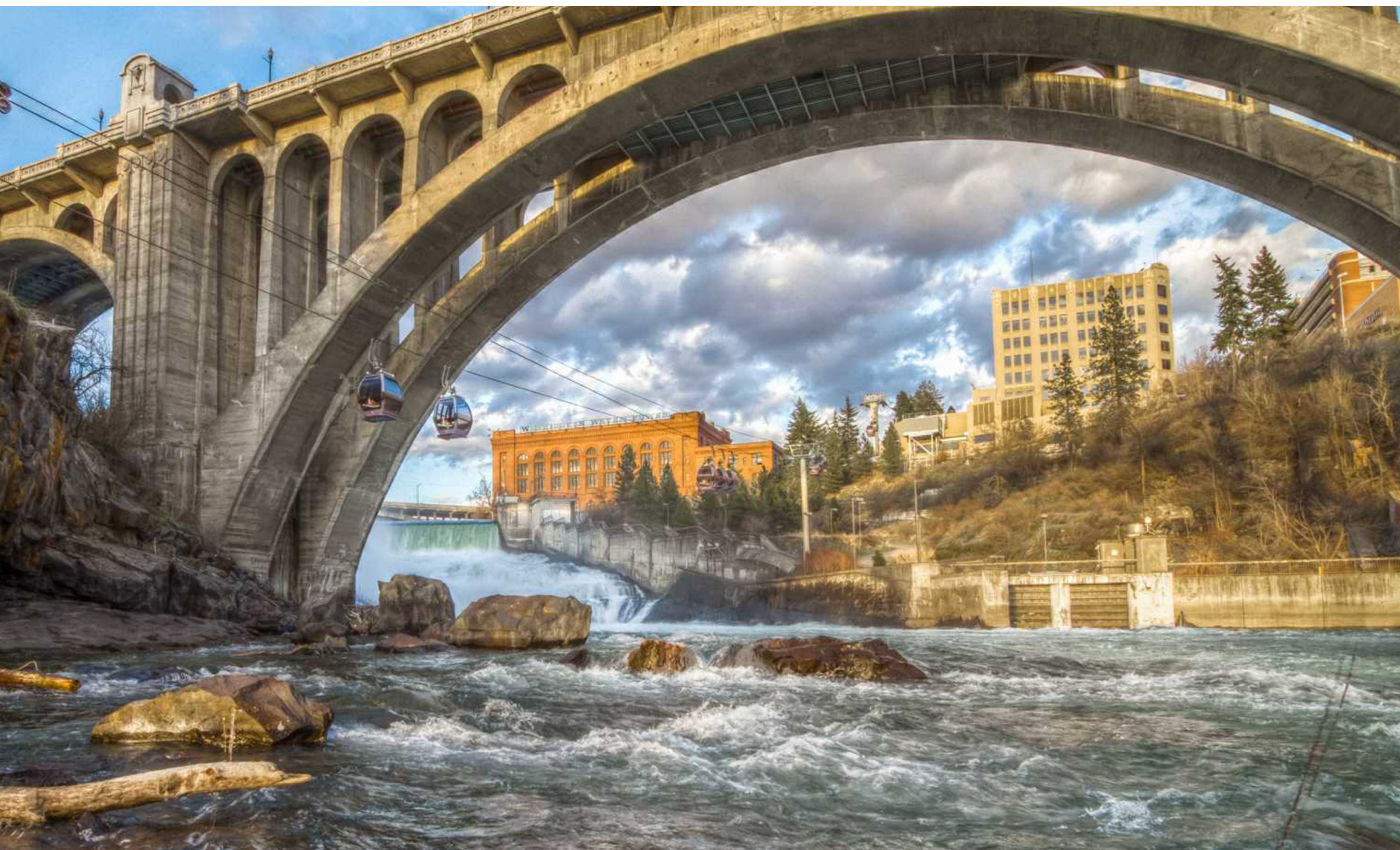
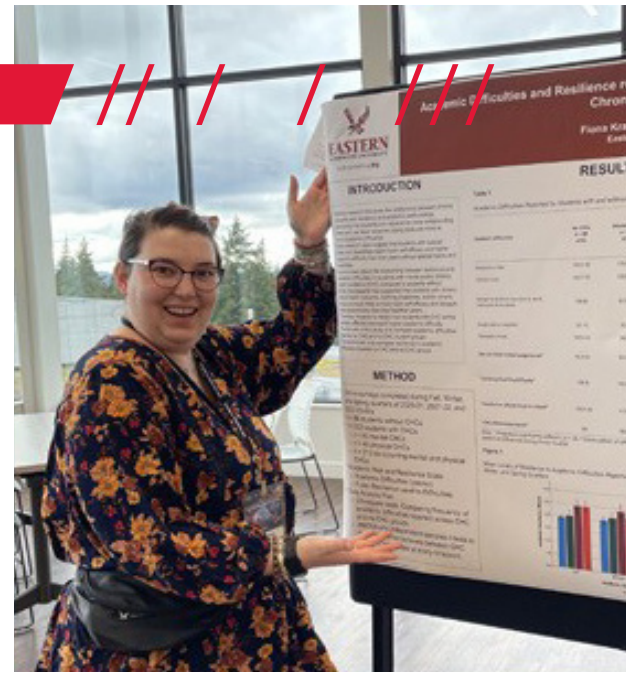


COLLEGE OF PROFESSIONAL PROGRAMS

Among the many achievements of the EWU's School of Psychology in 2024 was our hosting of a Student Psychology Research Conference on May 16. During the event more than 30 students gave poster presentations. Those in attendance included faculty, student advisors and mentors, and visitors from all over the state of Washington. Additionally, psychology majors presented their research at Western Psychological Association, American Psychological Association, Rocky Mountain Psychological Association, and Society of Personality and Social Psychology.

The School of Social Work added the Spokane Public Library to the list of field education sites where social work students, under the supervision of a site supervisor and faculty field liaison, work with library patrons experiencing housing, health, and family problems. Master of Social Work students serve as the library's "Welcome Team" to help connect library patrons experiencing homelessness with appropriate resources.

Professional accounting and finance majors, along with members of EWU's Beta Alpha Psi organization, gained national recognition for service to the Spokane County Superior Court Guardianship Monitoring Program. The students presented their experiential learning and volunteer work at the national BAP conference in San Diego, describing their experience completing volunteer financial audits for vulnerable older residents in Spokane County.



COLLEGE OF STEM

During the previous year, CSTEM celebrated the completion of phase 1 of the Science Building with a ribbon-cutting. The event provided an opportunity for faculty, staff, community members, and government officials to explore the first and second floor student engagement spaces, labs and classrooms while connecting with the community to celebrate a major accomplishment supporting research opportunities at EWU



CSTEM also secured permanent legislative funding for EWU's MESA (Mathematics Engineering Science Achievement) University Center. This is the first MESA Center at a four-year university in the state of Washington. The Center focuses on supporting underserved and minoritized students in STEM majors; 2) developing and implementing pedagogy and practices designed to improve retention for both MESA and general STEM teaching; and increasing community-based recruitment of students from underserved areas.

The Department of Design, meanwhile, in collaboration with the Risograph Residency of Spokane, hosted two Risograph resident artists in the Catalyst building 4D Lab this year. Spokane-based illustrator Brianna Miller inaugurated the Risograph residency program, while resident artist, Alex Sensiba, also an author and illustrator, served next. Both worked with EWU students to create artwork on the Risograph printer, and also hosted public First Friday talks about their content creation process, risograph printing methods and self-publishing experience.

ACADEMIC AFFAIRS

EWU GLOBAL

Among other faculty achievements was an exchange of EWU faculty members with our partner, Japan's Mukogawa Women's University. Joseph Lenti, professor of history, in the fall of 2023 traveled to Nishinomiya, Japan, to give presentations and classroom lectures to faculty and students there. EWU then welcomed Naoko Murakoshi, professor of movement sciences, in May 2024, where she presented on projects related to somatic movement and led students in acting and dance education classes. This exchange was supported by the Fosseen-Kusaka Exchange Program.



EWU also helped 34 students realize their dream of studying abroad, demonstrating that students are ready to travel again post-pandemic.

PROFESSIONAL AND CONTINUING EDUCATION

During a busy and productive 2024, PCE staff met with local, state, and national leaders to evolve program offerings based on correlated workforce data. Strategic partnerships with VESi and Excel Education Resources have proudly granted over 1800 clock hours to K12 teachers and coaches in the region since the start of the 2023 fall quarter (clock hours are typically units of credit assigned to educators at a professional development or training event). PCE staff are looking forward to finding innovative ways to support educators throughout WA and the region. One local partnership, for example, has been established with Cheney Public Schools through their administrative leadership.

OFFICE OF GRANT AND RESEARCH DEVELOPMENT

In 2024, OGRD sought to grow EWU's culture surrounding external funding through several types of communication strategies. Among these strategies is a focus on celebrating and recognizing grant or contract submissions and award decisions. Submissions, award decisions and contracts are now shared with the Board of Trustees and notifications of successful funding decisions are now widely shared and disseminated throughout the university campus and community.

Since July 1, 2024, OGRD has been holding the inaugural Summer Proposal Development Academy, a one-month workshop in which 13 EWU faculty and staff members learn how to develop grant proposals. The workshop aims to build the capacity, experience, and knowledge for a diverse group of EWU faculty and staff on how to develop a grant or contract proposal. The participants are currently preparing proposals for submission to federal agencies and private foundations, among them the National Science Foundation, the Environmental Protection Agency and the Spencer Foundation.

UNDERGRADUATE POLICY AND PLANNING

GRADUATE PROGRAMS

The Graduate Programs office undertook a comprehensive project to document, edit and test every procedure within the program. One result has been the redevelopment and streamlining of the Graduate Student Assistant (GSA) request process, ensuring consistent offer letters, coordinated communication and a much more efficient operation. This new process is transparent, consistent and significantly faster than the previous method, ultimately enhancing the GSA student experience.

The email system has also been migrated to the Fresh Service Ticketing System, enabling better tracking, measuring and managing support for students, faculty and staff. Additionally, collaboration took place with graduate-program directors and Undergraduate Admissions to transition most of the graduate applications from GradCAS and BusinessCAS to Slate. This shift has already resulted in approximately \$100,000 in additional application fee revenue, the implementation of a true CRM to standardize the graduate student onboarding experience, and significant labor and planning savings for IT and the Graduate Office.



COLLEGE ASSISTANCE MIGRANT PROGRAM (CAMP)

The College Assistance Migrant Program's (CAMP) aims to enhance the quality of life through higher education for farm working families in the state of Washington. Thanks to the efforts of CAMP's recently hired and trained mentors, over 98% of CAMP students agreed that the mentorship helped them have a successful first year, with approximately 86% reporting that they were in good academic and financial standing, earning at least 36 credits in the first year.

ACADEMIC PLANNING

During the past year, as required to meet accreditation standards, the Academic Planning and Policy team worked with several academic departments, the Center for Academic Advising and Retention, and University Relations to provide academic plans of study in the 2024-25 academic catalog for 90% of undergraduate majors. These plans provide a roadmap for students to complete their degree.



PROGRAMS LEADING TO UNIVERSITY SUCCESS (PLUS)

In fall 2023, PLUS began virtual reality tutoring sessions with CurioXR, an application partner, and continued through the academic year. Students received regular tutoring and one session of VR tutoring every week (or every other) to extend and supplement their learning experiences.

CENTER FOR ACADEMIC ADVISING AND RETENTION (CAAR)

12,028 Advising Appointments | **6,034** Students Met with

72% Appointment Attendance Rate | **2,444** Early Warning Cases Created

During the previous year, CAAR worked to uphold EWU's mission by providing, in part, organization of two diverse professional development trainings for staff. The first focused on teaching advisors how to engage with undocumented students and their families as an "UndocuAlly." The second, Clifton Strengths Finder with Dr. Brian Davenport, trained staff how to recognize our unique strengths and abilities.

ENROLLMENT SERVICES



DUAL ENROLLMENT

In 2024, EWU submitted materials for reaccreditation of its EWU in the High School (EWUHS) program, a process that occurs every seven years to help the university demonstrate and maintain program quality while enabling EWU to meet requirements established by Washington state law.

For the first time since the Legislature created Running Start, eligible 10th-12th grade students who haven't yet graduated with Available Annual FTE (AAFTE) were offered the chance to



enroll up to 10 college credits in the summer. Working quickly, the EWU Running Start team created marketing, recruitment and registration campaigns to help area students take advantage of the new opportunity. The team advised and enrolled 64 students, more than half of them new to EWU, and looks forward to growing the program.

FINANCIAL AID

In partnership with Information Technology, EWU Financial Aid launched fully electronic forms for the 2024-25 cycle that have greatly improved and simplified the student financial-aid experience. This sweeping technological enhancement allows students and parents to complete and sign required forms and contracts online. Previously, families and students would often have to download, fill in and upload required documents.

COMMUNICATIONS

The Student Communication Center has significantly increased future student engagement this year. Call volume connecting with students or parents grew by **13 percent**, and text reply rates rose **four percent**. The center has also taken a lead role in creating engaging student-developed content, producing over **90 TikTok videos (200,000+ views)** and **20 YouTube Shorts (6,000+ views)**.

TikTok: @easternwauniversity | **YouTube:** @ewuvideo/shorts

ADMISSIONS

EWU Admissions created on-site admissions to support EWU's short-term and long-term enrollment goals. On-site admissions events are hosted on and off campus. Admissions team members visit top feeder high schools in Washington and work with crucial feeder programs like Running Start and CAMP to meet students in their academic settings to help them apply. Qualified applicants receive preliminary admission "on the spot" once an Admissions recruiter reviews their unofficial high school transcript.

For the fall 2023 recruiting cycle, Admissions held **72 on-site admissions**, serving **813 students**. Of those students, **592 (73%)** applied or started an application. A total of 520 students were formally admitted, and 179 students had confirmed their attendance for fall 2023. For the fall 2024 recruiting cycle, **71 on-site admissions** events were held, and over **930 students** were served. Of these, **753 (81%)** applied or started an application for admissions. As of June 2024, 523 students were formally admitted, and 209 had confirmed their attendance for fall 2024.

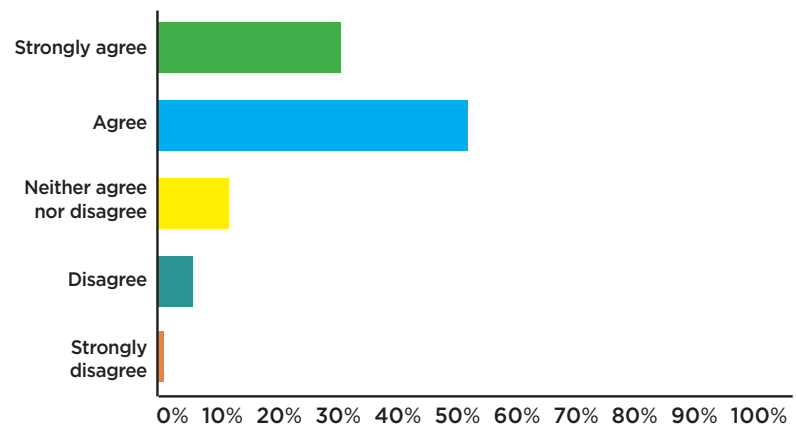
INSTITUTIONAL EFFECTIVENESS

STRATEGIC PLANNING

EWU engaged in a strategic planning process to guide its growth and success. This 12-month initiative aimed to align the university's resources, goals, and initiatives with its mission and vision, ensuring the needs of students, faculty, staff, and the broader community are met. The Strategic Planning Committee identified goal areas for the next five years, presented at a second campus town hall, followed by the formation of working groups to develop goal statements, outcomes, and strategies. Two final town halls allowed these groups to present their work and gather feedback, ensuring broad participation and input in the process.

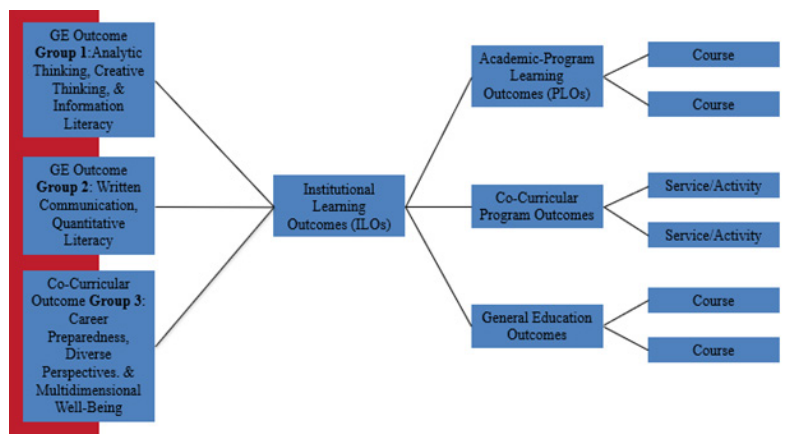
STUDENT SATISFACTION SURVEY

The Student Satisfaction Survey Year-End 2024 revealed a generally positive student sentiment with more than 80 percent of respondents expressing overall satisfaction. Despite these positive results, however, financial challenges remain significant, with 38 % of students reporting that they struggle to pay tuition. Furthermore, while 58 % of students feel a sense of belonging at EWU, 43% either disagree or are neutral about their sense of community, indicating areas for potential improvement.



INSTITUTIONAL ASSESSMENT COMMITTEE (IAC)

The Office of Assessment established the Institutional Assessment Committee (IAC) with representatives from all divisions, including faculty. The committee developed definitions and criteria for co-curricular learning outcomes, which, along with general education outcomes, form the Institution Learning Outcomes (ILOs). These ILOs will guide how student support units align programs offered outside the classroom with EWU's strategic planning goals.



DIVERSITY, EQUITY AND INCLUSION

DEI AND ANTI-RACISM TRAINING

A notable achievement in 2024 involved progress on the implementation of the requirements of Washington Senate Bill 5227. As part of Bill 5227 compliance, curriculum was developed for the required DEI training in August 2022 called DEI for the Workplace.

As of July 5, 2024, some 86.6% of all full-time and part-time employees have completed the required training.

1,521 total employees in Active status

1,317 employees have completed training

86.6% completed

Office for Diversity, Equity and Inclusion also established a website for the DEI & Anti-Racism Professional Development Program which includes training dates and other opportunities for advanced workshops. The Student Implementation subcommittee is currently working on the launch of DEI and Anti-Racism training for ALL students beginning in fall 2024.

In 2024, the office also launched additional advanced workshops as part of the “Doing the Work” program. If faculty, administrators, and staff do two units (two hours) of advanced DEI workshops, reading, and/or programming for three consecutive quarters, they receive a placard for “Doing the Work,” as well as a recognition ceremony.



DIVERSITY, EQUITY AND INCLUSION CAMPUSWIDE ASSESSMENT

In 2024, EWU launched a comprehensive assessment of all diversity, equity and inclusion (DEI) programs. This process, designed to address a recommendation from Eastern’s accrediting agency, is intended to align efforts to eradicate equity gaps in the success of our Black, Indigenous, people of color (BIPOC) and other marginalized student communities.

An external DEI consultant, Core Perspectives, began their review in March 2024 which included in-person focus groups and interviews, with a total of 190 students, faculty, staff administrators participating. Additionally, a supplemental, open-ended survey was distributed to all students, staff, faculty, administrators and alumni.

Following a review and analysis of collected data, the consultants submitted a preliminary report to EWU senior administrators that included a framework for recommended actions over the next three to five years, with measurable objectives and metrics to assess progress.

A second phase of the assessment will involve a re-engagement by the consultants with the campus and external community to share the suggested framework and seek feedback. Finally, an implementation plan, strategies and recommended timeline, along with initial coaching and guidance for university leadership will be provided.

SEARCH ADVOCATES PROGRAM

The role of a Search Advocate is to be an external (to the hiring department), non-voting committee member that advances inclusive excellence by helping a search committee.

Test thinking

Identify and promote practices that advance diversity and social justice Work to minimize impact of cognitive and structural biases

Explore assumptions, norms and practices often overlooked

Play a vital role in position development and all phases of recruitment

Since fall 2022, 86 EWU employees have gone through the eight-hour training to become a Search Advocate. The training addresses current research about implicit bias, diversity, legal implications, recruitment best practices, and inclusive hiring strategies. Of those trained employees, 30 Search Advocates are faculty, and 56 are administrators/staff.

The official launch of Search Advocates on all full-time faculty searches began fall 2023. Of 19 full-time faculty hired since then, 42.1% self-identify as persons of color. This trend in hiring is very promising and is an indicator that the Search Advocates program is making a positive impact on outcomes of our faculty searches. In fall 2024, full-time searches for Director level or above will require a Search Advocate.

STUDENT AFFAIRS



COMMUNITY ENGAGEMENT

A committee of faculty and staff this year researched and imagined what community engagement could look like at EWU in the future. Outreach/research included talking with the two previous EWU Directors of Community Engagement and looking at best practices in our region. The committee created a white paper that has been shared with executive leadership. The Director of Community Engagement will be hired during the 2024-2025 academic year.



HOUSING MASTER PLAN

Student Affairs and Business and Finance met this year to discuss the future of housing at EWU. After many discussions, attending the NASPA annual conference and connecting with campus housing industry leaders, it was decided to begin exploring a possible P3 (Public Private Partnership options at EWU). Following an RFP process, the P3 consultant will do a feasibility study, market analysis, risk assessment, financial modeling, stakeholder engagement and provide recommendations for EWU to consider improving its on-campus residential experience for students.

FIRST AMENDMENT AND FREE SPEECH EDUCATION AND PROGRAMMING

A goal for 2023-2024 academic year was to enrich the educational experience with a strong foundation in First Amendment and free speech principles. To achieve forward progress on this goal, free speech education was integrated into co-curriculum and leadership training, along with workshops to foster an informed and engaged student body and an enhanced online resource center for comprehensive guidance on free speech rights and responsibilities. Bi-annual communications on Free Speech obligations led by Vice President for Student Affairs Jarnagin and Provost Anderson were implemented and a Free Speech Committee was convened to develop response measures to hate speech and campus demonstrations. Additionally, a workshop was held with ASEWU and the Foundation for Individual Rights and Expression covering free, illegal, and hate speech. Ongoing work includes launching an updated website and resource center.



EWU Eagle Speak 2024 -
Featuring Aaron Terr (FIRE)



Free Speech Resources
and Policy

INCLUSIVE CHILDCARE SOLUTIONS

In partnership with the EWU Business and Finance team a three-year extension of the childcare contract with the Spokane YMCA was finalized. Additionally, **\$19,421.58** from the Biella Foundation was allocated to support nine students with childcare needs. The Veterans Resource Center contributed **\$3,500** to assist **six student veterans** with childcare needs.

ASEWU SENATE REORGANIZATION

The Associated Students of Eastern Washington University (ASEWU) Senate undertook a complete reorganization process in 2023-2024. The previous model for the organization's legislative branch – a governing council with nine seats – was replaced by a senate model with 10 seats and the flexibility to add further seats in future years. Beyond increasing the number of seats in its legislative branch (and, with them, the number of students



involved in the shared governance of EWU), the reorganization aims to increase representation of student populations that were, due to a variety of factors, underrepresented in the ASEWU Council. The new organizational model creates positions for senators from all four of the university's colleges in an effort to better represent the interests of all students.



CAMPUS RECREATION

Campus Recreation, with a completely new staff, focused on increasing student participation through creative programming and collaboration. With **1,733 participants** across **1,549 events**, the department made a positive impact on the student experience. New events included Real-Life Mario Kart, Soap Hockey, and mountain biking, while Club Sports grew from 10 to 20 teams with 574 members. Campus Recreation also collaborated with departments like Eagle Entertainment and Residence Life on events such as Sip and Carve, which drew over 400 students

The number of Signature Events put on for students also increased. This past year there were four signature events: RecSplosion (289 participants), Real-Life Mario Kart (112 participants), Bed Races (29 teams and hundreds of fans watching) and The Blitz (186 participants). Collaboration also took place with other departments on Neighborfest, Sip and Carve, Winterfest, Student Excellence Awards and Greek Week.

ASPIRE NEAR-PEER MENTORING PROGRAM

Over the 2023-2024 school year, Aspire was hosted by seven high schools: Liberty, University, Rogers, Ferris, East Valley, Shadle Park, and Medical Lake. 16 mentors met with **296 local high schoolers** from October through May, with **92.4%** of surveyed mentees feeling prepared for transitioning to post-secondary education after working with Aspire.

Aspire welcomed 60 mentees from Rogers and Ferris high schools for a visit to the Eastern Washington University campus during the Spring 2024 quarter. During their visit, they toured the campus residence halls, listened to a student panel, and explored financial aid resources.

CAREER CENTER

Six fairs brought **190 employers** to Cheney with **909 student registrations**. The Fall Fair shifted from STEM to an all-majors fair, and a Winter fair was added to the schedule for the first time. The FUSE Career Fair collaboration with Gonzaga, Whitworth, University of Idaho, and Washington State University had another successful year in terms of employer engagement.

The Career Centers is working on developing a new employer partnership program to deepen relationships between employers and the Career Center. This initiative enhances brand recognition for employers among students and provides critical funding to improve events, staff professional development, and network expansion. In addition to our ongoing partners **Enterprise Holdings** and the **Washington State Employees Credit Union, Northern Quest Resort** has joined as a third partner. For 2024-2025, **\$20,000 in support** from these partners will significantly enrich the student experience with Career Services.



PRIDE CENTER

In October, a **\$50,000 gift** from alumnus and former EWU staff member **Lance Kissler** led to the renaming of our Pride Center to the Eagle Pride Center, symbolizing its commitment to serving all students within the EWU community.

Lance's gift not only supports future student initiatives and educational programs but also secures the Eagle Pride Fund as an endowed scholarship specifically for LGBTQ+ students. This endowment ensures lasting impact and continued support for generations to come.

This year, the Eagle Pride Center launched Q-Camp, a pre-orientation program supporting incoming LGBTQ+ students. The program equips participants with tools to navigate campus, advocate against discrimination, and build community. With eight attendees, Q-Camp has already made an impact, with many continuing to engage with the Eagle Pride Center.

COUNSELING & WELLNESS SERVICES (CWS)

Thanks to support from SAMHSA and the Garrett Lee Smith Campus Suicide Prevention Funds, EWU will expand suicide prevention and mental health programming over the next three years. CWS leadership, with campus stakeholders, is developing a comprehensive and sustainable approach to mental health promotion.

HOUSING AND RESIDENTIAL LIFE

In 2024, a new Residential Education Model was introduced to help on-campus residents achieve several key outcomes, including the development of life skills, a deeper understanding of personal identity, and increased awareness of how their identity shapes their worldview.



The model was implemented throughout the academic year, and results have been promising. Feedback gathered from both students and staff, has led to targeted improvements in our programming and scheduling, and additional refinements will further enrich the experiences of our residents.

JLR MULTICULTURAL CENTER

Each Fall, the JLR Multicultural Center hosts its annual Multicultural Festival, which highlights cultural dances, performances, and cuisines from the various BIPOC communities in the Cheney and Spokane area. The most recent event had over 400 participants and more than 20 student clubs/campus resources participated through cultural dances, performances, and catering.

The quarterly Welcome/Welcome Back Brunches had over 250 students, faculty and staff in attendance. This event provides the opportunity for campus partners, student leaders, and students to connect, socialize, and support each other as the new quarter begins.

ORIENTATION & FAMILY PROGRAMS

Eastern saw 942 new students at its in-person orientations this summer. In addition to the success in bringing new faces to campus, Orientation and Family Programs is collaborating with Financial Aid to provide students who are registered for each orientation their actual financial aid award in their welcome folder.

STUDENT ACCOMMODATIONS & SUPPORT SERVICES (SASS)

Support Services handled 976 unique cases, excluding Student Emergency Fund (SEF) and Passport general cases. The most frequent issues addressed included life Issues/wellness (general support), mental health, and referrals to the Student Emergency Fund.

To enhance services, the issue-tracking methods are being refined to capture more specific data. This includes analyzing cases by academic affiliation to identify common concerns among students in different fields with the goal to strengthen preventative support and improve practices to minimize potential crises.

Over the course of 2023-2024, the Passport program supported 74 students, with seven graduating. These are students who have formerly been foster youth or otherwise unaccompanied homeless youth. There has been an increase in total participants over the past three years, and plans are being made for additional outreach efforts to common-enrollment high schools to share options for students eligible for this program.

STUDENT RIGHTS & RESPONSIBILITIES

The Office of Student Rights and Responsibilities collaborated with cross-campus partners in the development of the EWU Protest Response Protocol with key contributions including the creation of the Free Speech website, the development of a protest form, and the establishment of a detailed protocol and resource worksheet for staff responding to protests. The protocol outlines roles for staff as liaisons to protestors and monitors of demonstrations, ensuring compliance with campus policies. Staff are trained to engage with demonstrators in a friendly manner, offer assistance, provide information on campus policies, and prioritize safety. The protocol also includes a progressive-intervention approach to calmly and effectively manage situations requiring police support.

VETERAN'S RESOURCE CENTER (VRC)

The VRC staff participated in two Fairchild Airforce Base Educational Fairs to share ways to connect service members and their families to EWU and support them with educational benefits. For 2023-2024, EWU had 19 enrollments from FAFB with a total of \$12,000 from DoD Tuition Assistance to support the service members' education. The Veterans Resource Center also played a part in a new Cyber Security partnership signing ceremony with Fairchild.



The VRC staff along with Amanda Reedy (Director, Social Work) and Emeritus Professor Alan Basham conducted two “Got Your 6” programs during 2023-2024, hosting a total of 78 attendees. This 3-hour program helps guide faculty, staff and students on their journey towards veteran and military cultural competency, which has an impact on support for veteran and military connected students. This program is funded through a grant from the Kalispel Tribe. Example of attendee comments: “I work as an advisor, so it is useful to know more about how veterans think about themselves and the struggles they may experience in college classrooms.” “I really appreciated how Alan discussed the impacts of serving in the military regardless of whether the Veteran experienced combat. I felt the statistics on women veterans were really good.”



BUSINESS & FINANCE

CAMPUS SAFETY

The safety of EWU's campus community is always a top priority. This year, the EWU Police department continued its focus on community -based policing and successfully supported our campus. Highlights include:

- Gaining national accreditation through IACLEA.
- Being awarded the COPS/Department of Justice grant allowing the agency to hire two full time commissioned officers, increasing focus on community policing and improving service.
- Hiring two Campus Safety Responders to staff the Catalyst and SIERR buildings.
- Hiring a full time emergency manager to oversee the Emergency Management Program for the university and allow the university to update its Comprehensive Emergency Management plan.
- Offering nine separate training sessions covering safety topics. The sessions served 188 staff and faculty members.
- Contributing to applied learning through employment of four student cadets. These cadets were critical to delivering safety services and safety education to the campus community. The majority of past cadets have gone on to successful careers in law enforcement.

DINING SERVICES

Dining Services processed just short of **500,000 transactions**, each representing a face-to-face interaction between students and Dining Services employees. The department **employed 189 students**, offering valuable opportunities to develop skills and work habits for their future careers. Dining Services is also committed to sustainability, purchasing local fruits, vegetables, and farmed fish while composting food waste. These efforts diverted 58 tons of food waste from the waste stream, offsetting 40.6 tons of carbon emissions and, combined with recycling efforts, resulted in a 44% waste diversion and a 232-ton carbon emission offset. Additionally, Dining Services hosted various special events throughout the year, adding fun and vibrancy to meals and fostering a sense of community among Residential Life students.



SUSTAINABILITY

Sustainability submitted **nine grants** totaling **\$12.3 million**, with **\$2.075 million awarded**. These grants support decarbonization and the Prairie Restoration Project, integrating applied learning for students and faculty. Notably, EWU received \$2 million from the WA Dept of Commerce for a carbon capture system, which will reduce central plant emissions by 10% annually and offer research opportunities. The Prairie Restoration Project also secured private funding for full site planting in 2024, which will continue to support student learning and faculty research.

EWU is developing a 15-year Decarbonization Plan with McKinstry to guide the adoption of clean energy technologies while creating learning opportunities. The Climate Resiliency Landscape Masterplan (CRLM) was completed and presented to the Board of Trustees, with initial projects starting in Summer 2024, aided by Grounds & Landscaping and student employees.

The Campus Community Garden continues to thrive through student and volunteer efforts, providing free produce to the campus community. The Office of Sustainability hosted four student interns this year, supporting various projects, with program alumni securing careers at organizations such as the Bureau of Land Management. Additionally, 12 students were employed in sustainability activities across campus.

BUDGET AND FINANCE

During 2024, Student Financial Services significantly expanded its payment plan offerings, increasing the number of students enrolled from 744 in academic year 2021-2022 to over 2,000 in 2024. The expansion helped students continue their education without financial disruption due to holds, with additional support

provided for those needing further assistance. The team uses data-driven strategies to quickly address the needs of specific student groups, facilitating enrollment for successive terms. Additionally, Student Financial Services collaborates with Student Affairs and Academic Affairs on the Measures of Success (Re)- Enrollment Efforts project — a program designed to help students overcome barriers to enrollment from term to term.

The financial services team plays a crucial role in managing the institution’s financial health while supporting its academic, service, and operational missions. As stewards of public funds, the team is committed to financial prudence, accountability and long-term sustainability. Finance is involved in a budget model redesign project, set for completion in fall 2025, which aims to enhance transparency, strategic decision-making, and resource optimization. The team also provides applied learning opportunities by employing 5-10 students annually, offering valuable fiscal experience that prepares them for future careers.

2023-25 BIENNIAL STATE OPERATING AND CAPITAL BUDGET FUNDING

OPERATING BUDGET OVERVIEW

Eastern Washington University (EWU) has been allocated \$21.5 million in additional state funding for the 2023–25 operating budget, bringing total state operating appropriations to \$174.5 million for the biennium. Combined with operating fees, this funding forms the university’s general fund budget, which supports its essential functions and strategic initiatives.

The maintenance-level funding increase of \$2.1 million addresses changes in several areas. This includes support for central services, such as the university’s share of statewide costs for audits, legal services, archives, and self-insurance. It also includes tuition backfill funding under the College Affordability Plan, which offsets revenue losses from tuition operating fee reductions, and modest funding to improve the recruitment and retention of employees.

The operating budget also includes \$19.44 million in policy-level funding, aimed at enhancing programs and addressing specific needs across the university. Notably, \$5 million has been allocated for the College in the High School program, allowing EWU to provide free enrollment and registration for high school students in grades 9 through 12, starting September 1, 2023. To strengthen healthcare education, \$4.6 million has been provided to fully launch the Bachelor of Science in Nursing program, which will accommodate 80 students beginning in the 2023–24 academic year.

One-time funding of \$500,000 has been granted to establish a Math Engineering Science Achievement (MESA) program, which supports underrepresented and minority students as they transition to university-level education. Additionally, \$1.5 million has been allocated to address the disparity between employee compensation costs and undergraduate fee revenue, adjusting the state funding split for compensation and central services to 70% state appropriations and 30% operating fees, an improvement over the prior biennium.

A significant portion of the budget—\$6.4 million—is dedicated to compensation adjustments for faculty and staff. These funds enable a 4% salary increase effective July 1, 2023, followed by a 3% increase effective July 1, 2024, supporting the university’s ability to attract and retain top talent.



The operating budget also includes targeted funding for specialized initiatives. For example, \$35,000 has been provided to implement Chapter 197, Laws of 2023, which focuses on improving sexual assault forensic practices, extending prosecution timelines for certain offenses, and enhancing related training programs. Additionally, \$476,000 in one-time funding will continue efforts under Chapter 256, Laws of 2021, to identify and address discriminatory covenants in property records. A one-time allocation of \$200,000 will support planning program student studios in assisting cities and counties with local projects. Finally, \$118,000 has been earmarked to hire a benefits navigator and develop a hunger-free and basic needs campus strategy by April 2024, under Chapter 421, Laws of 2023.

CAPITAL BUDGET OVERVIEW

EWU's capital budget reflects its dedication to providing an inclusive, equitable, and transformative learning experience. This year's funding emphasizes infrastructure improvements to support academic excellence and institutional sustainability.

The Science Building Renovation, Phase 2, has received \$58 million to complete its modernization. This project will enhance classroom infrastructure, expand opportunities for advanced STEM education, and support distance learning initiatives. Another key project, the Martin/Williamson predesign, has been funded with \$350,000. This effort focuses on planning renovations for the facility that houses the School of Education, the School Psychology program, and Counseling and Psychological Services (CAPS), which are integral to student success and well-being.

Additional capital funding includes \$17.3 million for facility preservation and infrastructure renewal, ensuring the campus remains functional and sustainable for years to come. An additional \$200,000 has been allocated to evaluate building energy systems, supporting efforts under HB 1390 to optimize energy efficiency across campus facilities.

This comprehensive budget positions Eastern Washington University to enhance academic programs, modernize its infrastructure, and fulfill its mission of providing transformative and accessible education.



HUMAN RESOURCES

Human Resources played a key role in advancing several initiatives at EWU. In line with the President’s Wellness and Self-Care Taskforce, HR hosted Benefits Fair in November 2023 and October 2024. HR also supported the Provost’s Office by launching the 2024 tenure buyout plan for 54 faculty members, offering a \$25,000 VEBA HRA account, and rolled out a pilot phased retirement plan for faculty. In addition, HR staff introduced the “EWU Leadership in Action” training program, providing 12 training modules for level 1 and level 2 certificates, and created a wellness webpage and a centralized training site for employees.

Finally, HR partnered with Career Services to implement a career management program for freshman student employees, hired a Senior Director of Organizational Development to expand training, and celebrated National Student Employee Appreciation Day with a pizza party for 825 of EWU’s student employees.

INFORMATION TECHNOLOGY

IT has made significant strides in the past year toward improving campus technology and services. The successful migration of the legacy telephone system to WebEx calling has reduced costs, expanded capabilities, and allowed faculty and staff to work more flexibly. This migration also eliminated telephone line charges, improving accessibility for students seeking assistance. Additionally, the combined efforts of IT and Risk, Compliance, and Records Management led to the digitization of archive records and expanded Softdocs. Etrieve access to new departments streamlined administrative work and reduced paper waste. IT also enhanced campus security by replacing the campus firewall, enabling Microsoft Defender, and adding cloud security monitoring. Working with the Academic Committee on Innovation and Technology, IT published guidelines for the use of generative AI, providing critical guidance as the technology evolves. In collaboration with various departments, IT implemented the Course Program of Study (CPOS) for financial aid compliance and launched Banner ePAFS, moving personnel actions to an entirely online process.

Furthering its “Cloud First” strategy, IT has been migrating on-premises servers and applications to cloud-based solutions, and several student-facing offices have adopted the Freshservice help system, improving service delivery and communication across departments. IT has also embarked on projects to upgrade network access, enhance WiFi accessibility, and refresh classroom technology to improve the student learning experience. This year, IT partnered with the Center for Network Computing and Cyber Security to offer internships that provide real-world experience, contributing to the success of students who have gone on to careers in IT at various organizations.



RISK MANAGEMENT, PROCUREMENT AND CONTRACTS

Over the previous year, EWU has made significant advancements in procurement and data privacy by creating a new Technology Procurement and Data Privacy Officer position. This role underscores the importance of data privacy at EWU and ensures careful review of software contracts to secure appropriate protections. Comprehensive updates to information security and privacy policies were completed to comply with the European Union's GDPR, the Gramm-Leach-Bliley Act (GLBA) Safeguards Rule, and Washington state data privacy regulations. In collaboration with IT business analysts, Accounts Payable and various campus partners, Procurement & Contracts has also streamlined purchasing processes to reduce inefficiencies.

In promoting supplier diversity, Procurement & Contracts focused on increasing opportunities for small, diverse and veteran-owned businesses to work with EWU and other state agencies. EWU was the first institution of higher education to join GSI's Inclusive Development Council's web platform, which matches diverse vendors with purchasers. Additionally, within EWU's Amazon Business account, vendors offering sustainable products (or those that are small, diverse, or veteran-owned) are now prioritized in search results, further supporting the university's commitment to diversity, equity, and inclusion.

FACILITIES

In 2024, Facilities began restructuring operations to reduce costs and enhance campus support, with a strong focus on climate commitment. This streamlined approach will provide learning opportunities for students and position EWU as a model for experiential education as we move toward carbon neutrality. Key initiatives include energy management, sustainable renovations and efficient project management.

Notable achievements include the completion of Science Phase I construction, with Phase II set to begin soon. The first annual campus clean-up, done in collaboration with the Office of Sustainability, focused on landscape renewal. Facilities Services is also transitioning to sustainable cleaning solutions, exploring autonomous electric mowing systems, and improving water and fuel efficiency through cloud-based irrigation. The recycling center continues to set industry standards, and collaboration with students on the "Redesigning Sustainability at EWU" project as part of their capstone experience took place.



EAGLE STORE

Eagle Store Textbooks is committed to providing students with affordable digital course materials, delivering 46,059 digital resources through the Canvas eBooks program in 2023-2024, which saved students more than \$780,000. Partnering with the JFK Library, Eagle Store Textbooks also offers free digital Library/Open Educational Resource (OER) materials accessible through Canvas, ensuring students have the necessary resources from the first day of the term. This initiative is carbon neutral, with each Canvas eBook reducing a student's carbon emissions by 45 times compared to a print textbook.

In addition to textbook initiatives, Swoop's Corner continues

to thrive, encouraging customers to upcycle gently used Eagle Gear in exchange for Eagle Store gift cards. This initiative not only rewards participants, but also fosters community spirit by allowing others to proudly represent the Eastern brand. The Eagle Store also provided valuable applied learning opportunities, employing 19 students throughout the year, including six student leads. The store's student internship program was particularly successful, with six interns earning 25 credit hours in fields such as business management, business systems and analytics, Marketing, and graphic design.

EAGLE SERVICES

A new campus operation was launched to improve customer service, combining Eagle Card services, dining billing and meal plans, key requests and distribution, parking, mail services, childcare services, event planning and commute trip reduction. The goal is to help staff work better not harder, providing blended staff support to address peak demand periods and avoid burnout.

UNIVERSITY ADVANCEMENT

University Advancement leads an integrated and collaborative effort to develop, communicate and enhance Eastern Washington University's image and academic reputation; build and nurture relationships with its constituents; and secure philanthropic investment in the university's strategic goals, its programs, and students.

The multiple roles of University Advancement are facilitated by the teams of:

- **Advancement Services (infrastructure)**
- **Marketing & Communications (inform)**
- **Alumni Advancement (involve)**
- **Development (invest)**



This year Advancement services are migrating the donor database from Millennium to Salesforce which isn't a small undertaking in the middle of a fundraising campaign. This is a prime opportunity to clean up old records and enhance functionality, reporting and security features.

EWU faculty participated in greater numbers during Eastern's two giving days this year: Giving Tuesday, held November 2023 and Giving Joy Day (GJD) on April 3, 2024.

ANNUAL GIVING

Giving Joy Day beat its goal by \$1000: total raised \$501,000

4 endowments championed by faculty were endowed with gifts on GJD including three diversity scholarships:

- AIR
- Sally Winkle Women and Gender Studies
- Eagle Pride Fund
- The Steve Blewett Internship Fund

Our Annual Giving team designed the GOLD (Generations of the Last Decade) program. When a young alumnus gives back to EWU within the first ten years of graduation, they become a member of Alumni G.O.L.D. There are currently 573 donors listed as members of Alumni G.O.L.D. beginning with service leading to monetary gifts.

In partnership with the EWU Alumni Association Board of Directors, a prospective student recruitment campaign was completed by writing handwritten postcards and sharing personal EWU stories to create a connection and sense of belonging. Alongside the postcard campaign, the Annual Giving team represented the university at national and local college fairs and participated in student recruitment events during the fall and spring quarters.

ALUMNI RELATIONS

Meaningful collaborations took place with EWU Housing and Residential Life on move-in day, where alumni engaged with incoming students and their families, welcoming them to the Eagle family. This initiative not only showcases the alumni network's support from day one but also strengthens the connection between past and present students. During the event, Alumni and Legacy stickers were distributed to alumni parents, multi-generational families, first-generation students, and members of the LGBTQ+ community, reinforcing the sense of community and inclusion.



Alumni Relations also increased engagement with alumni-owned businesses by launching a quarterly newsletter, further connecting these individuals to the university and fostering pride within the Eagle-owned and operated business community. Efforts to enhance alumni engagement continued with the production of Eastern Magazine, which included the EWU Foundation Annual Report and was distributed to over 85,000 alumni and friends. The Eagle Career Network has been actively partnering with external organizations to support student career readiness and mentorship opportunities.

UNIVERSITY RELATIONS

A university TikTok account was launched, which quickly became popular with students, faculty, and staff, complementing our university's presence on Instagram, Facebook, and X (formerly Twitter). Finally, two online promotional storefronts were established to streamline the purchasing process for campus partners, promoting accountability, efficiency, and compliance in procurement.



ATHLETICS

ACADEMIC AND ATHLETIC SUCCESS

The athletics program experienced a phenomenal basketball year, marked by historical achievements on and off the court. The men's basketball team secured back-to-back Big Sky Conference regular-season championships under the leadership of Big Sky Coach of the Year, David Riley. Meanwhile, the women's basketball team made history, claiming both the regular season and conference tournament titles, earning a spot in the NCAA Women's Basketball Tournament, and achieving the best record in university and conference history at 29-6. This success was guided by Big Sky Coach of the Year, Joddie Gleason, and bolstered by standout performances from Jamie Loera, who was named MVP and Defensive Player of the Year.

Beyond athletic accomplishments, Eastern's student athletes excelled academically, with **193 earning Big Sky All-Academic honors**, maintaining GPAs of 3.2 or higher while competing in at least 50% of contests. Additionally, the program continued its impressive streak of **51 consecutive quarters with a collective GPA above 3.0**, exemplifying the university's commitment to excellence both in the classroom and in competition.

SERVICE TO STUDENT ATHLETES

Athletics continues to prioritize the well-being and development of its student athletes through meaningful programming, top-tier care, and state-of-the-art facilities. This year, the department hosted three impactful



speakers addressing critical topics such as financial literacy, mental health and healthy relationships, and anti-hazing, ensuring student athletes are equipped with essential life skills beyond the game.

The university's commitment to the care of its student athletes is reflected in annual survey results, where sports medicine and sport performance services received outstanding scores of 4.2 or higher on a 5.0 scale. To further support athletic excellence, EWU completed a **\$75,000 privately funded renovation of its strength and conditioning center**, providing enhanced resources to help student athletes achieve their full potential. These initiatives underscore EWU Athletics' dedication to fostering success both on and off the field.

SERVICE TO CAMPUS

Eastern Washington University Athletics is committed to strengthening connections within the campus community by celebrating and engaging its faculty and staff. This year, the department hosted a Faculty/Staff Appreciation Day at all ticketed events, resulting in over **600 redemptions** across football, men's basketball, and women's basketball games.

To further enhance inclusivity and build excitement for EWU Athletics, a new initiative was introduced: all new hires now receive a personalized welcome letter accompanied by a voucher for two game tickets. These efforts reflect the university's dedication to fostering a sense of pride and belonging among its employees while showcasing the vibrant spirit of Eagle Athletics.

SERVICE TO COMMUNITY

Athletics continues to strengthen its ties to the community through meaningful engagement and enhanced gameday experiences. Staff members took part in a community service project with Habitat for Humanity Spokane, demonstrating a commitment to giving back. Additionally, efforts to increase communication about community service opportunities for student athletes resulted in an impressive **1,239 hours of service** performed, further solidifying the program's role as a valued partner in the region.

EWU Athletics also focused on enriching gameday traditions and fostering community connections. Highlights included vibrant tailgating experiences, a spectacular fireworks display during Homecoming, and a Women's Basketball Youth Day event, which **welcomed 2,000 elementary-aged students** to enjoy a game and engage with the university. These initiatives showcase EWU's dedication to creating memorable experiences while reinforcing its role as a cornerstone of the community.

DRIVE REVENUE

The department saw a 31% increase in self-generated revenue through ticket sales, the Eagle Athletic Fund (EAF), and Eagle Sports Properties, showcasing the community's enthusiasm and support for EWU Athletics.

A major highlight was the successful launch of the Night of Champions, a reimagined version of the traditional Killin Dinner. This new event raised an impressive **\$150,000 for the EAF**, providing essential resources to support student athletes and enhance the athletic program. These achievements underscore EWU's dedication to financial sustainability and the cultivation of a thriving athletics community.



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