

Strategic Planning Committee Board of Trustees Update

May 16, 2024



Agenda

- Introduction
- Working Groups
- Goal Statements
- Sample Outcomes

Introduction: Strategic Planning Committee

Abbie Barsness (Ex-Officio)
Strategic Planning Coordinator

Alex Kelly
CFO – Athletics

Brent Olinger
Retention Specialist – PLUS Program

Chris Valeo (Ex-Officio)
Professor – English & Philosophy
Director of the Faculty Commons

Christine Johnson
Board of Trustees

Frank Lynch (Co-Chair)
Associate Professor – Applied Mathematics
Immediate Past President – Faculty Organization

Iman Munawar
Executive Vice President – ASEWU

Jake Morrison (Ex-Officio)
Executive Director – Institutional Effectiveness

Jason Scully
Associate Professor – Urban and Regional Planning

Jay Manning
Chair – Board of Trustees

Jennifer Waldo
Associate Dean of CSTEM

Jonathan Anderson (Co-Chair)
Provost and Vice President – Academic Affairs

Lea Jarnagin
Vice President – Student Affairs

Lucretia Berg
Associate Professor – Occupational Therapy

Mandy Downing
Catering Supervisor – Dining Services

Qing Stellwagen
Associate Professor – Library



Introduction: Strategic Planning Facilitation Team

Abbie Barsness (Ex-Officio)
Strategic Planning Coordinator

Alex Kelly
CFO – Athletics

Brent Olinger
Retention Specialist – PLUS Program

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Introduction: Timeline

- December 2022: RFP results in contract with AASCU
- Spring/Summer 2023: Construction of Strategic Planning Committee
- August 2023: Focus groups complete SWOT analysis led by John Welty (AASCU)
- Fall Quarter 2023
 - Website: inside.ewu.edu/strategic-planning
 - SPC: Shaped mission, vision, values; constructed goal areas
 - Community Presentations: Feedback on values, goal category areas
 - BOT: Updates/feedback to/from Board of Trustees
- Winter Quarter 2024
 - Established working groups for goal category areas
 - Working Groups: Equity lens training; initiated drafts of outcomes and strategies
 - Community Presentations: Drafts of mission, vision, values
 - BOT: Updates/feedback to/from Board of Trustees
- Spring Quarter 2024
 - Working Groups: Refinement of desired outcomes; creation of strategies
 - Community Presentations: Draft outcomes
 - BOT: Updates/feedback to/from Board of Trustees

Introduction: Our Strategic Plan

- Mission
- Vision
- Values
- Goal Areas
- Outcomes
- Strategies



Working Groups

- Belonging through Justice, Equity, Diversity, and Inclusion
- Investing in our People and Places
- Regional Anchor / Regional Impact
- Student Success and Experience

Charge is to create:

- Goal Statement
- Outcomes: “Establishing the targets”
- Strategies: “Charting the course”

Belonging through Justice, Equity, Diversity, and Inclusion

Elise Brehmer
Assistant Director of SAIL

Evanlene Melting-Tallow
Program Recruiter / Coordinator, American
Indian Studies

Kim Davis
Senior Director of Diversity and Inclusion
(Lead)

Marcus Scott
Assistant Dir. for Student Organizations and
Leadership

Melissa Graham
Senior Lecturer, Mathematics

Michael Ochi
Counseling and Wellness Services, Psychological
Counselor

Michael Rutledge
Associate Athletic Director, Student Success,
Athletics

Rebecca Clark
Director, McNair Scholars Program

Ryan Weldon
Assistant Director, Career Development, Career
Center



Belonging through Justice, Equity, Diversity, and Inclusion

Goal Statement (Draft): Through the active engagement and continuous learning of students, faculty, staff, and administrators, as well as commitment to equitable practices from university executive leadership, Eastern Washington University aspires to create an environment that fosters a profound sense of belonging, actively promotes and sustains equity, dismantles systemic barriers, and embraces the unique perspectives of all individuals.

Belonging through Justice, Equity, Diversity, and Inclusion

Sample Outcomes (Draft)

- By 2029, 25% of the faculty will have participated in the Inclusive Teaching Academy to support their growth in culturally responsive teaching and learning support.
- By 2029, 35% of the staff will have participated in a formal training opportunity to support their growth in supporting culturally responsive, co-curricular learning spaces.

Investing in Our People and Places

Anna Frost
Senior Grant Writer and Proposal Developer

Christopher Galow
Maintenance Mechanic 2

David Millet
Director, Veterans Resource Center (Co-Lead)

Kris Jeske
Director of Construction and Planning

Maggie Cox
Operations Manager, Mathematics

Mandy Downing
Catering Supervisor (Co-Lead)

Omar Khater
Residential Life Coordinator

Paul Weed
Director of Academic Affairs Planning and
Budgeting

Sandra Godin
HR Associate, Compensation



Investing in Our People and Places

Goal Statement (Draft): Eastern Washington University fosters an equitable, sustainable, and supportive physical and social environment that encourages the recruitment, retention, and growth of all our employees.

Investing in Our People and Places

Sample Outcomes (Draft)

- Track the access, use, and impact of benefits that have been implemented from the Wellness Task Force Report
- EWU will develop and begin implementing a campus master plan by April 2025, which will include Cheney and Spokane campuses

Regional Impact / Regional Anchor

Alex Kelly
CFO Athletics (Co-Lead)

Brett Lucas
Principal Planner and Comm. Manager, City of Cheney

Erik Budsberg
Director of Sustainability

Jens Larson
Associate VP, Enrollment Management (Co-Lead)

Kelsey Hatch-Brecek
Director of Alumni Relations

Marcie Estrellado
Program Specialist 2, Eagle Store

Patrick Jones
Executive Director, Institute of Public Policy and Economic Analysis

Romeal Watson
Assoc Director, Employer Relations

Travis Masingale
Associate Professor, Design



Regional Impact / Regional Anchor

Goal Statement (Draft): Eastern Washington University will launch interdisciplinary initiatives that combine applied educational programming, scholarly research, and community engagement. These initiatives will prioritize sectors critical to the Pacific Northwest's vitality. We will position our graduates as pivotal contributors to regional wealth creation, equity, and environmental stewardship.



Regional Impact / Regional Anchor

Sample Outcomes (Draft)

- By 2027, EWU will identify, prioritize, and fund at least one major sustainably focused initiative as it establishes itself as the regional authority on the topic. Options may include:
 - A. A Clean Energy Technology Center formed by an interdisciplinary team of faculty potentially including those from engineering, political science, economics, and planning.
 - B. A Water Resource and Policy Institute formed by an interdisciplinary team of faculty potentially including those from biology, environmental science, political science, American Indian ed, and philosophy faculty
 - C. A Pacific Northwest Institute for Prairie Restoration formed by an interdisciplinary team of faculty potentially including those from biology, American Indian education, history, recreation, and English faculty that focuses on the natural and cultural histories and significance of regional prairies and how to restore them.
 - D. A Inland Northwest Environmental Restoration Center focused on restoring local ecologies, raising awareness of landscapes, and supporting regional communities: e.g. forever chemicals at Fairchild Air Force Base, waterway remediation in Coeur d'Alene and the Spokane River, nuclear waste management at Hanford, prairie restoration on the Palouse, and community revitalization in areas served by highways

Student Success and Student Experience

Brooke Nicholson
CAMP Retention Specialist

Carlos Castillo-Garsow
Associate Professor of Mathematics Education
Faculty Organization Vice President

Chris Valeo
Professor of English
Director of Faculty Commons

Cori Jeager
McNair Program Academic Advisor

Elizabeth Humberstad
ASEWU Academic Affairs

Gina Gendusa
Director, Eagle Care Network

Heather Veeder
Associate Vice President, Student Success, Policy & Planning

Josh Ashcroft
Associate Vice President of Campus Life (Co-Lead)

Jake Morrison
Executive Director of Institutional Effectiveness

Jared Jackson
Master's of Social Work Student

Jonathan Anderson
Provost and Vice President of Academic Affairs

Kevin Decker
Professor of Philosophy

Krisztian Magori
Associate Professor of Biology

Kim Davis
Senior Director for Diversity and Inclusion

Laura Gant
Associate Director of Wellness Services

Lea Jarnigan
Vice President for Student Affairs

Lorie Speer
Associate Professor of Dental Hygiene

Pui-Yan Lam
Faculty Organization President
Professor of Sociology (Co-Lead)

Scott Eubanks
Director of Graduate Studies

Sonora Hernandez
Associate Director of Housing and Residential Life



Student Success and Student Experience

Goal Statement (Draft): Eastern Washington University will reshape its institutional practices to promote student success and close structural equity gaps through (1) a decolonial, people-centered approach that prioritizes student well-being in multiple dimensions, (2) a supportive environment for students' self-exploration towards self-understanding of their values, identities, cultural heritages, and career paths, and (3) equitable and culturally relevant/sustainable learning experiences and student engagement.

Student Success and Student Experience

Sample Outcomes (Draft)

1. Promote Student Success and Close Structural Equity Gaps:
 - a. With adequate funding, personnel and resources, we aspire to increase our overall FTIC first to second year retention rate from 66.7% to the pre-pandemic level of 70% and increase our 6-year graduation rate from 47.1% to 50% in five years, which approximates 0.5-1% increase each year.
2. Multi-dimensional Student Well-being:
 - a. With adequate funding, personnel and resources overall as well as targeted investment in historically marginalized student populations, we will develop a multi-dimensional, collaborative, and decolonial model of well-being in the practices of Student Affairs, Academic Affairs and other areas of the university (e.g. courses/curriculum, advising, housing, student leadership development, clubs and organizations etc.) and provide sufficient resources and personnel to implement it.



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Thank you!