Welcome New Faculty and Deans!
Almost 50 new faculty members joined the Eastern community this quarter and they bring with them a broad array of interests and experience. I encourage you to become involved in the life of this university. We also extend a warm welcome to our two newest deans. Dr. Judd Case is our new dean of the College of Science, Health and Engineering. In November he will be joined by Dr. Rex Fuller, new dean of the College of Business and Public Administration. Until then, Niel Zimmerman will serve as Interim Dean. Please be sure to welcome both to Eastern.

Provost and Dean Searches Underway
This fall Eastern will pursue a search for a permanent Provost. That search, already underway, is co-chaired by President Arévalo and Vice Provost Dorothy Zeisler-Vralsted. The search committee for the Dean of the College of Education and Human Development is being finalized, chaired by Dean Michael Frumkin. Please watch the Provost website for updates on campus forums as these searches proceed.

Collective Bargaining Agreement Online
Copies of the new faculty collective bargaining agreement are now available online on the Provost’s website. I am pleased with the new contract—I believe it is fair and good for Eastern. Some of the key features include a new program for merit awards that will recognize exceptional faculty efforts in teaching, research and service. We will also be implementing a new, more flexible approach to workload that will allow colleges and departments to direct faculty strengths and allow faculty to align their annual workplans more closely with the goals of the department and the university. We will also be piloting a uniform student evaluation instrument this year and will be soliciting your input on what will be most effective for Eastern.

I especially want to recognize the increased role that department chairs will have in implementing our agreement. We have already met with chairs to discuss implementation and I want to recognize them for their efforts in helping to make our transition to the new agreement as smooth as possible.
**Strategic Planning—Your Chance to Contribute**

When President Arévalo asked, during his University Breakfast speech, “What if we became the higher education leader in Spokane and the state?” it wasn’t a rhetorical question. It was anchored in Eastern’s vision already outlined in our strategic plan. The challenge comes as we begin to implement that vision. We took the next steps to that future when we launched a campus-wide planning effort this month that will engage every department and college in creating specific strategic plans. This fall quarter, you will have the opportunity to work with your colleagues and department chair to craft your department strategic plan. You will be able to contribute your ideas and suggestions for helping us reach our goals to better serve our students and our state. Also this fall, each college will develop a college-level plan—on October 10 faculty and chairs from all colleges met in a full-day retreat to provide input to their respective plans. For more information on our planning process and for updates on what Eastern’s colleges and departments are contributing to Eastern’s future, watch the website at www.ewu.edu/strategicplanning.

**NWCCU Commends Faculty for Student-Centered Environment**

The final report of the NWCCU accreditation committee commends Eastern’s faculty for our “commitment to and actualization of a student-centered learning environment,” one of five commendations that also include praise for our participatory strategic planning process and effective implementation of our Doctor of Physical Therapy program. The accreditation process was a learning opportunity for Eastern and the six recommendations for change highlighted by the committee will help to guide our improvement efforts over the coming months. The first recommendation, to quickly implement the strategic plan, is addressed through our year-long integration of planning at the college and department levels. The recommendation to identify and publish expected student learning outcomes for all degree and certification programs will also be addressed this year. We are working closely with department chairs to develop comprehensive learning outcomes by early spring quarter. I am pleased by the successful accreditation process and we will continue to address the opportunities for improvement that we have identified.

**Applications Accepted for New Faculty Fellows**

Faculty Fellows are individuals who receive release time to focus on institutional initiatives. They bring important faculty perspectives to key university priorities. This year, we are looking for faculty members interested in contributing to Internationalizing the University and General Education Renewal. They will join Fellows working on diversity, research & scholarship and academic integrity. For more details on responsibilities for the Fellowship and details on how to apply, see www.ewu.edu/x8333.xml. The deadline to apply is December 1.

**Diversity Workshops for Faculty & Students Nov. 20 & 21**

Issues of diversity encompass a range of concerns, from how we teach culturally diverse students to how we integrate diversity into our curriculum and campus culture. Next month Dr. Derald Wing Sue, a nationally recognized expert on cultural diversity, will offer a series of workshops for faculty, staff, students and community partners. His visit is organized by EWU student Romeal Watson and sponsored by a strategic planning grant. Sessions include Facilitating Difficult Dialogues in the Classroom, Multicultural Counseling, The Invisible Whiteness of Being and Multicultural Infusion
Strategies. The half-day workshops will be held November 20 and 21 in the PUB Multi-purpose Room. There is no cost for the workshops, but advance registration is required. To learn more and to register, see http://www.workshop.ewu.edu.

Congratulations to our Award-Winning Faculty
Eastern’s exceptional faculty not only make a difference to our students, but in our communities and their disciplines as well. You can read about faculty members recently recognized for their contributions and research on our Faculty Recognition website, www.ewu.edu/x8333.xml. Among the kudos, you’ll learn about Nancy Nelson’s Spokane NAACP Educational Award of Excellence and Morihiko Nakahara’s national Bruno Walter Memorial Foundation Award. If you would like to submit a teaching, research, performance or service accomplishment, send the information to Pat Spanjer at pspanjer@mail.ewu.edu, 359-2396.

Try Thursday Night Movies at Eastern
Looking for something to do on Thursday evenings Fall quarter? How about taking in a movie—without leaving campus? Thanks to a Strategic Planning Grant, you can now view Hollywood movies like Superman Returns or Talladega Nights or alternative movies that showcase innovative new talents. Pete Porter is the organizer of the series with shows at 7 pm every Thursday through Thanksgiving. Showings are held in Showalter 109 or R-TV 101. Cost is $4 or $3 with an EWU ID and quarter passes are available. Check out the lineup at www.ewu.edu/filmsociety.