Retreat Discussions
On November 17, 2004, 70 faculty, staff, students and friends of EWU gathered to continue strategic planning around issues of growth, capacity and resources. Participants met in small groups and were asked to visualize EWU in 2010—what it will look like in relation to its student mix, size, physical attributes and support infrastructure, based on our academic goals for an integrated Eastern experience. Then the groups identified strategies that will be needed to move Eastern toward that future, recognizing that State support is not likely to increase and that large demographic gains are predicted to slow by 2010.

Following are the notes from Group 6:

Work Group 6: Developing Human Capacity

Our picture of EWU in 2010:
- 500 graduate students in programs in Spokane, University District and entrepreneurial programs
- Self-supporting international program that brings in more international students
- Faculty incentives to reward a broader array of faculty activities (eliminate the credit-hour requirement)
- A budget model that fosters inter-departmental and inter-collegiate collaboration
- Professional development activities that support the university mission
- Extra-curricular enhancement of the learning environment (i.e., Get Lit! and Presidential Speaker Series)
- Limit use of adjunct faculty
- As a research intensive university we will have:
  - Different faculty load
  - Increased investment in research
  - Increased levels of grants and contracts
  - Increased compensation
- We will continue to serve our base of non-tradition, first-generation and low-income students
- We will be positioned to lead in the economic development of the region and entrepreneurial needs of the state
- Administration will lead in academic innovation
- Higher expectations for student performance—and students prepared with the characteristics and skills which will be in demand

Strategies to move toward this vision:
- Double or triple the size of our Nursing program
- Engineering School develop symbiotically with industry
- Develop community partnerships
- Revise the budget model to promote integration and interdependence
- Streamline university and state regulations to improve responsiveness to new opportunities
- Reduce or eliminate barriers to state and international reciprocal agreements
- Develop curriculum that meets the needs of a society based on human interaction

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