UNIQUE and COMMON Aspects of the SCOT Analysis for each of the three Employee Groups

I. Aspects Unique to Specific Groups

A. Unique to Faculty
   1. Strengths
      a. Department culture:
         i. Emphasis on teaching
         ii. Academic freedom is valued
         iii. Open minded faculty
         iv. Faculty mentors
      
      b. Programs
         i. Law Diversity and Justice Program (Fairhaven College)
         ii. Other Programs in Fairhaven College
         iii. Providing scholarships to underrepresented groups
         iv. Center for cross cultural research
   
   2. Challenges
      a. Students have been hostile and make discriminatory remarks
         i. Students intolerant of accents some research of “queer stuff” degraded
      b. Faculty feel they are easy targets of bullying
      c. Faculty feel they need to walk on egg shells at times and avoid issues interpersonally
      d. Individualist culture
      e. Visibility/Integration
         i. Alienation in home department
         ii. Transgender issues not yet on the radar
         iii. Leadership resistance to minorities gathering
         iv. Existing minorities invested in assimilating into the majority
   
   3. Opportunities
      a. More diverse students are obtaining PhD’s
      b. No state income tax
4. Threats
   a. Gay population feels they need to live near Seattle or Vancouver (safety, comfort)
   b. National Stage: WWU struggles to remain innovative, Who are we trying to be?

B. Unique to Classified Staff
1. Strengths
   a. Employee wellness program
   b. Competitive salaries compared to LOCAL employers

2. Challenges
   a. Lack of respect for classified positions
   b. No release time for classified employees participation in diversity groups

3. Opportunities
   a. No local competition (only 4 year school in area)
   b. Social networking web sites

4. Threats
   a. Racial profiling from local law enforcement
   b. Lack of young singles

C. Unique to Professional Staff
1. Strengths
   a. Smaller size of WWU allows more personal touch

2. Challenges
   a. Lack of opportunity for spouses-no tuition waiver
   b. Lack of buy-in from hiring departments
   c. No employee councils for women, disability, vets, seniors

3. Opportunities
   a. Many military bases in the state

4. Threats
   a. Perceptions of area
      i. Dark and Rainy
      ii. Cost of living
   b. Diversity is on everyone’s radar and therefore there is a lot of competition for applicants
II. Common Aspects Across All Three Groups

A. STRENGTHS
   1. Institutional Commitment to Diversity
   2. Quality of Life
   3. Academic Reputation

B. CHALLENGES
   1. Lower Salaries
   2. Diminishing Resources – less state funding
   3. Lack of Diversity (uneven)

C. OPPORTUNITIES
   1. Geographic Location
   2. Technology
   3. Diversity (Support for; Local)

D. THREATS
   1. Community Prejudice/Intolerance
   2. Cost of Living
   3. Decreasing Funding for Higher Ed