Fairhaven College 2016-2017 SCOT Analysis
Based on Faculty/Staff Input and Prioritized Through an On-line Survey

Strengths:
1. Extensive student-teacher contact, academic advising and personal development
2. Excellence in seminar-style education in learner focused, small classes
3. Student-centered learning opportunities, including creation of self-designed concentration
4. Growing Social Justice thread in curriculum that supports students in developing critical consciousness
5. Small classes
6. Thematic and perspectival interdisciplinary study
7. Use of reflection as a tool to enhance student learning
8. Diverse, interdisciplinary faculty committed to teaching

Challenges:
1. Inequities in workload with advising, concentrations, mentoring independent study projects, supervising student taught courses, etc.
2. The ongoing struggle to recruit and support students, faculty and staff of color
3. Lack of time/head space/support for faculty research
4. High teaching and advising workload
5. Little time and ability to discuss curriculum and pedagogy, esp. given the interdisciplinary nature of the college
6. Organizational and leadership structure
7. Unhealthy levels of stress on physical and mental health experienced by faculty, staff and students
8. Lack of space for classrooms, offices, faculty gathering, student collaborative work, etc.
9. Need for better ongoing faculty development
10. Continued loss of flexibility to teach innovative courses and to team teach
11. Alienation of students with marginalized identities
12. Need for effective teaching about white privilege that moves students past guilt and into a place where they are ready to work across boundaries for positive social change

Opportunities:
1. Raise funds for endowed scholarships for first-generation-in-college students
2. Do more to share best practices in teaching among Fairhaven faculty and beyond
3. Bridge service/community-based and classroom learning; lead WWU in fostering a “Changemaker” campus
4. Team teaching emphasis; explore linked class opportunities
5. More intentional curricular linkages between courses in the Fairhaven Core Curriculum
6. Collaborations with Northwest Indian College
7. Provide more leadership for curricular and pedagogical innovation at WWU
8. Create collaborative spaces; use existing spaces more effectively

Threats:
1. The difficulty in recruiting and retaining diverse students
2. Student safety in turbulent political times in which racism, xenophobia, sexism and violence are being further normalized and sanctioned
3. Barrier to enrollment: rising tuition costs
4. Limited space for offices, classes and collaboration
5. Possible threats to the College’s financial integrity in the context of the state and university budget processes
6. Barrier to enrollment: lack of financial aid
7. Lack of Fairhaven College student access to courses in other departments
8. Lack of strong alliances with other departments at WWU