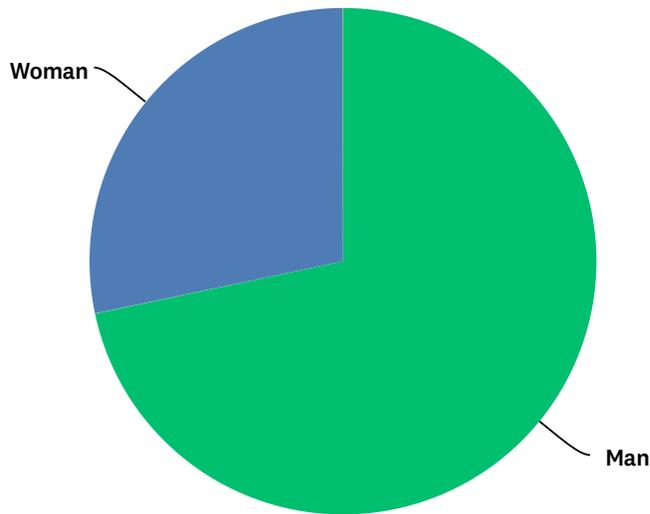


## Q1 What is your gender?

Answered: 53 Skipped: 0

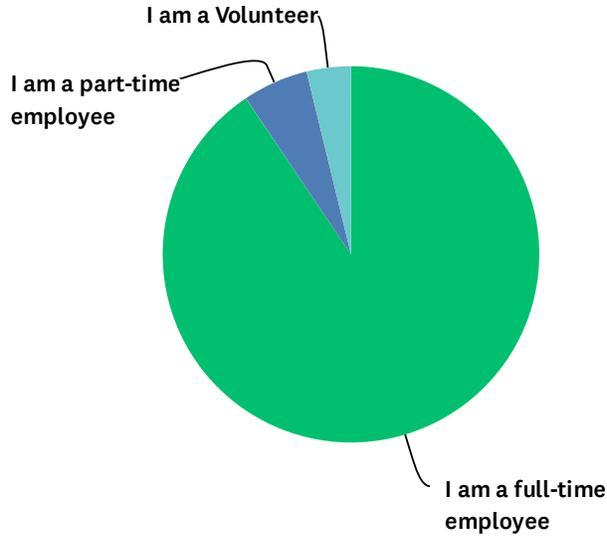


ANSWER CHOICES	RESPONSES
Man	72% 38
Woman	28% 15
Non/Binary	0% 0
Prefer to Self-Describe	0% 0
<b>TOTAL</b>	<b>53</b>

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Q2 Please choose one of the following responses regarding your employment at EWU:

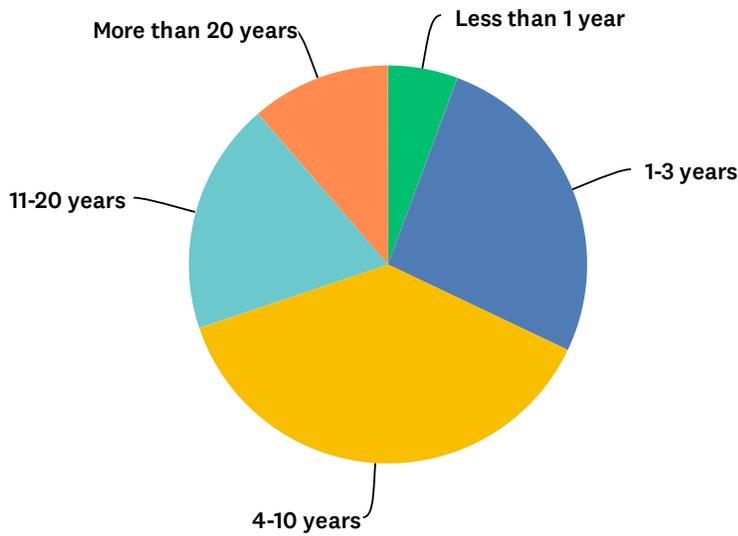
Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am a full-time employee	91%	48
I am a part-time employee	6%	3
I am a Graduate Assistant	0%	0
I am a Volunteer	4%	2
<b>TOTAL</b>		<b>53</b>

### Q3 How long have you worked in or been associated with EWU Athletics?

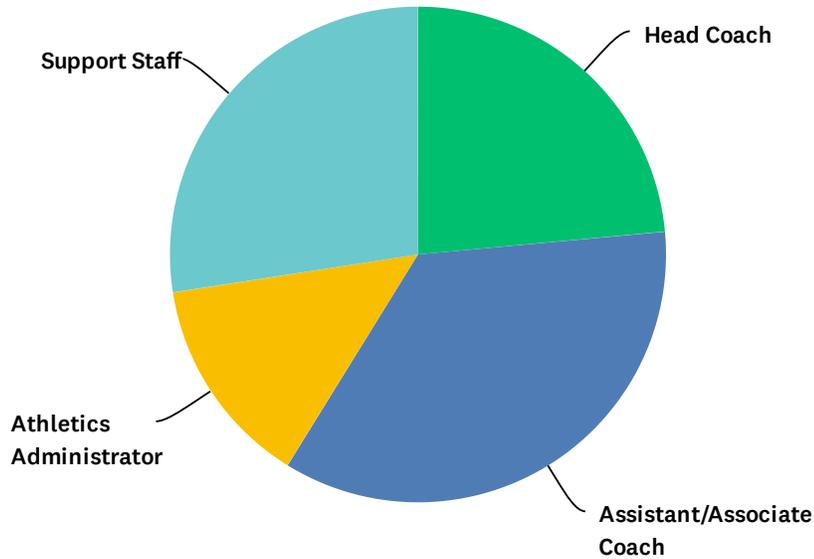
Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than 1 year	6% 3
1-3 years	26% 14
4-10 years	38% 20
11-20 years	19% 10
More than 20 years	11% 6
<b>TOTAL</b>	<b>53</b>

### Q4 What best categorizes your primary role with EWU Athletics? (Check one box)

Answered: 51 Skipped: 2

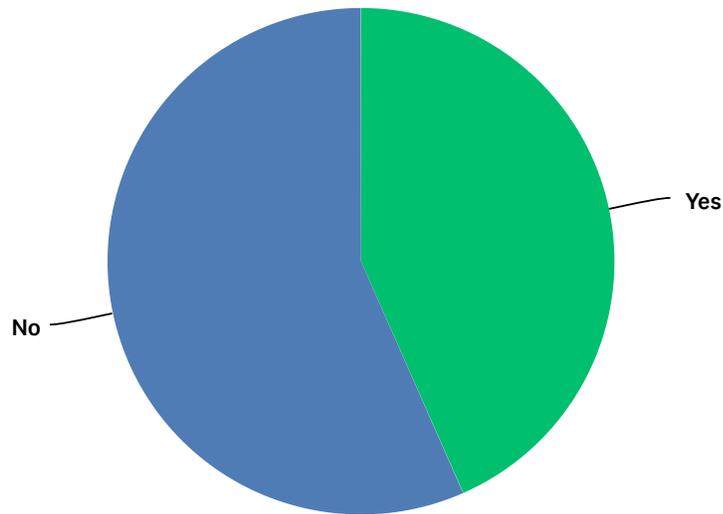


ANSWER CHOICES	RESPONSES	
Head Coach	24%	12
Assistant/Associate Coach	35%	18
Athletics Administrator	14%	7
Support Staff	27%	14
<b>TOTAL</b>		<b>51</b>

#	OTHER	DATE
1	Learfield IMG College coordinator	9/29/2020 10:58 AM
2	Faculty Athletic Rep and Mentor to WBB	9/24/2020 1:39 PM

### Q5 Did you attend or receive a degree from EWU?

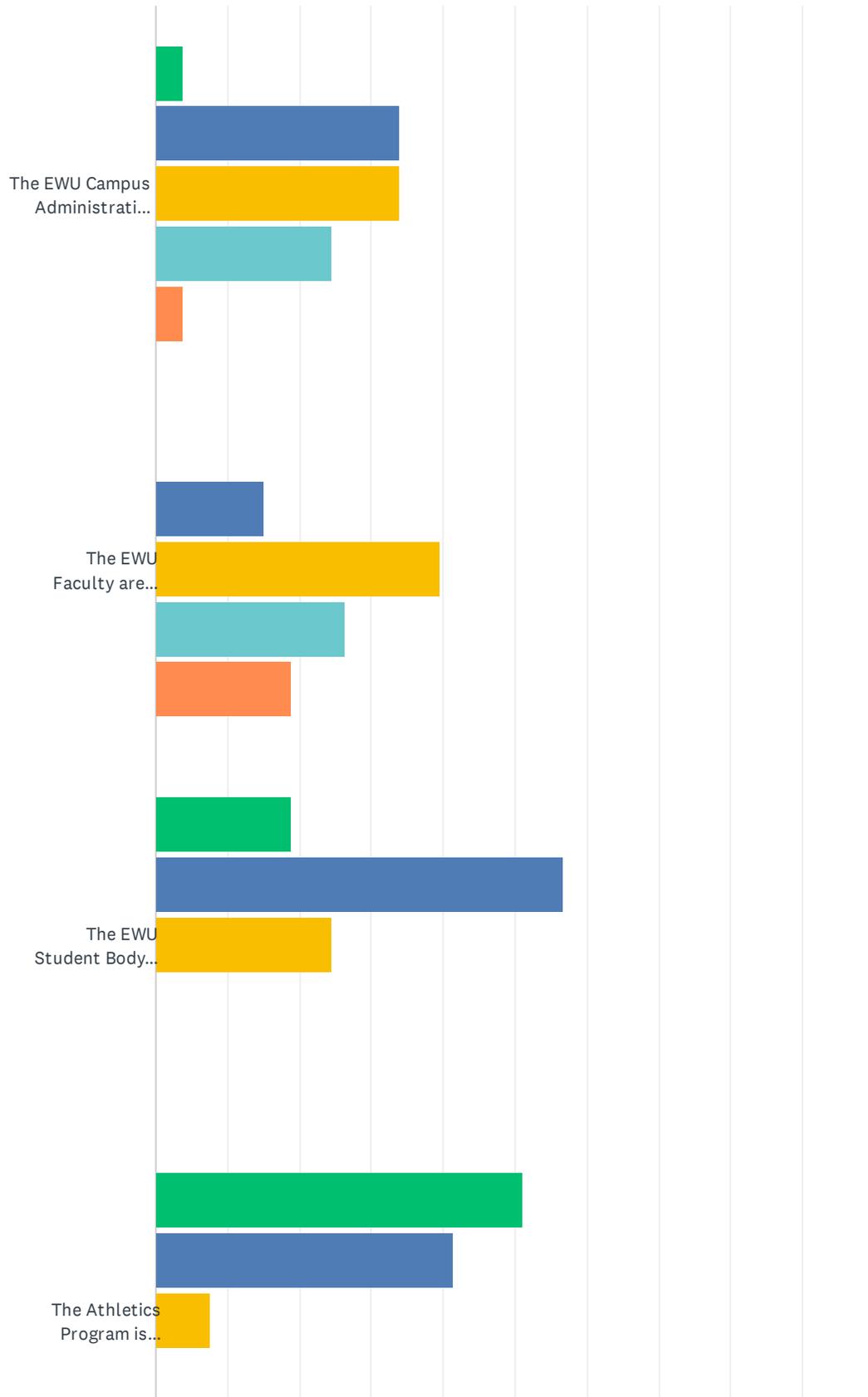
Answered: 53 Skipped: 0



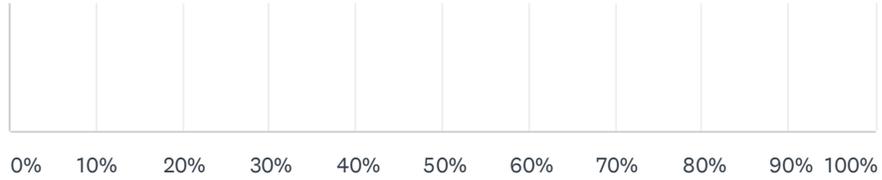
ANSWER CHOICES	RESPONSES	
Yes	43%	23
No	57%	30
TOTAL		53

### Q6 Please answer the following about the EWU Athletics Program:

Answered: 53 Skipped: 0



## Eastern Washington University Athletics Staff Survey



■ Strongly Agree   
 ■ Agree   
 ■ Neutral   
 ■ Disagree   
 ■ Strongly Disagree

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
The EWU Campus Administration are supportive of Athletics	4% 2	34% 18	34% 18	25% 13	4% 2	53
The EWU Faculty are supportive of Athletics	0% 0	15% 8	40% 21	26% 14	19% 10	53
The EWU Student Body are supportive of Athletics	19% 10	57% 30	25% 13	0% 0	0% 0	53
The Athletics Program is supported by the local Community	51% 27	42% 22	8% 4	0% 0	0% 0	53

## Q7 What distinguishes EWU Athletics from its Conference peers?

Answered: 52 Skipped: 1

## Eastern Washington University Athletics Staff Survey

#	RESPONSES	DATE
1	Athletics success despite having smaller budgets than Conference peers.	10/2/2020 2:52 PM
2	Bang for your buck - great education for a reasonable rate	10/2/2020 12:08 PM
3	Geographically EWU is unique to other schools based on its college town feel but very close to a larger city, Spokane. It is unique to WA State with the biggest two players being Pac 12, EWU is the next in line for our state.	10/1/2020 8:57 PM
4	Competitive success; national notability (football)	10/1/2020 3:53 PM
5	Success in conference, location of college to a bigger city life	10/1/2020 10:28 AM
6	Successful athletic program. Location to a large city	10/1/2020 10:17 AM
7	Not much. We are comparable to most schools in our conference in terms of facilities; attendance at games; budgets; and staffing but we have aging facilities that need immediate attention to maintain competitive edge and support every increasing demands for all programs.	10/1/2020 8:32 AM
8	I believe what separates EWU is the ability for the department to compete at such a high level in the conference consistently with current facilities and budgetary constraints.	9/30/2020 7:11 PM
9	Winning culture, over the past 5 years we have capture multiple championships and played in multiple championships games Our academic success in the classroom.	9/30/2020 6:25 PM
10	I think our branding (red) and culture of winning is better than our conference peers.	9/30/2020 2:42 PM
11	Winning tradition both on the field and the classroom. Does more with less than other conference peers.	9/30/2020 1:58 PM
12	Winning	9/30/2020 12:58 PM
13	Winning	9/30/2020 12:51 PM
14	Our red turf, football success and our location just outside of Spokane.	9/29/2020 12:31 PM
15	Eastern athletics is a family. From players, to students, to alumni, to the Cheney locals, once you are part of the EWU family, you stay part of the family.	9/29/2020 10:58 AM
16	Strong tradition of excellence and success on the field and courts. (i.e. numerous conference championships)	9/29/2020 8:48 AM
17	Most successful football program in the league in the last 10 years; recruiting advantages of being only FCS school in a state with two major metropolitan areas (Seattle/Tacoma, Spokane); major metropolitan area within 20 miles (Spokane); facilities and success are better than most Big Sky peers.	9/28/2020 1:02 PM
18	As far as track and field I feel we have more athletic administrative support than any other school in the Big Sky. I feel that our coaches work to help out the other athletic programs if there is practice scheduling conflicts or other athletic conflicts. I think other Big Sky schools do not have that comradery. Weather/altitude: We are a cold weather school that is not at altitude. All the other cold weather schools are at altitude which is an advantage for our sport or they are a warm weather school which is another advantage.	9/28/2020 9:41 AM
19	EWU Athletics has always been the underdog of the Big Sky Conference. The ability to do more with less has constantly defined success at EWU Athletics.	9/28/2020 8:47 AM
20	Program success is by a wide margin our top selling point in recruiting.	9/25/2020 5:27 PM
21	Red field, competitive, coaches	9/25/2020 2:44 PM
22	Sustained excellence on and off the field. We have won 3 Big Sky President cups in a row.	9/25/2020 12:06 PM
23	IT'S HISTORY OVER THE LAST DECADE	9/25/2020 12:02 PM
24	Unique athletics feel, small setting but compete on the larger scale despite not having much.	9/25/2020 7:35 AM
25	Do more with less.	9/24/2020 4:45 PM
26	Winning culture. In most of our team sport programs we have a standard to win the Big Sky Conference Championship. We have a culture that supports our student athletes mentally,	9/24/2020 4:35 PM

## Eastern Washington University Athletics Staff Survey

physically and academically. There is an emphasis to be successful in competition and in the classroom. The athletics programs are very supportive of each other. We have a great college environment.

27	work ethic	9/24/2020 4:18 PM
28	Achieving at or above the level of our more well funded peers.	9/24/2020 2:32 PM
29	We do more with less.	9/24/2020 1:39 PM
30	We are a powerhouse school in football and basketball. Our Red field is iconic.	9/24/2020 1:07 PM
31	Have had success compared to some conference peers, and have done it with less resources and worse facilities	9/24/2020 12:12 PM
32	Doing more with less!!!!!!	9/24/2020 11:34 AM
33	*Quarter system vs. Semester system *Pride	9/24/2020 11:32 AM
34	Location, Education Opportunities, Community.	9/24/2020 11:29 AM
35	Winning consistently and playing games at a national level on major TV outlets	9/24/2020 11:14 AM
36	Support for student athlete experience - travel, equipment/gear, and academic support	9/24/2020 11:09 AM
37	Our culture. We win and we our known nationwide because of it.	9/24/2020 11:09 AM
38	EWU Athletics has proven to do more with less, over and over. Despite what financial assistance some may think we get, we get far less than most of our peer institutions...but we continue to win. And we continue to attract great student athletes who do an amazing job in the classroom as well as in their sport.	9/24/2020 10:55 AM
39	Football has been very successful. I believe it does more with less than any other conference peer.	9/24/2020 10:50 AM
40	EWU Athletics Winning Records and Academic Success in the class room. Do more with Less attitude - we are able to have a chip on our shoulders that allows us to have less but capitalize with the adversity placed in front of us	9/24/2020 10:46 AM
41	Two-sided coin: I don't have the numbers, but we've had more athletic success in Football and Men's Basketball than any other school in our conference over the past decade. The flip side of that is that other schools in our conference are investing resources into improving facilities, coaching staffs, additional meals for student-athletes, etc. to attempt to sniff the athletic success we've had. Indeed, our facilities are a joke (and used against us in recruiting), our Training Room and Weight Room are small, our staffs are often overworked, we don't have a dedicated nutrition area, and our budget doesn't align with the prestige of our on-field/court performances. Another note on our budget: It seems like people on campus think our budget is outrageously large, when it's only 5 percent of the university's overall budget. You cannot ask for a better ROI on 5 percent than what athletics has done the past 10-20 years. You also can't travel all over the west coast in the Big Sky without hopping on flights and either A) spending money on charters or B) flying commercial, which means probably splitting big teams up on planes and staying extra nights in hotels (which means additional meals). We just have to get on planes sometimes, and planes are expensive. We also drive to Portland (6.5 hours) and Bozeman (7 hours) on buses.	9/24/2020 10:45 AM
42	I have been at EWU for 10 years in multiple different roles; student-athlete, Graduate Assistant, and Full Time Coach. In that time period EWU has always had financial issues - yet the success level here has always been very high. Not just in Football...but in many other Division 1 Sports. More with less has been a "motto" of sorts over the years but that has all begun with the people that were here in the past and are currently here. The people in the Athletic Department and across campus are just different...I understand that isn't very descriptive but the proof is there. The PICTOR Group was called in to do an evaluation of Athletics because of financial issues (or at least how I understand it) yet over the year there has been a dominance in athletics within the Big Sky Conference. While money doesn't = wins...it sure helps! So how does EWU remain so successful with so little? It goes back to the coaches and players who are here that chose to come here over Montana, Boise State, Montana State, etc. because they know the Blue Collar Hard Work Mentality and approach leads to greatness! That is what makes us different - we rely on our people (players & staff) to get things done the right way.	9/24/2020 10:44 AM

## Eastern Washington University Athletics Staff Survey

43	It does more with less.	9/24/2020 10:38 AM
44	Winning culture. Simply put the people among EWU Athletics truly care about people	9/24/2020 10:36 AM
45	Athletics. Specially the football program. Anywhere you go in Spokane you will see people repping eastern athletics. Short story. I was traveling Europe and had a stop in Iceland and a man said go Eags as I was wearing my EWU football jacket. The logo is becoming a global brand because of athletics.	9/24/2020 10:34 AM
46	Red Field / Consistent conference championships in multiple sports / spending less yet winning more / we are a national brand	9/24/2020 10:26 AM
47	On the field success, National Brand football program, nationally recognized field color	9/24/2020 10:20 AM
48	The support we get from our community. I see our community show up to support our athletes at every home game and we usually have a bigger than average away section at other venues than visiting teams would have when they play here in Cheney.	9/24/2020 10:16 AM
49	In state, Blue Collar athletes who are able to do more with less and win.	9/24/2020 10:15 AM
50	Location	9/24/2020 10:15 AM
51	We can do more with less and still win. We are a tight knit group how has toughness and grit. We have standards of excellence that others do not. We aren't ok with being average.	9/24/2020 10:10 AM
52	Loyalty of coaches. Small town feel. Family feel.	9/24/2020 10:08 AM

## Q8 What are the strengths of EWU Athletics? (List one to three)

Answered: 53 Skipped: 0

## Eastern Washington University Athletics Staff Survey

#	RESPONSES	DATE
1	1-Traditdon of Athletic/Academic success 2-Culture of over-achieving despite financial challenges 3-Student acceptance rate to University	10/2/2020 2:52 PM
2	*Nationally known\recognized *Affordable to fans *Stable (I.e., able to attract & retain an Adidas sponsorship	10/2/2020 12:08 PM
3	Establishes a campus community in the events hosted by EWU athletics. Brings the local Cheney and Spokane community into the campus community. Overall, supports community involvement, relationships, and support for one another.	10/1/2020 8:57 PM
4	Iconic Red Turf; sustained football competitiveness; rising men's basketball program; development of student-athletes	10/1/2020 3:53 PM
5	Great student athletes, Successful teams	10/1/2020 10:28 AM
6	Success of it's athletic programs in conference The staff that has been here 5+ years is more family atmosphere	10/1/2020 10:17 AM
7	Competitive at highest levels within the Big Sky. Football, Men's Basketball, Soccer all well respected programs in recent years. Well respected in our community and within the Conference. Recent successes (over the past decade) with recruiting and retention of top athletes.	10/1/2020 8:32 AM
8	Creativity - ability to use resources to their fullest ability and develop new ideas on how to use their resources. Caring for Student-Athletes - the entire department truly put the student-athletes first when attempting to make the tough decisions.	9/30/2020 7:11 PM
9	1. Winning tradition 2. History of classroom excellence / our student athletes 3. The people who come to work everyday to make eastern a success through thick and thin. We care	9/30/2020 6:25 PM
10	Instilling toughness in our student athletes. Winning games, and	9/30/2020 2:42 PM
11	Strong Coaching Staff in high profile sports Responsible student-athletes that perform well in the classroom Winning tradition - - Kids believe they can win	9/30/2020 1:58 PM
12	Recruiting Development Academics	9/30/2020 12:58 PM
13	Great kids	9/30/2020 12:51 PM
14	1. Graduating our student-athletes and preparing them for their futures, with sports or without. 2. Doing more with less. 3. Our turf and football program.	9/29/2020 12:31 PM
15	EWU Athletics is very important to the Cheney community and both parties work together often	9/29/2020 10:58 AM
16	Strong tradition Strong recruiters in the football and basketball sports. Good at finding athletes that should be FBS or higher ranked schools and developing them so that they reach that potential. Holistic development. Sport, academics, lifestyle development. I believe we are a great place for athletes to come and get developed into better people for our community.	9/29/2020 8:48 AM
17	Football . . . It's legacy and presence has resulted in increased fan, media and corporate support, leading to increased ticket sales, EAF generation & tailgating revenues (realization of hopes in 1990s). Men's Basketball & Success of Other Programs . . . NCAA Tournament appearances in 2004 & 2015 generated unprecedented exposure for EWU. Three BSC Presidents Cup awards in recent years are testimony to balance of athletic and academic success. Facilities & Spokane Area . . . Size of everything is just right for a NCAA Division I/FCS school in the Big Sky Conference. Humility and Cooperative . . . well-liked in community and by the media. Exceptional reputation in academics, community services and diversity.	9/28/2020 1:02 PM
18	1. We are competitive in the Big Sky and have done fairly well at the national level for a smaller D1 school. 2. The teams and coaching staff get along pretty well, probably because we all face the same challenges as far as smaller budgets and shared facilities . . . 3. We have a lot of athletic administrative help that work behind the scenes to help us be successful (Academic advisors, Compliance people, Sports Info, Phase rec workers, Equipment personnel, athletic trainers	9/28/2020 9:41 AM
19	Proximity to Spokane, WA gives EWU Athletics a college town feel with big city access that many Big Sky Conference schools do not offer. Human capital is probably the single largest	9/28/2020 8:47 AM

## Eastern Washington University Athletics Staff Survey

strength of EWU Athletics. Coaches, Staff, Student-Athletes are constantly brought in as undervalued individuals and made into high performers that constantly outperform expectations.

20	Program history Pride of former players Talented coaching staff	9/25/2020 5:27 PM
21	People Determination	9/25/2020 2:44 PM
22	We can do a lot with a little. Also, we have access to some of the best athletes in the country.	9/25/2020 12:06 PM
23	1. UNIQUE 2. LOCATION 3. RECRUITING BASE	9/25/2020 12:02 PM
24	Community of athletics, we win, we bring students on campus and give national recognition to a small university. Without athletics, no one knows of EWU. Spokane is growing exponentially and there is no reason enrollment in EWU shouldn't either.	9/25/2020 7:35 AM
25	Football and Basketball Powerful front porch of the university	9/24/2020 4:45 PM
26	The people. Administration, coaches, support staff, and student athletes. Winning tradition	9/24/2020 4:35 PM
27	Blue collar work ethic, passion for helping others, stubbornness to do more with less	9/24/2020 4:18 PM
28	Quality/committed coaches and support staff Academic achievement of student athletes Doing more with less	9/24/2020 2:32 PM
29	Excellent students, the program truly cares about the students as both athletes and students. Hard working staff and coaches	9/24/2020 1:39 PM
30	We recruit a lot of athletes from within our local region, or with ties to our area. Our coaching staff builds very strong relationships with our players	9/24/2020 1:07 PM
31	Some staff, publicity because of the red turf, past football success	9/24/2020 12:12 PM
32	1- Development of our SA's!!!!!!!!!!!!	9/24/2020 11:34 AM
33	*Maximize a small budget *Make do with subD1 facilities	9/24/2020 11:32 AM
34	Doing more (both on and off the field) with less (funding/support) Facilities	9/24/2020 11:29 AM
35	Students athletes Opportunity Does a lot with a little	9/24/2020 11:14 AM
36	It has been the financial support.	9/24/2020 11:09 AM
37	The brand, winning, and how it brings the community together.	9/24/2020 11:09 AM
38	Smaller family and community feel. Friendly, approachable staff who work hard. Genuine care for student athletes beyond wins/losses.	9/24/2020 10:55 AM
39	The people	9/24/2020 10:50 AM
40	Academics within Athletics Athletic Department Staff - I really enjoy working with the people in athletics that do everything they can to help each other out.	9/24/2020 10:46 AM
41	- We win championships and graduate student-athletes. We have a higher graduation rate and retention rate than the normal campus population (and it's not even really close). Athletics takes a lot of heat, which is confusing when we outperform the normal campus population in important areas like these. There's a huge amount of mistrust between us and campus, but I do trust President May and think he'll take steps to alleviate that. - We do more with less (getting tired of it, but it's true). A large majority of us are either from the state of Washington, from the area, or went to school here, so we take a ton of pride in our work and doing more with less as a department. We also know who we are—we have less resources and university support (financial and otherwise) than the teams we compare ourselves to in terms of athletic success and less than Montana and Montana State, but we embrace it and don't shy away from it. In the case of championships, we compare ourselves to the North Dakota States and James Madisons of the world, but our funding is more on par with the Idaho States of the world (just using them as an example). It's actually incredible that we've been able to drink champagne on a beer budget, so to speak.	9/24/2020 10:45 AM
42	1. Personnel - Who the people are, for the most part, are committed to the well being of athletics and the student-athletes. 2. Location - Urban & Rural environment (as well as international airport) all within 17 miles. Majority of drive time is on the freeway as well 3. Competitiveness	9/24/2020 10:44 AM

## Eastern Washington University Athletics Staff Survey

43	Winning history with Football and Men's basketball, athletes get involved in the community to help out through various community service options. Student athletes tend to have strong supportive relationships with each other.	9/24/2020 10:40 AM
44	Perseverance Opportunity Success	9/24/2020 10:38 AM
45	1) Culture of Success (on and off field) 2) Creating a true Family Atmosphere (Support System)	9/24/2020 10:36 AM
46	1. Global Branding: EWU athletics is recognized across the country and is diving into other countries. 2. Championship Pedigree: multiple sports In our athletic department consistently win championships and give our university national exposure. 3. Family environment: the athletics department is a family and that bleeds into our players and into our community. The unity in our department is real and genuine and means something.	9/24/2020 10:34 AM
47	Numerous Champions on field / court Student Athlete annual GPA Athletics have allowed EWU to be recognized nationally to enhance our area/school	9/24/2020 10:26 AM
48	National brand	9/24/2020 10:20 AM
49	1. Grit 2. Grace 3. Gratitude	9/24/2020 10:16 AM
50	1. Strong Athletic Teams 2. Great Academics 3. Support of Student-athletes for each other	9/24/2020 10:15 AM
51	Find a way to win despite the lack of support and resources from the University	9/24/2020 10:15 AM
52	Incredibly hard working across the board. Almost every staff member does the work of 2 people. Student-athletes are gritty and proud to be Eagles.	9/24/2020 10:10 AM
53	Competing in all sports regardless of smaller budgets than other D1 programs.	9/24/2020 10:08 AM

## Q9 What are the challenges facing EWU Athletics? (List one to three)

Answered: 53 Skipped: 0

## Eastern Washington University Athletics Staff Survey

#	RESPONSES	DATE
1	1-Financial support 2-Outdated/Aging Facilities compared to top half of Conference peers 3-University inability to recruit more students to EWU	10/2/2020 2:52 PM
2	Lacking funding Lacking facilities	10/2/2020 12:08 PM
3	Lack of support from some campus staff. Financial	10/1/2020 8:57 PM
4	resources (human and financial); national recent expression of campus opinion; history of significant fundraising (lack thereof); clear definitive direction	10/1/2020 3:53 PM
5	Support	10/1/2020 10:28 AM
6	Financial Lack of support from University Lack of support from Athletic Admin to supporting departments as well as some teams	10/1/2020 10:17 AM
7	Money: Never enough...Need funding to improve branding; replace equipment; travel; operate at a competitive level. Media presence/support: EWU is overshadowed by WSU and Gonzaga in almost all news coverage/media attention. Facilities: Need upgraded/modern/larger facilities for all sports and need better indoor options for track; tennis; football	10/1/2020 8:32 AM
8	Budget - having a small budget decreases opportunities and resources for the student-athletes to be as successful as potential. Lack of perceived support - the student-athletes have felt the faculty do not fully support or care for the student-athletes.	9/30/2020 7:11 PM
9	1. Budget / restrictions 2. Perceived lack of faculty support 3.	9/30/2020 6:25 PM
10	Budget	9/30/2020 2:42 PM
11	Financial support Small group of faculty who do not support athletics Need for additional facilities or renovation of current facilities	9/30/2020 1:58 PM
12	Budget	9/30/2020 12:58 PM
13	Money	9/30/2020 12:51 PM
14	1. Lack of money for even basic facility updates. 2. Short-staffed in many different areas, but especially the external department. 3. Lack of support from the campus, students and our community.	9/29/2020 12:31 PM
15	Not everyone understands that athletics is how the school can bring in money and with some faculty at the University speaking out against athletics, it was easier for students to jump on board with this way of thinking.	9/29/2020 10:58 AM
16	lack of a tradition or legacy of giving back to athletics by alumni. There's fan support but not financial support. Aging facilities Ability to keep quality coaches because of a lack of funds to pay them a good wage.	9/29/2020 8:48 AM
17	Campus Support . . . A great portion of our budget are circular dollars (scholarships, housing, dining, student employment, parking, music department, etc.), but yet we are still under a great deal of scrutiny for our spending. Doing more with less is a fine policy, but that definitely makes it hard to keep up with our peers. Increased Expenses & Need for Increased Revenue . . . Nothing is getting cheaper, including travel. Seeking increased revenue is fine, but how deep are the wallets of our supporters -- they have increased costs too. Lack of Staff Turnover . . . What full-time staff we do have (less than most in the Big Sky), don't always stay very long. Constant turnover in fundraising and leadership staff have hindered growth based on knowledge/relationships. Facilities . . . Football stadium must be renovated in order to realize increased revenue streams (easily the No. 1 call by our fans).	9/28/2020 1:02 PM
18	1. Covid. 2. Shared facilities. 3. Cutting back on scholarship amounts. covid related and could only be our sport.	9/28/2020 9:41 AM
19	Unfortunately, prior administrations have practiced poor business practices. Lack of strategic initiative in fundraising and financing have left EWU Athletics scraping to appropriate operate. Secondly, EWU Athletics is handcuffed by other University Administration. Constantly being handheld by Foundation, Business/Finance, etc. Administration does not allow new Athletic Administration to operate appropriately based on their strategic initiatives.	9/28/2020 8:47 AM
20	Facilities are sub standard Public scrutiny of finances is a big hurdle, especially in recruiting	9/25/2020 5:27 PM

## Eastern Washington University Athletics Staff Survey

	Forced to do more with less. Not on a level playing field with the competition in resources	
21	Facilities	9/25/2020 2:44 PM
22	1. Money alignment. 2. Administration Support. 3.Lack of facilities.	9/25/2020 12:06 PM
23	1. COMING TOGETHER IN THIS ADVERSE SITUATION.	9/25/2020 12:02 PM
24	Finances, Driving distance from Spokane for athletics games (set up a fan shuttle bus from Spokane ?) , leadership	9/25/2020 7:35 AM
25	Decrease in number of student body. Decrease in our overall university financial stability.	9/24/2020 4:45 PM
26	Finance Facilities	9/24/2020 4:35 PM
27	Financial restraints, dinning and housing costing so much to use, us being a quarter system really hurts fall teams budgest.	9/24/2020 4:18 PM
28	Falling further behind our peers in many areas- budget, facilities, resources. Location can be a challenge to recruit to. Perception of the university's academic reputation	9/24/2020 2:32 PM
29	The program is underfunded for the success and expectations they have. The university has not really attempted, untill the last year or so, to capitalize on the successes of the teams. There are a few, loud faculty who want to make Athletics the scapegoat for poor leadership and budget issues at the university.	9/24/2020 1:39 PM
30	Budgets, Changing requirements from the NCAA that cause budgetary impacts. Aging facilities and the impact that has on recruiting. On campus expenses for dining, and lodging.	9/24/2020 1:07 PM
31	Finances, lack of leadership, facilites	9/24/2020 12:12 PM
32	1- Below average facilities compared to other FCS schools	9/24/2020 11:34 AM
33	*Financial support *Sport inequality *Facility inequality	9/24/2020 11:32 AM
34	Lack of funding Retaining staff and athletes. Being seen as a commuter school for Spokane	9/24/2020 11:29 AM
35	Funding - our graduates that give back are teachers, and in business, compared to other universities that might have more profitable graduates out there.	9/24/2020 11:14 AM
36	Facilities Money - present budget crunch Willingness to do more with less	9/24/2020 11:09 AM
37	Financials.	9/24/2020 11:09 AM
38	Community financial support. EWU Faculty support and understanding.	9/24/2020 10:55 AM
39	Misconceptions. Faculty that are not supportive.	9/24/2020 10:50 AM
40	Finances - In athletics we need to do a better job in fundraising. However, it is not realistic to think that athletics can be self sufficient and we do need some understanding from campus that most athletic programs run at a deficient and that campus does need to help out monetarily. EWU athletics does not owe anyone else money besides the campus itself. They are recycled dollars. Also, campus has no problem taking all the money from athletic concession stands, having us pay for housing and meals at camps that is way higher then our peers, and excepting that we give them complimentary admissions to our event. There needs to be some give and take.	9/24/2020 10:46 AM
41	- Our own campus—we get in our own way too often and owe ourselves money. Campus frames our scholarship dollars as a "debt." It is, but it isn't. It's like your kids owing you money as a parent—you can wipe that debt any time or hang it over your kids' heads (the former is the right thing to do). Campus does not seem to fully grasp all that athletics brings to university life and the Cheney community. Cut athletics or drop a level, and we'll be UW-Cheney before long. - We have minimal resources. It's truly amazing what the athletic department has accomplished without a ton of money, university support (financial or otherwise), full coaching staffs, etc. Minimal resources is fine for a while, but we're now taking steps backward and cutting from those minimal resources. We don't live a luxurious life in athletics—our football locker room has orange tile and no air conditioning (we can't afford to fix either), we often do the jobs of 1-2 other people in addition to our own, and we work with outdated technology and equipment to save money (some of our computers are 6-8 years old when we get them). Great people will leave the athletic department to take a job at a university that truly supports their athletic department and is moving forward. Part of this is we haven't	9/24/2020 10:45 AM

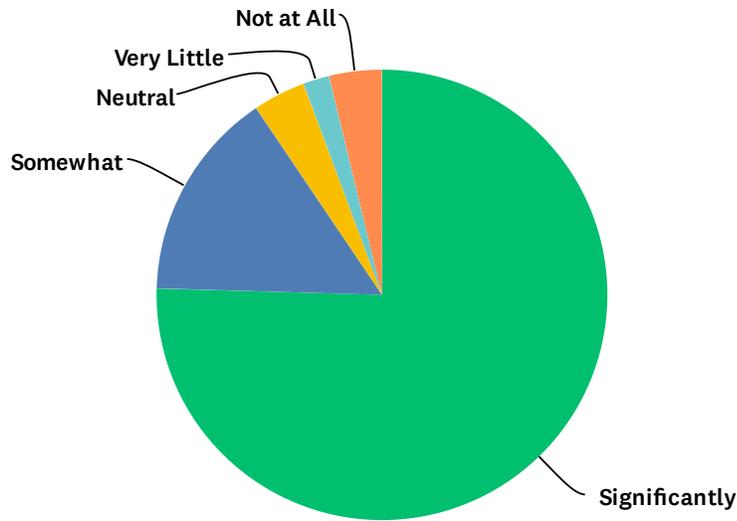
## Eastern Washington University Athletics Staff Survey

done a good enough job in fundraising. We need to do better in fundraising, and the university as a whole does (I heard over half of the university's fundraising is through athletics). We seem to be on a better path in the fundraising arena now. - The campus leadership needs to take less input from every faculty member on campus and make a decision that's best for the future of the university, which I and many others believe includes a Division I Athletic Department.

42	1. Cashflow - All encompassing. From Student Fees to Attendance 2. Lacking in Departments - Namely Marketing 3. The Personnel that isn't "on board" drastically takes away from what others are working towards. Athletics isn't a 9-5 job where once its 5:01 PM you file for overtime. If you are an SID that is required to be at a 7PM Women's Basketball Game...why are you filing for overtime AND actually collecting it? To me that is just part of the job. While that may not be a personnel issue and more of an Athletic Department Policy Issue, in my opinion that shouldn't be something that goes through as a thought in their mind!	9/24/2020 10:44 AM
43	Aside from budget concerns, there are coaches who have been here for a long time and not had a winning season, but continue to stay on staff. This ruins the potential to turn a mediocre program into a winning program that can bring in more support and thus more money to athletics.	9/24/2020 10:40 AM
44	Facilities Faculty support	9/24/2020 10:38 AM
45	1) Lack of support among the Administration 2) Lack of Funding/willingness to Expand as our opponents in conference expand (Facilities/resources)	9/24/2020 10:36 AM
46	Support from the University Faculty on the academic side of campus. Transparency on what ewu athletics brings to our university and community.	9/24/2020 10:34 AM
47	Lack of Commitment from school administrators and some non adaptable professors True and pure Investment in athletics Championship caliber ball clubs while slashing budgets again and again	9/24/2020 10:26 AM
48	Athletic Facilities are sub par, institutional appearance aesthetically - campus and athletics (poorly landscaped and maintained, building maintenance and appearance for athletics)	9/24/2020 10:20 AM
49	1. Funding for our student athletes 2. Not enough or heavily outdated facility/storage space 3. Support form our coworkers on the academic side of campus.	9/24/2020 10:16 AM
50	1. Money 2. Campus Support 3. Leadership	9/24/2020 10:15 AM
51	No financial support	9/24/2020 10:15 AM
52	Support from the institution financially, building a fundraising base, lack of bodies - we could use more people in every department and team. We don't have any fluff...if you are working in this department you don't have no choice but to grind and wear a lot of hats.	9/24/2020 10:10 AM
53	Budget. Faculty support.	9/24/2020 10:08 AM

### Q10 If EWU were to drop to a lower NCAA division, how would it affect your interest in remaining at EWU?

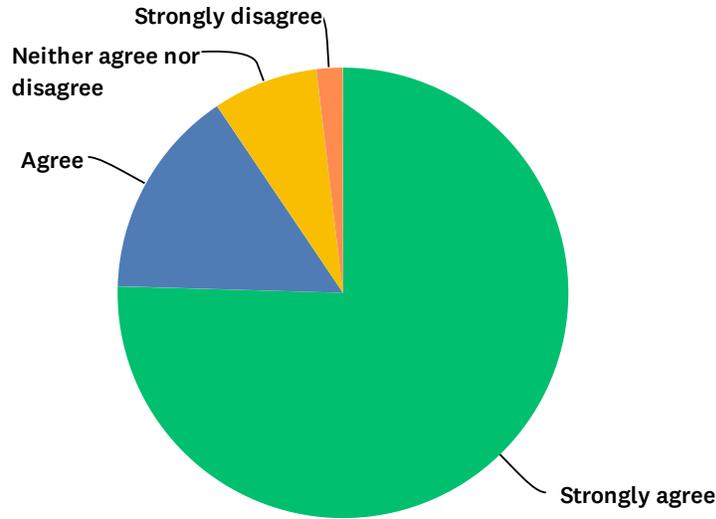
Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
Significantly	75%	40
Somewhat	15%	8
Neutral	4%	2
Very Little	2%	1
Not at All	4%	2
<b>TOTAL</b>		<b>53</b>

## Q11 Do you believe EWU should continue to support a NCAA Division I football program?

Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	75%	40
Agree	15%	8
Neither agree nor disagree	8%	4
Disagree	0%	0
Strongly disagree	2%	1
<b>TOTAL</b>		<b>53</b>

Q12 Please provide any other comments that you think might be helpful.

Answered: 33 Skipped: 20

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#	RESPONSES	DATE
1	If EWU Athletics is recommend to drop to lower division, that would be a catastrophic blow to the campus community. I'm not sure that those Anti-Athletics faculty understand those ramifications to their own programs of study or the effect it would have to many other positions on campus.	10/2/2020 2:52 PM
2	EWU is the little big school.	10/2/2020 12:08 PM
3	Thank you for your time as we take this matter extremely seriously. We will do anything to support our students, campus and program. Go Eags.	10/1/2020 8:57 PM
4	Athletic Dept revenue has risen significantly over the last two years (balanced budget in FY19 and above pace for FY20 prior to COVID19); Athletic Dept is significantly under-staffed for effective long-term sustainability;	10/1/2020 3:53 PM
5	A big reason of why people come to EWU is because of its sport programs. If we did not have athletics I do not believe there would be much interest in the school. Most people know who and where this school is because of the red turf. I am an alumni from this school and the athletic training program and this school has gone down hill with the support of athletics. How this school treats athletics makes me ashamed of being an alumni. You get rid of athletics you will be getting rid of a academic program also, which is also a rare one to find with out it being super expensive.	10/1/2020 10:28 AM
6	Since leadership change within department and on campus the athletic program as gone down hill. Lack of support for certain programs within the athletic department.	10/1/2020 10:17 AM
7	EWU Athletics is competitive at the level we are at. Budgets are tight and if we are going to remain relevant we need better financial support. If that is not feasible then consideration should be given to how to operate within our means and whether or not that changes the conference/division or number of sports we support.	10/1/2020 8:32 AM
8	Most students enjoy attending an institution with high level athletics specifically football and basketball. These sports when successful bring a sense of pride for the general student body and gives them the ability to wear school apparel with their head held high where ever they are from or elsewhere. Gives the students something to speak about when visiting home to friends and family. Athletics also gives the students a form of entertainment on campus that is available throughout the school year.	9/30/2020 7:11 PM
9	The fact that we are D1 gives us so much publicity, I think it sets us apart from a school like central. We are basically going to be a commuter community college if we drop from D1	9/30/2020 2:42 PM
10	Athletics is the front porch of this university - - the most visible branding tool the university has - - can help the University secure a foothold in Spokane which is essential to the University's growth. The Athletic Department needs to improve in fundraising - - as does the entire University - - but what it brings to the university in media exposure and community engagement is priceless. Our students and coaches have won - - done well in the classroom - - and represented the university at a high level - - well worth making an investment in. We bring more diversity to the University than any other department on campus - - both in the demographics of our staff and our students.	9/30/2020 1:58 PM
11	There is a lot of separation between student-athletes and non- student-athletes at EWU. I think with more integration this will help some of the ill-feelings for athletics. It is easy for non-student- athletes to say they don't want to support athletics when they don't know the student-athletes and coaches.	9/29/2020 10:58 AM
12	I believe EWU has a ton of potential. Even though there has a lot of success, there is potential for so much more if resources are used strategically and more resources are found in our alumni, community, and local markets.	9/29/2020 8:48 AM
13	The "front porch of the university" analogy is very pertinent at EWU. The vision of the 1980's for this university has finally been realized, and the success and legacy of the football program is the prime reason. To make any changes in classifications/sports offerings would be detrimental to EWU and alumni support. Athletics is WELL WORTH the investment if EWU wants to continue to be a residential, community-based institution committed to providing the higher education experience students are looking for.	9/28/2020 1:02 PM
14	The Inland Northwest takes pride in many things. Gonzaga Basketball, Washington State Football and EWU Football are all perceived as individually valuable products that perfectly	9/28/2020 8:47 AM

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coexist in this community. EWU as an institution without EWU Athletics would simply become a Community College in many of our communities eyes.

15	As there are less students going to college, the universities that have chosen not invest in athletics have been hit the hardest. I encourage you to look at the examples of the decisions made by my alma mater, St Cloud State University and their rival Minnesota State Mankato and the decision of those two schools 8-10 years ago. Both were practically identical in enrollment and academic prestige and were both near the top of the conference in the success of the football program. As times became challenging, SCSU made cuts to its football program, being at the bottom of the conference in scholarships, while Mankato invested in its football program. Mankato went on to have tremendous success on the field while SCSU began to struggle. In the past 8-10 years, Mankato's enrollment has stayed flat and they have not seen much financial hardship. In the same time, SCSU's enrollment has plummeted to be about 1/3 of what it what was, leading to more cuts including cutting the football program entirely. The decision to invest in athletics laid the foundation for long term stability of the school in Mankato. For the university as a whole, the best recruiting tool is our current students and our student programs including athletics. Investing in those is critical to stability in enrollment	9/25/2020 5:27 PM
16	Athletics is vital to not just campus, but to the town of Cheney. I am not sure how the college or town will be supported without the presence of D1 athletics.	9/25/2020 2:44 PM
17	Find a way to elevate EWU athletics. It is the front porch of EWU.	9/25/2020 12:06 PM
18	football might be a great expense at EWU but it is the most prestigious thing seen from EWU by recruits (both athletic recruits and non- athletic recruits), The spokane community is driven by its local football team. athletes would lose tons by not keeping football, Also non-Scholarship D1 football would not work at an EWU, the blue collar kids that we recruit are not high academic or wealthy enough (majority) to afford eastern.	9/24/2020 4:18 PM
19	We are at a crossroads and have to decide whether to really commit to being Div. 1- we have the quality of staff and play in a great conference but we are falling even further behind our conference peers and it is going to be difficult to compete as we fall further behind. Really committing means investing more into budgets, facilities, salaries etc. Retention is very difficult because some full time high profile sport assistants make less than minimum wage when you consider the hours they work. If that commitment level isn't going to happen then I honestly do think dropping to Div. 2 should be done. I do think such a move would be damaging to EWU as a whole. Public perception, alumni relations all would be worsened by such a move.	9/24/2020 2:32 PM
20	I hope I get the chance to be interviewed. I have a very clear picture of the issues, challenges and opportunities. Jeff Stafford	9/24/2020 1:39 PM
21	There are EWU Faculty whose research involves D-1 Athletes. This research is published and becomes part of a significant body of knowledge for other researchers, going down to a lower division level program will make the efficacy of their research less meaningful to other researchers.	9/24/2020 1:07 PM
22	The leadership in athletics is not strong enough to uphold a Division I experience. There is a significant level of complacency among the head coaches and staff and it's tolerated, Eastern will never get out of it's own way (the Eastern way, or it's the way we've always done it)	9/24/2020 12:12 PM
23	Without Division I athletics, EWU would fold	9/24/2020 11:34 AM
24	Hire a proven fund raiser.	9/24/2020 11:32 AM
25	I was head coach at another Big Sky school for many years and EWU has been funded far better than I experienced. More can be done with less.	9/24/2020 11:09 AM
26	Eastern Washington University has been a top 4 FCS football team in 5 of the last 10 years. The EWU logo is known by a lot of people from sports. In my opinion it plays a significant role in our brand and enrollment.	9/24/2020 11:09 AM
27	I am saddened that EWU Athletics doesn't have the full support of our administration and faculty/staff. It doesn't make sense to me how some don't see the value of athletics. We bring over 300 students to campus, many of whom do not have an athletic scholarship. So in total, our athletes pay more to EWU in tuition, meal plans, housing than we give out in athletic scholarships. None of the student athletes on my team would be at EWU if it weren't for their	9/24/2020 10:55 AM

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sport. They are from all over the US and all over the world and people know about EWU in their regions because they chose to attend EWU. Student athletes are huge supporters of their institution once they graduate. They give back and they are proud to be EWU Alumni. My team maintains over a 3.7 GPA and they work very hard and care about their classes and instructors. My hope is that the true value of EWU Athletics can come to light through this process.

28	Campus and upper administration need to take a long, hard look at the effects on EWU's future as a university, if athletics is dropped a level or cut entirely. Campus needs to make a decision and live with the consequences. Can't be afraid to upset a group (the faculty) while making a decision (keep Athletics DI) that's made with the longevity of the university in mind. Too much uncertainty makes it extremely difficult on the normal employee, and people will start leaving to get out of all the uncertainty (they already have started).	9/24/2020 10:45 AM
29	Please dive into the policies of the department. Please thoroughly vet what members of this athletic department ACTUALLY do. Personally, I think a lot of people just collect a check and do the minimum and we see very limited results from certain departments. I was raised on the belief that if you don't do your job then you get fired - we aren't committed to that I don't think. This probably goes back to policy. I think we have a lot of people that cover up for others by doing their jobs...which they shouldn't have to do. Getting a more efficient workflow system that is adhered too strictly will benefit us. While you've heard it before...this place is special! There is a "secret sauce" of sorts that we have here - you can't be successful for this long with these kind of financial restraints, there is something to it! Division of Labor done correctly within our department will only make us better in the long run.	9/24/2020 10:44 AM
30	While expenses may go down by dropping to a lower level of competition, interest and support from the community will drop catastrophically. Therefore, the department will be at even more of a deficit.	9/24/2020 10:38 AM
31	Football is the program with sustained success that creates a brand that is recognized nationally. Without the red turf, without the on field success of football, it's just another school with poor facilities	9/24/2020 10:20 AM
32	If Eastern can stay at DI with Football and funding, I support it wholeheartedly. If it comes to staying DI and dropping football or keeping football and moving to a lower division, drop football and add men's soccer or golf and stay DI.	9/24/2020 10:15 AM
33	We mow our own grass in Cheney. Anyone who has been here knows, we are grinders and we have to be.	9/24/2020 10:10 AM