

March 13, 2025

**Action Item: 2025 Tenure Award Recommendations**

<u>Name</u>	<u>Department</u>
J. Adrian Castrejon	Justice Studies
Ashley Elrod	History
Wendy Gonzales	Special Education
Amirhossein Maleki	Management & Marketing
Olunbunmi Oyewuwo-Gassikia	Social Work
Jody Siker	Special Education
Christopher Straughn	Library
Andrew Young	Psychology

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**J. Adrian Castrejon** earned a Ph.D. in Public Policy and Leadership from University of Nevada, Las Vegas. Professor Castrejon is a faculty in the Justice Studies program who also teaches in and supports NEIU's interdisciplinary programs including Latino/a and Latin American Studies (LLAS) where he serves as the coordinator and in the University Without Walls (UWW) Program, within which he has taught and mentored students at Statesville Correctional Center. Dr. Castrejon's research and scholarly interests primarily focus on race, labor, and migration, Chicano masculinity, cultural preservation, and day labor work.

**Ashley Elrod** earned a Ph.D. in History from Duke University. Professor Elrod teaches courses in History as well as the interdisciplinary fields of Women's, Gender, and Sexuality Studies (WGS) and Disability Studies. Her teaching covers medieval to modern eras; major historical periods like the European Reformations, Scientific Revolution, and Enlightenment; and spans the history of western Europe, the Mediterranean, the Americas and the Caribbean as well as Africa and Asia. Dr. Elrod's research focuses on guardianship law in German history in the early modern period and her scholarship lies at the intersection of multiple fields of history, disability studies, gender studies, and German studies.

**Wendy Gonzales** earned a Ph.D. in Special Education from University of Illinois, Chicago. Professor Gonzales teaches in Special Education as well as courses in early childhood reading methods and bilingual/bicultural education. She also serves as a University Without Walls (UWW) advisor and as a graduate advisor for her program. Dr. Gonzales' research focus is understanding diverse educational contexts within special education and bilingual education, and aims to advance both theory and practice. The broader impact of her this work is to bridge the gap between research and its practical applications in diverse educational settings connects to the broader field of literacy interventions, demonstrating the role of language in student achievement.

**Amirhossein Maleki** earned a Ph.D. in Business Administration from Washington State University, Pullman. Professor Maleki teaches undergraduate courses in Management, particularly in the areas of strategic management, change management, entrepreneurship and in the MBA program. He has contributed to curriculum development in existing and new areas, including Hospitality Management. Dr. Maleki's research interests are focused broadly on the intersection of institutions and entrepreneurship, including examining conditions that influence entrepreneurs' decisions and the impact of national-level factors such as social trust, social benefit systems, and cultural factors on individual level processes.

**Olunbunmi Oyewuwo-Gassikia** earned a Ph.D. in Social Work from University of Illinois, Chicago. Professor Oyewuwo-Gassikia teaches undergraduate and graduate courses in Social Work research methods and seminars, graduate courses in advocacy, and serves as Curriculum Specialist for the Bachelor of Social Work (BSW) research area. Dr. Oyewuwo-Gassikia's research is focused on improving the health and well-being outcomes of women as well as Black, Muslim, and immigrant communities. She is a principal investigator on a national survey research study that examines American Muslims'

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perceptions and experiences of intimate partner violence and collaborates with an interdisciplinary team of mental health professionals examining American Muslims' utilization of mental health services.

**Jody Siker** earned a Ph.D. in the Joint Program on Special Education at the University of California, Berkeley and San Francisco State University. Professor Siker teaches special education courses including general survey, curriculum, curriculum adaptation, instructional design, and methods courses in licensure programs for undergraduate and graduate students that lead to certificates and endorsements permitting graduates to teach special education. Dr. Siker's main lines of research inquiry focus on questions of how to recruit and retain teacher candidates who identify as racially, ethnically, and linguistically diverse (RELD); on using simulations to practice difficult, collaborative conversations; and improving family-school collaboration in special education.

**Christopher Straughn** earned a Ph.D. in Linguistics from University of Illinois, Chicago and a MS in Library and Information Sciences from University of Illinois, Urbana-Champaign. Professor Straughn serves as the library liaison to Linguistics, TESOL, Philosophy, SAELL, and the College of Business and Technology, providing library instruction and developing instructional materials for students and faculty in these areas. He also serves as a coordinator for Digital Commons, and as Collections Coordinator. Dr. Straughn's contributions to cataloging and metadata creation over the past five years have focused on original cataloging of the Library's Periodicals and Government Publications collections, as well as work with student publications.

**Andrew Young** earned a Ph.D. in Psychology from University of Wisconsin, Madison. Professor Young teaches undergraduate and graduate level courses in developmental psychology, child psychology, statistics and research methods. He supervises undergraduate research capstones, has mentored students in various college-wide and university-wide programs, and serves as a major advisor for Psychology. Dr. Young's research focus is in the area of Cognition Science, and in particular, the study of cognitive reflection in children; STEM thinking and learning; and children's social cognition.

# **ITEMS FOR ACTION AND ITEMS FOR INFORMATION Academic Affairs**

Interim Provost Shayne Cofer  
March 13, 2025



## **Academic Affairs Items for Information**

Action Item 1. A. Board Action on Committee Recommendation  
Regarding 2025 Tenure Awards

- J. Adrian Castrejon, Justice Studies
- Ashley Elrod, History
- Wendy Gonzales, Special Education
- Amirhossein Maleki, Management & Marketing
- Olunbunmi Oyewuwo-Gassikia, Social Work
- Jody Siker, Special Education
- Christopher Straughn, Library
- Andrew Young, Psychology



## Academic Affairs Items for Information: HLC QI

- QI Project: Equity in Student Success and Achievement (ESSA)  
Two-year project with focus on three strategies:
  - (i) Integrated Comprehensive Advising that is university-wide and encompasses all the advising structures in place at NEIU, from General University Advising, to advising in the Student Success Cohort programs to faculty and professional advising in the major.
  - (ii) Robust onboarding through a redesigned First Year Experience (FYE) Program and through Living Learning Communities (LLC).
  - (iii) Ongoing Affordable Course Materials (ACM) program
- QI Plan filed end of Spring 2025, implemented AYs 2025-2027
- QI report due to HLC in 2027



## Academic Affairs Items for Information: AI update

- The College of Business and Technology launched an AI Task Force in 2023 to develop a Policy on Artificial Intelligence (AI), adopted by the College in 2024
- The College of Arts and Sciences and the Goodwin College of Education is working to create their policies on AI in 2024-25
- The NEIU Faculty Council on Technology (FCT) has been charged with providing input on this effort, similarly to their work with the CBT on the CBT AI policy
- To facilitate teaching and learning with AI and the process of crafting their AI policies, the CTL, and faculty from CAS and GCOE have launched workshops, summits, discussions in 2024-25.





## CTL's AI for Teaching and Professional Practice Faculty Learning Series

### Goals:

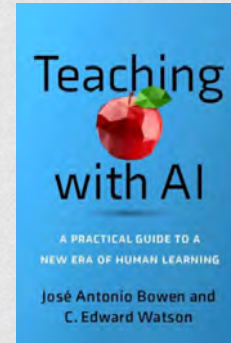
- Enhance teaching and research through integration of AI tools
- Engage in hands-on activities and applications of AI technologies
- Prepare Students to thrive in an AI-driven workforce

**Fall AI Book Club:** Bowen and Watson's Teaching with AI: A Practical Guide to a New Era of Human Learning" (2024)

- 37 faculty participated (6, 90-minute interactive sessions)
- Comprehensive AI action and implementation plans
- AI Action Plan Showcase on March 25<sup>th</sup>, 2025

### Spring AI Book Club:

- 22 faculty participating
- AI Action Plan Showcase on April 24<sup>th</sup>, 2025



## College of Arts and Sciences AI Summit

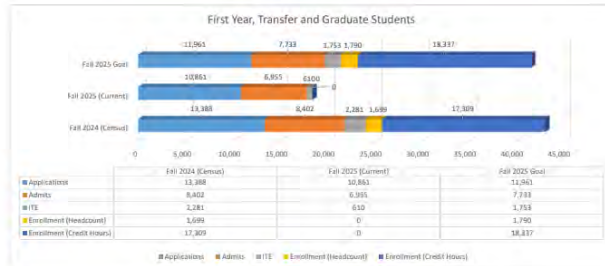
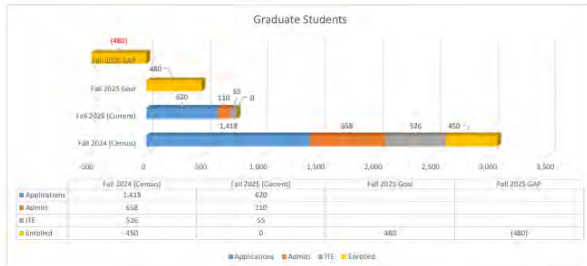
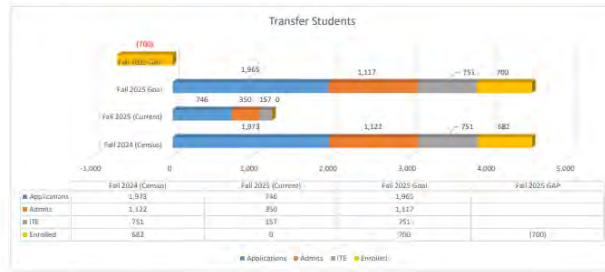
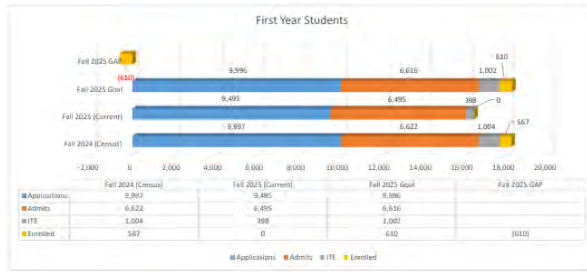


**Goals:** To explore faculty perspectives regarding AI; to share viewpoints and experiences; and to create a CAS AI resource repository.

- Enjoyed breakfast catered by a CAS alumna
- Significant faculty (~ 40) attendance
- Six faculty presented lightning talks representing various perspectives, practices, policies and disciplines
- Facilitated interactive table discussions
- Created a CAS AI hub which contains AI resources, including faculty course policies and related materials

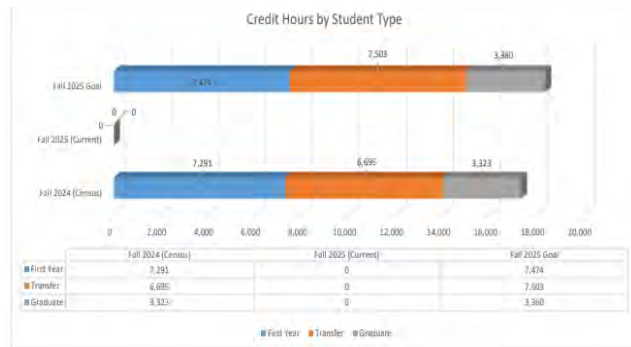


## NEIU Enrollment Updates (Applicants, Admits, and ITE)



Data as of March 2, 2025, looking at new students at both undergraduate and graduate levels.

## NEIU Enrollment Updates (Early View of Credit Hours)



Overall Credit Hours			
Category	Fall 2024 (Current)	Fall 2024 Goal	Needed to meet Goal
Credit Hours	0.00	56,775.00	56,775.00

Target Credit Hours



Data as of March 2, 2025, registration for Fall 2025 had just opened. The goal is currently at 56,775 credit hours for Fall 2025.

## Spring 2025 Retention Update

Fall 2024 FTFT enrollment = 533

Spring 2025 retained = 435 (81.6%) compared to 79.2% Spring 2024

Goal: 64% Fall to Fall (342/533 FTFT)

Spring efforts to retain first year students:

- Early financial AR hold placed to clear debts (Spring 2025)
- Advisor outreach
- Tiered monitoring based on Fall 2024 GPA
- FYE MentorCity pilot
- Increased student programming (Pell 55 funding)
- Faculty Senate visit to discuss NEIUSurvey participation
- Streamline workflow with Student Affairs ARC committee





## Academic/Student Affairs, Enrollment and Technology Committee Northeastern Illinois University

**Terry C. Mena**  
*Vice President for Student Affairs  
& Dean of Students*

March 13, 2025

## NEST Updates

### Spring 2025

- Total Leases: 326
- Renewal: 101
- New Leases: 225

Current Occupancy Rate: 76%

Target Occupancy Rate: 95%

Spring 2024: 327 / 77%

### Prior Occupancy

Fall 2024: 394 / 93.5%

Goal: 95%

Fall 2023: 393 / 94%

Goal: 92%

Summer 2024: 191 / 39%

Goal: 50%



As of March 6, 2025



## NEST Charges, Payments, Balances

	<b>Communities</b>	<b>Room Charge Total</b>	<b>Room Paid Total</b>	<b>Room Balance Total</b>
Fall 2024: Summary by Cohort / No Cohort From September 2024 - January 2025	Afghan Transition Prgm 21-22	18,192.46	17,663.00	529.46
	CASEP Housing Awd Fall 2022	5,195.00	5,195.00	0
	Discover Yourself Fall 2021	5,195.00	5,195.00	0
	Discover Yourself Fall 2022	21,819.00	19,082.36	2,736.64
	Future Teachers Fall 2021	12,468.00	12,468.00	0
	HOPE Scholarship	94,842.86	36,951.57	57,891.29
	Soc. Justice Housing Awd Fa20	2,809.15	2,734.04	75.11
	Soc. Justice Housing Awd Fa21	17,663.00	16,900.60	762.4
	Soc. Justice Housing Awd Fa22	15,585.00	12,872.80	2,712.20
	General Residents	1,901,448.66	1,645,829.69	255,618.97
	<b>Total</b>	<b>2,095,218.13</b>	<b>1,774,892.06</b>	<b>320,326.07</b>

As of 3.7.2025



## NEST FY25 Budget

	<b>Budget</b>	<b>YTD as of 3.7.3025</b>	<b>Remaining Balance</b>
<b>Housing and Peer Mentor Scholarships</b>	\$ 549,500	\$ 520,864	\$ 28,636
<b>Operations and Programming</b>	45,800	22,166	23,634
<b>Personnel Costs And Others</b>	77,590	-	77,590
<b>Occupancy Contribution</b>	2,177,110	1,636,121	540,989
	<b>\$ 2,850,000</b>	<b>\$ 2,179,151</b>	<b>\$ 670,849</b>



# Mental Health and Wellness Updates

**New Psychiatric Medical Services:** A psychiatric medical director has been contracted to assist the Office of Student Health Services with students' psychiatric and mental health needs. Screenings for depression, anxiety, ADD/ADHD, and autism will be available to students who meet the referral criteria at no cost.

In collaboration with Student Disability Services, Student Counseling Services, and Student Health Services, support is available to help expedite disability services and mental health support by validating applications. Funding for the remaining fiscal year has been secured through the MHEAC competitive grant.



# Mental Health and Wellness Updates

**Engaging Neurodiversity:** Neurodiversity is often associated with autism, a developmental disorder, but the term also encompasses a range of more common conditions, including dyslexia and attention deficit hyperactivity disorder (ADHD) (The Chronicle of Higher Education, 2024).

In Fall 2023, the American College Health Association conducted the National College Health Assessment survey, which found that K-12 schools have seen growth in services for these student populations from 2000 to 2020.

- 16% of students reported being diagnosed with ADHD or attention deficit disorder.
- 4% of students reported being on the autism spectrum.
- 5% of students reported having a learning disability, which could include dyslexia and other language-based disorders.

Since 2021-2025, NEIU has supported 306 neurodivergent student population and will begin hosting conversations, training, and educational resources for departments, faculty, staff, and students, including:

- Strategies for supporting neurodivergent students in their college, academic, and co-curricular experiences
- Tools to encourage neurodivergent students to seek out support, connections, and accommodations

**[Alcohol and Drugs Abuse Prevention Policy and Smoke-Free Policy Biennial Review and Report:](#)** The [biennial report](#) is posted and provides comprehensive, drug abuse and smoke free prevention programs and services involving information, education, intervention, research and assessment applicable to all students and employees.



# Questions?





# University Technology Services

Digital Transformation & Area Initiatives

ASAET March 13, 2025  
Northeastern Illinois University

Eliot Allan Rodriguez  
Chief Information Officer

## Artificial Intelligence @ NEIU

### Current Considerations

- Strategic Vision and Alignment
- Ethical Considerations
- Faculty & Staff Buy In
- Infrastructure & Technology
- Collaboration & Partnerships



# Artificial Intelligence @ NEIU

## Early Engagement & Review

- Faculty Council on Technology
- Center for Teaching and Learning
- iPathe Shared Task-force (Public Institution CIO's)
- Information Security Committee



# Artificial Intelligence @ NEIU

## Roadmap

01	Engagement	<ul style="list-style-type: none"><li>• Engage University stakeholders &amp; allow them to openly participate in the review process.</li></ul>
02	Peer Institution Analysis	<ul style="list-style-type: none"><li>• Conduct a Peer Institution Assessment to ensure NEIU is positioned to have a competitive advantage in the higher education industry.</li></ul>
03	Comparative Analysis	<ul style="list-style-type: none"><li>• Complete analysis of core features, sustainability &amp; customizability, integration requirements, UX experience, potential efficiencies/benchmark comparisons, audit &amp; security compliance and potential risks.</li></ul>
04	Implementation	<ul style="list-style-type: none"><li>• Outline platform adoption &amp; considerations</li></ul>
05	Financial Overview	<ul style="list-style-type: none"><li>• Provide a financial value proposition that includes cost analysis, value &amp; ROI potential</li></ul>
06	Findings Report	<ul style="list-style-type: none"><li>• Provide the University leadership with the the proper summary reporting and recommendations on policies &amp; technologies that would be beneficial to the university</li></ul>

## Workday Finance

### What is it?

Workday Finance: a cloud-based software suite that offers comprehensive & real-time financial reporting & management solutions to help businesses effectively manage their financial operations.

### Benefits

#### Mobile Responsiveness

Real-Time Data Transfer

Unified Interface

SMS Text Messaging

Business Process Tracking

Reporting & Dashboards

January - November 2024	December 2024	Jan - Mar 2025	Mar 2025 - June 2026	July 1, 2026
Platform Assessment	Procurement	Project Planning	Implementation	<b>Go Live!</b>

## Initiative Summary



After a complete assessment that included: Vendor & Stakeholder Engagement, Peer Institution Analysis, Comparative & Needs Analysis, Implementation Review & Risks Assessment and Financial Overview. It was determined to move forward with Workday Finance at this time.

## Client Services

### Current State: Deployed

Initiative
Webex Contact Call Center (Ongoing OFE)
Jamf Mac Computer Encryption
Teamdynamix Ticket System Optimization

### Future State: Initiatives in Progress

Initiative	ETA
Faculty & Staff Computer Refresh Assessment	Fall 2025
Incremental Classroom Technology Upgrades	Ongoing
Full Classroom Technology Assessment & Recommendations	Fall 2025
EI Centro Nursing Lab Technology Assessment	Spring 2025
Assessment of Technology Support at CCICS & EI Centro	Fall 2026

## Area Summary



First point of contact for all technology support at NEIU, and includes the IT Services Desk & Media Services Group. The group also collaborates with the university in support of new technology initiatives being rolled out.

## IT Security

### Current State: Deployed

Initiative
Cyber Security Awareness Month Optimization of Critical systems Security
Cyber Security Awareness Month Optimization of Critical systems Security
2FA for students phase 1 onboarding

### Future State: Initiatives in Progress

Initiative	ETA
Staff awareness refresher module for compliance with state audit and cyber insurance policy	March 2025
PCI DSS recertification for compliance with state audit and cyber insurance policy	May 2025
Data privacy program development and implementation	Ongoing
2FA for students for additional account security	Ongoing
Access & deprovisioning policy review	Ongoing
IT Security Penetration Tesdting	Ongoing

### Area Summary

Oversees the protection of all assets, data/information systems and processes that enable the university to fulfill its critical mission, and ensure compliance with current IT Security standards.



## Enterprise Apps

### Current State: Deployed

Initiative
Technology Integrations: Timely Care, Emma, Med Proctor and FinAid Payments
Workday/Banner Integrations Optimization Phase 1
Ellucian Banner - Patch releases - I

### Future State: Initiatives in Progress

Initiative	ETA
Technology Integrations/Implement" Clockworks	Spring 2025
Technology Integrations/Implement: Cayuse Integration	Spring 2025
Workday Finance Implementation / Integrations	July 2026
Technology Optimization: Handshake Integration enhancement	Summer 2025
Technology Optimization: Watermark Integration Enhancement	Summer 2025
Technology Optimization: ActiveNet Integration Enhancement	Summer 2025
Workday/Banner Integrations Phase 2	Ongoing

### Area Summary

Oversight of the university enterprise application systems & services, including design, development, implementation, support and maintenance.



## IT Infrastructure

### Current State: Deployed

Initiative
IT Network Infrastructure Migration
Infrastructure Firewall Upgrades
VMWare Infrastructure Upgrades
DNS Infrastructure Upgrade
Backup Recovery Deployment

### Future State: Initiatives in Progress

Initiative	ETA
Microsoft Intune	Fall 2025
VOIP Upgrades Assessment	Fall 2025
El Centro & Main Campus Infrastructure Hardware & Support Systems Assessment	Fall 2025
Phase 2 Student MFA	Spring 2025

### Area Summary

Oversees the management, analysis, maintenance and management and support of the entire network infrastructure & telecommunications systems for NEIU.



## IT Project Management

### Future State: Initiatives in Progress

Initiative	ETA
Digitization of PM Business Process for Greater Accessibility	Fall 2025
Assessment of Jira Project Management Platform	Fall 2025
Workday Finance Project Implementation	Fall 2025
Assistance with all ongoing IT Key Initiatives currently totaling:	Spring 2025

### Area Summary

Oversees the management, analysis, maintenance and management and support of the entire network infrastructure & telecommunications systems for NEIU.



**Thank you**

