

March 16, 2023

Approval of Tenure Recommendations FY23

<u>Name</u>	<u>Department</u>
Patricia Aguado	Social Work
Sarah Bey West	World Languages and Cultures
Samantha Brown-Xu	Chemistry
Aissetu Barry Ibrahima	Social Work
Ahmed Khaled	Computer Science
Hsiao-Chin Kuo	Literacy, Leadership and Development
Lauren Meranda	Art + Design
Amanda Montes	Teacher Education
Noreen Powers	Literacy, Leadership and Development
Beth Reinke	Biology

Patricia Aguado earned a Ph.D. from the University of Illinois at Chicago. She is an Assistant Professor in the Department of Social Work. Dr. Aguado's teaching philosophy builds on the foundational principles of establishing rapport, developing trust and building relationships with students. Her research centers on understanding the socio-structural barriers to linkage and retention in health care, particularly for Latino communities; developing and implementing innovative interventions designed to address the barriers to engaging and staying retained in HIV care; and understanding how COVID-19 has impacted the mental health and well-being of young people and Latinx communities. She has received numerous grants, served as Co-P.I. on two federally funded grants, and appeared in several peer-reviewed publications for her research.

Sarah Bey West earned a Ph.D. from the University of Illinois at Urbana-Champaign. They are an Assistant Professor in the Department of World Languages and Cultures. Dr. Bey West's work with students on theses and Research and Creative Activity Awards have led to peer-reviewed publications on Spanish-language U.S. literature and on Indigenous cinema in Guatemala; furthermore, this work has provided Dr. Bey West avenues to design courses on colonialism, trans theory and fat studies. Dr. Bey West has presented at various conferences, published their work in several peer-reviewed journals and recently submitted their book proposal for review at Minnesota University Press.

Samantha Brown-Xu earned a Ph.D. from Ohio State University. She is an Assistant Professor in the Department of Chemistry. Dr. Brown-Xu's research has been conducted on methods to chemically degrade and recycle plastic waste using inorganic photocatalysts, and she has supervised and mentored 12 undergraduate students on this project over the past five years. In addition to presenting this work with students at various conferences, she presented her work, "Framing Scientific Literacy as a Pathway to Environmental Justice," at the Biennial Conference on Chemical Education in West Lafayette, Indiana, in August 2022. She uses Universal Design for Learning principles when designing and disseminating course materials, and has created prerecorded lecture videos for Chemistry courses to assist students with learning new material.

Aissetu Barry Ibrahima earned a Ph.D. from the University of Illinois at Chicago. She is an Assistant Professor in the Department of Social Work. Dr. Ibrahima's research focuses on understanding the impact of international policies such as Millennium Development Goals and Sustainable Development Goals on the health policies of indigenous communities in Sub-Saharan Africa, and promoting indigenous development and health policies and programs. In addition to presenting at conferences and being published in peer-reviewed publications, she received a fellowship in 2018 to teach a Ph.D. course titled "Indigenous Social Work and Multiculturalism in Ethiopia - SWKD 7018" at Gondor University in Ethiopia. She teaches through building genuine relationships

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with and among students, and creating an environment where everyone in the classroom (including the instructor) is a student participating in the cocreation of knowledge.

Ahmed Khaled earned a Ph.D. from the University of Florida. He is an Assistant Professor in the Department of Computer Science. In addition to working with Honors and McNair Scholars students, and overseeing independent studies, Dr. Khaled was the primary advisor for 19 graduate students, co-advisor for 17 graduate students and served as third committee member for three graduate theses/projects. His research interests are the Internet of Things (IoT), and the emerging technologies of cloud computing and distributed systems, mainly in the healthcare area. He has been published in many peer-reviewed journals, mostly recently in the Journal of Computer and Communications Vol. 10, No. 8 (2022) for his work titled "Internet of Medical Things (IoMT): Overview, Taxonomies, and Classifications."

Hsiao-Chin Kuo earned a Ph.D. from Indiana University. She is an Assistant Professor in the Department of Literacy, Leadership and Development. Over the years, Dr. Kuo's research and creative activities reflect her commitment to serving marginalized populations and addressing relevant sociocultural issues; multimodal literacy and its wide range of applications; and school-family-community partnerships. She published four articles and conducted nine presentations, which include seven in peer-reviewed conferences and three in professional development events. Her latest manuscript, "Beyond the Professional Me: Constructing Teacher Identities within ePortfolios through a Multimodal Approach," has been submitted to Reading Research Quarterly and is currently under review. Dr. Kuo submitted five grant proposals and two were awarded via internal funding.

Lauren Meranda earned an M.F.A. from the University of Illinois at Chicago. She is an Assistant Professor in the Department of Art + Design. Throughout the various forms her work takes, the concept of Socially Engaged Design is a thread that ties them all together. In 2018, Meranda founded Studio Brazen, a multidisciplinary socially engaged design practice specializing in projects for cultural institutions, social activism, civic engagement, and public memory through experimental media, collaborative storytelling, and interactive design for physical spaces. She has had three NEIU students as interns with Studio Brazen throughout the years. In addition to other speaking and research projects, Meranda spoke at the 2021 Design Principles & Practices Conference about her research on rethinking monuments and was awarded the Emerging Scholar Award.

Amanda Montes earned a Ph.D. from Arizona State University. She is an Assistant Professor in the Department of Teacher Education. Dr. Montes' research centers on intersecting language education communities—applied linguistics, TESOL, bilingual education and multicultural education—looking at practitioners themselves, to study their pedagogical practices and to understand what makes educators feel inspired to teach language and content through language. She was awarded a Fulbright grant in academic year 2021-2022, and spent the year as a Fulbright Senior Lecturer at Kadir Has University in Istanbul, Turkey. In addition, she has presented at both local and international conferences, and has been published in journals, books and conference proceedings.

Noreen Powers earned a Ph.D. from DePaul University. She is an Assistant Professor in the Department of Literacy, Leadership and Development. Dr. Powers' research activities have focused on advising graduate students, self-directed learning in post-secondary contexts, coaching and mentoring school leaders, and school improvement (PK-12). For students in the M.A. in Educational Leadership program, with the State of Illinois Principal Endorsement, Dr. Powers created "Mock Video-Taped Interviews" to prepare students for real-world career situations to build confidence in the interviewing process. She published two peer-reviewed journal

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articles, secured a signed book contract with Taylor & Francis Group, completed seven presentations, published nine book reviews and published two juried professional proceedings.

Beth Reinke earned a Ph.D. from Dartmouth College. She is an Assistant Professor in the Department of Biology. Dr. Reinke's research focuses on the evolution of biological diversity, using evolutionary and demographic approaches. Most classroom and lab projects focus on the themes of animal coloration and demography with the overarching goal of better understanding phenotypic diversity and variation. Part of her research focuses on science communication by bridging science and art. She uses animal coloration as a topic for practicing science communication and works with students to effectively communicate their work to non-scientists. She has published eight peer-reviewed journal articles, submitted to four external research grant funding sources, collaborated with artists on science-art exhibits, presented at the Purdue University Biology Department and received several internal awards.

<https://www.neiu.edu/faculty/patricia-aguado-phd-msw>

<https://www.neiu.edu/faculty/sarah-bey-west-phd>

<https://www.neiu.edu/faculty/samantha-brown-xu-phd>

<https://www.neiu.edu/faculty/aissetu-b-ibrahima>

<https://www.neiu.edu/faculty/ahmed-ezzeldin-khaled-phd>

<https://www.neiu.edu/faculty/hsiao-chin-kuo>

<https://www.neiu.edu/faculty/lauren-meranda>

<https://www.neiu.edu/faculty/amanda-lg-montes-phd>

<https://www.neiu.edu/faculty/dr-noreen-powers>

<https://www.neiu.edu/faculty/beth-reinke>

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**ACTION ITEM: HONORARY DEGREE FOR ILLINOIS ATTORNEY GENERAL
KWAME RAOUL**

The Board of Trustees is being asked to consider the award of the honorary degree of *Doctorate of Humane Letters* to Illinois Attorney General, Kwame Raoul. Attorney General Raoul is a graduate of DePaul University and earned his law degree from Chicago-Kent College of Law, Chicago. The University received confirmation that Attorney General Raoul has accepted Northeastern's invitation, to serve as its May 2023 Commencement speaker.

Attorney General Raoul's commencement speech will honor the dedicated Northeastern students and faculty. His achievements are of true value and inspiration to many. His accomplishments are testimonies to our students that they too can achieve great things in life. Attorney General Raoul's background, as well as his successful experience, is not only an affirmation of Northeastern's work, mission, and values, but is also a tangible and enduring source of inspiration for our students.

Biography of Attorney General Kwame Raoul

Illinois Attorney General, Kwame Raoul, was born in Chicago to Haitian immigrants, and brings a lifetime of legal experience and advocacy to the office. He was sworn in as Illinois' 42nd Attorney General in 2019 and took the oath to serve a second term on January 9, 2023.

Attorney General Raoul launched his legal career as a Cook County prosecutor and went on to become a partner at two national corporate law firms. Prior to being elected as Attorney General, he served as an Illinois State Senator representing the 13th legislative district for 14 years, which included Northeastern's Carruthers Center for Inner City Studies. As a senator, Raoul led negotiations and sponsored many significant measures that became law, including those to abolish the death penalty, to require mandatory background checks on private transfers of guns, as well as law enforcement and criminal justice reform, workers' compensation reform, and some of the strongest voting rights protections in the nation.

Attorney General Raoul has initiated legislation to counter the long-term effects of violent crime and to support survivors. He created the first-of-its-kind task force to take down Organized Retail Crime networks. He protects children from online predators as leader of the Illinois Internet Crimes Against Children Taskforce.

Attorney General Raoul partners with federal law enforcement to prevent mass shootings in schools and places of worship, fight violent crime, and to investigate fraud and public corruption. He led a collaboration with state and local law enforcement that brought about an improved system to foster professionalism, accountability, and transparency for law enforcement officers statewide.

Attorney General Raoul also safeguards Illinois consumers. The office manages tens of thousands of consumer fraud complaints, saving residents millions through litigation and mediation each year. He holds accountable the industries that threaten public health with opioids, e-cigarettes, and environmental pollution. He continues to fight against scams related to home repairs, auto sales, mortgages, identity theft, and student lending.

The Attorney General regularly coordinates his advocacy efforts with other state attorneys general to defend access to quality healthcare and reproductive health services for all, protect our natural

**ACTION ITEM: HONORARY DEGREE FOR ILLINOIS ATTORNEY GENERAL
KWAME RAOUL**

resources, fight for just immigration policies, curb gun violence, and to uphold civil rights for all individuals.

He is married to Dr. Lisa Moore, and the couple are the parents of four children, Che, Mizan, John, and Madison.

Recommended Action

I request that the Board of Trustees confer its honorary Doctor of Humane Letters upon Attorney General Kwame Raoul at its May 12, 2023 commencement exercises.

Academic/Student Affairs, Enrollment, and Technology Committee



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Dr. Connie Zak, DNP, MBA, FNP-BC



NURSING PROGRAM FACULTY WORK GROUP

Alvin Farmer

Jennifer Banas

Lisa Hollis-Sawyer

Marcelo Sztainberg

Truvae Coleman

Jennie Lasko

Brian Vivona

Chika Ejike

Nawaf Habib

Samantha Brown-Xu

Sharon Song

David Nissim-Sabat



Nursing education pathways

Entry to Practice
(BSN and master's)

Advanced Practice
Doctoral Education



MARKET ANALYSIS

Bureau of Labor Statistics: Registered Nursing (RN) is listed among the top occupations in terms of job growth through 2029.

The RN workforce is expected to grow from 3 million in 2019 to 3.3 million in 2029, an increase of 221,900 or 7%.

The Bureau also projects 175,900 openings for RNs each year through 2029 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S.

U.S. nursing schools turned away 80,407 qualified applicants from baccalaureate and graduate nursing programs in 2019 due to insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints.



ILLINOIS NURSING WORKFORCE SURVEY 2020

The 2020 State of Illinois Workforce Survey Report showed that in 2020, 52% of respondents are 55 years or older, which is the same as in 2018. In 2014, this age cohort was 42%.

The relatively rapid increase in RNs in older age categories has significant implications for workforce planning.

In 2018, approximately 27% of the respondents indicated an intent to retire within the next five years.

This combination of the aging workforce and retirement plans indicate the potential of an impending shortage of nurses and nursing expertise within the **next five years**.



NUMBER OF NURSING PROGRAMS IN ILLINOIS

- Hospital Based Diploma Programs: **1**
- Associate Degree Programs in community colleges: **9**
- Baccalaureate Degree Programs, colleges and universities: **33**
- Accelerated BSN Programs: **11**
- Masters Entry Degree Programs, colleges and universities: **11**

Source: Illinois Nursing Workforce Center (nursing.illinois.gov).



ANA-ILLINOIS RECOMMENDATIONS TO STATE HEALTH COMMITTEE

Illinois will face a shortage of nearly 15,000 RNs by 2025

Less than 8,000 nurses graduate each year

Recommendations to the Senate Health Committee to decrease the nursing shortage:

- ❖ Increase focus on nursing education by increasing enrollment and funding faculty investment.
- ❖ Invest in nursing programs and provide loan forgiveness to nurses.



NURSING EDUCATION AACN

A liberal arts education is the foundation of nursing education.

Students are encouraged to define meaningful personal and professional goals with a commitment to integrity, equity, and social justice.

A liberal Arts education prepares graduates to integrate knowledge, skills, and values from the arts, sciences, and humanities to provide safe, quality care; advocate for patients, families, communities, and populations; and promote health equity and social justice.

Equally important, nursing education needs to ensure an understanding of the intersection of bias, structural racism, and social determinants with healthcare inequities and promote a call to action.



MISSION STATEMENT

“to integrate nursing practice, scholarship and education to prepare compassionate, innovative nurse leaders who provide holistic, high-quality care to individuals, families and communities, while promoting social justice and health for all.”



DIVERSITY, EQUITY AND INCLUSION IN NURSING EDUCATION

Making nursing education equitable and inclusive requires actively combating structural racism, discrimination, systemic inequity, exclusion, and bias. (AACN 2020)

Holistic Admissions will be implemented to enhance the admission of a diverse student population to the nursing program.

An equitable and inclusive learning environment will support the recruitment, retention, and graduation of nursing students from disadvantage and diverse backgrounds.

The Experiences-Attributes-Metrics model from the American Association of Colleges of Nursing will be implemented to guide this process using experiences, attributes and academic metric to make admission decisions.



THANK YOU



Undergraduate Recruitment

Fall 2023 enrollment goal, compared to Fall 2022 actual

- Fall 2022 new First-Year students: 516 (58% increase)
- Fall 2023 First-Year goal: 565 (9.5% increase)
- Fall 2022 new Transfer students: 584 (24% decrease)
- Fall 2023 Transfer goal: 780 (33.6% increase)

Year over Year progress toward Fall 2023 enrollment goal:

First-Year Students

Apps: 7,673 (3,957 on 3/13/22)
(69.7% via Common App)
(30.3% via neiu.edu)

Accepted: 5,387 (1,865 on 3/13/22)

Intent to Enroll: 373 (93 on 3/13/22)

Transfer Students

Apps: 654 (572 on 3/13/22)
(14% via Common App)
(86% via neiu.edu)

Accepted: 294 (226 on 3/13/22)

Intent to Enroll: 107 (84 on 3/13/22)



Data as of March 13, 2023

Undergraduate Recruitment

Year 1 of NEIU For You 2.0 enrollment and scholarships

First-Year students for Fall 2022

- 58 enrolled students met the admission criteria
- 327 enrolled students qualified for the scholarship
- 78 enrolled students received \$84,232 in scholarships

Transfer students for Fall 2022

- 212 enrolled students qualified for the scholarship
- 184 enrolled students received \$312,207 in scholarships

RISE Act students for Fall 2022

- 50 enrolled students qualified for the scholarship
- 49 enrolled students received \$134,752 in scholarships



Fall 2022 to Spring 2023 Retention Data

Overall Fall to Spring retention: 84.3%

Retention of First-Year Students: **80.1%**

- Success Program retention: 83.6%
- Not in a Success Program: 76.2%
- Commuters: 76%
- NEST Residents: 89%

Retention of Transfer Students: **87.8%**

- Commuters: 87%
- NEST Residents: 100%
- Students from City Colleges of Chicago: 91%



Questions and Answers





Academic/Student Affairs, Enrollment, and Technology Committee Meeting

Registrar's Office
Presentation by Rahshida Walker, Interim University Registrar
3/16/2023



Registrar's Office Primary Services

- Registration Implementation & Facilitation
Making courses available, creating new course sections; educating community on registration process (late & real-time)
- Grading
Facilitating electronic grading for all parts of term & working with faculty on late grading process
- Major, minor, concentration declarations
Working with academic advisors & students to correctly categorize students in their program of study; curriculum code creations & phase-outs
- Enrollment & Degree Reporting
Communication to the National Student Clearinghouse about student enrollment & degree status
- Graduation Evaluation
Acting as final check for students' graduation requirements; working in concert with academic advisors & college deans to address credit short-falls
- Transcripts
Processing of all electronic & paper transcript requests; investigating inquiries regarding academic history
- Transfer Articulation
Transfer credit evaluation & posting; continuous updating & creation of transfer guides; articulation compliance
- Veterans Services
Application & certification of veterans benefits; state & federal veterans affairs compliance; student veteran support

Registrar's Office Goals for 2023:

- Implementation of Degree Works
Replacement of our current degree audit system with integrative degree & student educational planning information viewed by student & academic advisors
- Integration of Degree Works into Ellucian Banner Experience
Ellucian Banner products integrated enables more robust functionality for student population
- Electronic Graduation Application
Electronic submission of graduation applications enabling greater tracking by student
- Electronic Unofficial Transcript Request
Provision of unofficial transcripts for students with AR holds (**employment purposes only*)

Registrar's Office Impact on Recruitment & Retention

- **Transfer Course Articulation**
 - Initiating articulation agreements, building & maintenance of degree audit
- **Course Enrollment Guidance**
 - Advising students on student information system, informing them of deadlines, directing them to specific entities that provide additional support
- **Academic Standing Computation & Communication**
 - Calculation of academic standing at conclusion of term, subsequent communication to support services identifying students requiring additional assistance

Undergraduate Recruitment: Component & Responsibilities

Ryan Trout, Director of Undergraduate Admissions

Purpose: To communicate with prospective first-year and transfer students, helping them inquire, apply, and enroll at NEIU.

Responsibilities:

First Time In College Recruitment:

- Help prospective high school students and their parents
- Attend and Host events with high school students as target audience
- Developing relationships and direct contact with counselors, teachers, and parents of high school students

Transfer Center Recruitment:

- Help prospective community college students looking to transfer
- Helping students return to NEIU after being out for 3+ semesters
- Attend and Host events with college students as target audience
- Developing relationships and direct contact with advisors, teachers, and para-educational professionals



Undergraduate Recruitment: Goals/Tactics

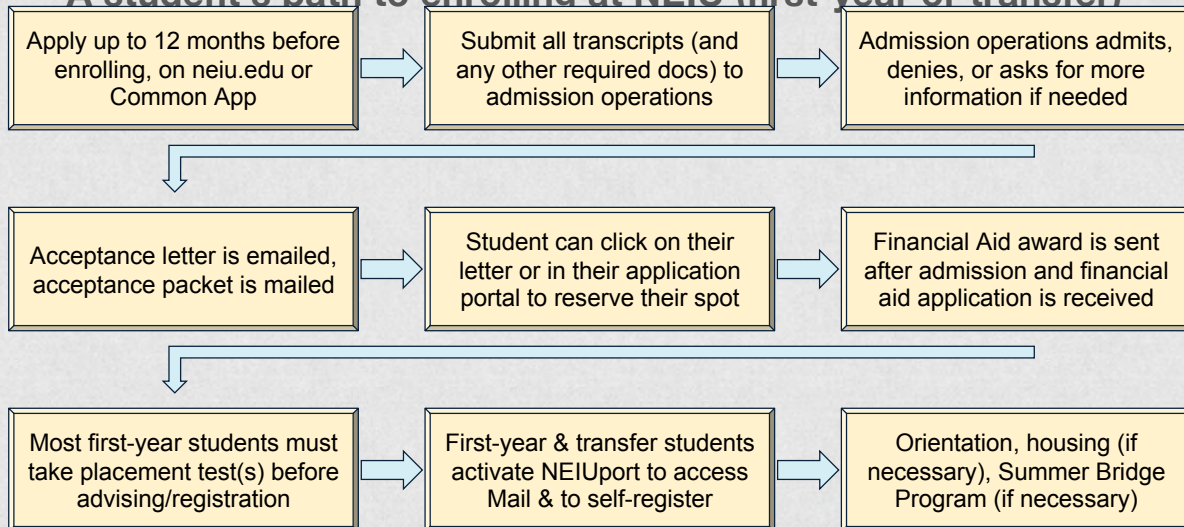
Fall 2023 recruitment tactics/goals overview:

- A return to normalcy, for the most part
 - a. First-Year: normal “student search” - marketing to SAT test takers
 - b. First-Year: return to in-person high school events and NEIU on campus events
 - c. Transfer: access to graduation lists from feeder community colleges
 - d. Transfer: community colleges *finally* invited 4-year universities back to their campuses
- A full year of continuing strong late-action from last year
 - a. A full year of Slate (new CRM) means 1 system, not 2 systems. Better UX for students
 - b. Better communication flow (emails, text messages, postcards, and phone calls)
 - c. A full year of Common App, plus the first year for transfer Common App
- Implementing additional “best practices”
 - a. Better support for more high school and community college visits to NEIU
 - b. Territory management: 360 top high schools and 19 top community colleges have counselors assigned and an activity plan (4+ touchpoints, 2+ touchpoints, 1+ touchpoints)
 - c. A robust plan to more than double the number of campus visitors
 - d. Hiring students to serve as tour guides, orientation leaders, and to contact more students and families by phone



Undergraduate Recruitment: Goals/Tactics

A student's path to enrolling at NEIU (first-year or transfer)



Undergraduate Recruitment: Impact

Filling recruiter vacancies has allowed admissions to:

- Establish balanced territories, **prioritizing our top feeder schools**.
- **Triple the number of visits** to high schools, community colleges, and fairs.
- Increase on-campus recruitment events from 2 last year to 80 this year.
- Provide **the premier visit opportunity** for high school and college groups.

Restarting an admission ambassador program to:

- Increase the number of **campus tour opportunities by 400%** while recruiters increase off-campus activities.
- Better **track student inquiries** and assign **attribution** to specific events.
- Provide a better new student **orientation experience**.

Collaborating with NEIU on-campus partners allows admissions to:

- Take full advantage of a new CRM, improving the student experience.
- Issue financial aid awards earlier, allowing students to **make earlier decisions confidently**.
- Have a **stronger communication flow**: emails, text messages, postcards, phone calls.
- Set proper expectations with new **marketing** materials and introducing students to **faculty** early in the process.



Graduate Recruitment and Admissions

- Main Responsibility:
 - To maximize the pipelines of inquiries that are fed into the enrollment funnel. To achieve this effort, prospects are provided factual, motivating, and timely communications that draw them in and through the enrollment funnel.
- Goals:
 - To communicate timely, appealing, and pertinent electronic, voice, and in-person with prospective students.
 - To motivate prospective students to continue through each phase of the enrollment funnel and into the classroom.
- Direct Impact on Students' Recruitment and Retention:
 - Direct impact on recruitment by managing and supporting each phase of the enrollment funnel
 - Indirect impact on retention by targeting qualified and interested prospect and directing them to the appropriated programs

The main purpose of graduate admissions is to maximize the pipeline of inquires and effectively manage the enrollment funnel.

For graduate admissions is to maximize the pipeline of inquiries it must provide timely, factual, and motivating communications drawing prospects in and through the enrollment funnel.



To exceed 900 admitted graduate students for Fall 2023 will take more than 52,000 interactions with inquiries and applicants using email, text, phone, and in-person meetings to drive and sustain engagement with prospective students into their first days in class.

KPI's Used to Measure Goal Attainment



Admissions Operations: Component & Responsibilities

Steven Pajak, Director of All Admissions Operations and Special Assistant to the VP of Enrollment Management for Slate

Purpose: To process applications and determine admissibility of applicants to the university; provide official University admission decision correspondence; review and process transfer credit (including AP, CLEP, IB or Military) for newly admitted students.

Responsibilities:

Undergraduate (UG) Admissions Operations

- Receive and process all undergraduate applications (all applicant freshman, transfer, readmission, second bachelor's and undergraduate student-at-large, including international, exchange, early college program applications)
- Receive, match, and process all supporting documents, such as transcripts, test scores, and references
- Review application to determine student eligibility for admission
- Provide official admission decision correspondence to applicants
- Process transfer credit (college/university credit, Advance Placement, CLEP, International Baccalaureate exam, military credit, and State Seal of Biliteracy) (UG)
- Update/re-evaluation of transfer credit for continuing students

Graduate (GR) Admissions Operations

- Receive and process all master, graduate certificate, graduate licensure, and graduate student-at-large applications and supporting documents
- Receive, match, and process all supporting documents, such as transcripts, test scores, and recommendations, statements of goals, licensure, resumes, etc.
- Review all files to determine if applicant has provided all required documents, per the requirements of each academic program and push file to academic program advisor/coordinator for review
- Process admission decision based upon academic department recommendation
- Provide official admission decision correspondence to applicants



Admissions Operations: Goals & Tactics

Goal: Streamline admissions operations and processes to support enrollment goals by leveraging modern admissions systems and technology

- Implemented Slate, a modern CRM system to support recruitment and admissions operations (January 2022)
 - Integrated Constituo, a third-party software bridge to move data from Slate to Banner
- Implemented/Integrated Common App for first year and transfer applicants (Feb 2022) and working to integrate Business CASE, a specialized common application for graduate business applicants (MBA/MSA) (In progress)
 - NEIU is one of only three Illinois state universities (CSU, GSU, and NEIU) to implement Common App transfer application
- Integrated source formats and APIs to automatically load academic transcripts, test scores, and foreign credential evaluations directly into Slate from major providers such as Parchment, Naviance, ACT, SAT, ECE, and WES
- Implemented Slate.org, a platform designed to strengthen communication between undergraduate admission offices, school counselors, community-based organizations, and students during the college search and application process; allows HS counselors to track missing or outstanding items for their students based on data in Slate
- Improved workflow processes and user experience for decisioning – portal can be accessed anywhere with internet
 - Decreased decision review and time to decision significantly (from multiple weeks to less than one week (and for freshmen within 1-3 business days)
 - More efficient and user-friendly process for graduate program advisor/decision makers



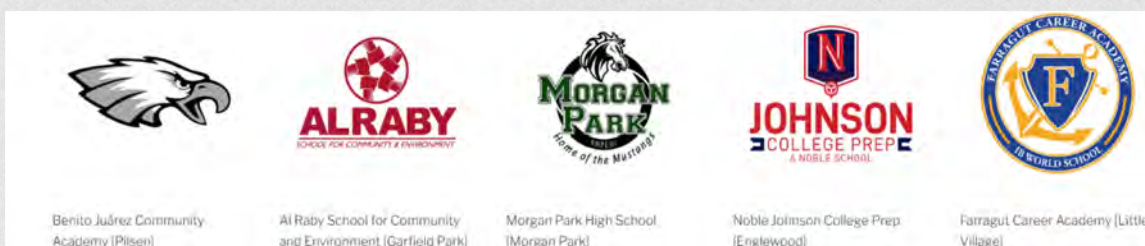
Admissions Operations: Impact

- Improved applicant experience through **multiple application pathways** (CommonApp, Slate University application, specialized “quick applications” for freshmen and transfers)
- Improved **custom applicant portals** that clearly identify checklist items and required documents; provides easy access to admission decision correspondence; provides assigned admissions counselor/recruiter contact information making it easier for students to connect and seek assistance
- Improved processes for NEIU For You 2.0 **Admission process** – automated communication to qualified students, simple interactive form and improved approval workflow
- Created **custom applications and applicant portals** for undergraduate, graduate, Early College Program, SAELL, and Exchange Student applicants with specialized instructions, communications, and contacts; use of Slate Reader and workflows quick and easy decisioning
- Created customized workflow for **user-friendly admission appeal process**; automated communications, streamlined appeal form to allow applicants to upload appeal documents directly to the form in one complete packet; user-friendly process Admissions Committee reviewers
- Implemented Financial Aid Awards tab on Slate Applicant portal; applicants can **view admission decision and Financial Aid awards** in one convenient location
- Customized, **interactive Net Price Calculator** built on Slate form technology (in Progress)
- Improve and **simplify the Tentative Schedule accept/decline process** for student and Registration team; improved automated communication, additional options for applicants (in Progress)



Hope Chicago

Hope Chicago is a nonprofit organization seeking to reduce economic and social inequity by funding postsecondary scholarships and non-tuition costs for Chicago Public Schools graduates. The scholarship is funded by Hope Chicago and open to all students who graduate from one of the following partner high schools after having attended 11th and 12th grade at the school:



Hope Chicago: Component and Responsibilities

Dr. Terry Mena, Vice President and Dean of Students

Purpose: Partner with Hope Chicago to remove academic, personal, and financial barriers for CPS students from recruitment, enrollment, success and degree completion at NEIU.

Responsibilities:

- Full-time campus contact works collegially with Hope Chicago staff and University advisors, faculty, and staff for recruitment efforts and to maintain student success and retention
- Campus contact tracks and meets on a monthly and 1:1 basis with students to maintain satisfactory academic progress
- Campus contact works with admissions to visit and host each of the Hope Chicago schools
- Coordinates on-campus and off-campus wraparound support and services like tutoring, advising, and mentorship.



Hope Chicago: Goals & Impact

Goals

- Align with NEIU's mission of Equity, Diversity and Inclusion & NEIU's Illinois Equity in Attainment Plan
- To meet with admitted students through regular contact with Hope Chicago coaches
- Develop on campus yield events for Hope Chicago Admitted Students
- Enroll 70 students and 65 of those living in the NEST
- NEIU becomes a preeminent destination for Hope Chicago students

Impact

- First cohort (2022-23) has 40 students enrolled, 37 of which are living in the NEST
- 95% retention rate on Hope Chicago cohort (Fall to Spring)
- **Fall/23: 222 Hope Chicago Admits**



Questions and Answers



FINANCIAL AID, SCHOLARSHIPS & STUDENT EMPLOYMENT

RESPONSIBILITIES, GOALS & IMPACT ON STUDENT RETENTION



FINANCIAL AID & SCHOLARSHIPS RESPONSIBILITIES



- Maintain institutional eligibility to participate in Federal and State financial aid programs, working toward exception-free internal and external audits
 - Fund reconciliation and reporting (e.g., ED, ISAC, IBHE, IPEDs, US World News, Moody's)
 - Provide funding programs and services throughout student life cycle that remove financial barriers and promote financial literacy. This includes institutional and private funds for special populations such as international, study abroad, foreign exchange, veterans, living & learning communities, Dream US, IL Dream, HOPE Scholars, dual enrollment, DFI Scholars)
 - Provide proactive steps in the application process, creating a budget, tracking expenditures, managing loan debt and saving over time
 - Provide important deadlines, next steps, eligibility and funding options suitable for educational objectives
 - Provide appropriate, regular and timely communications using multiple methods (e.g., hard copy, email, text messaging, chat, video, target announcements, virtual meetings, village square presence, Slate, NEUport)
-

FINANCIAL AID GOALS ILEA PLAN STRATEGY 6



- Ongoing effort to automate processes which frees us financial aid team to participate in recruitment events, provide financial aid advising, and engage in proactive communications with students
- Increase number of applications received between October and February by 5% Increase number of packages of first year students by 3% and continuing students by 5%
- Decrease number of incomplete verification files by 5%
- Increase number of student employees by 3% Remain compliant with community services FWSP requirement
- Increase awareness that financial aid is 'earned' and how to maintain eligibility

FINANCIAL AID IMPACT ON RETENTION



- Increased number of 2023-2024 financial aid applications packaged by 30% when compared to March 1 and 2022-2023
- 89% of degree-seeking students received some form of financial aid
- Increased number of students engaged in student employment opportunities by 43%
- Served 672 students in person between the months of January and February, an increase of 11% from a year ago
- Served 214 students in virtual appointments between January and February, consistent with a year ago
- Facilitate requests from families regarding changes in financial situation, dependency override and other special circumstances
- Telephone Center answered 5,348 calls and 8,008 emails (most routed to financial aid advisors)
- Notifications to financial aid recipients regarding Minimum Standards of Academic Progress statuses and facilitated appeal process for students seeking reinstatement after failing Standards

SCHOLARSHIP GOALS



- Continue to enhance awareness of institutional scholarship opportunities so that more students apply and are awarded funding.
- Continue to encourage students to apply for state and private funds.
- Continue to host workshops with campus partner, which include information sessions and scholarship essay writing workshops.
- Continue to apply for grants to assist in funding initiatives (i.e. student emergency fund for expenses outside of tuition and fees)
- Visit FYE classes to give brief presentations to students.
- Add short instructional videos and make accessible on the Financial Aid, Scholarships, and Student Employment website.
- Enhance relationships with secondary education and community partners.

SCHOLARSHIP IMPACT ON RETENTION



- For our student population, scholarships are important in filling funding gaps when other aid does not cover all expenses. They are especially beneficial to students who may not be eligible for need-based funding.
- Receiving scholarships helps to lessen students' loan debt.
- Students are less likely to stop out when awarded scholarship funds.
- For many of our students, receiving scholarships provides motivation for them to continue with their studies. It offers recognition of their hard work and reinforces that there are people and resources available to support them.
- Being awarded a scholarship may also mean less hours that students have to work in a job to earn additional funds to pay for their classes. It affords them more time to focus on their studies.

OVERVIEW OF SELECT OF FUNDING THAT IMPACTS STUDENTS

Institutional Scholarship Funds	2022-2023	2021-2022	2020-2021
NEIU Foundation Scholarships	284,422.59	495,673.58	452,511.02
First Year Initiative (Transfer)	320,529.71	861,318.77	0
First Year Initiative (Freshmen)	145,256.76	135,222.05	0
First Year Initiative (RISE)	142,107.47	111,001.40	0
Ugrad Tuition Scholarships	986,639.73	1,129,996.70	1,398,186.20
Presidential (Tuition)	92,329.93	96,812.82	140,965.36
Presidential (Fees)	22,756.73	34,915.97	34,915.97
Eagle Performance	149,500.00	222,556.00	501,174.00
TRIO	23,300.00	47,701.00	50,000.00
ENLACE	156,825.89	176,785.15	200,000.00
NEIU Star Scholarship	473,454.40	561,250	400,000.00
NEIU Nest Student Housing Scholarship	24,864.00	36,425	87,753.48
IL Veterans Grant (Ugrad)	153,470.51	207,412.51	273,558.91
IL Veterans Grant (Grad)	28,902.53	166,458.16	254,516.41
IL National Guard (Ugrad)	83,757.03	153,735.11	210,031.56
IL National Guard (Grad)	14,453.40	5,231.21	38,584.21
MIA/POW (Ugrad)	78,876.04	85,268.87	110,406.18
MIA/POW (Grad)	7,561.80	1,986.57	18,000
ROCTC (Ugrad)	51,528.62	77,110.79	69,745.65
ROCTC (Ggrad)	11,614.41	0.00	0
Special Circumstance Waiver	23,718.14	96,567.91	216,200.85
Special Circumstance Award	84,135.27	389,361.16	289,660.95

OVERVIEW OF SELECT OF FUNDING THAT IMPACTS STUDENTS (CONT.)

Summer Transition	0	49,883.07	0
Graduate Merit Waivers	258,715	322,335.41	284,244.60
Graduate Need-Based Waivers	18,912.18	23,971.28	24,669.60
Grad Assistantship-General	239,447.47	173,700.81	161,433.96
Graduate Assistantship-Research	95,589.08	79,405.36	71,761.97
Graduate Assistantship-Teaching	54,327.68	62,329.86	248,101.87
NEIU Refugee Waiver	83,488.34	74,453.21	0
NEIU Refugee Transition Program	275,548.72	46,703.00	0
Social Justice & Leadership LLC	275,548.72	386,225.00	366,341.00
Discover You LLC	248,682.60	248,581.00	0
Future Teachers LLC	149,858.00	270,188.00	0
CASEP LLC (Col. Of Arts & Sciences Education Prog.)	130,055.00	0.00	0
Honors LLC	136,388.00	0.00	0
STEM LLC	215,048.00	0.00	0
Totals (Still awarding for the 22-23 award cycle)	5,242,737.76	5,921,546.96	5,902,763.75

AVAILABLE FOR QUESTIONS



Student Information Systems

Rene Quinonez, *Associate Director of Students Information Systems*

The primary high level responsibilities of the Associate Director of Student Information Systems Department are:

Oversight of integral student data

Application Management Projects

Systems and Reporting Support the ongoing operations

Leads technical aspects of system implementation process, including: set-up, configuration, maintenance, modifications and enhancements.



Goals / Technology

Streamline and leveraging modern systems are critical to supporting enrollment goals, retention, and improving student satisfaction. We will be assisting in the implementation the following processes this Fiscal Year:

Implementation of Proxy (students granting access to specific information via NEIUport)

Implementation of Banner online Graduation Application

Generate Eligible Student list that will be send to Colleges

One Stop Events

Email and Text Campaigns encouraging students to register

Improve reporting and continue to support areas outside Enrollment/Management Services wit their data needs.



Direct Impact on Student Recruitment and Retention

Manage the functional technical aspects of implementing new student functionality for the Student Information

Help implement new Banner releases to help students engage

Help with complex queries/reports to help the Director of Undergraduate Admissions understand the students demographics so that he can develop and see if recruiting initiatives are working or need to be adjusted.





Northeastern Illinois University

Chicago, Illinois

**Board of Trustees
ASAET Subcommittee Meeting
March 16, 2023**



OVERVIEW

NEIU SUCCESS PROGRAMS Project Success and Proyecto Pa'lante

- Founded in the Late 1960s/Early 1970s
- Promotes college access and success
- Offers holistic culturally responsive advising
- Centers Black and Latina/o experiences
- Endured multiple leadership transitions

Interim AVP Diane Fuselier-Thompson / VP Kimberley Buster-Williams

Project Success: Mission and Goal

MISSION: To provide culturally responsive holistic academic support that centers and affirms African American student experiences and perspectives in higher education

GOAL: To close equity gaps in access, aspiration and completion rates for African Americans and other traditionally underrepresented and underserved communities in higher education.



Project Success: Components

- individualized academic advising
- a merit-based scholarship
- attentive and holistic academic advising
- a three-credit academic skills building and transition course
- access to exclusive tutoring programs in the learning support center and the math development program
- access to co-curricular programs and events
- ability to participate in academic skill building workshops
- priority consideration for all northeastern summer transition programs
- support from academic peer mentors
- caring, supportive and enthusiastic staff members



Project Success: Impact

DIRECT IMPACT ON STUDENT RECRUITMENT AND RETENTION:

- In 2017 African American students enrolled in Project Success were retained at a **5.7% higher rate** than those not enrolled in the program.
- In 2018 African American students enrolled in Project Success were retained at a **3.7% higher rate** than those not enrolled in the program.



Proyecto Pa'Lante: Mission and Goal

MISSION: To increase Latinx student access to and success in higher education at NEIU through holistic and culturally relevant support services

GOAL: To close equity gaps in access, aspiration and completion rates for Latinx students and other traditionally underrepresented and underserved communities in higher education.

Proyecto Pa'Lante: Components

- Onboarding of first-year students (Orientation and Registration)
- Individualized and holistic academic advising (minimum 3 meetings/semester)
- A 3-credit academic skills-building and transition course
- Bilingual and bicultural staff that is caring, supportive and knowledgeable
- A merit-based scholarship
- *Noche de Celebración* and other events to foster a sense of belonging.
- Support from academic peer mentors
- Provides Early Alerts via NEIUStar and conduct follow-up services

Proyecto Pa'Lante: Impact

DIRECT IMPACT ON STUDENT RECRUITMENT AND RETENTION:

- The Fall 2022 – Fall 2023 **retention rate was 87%** (69 out of 79 students)
- In 2019 the retention rates for Pell-eligible Latinx students enrolled in Proyecto Pa'lante was **3.1 percent higher** than those not enrolled in the program.
- 30 students have selected Proyecto Pa'lante on their Intent to Enroll for the Fall 2023 semester.

Questions?



Purpose of Academic Advising

Staffing in Academic Advising

- Eight full-time employees- a Director, an Operations Coordinator, and 6 academic advisors

Student Population Served by Academic Advising

- Degree-seeking undergraduate students who have not declared a major, including First-Year, Transfer, and Readmit students
- First-year students who select General Advising, CASA, or CASEP as success program on Intent to Enroll
- Students remain with Academic Advising until they declare a major, at which point the department assigns students to a faculty or professional advisor

Purpose of Academic Advising

- Promote student success by providing students with the information, guidance, and support they need to develop and achieve their academic goals
- Assist students with interpretation of placement test scores, course selection, registration, academic planning, general education requirements, major selection, graduation requirements, and interpretation of University policies and procedures
- Assist students who are underperforming. Serve as advocates, helping students with problems that are related to the academic environment and referring them to other appropriate support services when necessary



Goals of Academic Advising

- Provide accurate and consistent academic advisement to students
- Strengthen partnerships between Academic Advising and other programs and individuals that provide academic advising services
- Conduct outreach campaigns to new students and active students not yet enrolled before the start of each term
- NEIUSar (early alert system)- implement ongoing faculty and staff trainings; implement texting feature; increase timely response to student-raised flags; revisit Onboarding Plan



Academic Advising's Direct Impact on Enrollment and Retention

- Assist students with course and major selection
- Help students understand processes related to registration (i.e., how to add courses on NEIUport; how to respond to holds that may prevent registration)
- Maintain regular contact with advisee caseloads
- Support first-year initiatives (i.e., success programs; FYE program)
- Implement and utilize NEIUStar to improve retention rates and promote student success



Information Item: Academic Affairs Restructure Update

Since December 2022, Academic Affairs and the Office of Budget and Finance have been in conversation and collaboration on how we might address a potential budget shortfall for FY2024. Our early efforts sought to bring attention to the matter and to begin to discuss possible short-term strategies that could be implemented to cut expenses. At the time, we cautioned that the fiscal situation remained fluid, but that we needed to prepare for any potential deficits. On February 15, 2023, we were pleased to hear Governor J.B. Pritzker announce his support and recommendation for a 7% increase in the state appropriation to Illinois public colleges and universities. While the proposed state appropriation increase has not yet been approved by the legislature, we remain hopeful.

On March 2, 2023, VP Manish Kumar and Interim Budget Director Justin Krieg met with the Deans Council to discuss the to-date budget outlook, which included the potential 7% increase in state appropriation to the university. Again, since the budget situation remains uncertain, we decided that each academic unit would be required to create three budget scenarios based on the possibility of campus-wide budget cuts of 3.5%, 4.5% and 5.5%. Each dean would receive a budget worksheet with three budget control numbers and would be asked to indicate how they plan to cut expenses to meet those numbers. I encourage the deans to meet with VP Kumar and Budget Director Krieg during their budget review process to ensure shared understanding about costs, expenses, calculations, expected savings, etc.

The Office of Academic Affairs will assist in this cost-cutting exercise by ensuring that, where possible, our full-time instructors maintain a 4:4 teaching load. The college deans have several approaches they may use to cut expenses in their units, including but not limited to:

- Strategic management reorganization that results in fewer department chairs
- Reduction in the number of course sections offered with the goal of obtaining a 15:1 faculty-student ratio by program
- Re-evaluation of department chair contracts (length and workload assignment)

At this time, deans may not consider furloughs or lay-offs as part of this budget exercise. Also, we are not considering program elimination. However, the colleges should continue the discussions we began in November 2022 about the connection between our students, their needs, and our academic programs. Further, colleges should continue discussions about low-producing programs and how they impact the overall college and university budgets, and start to create plans for the future that may include program redesign, program elimination and new program development, as well as diverse modalities in teaching.

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

NEST Updates

Dr. Terry C. Mena

*Vice President for Student Affairs
& Dean of Students*

March 16, 2023



The Nest Management Staff



Fred Dillard, M.S.
He/Him/His
Director of Housing &
Residence Life



Bella Vargas, M.A.
She/Her/Hers
Associate Director of
Residence Life &
Community Standards



Hector Torres
He/Him/His
Maintenance Manager



Micah Thomas
She/Her/Hers
Leasing Manager



MEET THE RESIDENT ASSISTANT STAFF



Lisa
She/Her/Hers
1st Floor



Jayla
She/Her/Hers/
Ella
5th Floor



Omari
He/Him/His
3rd Floor



Jereni
She/Her/Hers
4th Floor



Carmyn
She/Her/Hers
/They/Them
6th Floor



Kristin
She/Her/Hers
/They/Them
3rd Floor



Lovely
She/Her/Hers
2nd Floor

MEET THE DESK ASSISTANT STAFF



Ariel
She/Her/Hers



Mongohnay
She/Her/Hers



Ethan
He/Him/His



Brian
He/Him/His

NEST Occupancy & Financials

Current Occupancy: Total Rentable Beds: 440, Leased: 364, and % of Rentable Beds Occupied: 90.0%

Summary Amount By Cohort, Detail Code, and Fiscal Year 23 (July 1, 2023, to March 13, 2023)				
		Room Charge Total	Room Paid Total	Room Balance Total
2023	Afghan Transition Prgm 21-22	84,755.40	84,754.40	1.00
	CASEP Housing Awd Fall 2022	98,394.20	88,652.20	9,742.00
	Discover Yourself Fall 2021	77,673.81	48,598.55	29,075.26
	Discover Yourself Fall 2022	188,654.84	177,938.64	10,716.20
	Future Teachers Fall 2021	54,555.20	45,863.97	8,691.23
	Future Teachers Fall 2022	161,345.54	153,552.34	7,793.20
	Honors Housing Awd Fall 2022	126,646.00	126,646.00	0.00
	HOPE Scholarship	335,771.20	151,933.41	183,837.79
	Soc. Justice Housing Awd Fa20	58,168.00	50,516.36	7,651.64
	Soc. Justice Housing Awd Fa21	115,855.24	94,989.02	20,866.22
	Soc. Justice Housing Awd Fa22	167,562.40	167,562.40	0.00
	STEM Housing Awd Fall 2022	188,687.64	174,074.64	14,613.00
	General Resident	1,945,779.63	1,215,559.60	730,220.03
	Total	3,603,849.10	2,580,641.53	1,023,207.57



NEST Financial Contributions

FY23 July 1, 2022, to March 13, 2023		
University Coverage of Housing Scholarships		\$ 1,213,148.52
University Financial Contribution - Fall 2022		\$ 99,677.00
University Financial Contribution - Fall 2022 Adjustment		\$ 657,272.00
University Financial Contribution - Spring 2023		\$ 489,810.00
Master Lease - Fall 2022		\$ 181,114.00
Master Lease - Spring 2023		TBA
Total		\$ 2,641,021.52



NEST Living Learning Communities Proposed FY 24 Budget

Overall Budget Summary	
<i>Cohort Communities</i>	50% Scholarships for 124 Students & Program Costs
Living Learning Communities (LLCs) Scholarships	\$776,376.00
Afghan Transition Program (ATP)	\$117,456.00
East. St. Louis Students (ESL)	\$9,694.00
Total	\$903,526.00



NEST Resident Expectations

- Safety and Security
- Building Access
- Living in Shared Space and Community
- Roommate Conflict
- Guest Policy
- Resident Portal
- Work Orders
- Trash & Laundry Rooms
- Leasing Arrangement Survey
- Move-in Plans



NEST WORK ORDERS

4.73

AVG REVIEW

Reviews are completed by residents only after the work order is completed.

#4

AVG REVIEW RANKING

This ranking is ACC-wide, meaning that The Nest is #4 in all of ACC.

Service Requests by Status



Cancellations = duplicate work orders.

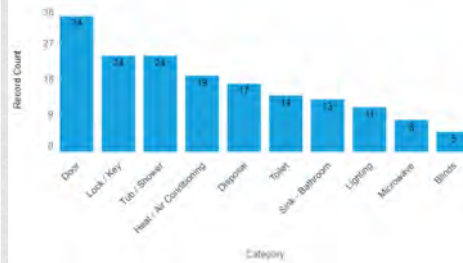
Average Days Open



4.17

Most work orders are completed within 4 days or less.

Top 10 Categories



As of 5:00 PM March 10, 2023, there are 0 open work orders in the system.



Questions?