ITEMS FOR INFORMATION
Academic Affairs Update to the ASAET Committee

Interim Provost Shayne Cofer
September 11, 2025

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Fall 2025 Updates from Academic Affairs

1. **New Tenure Track Faculty Hires (Interim Provost Shayne Cofer)**

- Neha Chauhan, Computer Science
- Emily Esposito, Psychology
- Ruth Llana Fernandez, World Languages & Cultures
- Amanda Greenbacker-Mitchell, Music
- Robert Holmes, Physical Education
- Judith Landeros, Bilingual Education

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Fall 2025 Updates from Academic Affairs

**2. New Program Updates (Interim Provost Shayne Cofer)**

- Doctor of Education (EdD) in Leadership Equity and Inquiry (LEI): Approved by accrediting body Higher Learning Commission (HLC) in July 2025, to launch in Fall 2026.

- Master of Science in Nursing: Entry into Practice: Approved by IBHE in June 2025; simulation labs under construction; pending application for accreditation and approval by Higher Learning Commission and Illinois Board of Nursing (2025-26); anticipated launch Fall 2027.

Fall 2025 Updates from Academic Affairs (Cont'd)
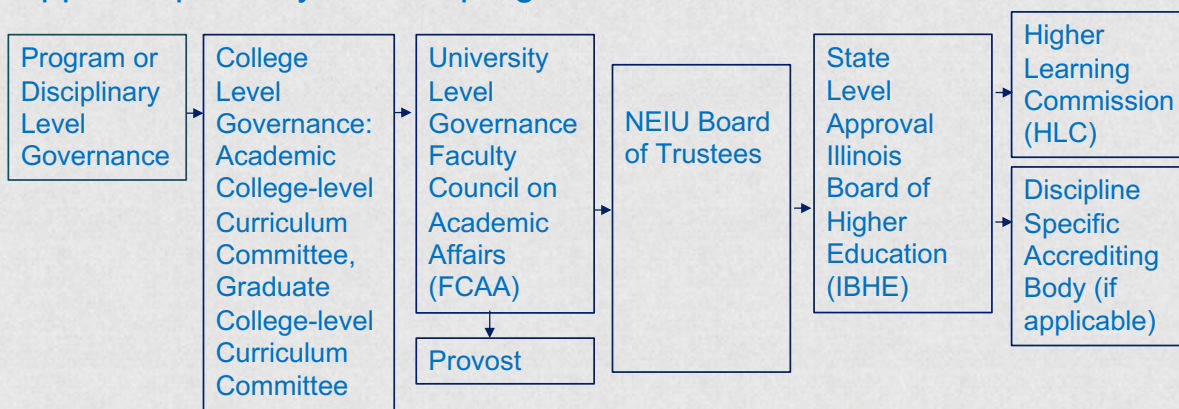
Master of Science in Nursing Lab Space

- Demolition (2nd floor classroom spaces) started May 2025
- Construction began Sept 2nd, 2025, work hours 6 am – 2:30 am, Mon-Fri.
- Expected completion: Spring 2026
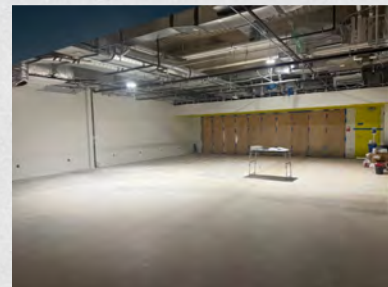
Item for Action from Academic Affairs

- Approval of the Bachelor of Science (BS) in Artificial Intelligence, a new 62 credit major to launch in Fall 2026

Approval pathway for new programs:

Program or Disciplinary Level Governance	College Level Governance: Academic College-level Curriculum Committee, Graduate College-level Curriculum Committee	University Level Governance Faculty Council on Academic Affairs (FCAA)	NEIU Board of Trustees	State Level Approval Illinois Board of Higher Education (IBHE)	Higher Learning Commission (HLC)
		Provost			Discipline Specific Accrediting Body (if applicable)

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Fall 2025 Updates from Academic Affairs (cont'd)

- Bachelor of Science (BS) in Artificial Intelligence (governance in Fall 2025, launch Fall 2026); 62 credit major (Xiwei Wang, Computer Science)

Catalog Description: The undergraduate artificial intelligence program develops essential programming skills, rigorous algorithm analysis, and a strong foundation in artificial intelligence. Students learn to design, document, and optimize algorithms that solve complex problems efficiently and scalably. They analyze algorithm performance using combinatorial reasoning, asymptotic analysis, and execution tracing. Core AI paradigms—including symbolic reasoning, machine learning, and probabilistic inference—are examined through hands-on projects that implement and evaluate basic models while addressing ethical concerns and limitations.

The curriculum also emphasizes effective handling of large data sets and information processing for decision making. Advanced modules introduce natural language processing, generative AI, and computer vision, preparing students to develop and optimize sophisticated AI applications. Integral software engineering practices are reinforced as students write modular, maintainable code, use version control, and apply debugging techniques in collaborative projects.

Strong communication skills are cultivated through oral and written presentations and teamwork. Graduates emerge ready to tackle complex AI challenges, contribute innovative solutions, and pursue careers in AI development, information management, and research. This program fosters critical thinking, creativity, and ethical awareness, ensuring that students are well-prepared to lead in the evolving landscape of artificial intelligence.

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3. Program Review of Advising at NEIU, Sandra Beyda-Lorie, CTL

Part of NEIU's work on Student Success Equity Intensive (SSEI) is a focus on improving the advising experience and onboarding process for our students. Progress to date (AY 2024-25):

- Gathered input from all advisor groups to identify areas for improvement
- Launched NEIUstar training protocols for faculty and advisors
- Developed Faculty Advisor Expectations document (draft)
- Created standardized Academic Course Record (ACR) form (draft)

Summer 2025 - Fall 2025

- Launched partnership with National Academic Advising Association (NACADA) for comprehensive undergraduate advisement program review
- Review visit scheduled for September 29-30, 2025. NACADA team of two peer reviewers. Areas covered include General advising, Success Programs, First Year Experience, Professional advising and advising in the major, with an emphasis on First and Second Year advising.

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4. Higher Learning Commission (HLC) Accreditation Cycle, Sudha Srinivas, Academic Affairs

- HLC 10-year cycle: Year 4 Assurance Review, and Year 10 Comprehensive Evaluation
- Last full evaluation visit was in 2016-17; reaccreditation in Fall 2017
- Year 4 Assurance Review was completed in 2022
- Full Comprehensive Evaluation in 2027-28
- Full NEIU reaccreditation team to be put together in AY 2025-26

5. Collective Bargaining Update, Effie Kritikos, Academic Affairs

- Current NEIU UPI CBA runs through 2026
- Negotiations launching in Fall 2025: first planned meeting October 14, 2025

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Enrollment Updates: September 3, 2025

Claudia Mercado, Interim Vice President for Enrollment Management
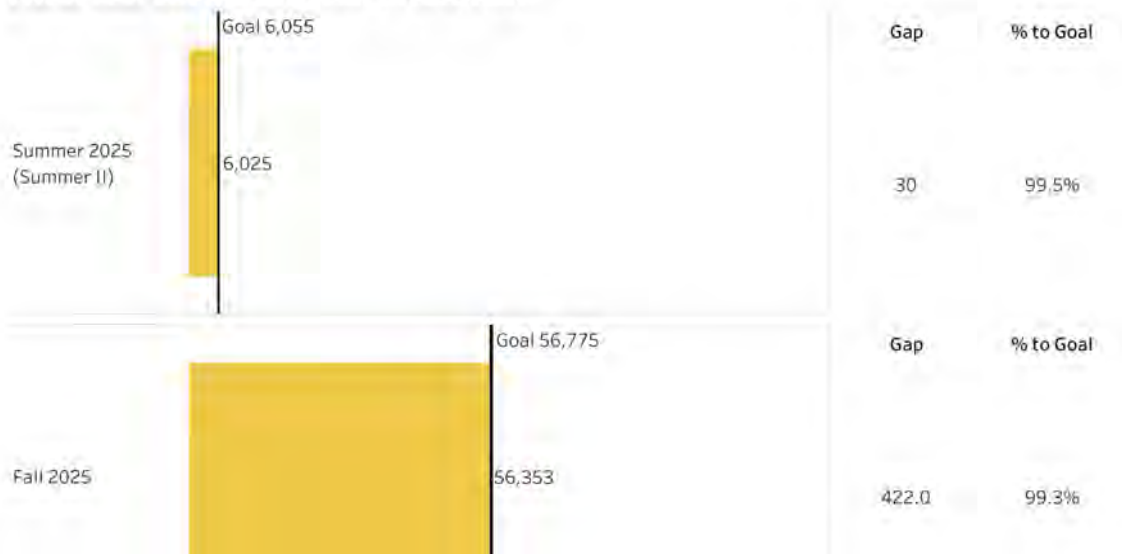Irma Ortiz, Interim Assistant President for Student Success

Fall 2025 New Student Enrollment Goals

	Goal	Actual	Gap	% to Goal
New Freshmen	580	547	33	94.3%
New Transfers	690	724	-34	104.9%
New Graduates	480	491	-11	102.3%

While the freshmen goal has not been met, increases in transfer and graduate students indicate the market growth potential.

Enrollment Summary for Headcount

- Growths in transfer and graduate students clearly aligns with growth in adult market and part-time students and additional support in our CRM, academic programs and recruiter support

- Although we grew 10.5% in freshman admits and increased financial aid packages by 68%, our yield rate declined resulting in 20 students below target

- Largest decline was from International students due to lack of visa access (down 30-40% nationally) and total -18 (-44% at NEIU)

- Overall headcount is up 1.8%, 68 students inclusive of returning and new students, with the largest gain by returning freshmen (+11.6)

Fiscal Year 2026 Credit Hour Production

|		Gap	% to Goal
Summer 2025 (Summer II)	Goal 6,055 / 6,025	30	99.5%
Fall 2025	Goal 56,775 / 56,353	422.0	99.3%

Credit hour totals are approximate to goal of where we were last year at same time and equals 52.4% towards FY goal. Gap financial shortage is equal to $198,477.72 ($439.11/credit hour rate)

Enrollment Summary for Credit Hours

- While Summer and Fall credit hours may be down, the deficit is smaller than last year, with the largest gains coming from Spring term

- Overall credit hours is up 3.6% compared to last year

- The additional 1,981.8 credit hours this fall equals $870,228.20

- The summer and fall shortage to goal equals $198,477.72

Gap financial shortage is equal to $439.11/credit hour rate

Fall-to-Fall Retention Goal for First-Time, Full-Time Students

		Goal 64% (341)	Gap	% to Goal
FTFT Retention		60.2% 321	20	94%
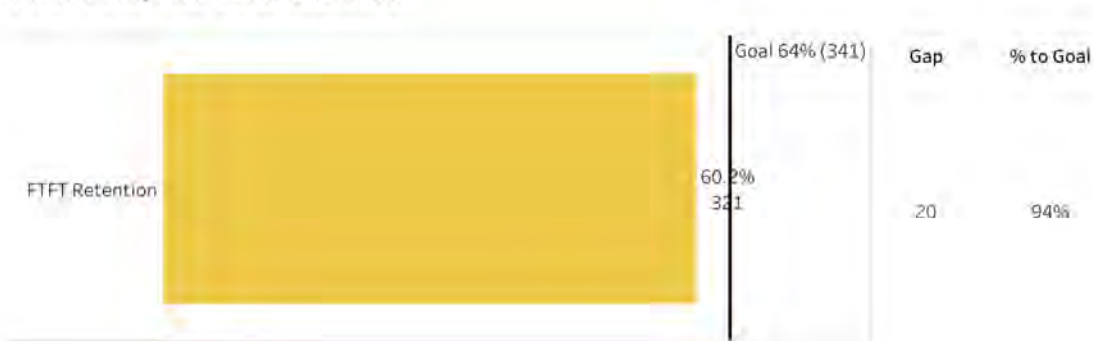
Enrollment Summary for Retention

- FY25 retention efforts showed a positive gain of 8% from 52% rate last year

- Two of the largest student population gains were from returning freshmen (+11%) and sophomores (+8%) showing positive gains in student progression and retention

- Continued gains in freshmen will help support our six-year graduation rate (2031) per IPEDS criteria

Fall 2025 Retention Update

60.4% Retention (9/1/25) +8 percentage points

23.3% incoming Fall 2024 had a HS GPA below 2.5

What worked?
- Improved & clearer onboarding process
- Early financial A/R hold pilot (Fall 2024 & Spring 2025)
- TextAIM & NEIUStar outreach
- NEIUStar faculty participation increased
- EagleFest tabling
- Advisor outreach & data tracking

Impact
- $1.5M recovered
- 211 students partially or fully paid debt

What challenges remain?
- Unresponsive students
- Financial holds
- Academic dismissals

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Occupancy Report

	Fall 24	**Fall 25**
Total Rentable Beds:	420	419
Leased:	370	385
% of Rentable Beds Occupied:	88.1%	91.9%

Leases In Process	2	13
Wait List	6	0
New Applications	2	0
Offline	0	1
Model Room	4 beds	4 beds
Emergency Housing	4 beds	4 beds
Staff Units	12 beds	12 beds

Note: As of 9.2.2025, NEST occupancy will continue to change before and after Census Date.

Fiscal Year 25 - Rent Roll

Summary Report of Charges, Paid Amount, and Balances by Cohort - Fiscal Year 2025

FISCAL YEAR	COMMUNITIES	Room Charge Total	Room Paid Total	Room Balance Total
2025	Afghan Transition Program	$117,492.40	$117,492.40	$0.00
	CASEP Housing	$158,877.51	$147,124.69	$11,752.82
	CBT Housing	$180,422.67	$165,236.34	$15,186.33
	Discover Yourself	$173,182.33	$158,612.43	$14,569.90
	Future Teachers	$181,425.62	$175,984.22	$5,441.40
	Honors Housing	$101,822.00	$101,715.60	$106.40
	STEM Housing	$246,905.10	$238,587.56	$8,317.54
	Social Justice Housing	$210,609.15	$205,213.92	$5,395.23
	General Student	$2,610,292.27	$2,307,684.70	$302,607.57
Overall - Total		**$3,981,029.05**	**$3,617,651.86**	**$363,377.19**

Note: Financial figures are dynamic and subject to daily fluctuations. The financial data included in this report was extracted on Sep 1, 2025

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NEST Financial Contributions

Fiscal Year	Amount
FY25 - Actuals	$2,373,770.00
FY24 - Actuals	$2,354,948.00
FY23 - Actuals	$2,782,328.57
FY 22 - Actuals	$3,084,831.30
FY 21 - Actuals	$3,005,768.95

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NEST FY25 Budget

	Budget	FY Actuals (6.30.25)	Percentage of Change
Housing and Peer Mentor Scholarships	$ 549,500	$ 532,595	-3%
Operations and Programming	45,800	60,520	32%
Personnel Costs And Others	77,590	9,875	-87%
Occupancy Contribution	2,177,110	1,770,780	-19%
	$ 2,850,000	**$ 2,373,770**	**-17%**

Note: FY26 Budget for LLC will have a slight increase due to lease room rates increases. The CHF Financial Occupancy Contribution is now discontinued.

NEST Refinance & Transition Plan Update

- **Refinance Completed:** NEIU refinanced the NEST property on **September 2, 2025**

- **Management Agreement:** One-year agreement with **American Campus Communities (ACC)** in place to support a 9-month operational transition.

- **Transition Plan – Next Steps:**
  - Hire full-time **Director of Housing & Residence Life**
  - Select and implement **housing management software**
  - Continue **9-month transition plan** for operations, staffing, and budget for FY 26

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Questions?

Artificial Intelligence (AI) @ NEIU

AI Governance Plan			
Phases	**Activites**	**Status**	**Timeframe**
Phase 1	• Obtain additional consulting services to assist with reviewing our governance, risk management and strategic readiness for AI technologies	In Progress	Sept - Oct
	• Establish a University Wide AI Policy and Usage Guidelines	In Progress	
	• Work with University Leadership to Establish an AI Governance committee in collaboration with the existing University Data Governance Group	In progress	
	• Inventory existing AI systems and assign ownership (RACI matrix)	In progress	
Phase 2	• Develop AI risk framework and system classification	In Progress	Oct - Dec
	• Conduct risk assessments on existing and new AI projects		
	• Establish processes for continuous monitoring and auditing		
Phase 3	• Provide employee training/guidance on responsible AI use	Pending	Nov - Dec
	• Monitor compliance through audits and usage analysis		

The Changing IT Landscape

Major Areas of Focus

01	AI Assessment	• Review and Provide findings and recommendations for further university optimization through the use of AI
02	IT Technology Refresh Program	• Move the University into phased refresh cycles for its aging legacy computer equipment, classroom technologies and printer fleet. Alleviate mass funding dependencies for this equipment.
03	University Technological Expansions	• Assisting with the creation of new centers and programs through technology support for multiple new initiatives including: SIM Nursing Lab Wing, Education Building Technology, One Stop Center, AI Program/Major Proposal
04	Ongoing Technology Platforms Review	• Find areas of potential cost savings for platforms that have gone obsolete or that can be consolidated to reduce unnecessary costs
05	Director of Information Technology	• This role provide leadership and guidance to the areas of IT Client Services (IT Service Desk & Media Services), IT Infrastructure and IT Projects.

Client Services

Current State: Deployed

Initiative
Webex Contact Call Center (Ongoing OFE)
Incremental Classroom Technology Upgrades B Wing
Computer Encryption for Added Protection on Mac Computers
Optimization of the IT Service Desk Ticket System for improved efficiency and ease of use.
El Centro Nursing Lab Technology Assessment

Future State: Initiatives in Progress

Initiative	ETA
Windows 11 Computer Migration	Fall 2025
Faculty & Staff Computer Refresh Assessment	Fall 2025
Full Classroom Technology Assessment & Recommendations	Fall 2025
Assessment of Technology Support at CCICS & El Centro	Summer 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
DUO MFA security enhance for employees (ongoing).
PCI DSS recertification for compliance with state audit and cyber insurance policy (completed).
Annual IT Penetration Testing (completed).

Future State: Initiatives in Progress

Initiative	ETA
Development of the University's Artificial Intelligence Policy and Governance Process	Ongoing
Complete the Transition of our new Endpoint Protection Services for Employee Computers	October 2025
Development of the Data privacy program and governance	Ongoing
Access & deprovisioning policy review	Ongoing
Assessment for Modernization of our current Encryption Services	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: Medicat, Watermark, ActiveNet, Clockworks
Implemented Key technology integrations to improve operational efficiency & student services
Strengthened data integration platform to address security requirements and ensure compliance

Future State: Initiatives in Progress

Initiative	ETA
Technology Integrations/Implement: Cayuse Integration	Fall 2025
Workday Finance Integrations Implementation	Jul 2026
Assess for digitization/automation of Faculty Affairs Faculty pay assignments via Workday	Jun 2026
Continuing enhancements to Workday- Banner integrations to improve operational efficiency	Ongoing
Upgrading degree planning tools to better support student success	Fall 2025
Phase 2: Optimization of ERP systems SURS reporting functionality.	Fall 2025

Area Summary

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

IT Infrastructure

Current State: Deployed

Initiative
Expanded multi-factor authentication for students
Completed Assessment of Telephony Services
Upgrades made to our Infrastructure Services including: Virtualization Software, Systems & Network services.
Nursing Simulation-Lab Network Hardware assessment

Future State: Initiatives in Progress

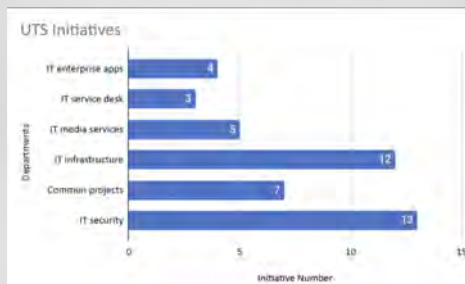| Initiative	ETA
Assessment & Implementation plan for a modernization of device & endpoint management via cloud platform	Fall 2025
Modernization of Telephony system to a cloud based phone system	Spring 2026
All Campus Locations Infrastructure Hardware & Support Systems Assessment	Spring 2026
Phase 2: Identity & Access Management Services Optimization	Fall 2025
Education Building Network Hardware Assessment	Spring 2026
Phase 2: Disaster & Recovery Environment Optimization	Summer 2026

Area Summary

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

IT Project Management

UTS Current Initiatives: 44

UTS Initiatives

Future State: Initiatives in Progress

Initiative	ETA
Digitization of PM Business Process for Greater Accessibility	Fall 2025
Assessment of Project Management Platforms	Fall 2025

Area Summary

Oversees the planning, coordination and delivery of technology-based initiatives at NEIU. Ensuring projects are executed efficiently, on time, and in alignment with the university's strategic goals.