1. Fall 2024 Updates from Academic Affairs

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

- Li Wang, Computer Science
- Lizi Zhu, Computer Science
- Kirsis Dipre, Counselor Education
- Kyle Goodwin, Counselor Education
- Jennifer Ventimiglia, Literacy, Leadership and Development
- Todd Irwin, Art + Design
- Denana Miodragovic, Chemistry
- Sara Salavati, Psychology

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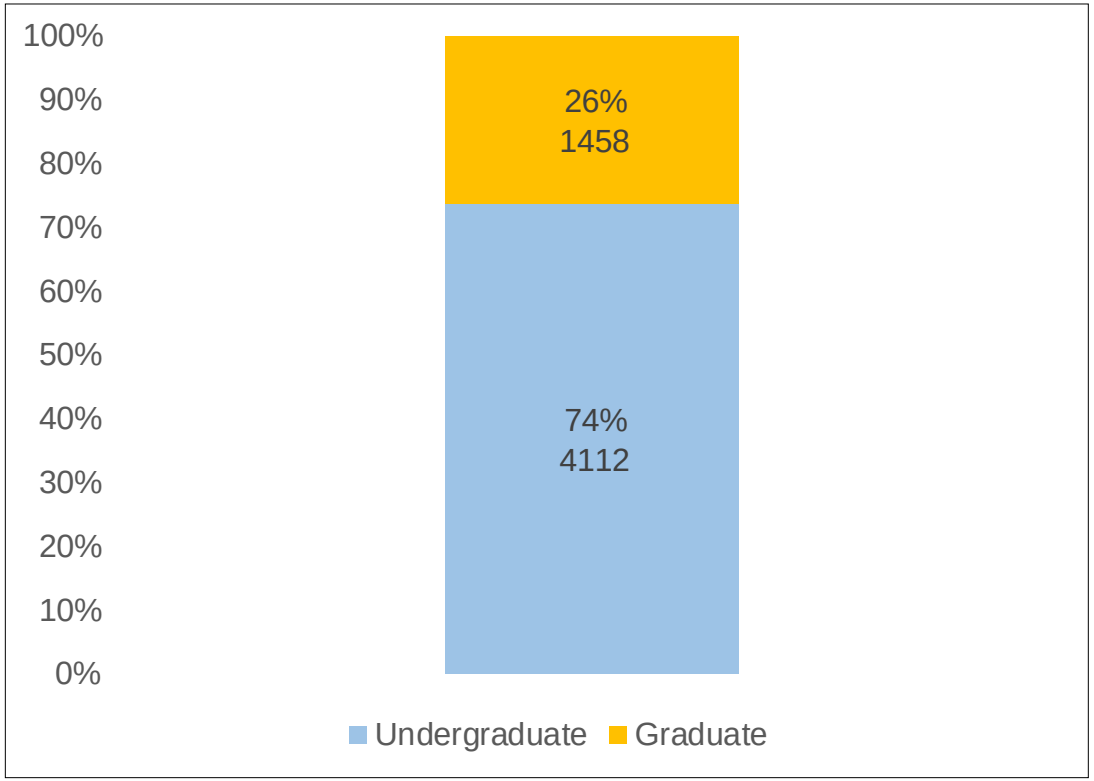
Fall-to-Fall Retention Goal

Fiscal Year 2025 Credit Hour Production

Term	Actuals	Summer Proportion

Overall Enrollment Numbers as of Today

TOTAL COUNT



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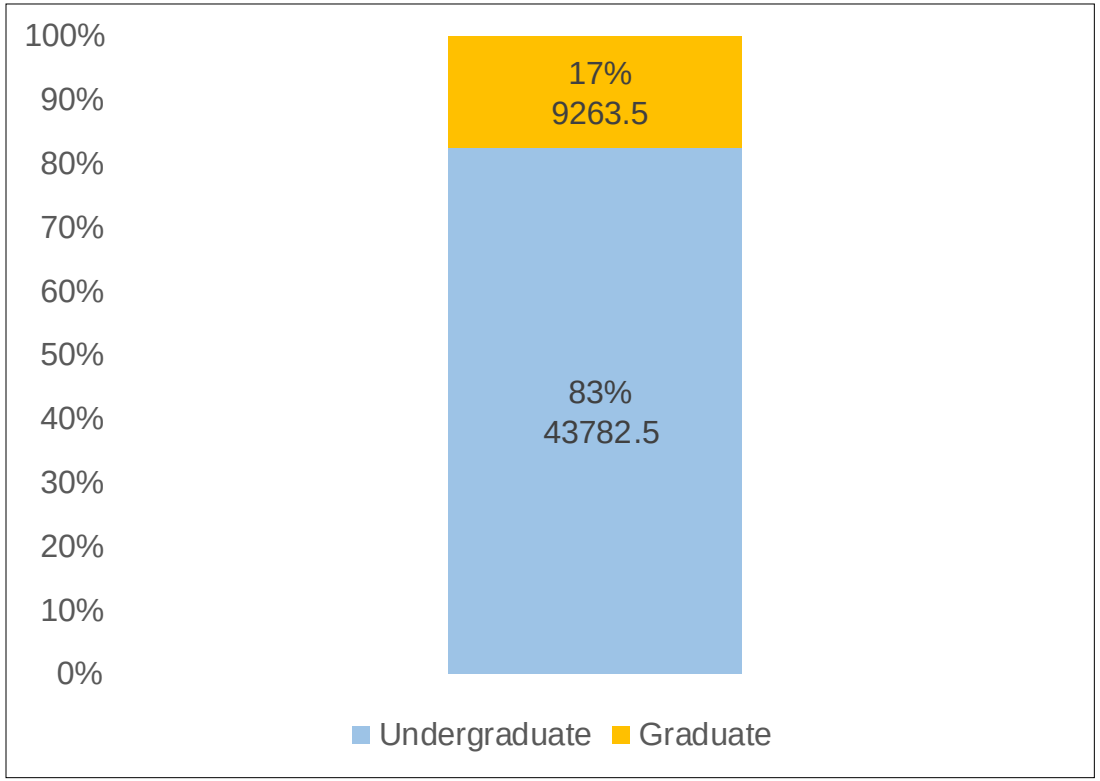

Internal Information Only

Enrollment: Recruitment, Retention and Completion

Outlook 20242025

Overview: The strategic plan for the 2024-2025 academic year aims to strengthen NEIU's enrollment outcomes by addressing recruitment, retention, and completion rates. This holistic approach covers program development, workforce demands, prospect management, new student growth, current student retention, credit accumulation, time to degree, graduation, and student employment. The plan aligns with the NEIU Strategic Plan and includes specific efforts to optimize current practices and future strategies. Full metrics of evaluation will be established post census data analysis to set realistic and impactful goals.

Five Strategies to improve Recruitment, Retention and Completion

Strategy One: Data Interrogation Page 2
Strategy Two: Relationship Building Page 4
Strategy Three: Student Completion Page 5
Strategy Four: Student Satisfaction Page 7
Strategy Five: Technology Enhancements Page 9

Strategy One: Data Interrogation

The Data Interrogation strategy at NEIU is designed to optimize the allocation of human and financial resources by leveraging a comprehensive analysis of both internal and external data. This strategic approach focuses on understanding enrollment trends, student demographics, and market dynamics to identify key opportunities for investment. By systematically interrogating data, NEIU aims to make informed decisions that maximize return on investment, particularly in enrollment efforts. The ultimate goal is to ensure that resources are directed towards initiatives that will drive institutional growth, improve operational efficiency, and enhance overall student success.

Effort	Description	Rationale	Date	Owner
IPEDS Data Review	Build out attrition levels and variables for Cohorts 2018-2023	Better understand reason why students are leaving and the financial loss attributed to the attrition loses	October 2024	Enrollment Management Office of Institutional Research & Assessment Finance
Name Purchase ROI	Measuring impact of prospect purchase for source to enrollment	Better spend of marketing resources and human capital on efforts that lead to ROI. Review		

		new student enrollment. This effort will contribute to increased alignment of workforce needs with graduate programs and post baccalaureate certificate development.		Enrollment Management Marketing and Communications
Data Literacy	Training College Equity Teams	Improve academic advising by training the College Equity Team on usage of NEIUStar Data. Build a data-informed continuous improvement plan for program review Equity Plan Strategy 1 and 2	October 2024	Academic Affairs Office of Institutional Research & Assessment College Equity Team Illinois State Equity Plan 2024

Strategy Two: Relationship Building

NEIU will focus on strengthening partnerships with community colleges and nonprofits dedicated to promoting economic mobility in underserved school districts, recognizing the significant market growth among adult learners who seek flexible schedules and financially accessible institutions. By aligning with the Illinois Board of Higher Education (IBHE) to address equity issues, NEIU will work to enhance the matching of high school students with institutions that best fit their needs. This initiative will be bolstered through collaborations with organizations like Common Application and Hope Chicago, ensuring a comprehensive approach to enrollment and student success.

Strategy Three: Student Completion

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success, as it directly impacts students' financial well-being, career readiness, and overall satisfaction. To achieve this, NEIU will implement strategies focused on reducingthe time to degree, thereby helping students graduate on schedule and enter the workforce or pursue further education without unnecessary delays.

NEIU will prioritize initiatives that streamline the path to graduation, including academic advising tailored to help students map out efficient course sequences, identify and eliminate bottlenecks in course availability, and provide options for accelerated degree programs. By reducing the time students spend in their programs, NEIU not only lowers the overall cost of education but also increases the likelihood of students persisting through to completion. To monitor and drive progress toward student completion, NEIU will utilize momentum metrics that track key indicators of student success.

Effort	Description	Rationale	Date	Owner
Financial Retention SAP	Academic and TimeProgress for Federal Aid	Monitoring students who have extended their financial timeframe, have a minimum hold or have suspended aid and developing appropriate interventions	December 2024	Enrollment Services Academic Affairs Finance
Time to Degree	Degree Progress and Momentum Metrics	Implementing tools and systems that allov both students and advisors to track progress toward degree completion, identifying any potential roadblocks early.	October 2024	

First Year Experience (FYE)	First Year Experience Realignment	^ o & z } µ Œ (Student Learning Outcomes) and instructor training	Academic

Strategy Four: Student Satisfaction

The Student Satisfaction Goal will be achieved by placing students' experiences at the heart of our initiatives. By fostering a strong sense of belonging, we aim to enhance course attendance, GPA, student engagement, and overall completion rates. This approach will involve evaluating the impact of classroom instruction, ensuring alignment between student engagement opportunities and academic goals, and conducting surveys to gauge campus climate sentiment on climate and environment. Additionally, we will develop an efficient model to address students' immediate needs and streamline their educational journey. This comprehensive focus on student experience is designed to create a supportive and responsive environment that promotes academic success and satisfaction.

Effort	Description	Rationale	Date	Owner
Inclusive Pedagogy and Practices	Teaching methods and practices which depict the whole student	Develop and leverage the Equity Teams toolkit to improve student belonging by increasing their awareness of pedagogical practices which align to student demographic. Equity Plan Strategy 3	Fall 2024	Center for Teaching and Learning/Academic Affairs Equity Team Illinois State Equity Plan 2024
Student Engagement and Co-curricular Programming	Course delivery/outcomes alignment with campus programming	Improved alignment with course student learning outcomes and co-curricular programs which lead to improved GPA and course completion. Equity Plan Strategy 5	Ongoing	Student Affairs Academic Affairs Equity Team Illinois State Equity Plan 2024
Campus Climate Survey	HEDS Diversity and Equity Campus Climate	Administer a comprehensive campus		

		survey (including all employees and students)		Research & Assessment Illinois State Equity Plan 2024
One Stop Center	Centralized model for transactional student needs	Develop physical and virtual platforms for assisting students with registration, retention and completion transactions.		

Strategy Five: Technology Enhancements

To enhance student outcomes, NEIU will strategically invest in advanced technology designed to support and elevate student success and retention. This includes implementing comprehensive systems for tracking student engagement, which will monitor interactions with academic resources and campus activities to identify patterns and areas needing additional support. Advanced predictive analytics tools will analyze data such as academic performance and attendance to forecast potential challenges and enable proactive interventions. Additionally, real-time updates on academic progress will be provided through degree auditing systems, offering students and advisors immediate visibility into academic standing, completed credits, and remaining requirements.

Effort	Description	Rationale	Date	Owner
NEIUStar Predictive Analytics	Model of non-descriptive variable and risk levels	EAB to provide high reliability predictive model and top independent variables leading to reduced risk levels	Fall 2024	Academic Affairs University Technology Services
Affordable Course Materials	Affordable course materials to cost less than $40	Expand the amount of courses using text which cost less than $40 to promote student retention. Provide faculty support for course adoption. Equity Plan Strategy 4	In progress	Center for Teaching and Learning/Academic Affairs Equity Team Illinois State Equity Plan 2024
Predictive Analytics	NEIUStar output of predictive analytics tool	Further integrate independent variables to help prove statistically significant intervention efforts associated with student retention risk levels	Spring 2025	Academic Affairs University Technology Services

References:

American Association of State Colleges and Universities (AASCU) and Student Success Equity Intensive Cohort 3 (2023)

Northeastern Illinois University (NEIU) Developmental Education Reform Act (DERA), Submitted to IBHE (2022)

Northeastern Illinois University (NEIU) State Equity Plan, Submitted to IBHE (2024)

Northeastern Illinois University (NEIU) One Stop Center Plan, Created by UPBC (2024)

Northeastern Illinois University (NEIU) Data Digest (2023)

*NEIU Data Digest, Retention Rates

Fiscal Year 24 - Rent Roll

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College of Business and Technology AI Usage Policy

Recommended by the Faculty for Approval November 29, 2023

Approved by the Dean December 5, 2023

1. Introduction

- This policy sets forth guidelines for the ethical and responsible use of Artificial Intelligence (AI) tools, including but not limited to ChatGPT, Bard, and other generative AI technologies. This policy aims to balance the innovative potential of AI with the need for academic integrity, critical thinking, and ethical considerations in the College of Business and Technology.

2. Purpose

- To establish a forward-looking approach that embraces AI to enhance learning and research while upholding academic standards.
- To ensure that the use of AI in the College of Business and Technology reflects the highest standards of integrity, innovation, and ethical responsibility.

3. Scope

- This policy applies to all students enrolled in CBT courses, faculty, and staff within the College of Business and Technology, encompassing AI use in coursework, research, and any College of Business and Technology-related activities.

4. Policy Guidelines

4.1 Ethical and Responsible Use

- Users must adhere to ethical standards that emphasize respect for data privacy, intellectual property, and the avoidance of bias in AI-generated content.
- The College should encourage awareness and discussion around AI ethics, including issues of algorithmicth4w6 aTc 73(o)1Tw 0.220.0inyp8 algori(c)4 ((i)6 (s)4 (s)4 (ues)

considered academic dishonesty unless explicitly directed by the instructor of record.

- Instructors should clarify expectations regarding AI tool use in assignments and exams in their syllabi.

” The College of Business and Technology will provide a curated list of educational resources, including recent publications, online courses, and seminars.
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