

Chicago State University Faculty Senate

Meeting Minutes

Tuesday, December 3, 2024

[December 2024 - Zoom Link](#)

Present: William Jason Raynovich (President), Amzie Moore (Vice-President), Sarah Buck (Recording Secretary), Yashika Watkins (Corresponding Secretary), Sarah Austin, Anser Azim, Asmamaw Yimer, Carlette Bailey, Charlene Snelling, Christine Brown, Dan Hrozencik, Eddy Gaytan, Gabriel Gomez, Jackie Benchik-Osborne, Jubilee Dickson, Karen Witherspoon, Mohammad Islam, Nicole Lavalais, Olanipekun Laosebikan, Saleem Abuleil, Sonja Feist-Price, Soo Kang, Tatjana Petrova, Tekleab Gala, Gayle Porter, Lieu Jiang, Melany Puglisi, Nicole Latimer-Williams, Walid Al-Ghoul, Nadeem Fazal, Mohammad Newaz, Austin Harton, Hafeez Faridi

- A. Call to order 12:31
- B. Agenda
 - a. Approval of Agenda
 - b. Rules of the Day (**Appendix A**)
 - c. Snelling moved to approve the agenda and rules, Azim seconded > approved by unanimous consent
- C. Approval of Minutes ([October 2024](#)) (Corresponding. Sec.)
 - a. Gomez moved to approve the minutes, Watkins seconded > approved with one abstention
- D. University Budget Committee Panel
 - a. CFO Latimer-Williams made a brief presentation on where CSU gets funding and the difference between hiring freezes and hiring delays
 - b. UBC has had initial budget meeting- bylaws were reviewed
 - c. Objective of the UBC is to be transparent about what the budget is spent on and tying it back to a strategy (i.e., CSU strategic planning goal). Get a recommendation list to President in time for legislative meetings at the end of March and to IBHE. Committee submits a report in January to President
 - d. All State universities are experiencing “challenges”. Springfield reached out to each university to request what these challenges are

- e. There are resources on the IBHE website to see how tuition and fees at CSU compares to other universities. Local funding is driven by enrollment numbers
- f. Where are other universities shifting their funding sources given lower enrollment? All are diversifying their revenue streams and are looking to share resources and leverage contracts (e.g., MOUs with City Colleges)
- g. A significant amount of funding in IL for higher ed goes to UIUC.
- h. Legislation proposed where the formula is based on aspects related to needs of the student. We are proponents of this bill. SB 3965. One sponsor is Senator Lightford
 - i. There is a listening session regarding this bill on 12/4. Must register

E. Senator Comments/Speeches

- a. Snelling- WIU let go all of its librarians except for the library Dean. Snelling is asking the Faculty Senate to endorse the statement. This is an action item presented under new business

F. Provost Report (Provost)

- a. Non-RISE students/non- SUCCESS U students: ~50% of students in freshmen orientation course failed or left the course without a passing grade.
- b. Data Literacy Course- feedback was mixed regarding requirement of this 2 credit hour course. Rather than adding this course requirement, modules may be created within Gen Ed courses. Faculty will be incentivized to create high impact courses on data literacy
- c. Spring Faculty Institute- looking for ideas to make it more interactive
- d. “Doubling down” on success of sophomore students with sophomore academy and transfers pathway
- e. Focusing on career development- added two career counselors. These two will work specifically for CoB and CAS
- f. MOU signing ceremony with US Environmental Protection Agency on 12/3/24 to secure internships and job placements
- g. Discussion was had regarding balancing the quality of student and enrollment issues. Do we want to be more selective or have more students?

G. Ambassadors for Wellness (Counseling Center) (**Appendix B**)

- a. Funded by IBHE through a grant
- b. Paid work experience for any major (5 students needed)
- c. Sensory Space opening in library on Thursday and Friday

H. IBHE

- a. IBHE Enrollment Report (**Appendix C**)
 - i. CSU showed an increase in enrollment
- b. Illinois Technology Accessibility Act
 - i. Any information posted on a university site must be accessible to all.
Are we in compliance?
 - ii. Faculty may need training in order to be in compliance (e.g.,
PowerPoint posted on Moodle)
- c. Common Course Numbering Act
 - i. Did not discuss

I. Old Business

- a. Exploring the 360 Evaluation Processes (**Appendix D**)
 - i. Under the purview of the President's office. Raynovich will present a report to FS
- b. Spring 2024 Student Evaluations Optional in Faculty Portfolios (**Appendix E**)
 - i. Provost and CTRE director will work to determine what can be done to get more students to submit feedback

J. Standing Committee Reports

- a. Executive Committee (Pres. of Faculty Senate)
 - i. Only certain fully online graduate programs will be on Brightspace in spring, not all programs. Faculty are strongly encouraged to attend trainings
 - ii. Deans have been provided a list of faculty who need new laptops.
Check with your Chair or Dean to determine if you are on this list (or be added)

- iii. Attend the Hot Chocolate social on 12/4. Put on in conjunction with CSU Foundation

K. New Business

- a. University Personnel Committee (**Appendix F**)
 - i. Election should include one from Health Sci and one from Pharmacy
 - ii. When recommending portfolios, use “meets”, “exceeds”, or “does not meet”, not “somewhat meets”
 - iii. A copy of the recommendation at each level should be included in the portfolio. This has been an issue with Digital Measures
- b. Importance of Librarians and Libraries (**Appendix G**)
 - i. Snelling moved to approve the motion in Appendix G, Gomez seconded > approved unanimously with one abstention
- c. Faculty involvement in data research related to enrollment? Committee related to Student Success matters with Dean of Students?
- d. Next FS meeting February 4. There will also be a special session with the President on January 7. Anonymous questions will be solicited.
- e. Note the President is willing to come to department and college meetings

L. Adjournment

- a. Watkins moved to adjourn, Gomez seconded > approved by unanimous consent 1:59

Appendix A

Rules of the Day

1. All Senators and guests shall have their full name as their Zoom signature.
2. All Senators shall send a private direct message to the Corresponding Secretary, Dr. Yashika Watkins, for purposes of taking attendance and census for voting and quorum.
3. Only those who are recognized by the President of Faculty Senate shall speak.
 - a. All Senators shall mute when not recognized.
4. Senators may speak on any Action at most twice during any action, the first time for two minutes and the second time for thirty seconds
5. To speak, a Senator shall put the “hand” up in the Zoom feature reactions.
6. All Action Items shall be voted on via Zoom polls.
 - a. Only Senators shall vote in the Zoom polls.
 - b. The polls shall be anonymous.
 - c. The Parliamentarian and the President of Faculty Senate shall unanimously agree that the tally is the sense of the Senate.

Appendix B

THE CSU COUNSELING CENTER PRESENTS

AMBASSADORS FOR WELLNESS VIRTUAL INFORMATIONAL JANUARY 9, 2025 @ 6:00 PM

Our goal is to create safe and supportive spaces on campus through student-led support groups, campus events, resource fairs, and panel discussions.

Wellness Ambassadors Serve

- As a vital resource to dismantle stigma related to mental health/disabilities
- To address service gaps on campus
- Provide advocacy for CSU students that are not engaged in mental health and disability supports

Join Zoom Meeting
[Ambassador Link](#)
Meeting ID: 820 7996 7875
Passcode: 522290
Facilitated By
Dr. Christine Brown
Director of Counseling Center



CHICAGO STATE
UNIVERSITY

**THIS IS A PAID WORK
EXPERIENCE
EARN UP \$1200 FOR
SPRING 2025
BOTH GRADUATE AND
UNDERGRADUATE STUDENTS
ARE WELCOME
YOU CANNOT HAVE ANY
OTHER PAID WORK
EXPERIENCE ON CAMPUS
SEE YOU THERE!**



Appendix C

Link to full report:

[IBHE FIRST LOOK FALL ENROLLMENT 2024-25 October 2024 Final-111224](#)



IBHE FIRST LOOK – FALL ENROLLMENT 2024-25 Illinois Public Universities

Highlights

- Fall enrollment at Illinois public universities increased by 1.6% (+2,933 students) from the previous fall to 185,590. This is the first overall enrollment growth since Fall 2021.
- Undergraduate enrollment increased 2% (+2,551 students), continuing last year's growth.
- New full-time transfer student enrollment increased significantly by 5.1%, an increase of 489 students.
- There was a strong year-over-year increase in dual credit enrollment of 9.8% (+287 students).
- Enrollment of African American students increased by 3.5% (+718 students) to 21,054 students. Undergraduate enrollment of African American students increased year-over-year by 2.8% (+444 students).
- Enrollment of African American freshmen increased by 2.6% (+106 students) and transfer students increased significantly by 14.5% (+142 students).
- Undergraduate enrollment of Latino students increased by 1.4% (+333 students) year-over-year. However, enrollment of Latino freshmen decreased by 2.9% (-151 students). Enrollment of Latino transfer students increased by 6.9% (+121 students).
- The enrollment of new Asian transfer students increased by 9.8% (+67 students) to 749 students, with Asian male transfer students increasing the count by 12.8% or 44 students.
- Enrollment of graduate and professional students increased by 0.7%, adding 382 students and reversing the decrease (-2.5% and -1,443 students) from last year. Enrollment of African American graduate students increased by 6% (+274 students). Enrollment of Latino graduate students also increased by 6.8% (+339 students).
- The one-year retention rate of full-time freshmen increased by 1 percentage point from 80.3% to 81.3% for the fall 2023-24 academic year cohort.
- The retention rate of African American students increased by 2.6 percentage points to 61.8%. However, universities still retain African American students at rates 25 percentage points lower than white students.
- The retention rate of Latino students increased slightly by 0.4 percentage points to 75.7%. However, universities still retain Latino students at rates more than 11 percentage points lower than white students. • Chicago State University's (CSU) retention rates had the largest increase with 8.1 percentage points to 56.1%.
- Chicago State University (CSU) (+8.0%, 56.1%), Southern Illinois University Edwardsville (SIUE) (+3.6%, 75.7%) and Western Illinois University (WIU) (+2.7%, 61.4%) had significant increases in their fall-to-fall retention rates.

Appendix D

Senate Committee: N/A

Senate Meeting Date for Consideration: 10/1/2024

Title: Exploring the 360 Evaluation Processes

Chair/Sponsor: Sarah Austin

Co-Sponsor: Jubilee Dickson

Proposed Action

Context/Rationale:

The faculty of Chicago State University is deeply invested in promoting academic excellence, personal excellence, personal, professional and academic integrity, as well as lifelong learning. We believe that the performance evaluation processes of faculty and those to supervise them is central promoting these values.

Current Practices:

Currently, faculty's teaching is evaluated by students, peers and department chairs. Then, their overall performance is reviewed by everyone in their chain of command. This provides faculty with valuable information from a range of unique vantage points. Having this feedback helps to better guide faculty in setting and meeting professional goals that support CSU's values, mission and strategic plan.

Currently, chairs, deans and the provost are only evaluated by their direct supervisors. This process limits opportunities for these CSU employees to recognize their own excellence, and to identify growth opportunities. This in turn leaves them without an important source of information when they are setting goals for their future contributions to our academic community.

Future Opportunities:

A structured and supportive process of processing feedback from both a supervisor and those who are supervised could create opportunities for individual employees to take pride in themselves and in their contributions to CSU, and it can help to guide planning meaningful

actions that will support lifelong learning. This approach also has the potential to contribute to a positive change in campus culture in which we each value our role in recognizing the contributions of others and where we critique with kindness with a goal of promoting positive change.

Challenges:

The process of 360 evaluation has not been practiced on the CSU campus since before 2015. Beginning new processes ought to be done carefully and with proper study and planning. Expertise is needed to develop useful questions. There is potential for some faculty to use this anonymous process.

Exact Language of the Proposed Action:

PROPOSAL

The faculty senate recommends that the CSU Administration explore options for engaging in 360 evaluations. The exploration would conclude by February 1, 2025 and the President of Faculty would report the findings of the exploration to the Faculty Senate. This should include:

- 1) Contacting at least two agencies that provide guidance/support/consultation related to 360 evaluations at academic institutions to learn about supports that they can provide.
- 2) Notify the President of the Faculty Senate of the two agencies that the administration is contacting.
- 3) Discussing faculty feedback to administrators with the Dean of the College of Health Sciences and Pharmacy (their accreditation requires this feedback).
- 4) Discussing the implications of potential options with the President of the Faculty Senate including
 - a) Who might be included: Just Chairs and Deans or all academic administrators?
 - b) Who might give feedback: Could a faculty member submit an evaluation for everyone in their chain of command, just for Chairs and Deans, or just chairs, while chairs give feedback to deans?
 - c) How could faculty be provided with an introduction to this process?
 - d) How can we support those who are receiving a new source of feedback? For example, consultation, training and development,
 - e) How often might this be done: Yearly?

Appendix E

Senate Committee: N/A

Senate Meeting Date for Consideration: 11/12/2024

Title: Make Spring 2024 Student Evaluations Optional in Faculty Portfolios

Chair/Sponsor: Jubilee Dickson

Co-Sponsor: Gabriel Gomez

Proposed Action

Context/Rationale:

The Spring 2024 student evaluation process was, in general, a catastrophe. The first roll out of evaluations did not include all classes or all students. When students logged in to the system, many were only able to evaluate one or a few classes, or in some cases, they had no classes available for evaluation. Moreover, some class sections were unavailable for all enrolled students. To address this issue, the class evaluations were sent out again later. However, this only created more problems.

The second roll out of student evaluations was sent after finals, which went against the agreement that the Administration had previously made with the Faculty Senate. (As a reminder, this issue was first approved by the Senate at the February 2023 meeting, and agreed upon by the Administration, as reported by Provost Roundtree, at the May 2023 meeting). More alarming, the second roll out included classes that students did not take, had dropped before census date, and even classes that had been canceled before the semester began. Faculty have noticed and reported that they had more evaluations than the number of students enrolled in the class, and they had evaluations for classes they did not teach. Furthermore, students reported that they actually completed evaluations for classes they did not even take. (They simply completed all the evaluations available because they were trying to make the reminder emails stop.)

All of this indicates that there were very serious problems with the student evaluations in Spring 2024, to the point that the validity and relevance of the ratings should be questioned.

Exact Language of the Proposed Action:

The Faculty Senate recommends that faculty have the option to not include the AY 2023-2024 student evaluations in their faculty portfolios. For those faculty who would choose to include AY

2023-2024 evaluation, we request that any missing student evaluations from that semester be considered null and are not considered in portfolio evaluations.

Appendix F

Committee: University Personnel Committee

Statement: The UPC voted that the College of Health Sciences and Pharmacy will have two representatives on the committee, which is in compliance with the faculty contract and the UPC bylaws.

Appendix G

Senate Committee: N/A

Senate Meeting Date for Consideration: 12/2/2024

Title: Importance of Librarians and Libraries

Chair/Sponsor: Charlene Snelling

Co-Sponsor: Gabriel Gomez

Proposed Action

Context/Rationale:

I am asking for the Faculty Senate to sign on to the CARLI statement (see the link provided below). Librarians are vital to the operation of our universities and need our support. They are faculty members. We need to help them.

<https://www.carli.illinois.edu/membership/Importance-of-Librarians>

Exact Language of the Proposed Action:

The faculty Senate is asked to support the CARLI statement on the Importance of Librarians and to advocate for protecting the Western Illinois University(WIU) the faculty librarians at so they may continue contributing to the environment of higher education in Illinois.