

Chicago State University Faculty Senate  
Meeting Minutes  
Tuesday, September 2, 2025, 12:30 p.m.  
[Sept 2025 - Zoom Link](#)

Present: William Jason Raynovich (President), Leslie Baker Kimmons (Vice President), Sarah Buck (Recording Secretary), Yashika Watkins (Corresponding Secretary), Elaina Khasawneh, Anser Azim, Charlene Snelling, Gabriel Gomez, Eddy Gaytan, Jubilee Dickson, Liefu Jiang, Nadeem Fazal, Saleem Abuleil, Carlette Bailey, Brandle Blakely, Soo Kang, Brent In, Tekleab Gala, Mohammad Islam, Sonja Feist-Price, Austin Harton, Karen Witherspoon, Olanipekun Laosebikan, Joanna Kolendo, Tatjana Petrova, Ehab Yamani, Hafeez Faridi, Sarah Austin

A. Call to order 12:31

B. Agenda

a. Approval of Agenda

- i. Azim moved to approve, Gala seconded > Dickson added an agenda item related to whether a second is needed for a committee action item > friendly amendment accepted > approved by unanimous consent.  
See letter D below.

b. Rules of the Day (**Appendix A**)

- i. Watkins moved to approve, Azim seconded > approved by unanimous consent

C. Approval of Minutes ([May 2025](#)) (Recording Sec.)

- a. Dickson moved to approve minutes, Watkins seconded > motion carried with two abstentions

D. Added agenda item: Dickson moved “All actions forwarded by a Faculty Senate Committee do not need a second, instead the Committee itself serves as the sponsor”. Watkins seconded > motion carried with two abstentions > note Rules and Operations committee will review

E. Senator Comments/Speeches

a. Charlene Snelling

- i. Topic was mold in various campus buildings, including the Library and COE. There has been no publicly communicated plan.  
Administration is requested to investigate and release a detailed

mediation plan, particularly for COE. Can related individuals report back to the Senate?

F. Provost Report (Provost)

- a. Record number of first time full time freshmen
- b. Retention rate has increased from last year across various groups of first time freshmen
- c. Several retreats were held in the summer. Topics included onboarding adjuncts, Banner, advising, scheduling
- d. Student affairs and data: how can CSU further enhance work with students?
- e. Focus on mental health and wellness amongst staff
- f. Kudos for Faculty Institute Day success. Spring Institute Day being planned; provide suggestions/ideas
- g. CSU will continue a focus on AI to ensure students are prepared in the workforce
- h. Embodying a trauma- informed, healing-centered campus culture. Only university in IL with this culture
- i. What is the justification for course caps that have risen over time from 20-35? There are currently more students than we have class offerings. Smaller student to teacher ratios easier for private institutions. Provost unaware of the history of raising the course caps

G. Old Business

- a. Syllabus Statement on Accommodations for School Related Absences (**Appendix G**)
- b. Grants proposing Gen Ed requirements (**Appendix H**)
  - i. Provost will consult with Mardis. Item remains open
- c. 360 Evaluation of the CSU Faculty Senate President and Senate (**Appendix I**) (Parliamentarian 2024-2025)
  - i. Islam has created surveys that will be sent to Senators and to all faculty to evaluate Raynovich and the Senate itself

H. Standing Committee Reports

- a. Rules and Operations Committee

- i. Committee Assignments ([FacultySenators2025-2026.xlsx](#))
  - 1. All Senators should be on a Faculty Senate committee
  - 2. Raynovich will be reaching out to confirm current membership on committees
- ii. Elections
  - 1. Brightspace platform
    - a. Islam elected as Parliamentarian unanimously
  - 2. Open positions
    - a. Parliamentarian
    - b. Grand Marshal
    - c. IBHE Alternate
      - i. Dickson has stepped down given UPI duties
      - ii. Hrozencik will step down at the end of this year
  - 3. Constitution/Bylaws
    - a. Make sure committees upload their bylaws
    - b. Faculty Senate must do their three year review this year
- b. Executive Committee
  - i. National Council of Faculty Senates
    - 1. Provost encouraged to obtain more funding to have more faculty attend the NCFS meetings
    - 2. Concerns across the country about Faculty Senate shared governance
  - ii. 360 Evaluations
    - 1. Presentation (President of Faculty Senate) (**Appendix B**)
    - 2. Straw Poll: Should Faculty Senate pursue evaluations of administrators, including Chair, Provost, and Deans
      - a. 19 yes, 2 no
    - 3. Open Forum
      - a. Discussion
        - i. Consider how the results will be shared in an ethical manner



2. Motion carried with three abstentions
3. Ad hoc committee will be discussed offline and created by September 15

I. New Business

- a. Emeritus Status-does Faculty Senate want
  - i. Examples include internet capabilities, access to library materials, access to athletic events, office space
  - ii. No current action item from Faculty Senate
- b. Other- NA

J. Adjournment

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

1:55

# 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. Time-recording
  - a. The President shall keep use a timer to keep the Faculty Senate
  - b. The Parliamentarian will assist in keeping time and may compel the Faculty Senate to move to the next agenda item.
4. Only those who are recognized by the President of Faculty Senate shall speak.
  - a. All Senators shall mute when not recognized.
5. 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
6. To speak, a Senator shall put the “hand” up in the Zoom feature reactions.
7. 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

## Report of the Faculty Senate President: Administrator Evaluations at CSU

Submitted by William Jason Raynovich, President of the Faculty Senate

At the August 2025 Executive Committee meeting, I was asked to provide an overview of the Faculty Senate's discussions on administrator assessments and gauge interest in continuing this work.

### Constitutional Responsibilities

Our Constitution and Bylaws state that the Senate bears responsibility for the well-being of the institution. Two points are especially relevant:

- 10) Monitoring and evaluation of University adherence to principles of shared governance.
- 13) Participating in discussion and making recommendations on any subject that affects the welfare of the University.

The AAUP Statement on Government (1966) ([AAUP link](#)) emphasizes that faculty should have a role not only in the selection but also in the retention and evaluation of administrators. In this sense, providing thoughtful feedback on university leadership is part of our shared governance responsibility.

### Historical Context at CSU

- **Before 2008:** Faculty were invited to evaluate their Chair, Dean, and Provost using a common form.
- **Around 2009:** This practice was discontinued. As far as I and many of you know, CSU has not  
condmessage:%3CDM4PR20MB4941A650D9217F91099C7492C906A@DM4PR20MB4941.namprd20.prod.outlook.com%3Eucted formal faculty evaluations of administrators for at least 15 years.
- **Summer 2025:** Dr. Buck located a copy of the old form, confirming this was once common practice here.

### The 360 Evaluation Model

In higher education, a “360 Evaluation” is not the same as in the corporate world. It values the perspectives of multiple stakeholders including faculty, students, and staff. Faculty already participate in such evaluations through student evaluations of teaching. While students are not experts in pedagogy and expertise, the university still values their perspective. Likewise, faculty perspectives on leadership should also matter to the institution’s success.

### **Recent Senate Activity**

- **October 2024:** Senate approved a motion supporting exploration of 360 evaluations.
- **Feb 2025:** Senate received a report from the President of the Faculty Senate on the issue. ([Senate Feb. 2025 Report](#))
- **April 2025:** Senate approved creation of an ad hoc committee to draft a recommendation.
- **Summer 2025:** The Summer Committee recommended creating an ad hoc committee for evaluation of the President, with results to be delivered to the BOT in December 2025. This Action will be discussed during the presentation of the Summer Committee. Finally a conversation this summer with President Scott with Dr. Leslie Baker-Kimmons about the process.

Over the past twelve months, I have also heard from more than a dozen faculty who expressed concern that faculty voices are not currently included in administrator evaluations.

### **Next Step: Straw Poll**

The Executive Committee has asked me to conduct a non-binding straw poll of the Senate. This poll is simply to gauge whether the Senate wishes to continue pursuing a 360 evaluation process at CSU.

- If the sense of the Senate is **yes**, we will hold an open forum immediately proceeding the results.
- If the sense of the Senate is **no**, we will close discussion and move to the next agenda item, thereby dropping the next two line items on the agenda.

The straw poll will be anonymous. Does not require a motion and is under the purview of the President of the Faculty Senate and the Executive Committee.

Before I post the straw poll, are there any questions?

Respectfully written and read aloud to the Faculty Senate September 2, 2025 by William Jason Raynovich, President of the Faculty Senate

# Appendix C

<https://docs.google.com/document/d/1qVDieatjzxy0MuPEOTS1mTRXSnOsY6CxWZ81eocPYFs/edit?usp=sharing>

**To:** Faculty Senate

**From:** William Jason Raynovich, Chair of Summer Committee

**Date:** September 2, 2025

**Re:** Summer Committee Report – 2025

The Summer Committee met twice during the summer of 2025. Our discussions focused on syllabus accommodations for University-related absences, faculty evaluations, Senate evaluations, and matters of shared governance.

## Highlights of Committee Work:

- **Syllabus Statement on Accommodations for University-Related Absences**  
After reviewing policies and sample syllabus statements, the Committee approved language for a statement addressing excused absences for official University activities (athletics, musical or theatrical performances, or sanctioned representation at meetings or conferences). The final language was approved (3 yes, 2 no) and submitted to the Provost's Office to be included in our syllabus template. The statement will be presented to the Faculty Senate for adoption.

Approved Statement:

Missing Class due to Official University Activity: Students who must miss class due to participation in an official university activity (e.g. athletics, musical or theatrical, or for official representation of the university at meetings or conferences) may request an opportunity to make up any assigned work that occurred during the event. At the discretion of your instructor, this request must be made in consultation with the course instructor prior to the official university activity. Assignments available online may be made up only if the availability for the assignment falls entirely within the time of the university activity.

## ACTION REQUIRED OF THE FACULTY SENATE

- **Faculty Evaluations**  
The Committee discussed the ongoing issue of inconsistent faculty evaluation forms and the difficulty faculty face in calculating averages of student evaluations. Members recommended a single standardized evaluation for all modalities (asynchronous, synchronous, and in-person) and set an internal deadline of **October 15, 2025** for

finalizing proposed survey language. This matter will return to the Faculty Senate for further consideration in September.

#### ACTION REQUIRED OF THE FACULTY SENATE

- **360 Evaluations**

Building on prior discussions, the Committee reviewed past evaluation instruments, including a 2008 survey of administrators, with the goal of digitizing and updating the process. An ad hoc committee will be proposed at the September 2025 Faculty Senate meeting to design a Faculty Senate evaluation of the President of the University, with results to be presented to the Board of Trustees prior to the December 2025 session.

#### ACTION REQUIRED OF THE FACULTY SENATE

- **Faculty Research Survey**

The Committee noted the importance of revisiting the 2021 faculty research survey. While this item was not discussed in depth during the July meeting, the Research Committee has reminded the Senate that an ad hoc committee to update and administer the survey, with results due in December 2025.

- **National Council of Faculty Senates**

Members received a report on the July NCFS meeting, which included updates on digital accessibility (ADA compliance deadline April 2027), academic freedom and mutual defense compacts, and comparative data on Faculty Senate structures nationwide.

The committee benefited from the active participation of its members: Leslie Baker-Kimmons, Sarah Buck, Yashika Watkins, Jubilee Dickson, Tekleab Gala, Sarah Austin, Eddy Gaytan, and myself. I extend my appreciation to each for their time and contributions to these important discussions.

Respectfully submitted,  
**William Jason Raynovich**  
Chair, Summer Committee

Respectfully submitted by William Jason Raynovich - September 2, 2025

# Appendix D

**Title:** Missing Class due to Official University Activity

**Senate Meeting Date for Consideration:** 9/2/2025

**Sponsor:** Jubilee Dickson

**Co-Sponsor:**

## **Proposed Action**

### **Context/Rationale**

Faculty Senate directed the Faculty Senate's Summer Committee to create a statement regarding University related absences.

### **Exact Language of the Proposed Action**

The statement drafted that was disseminated to the faculty was as follows:

Missing Class due to Official University Activity: Students who must miss class due to participation in an official university activity (e.g. athletics, musical or theatrical, or for official representation of the university at meetings or conferences) may request an opportunity to make up any assigned work that occurred during the event. At the discretion of your instructor, this request must be made in consultation with the course instructor prior to the official university activity. Assignments available online may be made up only if the availability for the assignment falls entirely within the time of the university activity.



# Appendix E

**Title:** Standardized Faculty Evaluation Forms

**Senate Meeting Date for Consideration:** 9/2/2025

**Sponsor:** Jubilee Dickson

**Co-Sponsor:**

## **Proposed Action**

### **Context/Rationale**

The Director of the Center for Teaching and Research Excellence presented the three different sets of questions that are used for evaluations of faculty which differ significantly. The three sets are in-person, synchronous, asynchronous, and pharmacy. This creates difficulties in assessing faculty teaching.

Only one question is similar between the in-person and asynchronous

Link to questions: [Faculty Survey Redesign.docx](#)

### **Exact Language of the Proposed Action**

The Summer Committee recommends a single standardized evaluation for all modalities (asynchronous, synchronous, and in-person) and set an internal deadline of October 15, 2025 for finalizing proposed survey language.



# Appendix F

**Title:** Faculty Evaluation of the President of Chicago State University

**Senate Meeting Date for Consideration:** 9/2/2025

**Sponsor:** Summer Committee

## Proposed Action

### Context/Rationale

As President Scott's contract approaches renewal, the Faculty Senate has a responsibility to the welfare of the University. It is incumbent upon the Senate to convey the faculty's perception of the leadership of the institution, including the President of the University.

Many universities conduct faculty assessments of upper administration as part of shared governance. Examples of institutions with established 360 evaluations of their university presidents include the University of Kentucky, Michigan Tech, University of North Texas, University of Iowa, and the University of Michigan. At the University of Illinois at Urbana-Champaign, a review of the Chancellor in 2022 included faculty input, though no formal evaluation was conducted. Faculty at other universities, including Northern Illinois University, have expressed interest in participating in presidential evaluations, while Western Illinois University maintains a structured, faculty-involved process.

Chicago State University, like all universities committed to excellence, should lead by example and establish robust processes to improve institutional leadership. Faculty wish for CSU to operate at its highest potential.

In accordance with the Core Governance Principles of the AAUP:

“Institutions should develop procedures for periodic review of the performance of presidents and other academic administrators. The purpose of such periodic reviews should be the improvement of the performance of the administrator during his or her term of office. This review should be conducted on behalf of the governing board for the president, or on behalf of the appointing administrator for other academic administrators. Fellow administrators, faculty, students, and others should participate in the review according to their legitimate interest in the result, with faculty of the unit accorded the primary voice in the case of academic administrators. The governing board or appointing administrator should publish a summary of the review, including a statement of actions taken as a result of the review.”

The faculty of CSU have not previously had the opportunity to formally evaluate the President. The Faculty Senate has a responsibility to lead this effort and provide the Board of Trustees with a faculty-informed evaluation.

**Exact Language of the Proposed Action**

The Faculty Senate directs the Executive Committee to create an ad hoc committee to disseminate an evaluation of President Scott. The evaluation shall be completed by November 30, 2025 and delivered to the Board of Trustees by the President of the Faculty Senate no later than December 1, 2025.

## **Appendix G**

**Title:** Syllabus Statement on Accommodations for School Related Absences

**Senate Committee:** Board of Athletic Directors

**Senate Meeting Date for Consideration:** 5/6/2025

### **Proposed Action**

#### **Context/Rationale**

We need standard guidelines regarding make-up assignments for when students have absences due to university related activities. This includes student-athletes or any other student who must miss class due to university activities. Both faculty members and students need to have the same expectations for what can be made up and how that should be done.

#### **Exact Language of the Proposed Action**

Motion to ask Faculty Senate summer committee to work on a syllabus statement for students needing accommodations for missed classes and assignments for university related activities (e.g. marching band, athletics, etc).

# **Appendix H**

**Title:** Grants that impact College and/or University curriculum

**Senate Committee:** Academic Affairs Committee

**Senate Meeting Date for Consideration:** 5/6/2025

**Sponsor:** Sarah Buck

**Co-Sponsor:** Leslie Baker-Kimmons

## **Proposed Action**

### **Context/Rationale**

The purpose of this recommendation is to address the concern of grant proposals that include curricular changes that affect students across the university, specifically for General Education requirements.

### **Exact Language of the Proposed Action**

All grants that will propose a General Education change must seek prior approval from the Gen Ed Committee before grant submission. Successful grants with course creation or changes will still require the full, standard curriculum approval processes.



# Appendix I

**Title:** 360 Evaluation of the CSU Faculty Senate President and Senate

**Senate Meeting Date for Consideration:** 5/6/2025

**Sponsor:** Sarah Austin

**Co-Sponsor:** Charlene Snelling

## 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 who supervise them is central to the process of promoting these values. Therefore, we wish to implement a 360 evaluation process within the Faculty Senate with the dual intentions of a) promoting excellence within the faculty senate and b) to provide a model to the CSU administration of best practices in evaluation of university personnel.

### Exact Language of the Proposed Action

#### **Action Item Part 1:**

The Parliamentarian of the CSU Faculty Senate shall conduct a 360 evaluation of the Faculty Senate President by the end of the Spring 2025 semester. This survey will be made up of surveys of 3 distinct groups. The responses would be anonymous.

These three constituent groups would be as follows:

**Group A** - Members of the CSU Faculty Senate Executive Committee and chairs of subcommittees of the Faculty Senate

**Group B** - Members of the CSU Faculty Senate who are not included in group A

**Group C** - The University President, the Provost, all Vice Presidents, and Deans as members of the administration with whom the Senate President has direct interactions

This evaluation would ask the following questions, followed by a 4-point Likert scale style response format with an additional option for "Not Applicable." In addition, a comments section shall appear at the end of the survey:

#### **Questions for Group A & B**

1. The CSU Faculty Senate President is accessible and responsive to concerns and feedback.
2. The CSU Faculty Senate President models respect for diverse viewpoints.

3. Senate meetings are well-organized under the President's leadership.
4. The CSU Faculty Senate President encourages inclusive participation among Senate members.
5. The CSU Faculty Senate President fosters collaboration between CSU faculty and administration.
6. The CSU Faculty Senate President effectively represents the interests and concerns of faculty to university leadership.

### **Questions for Group C**

1. The CSU Faculty Senate President is accessible and responsive to concerns and feedback.
2. The CSU Faculty Senate President models respect for diverse viewpoints.
3. The CSU Faculty Senate President actively facilitates communication between the faculty and the CSU administration.

### **Distribution of the results of this survey:**

The parliamentarian shall release the results of this survey to:

The Faculty Senate President

The Provost

Further distribution of the results would be provided at the discretion of the Faculty Senate President

### **Action Item Part II**

The Parliamentarian of the Faculty Senate will conduct an anonymous survey of the Faculty Senate that is open to all faculty members who are not senators by the end of the Fall 2025 semester. This survey shall be written by the Senate president and executive board. This survey shall include between 3 - 5 questions.

These questions may include

1. I am aware of how I can observe faculty senate meetings (yes/no).
2. I receive sufficient information about the business of the faculty senate.
3. The faculty senate effectively promotes communication and problem solving between the CSU faculty and administration.

# Appendix J

**Title:** Faculty Evaluation of Administrators

**Senate Meeting Date for Consideration:** 9/2/2025

**Sponsor:** Summer Committee

## **Proposed Action**

### **Context/Rationale**

Depending on the straw poll,

### **Exact Language of the Proposed Action**

The Summer Committee recommends the Faculty Senate creates an ad hoc committee at the September 2025 session to create an evaluation survey of Chairs, Deans, and the Provost which will be presented to the Faculty Senate for approval at the October 2025 Faculty Senate Session. The results of the survey will be presented to the President of the University concluded by the end of Fall semester.