Vice President Stanton called to order the meeting of the Columbus State University faculty for the Fall Semester 2006, at 10:05 a.m. After a brief welcome, Dr. Stanton introduced the following individuals who also presented welcoming remarks to the faculty: Nicole deVries, the President of the Student Government Association; Dr. Jeff Zuiderveen, Executive Officer of the Faculty Senate; and Dr. Frank Brown, CSU President.

Dr. Stanton next asked the deans and academic administrators to introduce new faculty in their colleges/units. After the introductions, he then recognized and congratulated faculty who received promotion in rank and tenure, as well as those who completed terminal degrees. He then announced that the Academic Administrative Council, consisting of the Academic Deans, the Associate VPAAs, the Executive Officer of the Faculty Senate, and the Executive Director of Enrollment Services will be the official body for recommending changes in academic policies and procedures to the VPAA. Input to this council will be received from the Faculty Senate, the Chairs Assembly, and Faculty committees. The Academic Advisory Council (formerly the VPAA Council) will continue to meet, but in an advisory capacity.

Vice President Stanton next provided the following report on the **2005-06 Academic Affairs Strategic Action Plan**: [VPAA PowerPoint Presentation]
- Attain a successful evaluation of SACS and QEP reports – **So far so good**
- Continue to employ additional full-time faculty – **Of 46 new faculty, about 25 are new positions**
- Continue faculty salary adjustments – **Done, but through redistribution of raise funds**
- Implement enrollment management plan balancing academic resources with student enrollment – **In progress**
- Implement plan for R-P-G – **Plan developed; still waiting for response from Chancellor’s Office**
- Increase support for professional development – **Done with influx of Capital Campaign funds**
- Provide better support and assistance to part-time faculty – **Prepared a report**

Dr. Stanton then presented the following **Academic Affairs Strategic Action Plan for 2006-07**:
- Quality Enhancement Program
  - Dr. Joyce Hickson & Volunteer Faculty – prelude
  - Director Search Committee – Dr. Brian Schwartz, Chair
  - QEP Advisory Committee & Director
- Review of Graduate Studies at CSU
  - Dr. Terry Norris & Graduate Studies Task Force
- Implement enrollment management plan balancing academic resources with student enrollment
  - Modify Admissions Standards
    - [Enrollment Services & VPAA](#)
– Develop a plan in response to the “withdrawal crisis” at CSU
  • Dr. Glenn Stokes & Academic Administrative Council
• Plan Improvement and Assessment of Academic Advising: including undecided students, at risk students, summer advising, and transfer students
  – Chairs Assembly, Dr. Tina Butcher
• Review Academic Organization of the Arts & Sciences at CSU
  – Task Force
• Plan and develop Office of Institutional Effectiveness
  – Search for Director; define mission
  – Implement plan for R-P-G
  – Improve support for professional development
    • Academic Administrative Council & VPAA
• Develop clearly prioritized budget requests for FY08
  – Considering:
    • Increasing CSU average faculty salaries to mid-point among comparative institutions
    • Addition of new faculty positions
    • Conversion of department chairs to 12 months
    • Establish Mathematics & Science Learning Center
      • (Second quality enhancement initiative)
    • Creation of new departments
    • Funding of the Office of Institutional Effectiveness
      • Academic Administrative Council, faculty input, VPAA

After introducing the group to the new action plan, Dr. Stanton presented the following Tough Love Faculty Manifesto which he modified from: Thomas H. Benton, Chronicle Careers. His remarks were offered as a suggestion for confronting a student culture of self-indulgence, consumer mentality, and grade inflation.

• Student culture of self-indulgence is enabled by failure of professors to maintain expectations in the classroom.
  – Consumer mentality
  – Grade inflation
• Students think they are customers, because too many professors think they are employees who will not succeed if they displease the customers.

• Syllabus manifesto?
• I. You are not my customer; I am not your employee.
  – You and I are members of a team working on an important project – to develop in you attitudes, knowledge, and skills that can give you a better life. This is your job and my colleagues and I are happy to work on it with you.
• II. We have obligations to one another.
• III. Here is what I expect from you:
  – Treat everyone in class, including the professor, with the respect due to human beings.
  – Attend every class, give full attention to material, and conduct yourself in an appropriate manner.
  – Agree to do work outlined in syllabus, on time.
– Acknowledge that previous academic preparation will affect your performance in this course.
– Acknowledge that your perception of effort is not enough to justify a distinguished grade.
– Do not plagiarize or steal the work of others.
– Do not make excuses for failing to do what you ought.
– Accept the consequences, good and bad, of your actions.

• IV. Here is what you can expect from me:
  – I will treat you with respect.
  – I will know your name & treat you as an individual.
  – I will not discriminate upon you because of your identity or well-informed viewpoints.
  – I will manage this class professionally, which may include educating you in appropriate behavior.
  – I will prepare carefully for each class.
  – I will begin and end class on time.
  – I will teach only in areas of my professional expertise.
  – If I do not know something, I will say so.
  – I will conduct scholarly research and publication with the aim of making myself a more informed instructor.

• I will return assignments quickly and with detailed feedback.
• I will pursue the maximum punishment for plagiarism, cheating, and other violations of academic integrity.
• I will keep careful records of your attendance, performance, and progress.
• I will investigate every excuse for absence and uncompleted assignments.
• I will make myself available to you for advising.
• I will maintain confidentiality regarding your performance.
• I will provide professional support and write letters of recommendation, if appropriate.
• I will be honest with you.
• Your grade will reflect the quality of your work…and nothing else.
• I am interested in your feedback about my class, but I am more interested in what you think and learned than how you feel.
• If we set high standards for students, we should set them high for ourselves.
• If necessary, begin small:
  – Put the manifesto or a modification into your syllabus
  – Say to yourself, about ten times a day:
    • “I have principles. I demand respect. I have high expectations. I am a professor!”

After a few announcements from the faculty, Vice President Stanton adjourned the meeting at 10:50 a.m.

Carl Wallman
Secretary