

**SAMFORD UNIVERSITY**  
**FACULTY MEETING**

Thursday, May 10, 2007

Brock Forum

10AM

**Call to Order:** Don Sandley, President of the Faculty Senate

**Invocation:** Don Sandley

**Approval of Minutes:** Ralph Jenkins made a motion for approval. Dennis Jones seconded. The minutes were then approved by oral vote.

**Approval / Discussion of the following Senate Resolutions Passed Spring 2007:**

1. The Faculty Handbook Committee's revision to the policy on intellectual property and patents (Faculty Handbook, A6.5) – Passed 2/26/07
2. From the School of Business through the Academic Affairs Committee: revisions to the School of Business admission policy – Passed 4/30/07
3. The Committee on Academic Affairs' revision to the final exam schedule grading deadlines to allow a minimum of eight business hours after final exam to submit final grades for graduating seniors – Passed 4/30/07

**Discussion – Paul Aucoin** began the discussion by indicating the resolution would not affect this semester, but in the fall it will be a different story. Thursday exams will finish from 6-8pm leaving just Friday to get ready for Saturday commencement. Our office is under tremendous pressure. Any of you that call and ask for more time, I always say give me by 10AM next day. I suggest a compromise: to change the time that it's due to 10AM. **Robin Snyder** then made a motion to send the proposal back to the academic affairs committee for a revision based on the recommended change. The motion was approved by oral vote.

4. The Faculty Handbook Committee's revision to the policy on addressing grievances related to academic freedom (Faculty Handbook, A1.5.9.2, A6.3, and A6.4.1) – Passed 4/30/07

**Discussion – Brad Creed** began the discussion by indicating that one of the SACS findings was that we need to have adequate procedures for addressing grievances related to academic affairs. I ran the amendment by a staff member at SACS and he thought our proposed changes were good.

**Elections:**

The school of business has elected Bill Service and Jennings Marshall.

**Randall Richardson** presented a slate of proposed committee members. He indicated that the list was not complete and that there are some mistakes. During the summer and before the start

of the year I will work to correct and fill in the blanks. **Jennings Marshall** moved to approve the slate. **Kathryn Fouse** seconded.

**Don Sandley** then announced that **Michael Hogue** had volunteered to fill the secretary position on the senate executive committee. No nominations were given from the floor. **Jennings Marshall** moved to vote. **Mary Sue Baldwin** seconded, and the motion was approved by oral vote.

### **Administrative Update:**

**Bill Matthews** gave us an update on the pension plan. He indicated that they have been very diligent in trying to figure out options and status. There is pressure from new employees to go to a defined contribution plan. We do not have such a plan. We have a defined benefit plan. Legislation is making defined benefit plans harder to administer. Every year we have a meeting to looking at the pension plan, and every year we say yes, but this past year we say maybe not. We have discussed options with an ad hoc group. **Jennings Marshall** put together an Excel spreadsheet to do individual studies on the effects of changes to the pension plan.

We still had questions so we hired Mercer Consulting. One of the outputs will be a more in depth study of the individual impacts changes will have. We still need to do more “what if” scenarios. We are putting together the alternatives with the defined benefit plan and how we might institute a defined contribution plan.

We need a good program we can afford and will actually last (not go bankrupt).

Let me make it perfectly clear that federal law says we cannot take anything away from what you have already earned.

A question was raised: “are we looking at a soft freeze, hard freeze, termination [of the defined benefit plan]”?

**Buck Brock** indicated that he would answer that. We don’t know about the direction, but what we do know is that we need to do something. The people that would be most affected would be those closest to retirement. We are taking a hard look at individual scenarios. We are going to do our best. All of those things are possibilities, but also “don’t do anything” is a possibility. We simply aren’t far enough to know all the options. This discussion has been going on for the past 5-6 years.

**Mike Floyd** indicated that he was deeply concerned about this issue. He said he is hopeful that our experience at Samford will be different than that of those in private sector. Part of my worry is that the goal is to save money. Seem to be folks in mid-career that have been “whacked” hardest in these conversions. I hope Samford will do better than the “legal minimum”.

**Andy Westmoreland** added that we are all in this boat together. It is going to affect everyone. The problem we face is that we don’t have anything yet for us to put on the table for you to critique. I have read a lot of the news stories describing what has happened in for-profit worst-case scenarios. I can assure you that Samford is non-profit. Stay tuned.

## **Old Business:**

None

## **New Business:**

**Betsy Dobbins** thanked everyone for participating in Earth Day. She indicated that she would like to form an ad hoc committee with a few people to brainstorm how to take earth day to the next level. She asked that we would start thinking about what the university could do to make this even better for our students on campus.

## **Announcements:**

**Greg Kawell** thanked everyone for the transition to Banner. He indicated that the old system would be going into archive mode, and the new system would be coming online. On May 29<sup>th</sup>, both systems will be shut down. On June 1, the only system available for updating will be Banner. On June 1, students will not be able to see grades on transcripts while Paul Aucoin's office verifies that the transition occurred correctly.

**Andy Westmoreland** made an announcement indicating that the husband of Barbara (Nursing) has a brain tumor. President Westmoreland also welcomed Brad Creed back.

## **Adjournment**

The meeting was adjourned by **Don Sandley**.