President Ronald Addis called the meeting to order at 8:30 AM.

1. **Approval of Minutes:** The minutes from April 27, 2004, were not approved due to requested corrections.

2. **Announcements from the President:** None.

   A. **Academic Council,** Richard Cowan: No Report.
   
   B. **Administrative Council,** Lawrence Nichols: No Report.
   
   C. **Board of Trustees,** Ron Addis: No Report.
   
   D. **Governmental Affairs,** Richard Cowan: There will be a 2% cut to E & G funds and an $800,000 cut to PSA funds because of non-reoccurring funds.
   
   E. **President’s Cabinet,** Ron Addis: Mac Horton made a presentation on the Sandhill Research and Education Center in Columbia. Their major initiatives are:
   
   1) support and training for extension personnel,
   2) a program called Renaissance Communities that is helping to transform communities that have seen shifts in their economic infrastructure,
   3) programs that address statewide issues,
   4) sustainable Environment,
   5) issues of growth management,
   6) leadership of which the Palmetto Leadership program is apart, and
   7) information management.

   In addition, there are also plans underway (Architects have been hired.) to build a conference center at Sandhill. This has been a part of the debate between the legislators and the governor about the funds that were acquired from a land sale that the legislators want to use to build the conference center. The governor wanted to use the funds for operating costs. Cathy Sams, Clemson’s Chief Public Affairs Officer, reported that the Sandhill Research and Education Center could turn out to be as important to the Columbia area as the Modern Center is to Clemson campus because of the facilities that it offers. The decision as to whether state employees will receive a 3% raise will be decided by the legislature at midnight on May 25, 2004.


4. **Standing Committees**

   A. **Membership,** Chris Sober: There are currently five vacancies. The membership committee will discuss appointing a “Senator-at-large” to serve in areas which cannot be filled by the election process. The committee will draft a response and submit it for approval to the Executive Committee. The committee will look to other committees to find someone who works in H.R. who would be willing to serve on the membership committee and assist with H.R. related issues.

   B. **Communications,** Corey Ferrier: The committee is working on the June newsletter. All senators will be reminded that this is the last hardcopy newsletter at the next general meeting. Future newsletters will be in PDF format. The committee is working on guidelines to promote senator communications, which will be sent to all senators. Corey is on each CSS area mail list and has begun monitoring the communications between each senator and his/her respective area. This is to ensure that the monthly summaries and other important information are being communicated in a timely manner.


   D. **Scholarship,** Jenny Peay: Annual golf tournament: There were 17 Corporate Plus Sponsors, 4 Corporate Sponsors, 22 Hole Sponsors, and 49 Contributors. Raffle tickets generated $570.00.
and red tees and mulligans generated $1,940.00. There was a total profit of $13,400. The committee will meet on May 26, 2004.

E. Activities, Lynn Boiter/Gary Pye: The raffle baskets at the golf tournament generate more money each year. The golfers really enjoy the baskets that are awarded.

5. Unfinished Business
   A. President Barker asked Lawrence Nichols to check and see if President Ron Addis would like to take to the Senate Committee or Executive Committee a proposal that classified staff might consider receiving only the distribution of the $450,000 which specifies that 900 bonuses of $500 be given to budget centers. The proposal was made due to the fact that state employees will most likely get a 3% cost of living increase. Ron’s reply was that “the bonuses have nothing to do with the 3% increase that state employees are likely to receive. The bonuses have to do with the fact that state employees haven’t received raises for the last 3 years.”
   B. Lawrence Nichols is working on correcting employment inequities. For instance, classified staff employees are sometimes being paid less than their market value (what is paid outside the university) or receiving pay that is much lower than the average pay for this region or tri-state area. Road map money for faculty is designed to increase faculty salaries, not to correct inequities. The same road map design should be implemented for staff.
   C. President Barker asked Doris Helms and Lawrence Nichols to look at the number of grievances filed by staff and faculty. After review by Doris Helms and Lawrence Nichols, it was determined that there were very few grievances filed by staff; and therefore, there was not probable cause to create an ombudsman position. Ron’s response was that he was not aware that there had to be a correlation between the number of grievances filed and a need for an ombudsman.* The human resources policy manual is vague and complex in regards to staff grievances. However, it appears that faculty can file a grievance due to a disagreement with their reviewer on their annual evaluation; staff cannot. If this one item is changed, the number of staff grievances versus the number of faculty grievances will probably change significantly.

6. New Business:
7. Announcements:
   A. There should be an official announcement of the new Chief Alumni Officer soon.
   B. The June 29, 2004, meeting is canceled.

8. Adjournment: There being no further business, the meeting was adjourned at 9:30 AM.

Next Meeting: Tuesday, July 27, 2004, 8:30 AM, Room 801, University Union

*See President Ron Addis’ attachment in response to the ombudsman discussion.