Members Present: Katie Wilson, Julia Aminpour, Holly Hassemer, Lori Snyder, Heather Pearson, Stephanie Jamelske, Cathy Berry, Nicole Rindone
Guests: Barb Hanson, Teresa O’Halloran

- Minutes from 11/18/14 were approved as distributed.

- Katie shared information from the November 7 Academic Staff Representatives meeting:
  - They met with two Regents, Regina Milner and Michael Falbo, and David Ward regarding compensation.
  - We only receive 25% of our funding from the state, but get state-backed bonding for buildings, benefits for staff, retirement plan, etc.
  - Regent Falbo said he takes responsibility for the lack of compensation and will address it if BOR gets the authority to do so.
  - The idea of “9 paychecks over 12 months” is a priority per David Ward.
  - David Ward asked campuses to collect vignettes about what is happening with candidate pools, recruitment efforts, etc. He wants to be able to share information through stories.
  - The next meeting is on December 12. Katie will bring up the questions of whether campuses can use the “distinguished” prefix for academic staff.

- The committee discussed APAS and IAS promotion and prefixes.
  - Teresa is going to look for past correspondence regarding the use of the “distinguished” prefix. There is only one academic staff member at UWEC who has the “distinguished” prefix. UW-Madison has changed their verbiage for that prefix.
  - Holly was able to acquire University Senate minutes from 1992, but it did not provide additional details about the length of time between promotions.
  - There was discussion about the requirements of “five years” and “seven years” which are used by IAS and APAS for promotion from “no prefix” to “senior”.
  - Katie, Heather, and Holly will meet to work on suggestions, and bring those to the committee for further discussion.

- Katie will send an email to academic staff inviting comments and questions regarding morale on campus. She serves on the Chancellor’s Cabinet as the academic staff representative. The Chancellor mentioned that there are lots of rumors and misunderstandings regarding the budget situation. Concerned staff should talk to their immediate supervisor, department chair, or other unit head. The Chancellor has a website dedicated to the budget. There will also be an upcoming Town Hall.

- The committee discussed academic staff evaluations:
  - There is no standard evaluation for APAS
  - DPC determines the evaluation for IAS
  - Evaluations should be conducted annually, as they can impact actions regarding the staff member (promotion, disciplinary action, etc)
  - Katie Wilson, Barb Hanson, and David Miller have met about this issue. They are working to pull together good examples from UWEC and other campuses.
  - The committee was given the assignment of talking to others on campus about evaluations – what they would like to see, innovative ideas, etc.

Adjourned at 3:02pm
Minutes submitted by Heather Pearson