Members:

<table>
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<tr>
<th>Kelly Browning (Chair)</th>
<th>Teresa Eberhardt*</th>
<th>Patti Ford</th>
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<tr>
<td>Molly Van Wagner</td>
<td>Crystal Lanning*</td>
<td>Mary-Alice Muraski*</td>
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<td>Mark Huttemier</td>
<td>Nick Anders</td>
<td>Rhonda Petree*</td>
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<td>Julie Kovacic</td>
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*Absent

( ) Substitute

Guests: None

Call to Order: 11:02 am by Kelly Browning

Seating of Substitutes: None

Approval of minutes for September 16, 2014 meeting. Moved by Van Wagner, seconded by Ford. Unanimously approved.

Chair’s Report – written by Kelly Browning
- Met with chancellor recently, happy with work on Grievances and Performance Evaluations.
- Met with Donna, Deb, and Steven Meads in regards to UPS
- Discussed FS Motion 2014-15/28 – Review of Administrator (Chancellor) Performance and the council approved Kelly Browning as the academic staff representative to serve on the Chancellor Performance Survey Working Group.
- Sent Grievances document to System legal for their review and recommendations.

Academic Staff Representative’s Report – Mike Martin
- Note report sent by Mike to Council on 10/21/14

Update on Policies/Procedures of Grievances/Complaints:
- Molly, Mike, Mary-Alice, and Kelly working on topic
- Proposing pulling together a positive action committee: a cross reference of academic staff to look at the grievance and make a recommendations
- Ford began discussion of creating standards for council around due process, confidentiality, and rights of not only accuser but also person being accused.
- Discussed three year terms, talking to Thomas Pedersen about how to create appropriate atmosphere in committee to best promotes the rights of the individuals involved in any grievance or complaint.
Update on Performance Evaluations for Non-Instructional Staff and motion to approve changes to Chapter 6.6 Non-Instructional Academic Staff Performance Review

- SMART goals based against your position description for evaluation purposes.
- Huttemier suggested that we get evaluated on SMART goals and overall so the supervisor would have to collaborate more purposefully with staff when SMART goals are created.
- New language for SMART goal evaluation was passed by council, Moved by Huttemier, seconded by Anders.

Performance Evaluations for Instructional Staff: Browning will be reaching out to the Provost to get this started.

Academic Staff Council Welcome Back Gathering: Discussed briefly in tying it in with the reception for the Chancellor’s Award for Excellence for Academic Staff.

Adjournment: Ford motioned, seconded by Van Wagner, all in favor.