Members:

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<tr>
<th>Member</th>
<th>Chair</th>
<th>Maggpie Clark</th>
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<tbody>
<tr>
<td>Kelly Browning (Chair)</td>
<td>Mary-Alice Muraski</td>
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<td>Coni Gehler</td>
<td>Teresa Eberhardt</td>
<td>Kris Hiney*</td>
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<td>Crystal Lanning</td>
<td>Michael Martin*</td>
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<td>Mark Huttemier</td>
<td>Tony Bredahl</td>
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*Absent
( ) Substitute

Guests: Megan LaFontaine

Call to Order, seating of substitutes: 11:02 a.m.

Dennis Cooper will substitute for Kris Hiney and was accepted without objection.

Approval of minutes for Tuesday, September 17, 2013 meeting: Moved by Gehler. Seconded by Lanning. Unanimously approved.

Chair’s Report (Kelly Browning)

- Met with Chancellor two week ago and again last week
  - $1.7 million budget reduction to baseline in 2015, no reserves available. Working with Deans and Administrative Units; don’t want to cut across the board but each area is asking to plan for 2% initial cut. Two town hall meetings are planned for October 29 and 30. Final decisions will be announced in January.
  - Falcon Center is making positive progress.
  - Compensation for Academic Staff is a challenge as it is easier to compare faculty than Academic Staff to other institutions.
  - Chancellor’s Award for Excellence for Academic Staff was awarded to Kristen Allen (posthumously), outreach program manager.
  - Encouraged to invite others in to ASC meetings to highlight campus initiatives, including Elizabeth Jordahl (URSCA).
- Will meet with Chancellor again next week.
  - Review IAS compensation, see Amendment below. Also to note, IAS were specifically excluded from 1% pay raise.
  - ASC would like to know Chancellor’s thoughts on how to address salary compression. Fear that UWRF will continue to lose staff with significant campus knowledge and experience otherwise.
  - Would like to invite Chancellor to future meeting.

Academic Staff Representative’s Report (Mike Martin – absent)

Update on Policies/Procedures of Grievances from other UW’s (Mary-Alice Muraski and Mike Martin)

- No update on comparable data, in progress.
- Challenging to collect with different government structures throughout UWS.

Academic Staff Monthly Newsletter

- Will include promotion procedure timeline
- Please send other recommended topics to Kelly.

Update on the Amendment to the Faculty and Staff Handbook

Eberhardt moved to amend 6.3.2 to A full-time teaching load for instructional academic staff shall be 15 credits, which may consist of 15 credits of instruction or of 12 credits of instructions plus service. Full time IAS shall have access to
faculty development opportunities and funding comparable to those available to TLF. Coaches with teaching responsibilities are an exception to this policy (per 17th edition, Faculty/Academic Staff Handbook, Chapter 6).

Instructional academic staff is paid on a per-credit-hour basis. Gehler seconded. Unanimously approved. Motion passed.

Discussion:
- Faculty Welfare (Michelle Parkinson): What are our plans to implement? Specifically, negotiating contracts, communicating changes, etc.
- Not clear if it would need to go to Faculty Senate as it is in the Academic Staff chapter in the Handbook; however, recognize the implication on faculty. Important to define who will be responsible for what; seen as an opportunity to share service work and an opportunity for IAS to receive compensation for their additional responsibilities.
- Will vote on at November meeting.

**Miscellaneous Business**

Maggie Clark resigned from her position on Academic Staff Council.
- Need to search, general election given it was her first term, within 30 days
- Voting on Secretary position in November

**Future Agenda Item, Issues**
- Compensation for Unclassified, Non-Instructional Academic Staff, review specific situations and Faculty and Academic Staff Handbook

**Adjournment**: Meeting adjourned at 11:50 a.m. Moved by Muraski. Seconded by Gehler. Unanimously approved.