I. Call to Order: Pat Markos called the meeting to order at 11:00 A.M.

Present: Pat Markos, Chris Stindt, Richard Sims. Sara Tienhaara, Cynthia Carlson, Heather Holm, James Bushman, Maren Walz, Miranda Panzer, Jenny Hartzheim,

Absent: Chryl Brye

II. Approve Minutes from November 9, 2015: Pat Markos made a motion for approval of the minutes from November 9, 2015. Chris Stindt made a motion to approve the minutes. Richard Sims seconded. All in favor. November 9, 2015 minutes approved.

III. Council vote on proposed Nepotism and Spousal Hire policies: Chris Stindt made a motion to vote on the Nepotism Policy; motion seconded by Sara Tienhaara. All present council members voted to approve the Nepotism Policy. Motion passed.

Heather Holm made a motion to vote on the Spousal Hiring Policy. Motion seconded by James Bushman. All present council members voted to approve the Spousal Hiring Policy. Motion passed.

IV. Committee Reports

A. JP&B: Approved 4.5% funds. Four percent for compensation plan. The .5 percent is undecided. Tuition Reimbursement—40 K available. Strategic Planning may need some of those funds.

B. Title Review: Currently reviewing applications received for Progression. Looking at criteria for other levels. HR will send information to supervisors for the next round of Progression applications. Chris Stindt suggested sending information sheets to new employees about Progression. March 2016 start sending emails for October 1, 2016 Progression.

C. Other Committee Reports: Richard Sims discussed Salary & Personnel committee. Many concerns about how Salary Adjustments were decided. Terry Wirkus has been elected committee chair. Committee meets today—Nov. 30th. It was suggested that Bob Hetzel be invited to the S&P meeting to answer questions. Chris Stindt suggested that merit raises be given, especially for those who did not receive an adjustment. Pat Markos will e-mail the Academic Staff to explain how CUPA is used as a measurement tool. In March, start sending out e-mails regarding October 1, 2016 Career Progression.
V. Madison Rep Update:

1. Tenure Statement: If a program is cut, the faculty associated with it will be laid off.
2. Conceal Carry: Discussed reaction to “How does it affect us” statement. Areas of concern were from Maintenance and remote areas in that facility; mental health professionals, hall directors.

Cynthia invited Council members to join her for the next webcast of the Regents meeting on Friday December 11, 2015 9 a.m. – 11:30 a.m.

VI. Old Business:

- Concealed Carry: Chris Stindt reported on the results of the survey. 176 responses.
- 82% of staff (with some faculty and one student) opposes the amendment.
- 7% were unsure, and 11% support it.
- Brad Seebach and Chancellor Gow will sign the statement.

VII. New Business:

- Responsible Use of Computer Resources: The policy says that staff needs to check for changes in policy. Heather Holm stated that IT should let staff know when changes have been made, rather than expecting staff to research those changes.

Chris Stindt made a motion to approve the policy with the changes suggested by the Academic Staff Council. Heather Holm seconded the motion. All in favor. Motion passed.

- Designated room for the Academic Staff Council: Heather Holm will check on the availability of 263 Cartwright
- Frequency of meetings: Meetings will be held twice a month if needed.

VIII. Adjournment: Miranda Panzer made a motion to adjourn the meeting at 12 noon. Motion seconded by Chris Stind. All in favor. Meeting adjourned at 12 noon.