Deborah Bowen Present  
Michael Cohen, Vice Present  
Michael Flanagan Present  
Therese Kennedy, Chair Present  
Yvette Kell Present  
Susan Kidd Present  
Vacant

*Notified Chair of absence

Debbie Masterson was present as secretary

Kennedy called the meeting to order at 12:05 p.m.

1. Approval of Minutes from November 8, 2000
   Flanagan/Miller motion to approve the November 8th minutes, passed unanimously.

2. Reward and Recognition Update/Kennedy
   A meeting will be held Nov. 30th @ 2:00 p.m. at the Williams Ctr. Kennedy invited past committee members to also attend.

3. Professional Development Committee Update/Macur
   Macur furnished the Assembly with a copy of the proposed grant disbursements. Zahn/Stone motion to accept passed unanimously. Kennedy expressed how pleased she was with how the committee followed the rules and procedure policies.

4. Approval of Academic Calendar
   The Assembly reviewed the calendar. Macur/Kell motion to approve was unanimously passed.

5. Membership to Academic Staff Assembly Ad Hoc Committee/Cohen
   No-Report, as of yet. Kennedy expressed concern and suggested maybe getting another sub-committee going on this.

6. By-Laws Ad Hoc Committee
   Kennedy reviewed with the Assembly the changes discussed at our last meeting. Gado/Bowen motion to approve was unanimously passed.

7. Non-Instructional Academic Staff Board of Regents Award
   A mass email was sent out immediately following the meeting requesting nominations. Any and all nominations will be discussed at our next meeting.

8. Vacant Instructional Academic Staff Seat on Assembly
   Zahn and Flanagan were unable to fill the seat with proposed appointees from our last meeting. A list of all Instructional Assembly members was passed thru the Assembly members in hope of finding a member to fill the vacant seat.

9. Academic Staff Committee
   a. Academic Staff Awards Committee/Bowen - No Report.
b. Academic Staff Economic Issues Committee/Flanagan - The Committee met Nov. 13th to discuss the ongoing negotiations on the evaluation process. The following were some of the points of discussion:
   - The sophistication of the evaluation process: in which ways do Academic Staff Members, instructional and non-instructional, look meritorious when evaluated?
   - What is the proposed pay increase for the next biennium? 3.8%?
   - If inflation is more than 2/3 across the board of the pay increase, how do we deal with the difference?
   - A goal should be to get the money to the lowest level and let it be distributed from there.

There was a long discussion on these concerns and others. The committee will be meeting again in hopes of finding ways to ease negotiations on this sensitive subject.

e. Academic Staff Job Security/Kell - No Report.
g. Academic Staff Professional Development/Macur - See Article 3.
h. Academic Staff Instructional Promotions/Miller - No Report.
i. Academic Staff Review/Yeater - No Report.
j. Academic Staff Title Appeals/Stone - No Report.
k. Academic Staff Titling Committee/Kidd - No Report.
l. Academic Staff Rewards and Recognition Committee/Kennedy - See Article 2.

10. Additional Agenda Items
   A printout of the Handbook ruling on faculty voting rights granted to instructional academic staff will be brought to the next meeting for further review.

11. Future Agenda Items
   None to Report.

Miller/Zahn motion to adjourn the meeting at 1:10 p.m. passed unanimously. The next Assembly meeting will be December 13th in UC 65.

Respectfully submitted,
Debbie Masterson