

Table of Contents:

- From Your President, Page 1
- From the Contract Administrator, Page 2
- From the Grievance Officer, Page 2
- From the Legislative Liaison, Page 3
- UEA and Student Association Political Action, Page 4

From Your President

John Hamlin

"I get knocked down but I get up again you're never gonna keep me down." ("Tubthumping" by Chumbawamba)

The anarcho-punk group wrote these words as a hopeful interpretation of the alienation of working class life and the constant struggle to rise up again and enjoy life, if nothing else. It seems that when I took the office as president of UEA-D the state of Minnesota and the University of Minnesota were thrust into the abyss of economic woes. I am hoping my ascendancy to office and the economy going into the dumper is purely a spurious relationship. None-the-less, it has felt like we have been knocked down. UEA has labored to maintain the work-

ing conditions of our members; quite successfully I might add. For example, the norm for contact hour load has been maintained.

The economic future continues to look bleak on the state front and as a consequence the university's budget is beginning to look like my household budget - stretched, daunt, but still intact. We are starting to get up again, but just like me, it takes a little longer than I would prefer.

We do look to be in good condition as a union moving into the future. We will face a series of situations, dilemmas, conflicts, and contradictions over the next few years. The budget is changing and the players are changing, but the purpose transcends it all. Thus, I would like to make a pitch that I have made be-

fore. That is, get involved. The problem I have in talking about UEA-D is that it becomes "fetishized." UEA is not a meta-physical abstraction as if it can somehow act and think and do it all on its very own. The truth of course is that UEA-D is a collective representation of individuals. Yes, we have a legal status akin to corporate entities, less life-like than zombies, and far more action-oriented thanks to folks who spend the time and energy to get involved and try to make the collective bargaining agreement work for all of us. As we move towards creating a new slate of officers and volunteers, consider tossing your hat into the ring, no need to wait to be nominated.

In solidarity, John.

NEA members and their eligible dependents can join **Jenny Craig** and receive a free 30-day program, or 50% off the 6-month VIP (Gold/Platinum) program or 20% off the 1-Year Premium Success

New Year's Resolu-

tion???? UEA membership can help with reduced cost to join the Jenny Craig weight-loss program. Also, save 5% at Barnes & Noble.com or 10% at Target.com.

With your membership number, go to <http://uea.educationminnesota.org/>. Register then login. When asked to choose your local select "UEA" from the drop-down menu. Find the "Member Benefits." If you cannot find your membership number call UEA offices in Minneapolis (1-800-652-9073).

**UNIVERSITY
EDUCATION
ASSOCIATION**

Serving faculty on the Duluth and Crookston campuses of the University of Minnesota

From the Contract Administrator

Eileen Zeitz

As you work on your 7.12 Department Statements, remember, Administration can insist on formatting changes (which include specific references to specific policies and offices). However, if they want substantive changes in your criteria, you have the right to disagree and to continue to discuss until such time as you might come to agreement. Once a department statement has been ratified by your department and approved up the line, Administration will come back and have each tenure-track/tenured faculty member select which document she or he wishes to have govern them: the one currently in place or this new document. You will be given a certain amount of time

to make a selection. If you do not choose within that timeframe, you automatically will be governed by the new document. If you are searching for a new faculty member for next Fall, it is likely that the new document will be in place by that time and thus will govern the new faculty. You might want to share your document with candidates.

This year a question arose as to when a candidate for Promotion to Professor might withdraw his or her file. While I don't recommend it, you may withdraw at any point up to and including the ten-day period for comment after the VCAA recommendation to the Chancellor. Any withdrawal must occur before the file goes to the

Chancellor. Clearly, however, it is better to make an accurate assessment of your file early on, before beginning the process.

The new bargaining agreement is finally in print and also online. Administration and the UEA-D Executive Committee are checking for typos.

We continue to monitor the teaching load "norm" for individuals and departments. Thank you to the Department Heads who met with UEA-D Executive Committee representatives to offer insight into the norm for their departments. UEA-D and Administration have managed to come to some agreements over the way that courses are counted and teaching assignments are made.

From the Grievance Officer

Elizabeth Nelson

Greetings from your Grievance Officer! Or another title to which I make claim is "member advocate." I prefer the latter because, while the former title is my "official" title within the UEA constitution and by-laws, it indexes only part of what it is that I am prepared to do. In fact, most of the conversations I have with UEA Members (full members and fair share) do not end in a formal grievance. In many cases I provide nothing more than a strong shoulder and a sympathetic ear. As my late friend and colleague, and former grievance officer, Bob Franz told me early in my years as Grievance Officer, we need to be able to hear gripe, grouse, complaint AND grievance. And so that is what I am here to offer members. In those cases where the issue is not subject to the grievance process, we can help members by clarifying the situation; in those circumstances that warrant it, the grievance process is available to mem-

bers, with the support of the Grievance Officer and the collective wisdom of the UEA - D Executive Committee.

Since the last newsletter, there has been some "member advocacy" activity. I have talked with members who have concerns about the Promotion and Tenure process. While these conversations did not move forward to official grievance proceedings, we were able to advocate for our members, and to engage relevant decision-makers in conversation to clarify the obligations, procedures, and timelines for everyone involved.

We are trying to develop a Grievance Committee. For the past several terms, the Grievance Officer has met individually with members, and has shared questions with the UEA Executive Committee. The Executive Committee has agreed that it might be wise to establish a UEA Grievance Committee – with represen-

tation from all collegiate units – to ensure that the examination of member complaints benefits from the input of several focused minds, and to provide a pool of persons ready to step in as Grievance Officer as UEA leadership rotates. I expect that we would meet no more than once per month, although there are times when grievance energy is high – in the weeks after merit assignments, for example. It would be wonderful if people who are interested in the issues facing colleagues across UMD would contact us and ask for information about serving on a UEA Grievance Committee. We also would welcome member nominations (there is no election here – it is a voluntary position). If you, or someone you know, would make a good contribution to this effort, please forward their name to me (enelson1@d.umn.edu; 726-7519) or to anyone on the UEA-D Executive Committee.

From the Legislative Liaison

Michael Mullins

I hope all had a very relaxing holiday season and are inspired to be back in classes, working with students and advocating on behalf of our profession. That profession is still one of the marks of a benevolent and visionary citizenry. As such it is again our task to be vigilant this legislative session (which began February 4th and will likely end in mid-May) as our elected officials return to St. Paul to do, as is often stated, "the work of the people."

We are moving toward the second year of the current biennium, and this legislative session is often referred to as the "bonding year." UMD has submitted the American Indian Learning Center as its major request to the legislature this session. The project is high on the list of University of Minnesota submissions and likely will get funded. However, the Governor released his bonding proposal, and it is some \$365 million below the joint House/Senate one. Up-

grades and renovations (known as "HEPER") to existing University facilities are also included in this bonding bill.

While this isn't a budget setting session, it will behoove us to remain very aware of what is being discussed in the House and the Senate. Governor Pawlenty recently proposed deep budget cuts in a number of areas, including \$47 million from higher education, which will be a starting point for these discussions. Here are two valuable links for contacting your Senators and Representatives in St. Paul:

<http://www.house.leg.state.mn.us/>

<http://www.senate.leg.state.mn.us/>

We will likely have many opportunities the next 3-4 years to figure out what our "core mission" is here at UMD and to budget accordingly. We might be due for another unalotment ourselves at the University of Minnesota. Who has been hired and in what capacity is a hot topic

of discussion on campus. An email from a colleague showing the increases in hiring trends proves interesting enough that I thought I'd share the URL with all of you. It comes from the Minnesota Daily:

<http://www.mndaily.com/2010/01/28/statistics-show-increase-admin-positions>

I encourage everyone to listen to not only what just-elected officials say in 2010 but also to the many candidates for public office. Education Minnesota, our parent organization, has named the Minnesota Gubernatorial Race the single most important political event in Minnesota for 2010. Listen carefully to what candidates promise and tell us. Often the strategies and ideas of both Republicans and the DFL seem to be very contrary to what we might have historically thought to have been the goals of publicly-funded education.

Faculty Awards

Congratulations to UEA member Linda LeGarde Grover, who was awarded the Flannery O'Connor Short Fiction Award for her manuscript "The Dance Boots." The University of Georgia Press gives this award each year to a writer for "a superlative book-length collection of short stories."

From the Representative Council Liaison

Kristelle Miller



The UEA membership donated 757 books for the K-5 children of the Duluth Schools to own. I hope that fair-share payers were able to meet their departmental representatives through discussions about the book drive. The books will be distributed in March as a part of NEA's **Read Across America**. Thank you to all who donated.

University Education Association and Student Association Political Action

Our first political action collaboration between UEA and the UMD Student Association was held in November 2009. We set up a table in Kirby across from the UMD Bookstore on the Lower Level and had computers pre-programmed to contact Senators and House Members from across the state of Minnesota. The main issues were Higher Education funding and educating our St. Paul elected officials on our concerns. We were able to choose from prepared text snippets or we could type our own text.



By all measures the campaign was a huge success with over 800 emails being sent in seven days. This action certainly had an impact on politicians, and on local officials such as Roger Reinert who was curious as to how we got ourselves organized. We hope we are able to collaborate in the future with the Student Association as our Higher Education situation only becomes more difficult. Special thanks go to Legislative Liaison Michael Mullins and to Celeste Dallman for organizing this event.

UEA Web Site

The UEA web site is in the process of being enhanced and updated. The current (outdated) web site is located at <http://uea.educationminnesota.org/>. Please contact Denny Falk, UEA information officer, if you have any ideas about information that you would like to see available on this web site.

UEA-D EXECUTIVE COMMITTEE

President: John Hamlin, x6387, *jhamlin*
Vice President: Scott Laderman, x7207, *laderman*
President-Elect: Dave Schimpf, x7265, *dschimpf*
Past President: Melanie Shepard, x8859, *mshepard*
Treasurer: John Hansen, x7566, *jhansen3*
Member-at-Large: Jill Klingner, x8626, *klin0089*
Head Negotiator: currently unfilled
Contract Administrator: Eileen Zeitz, x8239, *ezeit*

Grievance Officer: Elizabeth Nelson, x7519, *enelson1*
BAC Liaison: Jennifer Imsande, x6711, *jimsande*
Legislative Liaison: Michael Mullins, x6155, *mmullins*
Information Officer: Denny Falk, x8862, *dfalk*
Safety Officer: Dan Martin, x6709, *dmartin*
Rep Council Liaison: Pat Farrell, x7076, *pfarrell*
Rep Council Liaison: Kristelle Miller, x8452, *kmiller*