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## From Your *New* President

Al Roline

First of all, I wish to thank all for your “vote of confidence” in electing me the new UEA-D president (even if it is only for a short period of time). As I begin this new role within UEA, I am in awe of those who have taken on this responsibility since UEA was chosen by UMD faculty to represent them in 1980 – John Hamlin and Eileen Zeitz, to name just two of the most recent. Of course I am also in awe of David Schimpf, who, as many of you know, is merely transitioning into another very important role in UEA – that of lead contract negotiator. He will do an outstanding job in looking out for the “collective” interests of all UEA members. After serving on a negotiating team several contracts

ago, I fully recognize the hard work that it takes to win benefits for the faculty at UMD. Dave and I will continue to work closely together, as we have during the time that I have served as contract administrator. I plan to continue on in that role through the end of my term as president, since it is only a relatively short time. (I will be essentially just filling out the remainder of David’s term and will then be succeeded in July by our president-elect, Michael Pfau.)

While I know that David is talking in more detail about the upcoming negotiations in this newsletter, I do want to take this opportunity to ask each and every member to become involved in the process. The negotiations are

a complex process, made even more complex by the relatively recent addition of our faculty colleagues at Crookston to the UEA. Too often, it is just easier for faculty to assume that someone else will bring an idea to UEA’s attention, or that another person will champion an issue of concern. PLEASE make your concerns regarding our contract known to your Department Reps, or feel free to contact any one of us on the Executive Committee and/or negotiating team (Dave Schimpf, Michael Pfau, Robert Repinski, Randy Skalberg, and Jill Torres). We need all of your input! While we cannot guarantee that we can get everything we ask for during negotiations, we can guarantee that we will get nothing if we bring nothing to the bargaining table.

# Happy Spring



## From the Negotiator

David Schimpf

The current UEA contract has an end date of June 30, 2012. This spring we begin negotiations with administration, with both parties bringing proposals for changes to the contract. According to contract section 995.200, the provisions of the 2009-2012 contract remain in force while negotiating continues. I mention this because sometimes one hears an erroneous statement that we have no contract after June 30. UEA negotiates on behalf of faculty at Crookston as well as at Duluth. This usually means bargaining sessions on both campuses, which extends the process, probably into the fall semester.

The membership survey of negotiation issues is now closed and being analyzed; thanks to all members who gave input. All faculty help negotiations on behalf of all faculty by continuing to do the best faculty work that they can, in all dimensions, every day. The better

the professional efforts that faculty contribute, the stronger the faculty's bargaining positions are. Although the survey is over, if you become aware of a newly arisen problem for faculty, please call this to the attention of a UEA-D leader. It might influence the approach taken at the negotiations table. Thanks to Jill Torres, Randy Skalberg, and Robert Repinski for their willingness to join me on the UEA negotiating team; President-Elect Michael Pfau is also a member of the team as called for by the UEA-D Constitution. In addition, our new Education Minnesota Duluth Field Staff Kathleen Adee will work with the team.

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As I switch my function from president to negotiator, it's important for us to thank Al Roline for his willingness to serve the remaining four months of this 2010-2012 president's term. I was fortunate to serve as president for the first 20 months, and I

greatly appreciate all those who gave me help in that service. It's a stimulating responsibility and a fine growth experience. I sought ways to operate UEA-D as effectively as it could, but several times in carrying out my duties it caused me to think about the huge contributions by UMD's past faculty leaders. They successfully created the foundation for our ongoing efforts. We can't pay it back completely, through compliments to them, but we can do our part to pay it forward like they did.



Congratulations to Susan Perala-Dewey (Writing Studies), who received the Chancellor's Award for Outstanding Public Service.

Congratulations to Ryan Goei (Communication) and his professional partner, Heather Liskiewitz, who won the Judges' Choice trophy in the Minnesota Ballet's Celebrity Dance Challenge on February 9. The pair also was named Most Creative.

Members are encouraged to contact Scott Laderman ([laderman@d.umn.edu](mailto:laderman@d.umn.edu); 726-7207), the UEA Information Officer, with news of member awards and accomplishments.

## From Michael Pfau, Jennifer Schultz and Scott Laderman

### Faculty Participation: the Key to Effective Union and Governance Representation

Over the course of the several meetings that have gathered faculty together to talk about governance issues, one recurring topic has been that of the relationship between the University Education Association – our faculty union – and a potential faculty governance body like a faculty senate or assembly. Many have expressed concerns that the UEA and a faculty senate not compete with one another or overlap in confusing ways. These are important concerns, and they can be addressed, as suggested by UEA President David Schimpf at one of the faculty meetings, with a brief foray into the UEA contract.

Given the fact that UEA is the exclusive bargaining agent for faculty on issues contained in the contract (workload, compensation, etc.), it is undoubtedly a concern to all that any new faculty governance body not undermine or threaten this form of union representation. This is paramount since, while governance bodies are merely advisory, our representation through UEA is legally binding on administrators, and they ignore the UEA and its contract at their legal peril. So in most respects, faculty representation through UEA is superior to faculty representation through advisory governance bodies. Of course governance bodies remain important as well, and the interest of faculty across all five UMD collegiate units in talking about changing governance is a testament to this fact.

But if we are to be represented both by a faculty union and by a governance body like a faculty senate or assembly, how will we keep these two distinct forms of representation separate and distinct? The answer was provided by President Schimpf when he advised faculty members at one February meeting to consult page 6 of the current contract. What he meant was that the contract, under the heading “Management Rights,” spells out

a spectrum of issues that are explicitly NOT covered by the contract. These 11 delineated issues include governance structure; appointment of University officers; educational policy; course instruction; budget; administration; selection, assignment, etc. of faculty; enforcement of work rules and regulations; utilization of technology; and University organizational structure. Each of these categories is itself complex and freighted with legal and political significance, but we can easily recognize that these are precisely the issues that our many existing structures of faculty governance (i.e., faculty tenure and promotion committees, academic affairs committees, search committees, etc.) and shared governance (Campus Assembly, Educational Policy Committee, Budget Committee, etc.) currently address. While administrators have the ultimate authority, these are precisely the issues for which faculty, as well as students and staff, are invited through governance institutions to advise decision-makers in administration.

It is our belief that if we want to improve faculty governance, we ought to do so in such a way that recognizes and reinforces the centrality of our representation through the UEA, even as we consider other ways to improve or transform our governance structure as it pertains to issues NOT covered by the UEA contract. At this early stage, our meetings together in Griggs have revealed that many faculty have identified a broad range of past and existing problems and deficiencies in governance practice, but it is unclear precisely how faculty as a group feel about what steps we ought to take next. Whatever steps we think are appropriate, whether it involves merely tweaking the existing Campus Assembly and standing committee structure or the parallel structures at the college and school level, or proposing a new structure like a campus-wide Academic Affairs Committee, or Faculty Senate or Assembly, we hope that we can proceed in a manner that is thoughtful, respectful, and meaningful.

But even as we discuss such big-picture issues, there are clear and immediate steps

that we can take right now to maintain, enhance, or improve our voice at UMD. This semester we will have several opportunities to elect representatives to speak for us in the present structures of representation – both union and governance. At the level of UEA, this spring will provide a number of opportunities for faculty to participate in the democratic union processes. Faculty that are UEA members can become part of the nominating committee that recruits and nominates slates of candidates to run for elective office (president-elect, vice president, treasurer, etc.), or they can submit their own names to run for elective office. Participation can also be channeled into the UEA Representative Council (Do you know who your departmental representative is? Would you like to represent your department?) or the general membership meetings.

This spring is also a chance to run for offices within the existing campus governance system, whether at the level of your college/school or on campus-wide committees. If you feel strongly about improving governance at UMD, please consider running for office on the Executive Committee of Campus Assembly, the Budget Policy Committee, the Educational Policy Committee, or any other standing committee of Campus Assembly. Membership on such “standing committees” will make you a voting member of the Campus Assembly – the centerpiece of our existing shared governance structure (see the UMD website for a detailed description of this structure at <http://www.d.umn.edu/committees/>).

Of course these immediate steps you can take are not separate from the larger issue of improving and reforming campus governance. So if you believe that we need to improve faculty voices in governance, get your voice heard in the present governance structure. Positive change will not occur unless you speak, act, and participate.

## From the Legislative Liaison

Michael Mullins

“It’s time to put down the spears.”--  
David Senjem, Senate Majority Leader

The quote above says it all. We had all hoped for a relatively mild, actually maybe even only slightly “annoying,” legislative session, given that it’s the second year of the biennium. Normally bonding bill ideas are floated and then most folks simply “go home.” This might happen again this session, before the end of April, perhaps, but not before many words have been exchanged and feelings likely a bit “singled.”

There are bills coming out of House committees weekly and most of them are about possible amendments to the Minnesota Constitution. And most of them in some form seem to “limit” individual rights in some manner. Here’s a list of what we know so far:

- 1) A bill stating marriage is only between a man and a woman. While there are some 30 states with such constitutional amendments as law around the U.S. currently, we’d hoped this bill wouldn’t get out of committee. Our students are *very* engaged against this language. They held a large demonstration on the UMD campus this fall with the vast majority of the speakers speaking out against this becoming a constitutional amendment. It’s already on the ballot in November.
- 2) A possible “right to work” bill. This attempt is not unlike what we’ve seen in states such as Indiana, Ohio, and Wisconsin. “Right to work” is currently law in 23 states. The groups supporting this bill have been very involved and have cleverly positioned themselves and framed their arguments well.
- 3) The House recently passed a bill out of committee calling for changing the K-12 teacher seniority rules from “first in, last out.” Opponents state that many veteran teachers are allowed to continue teaching in spite of “ineffectiveness,” and younger, more competent teachers are pink slipped. Why do I mention this? It has been a trend the past 10 to 15 years that many topics that originate in a K-12 context are later discussed within higher education. I need only mention assessment, for instance. We have all seen how that has appeared on the UMD campus. My fear is that if this seniority legislation becomes law, we might see not just “post-tenure review,” but in fact a move to eliminate tenure in higher education altogether.
- 4) The voter ID bill. This would require a voter to present a picture ID before being allowed to vote. While it is of course desirable to have someone voting who is indeed the person he/she is claiming to be, we don’t have a single documented instance of such voter fraud in the history of Minnesota.

And so the list grows almost daily. It behooves us all to pay attention to what is happening in St. Paul. I will send out e-mails at crucial junctures asking for your assistance.

As indicated previously, it’s a “bonding year.” This means many groups around the state submit plans to have projects funded by the Minnesota legislature. This is usually in the form of building renovations, etc., but this year UMD has as its number one bonding request the American Indian Learning and Resource Center. This center was to be funded last year but was then “redlined” in the governor’s summer shutdown budget proposal. We hope to get it funded this session, and we already have an active postcard campaign organized through Sue Banovetz’s office. She’s our Director of External Affairs. Should you wish to have some postcards to sign showing your support, just e-mail me and I’ll get them to you.

Finally, this is a presidential election year. I encourage you to closely listen to candidates’ statements and carefully read their position papers. Higher education is at a crossroads. The funding formula is broken, student indebtedness is close to surpassing the collective credit card debt in our nation, and we continue to see public education affordability slipping away from the majority of young Americans.

Should you have any concerns or questions, please e-mail me and I’ll respond. I represented you at the end of February at the Capitol for two days standing shoulder to shoulder with our colleagues from MNSCU and MSCF. I’ll also visit in mid-March and again at the beginning of April. If we don’t fight together we risk being divided. Should anyone wish to travel with me and some of our students, please don’t hesitate to contact me.

In solidarity,  
Michael Mullins  
[mmullins@d.umn.edu](mailto:mmullins@d.umn.edu)



## From the Grievance Officer

### Jannifer David

So far this year, my articles have focused on “Why can’t we all just get along?” Today’s piece continues this trend, but highlights a different angle of the “all getting along” theme.

Recently, the UEA actually filed a grievance! We try not to do this too often, opting for the kinder, gentler let’s-talk-it-out approach to conflict resolution. At times, however, a grievance is necessary to start the conversation. The grievance we filed related to the RECESS program being offered by the University.

The RECESS program allows faculty with the approval of their departments to reduce the percentage of their appointments down to 50% time and retain their University-paid health insurance. Normally, faculty working with appointments between 50% and 74% pay the full costs of their health insurance premiums themselves at the Uni-

versity’s rates. However, under this RECESS program, faculty members with appointments 75% or above may reduce their percent appointment down to a minimum of 50% and retain their University-paid health insurance and the continuation of other benefits as well. There is a similar option for staff to participate in this program.

If you visit the University website about this program, <http://www1.umn.edu/ohr/benefits/recess/>, the University bills it as a tool for non-represented (i.e., non-unionized) faculty. The program was designed to entice faculty to reduce their work time in an effort to lower salary costs during our current economic difficulties. It is in effect for the 2011-2012 academic year. The University has not yet announced whether it will be offered again next year. Still, we have had some interest from faculty in Duluth about participating in the RECESS program.

Our grievance requested that faculty in Duluth be allowed to participate in RECESS in the same manner as non-represented faculty. Shortly after our grievance was filed, we had a lovely conversation with administration about the increased ability to lower costs if the Duluth faculty were allowed to participate along with non-represented faculty and staff. The administration agreed with us that if the program is a means to reduce costs for the University, then allowing our faculty to participate could only better the potential for achieving these much needed savings.

So thanks to our ability to discuss this program civilly with administration, we have secured the right for Duluth faculty to participate in the RECESS program should it be offered again next year. It turns out that sometimes we can all just get along.

### UEA/EM/NEA/AFT RESOURCES

#### 2012 Minnesota AFL-CIO Scholarships and Martin Duffy Adult Learner Scholarships

The Minnesota AFL-CIO is proud to have scholarships available for union members and their dependents. The Minnesota AFL-CIO Scholarship will be awarded to five recipients in 2012 who are graduating high school seniors who are union members or the dependents of union members. There will be two Martin Duffy Adult Learner Scholarships for union members affiliated with the Minnesota AFL-CIO, which include UEA members. The deadline for both is April 30, 2012. For further information about the Minnesota AFL-CIO Scholarship, please call Candace Lund (651-227-7647 or 800-652-9004) or go to [www.mnaflcio.org](http://www.mnaflcio.org). For further information about the Martin Duffy Adult Learner Scholarship, please contact the Labor Education Service of the University of Minnesota (612-624-5020).

#### Minnesota AFL-CIO Community Service Awards

Minnesota’s union members have a distinguished record of community involvement which the Minnesota AFL-CIO recognizes with community service awards. The Minnesota AFL-CIO Bea Kersten Community Services Project Award honors groups that have made unique contributions to their communities through volunteer service. The Terrel D. Merriman Community Services Award honors individuals who make unique contributions to their communities through volunteer service. The Minnesota AFL-CIO Youth Volunteer Award honors young union members or dependents of union members (ages 17-21) who made unique contributions to their community through volunteer service. The deadline for nominations is May 31, 2012. For further information, please call Candace Lund (651-227-7647 or 800-652-9004) or go to [www.mnaflcio.org](http://www.mnaflcio.org).

## From Your Treasurer

Linda Grover

Our annual audit was completed in December by Peggy A. Williamson, CPA, who reported a clean audit and financial system.

In our audit review meeting Ms. Williamson and I went over all of our accounts, income, and expenditures. We were commended by Ms. Williamson on

the audit results, which were excellent.

Our high credit rating reflects a history of responsible management. Our bills are always paid on time; our recordkeeping is always current. We keep a financially prudent balance in both our checking and savings accounts, and our cash flow is healthy. Many thanks are due to

former treasurer John Hansen, who in his years of serving UEA worked closely with Celeste Dallman to keep our financial records in accurate and current shape.

### OTHER ANNOUNCEMENTS

UEA-D, following a nationwide initiative to support local institutions, transferred a substantial portion of its funds from a large commercial bank into the non-profit Duluth Teachers Credit Union.

The next Education Minnesota (EM) Representative Convention will be held on April 27-28, 2012. UEA-D members who wish to propose Action Items or amendments to EdMn's Legislative Positions or Statements of Principle must submit them to Celeste Dallman in the UEA office by March 6.

We're on the Web  
[uea.locals.educationminnesota.org](http://uea.locals.educationminnesota.org)

### UEA-D EXECUTIVE COMMITTEE

**President:** Al Roline, x8550, *aroline*

**Vice President:** Evan Brier, x7839, *ebrier*

**President-Elect:** Michael Pfau, x8886, *mpfau*

**Past President:** John Hamlin, x6387, *jhamlin*

**Treasurer:** Linda Grover, x7723, *lgrover*

**Member-at-Large:** Edward Downs, x7043, *epdowns*

**Head Negotiator:** David Schimpf, x7265, *dschimpf*

**Contract Administrator:** Al Roline, x8550, *aroline*

**Grievance Officer:** Jannifer David, x8692, *jdavid*

**BAC Liaison:** Jennifer Schultz, x6695, *jschultz*

**Legislative Liaison:** Michael Mullins, x6155, *mmullins*

**Information Officer:** Scott Laderman, x7207, *laderman*

**Safety Officer:** Steve Sternberg, x6165, *sternbe*

**Rep Council Liaison:** Jill Torres, x6758, *jtorges*

**Rep Council Liaison:** Karen Gran, x7406, *kgran*