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From Your President

John Hamlin

I have come to the end of my two-year presidency and it has been a great pleasure working for you. These past two years have seen some difficulties as a result of fiscal crisis but all in all we have fared pretty well. A function of being president I did not intend (latent functions as Merton would say) was the position gave me the opportunity to talk with many of you about is-

suues and things that matter. It just reinforces what I have always thought; UMD is very lucky to have the talented and thoughtful faculty that it has. This is "a great university on a great lake" and it is you who makes it that way. Continue to make your voices heard and be involved at whatever level you can. I would like to take this opportunity to thank the Executive Committee both elected and appointed for all of

their input and guidance. They work particularly hard on your behalf, even if you don't get to see them in action. I would also thank the representative council, the more direct link between the executive committee and you, for the time and efforts they contribute.

Have a good summer.

From Your President-Elect

Dave Schimpf

The next few years will surely bring unprecedented challenges to our faculty. The environment may be more difficult for accomplishing the teaching, research and creativity, service, and public engagement that is our professional life and contribution to society. I look forward to

learning your diversity of perspectives as we move through this time. It encourages me that a number of you have offered for the first time to serve our faculty in some official UEA capacity. We need others of you to enhance your involvement through being either designated departmental representatives or

engaged members in general. This time will be difficult, but perhaps no more so than it was for the others, now gone from our ranks, who obtained the first UEA contract nearly 30 years ago. It is a privilege for me to get a turn as President for the next two years. I look forward to meeting and hearing from you.

UEA-D EXECUTIVE COMMITTEE—2008-2010

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, *ezeitx*
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*

NEW UEA-D OFFICERS—2010-2012

President-Elect: Michael Pfau, x8886, *mpfau*
Vice President: Evan Brier, x7839, *ebrier*
Member-at-Large: Jannifer David, x8692, *jdavid*
UEA Treasurer: John Hansen, x7566, *jhansen3*

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From the Contract Administrator

Eileen Zeitz

This semester Administration and UEA-D have signed off on revisions of protocols for certain departments and courses. In case you don't remember—or never knew—how it works, if the department wishes to have its protocols changed for workload, if all are in agreement and you convince the Dean to go along with the change, the College office would recommend it to VCAA. Assuming that VCAA doesn't want to nix it, VCAA would approach UEA-D to ask us to approve the change. We would always check with department faculty to be certain that you were in agreement. Current Faculty

Workload Protocols can be found at: http://www.d.umn.edu/vcaa/faculty_resources.html.

I have been working on teaching loads within departments, to establish what the norm has been. I may be approaching specific department heads in the upcoming weeks to help me finish up this project. I believe this will be important information to have as the impending budget crisis looms closer.

I urge faculty to familiarize themselves with the bargaining agreement. There are some date-specific tasks and certain procedures outlined there that affect most if not all of us on a yearly

basis. In particular, Workload (250.000), Years of Service (201.260), Promotion and Tenure (201.400) and yearly review for tenure-track faculty (201.600), Teaching Evaluation (202.000), and Leaves of Absence (600.000) are topics about which I have consistently fielded questions.

I have appreciated working on behalf of UEA-D members in this capacity. I look forward to having others step in at this point who will continue the work to keep UEA-D a strong and vital organization working on behalf of bargaining unit members.

From the Grievance Officer

Elizabeth Nelson (through June 30, 2010)

As I close in on the last months of my position as Grievance Officer (sometimes called "Member Advocate") for UEA - D, I find myself thinking about how fortunate we are to be employed in an institution that has a union to represent our interests. With all the discussions nationwide about economic woes, and attending mention of furloughs, pay cuts, job losses, programmatic cuts, and so forth, it is comforting to know that our union represents us and that as full members, we can participate in the union processes -- through such means as attending General Membership meeting, serving as Representative Council delegates from our departments, voting in UEA elections, etc. No one can fully predict what the next biennium will hold for UMD in terms of economic challenges. What we

can know, however, is that whatever changes take place, they will do so under the careful eye of UEA leadership, who will consult with us, represent us, and keep us informed as decisions are made and negotiations proceed. When problems arise, whether you are a member or fair-share payer, the grievance process is there to ensure that your concerns are heard, that the contract is followed, and that due process is maintained.

I have been rewarded over the past year in talking with full and fair-share faculty members alike, and have been impressed with the quality of faculty we have at UMD. While I cannot provide specific details about conversations with grievants and potential grievants, I can say that I have listened as talented members of the UMD faculty share their concerns, and have sought to ease

the anxiety of distressed faculty, supported by the wisdom and counsel of the UEA-D Executive Committee. Whether or not individuals decided to follow through with grievance proceedings, everyone who called me understood that this process is here for them. The grievance office is here for you.

So, as you look forward to the end of the Spring 2010 term, and as we anticipate numerous changes around UMD (a new Chancellor, a new Dean in CLA, and possibly other administrative changes as well), know that you can count on UEA in general, and the grievance process in particular, to hear your concerns, and to represent your interests when appropriate.

Thank you for a very interesting and challenging year.

From the Legislative Liaison (written in solidarity on May 1)

Michael Mullins

What better day to write this last submission than on May 01st, the “Day of the Workers” celebrated in almost all corners of the world except the United States. In spite of the fact that this day took its inspiration originally from the Haymarket Riots in Chicago, the U. S. Congress (in 1958) chose May 01st as Loyalty Day instead of Labor Day, which was then changed to September. So much for Labor Day trivia.

What does all this have to do with UEA and you?? Well each day we all commute to the University inspiring youth and indeed being inspired by them at the same time. Each day we give collectively for the betterment of each other and our common future. However, in these difficult times we must be fully aware that some individuals may compete for limited resources using less than ethical and possibly less than legal tactics trying to obfuscate matters. Our Governor deemed it appro-

priate to “balance” the State of Minnesota budget by “unallotting” money already appropriated to the University. Not everyone felt this action to be a proper and possibly not a legal way to solve the budget problems. This issue was heard at the Minnesota Supreme Court and was determined to be unconstitutional in a specific case.

This Supreme Court decision will impact immensely what this Legislature does before the 2009-2010 biennium closes in mid-May. It has not been an easy session. The Legislature did provide much needed funds to update and renovate existing facilities and for that we are thankful. However, the American Indian Research Facility for the UMD Campus wasn’t included in the final Bonding Bill. I spoke with many Senators and House Members this session and they all felt we only were able to let bonds to finance the repairs on existing space and not build new facilities.

As we look to the future and the beginning of next year’s new biennium, we are all very aware of the difficulties facing our State. I would only ask you to remain engaged critically and let your voice be heard next year. We have a crucial Governor’s Race to be decided in November 2010. I ask all of you to ask yourself what it is that Minnesota is willing to pay for in the name of the public good. We have long been known as the “Education State.” It’s very clear that if we remain on the path we are currently on, the equation in financing the education component of our state budget, currently almost 50% of the total state budget for P-16 education, will include private monies, tuition and a mix of some grants and scholarships. The vast majority of the tuition bill will come from students and their indebtedness. We need to ask ourselves now if that’s a Minnesota value we hope to support.

Faculty Awards

Congratulations to UEA member **Kang James**, Mathematics and Statistics, who received the All-University Award for Outstanding Contributions to Graduate, Professional, and Post-Graduate Education at a ceremony in Minneapolis on Monday, April 26, and to member **Janelle Wilson**, Department of Sociology/Anthropology, who received a 2010 Award from the National Academic Advising Association in the Faculty Academic Advising Category. Congratulations as well to all faculty members who were recognized for their teaching, advising, and research at the UMD Faculty Awards Reception on May 3.

Reflections on the “Facebook Incident”

from John Hamlin

“‘Curiouser and curiouser!’ cried Alice (she was so much surprised that for the moment she quite forgot how to speak good English).” (page 14)

Words are a funny thing. On the face of it they are merely abstractions that exist only in our minds. But the meanings that lay behind those words, our interpretations, have far reaching consequences. By now everyone has heard about the latest incident of atavistic behavior on facebook. I say just the latest because other incidents not involving facebook have been taking place (the amount of anti-Semitic graffiti in the bathrooms has been alarming). In the past when incidents occurred I would say we need to work against such things but at least we were not as bad as other institutions.

Well, now I believe we have reached that negative threshold. How as faculty should we address this reemergence of the dark side of humanity? I am not one that normally believes that when you are given lemons you should make lemonade. Usually what you end up with is just mushy lemons. I am more apt to say, we need to spend less time on making lemonade and more time eliminating the conditions that gave us just lemons to begin with. What we can do in our conversations with students and others is to try to get at the heart of what produces such manifestations as hate talk. I doubt that we will be able to purge the evil from the souls of those who truly believe what they are saying; I don't see a religious type conversation, or epiphanic moment occurring. As I tell my students in the Sociology of Rape course I teach, if someone really believes in a rape myth, it is not a myth to them, it is

truth and not much you can say to them will change that. However, I worry about the insidious nature of such words and deeds on others. As W.I. and Dorothy Swaine Thomas once said, “*If men[sic] define situations as real, they are real in their consequences.*” One begins to build a frame by which objective reality is filtered to fit the definition in play. We have not the opportunity, but the obligation, to proffer a different view of the world.

When I first heard about the recent incident two different but parallel thoughts crossed my mind. First, I recall watching on the news some interviews with young folks in the Northwest filling out the 2010 census. These were folks who were of mixed race/ethnic backgrounds. The question to them was how do you answer the question on race and ethnicity on the census form? Most of them said they did not think of themselves as African American, Asian, Hispanic, etc., rather, they saw themselves as multiracial (if they ever really thought about it at all). The idea of the “That Powerful Drop” that Langston Hughes talked about was finally disappearing. This, it struck me, is what many of us have been striving for, a world in which race does not matter, a world where equality means why would you even think about it. A situation that requires us to have conversations about hate-talk is symptomatic of conditions that foster hate-talk. The desire to eliminate hate-talk/action is the desire to eliminate conditions that foster such words and deeds.

The other notion that crossed my mind stems from the pretense that one has a right based on free speech, to say what they

like. Over the years this has been discussed using various concepts, but it struck me that there are folks who do not understand the difference between natural rights, if there really are such things, and conventional rights. At this point in time the legalities of hate speech are debated and unclear. Courts seem to be making a distinction between words and deeds. But in some instances hate speech is still a factor that can be considered, particularly in sentencing (California and Wisconsin have both had cases to that effect). Nonetheless, the First Amendment of the Constitution and concomitant sections in state constitutions are conventional rights, and the interpretation of those rights is being challenged all the time. “Fighting words” are not protected under the First Amendment, but laws that try to prohibit those “fighting words” have to be written in such a way that they do not impact other free speech protected by the constitution; that is the tricky part and thus why the St. Paul law was struck down (at least in part). Anyway, the delicate balance between protecting one's civil liberties and protecting one's civil rights is one as faculty we need to discuss with our students as we try to create a more civil society.

One last observation. We often critique the broad sweep of history that presents societal movement as a positive, upward trajectory towards civilization out of the dark ages, a sort of enlightenment if you will, as biased and demeaning because by implication all others are uncivilized and primitive. However, as we argue for more civility, are we not saying that as human society advances over time we expect behavioral changes of a different, and dare we say higher, moral and ethical standard?