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From Your President

John Hamlin

"How Can You Be in Two Places at Once When You're Not Anywhere at All" (FireSign Theatre: 1969)

We start the year in a bit of limbo. The flu season is upon us and nobody knows exactly what that means for our ability to deliver our classes and perform our duties. We are keeping an eye on the virus to make sure it does not interfere with contractual obligations. I am looking for a good professional go-between to contact the virus world. Believe it or not, it is easier to come to agreements with administration than with H1N1. If you have not already done so, you might want to think about automatic deposits of your checks in case you need to stay home for a while with flu-like symptoms.

We have been monitoring teaching loads across campus as a result of the budget shortfall and deteriorating state funding. It appears that most have not seen an increase in workload even for the short term, although some of you have. This increase was implemented within the limits set by the bargaining agreement. You should know, we are vigilantly watching for indicators of a return to normalcy. We won't know much about the upcoming budget until after the November forecast. One uncertainty that looms out there is the next round of unallotments, if they come. We met with UMD Vice Chancellor Fox and University Vice President and

CFO Pfitzenreuter concerning the cuts to UMD. We will meet again after the November budget forecast.

As you are all aware, we have a number of administrative positions open and searches are likely to begin soon. We are not, by contract, involved in the searches; however, it behooves us to pay attention. We have at least one new Dean search that ought to take place in CLA. The dean position is important, shaping day-to-day work conditions as well as our first stop, level one (in most cases) in the grievance process. One Vice Chancellor search (Academic Support and Student Life) is open, which realistically has little significance regarding our contract. And the most important position that will need to be filled is the Chancellor position. This particular search is critical for us. The aura of the next contract negotiations and various parleys (not to be taken negatively) depends heavily on the morals and manners of the person occupying that position. We have had a very good working relationship with Chancellor Martin. We may not have always seen eye-to-eye with her or her administrative group, but we have all had what is best for UMD at heart. We can only hope that the next person to fill that position has the same respect and understanding of faculty unions that Chancellor Martin expresses. President Bruininks visited campus on the 30th of September and talked with many groups about what characteristics are necessary for the new Chancellor. Some of you were involved in those meetings. UEA leadership also talked with President

Bruininks in early October to discuss issues related to the Chancellor's search.

Get involved in the searches this year, attend forums, submit feedback to the committees, and make your concerns and praises heard.

We are indeed in a funny place this year. A lot is changing; there is a degree of uncertainty of everything from flu to administrative and faculty positions. How Can You Be in Two Places at Once When You're Not Anywhere at All? Not sure there is an answer to that question. What I can say is, we are constantly monitoring conditions based on our collective bargaining agreement, protecting the terms and conditions of work. This is an important year--be involved in both UEA and campus governance.

UNIVERSITY EDUCATION ASSOCIATION

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From the Contract Administrator

Eileen Zeitz

As Contract Administrator, I discuss with Administration issues that arise relative to the implementation of the bargaining agreement. Items under discussion last year and this year, and a *sample* of specific topics, include: timelines (Form 25; summer school appointments; post-tenure review); enactment of previous agreements (parking); and clarifications of procedures (faculty review). I also check data that is supplied by Administration to make certain that the contract is being administered appropriately (single-semester leaves). I also have participated in discussions between UEA-D officers and Administration with respect to the budget and flu issues.

Every once in awhile a faculty

member questions why UEA-D is not objecting to a particular administrative action. If we in fact don't object, it may be because the issue is not contractual, but rather one of governance. Thus, for example, if one doesn't like the procedure being used to appoint Deans, that is something faculty should be insisting their governance bodies address with Administration. Nowhere in the bargaining agreement is there a section that gives us the right to consult about administrative appointments. In other cases our bargaining agreement does cover an issue, but it might not be readily apparent. Thus, one faculty member worried that somehow faculty had lost the right to be considered for tenure; but that is *not* the case. Section 201.405 speaks clearly to that right.

It is vital that all faculty in the bargaining unit acquaint themselves with the bargaining agreement, which governs our working conditions. Different sections spell out procedures and timelines for different tasks. All of these provisions have been negotiated into the bargaining agreement by negotiating teams who labor extensively on our behalf, and they are all important because they help to guarantee fair procedures for our bargaining unit members.

In my capacity as Contract Administrator—after a stint as President—I have come to even more greatly appreciate the hard work of negotiating teams over the years to win benefits for the faculty at UMD. We owe them a big thank you.

Collective Bargaining Agreement

An online version of the Collective Bargaining Agreement that is effective July 1, 2009 through June 30, 2012 is now available at the following address: <http://www1.umn.edu/ohr/policies/governing/unit9contract/>. We will distribute hard copies of this agreement as soon as they become available.

Education Minnesota/UEA Benefits

Did you know that your membership in UEA and Education Minnesota entitles you to a variety of benefits and savings from local and national retailers and service providers? General membership benefits, including access to savings, travel discounts, long-term care insurance, car buying and leasing,

other insurance, and even discounts on Bose music products, can be found at <http://www.educationminnesota.org/membership>.

As a member of Education Minnesota you also have access to a financial planner. If you would

like to hear more about this valuable member benefit please contact Scot Hanson at 800-851-8376 or go to the web site above for more information. (Note: You will need your Education Minnesota member ID to sign up for some benefits if you have not registered previously.)

From the Legislative Liaison

Michael Mullins

Welcome back to another academic year at UMD!!! If you're new I should briefly introduce myself. My name is Michael Mullins and I instruct in the Department of Foreign Languages and Literatures in the German Studies Program. I'm also your Legislative Liaison for the University Education Association (UEA). In that latter capacity I serve as your voice to the Minnesota Legislature on issues regarding Higher Education generally and UMD specifically.

In February 2010 we will enter the second year of the current two-year budget biennium. This session is the so called "bonding year," and the Board of Regents recently approved the University of Minnesota bonding fund request for the 2010 session in the amount \$193.3 million. You can

see details at: http://www1.umn.edu/news/news-releases/2009/UR_CONTENT_141349.html. This capital request includes the American Indian Learning Research Center on the UMD campus.

Otherwise, the state funding base for higher education in Minnesota continues to decline. Coinciding with double-digit tuition increases in the past decade have been equally large decreases in public funding. These changes have resulted in increasing student indebtedness and have led me to continue asking our elected officials in St. Paul whether or not they still support publicly funded Higher Education? Minnesota Statute calls for state funding of the University at 67%, but currently the legislature is funding less than 30%. If such

statistics concern you, then I'd encourage you to become actively involved in UEA. An opportunity will be coming up with our fall Membership Drive coupled with a Call to Political Action in mid-November. UEA will have a table outside the UMD Bookstore, along with the UMD Student Association. We'll not be hoping to simply attract new members but also to email our elected officials in state government expressing our concerns about:

- Public funding cuts to higher education
- Tuition increases
- Health Care legislation
- Other relevant concerns

Feel free to email me at: mmullins@d.umn.edu or call me @ X6155.



Nominations are currently being sought for the following system-wide awards: 1) the **Morse Award for Outstanding Contributions to Undergraduate Education**, 2) the **Award for Outstanding Contributions to Postbaccalaureate, Graduate, and Professional Education**, and 3) the **John Tate Awards for Excellence in Undergraduate Advising**. The deadlines for these awards are **January 21, 2010**, but the nominations require significant time to prepare. Please consider nominating a worthy colleague. Three UMD faculty members received the Morse Alumni award last year, and many of our colleagues would be worthy recipients of all three awards.

Information about the awards and the nomination process can be found at the following web sites:

<http://www.academic.umn.edu/provost/awards/morsealumni.html>

<http://www.academic.umn.edu/provost/awards/gradprof.html>

<http://www.academic.umn.edu/provost/awards/tate/nominations.html>

From the Grievance Officer

Elizabeth Nelson

Greetings from your grievance officer (also referred to as "member advocate").

The 2009-10 year has started with a smattering of grievance-related conversations, and we are actively working to protect members' rights. This year I will be acting as your grievance officer and hope before the end of the Fall term to identify representatives from each collegiate unit to serve as part of a larger grievance committee. "Grievances" may result

either in informal discussion to mediate a perceived violation of the bargaining agreement or an actual formal filing. The latter is done in consultation between the member, the grievance officer, and the executive committee of the UEA. Grievances usually start at the level of the dean, and if not resolved there, move to the chancellor and then, if necessary, to the university president. It is important to remember that the Grievance Officer files grievances on behalf of a Member or on behalf of UEA. An individual

member cannot file a grievance on his/her own. Moreover, grievances are filed with these levels of administration, and are NOT filed against another UEA member. If you think that there is a potential issue, please feel free to contact me (7519) or at enelson1@d.umn.edu.

Online Education

Jennifer Imsande

As we confront the forecast of a 2012 budgetary cliff for the University, we must monitor and participate in conversations about online education. Too few educators are adapting their teaching to a Web 2.0 world, and too many policy-makers and administrators want major expansions in online education without having to pay for them. In a commentary piece for Minnesota Public Radio, UEA executive commit-

tee member Jennifer Imsande explains why online education isn't cheap. "Online education takes more than a webcam in the classroom," *Minnesota Public Radio*, August 20, 2009 <http://minnesota.publicradio.org/display/web/2009/08/20/imsande/>. The article was reprinted by Education Minnesota's *Educator* publication.



Booth at Health and Wellness Fair

Visit our booth at the annual Health and Wellness Fair that will be held 10 a.m. to 3:00 p.m. on Thursday, November 5 in the Kirby Ballroom.

Members: Sign up for drawings totaling \$100 in door prizes.

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, jbansen3

Member-at-Large: Jill Klingner, x8626, klin0089

Head Negotiator: currently unfilled

Contract Administrator: Eileen Zeitz, x8239, ezzeit

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