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## From Your President

David Schimpf

Summer has disappeared from the rearview mirror, but I want to thank faculty who made efforts for us during those sometimes warmer, always more daylight months. Members contributed both goods and money for Education Minnesota's Wadena tornado relief project, and some of you may have made monetary contributions online that I would not know about. We wish the community well as it moves toward "Wadena 2.0." Second, thanks to those Members who gave their time to call prospective voters before the August primary election in Minnesota. I encourage all of you who have U. S. citizenship to learn more about the issues, then cast your ballot in the general election on November 2. See <http://www.sos.state.mn.us/index.aspx?page=4> for Minnesota or <http://gab.wi.gov/> for Wisconsin. Lastly, thanks to UEA-D people who supported the informational pickets by Duluth nurses. The picketing was important for expanding public awareness of the issues in contract negotiations for a large number of employees in health care, which is a big part of our regional economy and touches

all of our lives closely at one point or another.

We have a new cadre of leaders for UEA-D, and I am enjoying working with them. Please get in touch with me if you would like one or more of the leaders to visit with a small group of your colleagues, for a purpose that you help decide. Among our efforts to reach out to students, we published a prominent message in the September 29 *UMD Statesman*, and we are participating with other groups at Get-Out-the-Vote tables in Kirby Student Center during the last week of October. Among our efforts to reach out to faculty, we offered expanded orientation to bargaining unit life for new faculty this fall. In my new role I've become more aware of what an excellent state affiliate we have in Education Minnesota (EdMn). Its officers and staff are highly capable, and the overall organization is achieving increasingly better synergy of their talents. Not only is EdMn a great resource for UEA, but it facilitates the needed communications as higher-education faculty and K-12 educators move toward tighter articulation.

As you know, this is a time of transitions in University administrative leadership. You happen to be on

board while the Good Ship UMD, as well as the 'Flagship,' experience changes in 'command' this year, and I hope that you will contribute your best to charting a good course for the fleet. *Bon voyage!*

\* \* \*

One "technical comment": you received a September 10 e-mailing of the Regents Policy on Academic Freedom and Responsibility. That should have contained a disclaimer that the policy does not apply to bargaining-unit faculty at UMD. The reason is that the UEA-D contract's Section 113.000, instead of the Regents Policy, governs this aspect of your employment. The person in the Twin Cities who sends those e-mails is aware of the need to make the disclaimer, and has included it in previous instances, but simply overlooked this aspect in the recent case. You also received e-mail on October 12 about a new Individual Conflicts of Interest policy. That also does not apply to UMD bargaining unit faculty, which was mentioned in a different e-mail, about various governance actions, that was sent earlier on the same day (October 12).

### 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 4 in the Kirby Ballroom. **Members can enter a drawing for some nice prizes.**

## UNIVERSITY EDUCATION ASSOCIATION

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

## From the Contract Administrator

Al Roline

As I take over the role of Contract Administrator this year, I wish to say "thank you" to Eileen Zeitz, the former Contract Administrator, for leaving me such a good trail of bread crumbs to follow. With the assistance of a list of "Tasks of the Contract Administrator" and a CD's worth of other electronic documents, I feel like I have a pretty reasonable chance of staying ahead of the game. Thanks, Eileen!

Since taking on those responsi-

bilities in September, we have met with administration to discuss necessary corrections to some of our members' salary increases, reviewed and suggested revisions to the fiscal-year 2011 promotion-and-tenure timelines, and reviewed the tentative academic calendar for 2012-13. We have followed up on the distribution method for the "Special Faculty Development Fund" that was agreed upon last year in response to concerns about pay cuts for members. Information about that

has now been released by administration.

As we move forward this year, I expect to continue the work (started by John Hamlin and Eileen) concerning teaching loads within and among departments. If you have other issues of concern, or something that just doesn't "seem right" with regard to teaching loads (or any other contract issue), please do not hesitate to contact me. I will be glad to assist you, our bargaining unit members, in any way that I can.

### Faculty Awards

Congratulations to UEA member Janelle Wilson (Sociology and Anthropology) for her receipt of a 2010 award from the National Academic Advising Association in the Faculty Academic Advising category.

## From the Grievance Officer

Gloria Brush

My tenure as UEA Grievance Officer is short to this point -- only about three weeks -- but I'm eager to continue in the role that Elizabeth Nelson and many others before her have shaped and carried out so capably as the "Member Advocate" for UEA. I came to the Department of Art (now Art and Design) at UMD in 1981. Not long after my arrival, during that time of precarious finances and retrenchment in the University, I found myself as the most junior faculty member in the department, first in line to lose my job as funds were cut in SFA. The Rajender decree, which demanded that the U of M system work to im-

prove its then quite dismal record of hiring qualified women into tenure-track positions, gave me (literally) an 11th hour reprieve, and I went on to be department head for eighteen years, acting dean of SFA several times, and then back to my current role, which I enjoy immensely, of teaching, research, and service.

I tell you this only so you know I've served in various capacities, both as a full dues-paying UEA faculty member while professor and department head, and more briefly as a Principal Administrator. Department heads are strange fish: members of the faculty and UEA, with the role of

making recommendations to the dean. Some of you will remember Joni Mitchell's lyric about "seeing the clouds from both sides now"; my intent is to use what experience I have to assist you, the members of UEA. It's an exciting time to be at UMD as our new Chancellor shapes his vision for the campus.

Please email me and/or make an appointment to see me if I can talk through a concern with you and see what possibilities exist for solving it. We have a strong contract, tweaked over many years of negotiations, and that process continues. I'm here to assure to the best of my ability that you are served well by it.

## From the Legislative Liaison

Michael Mullins

Colleagues, Friends, and  
“Political Junkies”!!!

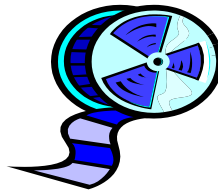
The season is here and we all are excited, but at the same time there is much confusion. No, I’m not writing about the stunning Indian Summer we’ve been experiencing and the lack of snow here in northern Minnesota. I’m of course referring to the mid-term elections, which are on the first Tuesday in November (two weeks from today as I write this). This year in Minnesota we are electing the entire Minnesota legislature and the governor. The national trends would confirm typical mid-term election results: “throw out the bums in power.” Of course this is a natural inclination, given the extremely difficult times we are all experiencing. I just heard on Minnesota Public Radio this morning a segment about the “new” voter and how to get him/her registered:

namely, the voter who has lost his/her home through the murky foreclosure process and is confused about how to prove residence when voting. Oh, these are the best of times but also the worst of times.

Fortunately for the UMD campus there is clarity on the horizon. We are organizing a tabling event that we are referring to as “Get-Out-the-Vote” (GOTV). The Student Association, MPIRG, the Office of Civic Engagement, and UEA are all bringing their energy to the tables, hoping to inform members of the UMD community about the three gubernatorial candidates’ positions on higher ed, but also on other issues of interest. It’s a non-partisan event, so anyone and everyone should feel welcome. Please contact Celeste Dallman ([cdallman@d.umn.edu](mailto:cdallman@d.umn.edu)) or me, Michael Mullins ([mmullins@d.umn.edu](mailto:mmullins@d.umn.edu)), if you’d like to be present at a table across

from the lower-level UMD Bookstore.

Finally, in reflecting about the upcoming legislative session, I would encourage you to think about comments State Senator Tom Bakk made during a candidate screening this past summer. He pleaded with us to come to the legislature with ideas, potential solutions, and positive and constructive suggestions, not just criticisms. He stated that we need to work as a community considering the needs of others before always worrying about our own immediate situations. Please contact me with concerns about pending legislation, politicians’ positions on specific policy matters, etc. Or, better yet, travel with me to the Minnesota legislature between January and May 2011. I am eager to hear from you.



### UEA RESOURCES

UEA purchased four short films produced by Magna Publications to assist our members with teaching. All may be checked out from the Instructional Development Service. The available films are:

How Do I Get Students to Read Their Assignments Before Class?

How Do I Get More Students to Participate in Class?

Learner-centered Teaching: Where Should I Start?

Cell Phones, Laptops, and Facebook ... What Can I Do About Them?

IDS, which is located in 209 Bohannon Hall, may be contacted at 726-6207 (LeAne Rutherford), 726-7715 (Shelley Smith), or 726-6355 (Jason Ellis).

## From Your President-Elect

Michael Pfau

Greetings, UEA members! As I begin my two-year term as President-Elect, I find myself quite impressed by the efforts and knowledge of our past and current Presidents, as well as the entire roster of UEA officials, officers, and staff. It reminds me of how lucky we are to have such a dedicated and informed team watching out for us during these difficult budgetary times, and how much I have to learn over the next two years.

While I undoubtedly have much to learn, even a UEA novice like myself can recognize the value of a few basic themes and goals. First, during this time of record state budget deficits, it is more important than ever that UEA members consider education-related issues as we make choices about our governor and legislators on November 2, and that we con-

tinue to lobby those leaders once they are elected. I hope you will visit us as we engage in “tabling” and get-out-the-vote efforts later this month. Second, insofar as budget difficulties will likely impact UMD in potentially significant ways, it is important that we do our best to recruit more faculty to active membership in the union. After all, we can only be as strong as our members allow. In particular, we need existing members to consider getting involved as Department Representatives or UEA officers or officials, as well as to continue to recruit new members. Third, at a time when for-profit online models for higher education have gained increasing prominence, we must redouble our efforts, not just to continue to enhance the quality of education at UMD, but to make students and the general public more aware of what a great value public universities like UMD are

in comparison to the private and for-profit alternatives. Our students pay less than students attending most privates and for-profits, and (at least judging from the recently-reported 50% student loan default rate among graduates of for-profits) seem to reap a better value than other options. Finally, we need to continue our efforts to work with students. While it is a common tactic among our opponents to suggest that our interests run contrary to the interests of students, we – and our students – know better, and we ought to continue to work together to ensure that UMD remains a top notch educational institution.

Thanks for taking the time to read. I look forward to working with you all in the coming years.

### UEA-D EXECUTIVE COMMITTEE

**President:** David Schimpf, x7265, *dschimpf*  
**Vice President:** Evan Brier, x7839, *ebrier*  
**President-Elect:** Michael Pfau, x8886, *mpfau*  
**Past President:** John Hamlin, x6387, *jhamlin*  
**Treasurer:** John Hansen, x7566, *jhansen3*  
**Member-at-Large:** Jannifer David, x8692, *jdavid*  
**Head Negotiator:** currently unfilled  
**Contract Administrator:** Al Roline, x8550, *aroline*

**Grievance Officer:** Gloria Brush, x8580, *gbrush*  
**BAC Liaison:** Jennifer Schultz, x6695, *jschultz*  
**Legislative Liaison:** Michael Mullins, x6155, *mmullins*  
**Information Officer:** Scott Laderman, x7207, *laderman*  
**Safety Officer:** Dan Martin, x6709, *dmartin*  
**Rep Council Liaison:** Eileen Zeitz, x8239, *ezeit*  
**Rep Council Liaison:** Jill Torres, x6758, *jt Torres*