Out Front . . . and Behind the Scenes

Anecdotes and Articles, Images and Issues
from University of Minnesota Civil Service and
Bargaining Unit Women

University of Minnesota
This publication was a project of the Civil Service and Bargaining Unit (CS/BU) Women’s Initiative, a committee facilitated by the University of Minnesota’s Office for University Women (OUW) in the Office for Multicultural and Academic Affairs. Many thanks go to CS/BU committee co-director Erica Goetzman, co-director Amy Olson, and committee members Robin Sauerwein, Nancy Vezner, Lizzie Greene, and Janet Hawkinson.

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Claire Walter-Marchetti, editor
Interim Director, Office for University Women
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History:

The University of Minnesota Commission on Women was established in 1988 to improve and enrich the work and learning environments for women. During the 1992-93 academic year, the Commission on Women established the Civil Service and Bargaining Unit (CS/BU) Women’s Initiative to address workplace concerns of CS/BU women. Focus groups evaluated the climate for CS/BU women and a steering committee was formed. The resulting CS/BU Women’s Initiative committee has been responsible for a variety of programs on topics of interest and concern to CS/BU women. In 2002-03, the committee began a process to produce a booklet honoring the history and contributions of Civil Service and Bargaining Unit women. This project was completed by the Office for University Women in December 2003.

Mission:

The Civil Service/Bargaining Unit Women’s Initiative is committed to developing programs to improve the work environment for CS/BU women, recognize outstanding contributions of CS/BU women, and serve as a voice/advocate for CS/BU women.

CS/BU Women’s Initiative Committee Membership

2003-2004: Lizzie Greene, Janet Hawkinson, Amy Olson, Robin Sauerwein, Nancy Vezner

2002-2003: Sara Cannon, Erica Goetzman, Janet Hawkinson, Elizabeth Kaul, Amy Olson, Mary Samec, Robin Sauerwein, Lauren Smith, Francis Stark, Nancy Vezner

2001-2002: Cari Anderson, Erica Goetzman, Lisa Higgs, Pat Jondahl, Ingrid Lehnhoff, Cathy Marquardt, Don Opitz, Robin Sauerwein, Lauren Smith

2000-2001: Cynthia Barry, Reona Berry, Caron Bury, Toni D. Coleman, Eunice Eckerly, Karen Haakonson, Lisa Higgs, Rose Kerber, Cathy Marquardt, LeAnne Mfalingundi, Kelly Ahern Nelson, Polly Peterson, Elizabeth Richardson
1999-2000: Reona Berry, Kelly Carroll, Toni D. Coleman, Eunice Eckerly, Patty Finstad, Lisa Higgs, Rose Kerber, Cynthia Lynn, Cathy Marquardt, LeAnne Mfalingundi, Polly Jo Peterson, Elizabeth Richardson

1998-1999: Reona Berry, Kelly Carroll, Anne L. Caton, Toni D. Coleman, Eunice Eckerly, Patty Finstad, Betty Jo Johnson, Raleigh Kaminsky, Patricia O. Meyer, Polly Jo Peterson, Mary Tate

1997-1998: Reona Berry, Kelly Carroll, Anne L. Caton, Debra Clemente, Toni D. Coleman, Patty Finstad, Sandy Herzan, Betty Jo Johnson, Raleigh Kaminsky, Bonnie Marten, Patricia O. Meyer, Polly Jo Peterson, Mary Tate

1996-1997: Anne Caton, Vicky Courtney, Sandy Herzan, Betty Jo Johnson, Raleigh Kaminsky, Bonnie Marten, Patricia O. Meyer, Barb Nesheim, Anita Rios, Mary Tate, Julie Ulrich


1994-1995: Vicky Courtney; Chery Hays, Susan Jarosak, Bonnie Marten, Barb Nesheim, Amy Olson, Anita Rios


Steering Committee

Women have always contributed to the academic enterprise, not only as scholars and researchers, but also as staff members providing clerical and financial services, laboratory and technical skills, residence hall supervision, cooking and nutritional expertise, and much more. In the 1930s and 40s, some University staff women worked in dining and residence halls as cooks and cafeteria workers. Others worked in University laundries, where they cleaned and ironed everything from hospital gowns and lab coats to custodial uniforms. By the 1950s, they were the “girls” in the office pool, and the indispensable secretaries who did everything from serve the boss coffee to take dictation and record the minutes of important meetings.

Amid the hard-fought struggles of the women’s movement, these women became professionals in their own right, working “out-front” as receptionists and administrative specialists, and “behind-the-scenes” as lab technicians, program associates, and account specialists.

Today, in offices across campus, they are often the first face a prospective student sees. For department chairs and unit heads, they provide “institutional memory” that recalls historical data and information about policies and practices. They provide support to faculty, implement academic and student services programs, serve as account specialists, conduct lab tests, serve on the University police force, fix building elevators, work in the libraries and keep University grounds groomed and beautiful. Indeed, this publication only begins to acknowledge the many contributions they make to keep this complex, successful, premier research institution running smoothly. As the phrase goes, Civil Service and Bargaining Unit women “hold up the U.”
Personal narratives are a way of connecting ourselves with the past, and storytelling has traditionally been the means of tying one generation to the next. The stories of University women are contained, not only in archives and libraries, but also in hearts and memories of retired and current staff. This section combines archival and anecdotal material to reveal experiences, struggles, and accomplishments of University of Minnesota women staff members. It illuminates women’s resilience in dealing with problems both large and small while serving as the backbone of the University, and describes their role in strengthening public service and higher education.

Above image from: The Minnesotan, Vol. 1, February 1948
‘U’ Worker Writes New State Song

Writing of songs and plays is an avocation with Miss Thomas. Her duties at the University Hospital leave her but little time for recreation, and writing occupies most of it. She recently wrote a series of eight satirical sketches to be used as a pianologue and altogether with Mrs. Beaulieu has written several songs other than the one on Minnesota.

“Minnesota, All Hail” is as follows:

Great state of Minnesota
Claimed by the bright North star,
With waving golden grain fields
Extending near and far,
The land of the laughing waters,
The home of the stately pine,
A thrill of pride goes thru my heart
That I may call you mine.

CHORUS:
Oh, Minnesota, all hail!
Rich in maroon and gold,
Devotion for you deepens
As the passing years enfold.
Our hearts will be returning,
However far we roam,
Your North star, the guide, will bring
Your sons and daughters home.

Strong men and clear-eyed women
With vision conquering fear,
Paid homage to the growing state,
In service year by year.
From farms to sparkling cities
They bravely led the way,
And may it be our destiny
To build as true as they.

Gertrude M. Thomas

“Minnesota, All Hail,” a song which has as its co-authors, Miss Gertrude Thomas, head dietician of the University of Minnesota Hospital and Mrs. Margaret Zender Beaulieu of Mankato, recently was sung by a group of legislators in the House of Representatives at the State Capitol and a bill was introduced to make it the official state song.

When the bill was brought up many of the legislators desired to hear the song before they voted and a group of eight including Representatives O. H. Dahle of Lyle, M. J. Rohme of London, O. H. Neuman of Wheaton, M. P. Lager of Bronson, Mathias Sanger of Mankato and M. A. Stevens, deputy clerk of the House, arose and sang it for the benefit of the other members. Later Governor Floyd B. Olson joined the double quartet and learned the song.

Miss Thomas wrote the words of the piece and Mrs. Beaulieu composed the music. It was adopted as the official song of the Minnesota Federation of Women’s Clubs at their convention at Albert Lea last fall. Later it also was adopted by the Minnesota Branch of American Penwomen of which Miss Thomas is secretary.

Minnesota Chats, April 1931
Comstock’s Grace Nelson...

HOUSMOTHER TO HUNDREDS

Comstock as if it were my own home because it is my home now. I have the same problems any housewife might have—only on a much larger scale. For instance, last summer when we put up new curtains for our 290 windows, it meant buying about $6,000 worth of material!

There are two sides to Mrs. Nelson’s work. The business side consists of purchasing for the dorm, hiring new employees, budgeting, attending meetings, planning decorations and furnishings. All the business of running the dorm smoothly is carried on in Mrs. Nelson’s first floor Comstock office.

“At the hall we have a dietitian to plan meals and supervise cooks, a housekeeper in charge of the custodial staff, a secretary who handles all office details, a registered nurse, and several switchboard operators.”

Many girls can find part-time work at the dorm, too, as switchboard operators, bus girls, snack bar attendants, or dishwashers.

Mrs. Nelson explains that the dorms are self-supporting units that are part of the department of Service Enterprises. Each women’s unit has a director under Mrs. Nelson, and each must be run within the income received from resident students.

The other and more enjoyable half of Mrs. Nelson’s job is working with the girls. Some women might shudder at the thought of being housemother to 378 college girls, but Mrs. Nelson thrives on it. She has three married sons, but no daughters of her own. She loves the Comstock girls’ spirit, vitality, and imagination.

As an instance of their initiative, she cites the melodrama they presented in the Comstock ballroom, last year, proceeds of which went to the Heart Hospital. Their creative ability found an outlet in the Christmas decoration contest among corridors, which resulted in elaborately decorated halls depicting all types of Christmas scenes—from Santa’s workshop to Christmas in foreign countries.

“The government of the dorm is left completely to the girls,” Mrs. Nelson says proudly. “We keep the dorms in physical running order, and the girls furnish the social life and activity. They elect their own president every year, and their electioneering rivals that of a national presidential campaign. They also have a dorm council to plan social activities and act as spokesman for dorm improvements.

“A full-time advisor is adviser to the house council and also supervises the counselors in each corridor. These are graduate students with whom younger girls can discuss their problems about college life. So I know there’s always somebody there if a girl needs help.”

Mrs. Nelson likes to do little things for the girls to make the dormitory seem more like home. She still talks of the wonderful time she had preparing a pancake breakfast in her tiny apartment kitchen for the girls in her corridor. Her other innovations are a snack bar that is open evenings, and several kitchenettes with electric plates so girls can prepare their own snacks.

“I think girls who go to college and don’t live in a dorm miss something,” Mrs. Nelson says. “Dorm girls learn to get along with all kinds of people, practice self-government, and become a little more independent. When I went to the University, I didn’t live in a dorm, but, you see, I’ve had the chance to do it over again. And I love it.”

The Minnesotan
THE MINNESOTAN, Volume 8, February 1955

ETHEL SLIDER
Ends 38 Years
At University

WHEN ETHEL SLIDER came to the University in 1916, Zoology was a new building, and her office looked out over grassy spaces to private homes where Coffman Union now stands. She's seen a lot of changes since then, having served under every chairman of Zoology and within the lifetime of every University president from Folwell to Morrill.

Miss Slider got a B.A. from Carleton College in classics with enough credits for a major in zoology. After taking special training in slide technique, she came to the U to work with Dr. Hal Downey, one of the world's leading hematologists, who needed help in making slides of blood cells. She's been here ever since—38 years—until her retirement last December 13.

As time went on she was given responsibility for staining and mounting the specimens for many of Zoology's 40,000 slides—10,000 in general zoology, 200,000 in parasitology, and some 10,000 in other fields. She had charge, too, of all optical equipment and saw that students were supplied with microscopes in good repair.

Ethel also maintained Zoology's live cultures, kept in special culture media in a temperature-controlled room. In recent years her work included making plastic molds in which whole specimens of insects and tiny animals were preserved intact.

Whatever mysterious part her name played in determining her occupation, Ethel Slider says her ancestry accounts largely for her fondness for delicate work; her father was a Lake Crystal jeweler and watchmaker.

Modest and quiet, she says she liked "all my work," and particularly appreciated the University's libraries and other special facilities.

Dwight Minnich, present chairman of Zoology, says of Miss Slider, "She has worked with a devotion and skill that put her in the top rank of slide and stain technologists in the country, and she represents with distinction an exemplary long-term service."

Her main outside interests at present are churchwork and bird-watching. A member of the Minneapolis Bird Club and the Audubon Society, she can tell you where to find the early birds in Minneapolis parks. Last summer, with a group of fellow-enthusiasts, she went far afield—to the Gaspe peninsula—to seek out Atlantic Ocean birds. But she confesses a preference for this upper midwest area... "North Dakota's wonderful for ducks and geese," she says dreamily.

Four other University staff members retired recently after long service. The Minnesotan salutes Miss Caroline Houserud, who retired as stores clerk in the linen room, University Hospitals, after 37 years; and Mrs. Marie C. Peterson, also linen room stores clerk, who retired after 24 years at the University.

On December 31, Miss Mellie R. Phillips, administrative secretary in the office of the dean of Extension division, left the University after 35 years in its employ. Miss Evangeline P. Pierson, tabulating equipment supervisor in the comptroller's office, retired after 36 years at the University. All five of these retiring staff members will receive Regents' certificates of merit for their long-term service at the annual retirement party to be held in June, 1955.
Training Division
Offers New Course in

HOW TO BE A
BETTER SECRETARY

SECRETARIES, stenographers, and typists now have the opportunity to learn quicker and easier ways of doing office tasks in the new course, Basic Office Practices, being offered by the Training Division of the Civil Service Personnel Office. Under the leadership of Mrs. Virginia M. Liebeler, office practices trainer, the course consists of two two-hour sessions a week for a period of six weeks in 303 Johnston Hall.

Available both to beginners without office experience and to those who would like to improve their office techniques, the course is helpful in two ways. It covers the basic office skills used in any business office, and, in addition, it explores the problems of working in a University office.

Course topics include letter layout, care and effective use of the typewriter, time-saving techniques, telephone-receptionist duties, duplicating methods, files analysis, and work organization. The lectures, discussions, practice sessions, and typing drills have been planned to give the

Mrs. Liebeler stands with Rose Marie Jung, clerk stenographer in the School of Physics. At the typewriters, left to right, are Sharon O'Loughlin, clerk steno, School of Public Health; Karen Hein, clerk steno, Mines; and Esther Pankratz, secretary, Concerts and Lectures. Flavia E. Goergen, secretary, KUOM, and Marlys Nelson, clerk-typist, State Organization Service, sit at the work table.

Continued...
The Minnesotan November, 1956

The Training Division began work on the film and the Basic Office Practices Course two years ago when 40 supervising secretaries were asked what training they felt would be important for new office employees. After the course outline and the film were completed, 120 supervising secretaries were asked to review the course content and the film and make further suggestions. Then final revisions were made. Actual classes were started last May.

“The course is intended only to supplement, not replace, the supervisor’s training of a new worker,” explains Frank Pieper, coordinator of civil service training. The course also makes available to supervising secretaries a variety of materials they can use to train their own girls from day to day, he points out.

So far, 30 girls have successfully completed the Basic Office Practices Course.

November, 1956

Here two girls conduct a practice telephone conversation. Left to right are Alice Tracy, senior clerk typist, Dean of Students office; Mrs. Virginia M. Liebeler, office practices trainer; Patricia Eckhart, clerk steno, School of Social work; Penny Humble, clerk typist, Physical Plant; and Joyce Styve, clerk steno, General Extension division.
Retirement is relative
Longtime U staffer still involved in campus matters

Peg Wipperman may be the reason why the University has a regents’ office.

Wipperman, a long-time administration staff member who retired in 1985—she thinks she began working at the U in 1947 but says, “I’m really not sure anymore”—was for several years secretary to then-President J.L. Morrill.

At the time, the University did not have a regents’ office, so the clerical and secretarial work for the regents’ meetings was divided among staffers in the president’s, finance vice-president’s, and personnel offices.

“The day I went in and told President Morrill that I couldn’t do his dictation for a couple of days because I had to get the regents’ docket out in the mail was the day they decided they needed to create a regents’ office,” Wipperman recalls.

In her nearly 40 years at the U, Wipperman—who remains involved with the U of M Retirees Association and the Elderlearning Institute—managed to maintain her affection for the University while also remaining clear-eyed and observant about the foibles of the place.

She remembers, for example, Regent Dan Gainey, the owner of Josten’s, and how she envied the lifestyle of his string of horses—they had air-conditioned stalls at a time when U employees labored through the summer in the decidedly swampy conditions of un-air-conditioned Morrill Hall.

Wipperman also recalls the time following a regents’ meeting when Regent Griggs purchased a diamond engagement ring for his fiancée—affectionately known as The Admiral—from Gainey in the regents’ room, and how she stopped and stared at the transaction.

“I never saw such a big ring in my life,” she exclaims, “or such a big wad of money!”

She also fondly remembers a smaller, more collegial University where “all the people were civil and very thoughtful—I don’t know if that is true today”—a University where Regent James Ford Bell (“a very imposing man who always wore a black overcoat”) would bring flowers from his greenhouse to president’s office staffers. She also vividly recalls a telling moment in the advance—

Continued...
The Minnesotan, Vol. 7, December 3, 1953

Keeping President Morrill’s calendar and making his travel arrangements are part of Margaret Wipperman’s duties as secretary in the president’s office. Swimming and tennis are Peg’s hobbies.

A N E C D O T E S A N D A R T I C L E S

The Minnesotan, Vol. 7, December 3, 1953

moment of women at the University.

“The mid-’50s we had only one female on the Board of Regents—Marge Howard,” she says. During the regents’ meeting when the board was changing the titles of the health science directors to dean, Howard spoke up.

“She asked, ‘Is the dean of nursing as experienced and qualified as the deans of the other departments?’ The answer was, ‘Yes, absolutely,’” Wipperman says.

“Then,” she said, ‘I don’t understand the disparity in salary between her and the other deans.’

“So the regents had to quickly up her salary,” Wipperman says. “I loved her for that.”

Wipperman moved to the Twin Cities when she was nine; her brother, following in the footsteps of their father, was entering the U of M’s medical school. After attending the U as an art major, she started working at the University as a secretary in what was then known as the General Extension Division—today’s CEE. The U gave her her first full-time job. Ultimately she’d never work anywhere else.

After CEE, she worked as a secretary in electrical engineering for a time before moving to the president’s office. When she retired 11 years ago she was assistant to external relations vice president Stanley Kegler.

“I was looking forward to not working,” she says. But apparently not hard enough. Wipperman has found it difficult—no, impossible—to give up her association with the University.

Most of the things she planned to do in retirement—learn to play the piano again, reorganize her photos and slides—have been left in abeyance as she devotes most of her time and energy to serving on the boards of directors of the University of Minnesota Retirees Association and the newly formed ElderLearning Institute.

“At one point I found myself taking minutes for three different groups in one week and I had to ask myself, ‘Is this why I retired?’”

Having scaled back, she now takes minutes just for the retirees group. “I decided somebody else could do it for a while,” she says with a laugh.

—Richard Broderick

Kiosk, June 1996
Rogercarole Rogers Moves Up Fast, Now Heads Employment Section at 'U'

by Maureen Smith
Editor of University Report

Four years ago, Rogercarole Rogers was a student at the University of Minnesota, finishing her degree in business administration.

Today she is in charge of the employment section of the University's personnel department. Eight staff members report to her directly. Their responsibilities include recruiting, testing, screening, and interviewing all applicants for clerical and service positions and counseling present employees.

How does she feel about moving up so quickly? "The new and unknown is always scary," she said in a recent interview, "but I'm excited by the challenge."

Once in a while she wonders if it's too much. On a recent day when she felt she was "hanging onto a cliff with my fingertips," she called her mother and asked, "Why didn't I just get married when I graduated from high school?"

Her mother's response: "Because you're ambitious and you want a career." Miss Rogers agreed. As part of her commitment to a career, she is now finishing her master's degree in industrial relations.

A MAN'S NAME — Miss Rogers thinks the formation of her ambition may have started with her unusual name — Rogercarole. "I was supposed to be a boy," she said. Her sister was seven years older, and the family was supposed to be completed with a son.

A brother was born four years later, and "he and my sister have perfectly normal names — Patricia and Barry." The three children were "raised in an egalitarian way," she said. All were expected to excel, and "my brother helped with the dishes."

For whatever reason, Miss Rogers decided early that she "didn't want a typical stereotyped female position." Her childhood goal was to be a doctor. "I come from a family of teachers and social workers," she said, and she knew she didn't want to fall into one of these traditional roles.

In this determination, she had the support of her mother, a teacher. Her father was more apprehensive. "He really tried," she said, "but he was worried about how I was going to make a living."

LUCK AND HARD WORK — When she graduated from the University, Miss Rogers took a job as a personnel representative. It was a job that sought her, as a result of an article about her that ap-
peared in the student newspaper, the Minnesota Daily.

"I guess I've been lucky," she said, "but I've worked hard, too. I felt I was a good personnel rep."

As one of two personnel representatives for University Hospitals, she was able to continue her childhood interest in medicine. "I enjoyed that," she said, "I had a chance to see things an ordinary layman doesn't get to see," such as surgery and kidney dialysis. "My curiosity was fed well."

MAKING IT EASIER — In her new position, Miss Rogers plans to "review procedures and suggest new ones to make the process a better one for the applicants as they come in."

About 20,000 job applicants come to the University each year. Of these, the largest number are applicants for clerical positions. Applicants for professional and technical positions will still be interviewed by the personnel representatives who are assigned to the departments with the vacancies.

"It is not that we consider these jobs to be more important," Miss Rogers said, "but the qualifications for clerical and service positions are more homogeneous than for professional and technical jobs."

With the interviewing procedures centralized, she said, the personnel representatives will be freed for other responsibilities. And for the job applicants, streamlining of procedures will mean that "they will be seen more quickly and it will be easier for them."
“There is a student in the lounge who is loud and abusive toward everyone in sight! We’re all scared! Someone needs to do something!” As the receptionist in the General College Office of the Dean, I was often confronted with urgent situations, but the following stands out as the most stressful student contact I experienced in thirty-four years of University service.

Before I could respond to the student who reported the disruptive behavior, the student in question came through the door. He was a tall, slender, handsome young man with piercing brown eyes and a sense of urgency in his demeanor. I asked if I could help him in my most secretarial tone. He demanded to see the Dean. I explained that the Dean was not available and perhaps I could help him. My response did not please him and he became very belligerent and verbally abusive. At this point, the entire office staff was frightened enough to be immobilized. We knew we needed to call the police, but as the sibling of a sufferer of manic-depression, my main concern was to alert police to the possibility that this young man was in need of medical assistance, not jail. In a gesture to gain his confidence and end the disruption in the main office, I went with him into one of the assistant dean’s offices. Once we were inside, administrators called the police and University Hospital crisis center.

Meantime, my experience in the small assistant dean’s office was harrowing. Every time I thought I had convinced the student to go peacefully with the police, he threatened to throw me on the desk and rape me. I knew I outweighed him and I had no intention of allowing him to harm me. On the other hand, I had seen grown men thrown around like rag dolls by the

Continued...
extraordinary strength of a person during a manic episode. Assuming a very maternal posture, (while assessing what was available on the desk to use as a weapon if required) I told him, “Young man, I will not let you be disrespectful to me, verbally or physically, so put throwing me anywhere completely out of your mind. You have a medical condition that you need to get help for before you do so much damage you won’t be allowed to attend the University. Let’s talk about that.” I never knew how much of what I was saying was penetrating his episodic state. Each time I thought we were seeing the world through the same lens, he would threaten me with physical harm. We had our exchange about rape and respect several times. Finally, there was a knock on the door.

The police and paramedics had arrived. They were aware of the situation and would treat the student appropriately. He allowed me to open the door, gave himself over to the medics, and went quietly out of our lives.

Barbara Foster
General College, Retired

Transcription (From 2000 video, “Holding Up the U, 150 years of staff women at the University of Minnesota”)
Seeking Simple Workplace Accommodations...

I started out at the level of secretary, which included a lot of shorthand, typing, mimeograph and ditto...The only problem we had, the four of us women working there, was that there were no women’s rest rooms. We had to go next door...If it was wintertime, you had to put on your coats and your boots, and go out the door, and walk over to Main Engineering.

and Fair Retirement Policies

University staff women were very instrumental in changing our State law. That was when Civil Service Women at the University...got organized in order to change our retirement pay. So we got to together, and at that time, our retirement pay was based on our total working history. If you started off working as a clerk typist at $100 per month, that would be included in figuring out your retirement pay. What we wanted [was] to have only the top five years be used for figuring out retirement pay. So we had a number of meetings...and we all got together and lobbied at the legislature. There were several of us who were very good at going over there and lobbying, and going after them, and we got the law changed to the “High Five”.

Peg Wipperman
Institutional Relations, Retired

Transcription (From 2000 video, “Holding Up the U, 150 years of staff women at the University of Minnesota”)
To Protect and Serve

I am a sergeant on day-shift patrol, and I currently supervise police officers, police dispatchers, and parking-enforcement officers. I earned the medal of valor following an incident in 1995 when a former University of Minnesota employee came back on campus with a gun and was going to shoot the Dean of the Medical School. I intervened and prevented that disaster from happening.

I was hired with two other women, and there were already two women with the University police department at that time...in 1981...we were considered to be a progressive agency. The University thought it would be a feather in their cap to have five women working for their police department, and later on that summer, we hired another woman. To have six women on a police force in 1981 was considered quite a coup.

We’ve consistently maintained six or seven women police officers in some role or function at the University of Minnesota. And for agencies of our size, that is quite a few officers. Certainly, when I first started dealing with certain male colleagues, when we started to have babies, for example, they didn’t know what to do with us. We kind of had to – during my first pregnancy, for example – we had to stand up for our rights and say, “We can still work; we can still be viable people, contributing to the University... we don’t have to be at home, twiddling our thumbs waiting to have our babies!” And it was kind of a battle. It was certainly stressful, but it was worth the battle, since subsequent pregnancies have gone a lot more smoothly with regard to work issues.

Jo Anne Benson
U of M Police Department

Transcription (From 2000 video, “Holding Up the U, 150 years of staff women at the University of Minnesota”)

Jo Anne Benson hard at work.
An Extended Shift at the Hospital

One of the most interesting experiences, and...also one of the most uplifting, [had] to do with a snowstorm. We were filled to capacity, as usual, and we were short-staffed. The weather was getting bad, and a storm did come in. When our shift ended that afternoon, and the next shift did not come in, we said “we’ll work a double shift,” thinking [we] would get out at midnight.

Well...the night people also did not show up for their shift! I do have to say that the patients thought it was wonderful to have the same nurses for 24 hours in a row!

I think the climate for women has changed for the better. There’s more equality, and by equality I mean between doctors and nurses. The doctors really question us; they respect [us] for [our] intelligence. They are always asking for input.

Jean Olson
Research Nurse
Department of Medicine

Transcription (From 2000 video, “Holding Up the U, 150 years of staff women at the University of Minnesota”)

From Professional Work to University Volunteer

Several years ago while I was working on the St. Paul Campus, an old friend returned...to pursue a master’s degree in horticulture at the University of Minnesota. Her passion for learning about the mysterious inner workings of plants spilled over into our social excursions as well. Road trips to greenhouses in the silence of winter provided a step into another season, with the comforting scents of greens and earth, and the welcome humidity soothing our parched faces and hands.

Then one summer a call came from my friend to help pick blueberries at one of the University’s experimental gardens near Becker, Minnesota, to determine the yield from many varieties of blueberry bushes. The day was spent going from bush to bush, filling our flats with the luscious fruits, occasionally straying to bushes not included in the study to sample glorious blueberries warmed by summer sun. Here, I learned about a variety of blueberry that is white when ripe. As I filled the flats with berries, I remembered rising at dawn to pick berries with my mother, and, years earlier, with her mother. I was filled with the joy of doing work that spans generations, and was grateful that the University provided such a beautiful setting to learn about the world, other people, and oneself.

Charleen Klarquist
Student Support Services Assistant
Department of Design, Housing, and Apparel
Armed with the freedom of choice gained by feminists who came before me, I entered the University of Minnesota, intending to go to law school and become an attorney presenting cases with all the drama of a Perry Mason. After deciding that route that wasn’t intended for me, I instead completed a degree in political science and criminology deviance. I had been cautioned early on by high school counselors, college professors, the media, and employers, that we were likely to change jobs 5 to 7 times in a lifetime, rather than experience a comfortable fit for life in one position. Welcome to the world of both opportunities and challenges, I thought.

Anyway, while studying, I also began to work at the University, and was fortunate to learn from the guidance of two great administrators. While I learned about commitment and conscientiousness from one, the other expanded my horizons about issues at the University – Rajender, Minnesota Plan II, AFSCME, Commission on Women, Civil Service/Bargaining Unit Initiative – terms that became real to me as I observed and participated in a very exciting time for women at the University.

As an undergraduate student, I was fortunate to be involved in a variety of projects, and having been part of Women’s Student Leadership, thought it a natural progression when I was hired as a full time employee to continue in my service to those projects and programs. As an employee, staff development time was figured into my job as a percentage of time per week, providing flexibility for me to stay involved. While some women didn’t like their jobs and thought they were powerless to change or make their positions more meaningful, I felt that University resources offered possibilities that I should explore, and work was more than “an 8-hour stint.”

Although health reasons have limited my service in recent years, I did serve on the Civil Service and Bargaining Unit committee in 2002-03, and the

Continued...
CS/BU history booklet, produced through the Office for University Women, is something we should be pleased about. In my 18 years as an employee, I’ve been able to work with/participate in many programs including: Women in Science and Engineering, “Take Your Daughter to Work Day,” the Women’s Leadership Institute, as well as the CSBU Initiative, both in its early days and this past year. Looking back and looking ahead, I’d offer this message for my CS/BU women colleagues: get permission to take a longer lunch to attend one of the programs offered by the CS/BU committee. Whether you’re happy in your current position or seeking a step up in the future, these events offer a great way to meet other University women and learn about a variety of topics. I may be a long way from the Perry Mason thoughts I had when I came here, but I’ve learned that an intelligent Della Street is an asset who makes her own important contributions.

Amy Olson
Associate Administrator
College of Pharmacy
Ideas for change and renewal often begin in unexpected places. While men conduct business with each other on the golf course, women tend to meet in other places, including the women’s restroom. Several years ago, while working in the College of Continuing Education (CCE/formerly CEE), I happened to see then Associate Dean Barbara Stuhler in the restroom. As we washed our hands, a conversation began about ways to bring together women staff members into a formal group. From that informal conversation, came the Steering Committee on the Status of Women in CEE, and ultimately, the CEE Women’s Council was born. Several women including Barb Stuhler, Ann Pflaum, Carol Daly, Susan Lindoo, Judi Linder, Rachel Christensen, Claire Walter-Marchetti, Trisha Tatum, Rachel Nelson, Sarah Anderson (UMD), and myself, were founders. The CEE Women’s Council was considered by the Commission on Women to be a model for other colleges at the University, and was often cited for its success in bringing women together in a safe environment to discuss issues of concern and to create opportunities for leadership and career development.

While the mission of the Women’s Council was straightforward—to provide leadership in developing programs and policies to enhance the work environment and serve as a voice for CEE women—its task was daunting. At that time, women staff members experienced a work climate that often silenced them in meetings, failed to recognize their work, and offered few opportunities for career advancement. Throughout its twelve-year existence (1988-2000), the Women’s Council sponsored brown bag lunches on topics such as women in leadership, gender communication, women and finances, silencing, and gender bias in health care. Annual “Climate for Women in CEE” conferences were held off campus and attracted 50-75 women (and a few men) for a day of learning and networking. Participants heard from experts on women facing change and making choices, healthy lifestyles, women in Minnesota history and politics. Presenters included Commission

Continued...
on Women leaders, Janet Spector and Anne Truax, and, in an extraordinary program, then-emerging national leader in diversity, Dr. Peggy McIntosh, who spoke on White privilege.

But most of all, the beauty of the Women’s Council was its inclusiveness. Open to all women in CEE regardless of job classification, the Council gave women an opportunity to develop their leadership skills. For example, the position of chairperson was rotated each year between a civil service/bargaining unit staff member and a faculty/professional and administrative staff member. Women shared responsibilities for planning programs and activities, and all pitched in from conceptual development to logistics. Membership was broad based and representative of the diversity within the college. Reflecting back on my involvement in the organization serves as a reminder that conversations among women are important, for one never knows when a few comments may serve as a call to action.

Raleigh Kaminsky
Alumni Relations Director
College of Education and Human Development
These images, from the 1930s to 2003, offer an opportunity to understand the work lives of University of Minnesota women staff members and provide a glimpse into their various contributions to University operations. This section also includes materials from University publications and local newspaper articles that give insight into workplace concerns for Civil Service and Bargaining Unit women. Some issues have been resolved over the years, and some remain.

Above image from: The Minnesotan, Vol.1, January 1948
**WORKPLACE IMAGES**

**I M A G E S A N D I S S U E S**

*Laboratory work in the diet kitchen of the newly completed wing of University Hospital is an important item in training.*

*Hah Doan, Pearl Cohen, Vivian Chiuander, Jean Ryan, Lydia Linsley, Carol Raymond, Esther Hanke and Katherine Altman are the women who help keep the Cancer Detection Center operating.*

*Minnesota Chats, May 1930*

*The Minnesotan, Volume 1, April 1948*
Workers in the fats research laboratory are J. R. Chipault, John M. Hawkins, Merrill J. Hendrickson, Ira Macdonald, Dagmar Devik and Christense Nickell.

TYPICAL of the best in telephone courtesy at the University are Viola C. Stallman and Renee Groth—two ambassadors of good will for their departments. Miss Stallman is senior secretary in the Agricultural Extension Office. Miss Groth is clerk-typist and receptionist for the University Press.

Both answer phones all day long, and to staff members and students alike, as well as the non-University public, they are uniformly polite and helpful. To them, and to all the other staff members who build good will for the University over the telephone, The Minnesotan says, “Congratulations!”
Home Problems Solved . . .

Rural Women Aided by Staff Members

IN Minnesota 56 home demonstration agents are bringing up-to-date information on homemaking to rural women, working toward the goal of improved farm homes for better family living.

Whatever the problem of the farm women—whether she needs advice on remodeling her kitchen, making over a dress, slip covering a chair or feeding the baby—she knows she can always consult her home demonstration agent.

Members of the University of Minnesota staff, home agents are employed cooperatively by the county, the University and the United States Department of Agriculture. The home agent at all times works closely with the county agricultural agent and the 4-H agent, the three comprising the county staff of the Minnesota Agricultural extension Service.

New officers, elected at the annual Extension Conference, are home demonstration agents Edith Nelson, treasurer, from Anoka County; Ada Tufnel, Pipestone County, president; Margaret Lerro, secretary, Wadena County; and Eleanor Stoltenow, vice-president, from Clay County.

Since the work of the home agent touches every phase of family living, she must be well trained for her job. To qualify, she must be a college graduate with a major in home economics. She must also have a genuine liking for people and possess personality traits that will fit her to work well in rural communities.

Mixing cake batter by the quick method is Margaret Lerro, home demonstration agent in Wadena County. She explains its advantages as part of her teaching program.
A home demonstration agent must keep up with the latest in equipment so she can pass on the information to women in her county. Here Eliza Thompson, Goodhue County, inspects pressure cookers.

Time out for a laugh with members of the office staff. Seated are Joyce W. Wilson, senior clerk; June L. Palmer, clerk-typist; and Catherine Crowe, administrative secretary. Standing are Mary Vogel, secretary; June D. Torsfelt and Mary Ellen Goodrich, clerk-stenographers; and Majorie E. Glennon, principal clerk.
Scholarships Awarded

NINETEEN University staff members are a little busier than usual this quarter. Winners of Regents’ Scholarships, they are taking, tuition-free, as many as six credits in fields of study which are related to their jobs.

These courses should not be offered by the Extension Division, in order for the staff members to be qualified under the terms of the scholarships, unless, of course, there is some very good reason why the classes cannot be taken in Extension.

These lucky people don’t have to make up the time they spend in class, either; that privilege is included in the scholarship benefits.

The Board of Regents set up this plan for Civil Service staff members in 1939, and through it 60 scholarships are awarded each year.

Winners are selected by the Civil Service Committee. Its decisions are to some extent influenced by the applicant’s previous service record.

Full-time staff members may file for spring quarter Regents’ Scholarships in Room 17, Administration. Even though a previous application may not have been accepted, any staff member may refile. Dates on which applications are accepted will be announced in the bulletin of the Minnesota Daily. There are 19 Regents’ Scholarships available for spring quarter.

The winners for winter quarter are: Wayne L. Adams, laboratory assistant, Physiology; Elmore V. Anderberg, senior secretary, Personnel; Vuriel M. Antion, clerk-stenographer, Graduate School; Rita Archambault, secretary, Coffman Union; Walter Carlson, laboratory assistant, Physiological Hygiene.

Phyllis Fresonke, clerk-typist, Office of Dean of Students; Angeline Lekas, clerk-stenographer, Student Activities Bureau; Vera Makiverta, senior librarian, Library; Edmund Louis Mallet, laboratory technologist, Public Health; Edith Martin, clerk, Poultry Husbandry.

Christine A. Mathis, senior clerk-typist, Library; Francis McGuire, principal laboratory attendant, Botany; Carol K. Nezark, clerk-typist, German Department; Evelyn Ruth Neavold, senior clerk-typist, Veterans’ Affairs.

John D. Parrish, assistant scientist, Mines Experiment Station; Marlys Parsons, senior clerk-typist, Admissions and Records; Helen B. Wik, senior clerk, Library.

Sarah N. Wrenn, housing inspector, Students’ Health Service; Norma Irene Zelik, secretary, Library.

Hand irons and automatic presses fill one big corner of the laundry’s space. The press operators are so expert that only a little touching up is needed with hand irons on uniform collars.

If it’s information about the University you want, Mabel Fairchild, senior clerk, is sure to know the answer. Her “headquarters” are in the Minneapolis campus Administration Building.

Mrs. Mary J. Randolph calls herself the “needle’s eye for the Department of Agriculture.” As administrative secretary, she knows about everything that’s going on, answers everyone’s questions.
EVERY DAY IS WASHDAY

LAUNDRY STAFF keeps University’s clothes clean

WASHING clothes is no headache for Cora Thompson, supervisor of the University laundry. Yet Miss Thompson, with the help of her 56 assistants, manages to use up 750 pounds of soap and 175 pounds of starch weekly in her gigantic wash.

The laundry equipment, as you can imagine, is just as big as the wash. It has to be, to take care of all the hospital laundry, plus linens, towels and 2,000 uniforms a week. Even the Athletic department’s track-suits, sweat suits and socks are washed here, on the ground floor of the University Hospitals.

The dispatch and efficiency with which clothes are marked, sorted, washed, rinsed, dried and ironed is something any housewife would envy. Although the department is crowded and there is so much to be done that the staff members must work in two shifts, everyone in the laundry works together with the precision of a well-drilled team.

As a matter of fact, teamwork is vital to keep the clothes moving from one process to another, almost in a circle about the big room.

When clothes are first brought in, the contents of each bag is listed and sorted by Agnes Crawford, Susan Hibbin, Margaret Grafinitz and Viola Lee. Hospital laundry is kept separate. These women also mark, for identification, clothes not already stamped.

Damp clothes are sorted in the foreground, while one of the big mangles presses flatwork in the back of the picture.

December 1948
Baked Stuffed Green Peppers

(6 servings)
Ingredients:
- 6 firm green peppers
- 1/2 lb. ground ham
- 1 small onion
- 2 cups boiled rice
- 1 No. 2 can tomato soup

Method:
1. Wash peppers, cut off tops, remove seeds.
2. Grind ham and onion together.
3. Mix ham, rice and 1/2 can of soup.
4. Fill peppers and set in baking pan.
5. Pour the other 1/2 can of soup over the peppers.
6. Bake in a moderate oven, 375 F., for about 1 hour.

More recipes from Our Good U Cooks

Sweet French Dressing for Fruit Salad

(1 quart)
Ingredients:
- 2 cups salad oil
- 1/2 cup vinegar
- 2 tsp. grated onion
- 2 tsp. celery seed
- 1 cup sugar
- 2 tsp. dry mustard
- 2 tsp. paprika
- 2 tsp. salt

Method:
1. Mix spices and sugar together in bowl.
2. Slowly add the vinegar and oil and stir thoroughly.

The Minnesotan
Anastasia McCue works as a senior clerk in Storehouse and Shops. She's been working for the University 32 years.

Irene Hansen and Gladys Anderson work in the College office, St. Paul campus.

Pictured in the St. Paul campus cafeteria kitchen are some of those responsible for the excellent meals served in the cafeteria. From left to right, they are: Bernita Olson, Hilda Glander, Sylvia Fried, Dorothy Sell (senior account clerk), Miriam Scholl (manager), Naurine Higgins and Anna Bouquot. The cafeteria averages about 700 meals a day.
Mary Tachibana preparing teeth – 1951

The Minnesotan, Volume 4, February 1951

Keeping 153,000 names on 90 mailing lists up to date and addressographing thousands of pieces of mail a year from departments all over the U is a big job and most of it is done by Belinda Paulson, Printing.

The Minnesotan, Volume 4, March 1951

For seven years Elnore Beckman has been secretary to Hedwin Anderson, director of civil service personnel. Her hobby: making all of her own clothes.

The Minnesotan, Volume 4, February 1951
Dagmar Hasberg, principal clerk, has worked in the physical plant department 29 years. Her hobby, she claims, is “drinking coffee.”

The 14 girls who just completed the training course led by Ray Vernes are, l. to r., front row: Margaret Britt, Shirley Erickson, Lois Stone, Eleanor Larson, Jerry K. Swanson, Betty Chadek; back row: Marilyn Frie, Barbara Robertson, Mabel Hveda, Dorothy Brewer, Edythe Dobkin, Donna Christopherson, Ardell Ager, and Dorothy Cathbert. Ray Vernes illustrates from the manual.

Lab technician Pat Harihan hands Dr. R. Hasbey a slide of tissue from a cancer patient treated with hormones. Jr. scientist Florence Carney and Dr. Cyrus Barnum examine a piece of tumor tissue containing radioactive phosphorus, injected to reveal metabolism in cancer tissue.

Pathology

Physiological Chemistry
Familiar face around Coffman Union is that of Pat Barton, clerk typist, who does student personnel work under Hans Hopf, assistant director of the Union. Pat says she doesn’t have time for hobbies because housekeeping takes up all her extra time.

In her eighth year at the University, Katherine Reik enjoys her job as office supervisor in the General College office. She likes to hike in her spare time.

Pretty Ardell Agre likes to meet people, which is very important on her job as secretary-receptionist in the Information Service office, on the St. Paul campus.

Friendly, blonde Lillian Hefta has been secretary to U Comptroller Laurence Lundeen for four years. After work hours Lillian dallies in photography and likes to sew.
Willa Kear, who has been secretary in the Music dept for two years, says her hobbies are singing, piano-playing.

Luena Gillen has been cooking for Union Food Service since 1933. As a banquet cook, she prepares the meals for the football team’s training table.

Marjorie Buckner, Owre Hall elevator operator, says her passengers always keep her busy, especially between classes. She has been with the U since 1946.

Patients at the Health Service are greeted by pretty Ruthetta Halbower, office supervisor, who keeps medical records in order, makes sure that patients consult proper doctors. She’s been at the U four years.
For 20 years Florence Stephens has been a mainstay in the home economics office, where she is principal secretary. Florence enjoys traveling.

Readyng sterilized equipment for doctors is the job of Nellie Johnson, one of the many nurses' aides in the central supply room, Mayo Memorial.

Keeping things humming in the room scheduling office are, l. to r., Ilene Onion, Jacqueline Boynton, and, on the phone, principal clerk Ada Kawamoto.
Mrs. Liebeler stands with Rose Marie Jung, clerk stenographer in the School of Physics. At the typewriters, left to right, are Sharon O’Loughlin, clerk steno, School of Public Health; Karen Hein, clerk steno, Mines; and Esther Pankratz, secretary, Concerts and Lectures, Flavia E. Goergen, secretary, KUOM, and Mary Nelson, clerk-typist, State Organization Service, sit at the work table.

The Minnesotan, Volume 10, November 1956

Mrs. Elsie Hanson, senior accountant clerk, general service and maintenance, St. Paul campus, says that after working hours she is so busy homemaking that she doesn’t have time to develop hobbies.

The Minnesotan, Volume 10, March 1956

Stamp collecting, reading, and knitting are hobbies of Juanita Klipple, senior clerk, main library circulation department. She hopes “some day” to become a librarian.

The Minnesotan, Volume 10, December 1956
Loretta Jahnke

Coffman Food Service Cook Loretta Jahnke is an authority on sandwiches—particularly grilled cheese and hamburgers, both top favorites among students and staff members.

Betty Maurstad

As curator of the University Art Gallery, located on the third and fourth floors of Northrop Memorial Auditorium, Betty Maurstad is responsible for loaning Gallery works to staff and students. She also works closely with the special exhibitions sponsored by the Gallery. Mrs Maurstad, who has been curator since 1952, has been with the Gallery for 10 years.

Marion Melrose

Mrs. Melrose, Agricultural Extension specialist, is teaching a pilot course in energy-saving housework techniques to housewives who have below-normal physical energy, specifically those with heart disease.
"It’s unusual," exclaims Mrs. Witt, "but I love to wash dishes!" She is supervisor of dishwashing for all Coffman Union food services. Conveyor belts coming into every corner of the “dishroom” bring dishes from banquet rooms, the Union cafeteria, grills, and club rooms. Many millions of dishes have rolled off these belts to Mrs. Witt during her 15 years with the Food Service.

The trio responsible for “catching errors” in all materials coming off the presses at the University Printing Service are Velma Warder, left, and Frances Peterson, right, editorial proofreaders; and Jean Shearn, center, supervisor of the editorial office. Their least favorite proofreading tasks include checking galleys of financial reports, scientific formulas and directories. Altogether, their length of service adds up to 20 years.

On the scene at University residence halls are staff members who do everything from cooking to interior decorating. On these pages are pictured some of those who helped to make Sanford Hall, the oldest women’s residence, a “home away from home” for the students.
Right, Mrs. Alice Galkjen, Senior Food Service Worker, left, and Miss Louise Eng, Cook, finish a special treat, strawberry parfait pie, in the Sanford Hall pastry kitchen.

Lower right, Senior Food Service Workers Mrs. Anstrid Edstrom, left, and Mrs. Alice Nelson finish fixing the salad.

Center, Mrs. Therese Zentemke, Food Service Worker; Mrs. Ruth C. Wirth, Food Service Manager; Mrs. Agnes L. Selke, Senior Food Service Worker; and Mrs. Helga Vetsch, Assistant Cook, cut and weigh steaks for dinner.

Below, Mrs. Sydney Mac Donald, Sanford Hall Director, and Miss Betty L. Schreiner, Head Counselor, stop for a chat by the Sanford Hall mailboxes.
Department of Animal Sciences lab, 1968

Health services staff members administer swine flu vaccine, 1976

University News Service, 1980
Clerical Support Staff, Circa 1990

U of M Police Department, Circa 1980

U of M Police Department, Circa 1980

ABOVE PHOTOS COURTESY OF AFSCME LOCAL 3800.
Clerical Support Staff, Circa 1990

Health Care Paraprofessionals, Circa 1990

Above photos courtesy of AFSCME Local 3800.
Health Care Paraprofessionals, Circa 1990

ABOVE PHOTOS COURTESY OF AFSCME LOCAL 3800.

Kiosk, August 1996
Life and Health Insurance

“The Board of Regents has appropriated funds for the purpose of insuring the lives of members of the staff at the University.”

*Board of Regents Meeting Minutes, Vol. 10, July 11, 1927, page 45*

Right to Join the Social Security Program

“Of major importance to both the faculty and Civil Service staff was the adoption of the Old Age and Survivors Insurance (Social Security) program.”

*The Minnesotan, 1959-60, page 7*

Insurance Coverage, Eligibility, and Cost Issues

“Skyrocketing costs of coverage will soon be hitting hard, especially for faculty and staff members with dependents. David Swanson, assistant director of personnel sums up the prospects: ‘You’re going to get less, and you’re going to pay more’.”

*University Update, July 1988, page 8*

“The most expensive health care plan [Medica] used last year by the University will be free to employees in 1995.”

*Minnesota Daily, October 11, 1994*

Medica, “a subdivision of Allina Health System, withdrew its health care plan as an option [for 1998].”

*Minnesota Daily, September 25, 1997*

Continued...
“. . . starting January 1 [2001] . . . employees in same-sex domestic partnerships will receive the same medical benefits offered to married partners.”

*Minnesota Daily, November 17, 2000*

“Dismayed by health insurance costs that they describe as out of control, University of Minnesota officials are considering pulling out of the health insurance plan for state employees.”

*Minneapolis Star Tribune, March 10, 2001, page B-3*

**Length of Work Week Shortened**

Work rules are revised to read as follows: “The full time work week for all classes in the University Civil Service shall be 40 hours.”

*Minnesota Board of Regents Minutes, Vol. 20, 1947-49, page 1173*

**Salary Disputes, Organizing, Striking**

The Public Services Employees Union 113 went on strike in 1942; following the settlement, the group made repeated requests to represent the University’s non-academic employees.

“Investigator Frank Gallagher asks that the Public Building Service Employees Union be recognized as the bargaining agent for University maintenance employees.”

*St. Paul Dispatch, December 16, 1944*

“There was a holiday air today for the 7,000 civilian students and the 4,000 servicemen at the University of Minnesota, as men and women of the 500 strikers from building service employees paraded at all entrances to the campus, carrying placards with their strike demands.”

*St. Paul Dispatch, January 14, 1944*

Continued...
“In 1946, when wages of Civil Service staff members lagged far behind, the University initiated bi-annual pay surveys as a basis for comparing Civil Service pay scales with those of industry in the Twin Cities and outstate areas. Since 1954, the surveys have been conducted jointly with the State Civil Service.”

The Minnesotan, 1959-60, page 7

The AFL/CIO Hotel and Restaurant Employees Local 458 courted University food service workers to join the union.

Minnesota Daily, February 20, 1973

Stiff competition occurred between AFSCME and Teamsters in the battle to represent University hospital workers, equipment operators, and building and grounds workers; the union rivalry was frequently reported in fall 1973.

Minnesota Daily, August 24 and September 7, 1973

“AFSCME is the now the certified bargaining representative of all non-supervisory, non-confidential continuous clerical employees of the University in matters relating to wages, hours, and working conditions.”

University of Minnesota Brief, March 20, 1991

Continued...
Affirmative Action and Equal Opportunity

“It shall be the reaffirmed policy of the University of Minnesota to promote equal opportunity and employment for members of minority groups in academic and civil service positions. The affirmative action requisite to accomplish this policy shall include active recruitment and the creation of programs designed to lead to qualification of members of minority groups for both academic and civil service positions.”

Board of Regents Minutes, Vol. 36, 1968-69, page 100

“New nepotism policies for both academic and civil service staff allow the employment of more than one person from the same family in a University department without special action of the Regents.”

University Report, October 1, 1971, page 5

“A promotion-from-within policy has been initiated to improve career opportunities for members of ethnic minorities and women … Job applicants who are not University employees or are not on the layoff list will not be referred to any vacancy above the beginning level until the vacancy has been posted for ten working days.”

St. Paul Sun, November 24, 1971

“The salaries of women who receive less than men for the same type and level of work shall be equalized no later than September 1973.” “Childcare facilities for female University employees shall be developed and implemented by January 1, 1973, with rates based on ability to pay…”

Sub-task Force on Women’s Opportunities in Civil Service Employment, circa 1971, University Archives

Continued...
A University faculty group called the “Council for University Women’s Progress”, expanded its focus to civil service women, as a newspaper article reported that “The Council is also getting involved in the problems encountered by civil service women, and is encouraging civil servants to join the group.”

*Minneapolis Tribune, March 14, 1971*

“The first two female police officers in the University’s history will be sworn in today by President Malcom Moos. The two women are Robin Lee, 24, and Julie Brunzell, 22. Keith Johanson, 29, and Stephen Rollins, 29, will also be sworn in at that time. Rollins will be the second Black on the 65-officer University police force. Ordinarily, new officers are sworn in by Chief Eugene Wilson, but Tuesday Moos indicated that he will conduct the ceremony.”

*Minnesota Daily, January 16, 1974*

“Women and minority workers here in recent years have ridden the crest of affirmative action programs into unions and jobs previously closed to them. The economic downturn threatens to send them back where they started, since most union contracts provide that any layoffs affect the most recently hired workers.”

*Minnesota Daily, October 28, 1975*

The University’s Office for Equal Opportunity and Affirmative Action responded to criticism and made a case for more staffing when a recent review stated that the office needed “to investigate complaints more quickly.”

*Minneapolis Star Tribune, July 11, 1990*
Academic Pursuits, Work/Life Issues

Initiation of Regents Scholarships

“The Program, administered by the Training Division of the Office of Civil Service Personnel, was established 21 years ago by a resolution of the Board of Regents. At that time, in 1939, 20 scholarships were available for daytime classes only. By 1958, the Regents had increased this number to 100 and added 30 extension scholarships for evening classes.”

According to U.S. Department of Labor statistics, Minnesota has the highest percentage of working women (70.3%) when compared to other states. “Work/Life balance was identified as one of four key areas that need to be addressed if we intend to improve the campus climate for women and help them advance in their careers according to the 2000 National Teleconference for Women in Higher Education, hosted by the University of Minnesota.”

University of Minnesota 2003 Work/Life Report and Action Plan
As we sifted through documents and articles in the University Archives, we found that certain workplace issues raised years ago remain pertinent today. Indeed, 2003 witnessed the first union strike at the University in 60 years, and health care costs, a problem already evident decades earlier, is still a major concern among today’s Civil Service and Bargaining Unit staff.

Technological innovations, complex social and economic issues, and an increasingly diverse workforce, have all changed the nature of work at the University. In meeting these challenges and opportunities, most of the women who shared their stories, in print or in person, seemed to enjoy not only the relationships they formed while working on campus, but also the work itself. As author Pearl Buck described it, “The secret of joy in work is contained in one word – excellence. To know how to do something well, is to enjoy it.”

The Office for University Women salutes Civil Service and Bargaining Unit women staff members, and through this publication, expresses gratitude for their work at the University.

Claire Walter-Marchetti
Interim Director
Office for University Women
Office for Multicultural and Academic Affairs