

7/23/2018

Mail - umut.ozkirimli@cme.lu.se

Visiting Professor, Centre for Advanced International Theory (CAIT), University of Sussex
Honorary Professor in Nationalism, Globalization and Europe, Center for Modern European Studies, University of Copenhagen

Email: umut.ozkirimli@cme.lu.se

Twitter: @UOzkirimli

From: Dalia Abdelhady
Sent: Wednesday, November 8, 2017 9:09 PM
To: Umut Özkirimli
Cc: Anna Hellgren
Subject: Title

Dear Umut,

I hope this email finds you well and in your road to recovery.

The Political Science department complained that in your Times Higher Ed article you used the title of Professor of Political Science, and the Social Science Faculty informed me that it is imperative that all employees at the Centre use the titles designated by the university. This applies to the personal section of our website and all communications referring to our employment at the university. As a result, it would be appreciated if you refrain from using the title Professor and/or Guest Professor and use University Lecturer instead.

Best regards,

Dalia

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Dalia Abdelhady
Reader (Docent) in Sociology
Director, Centre for Middle Eastern Studies

Lund University
Box 201, SE 221 00 Lund
Visiting address: Finnsgatan 16
Telephone: +46 46 222 94 47
dalia.abdelhady@cme.lu.se
www.daliaabdelhady.com
<http://www.cmes.lu.se/staff/dalia-abdelhady/>

7/23/2018

Mail - umut.ozkirimli@cme.lu.se

Re: Title

Umut Özkirimli

Tue 11/28/2017 7:13 AM

Sent Items

To: Dalia Abdelhady <dalia.abdelhady@cme.lu.se>;

Cc: Anna Hellgren <anna.hellgren@cme.lu.se>; Ronny Berndtsson <ronny.berndtsson@tvrl.lth.se>; Torsten Janson <torsten.janson@cme.lu.se>;

Importance: High

3 attachments (331 KB)

Screen Shot 2017-11-27 at 17.58.43.png; PROF - Appendix 2.pdf;

appointment_rules_and_general_instructions_for_the_appointment_of_academic_staff_20131017.pdf;

Dear Dalia

I must say that I am quite perplexed by this email.

Perplexed, because none of my friends at Political Science, themselves professors highly involved in the affairs of the department, have heard of this "complaint". In fact, when they themselves asked around, they realized that most of their colleagues were not even aware of Times Higher Education article, let alone complain about my use of the title "professor" in it. Even more perplexing is the fact that my brown bag seminar at the Political Science department which took place on 15 November referred to me as "Professor of Political Science" (<http://www.svet.lu.se/event/seminar-on-politics-history-and-state-making-umut-ozkirimli>; see also attached screenshot). The seminar was followed by a regular departmental seminar hosted by Karin Aggestam who kindly introduced me to the audience as, again, Professor of Political Science, even though I was not the speaker of that particular event. These two events were attended by the majority of the staff at Political Science - whom, I must add, I know personally as some of them are using my Theories of Nationalism as textbook in their courses - and the only reaction I got when I mentioned this was a similar sense of bewilderment.

As for the request itself, I have checked this with both Saco and Sulf. As I suspected, the faculty does not have any right to dictate me which title to use "outside" the Swedish system, i.e. in my published work. The title of "professor" is conferred to me by another institution. It was recognized by Lund University itself when the former Vice Chancellor appointed me as a "Visiting Professor" (see attached document, PA 2011/846, signed by Per Eriksson and none other than Gunnel Holm). And in the official S Faculty document "Appointment rules and general instructions for the appointment of academic staff at the Faculty of Social Sciences", professors, visiting professors and adjunct professors are treated in the same category (see Reg No A 10 S 2013/266, p.3 - attached). This is also a title recognized internationally, by such institutions as The London School of Economics, The University of Sussex, The University of Copenhagen and indeed Stockholm University who recently appointed me to the Docentship appointment committee of Dr Isa Blumi.

Having said that, I did remove my title from the Times Higher Education piece, as per your request. Please note however that I have removed my CMES/Lund affiliation altogether in line with the legal advice I am provided by Johan Dietsch, my union representative, and Friedrich Heger (Ombudsman, National Officer at Sulf). I will not use my Lund affiliation "outside" Sweden until this issue is resolved.

Otherwise, Anna can update my CMES profile in line with your instructions.

Best, Umut

7/23/2018

Mail - umut.ozkirimli@cme.lu.se

Re: advising a student

Dalia Abdelhady

Mon 2/12/2018 9:05 AM

To: Umut Özkirimli <umut.ozkirimli@cme.lu.se>; Rola El-Husseini Dean <rola.el-husseini_dean@cme.lu.se>;

Dear Umut,

I think it is best to have a meeting with your union representative. My schedule is relatively open next week, so please suggest a time that works for you and your representative.

Best regards,

Dalia

From: Umut Özkirimli <umut.ozkirimli@cme.lu.se>
Date: Wednesday, 7 February 2018 at 20:24
To: Rola El-Husseini Dean <rola.el-husseini_dean@cme.lu.se>
Cc: Dalia Abdelhady <dalia.abdelhady@cme.lu.se>
Subject: Re: advising a student

Dear Rola

Thank you very much for your patience.

We have submitted the syllabi for the Spring term before the staff appraisal meetings. The issue of guest lectures and student presentations were not raised in that meeting, and the resulting personalplan - hence the 190 hours - is based on the mutual agreement of both parties, i.e. the employer and the employee. What you are suggesting amounts to changing my personalplan which cannot be done unilaterally. I do not consent to changing the terms of the agreement without conducting further negotiations which should involve my union representative. If you wish to consider this option, Dalia can call for new negotiations.

In the meantime, for your information, I have not received the full hours allocated to Assel's supervision as she has decided not to pursue her studies. Her decision to come back is

As for the issue of guest lectures and student presentations, I prepare for them as I prepare for other lectures (i.e. do the assigned readings, offer guidance to students for their group presentations, etc.) and I attend them physically as I will be the one grading all assignments, not the guests. In any case, according to "Lokalt avtal med SACO om arbetstid för lärare m fl vid Lunds universitet" (dated 2012-02-29, Dnr PE 2012/157. See <https://www.hr-webben.lu.se/anstallningsvillkor/arbetstid/arbetstidsavtal-for-larare>), "När det ingår examination används lägst faktorn 4. För det konstnärliga området kan annan omräkningsfaktor användas".

Escalation! - Advising a student

Umut Özkirimli

Wed 2/7/2018 9:58 AM

Sent Items

To: Mattias Collin <mattias.collin@med.lu.se>;

Importance: High

📎 1 attachments (209 KB)

Personalplan - Umut-2.pdf;

Hi Mattias

As I suspected, they have preferred to pick up a fight over this (given my special circumstances, I thought they were not messing with me, apart from the promotion issue). When you read Rola's reply to my email, you will probably immediately see the problems - and the lack of knowledge about the Swedish system right away - but let me summarize it for you anyway:

1. I have not received any hours for the below-mentioned student, Assel, as she froze her studies and is back only now to finish her thesis.
2. We submit our syllabi way before the term, so Dalia had access to them "before" the appraisal meeting and we had agreed on 190 hours (100 for the said course) for Spring 2018. In other words, playing with the hours because I have guest lecturers or student presentations basically amounts to changing the agreed upon personalplan.
3. It doesn't make sense anyway as I do prepare for these lectures and presentations as well, i.e. do the readings, brief the guests about the themes we covered, give feedback to the students regularly on the presentations and physically attend all these classes because I will be the one grading the course.

Context: They are talking about the need to find a supervisor for Jasser, but he had one, Mark Levine, and the student did not ask for a change (to the best of our knowledge)! They took his student and 2 of his colleague Maria Malmström because they are having a row with them as well on the issue of overheads for their 9 million SEK Formas grant. Mark and Maria are meeting the Dean to solve the problem; otherwise they'll take the money elsewhere. I would like to see the Dean's face should they decide to do so.

I have sent a one liner to Rola and Dalia last night (it was Rola who cc'd her), saying that I will reply properly after I hear from you.

So what is the next step? Should I just tell them to talk to you? Or write what? Personalplan attached again to make your life easier.

Best, Umut

Important P.S. There is of course the issue of style leadership as well. If they had supported my promotion and asked me to take over a student in a nicer, more collegial, way I might have accepted the extra time. But I see no reason to show good will towards this management.

From: Rola El-Husseini Dean

Sent: Tuesday, 5 June 2018 6:23:13 PM

7/23/2018

Mail - umut.ozkirimli@cme.lu.se

To: Umut Özkirimli
Cc: Dalia Abdelhady
Subject: Re: advising a student

Dear Umut,

Thank you for your prompt response.

I've just discussed this issue with Dalia, and she says that the hours have already been allocated to Assel the first time you supervised her work. The hours you are spending on advising her now don't count for you.

In addition, according to your work plan, you still have 24 teaching hours. Here is how we came to this number: You have 100 hours for classroom teaching. These 100 hours are based on 25 hours in the classroom (and so far we have been multiplying them by a factor of 4 for preparation etc). However, student presentations are usually factored by 2. You have two sessions of student presentations (6 hours) factored by 2 = 12 hours. Then there are the two classes that you are co-teaching with Pinar and Spyros. That mean you get half the hours for those two classes. These are another 12 hours, which adds up to a total of 24 hours,

This leads us to conclude that you more than enough hours to supervise Jasser.

Please let me know if you have additional questions regarding this issue.

Best wishes,
Rola

From: Umut Özkirimli
Sent: Tuesday, February 6, 2018 12:46 PM
To: Rola El-Husseini Dean
Subject: Re: advising a student

Dear Rola

Thank you very much for your email.

I do not have any hours according to my personalplan for Spring 2018 actually. I am supposed to do 190 hours, and I am doing 190 (see attached). Actually, a former student of mine, Assel Boramboyeva, is back now and wants to finish her thesis. So I will be doing 20 hours of over time which I did not report as it was not a big deal. I cannot take on another student though, without changing my personalplan - in which case the matter should be deferred to the union.

All the best, Umut

From: Rola El-Husseini Dean
Sent: Monday, February 5, 2018 5:12 PM
To: Umut Özkirimli
Subject: advising a student

Dear Umut,

7/23/2018

Mail - umut.ozkirimli@cme.lu.se

I am writing to ask you to take on an additional student. His name is Jasser El-Sissi, and he was until recently working with Mark. I filled in for a couple of weeks, but with my work as director of studies and my two other advisees, I cannot remain as his supervisor. Dalia, Torsten and Darcy are also stretched thin and according to your work plan you have about 24 teaching hours.

Many thanks,

Rola

Rola El-Husseini
Senior Lecturer and Director of Studies
Center for Middle Eastern Studies
Lund University
Sweden
<http://www.cmes.lu.se/staff/56401/>

Rola is the author of Pax Syriaana: Elite Politics in Postwar Lebanon (2012)
<http://syracuseuniversitypress.syr.edu/fall-2012/pax-syriana.html>

7/23/2018

Mail - umut.ozkirimli@cme.lu.se

Re: IMPORTANT! Re: Violation of students' rights

Dalia Abdelhady

Fri 4/27/2018 12:29 PM

To Umut Özkirimli <umut.ozkirimli@cme.lu.se>; Pernilla Nilsson <pernilla.nilsson.905@student.lu.se>;

<richard.goedegebuur@hotmail.com> <richard.goedegebuur@hotmail.com>; Kristina Robertsson <kristina.robertsson@cme.lu.se>;
Rola El-Husseini Dean <rola.el-husseini_dean@cme.lu.se>; Linda El-Naggar <linda.elnaggar@gmail.com>;

Dear all,

Upon reviewing the different documents and messages that I was copied on, it is clear to me that there is a lack of correspondence between the course plan approved by the CMES board and the way the grades for the course have been accounted for. According to the course plan, students are expected to write three papers for 20% of the grade each, and an oral presentation for 40%. Instead, 60% of the grade was based on one paper. As a result, if Pernilla, or any other student in the course, wishes to write two additional papers, with feedback provided on the first prior to the submission of the second, then they have a legal right to do so. In that case, the paper already graded would count as 20% of the total grade.

With regards to presentation grades, and all other assignments for that matter, each student is evaluated individually and therefore nothing can be done about Pernilla's presentation grade. The communication problems around this issue is something that all teaching staff will discuss in our next meeting and we hope to formulate specific regulations to avoid similar problems in the future.

Wishing you all a good (long) weekend.

Best regards,

Dalia

From: Umut Özkirimli <umut.ozkirimli@cme.lu.se>

Date: Saturday, 21 April 2018 at 11:57

To: Linda El-Naggar <linda.elnaggar@gmail.com>

Cc: "richard.goedegebuur@hotmail.com" <richard.goedegebuur@hotmail.com>, Pernilla Nilsson <pernilla.nilsson.905@student.lu.se>, Kristina Robertsson <kristina.robertsson@cme.lu.se>, Rola El-Husseini Dean <rola.el-husseini_dean@cme.lu.se>, Dalia Abdelhady <dalia.abdelhady@cme.lu.se>

Subject: IMPORTANT! Re: Violation of students' rights

Dear Linda, all (Dalia, Rola, Tina cc'd)

Thank you very much for your email.

This is my "official" response to your inquiry.

- To clarify a misunderstanding, as I sent the email entitled "**A few clarifications**" at 19:46, i.e. off-office hours, I did not have the course syllabus or other documents with me.

and I made a simple mistake and referred to wrong figures when I said "the former corresponds to 84-91 and the latter to 75-8". I apologize for any misunderstanding this might have caused, but the conversion table I used in grading is the one used by all instructors at CMES, where 75 corresponds to a "D". Let me note here that in the email she sent me on 19.04.2018 at 18:34, Pernilla wrote that "I must admit I got shocked over the extremely bad quality of my assignment. I didn't think that it was that bad. However, you pointed out my mistakes, and I just have to respect your grading." I attach Pernilla's paper for further assessment.

- **My syllabus for the course has been approved by the Board of CMES and as far as I know by the relevant body at the Graduate School of the Social Sciences.** Had there been a problem with my "rules of examination" (i) I am sure I would have been asked to correct it; (ii) You would have objected to it earlier, i.e. at the start of the course. The section on how to assess presentations looks pretty clear to me (see also attached syllabus): **Presentations (40%) Students will be divided into four groups to do an in-class presentation on selected minorities and the problems of integration/exclusion they face. In the presentations, all groups will be expected to critically engage with the theoretical and conceptual debates on nationalism, citizenship and minority rights discussed in the first part of the class.**
- It seems to me that **what we are discussing here is NOT the clarity of the rules of assessment, but the different interpretations of it.** Pernilla, and apparently the student reps, believe that she has "critically engaged with the theoretical and conceptual debates on nationalism, citizenship and minority rights discussed in the first part of the class", therefore she should get an "A", whereas I think that she has NOT "critically engaged with the theoretical and conceptual debates on nationalism, citizenship and minority rights discussed in the first part of the class" to the extent that the other members of the group did - hence 84/ B.
- The point I made at the beginning of the class to the effect that all members of the group **would** probably get the same grade (you may not recall the term "would" which makes a huge difference, but let us assume that my recollection is wrong since you all seem to recall it in a different way) was a "wish", an "ideal" expressed after the very first presentation. When all presentations were made, it was clear to me that this was wishful thinking, that there were clear differences between the performances and that Pernilla's take on her topic deserved a B, not an A, **when all presentations by 12 students** are taken into account. Pernilla is not the only person who got a different grade than the other members of the group and I have not received any other complaints so far. **Three other students - one of them an "A", the other two "B" students - wrote back, thanking me for the course and their grades.** I assume on the basis of the feedback I received so far that the student body as a whole does not have a unified view on the "fairness" of my assessment.
- You have a tendency to interpret my statement that "all members of the group would get the same grade" in one way only, i.e. that Pernilla should receive a 100 like the other members of the group. Even if my statement is considered as a "positive decision of public authorities", that is, "positivt myndighetsbeslut", and if we are going to stick to this principle, then this could be interpreted as meaning that the **"relative failure"** of one or more members of the group should be considered as a collective responsibility, hence all members of the group should receive 84 and not 100. I don't think that other group members should be penalized for the performance of one or more members of the group (you may think, as Group 1, that you all performed at the same level - something that I disagree - but there were three other groups and I would be interested to hear what they think about this). In any case, this would be against HEO 6:24, so **the only way to change grades is to raise Pernilla's grade to 100 which would mean that all members of all groups should be raised to the highest grade in that group, most probably 100/A (hence 12 A's) in order not to violate the rules on discrimination which is clearly stated in point 1.4 of the document you have sent me.**
- You have first insinuated, then openly accused me that Pernilla got a different grade because she presented on gender. I was not going to dignify that with an answer since (i) I consider this **libellous**; (ii)

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Mail - umut.ozkirimli@cme.lu.se

covered, not the topic itself. I remember clearly that on one occasion, I have made the point that even authoritarianism or fascism could be covered and defended in an assignment (two things I personally highly dislike politically speaking) as long as the argument is properly substantiated. But as it was mentioned twice and probably also relayed to the Student Union, let me point out that (i) my syllabus and the readings I assigned reflect the gender balance to the extent that this is possible - more than several other courses offered both at CMES and at the Faculty level; (ii) my coverage of the issues concerned and the discussions we had in class always took the gender perspective into account; (iii) gender was covered by other students in either their presentations or assignments, and they all received what their discussion deserved, **including A**. Finally on this matter, let me state for the record that I believe **gender is too important an issue to be used as ammunition (or to gain leverage) in other, completely unrelated, matters or personal conflicts of opinion**.

In sum, I stand by the grade I gave. Having said that, I don't want to be embroiled in a debate with either you or the Student Union over this. The Director of Studies, Rola, and the Director, Dalia, can read the exchanges, my official response and take a final decision. To the best of my knowledge (I may be wrong but it doesn't matter), they have the authority to overrule my grading, and if they decide that there is a wrong-doing on my part, they can tell me to change the grades in LADOK **in writing**, and I will comply. Please allow me to reiterate a point I made earlier however: if I am asked to raise Pernilla's grade to 100, I will have to change the grades of members of other groups as well to the highest grade in that group. If this is the final decision of CMES management and if this is communicated to me in writing (so as not to run into any problems with the Faculty in the future), I would be happy to act accordingly.

I will not respond to any emails on this matter as I have said everything I had to say in this letter; I defer the case to my superiors.

Best, Umut

Faculty of Social Sciences, Lund University

Visiting Professor, Middle East Centre (MEC), London School of Economics

Honorary Professor in Nationalism, Globalization and Europe, Center for Modern European Studies, University of Copenhagen

Email: umut.ozkirimli@cme.lu.se

Twitter: @UOzkirimli

thevoid.blog

Error! Filename not specified.

From: Linda El-Naggar <linda.elnaggar@gmail.com>

Sent: Saturday, April 21, 2018 8:50 AM

To: Umut Özkirimli

Cc: richard.goedegebuur@hotmail.com; Pernilla Nilsson

Subject: Violation of students' rights

Dear Umut,

After informing the student union of your grading of CMEN13, we have been told that the grading violates one of the rights on the list of students' rights at Lund University. The Lund University list of rights explicitly says that rules