

Thanks.

Verena

On 06.03.2014, at 09:45, Bernadet Mati <[REDACTED]> wrote:

Hi Verena, Patrik and Lidija,

As you know, yesterday evening we had the meeting at the center, where we got some information delivered to us from Leif, regarding Frida and Dalia, and some other things. I was very surprised and disappointed with not seeing you there, since you are our student representatives. Even Hanna was there, from the student union.

Where do I start..

I'm very surprised and not happy at all with how you've handled things, regarding our issues presented to you, you all know what I'm talking about. And yesterday, I found out that other people also have talked to you, but still, nothing have happened. Verena said to me, three days before, **after** I've asked her about how Leif responded to our complaints, that **she hasn't even talked to Leif about my issues**, since I'm only one student and she needs more proof or something like that. **Actually I asked Hanna about that today, and that's not true. Even if anyone of you have received only one complaint**, then you are obliged to make sure that goes forward, to Leif in this case.

Actually I got very surprised when Shawn told me you're taking care of Dalia's dog and house, and getting paid for doing that. If that's true, maybe you should have considered to not take that job, since you are our student representatives. I'm not sure if there are any regulations concerning those things, but lets put it like this, it doesn't look good. Since Dalia is one of the big issues, "jäv" (the swedish word for conflict of interest or something in english) could be the actual case here. She should not have students doing that job at all.

If you think its a job you can't manage (being our student representatives), or don't want to confront Dalia or other teachers, for several reasons, well, then maybe you should not continue to have it. I'm also shocked that **Leif didn't know anything about any complaints from before**. That means that everything that has been forwarded to you by different students, have not been forwarded to him. I'm shocked.

If its about you being afraid of reprisals, then that is a big issue. According to Josefine, a second year student, who also attended the

meeting, they have had issues with four of the teachers before. And Leif's answer to that, was that they have invested a lot of money in teaching the teachers how to teach in a behavioral/professional way, but still, it hasn't helped (Dalia). Leif was very shocked and sad of hearing Shawn telling him about his experiences from last autumn, and said that he really wants to know this sort of stuff. And also, he said that our evaluations are of a big matter, they can affect, as well as our complaints. That's why it's extremely important that we can trust our student representatives in doing their job.

I can only hope you'll respond to this email in a professional way, since you know I'm not complaining about your individual selves, but your function as student representatives. Hanna, from the student union, will take care of this matter from now on. I think it's the best way to continue with all this. According to Leif, Dalia's papers/decision are not signed, therefore we still have a chance to influence the matter. But I don't know for how long.

Best regards,

Bernadet

Från: Verena Gruber [mailto:verena.gruber@högskoleverket.se]

Skickat: den 7 mars 2014 16:45

Ämne: Re: about the "serious issues"

oh i am sorry to hear you are not feeling well! get better soon! gute besserung! and have a good weekend!

[REDACTED]

VB: Serious issues..

[REDACTED]

[REDACTED]

Från: Verena Gruber <vgruber@[REDACTED]>
Skickat: den 6 mars 2014 10:31
Till: Bernadet Mati
Kopia: Patrik Åkerman; llevkov@[REDACTED]m Levkov; Shawn Thane
Ämne: Re: Serious issues..

Dear Bernadet,

I have tried to explain it to you several times already, obviously I was not clear enough, so let me take this chance to put it all down in writing this time.

First, I was not there because my baby brother was in town for one day (!) and given that I see him every half a year or year, I did take the time off from classes to be with him. It is very unlucky that I had no chance to be at Leif's presentation, and no one regrets it more than I do, belief me. But I do hope you understand the setting of priorities here. Since I knew I would not be there - which Leif knew about ahead of time - I made sure to call Shawn and make sure that at least one of our representatives would be there when I realized that Lidija would not be able to attend the event either. And to her defense here as well: Leif picked the date. - I approached Anna about people getting quite agitated about the staff changes and what to do about it as I am aware of some more things happening behind the scenes at the Center, but that I am not at liberty to tell. In order to make sure that I do not overstep any lines with this, I accepted thankfully when she suggested Leif should address you guys about this himself. And the next thing I know was that it said "Wednesday at 17.00 please tell the students".

Now, as for the Dalia thing.

First I would like to apologize that it took so long. I really do feel sorry for that because I for one would have liked to get things done sooner as well. I however am not aware of the fact that the job of a representative is to

take each and everyones personal issues up to a bigger debate. Now before you get angry, let me elaborate. I have been a student representative before in Austria, which is where we apparently handle things differently than here in Sweden, and I am happy to learn and adapt to new systems. We are all human. We all make mistakes. And I do regret the fact that this whole issue takes so long.

Now the way I was thinking and I still support this position is this: the Dalia thing is NOT just ONE personal issue of either you or anyone else in the class. Because if it was, I would suggest to either address the teacher about it, ask for Leifs help to talk it out. If this is handled differently in the swedish system, then forgive me for not being aware of that. From our class, during the last semester there were a lot of things said, but not a lot of things done. And yes, not from my side either, but the problem I am having is that no one else did anything either, except for you, Bernadet and Shawn - let's name him. And by now I have spoken to one more person, and gotten two more emails. And this is, please remember, the third time (!) I have asked for people to give me whatever they want to have said against Dalia, in order to represent them to the maximum of my ability. And you can claim me for wanting to have a substantial basis of statements from people to build my arguments upon rather than rushing into a viscious debate with a teacher at the center over things that I remember from talks we had over drinks and whatever I still remember from the classes. While I agree that there are things to improve in Dalia's class, especially on the inter-personal level, we talk a lot about impressions and about a highly emotionalized topic. I for one would like to separate the "she hates me"-claims and the "hatred"-factors from the things, the facts (or "proof" how you called it) in class. Just recently when I talked to Shawn, he told me stories that I did not even remember anymore! I only have one brain! And I only perceive things in a certain manner, which might be different from others. In order to avoid representing a class issue only on the basis of MY personal impression, I asked people to, as they were so agitated and eager to get something done, just sit down and write me a line or two, so that I have something to start my argument from. I asked people to help me establish a collective brain! And, as I told you before, this was the thing I was waiting for all the time. Asking again and again for it. And I told you, as soon as we have that, in addition to the evaluations, we sit down together with Leif and Dalia to establish a cooperative constructive talk about these issues at hand. Please confirm with Lidija, this was the plan all the way. And the only thing I feel responsible for is having waited to long for students to respond which they never did. But I honestly felt, and still feel, I need this information because if I do not have that, then it is too easy for a) Dalia to know who I am talking about when I list separate complaints (and in that case people lose their annonymity that some seek by lifting it to the level of the representative), b) it is very easy for Dalia to dismiss the issue, as she has done in several debates I had with her DURING the semester and c) I do not remember everything that happened anymore, things that

might be important to be pointed out by others (let me give you an example: Dalia picking people for Jordan ... I did not apply for it. As such I would not have even considered that if no one had brought it up - do you understand where I am getting at here?)

In addition to that, I would like to add, while we of course take a priority in these issues, I ask you to please consider that we are also all students here, with classes and schedules and whatnot and while we try hard to get things done in time, it does take time to coordinate and to do it step by step.

In general I like to summarize that I personally prefer a cooperative, constructive approach over a frontal, agitated attack. As Hannah might have told you as well, last semester four official complaints have been filed and none of them yielded any fruit. I personally believe that it is more constructive to sit down with the teacher and handle it at the Center itself rather than have it go a non productive bureaucratic long way. But that is my personal impression.

As for the dog sitting. I personally do not feel any sort of intermixing in these issues. First of all, because I only decided to do that a week ago. And I decided to do this, knowing that I would have to get into the nitty gritty details with Dalia over the representative issues very soon. But I, just as well as Dalia, am able to separate the one from the other. What if someone presented the informal conversations with Dalia? Maybe they were afraid? (Irem) I can be a student, just as I can be a representative, and a work colleague to people at the Center. These are all different levels and when being clear about them they are able to be treated separately. (Just as you just separated the critique about me as a student representative from the critique of me as a person.)

I do not feel strongly about this dog sitting issue as in it being a conflict of interest, as I do not see myself "hired" as a student. I do it because I have been working with Dalia for a long time and she needs help. Why not cooperate? Why not help someone out? For me it would be no different if you were to ask me to watch your dog and paid me for it as you felt bad for it being three weeks. Before it was Darcy who watched her dogs, now they have two and asked for someone who could do that. Also, I do not see a conflict of interest as I do not get graded by her anymore. She is not my teacher anymore, not my advisor. I honestly, do not see an "ethical" problem here.

Thank you for your input Bernadet,

I am very sorry you feel so let down! I hope you understand some of my points in this email here. And I hope we can continue to cooperate on this.

Ämne: Re: SV: Meeting - student representatives, student union and the CMES

Dear All,

Sorry for the late response. I won't be able to make it on the 27th.
You can meet without me if you must. If my attendance is absolutely required then some time after June 5th is the only possibility for me. This is a particularly bad time of the semester for teaching staff.

Best regards,

Dalia

Sent from my iPhone

On May 23, 2014, at 15:37, "Tina Robertsson"
<[REDACTED]> wrote:

Dear All,

the meeting will be held on Tuesday 27th 15-16 or 16-17 at the CMES room 105, I'll get back to you with more specifics on Monday.

Best regards

Tina

Tina Robertsson
Education Coordinator

Center for Middle Eastern Studies

<image001.gif> Box 201, 221 00 Lund

[REDACTED] e

[REDACTED]

[REDACTED]
[REDACTED]

Från: Tina Robertsson

Skickat: den 26 maj 2014 08:17

Till: Leif Stenberg

Kopia: Torsten Janson

Ämne: VB: SV: Meeting - student representatives, student union and the CMES

Hej Leif,

Detta var ju väldans dumt. Inte bara att hon två gånger struntat i att fyll i den doodle jag skickat ut, utan att hon även väljer att svara alla, inkl. kåren. Jag är ganska säker på att detta göra att vi miste ärendet och det trillar upp till vice rektor.

Är på plats strax efter 10 idag.

Hoppas helgen var trevlig.

Tina

Från: Dalia Abdelhady

Skickat: den 23 maj 2014 21:27

Till: Tina Robertsson

Kopia: Petra Holst; _Humanistiska och teologiska studentkåren - VKOU; Lidija Levkov; vgrube [REDACTED] Leif Stenberg; Dalia Abdelhady; Torsten Janson



LUND UNIVERSITY
Center for Middle Eastern Studies

2014-06-02

Minutes from the meeting between the Center for Middle Eastern Studies, Student Representatives and the Student Ombudsman 2014-05-27.

Present: Student Ombudsman Petra Holst, Student representatives Lidija Levkov and Verena Gruber, Director of studies Torsten Janson, Director Leif Stenberg, Teacher Dalia Abdelhady and Education coordinator Kristina Robertsson.

The meeting begins with a presentation of the agenda; the Student representatives and the Education coordinator present the information they gathered from the students regarding the course *Key Theories in the Middle Eastern Studies*. Then Center for Middle Eastern Studies (CMES) will present their point of view and last the meeting will find solutions to proceed.

1. The Student representatives presented the background; the students had some issues during the course, *Key Theories in the Middle Eastern Studies*. One student even felt victimised during a lesson. The Student representatives give account for the good things and critique which students presented during a class meeting (*enclosure 1*). The student representatives define the problems to four areas; the deadlines, the breaks, the feedback/reflections on papers and the student work environment.

Deadlines; the fact that the deadline were an exact deadline i.e. that 12 o'clock was 12 o'clock not 5 minutes past was a surprise to the students, since that was not mentioned in the course syllabus. And even when the students kept the deadlines, the teacher did not follow deadlines as for example the grade deadline. This was disturbing to many students.

Feedback/reflections; some students got feedback on the last paper while others did not although all students shall be treated equal.

Breaks; an agreement was made between the Student representatives and the teacher that the Student representatives would remind the teacher when it was time for a break.

A discussion started on whether the students has a legal right to a break or not. The Education coordinator pointed out that the issue in this matter is not the legal right, but that the teacher made an agreement with the Student representatives and the students feel that the agreement was broken. Unfortunately the task of reminding the teacher fell on the same student representative at all times and the representative (not present at the meeting) felt punished because of it.

The student representatives also think that the CMES should have some criteria when it comes to work load, since the load is very different from course to course although the credits are the same.

Work Environment; The students feel that the work environment has not been satisfying with reference to what has been presented. The Education coordinator note that Lund University states that the Work Environment Act should apply on students as well as staff. This states that students shall be given the opportunity to exercise influence over their education and that



the education shall be planned and organized so that it can be performed in a healthy environment.

2. The CMES are sorry for the situation that emerged and are aware of the fact that the situation should have been handled more quickly. On the other hand at the beginning the CMES found it difficult to get at view of the problems during the class since the comments from students have been diverse, and that the CMES was not provided with any documentation of the student's comments until late May Spring semester 2014.

Regarding the deadlines the teacher will define the deadlines in the syllabus for the next class, so there will be no confusion.

On the subject of feedback the teacher did not mean to exclude some student from reflections, and the teacher offered all students oral feedback.

Regarding the breaks the teacher acknowledge the fact that the agreement was made, but not the way it was executed. An agreement was made that it would be a break but the agreement did not say a specific time. Also the teacher felt that the way the breaks was resembled was not always appropriate.

The Director of studies point out that in this case the form of examination could be affecting the problem. Active participation is mandatory and the teachers' goal to give students the opportunity to actively participate collide with the breaks. This is unfortunate and something all teachers and the CMES need to think about. Also in order not to make students uncomfortable or worried, the Student representatives and the teacher discussed and arranged so all students missing mandatory discussions could make up for it.

The Director of studies also suggest that the CMES should have a mid-term evaluations, so students get the opportunity to speak their mind during the course. The teacher suggests that it should be a personal meeting between a student and the Education coordinator since the coordinators role is to support and help CMES students.

The Education coordinator note that the teacher and the students also got caught in the middle because of the lack of communication within CMES. The CMES has not been specific when it comes to informing students and teachers. Also there has been incidents where the students has gotten different answers from staff and situations where CMES staff has blamed each other in front of the students. The Director states that this is obviously something the CMES has to correct.

3. After some discussion the following solutions was suggested. 1) improve communication within the CMES; 2) inform teachers and students of Students' rights and the Work Environment Act; 3) define the deadlines in the syllabus; 4) offer meetings between the Education coordinator and students as a mid-term evaluation; 5) inform the students on selecting a safety representative; 6) introduce office hours so students know when teachers are available; 7) inform students on how to use the Board of the Center to raise student issues; 8)



LUND UNIVERSITY
Center for Middle Eastern Studies

2014-06-02

the CMES shall produce and approve a document that states how the Center will act when a student feels victimised and state what the consequences will be if a student is victimised.

Leif Stenberg
Director of CMES

Kristina Robertsson
Education coordinator

jag ser det som en svaghet att lärarna nödvändigtvis måste tala om deras religion (eller icke religion). Jag har svårt att se hur det kan påverka deras möjligheter att utbilda oss, genom att tala om för oss att de är ateister. Spyros sa det i sin tredje mening, första gången vi träffade honom. Dalia predikade flera gånger om att man inte samtidigt kan vara både religiös och en "social researcher", Umut har stått och berättat om att han är en kosmopolit och att han ämnar att uppfostra sitt barn på det ena eller andra sättet. Ateismen är till och med, tror jag, en religion, som främst människor med utbildning ämnar att tro på (det ligger i tiden att vara ateist bland dem lärda). Jag presenterar mig inte som "Hej, mitt namn är Bernadet, och jag är (född) katolik". Men om någon frågar, självklart svarar jag. Precis som om någon ställer en fråga om min bakgrund. Min religion är (bara) en del av mig. - scheman borde nå oss studenter i tid. - det finns en oro att de lärarna vi skall ha för en kurs, ibland inte har tid att utbilda oss, utan att deras egen research kommer i första hand. Därav varför vi har Darcy så mycket, som dessutom är en phd student. - Det är ont om utrymmen för oss studenter att vistas på centret. Möjligheter till förbättring: - en kurs i internationell rätt, som berör de områden som gäller för mellanöstern hade varit bra. Till exempel, en kurs i minoritetsrättigheter, åtminstone som en valbar kurs. - kan man återinviga källaren? Det borde väl egentligen inte vara svårare än att man skapar en ny dörr (nödutgång), om nu det är hindret för oss att vara där. - en kurs i mellanösterns religioner vore också intressant. Mellanöstern är trots allt området där de monoteistiska religionerna föddes. Och som sagt, lärare som förstår vikten i att prata om religion för en bredare förståelse för Mellanöstern, då som nu. Religionen är ju gällande lag i flera länder. Ställer man en fråga om religion, då blir man inte populär. Detta gäller alltså för termin ett. Tack för din tid. Hälsningar, Bernadet

[REDACTED] >

VB: student representative matters

[REDACTED] [REDACTED]
[REDACTED]

Från: Verena Gruber <vgrube[REDACTED]>

Skickat: den 7 maj 2014 17:45

[REDACTED]
[REDACTED]

Ämne: student representative matters

Hej Leif,

as you know, the student representatives and student union have been preparing for a meeting that involves Dalia, Torsten, you and the four of us representatives. Unfortunately this meeting has been postponed for a while due to busy traveling schedules. Now that Dalia returns, it is all the more important to get the issue on the table as soon as possible.

the representative of the students and no one at the board should express criticism if you choose to bring it up. If you prefer I am willing to sit down with you, the student representatives, and Dalia for a discussion about the complaints. My next step would be to inform the concerned students or perhaps organize a meeting between them and Dalia, but firstly I prefer to talk to you and Dalia. That may be a good start.

>>>

>>> I also think that you should contact Hanna Stenfelt at the studentunion of the Humanities and Theology. She was present yesterday, but my idea is that you as the studentrepresentative at CMEs can have support from her.

>>>

>>> Best,

>>>

>>> leif S

>>>

>>>

>>> Professor Leif Stenberg

>>> Director, Center for Middle Eastern Studies

>>> Phone: +46 46 2227464

>>> Cell: +46 705 364435

>>> leif.stenberg@cme.lu.se

>>> www.cme.lu.se

>>> facebook.com/cmeslund

>>>

>>>

>>>> 6 mar 2014 kl. 11:13 skrev Verena Gruber <vgruber@...>:

>>>>

>>>> Hi Leif,

>>>>

>>>> I forwarded you this email to make you aware of what is happening. As you can see, this issue is taken very personal by some and it is highly emotionalized, which I personally find very hard to work with as every step in trying to calm the situation just seems to add more fire to it.

>>>> As my approach to wait and gather factual information instead of emotionalized impressions did not work out, I am asking you directly now, what you would think best to do about it. Would you like to talk about it at the board meeting? Would you like to sit down with the students who have those complaints? Would you like to sit down with Dalia? With the student representatives?

>>>>

>>>> I am sorry, I tried to keep this on a professional level that is based on facts over impressions, but people leave me no choice. What they want is action not considerate, fact based cooperation.

>>>>

>>>> What do you think?

>>>>

>>>> Tack,

>>>>

>>>> Verena

>

m>