

2014
JUNE 11-15, 2014

AAUP Conference
on the State of Higher Education

MAYFLOWER RENAISSANCE HOTEL | WASHINGTON, DC

WE'RE ALL IN DANGER OF LIVING LONG, HEALTHY LIVES.

Today, people are living longer than ever. Which means they need to be financially prepared for 30 years of retirement or more. At TIAA-CREF, we've got an award-winning¹ range of funds plus lifetime retirement income solutions embedded in the plans we manage.² It's how we deliver Outcomes That Matter.

**Financial solutions for getting to
and through 30 years of retirement.
Visit TIAA.org/danger**



Financial Services

Outcomes
That Matter



The Lipper Award is based on a review of 36 companies' 2012 risk-adjusted performance.

¹ The Lipper Award is given to the group with the lowest average decile ranking of three years' Consistent Return for eligible funds over the three-year period ended 11/30/12. TIAA-CREF was ranked against 36 fund companies with at least five equity, five bond, or three mixed-asset portfolios. Past performance does not guarantee future results. For current performance and rankings, please visit the Research and Performance section on tiaa-cref.org. TIAA-CREF funds are subject to market and other risk factors.

² Lifetime retirement income is subject to TIAA's claims-paying ability.

Consider investment objectives, risks, charges and expenses carefully before investing. Go to tiaa-cref.org for product and fund prospectuses that contain this and other information. Read carefully before investing.

Type of service available varies.

TIAA-CREF Individual & Institutional Services, LLC, and Teachers Personal Investors Services Inc. ©2014 Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), 730 Third Avenue, New York, NY, 10017. C14185

WEDNESDAY-THURSDAY | JUNE 11-12, 2014

WEDNESDAY, JUNE 11

NOON–6:00 PM

**REGISTRATION
(CABINET ROOM)****THURSDAY, JUNE 12**

7:00 AM–6:00 PM

**REGISTRATION
(CABINET ROOM)**

9:00–9:45 AM

**OPENING PLENARY ADDRESS
(PROMENADE BALLROOM)****Can I Tweet That? Academic Freedom and Electronic Communications**

The AAUP recently issued a revised and expanded version of *Academic Freedom and Electronic Communications*, a report that addresses academic freedom issues raised by the use of electronic media. Since the report was last revised in 2004, social media have emerged as important vehicles for electronic communication and the campus environment has been significantly altered by outsourcing, cloud computing, expanded security concerns, and new communications devices. This presentation will elucidate the basic principles of the new report, review recent changes, and discuss cases in which electronic media posed new challenges to long-standing principles of academic freedom.

Henry Reichman (California State University, East Bay)

■ SESSION 1 ■

10:00–11:30 AM

**SESSION 1A
ACADEMIC FREEDOM
(NEW JERSEY ROOM)****The “Special Concern”: The First Amendment, Academic Freedom, and Challenges to Faculty Rights**

This presentation by the Foundation for Individual Rights in Education (FIRE) will provide attendees with an overview of the evolving landscape of academic freedom, illustrated with real-world examples from FIRE’s work defending faculty members’ rights to free speech and academic freedom on campus.

William Creeley (Foundation for Individual Rights in Education)

Faculty Academic Freedom: Threats from Well-Intentioned Administrators

College and university professors are losing their classroom academic freedom through faculty-administrator and general administrator control of the content of courses, including electives. This is accomplished primarily through regulation and restriction of course substance and evaluation of students, which is justified with rhetorical appeal to accreditation, assessment, and faculty status.

Richard E. Vatz (Towson University)

**SESSION 1B
CORPORATIZATION
(NEW YORK ROOM)****When the Corporate Storm Strikes the Academy: One Local Chapter’s Response**

“Unless a university is run like a business, it will soon be out of business.” Such ideology is diametrically opposed to faculty-cherished ideals of governance and academic freedom. This session will chronicle that ongoing clash and the local chapter’s response.

James L. DeBoy (Lincoln University of Pennsylvania)

Whose Academy?

The combination of increasing university costs and student debt, loss of tenure-track positions and research funding, and the use of austerity measures points to a change in the power structure in higher education. Who does the academy “belong” to, and who has the power to change that?

Katherine L. Bryant (Emory University)

**SESSION 1C
COLLECTIVE BARGAINING
(PENNSYLVANIA ROOM)****Making a Very Good Contract Better**

In 2013, AAUP-Wright State University negotiated a very good initial contract for its new bargaining unit of non-tenure-eligible (NTE) full-time faculty. Starting in January 2014, the chapter will be negotiating new three-year contracts for our two bargaining units, of tenured and tenure-track and of NTE full-time faculty. Specifically, the chapter will be trying to address some “holes” in the initial NTE contract that have quickly become apparent.

Martin Kich (Wright State University)

THURSDAY | JUNE 12, 2014

**Catholicism and Unions:
The Case for Adjunct Unions at
Catholic Universities**

This paper presentation addresses recent controversies related to the formation of adjunct unions at several Catholic universities (including the presenter's own institution). It articulates the theological and philosophical underpinnings of the church's support of unions and engages the claim made by Catholic universities that involvement by the National Labor Relations Board in adjunct unions constitutes a threat to religious freedom.

James P. Bailey (Duquesne University)

11:30 AM–2:00 PM
LUNCH

■ **SESSION 2** ■
2:00–3:30 PM

SESSION 2A
**ACADEMIC FREEDOM, ONLINE
EDUCATION, AND MOOCS**
(NEW JERSEY ROOM)

**Quality Control vs. Academic
Freedom in Online Instruction:
An Update**

Online learning programs implement quality control by standardizing course content and delivery. This affects academic freedom because there are typically rigid standards for course design, faculty interaction, and performance. This paper presentation looks at the current situation and further explores the potential impact on the future of teaching and learning.

Jeffrey Baker (Monroe Community College)

**Student Learning Outcomes in Online
General-Studies Mathematics Courses**

While offering more online courses increases revenue for postsecondary institutions, offering more online general-studies mathematics courses may not improve student learning outcomes. Results of a research project exploring the use of text-based multimedia tools and instructor-generated learning activities in the teaching of face-to-face and online college algebra are presented.

Jennifer Hegeman (Missouri Western State University)

SESSION 2B
CORPORATIZATION
(NEW YORK ROOM)

**Stemming the Tide of Corporatized
Knowledge: Democratizing
Research and Scholarship through
Open Access**

The open-access movement is democratizing knowledge by making scholarly literature freely available to readers around the world, thereby increasing researchers' visibility and impact. This new model of scholarly communication is the best alternative to the traditional, commercial model, which commoditizes, corporatizes, and exploits control of knowledge for profit.

Dave Ghamandi (University of Virginia)

**Administrative Bloat: Presidential
Compensation and Postretirement
Deals and Their Broader Implications**

The compensation of university presidents has been rising dramatically, and those increases have led to equivalent increases in presidential retirement packages. In fact, there is a growing trend to create president emeritus or equivalent positions in which former presidents remain employed within the institutions at high salaries.

Martin Kich (Wright State University)

SESSION 2C
**ACADEMIC FREEDOM AND
EQUITY**
(PENNSYLVANIA ROOM)

**A New Hope? Pope Francis, the
Academy, and LGBT Scholars and
Scholarship**

Pope Francis has been praised for his generous responses to contested moral issues—notably, his comments on homosexuality. This presentation explores how Francis's pastoral dispositions might signal hope for LGBT scholars at Catholic colleges and universities, including how Francis's rule might benefit academic freedom with respect to LGBT scholarship.

Richard W. McCarty (Mercyhurst University)

THURSDAY | JUNE 12, 2014

Is Sex a Fit Subject for Classroom Discussion?

Are college teachers who attempt to engage students in thinking and talking about sex fulfilling their professional ethical obligations, and are they likely to be effective in achieving valuable educational objectives? Examining the specific contextual factors relevant to such assessments, we will work out a general principle to guide practice.

Lawrence Lengbeyer (United States Naval Academy)

SESSION 2D DISCRIMINATION, DIVERSITY, EQUITY (RHODE ISLAND ROOM)

Was Erik Erikson Referring to Gay Male College Athletes, and Other Potentially Misunderstood College Students, with His Introduction of Narrow Virtuosity?

Erik Erikson's stages of identity development will serve as the basis for a discussion of college students who are potentially misunderstood. There will be a specific focus on stages 4, 5, and 6 as well as on Erikson's narrow virtuosity as the discussion turns to approaching students—gay athletes, gifted artists, the differently abled—who have strong yet labeled identities that are potentially stigmatized. A PowerPoint presentation and clips from a documentary will be followed by roundtable discussion.

Truett Vaigneur and Scott Sheidlower (York College of the City University of New York)

■ SESSION 3 ■

3:45–5:15 PM

SESSION 3A ACADEMIC FREEDOM (NEW JERSEY ROOM)

The Right to Teach Their Crafts: Academic Freedom and Pedagogy for Adjunct Instructors

Across academic departments, part-time instructors face institutional arrangements that hamper freedom to teach the methodologies as well as the substance of their disciplines. The discussants will survey such inhibiting arrangements in three different disciplines and then stimulate discussion on how adjunct work conditions might be improved to overcome them.

Donald Rogers, Jane Hikel, and Maura Jo Lynch (Central Connecticut State University)

SESSION 3B COLLECTIVE BARGAINING (NEW YORK ROOM)

Unionization in the Academy: Lessons Learned, Struggles Fought, Future Directions

Two union officers will present a case study of the struggles and achievements of a faculty union. The analysis will be contextualized within a framework of instrumental vs. ideological unionism as a predictor of union commitment. The presenters will share lessons learned on the strike line and strategies to promote union commitment.

Jessica Rosenberg and Melissa Antinori (Long Island University Brooklyn)

SESSION 3C DISCRIMINATION, DIVERSITY, EQUITY (PENNSYLVANIA ROOM)

Strategies and Resources for Broadening the Faculty Candidate Pool

With the demographics of the United States generally and academia specifically changing, institutions of higher education are under more pressure than ever to recruit female faculty members and faculty of color. This panel discussion will highlight strategies and resources for broadening the faculty candidate pool.

Juan S. Muñoz (Texas Tech University), Myra Gordon (Kansas State University), and Paul S. Ruiz (Texas Tech University)

SESSION 3D ACADEMIC PROFESSIONALS (RHODE ISLAND ROOM)

The Balance of Craft and Administrative Prowess

It's often the case that MFA students are ill-qualified to work within academic staffs due to their misguided expectations of life after graduate school. Their desire to blend their professional and personal lives falls short when they realize that academic positions include year-round, full-time requirements.

Laurie Scheer (University of Wisconsin–Madison)

BUSINESS SESSIONS AND MEETINGS

WEDNESDAY, JUNE 11 (Registration from noon to 6:00 PM)

7:00–9:00 PM	Capitol Hill Day Orientation* (drop in at your convenience)	Virginia Room
---------------------	---	----------------------

THURSDAY, JUNE 12 (Registration from 7:00 AM to 6:00 PM)

8:00 AM–NOON	AAUP Collective Bargaining Congress Executive Committee Breakfast Meeting†	South Carolina Room
---------------------	---	----------------------------

9:00–11:00 AM	Capitol Hill Day Orientation* (drop in at your convenience)	Georgia Room
----------------------	---	---------------------

10:00 AM–4:30 PM	Lobbying Visits on Capitol Hill*	
-------------------------	---	--

1:00–4:30 PM	AAUP Council Executive Committee Meeting†	South Carolina Room
---------------------	--	----------------------------

4:30–6:00 PM	Reception on Capitol Hill*	Rayburn House Office Building Room B-340
---------------------	-----------------------------------	---

5:30–10:00 PM	AAUP-CBC Functions (AAUP members from AAUP-CBC chapters only)	
----------------------	--	--

5:30–6:30 PM	Cash Bar Reception	Colonial Room
---------------------	---------------------------	----------------------

5:45–6:15 PM	Orientation for New Delegates	Georgia Room
---------------------	--------------------------------------	---------------------

6:30–8:00 PM	Dinner (tickets required)	Colonial Room
---------------------	----------------------------------	----------------------

***Expanding Unionization in Private Universities:
New Possibilities Pending at the NLRB***

Risa Lieberwitz, Professor of Labor and Employment Law,
Cornell University School of Industrial and Labor Relations

8:00–10:00 PM	AAUP-CBC Annual Meeting (separate registration required)	Colonial Room
----------------------	---	----------------------

Marilyn Sternberg Award

Mary King, Portland State University, and David Shiman, University of Vermont

FRIDAY, JUNE 13 (Registration from 7:00 AM to 6:00 PM)

7:30–8:30 AM	AAUP-CBC Voting (AAUP-CBC delegates only)	Promenade (next to registration)
---------------------	--	---

7:30–9:30 AM	Assembly of State Conferences Executive Committee Breakfast and Meeting†	Georgia Room
---------------------	---	---------------------

8:00 AM–NOON	Field Staff Association Breakfast and Meeting†	South Carolina Room
---------------------	---	----------------------------

9:45–11:00 AM	ASC Program for State Conference Leaders†	Chinese Room
----------------------	--	---------------------

NOON–1:45 PM	Plenary Luncheon and Presentation (ticket required)	Colonial Room
---------------------	--	----------------------

***Understanding the Changing Faculty and Promoting
Opportunities for Change on Campus***

Daniel Maxey, Co-Principal Investigator, The Delphi Project

2:00–6:30 PM	AAUP Council Session I*	State Room
---------------------	--------------------------------	-------------------

FRIDAY, JUNE 13 (Continued)

4:00–5:30 PM	State Lobbying Networking Meeting*	Chinese Room
6:00–7:30 PM	Cash Bar and Networking Reception	Colonial Room
7:00–9:30 PM	ASC Business Meeting*	East Room

SATURDAY, JUNE 14 (Registration from 7:00 AM to 2:00 PM)

9:00–11:45 AM	AAUP Annual Meeting Plenary Session I (agenda in tote bag)*	State Room
NOON–1:45 PM	Centennial Kickoff Luncheon (ticket required) Rudy Fichtenbaum, AAUP President Susan Michalczyk, Chair of the AAUP Foundation <i>“To Make Collective Action Possible”: The Founding of the AAUP</i> Hans-Joerg Tiede, Chair of the Committee on the History of the Association	Colonial Room
2:00–3:30 PM	AAUP Annual Meeting Plenary Session II*	State Room
6:00–7:00 PM	Cash Bar Reception	Colonial Room
7:00–9:00 PM	Awards and Recognition Banquet (ticket required) <i>Fifty-Year Member Recognition</i> <i>Iris Molotsky Award for Excellence in Coverage of Higher Education</i> David Glovin and John Hechinger, Bloomberg News, “Broken Pledges” <i>Georgina M. Smith Award</i> Mary King, Portland State University	Colonial Room

SUNDAY, JUNE 15

7:45–8:30 AM	AAUP Council Breakfast†	State Room
8:30–11:45 AM	AAUP Council Session II*	State Room
11:45 AM–2:00 PM	AAUP Council Working Lunch†	State Room

* Business session open to AAUP members only

† Closed event

Portions of the AAUP Conference on the State of Higher Education and of the annual meeting and business sessions will be photographed. Your participation in the meeting or conference constitutes consent to be photographed and authorization for the AAUP to use photographs, or cause them to be used, for any purpose (including, but not limited to, AAUP publications, marketing, promotion, and advertising). Annual meeting and conference participants will not be compensated for the use of photographs or videos.

FRIDAY | JUNE 13, 2014

FRIDAY, JUNE 13

7:00 AM–6:00 PM

**REGISTRATION
(CABINET ROOM)**■ **SESSION 4** ■

8:45–10:15 AM

**SESSION 4A
ACADEMIC FREEDOM
(NEW JERSEY ROOM)****E-Maelstrom: Institutional and Public Access to Faculty E-mail and the Chilling Effect on Academic Freedom**

E-maelstrom, the disruption of academic freedom and privacy rights of faculty, is an important issue in the Electronic Age. We present three cases of e-maelstrom from college campuses and focus on institutional policies that protect faculty.

Jeffrey Mayo and Patricia Somers
(University of Texas at Austin)

**SESSION 4B
PEDAGOGY
(NEW YORK ROOM)****National and International Worldviews on Children, Youth, and Education**

Rhode Island College's School of Education launched a project to enhance teacher candidates' and helping professionals' interactive learning with culturally and linguistically diverse professionals around the world. The recruited professionals share their expertise with students to facilitate reflection.

Karen Castagno, Prachi Kene, and Ying Hui-Michael (Rhode Island College)

**SESSION 4C
ONLINE EDUCATION AND MOOCS
(PENNSYLVANIA ROOM)****An Examination of the Effect of the Flipped-Classroom Approach on College Student Academic Involvement**

Exploring ways to enhance student preparedness for the twenty-first-century workplace, this presentation will discuss the flipped-classroom approach and present data collected from flipped-classroom students. The findings focus on how academic involvement, specifically inputs of time and effort and interaction with peers and faculty, was realized by participating students.

Shelly McCallum, Janel Schultz, and Jason Spartz (Saint Mary's University of Minnesota)

■ **SESSION 5** ■

10:30 AM–NOON

**SESSION 5A
PEDAGOGY
(NEW JERSEY ROOM)****Thought Experiment: How a Little Philosophy Can Enhance Any University Course**

Tired of classroom discussions that are more painful silence than brilliant insight? I was too. So I stopped asking students what they thought of the reading and started doing thought experiments. The thought experiment is the sine qua non of philosophy, and remember: philosophy is the mother of all the disciplines.

Sharon Kaye (John Carroll University)

The Twenty-First-Century Curriculum: Building "High-Impact Educational Practices" into a Four-Credit Course Model

A properly designed and supported four-credit course model offers wonderful opportunities for in-course inclusion of one or more of the "high-impact educational practices" featured in AAC&U's "Liberal Education and America's Promise" (LEAP) initiative, enhancing the course experience for students and faculty alike.

Keith H. Brower (Salisbury University)

**SESSION 5B
PUBLIC POLICY AND GOVERNMENT
(NEW YORK ROOM)****Honoring George W. Bush: Academic Awards and University Governance**

Presenting honorary awards to prominent political figures can be a controversial and dangerous activity. This is particularly true when the honoree is a former president like George W. Bush whose legacy is unclear. Often, decisions to honor are made by administrators without input from professors who might advise and consent.

Arthur N. Gilbert (University of Denver)

First They Came For . . .

In 2010 the Republican Party in North Carolina gained simultaneous control of both houses of the state legislature and the governor's mansion for the first time since Reconstruction. The party has swiftly enacted controversial legislation that threatens many. This presentation will focus on the enacted legislation that will affect public education.

Alvin Claude Proffit (Appalachian State University)

FRIDAY | JUNE 13, 2014

NOON—2:00 PM

LUNCH

The Plenary Luncheon and Presentation (ticket required) is in the Colonial Room. See p. 4 for additional information.

■ **SESSION 6** ■

2:00—3:30 PM

**SESSION 6A
GOVERNANCE
(NEW JERSEY ROOM)**
Confidential Searches for Chief Academic Officers

This presentation will give an overview of the results of a survey of national liberal arts colleges regarding the prevalence of closed searches for chief academic officers and the prevalence of search firms in those searches.

Hans-Joerg Tiede (Illinois Wesleyan University)

Developing Social Networks to Promote More Effective Governance

Effective institutions recognize the value of shared governance. However, generating active participation from diverse members is a challenge. A social-network analysis of the informal organizational structure among faculty at one institution, focusing on governance participation, demonstrates positive organizational and individual outcomes of wide participation. Recommendations will be offered.

Jennifer J. Dose (Messiah College)

**SESSION 6B
ACADEMIC PROFESSIONALS
(NEW YORK ROOM)**
The Evolving American Research University and Nonfaculty Professional Work

This presentation reviews the results of an exploratory study on nonfaculty professional employees. The study followed the work of Gary Rhoades and Brian Kane to determine whether nonfaculty professional employees performed core university work of research, teaching, and public service. The data suggest a shifting workforce and evolved organizational structure.

Elida Lee and Patricia Somers (University of Texas at Austin)

**SESSION 6C
COLLECTIVE BARGAINING
AND CONTINGENT
APPOINTMENTS
(PENNSYLVANIA ROOM)**
From Advocacy to Unionization, or, How the Dynamics of the Strongest Advocates for Part-Timers Changed “When the Union Came In . . .”

This presentation offers a historical perspective on the writing program at Syracuse University and the rise of advocacy by tenured professors to assist part-time instructors in their fight for better pay, benefits, and treatment. However, when the union ratified its first contract, a shift occurred. What happened to our champions?

Jeanette Jeneault (Syracuse University)

Integrating Faculty Working Off the Tenure Track into an Established Bargaining Unit

A mixed research-teaching environment has been the hallmark of public universities, but one administration is trying to tear it down and replace it with specialists. More hires target star researchers promised light teaching loads and faculty willing to teach as many as four classes a semester. Lost are educational opportunities for undergraduate students and a critical career path for recent PhDs.

Robert A. Krebs (Cleveland State University)

**SESSION 6D
ONLINE EDUCATION AND
MOOCS
(RHODE ISLAND ROOM)**
A Data-Driven Approach to Faculty Attitudes Related to Institutional Decision Making

Conversations between administrators and faculty representatives are often characterized by the two parties making assertions based on anecdotes. To better inform the discussions, we conducted two surveys of faculty attitudes about the workings and fairness of the tenure process and the suitability of and resource support for online instruction.

Deborah Cooperstein, David Prottas, and Cathy Cleaver (Adelphi University)

FRIDAY | JUNE 13, 2014

■ SESSION 7 ■

3:45–5:15 PM

**SESSION 7A
CONTINGENT APPOINTMENTS
(NEW JERSEY ROOM)****When Is a Crisis Not a Crisis?
When Is a Trend No Longer a Trend?
Competing Perspectives on
Contingent Faculty Hiring**

The terms “crisis” and “trend” suggest breakdowns in the higher education system. Contingent hiring, however, is less a crisis than a defining, stable feature of contemporary higher education. This presentation argues that we must move beyond these terms and advocate for changes in hiring in more realistic and effective ways.

Angela V. Petit (Idaho State University)

**The State of the Tenured–Contingent
Faculty Relationship**

We will examine the changing relationships between tenured and contingent faculty as seen at a public university over twenty years. We will examine how this relationship has changed as the corporatization of the public university has taken place.

Harold Geller (George Mason University)

**SESSION 7B
GOVERNANCE
(NEW YORK ROOM)****Shootout at the Texas Corral**

There is more than barbeque being skewered in Austin; a Texas-sized governance controversy between the governor and the president of the University of Texas at Austin is heating up. At the very heart of the conflict are differences in philosophy over cost, utility, quality, accountability, cost-benefit analyses, research production, and the very existence of a world-class university deep in the heart of Texas.

Patricia Somers, Jeffrey Mayo, and Anna Drake (University of Texas at Austin)

**SESSION 7C
PUBLIC POLICY AND
GOVERNMENT
(PENNSYLVANIA ROOM)****Impact of Educational Attainment on
Economic Factors**

The authors examine data from 1991 through 2010 in relation to educational attainment and economic status. The research addresses the hypothesis that the level of educational attainment is economically significant. The higher the education level achieved, the higher the earnings, and the lower the volatility during economic downturns.

Ronald H. Carlson and Christopher McChesney (Indian River State College)

**SESSION 7D
CHAPTER ACTIVISM
(RHODE ISLAND ROOM)****Building Membership and Political
Coalitions with Students**

The Wright State University AAUP chapter has voted to create additional associate memberships within the chapter for retirees, adjunct faculty, graduate students, and academic professionals. The chapter is also working with the Ohio Student Association to provide fellowships for Wright State students to participate in their internship program to develop student activists.


Martin Kich (Wright State University)

**Using Data to Shift the Campus
Conversation**

The Purdue University Calumet AAUP chapter faced a disadvantage when the administration made claims about budget while not providing details on that budget and made other claims about support for its decisions and policies when no data existed. The chapter conducted a series of faculty surveys to document where support did and did not exist.

David P. Nalbone (Purdue University Calumet)

**6:00–7:30 PM
CASH BAR AND NETWORKING
RECEPTION
(COLONIAL ROOM)**



You insure everything
you value in your life...

**But have you
insured your career?**

Mercer Consumer makes it easy for you to obtain the malpractice protection you need by evaluating available options and endorsing the program that can best serve our members' needs. Without question, that program is proliability.com.

Professional Liability ensures that your best interests are protected with up to \$2 million per incident and up to \$4 million annual aggregate. TWICE as high as the leading competitors.

Benefits

- No deductible.
- Reimbursement for loss of earnings during trial.

Coverage

- A variety of coverage options allows you to tailor a policy to your specific needs.

Customer Service

- Mercer Consumer proliability.com provides you one-stop access to program information, details about hard-to-place coverage and no-obligation quotes.
- A special online service even remembers your policy renewal date and reminds you to renew.

For the protection you need and the excellent benefits, coverage and customer service you deserve:

**www.proliability.com/61896
1-800-686-1172**

3-step Instant Online Quote

- 1.** Visit www.proliability.com/61896
- 2.** Click on “Request a Quote”
- 3.** Receive your **free quote**



Program administered by Mercer Consumer, a service of Mercer Health & Benefits Administration LLC.
Underwritten by Liberty Insurance Underwriters Inc., a member company of Liberty Mutual Insurance.
May not be available in all states.
Pending underwriter approval.
55 Water Street
New York, New York 10041

In CA d/b/a Mercer Health & Benefits Insurance Services LLC
AR Ins. Lic. #303439 • CA Ins. Lic. #0G39709
66192 (5/14) Copyright 2014 Mercer LLC. All rights reserved.

