

Summer Institute 2012 Workshop Catalog

Please note: this year, all multi-part workshops begin on Thursday, July 26, at 2pm. Allow time in your travel plans accordingly.

Opening Workshop Introduction to the AAUP—History, Organization, and Current Issues (12:00-1:30, lunch included)

This workshop is designed for first-time attendees and/or new AAUP members. Over 90 minutes, we will cover a history of the AAUP, an overview of its current (and future) organizational structure, and a survey of the issues and challenges in higher education that the AAUP focuses on today. *Please note: special registration is required to attend this session. Open to all Summer Institute participants. Recommended for all new members and first-time participants.*

Thursday afternoon: 2:00pm—5:00pm

Workshop 1A Negotiations 101—Part 1 of 4

Cheryl Casper, Kara Robinson, Kent State University

Designed for present and future bargaining team members, this series provides training in the complexities of the bargaining process. Participants will hone negotiating skills and deal with current issues, while engaging in simulated negotiations. Determine how to select a negotiating team and a chief negotiator. Learn about the relationship between the negotiating team and the chapter, table techniques, and how to build support throughout the process. We will discuss political considerations, alternative bargaining styles, nuts-and-bolts issues of contract language, and proposal language. This workshop is most appropriate to those individuals who are new to the bargaining process.

Workshop 1B Contract and Grievance Administration—Part 1 of 4

Jeff Halpern, Rider University; Deanna Wood, University of New Hampshire

Effective contract administration and grievance processing help ensure that the protection and benefits provided by your collective bargaining agreement are properly enjoyed by your members. What are the strategic and legal considerations involved in processing grievances and working with grievants? This series will explore the basic principles of contract enforcement, the counseling and representation of grievants, and analyses of case studies through role-playing. This workshop is invaluable for present and prospective members of grievance committees, grievance officers, and contract administrators.

Workshop 1C Crash Course in Institutional Financial Analysis—Part 1 of 3

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, Wright State University

This is a three part series with the option to attend Part 1 as a stand alone workshop. Parts 2 and 3 are hands-on, conducted in a computer classroom. In this hands-on workshop, you will learn to analyze your institution's audited financial statements in order to understand its fiscal priorities and overall financial health. Part 1, primarily lecture and discussion, will teach participants to read financial statements properly by looking at actual expenses and revenues, assets and liabilities, and cash flow. In Parts 2 and 3, participants will learn to conduct their own detailed institutional financial analysis using their respective institution's financial statements. Participants will present their findings to the class—great preparation for sharing your new skills with campus colleagues at the next chapter meeting!

Workshop 1D Preparing Direct Action Media: Messaging, Framing and Storytelling (Ruckus Part 1 of 2)

Diana Pei Wu, Antioch University, The Ruckus Society, smartMeme and the Center for Media Justice

Part one of a two-part series of workshops that will prepare your leaders to message, plan, and carry out collective actions. Using the resources of the Oakland-based Ruckus society network, these workshops will train you in a diverse set of skills that other social justice movements and organizations have used with great effect to use people, creativity, and ideas in nonviolent but powerful ways.

This workshop introduces narrative power analysis and story-based strategy. It will also work with developing spokespersons for your organization.

Workshop 1E Legislative Round Up and Government Relations Update

Nancy Long, AAUP Staff; Nseabasi Ufot, CAUT Staff

Part 1—Legal Round Up

The first part of this session reviews the year's most important legal cases and a discussion of how they may affect your work. Academic freedom, free speech, collective bargaining, and more-this session has it all! Come hear about the battles being fought and the victories being delivered.

Part 2—Government Relations Update: From Capital Hill to Campus

The second part of this session gives participants the opportunity to learn about and discuss higher education policy issues of concern to faculty. The economic crisis, deep budget cuts, and political demands for greater accountability and for the production of more degrees are changing the higher education landscape. Learn how you can represent the AAUP as we engage in policy discussions and lobbying at the state and national levels. We will discuss how to work effectively with colleagues in

your state to shape the lawmaking process and how to network with colleagues in other states facing similar challenges. Find out what the AAUP is doing and what more can be done.

Workshop 1F Diverse Faculty and Academic Freedom

Charles Toombs, San Diego State University; Luis Martin-Cabrera, University of California-San Diego; La Tanya Skiffer, California State University-Dominguez Hills; William Watkins, University of Illinois-Chicago.

This workshop examines issues affecting academic freedom for faculty of color, LGBT faculty, women faculty, and faculty with disabilities in higher education. With state budget cuts and restructuring of higher education, it is imperative that diverse faculty seek to increase and maintain their presence and voice in the academy, along with the academic freedom inherent in their profession. Issues covered in this workshop include: shared governance in academic senates; opportunities and challenges of retention and promotion of diverse faculty; specific course content diverse faculty engage within their classes which may make academic freedom problematic; “cultural taxation”; and the overall presence and importance of diverse faculty in the academy during a time of demographic shifts, state budget cuts and restructuring to private/corporate models of delivering higher education. The workshop begins with a panel discussion and ends with hands-on activities to identify and to discuss scenarios and strategies generated from real life academic experiences that can be used to improve the working conditions of diverse faculty.

Workshop 1G Organizing 101

Craig Flanery, AAUP Staff; Ivan Evans, University of California, San Diego

This workshop is for all attendees seeking to increase chapter membership engagement, although it is introductory and therefore is especially designed for newer activists and activists who don't have chapters or are short on chapter resources. Whether advocacy or collective bargaining, effective chapters know that “many hands make light work.” This workshop offers methods for starting a new chapter, building your chapter, recruiting new members, training current members to be activists, and having organizing conversations. Participants will learn effective strategies, complete with detailed examples, for developing and implementing a long-term organizing plan based on a careful balance of AAUP policy statements and ... fun!

**Workshop 1H Faculty Advocacy: Understanding and Strengthening Faculty Handbooks—
Part 1 of 2**

Debra Nails, Michigan State University; Anita Levy, Jenn Nichols, Greg Scholtz, AAUP Staff

Academic due process and faculty participation in collegial governance are not just abstract concepts; they are incorporated in concrete ways in the official policies and procedures of each institution. The key document in this regard is the faculty handbook, and its contents are an important indicator of the institutional protections of faculty rights and the health of faculty governance. Learn how to evaluate a

faculty handbook, how handbooks are typically structured, and what legal status they may have. This two-session workshop will examine the incorporation of AAUP principles into faculty handbooks as well as the role of the faculty in implementing the policies set forth in the document.

Friday morning: 8:30am – 11:30am

Workshop 2A Negotiations 101 – Part 2 of 4

see description under Thursday seminar

Workshop 2B Contract and Grievance Administration – Part 2 of 4

see description under Thursday seminar

Workshop 2C Crash Course in Institutional Financial Analysis – Part 2 of 3

see description under Thursday seminar

Workshop 2D Planning Non-Violent Direct Action – Ruckus Part 2 of 2

Diana Pei Wu, Garrick Ruiz, and Kelley Ford, The Ruckus Society

This how-to training steps a group through the process of developing a creative, strategic nonviolent direct action for their campaign. Direct Action Planning, peacekeeping, direct action roles (from pickets to marches to rallies), group dynamics, and decision-making will be reviewed.

Workshop 2E Organizing Your News Media Outreach Program

Alice Sunshine, California Faculty Association; Jason Jones, Central Connecticut State University

The fast pace and sheer volume of news today means your chapter or conference media communications strategy needs to be both smart and realistic. This hands-on workshop will train you to be a media “organizer” and effective spokesperson. Learn how to evaluate your message’s news potential and craft a media outreach program that attracts attention. Participants will discuss tactics for feeding stories to local media markets and generating “media availability” opportunities. It’s not enough to get noticed, though—before grabbing the media’s attention, you need to plan what to do once you’ve got it! In small teams, participants will practice the “nine-second sound bite” and other techniques for making the most of your media moment. Playback and constructive critique will be part of the drill.

Workshop 2F Turmoil and Divide in “Academia as Opportunity”

Diana Vallera, Columbia College, Chicago

This workshop explores how the principles of dignity, security and intellectual autonomy can bridge gaps between tenure status (TS) and non-tenure status (NTS) in order to build a genuine faculty voice.

What are some roadblocks to faculty unity at your institution? How might changes in conceptions help? How might changes in our daily interactions help? What interests are of greatest import to TS faculty? What interests are of greatest import to NTS faculty? How can we reclaim the university around a new vision of faculty voice and identity? Through an exploration of these and similar questions, this session will draw upon shared interests and fundamental principles to develop tools and strategies for the unification of faculty.

Workshop 2G Special Topics in Collective Bargaining: Preparing for Arbitration

Michael Mauer, AAUP Staff; Peter Nguyen, University of Connecticut AAUP

Third-party arbitration is one of the most potent tools available to collective bargaining chapters. If you've had some experience with grievance administration and would like specific training in the rules, procedures, and strategies necessary to get the most out of an arbitration hearing, this is the session for you.

Workshop 2H Faculty Advocacy: Understanding and Strengthening Faculty Handbooks—Part 2 of 2

see description under Thursday seminar

Friday afternoon: 1:00pm—4:00pm

Workshop 3A Rage Against the Koch Machine: Defending and Advancing Faculty Rights in the Face of Legislative Attacks

Sara Kilpatrick, Ohio State Conference; Michael Bailey, Michigan State Conference; David Jackson, Candace Archer, Bowling Green State University

Faculty are being attacked by state legislatures across the country. This workshop led by staff from Ohio and Michigan will discuss anti-faculty and anti-higher education legislation that has been introduced across the country, and give you tools and tips on how to prepare and respond to these attacks. You will receive key communication, legal, legislative, and relationship-building strategies for protecting your interests as a faculty member.

Workshop 3B Social Justice Issues and Recruiting Diverse Leadership in Faculty Organizations

Kimberly R. King, California State University, Los Angeles; Christopher Cox, San Jose State University; Vincent Ornelas, California State University, Chico

The California Faculty Association (CFA) recruited several faculty union activists from under-represented ethnic, gender and sexual orientation groups, by incorporating issues of concern for these groups and their students into the work of the union. This work has attracted faculty activists

committed to social justice for students and faculty in public higher education. The current workshop will focus on the experiences of diverse CFA leaders organizing around social justice issues, how this has encouraged greater faculty activism in the union, and how AAUP members can use similar techniques to recruit and empower their own faculty activists and build their chapters.

Workshop 3C Strengthening State Conferences

Puri Martinez, East Carolina University; Donna L. Potts, Kansas State University; Tad Smith, University of Michigan Ann Arbor

This session is designed to strengthen state conferences of all ages, preparing them to promote the AAUP's principles and fend off the host of threats to higher education in the 21st century. We'll review steps necessary to build a state conference; discuss the state conference's role in chapter development and maintenance; consider how state conferences can enhance their efficacy by building coalitions between collective bargaining and advocacy, working with faculty senates, and fostering good government relations; provide guidelines for managing conference funds; offer tips for maintaining available conference; and finally, suggest activities to increase membership and keep members involved.

Workshop 3D Bridging the Gap between Tenure and Non-Tenure-Track Faculty

Walter Benn Michaels, Scott McFarland, University of Illinois, Chicago

Just how different are the interests of non-tenure faculty from those in the tenure system? So different that they should be covered by separate bargaining agreements? Or represented by different officers in the union--or different negotiators at the bargaining table? UIC United Faculty believes that **in most matters**, from pay to pensions, the interests of non-tenure-system and tenure-system faculty at UIC are one and the same. We will explain why, and how, UIC's NTS and TS faculty members have joined together to create one union, and have appointed a single bargaining committee composed of NTS and TS faculty to negotiate the two CBAs required by Illinois law. This account of UICUF's successes in organizing and union-building will be followed by a Q&A and a general discussion of "bridging the gap."

Workshop 3E Collective Bargaining Compliance: Important Basics for Chapters and Conferences

Nancy Long, AAUP Staff

In addition to the strain of keeping your members happy and informed, CB chapter leaders and staff must deal with the everyday management of chapter business. This workshop offers an overview of standard managerial and legal issues that arise and provides helpful tips on how to address those issues productively. Whether it is discussing ideas on how to work effectively with an institution's

administration, creating a membership database, developing a chapter budget, or laying out information about the reporting requirements of the LMRDA, this workshop will provide you with the information and tools necessary to make your chapter run efficiently and to be legally compliant.

Workshop 3F Effective Faculty Governance: Action-Oriented Meetings and Parliamentary Procedure

Irene Mulvey, Fairfield University; Hans Joerg Tiede, Illinois Wesleyan University

This workshop will be a combination of strategies for efficient, effective, structured meetings and an introduction to basic parliamentary procedures, covering motions, order of business, nominations and elections, methods of voting, and bylaws. As time permits, we will discuss the relationship of parliamentary procedure to faculty handbooks. Questions from your specific campus are very welcomed.

Workshop 3G Building Union Power: Using a Contract Campaign to Involve Members in Successful Bargaining

Peter Nguyen, University of Connecticut AAUP

This workshop will focus on the importance of running a Contract Campaign to build the capacity of your chapter and maximize results in negotiations. Concepts such as coalition-building, media strategy, and escalation will be discussed, along with a comprehensive presentation on the End Game of collective bargaining. Successful examples of Contract Campaigns by education unions, as well as the Screen Actors Guild, will be showcased through video and photographs. Participants will be provided specific tactics and strategies which can be added to their organizing toolkit.

Workshop 3H Special Topics in Collective Bargaining: Impasse Resolution

Michael Mauer, AAUP Staff; Steve Hicks, APSCUF

This session is designed to help collective-bargaining chapters that are likely to experience difficult, protracted negotiations. Inevitably, bargaining in such an environment is marked by frustrating periods where the other side refuses to compromise. Learn how to prepare for mediation and fact finding. This session will consider strategies for negotiations that should help you navigate impasses and move towards resolution.

Workshop 3I Comparing and Developing Key Academic Contract Clauses

Ernie Benjamin, AAUP Senior Consultant

This workshop explores the principles that shape AAUP research university bargaining agreements. We will compare and contrast contract clauses that illustrate how agreements resolve the tension between management rights and academic governance, academic judgment and due process in tenure-

track and non-tenure-track appointments, and alternative approaches to salary distribution. The workshop is especially directed to faculty preparing to negotiate an initial bargaining agreement but faculty who wish to explore ways to improve existing agreements may also find the workshop useful.

Saturday morning: 8:30am – 11:30am

Workshop 4A Negotiations 101 – part 3 of 4

see description under Thursday seminar

Workshop 4B Contract and Grievance Administration – part 3 of 4

see description under Thursday seminar

Workshop 4C Crash Course in Institutional Financial Analysis – part 3 of 3

see description under Thursday seminar

Workshop 4D Using Social Media to Build Your Chapter

Alice Sunshine, California Faculty Association; Jason Jones, Central Connecticut State University

As news reports from around the world attest, social media tools like YouTube, Facebook, Twitter, and blogs are powerful resources for twenty-first century activities. In this workshop, learn how you – yes, you! – can use technology to aid your existing media program and organizing agenda. We will discuss how social media can be used as part of your existing media program, as well as to mobilize volunteers, shape debate, and build membership and community support. Your new skills might not start a revolution on campus, but they can play a vital role in strengthening your chapter and developing its political and structural effectiveness.

Workshop 4E AAUP Advocacy at Religiously-Affiliated Institutions

Cecilia Konchar Farr, St. Catherine University; Martin Snyder, AAUP Staff

Organizing AAUP chapters and doing faculty advocacy work at religiously-affiliated institutions offer unique challenges in our current higher education environment. For many faculty-members, trained to value evidence-based reasoning, the project of rationality and diverse approaches to truth-seeking, religious institutions can seem an awkward fit. For AAUP, charged with defending academic freedom and sympathetic to free speech, negotiating acceptable limitations on these seems at odds with our dearest values. Yet higher education's debt to religion is deep and longstanding, and many of us continue to work in institutions that recognize and honor religious affiliation. This session will focus on the challenges and benefits of faculty organizing at religiously-affiliated schools, as well as the cultural and legal history of these efforts, and how AAUP chapters can support them.

Workshop 4F Developing Shared Governance: Increasing Faculty Participation in Academic Decision-Making

Greg Scholtz and Jenn Nichols, AAUP Staff; Hans Joerg Tiede, Illinois Wesleyan University

Faculty governance is the crucial support of faculty professionalism. It is the means by which the faculty carries out its primary responsibility for curriculum, subject matter, and methods of instruction, research, and faculty status. The effectiveness of faculty governance depends upon clear, orderly organization of the faculty through either a faculty senate (or comparable body) with appropriate standing committees or some other structure that affords faculty the means to participate in developing and implementing policies that are central to the profession. This workshop will examine the constitutions, bylaws, and respective components of a sound system of academic governance that are needed to keep the faculty deliberative body operating smoothly and effectively. Further, the workshop will explore the real-life politics of establishing and modifying faculty governance.

Workshop 4G Building Solidarity among Grad Employees and Faculty

Ishan Chakrabarti and Gregory Goodman, University of Chicago, GSU; Kira Schuman, AAUP Staff

Grad employees and contingently employed faculty share many of the same precarious conditions of labor, and many grad employees indeed double as contingent faculty. As the percentage of instruction by the precariously employed in the US hovers around 80%, academic freedom and shared governance for both grad employees and faculty suffers. However, in spite of forward-thinking calls for grad employees and contingently employed faculty to unite in common struggle - for instance, for the Coalition of Graduate Employee Unions and the New Faculty Majority and Coalition of Contingent Academic Labor to simply hold a joint conference - such efforts have not, for the most part, been forthcoming. Why is that? Beyond the practical matter of overworked academic unionists not having enough hours in the day, what obstacles and challenges would need to be overcome for a broad national and indeed international movement of precarious intellectual workers to flourish? What strategies, new and old, are available for practicing reciprocal solidarities among grad employees and contingently employed faculty? And for that matter, what should the role of tenure-track and tenured faculty be? This workshop aims to open up a conversation among grad employees and faculty about how we can support one another in building a common movement across higher education.

Workshop 4H Cultural Work and Creative Interventions in Direct Action

Diana Pei Wu, Antioch University, Ruckus Society

This session focuses on the role of cultural and creative work in social change. Participants will learn about building a song and chant repertoire that will hold you for the long haul. The workshop will also explore creative visuals, from low-tech, high-impact visuals such as t-shirts and colors to higher-tech,

higher impact visuals like banners, balloon banners, puppets, theater, costumes, and flash mobs. *While this session builds on some of the skills and concepts of earlier workshops, it also functions as a stand-alone tutorial for anyone looking to add drama and creativity to a chapter's toolbox.*

Saturday afternoon: 1:00pm—4:00pm

Workshop 5A Chapter Development: Start a Chapter, Revive a Chapter or Strengthen a Chapter

Irene Mulvey, Fairfield University; Hans Joerg Tiede, Illinois Wesleyan University

This workshop will cover all the basics for a strong and effective AAUP chapter: how to start a chapter, activities to keep your faculty interested and engaged, strategies for recruiting and retaining members, strategies for effective leadership and leadership turnover, financial information chapter leaders need to know, and communication strategies including effective newsletters and listserves. Wherever your chapter is now, this workshop will give you realistic ideas to strengthen it.

Workshop 5B How to Produce a Striking Success

Peter Nguyen, University of Connecticut AAUP, Kimberly King, California State University, Los Angeles

When a strike becomes likely or inevitable, proper planning and coordination is critical to ensure a successful outcome for your members and chapter. This workshop will outline the organizational, political, legal, and logistical considerations of the entire range of job actions, up to, and including, a full-blown strike. Examples of successful campaigns by education and entertainment unions will be showcased.

Workshop 5C Committee A Procedures – A Primer for Chapters and Conferences

Debra Nails, Michigan State University; Greg Scholtz, AAUP Staff

The successful implementation of AAUP policies is largely dependent upon faculty working toward and insisting upon sound policies at their own institutions. Historically, state conferences and campus chapters have played an active role in this advocacy, providing information, advice, and assistance to faculty who are experiencing difficulties. More often than not, the relevant issue does not involve a violation of academic freedom or a breach of academic due process. But if and when an issue does implicate basic AAUP policies, a state conference or chapter Committee A chair (sometimes called a grievance officer) must work in tandem with AAUP national Committee A staff to ensure consistent and well-grounded positions and responses. This session, which builds on the two-part faculty handbook workshop, will describe AAUP procedures and protocols for handling complaints and cases and how these relate to the work of state conferences and chapters in identifying and dealing with Committee A issues. Many of the documents for the workshop are posted on the State Committee A Resources page of the AAUP's website: <http://www.aaup.org/AAUP/about/asc/comares/default.htm>.

Workshop 5D Government Relations: The Nuts and Bolts of Lobbying

Brian Turner, Randolph-Macon College; Nsé Ufot, CAUT Staff

This session describes specific ways to develop a legislative advocacy program in your state. Participants will learn how to run a “lobby day,” establish and maintain productive relationships with policymakers, and track legislation and respond to policy initiatives. We will also practice the art of effective office visits and consider how building networks can strengthen our position. Participants will learn about the assistance the national office can provide. This session will be useful for those involved in or responsible for government relations programs at the chapter or conference level.

Workshop 5E Pension Reform in Illinois and Beyond

Leo Welch, President, State University Annuitants Association

In order to understand the current "pension crises" in Illinois, the history of the State University Retirement System and the language protecting pensions found in the Illinois Constitution will be discussed. Employees hired as of January 1, 2011, fall under the new "pension reform" legislation that will significantly reduce pension benefits for those new hires. Those impacts will be presented. Several bills that negatively affect current employees were considered by this year's General Assembly. Those bills, whether defeated, held in committee, or passed, will be discussed. The pension reform agenda in Illinois has potential ramifications for other states. Those threats will be considered.

Workshop 5F Women’s Rights are Faculty Rights

Cecilia Konchar Farr, St. Catherine University; Donna Potts, Kansas State University; Anita Levy, AAUP Staff

As we examine some of the most pressing issues of our profession, it becomes clear that arguments for faculty rights often become, quite quickly, arguments about women in Academia. Faculty members are increasingly likely to be contingent (75% of instructional positions are contingent), and contingent faculty are disproportionately female. Policies on discrimination, harassment, and assault; campus climate concerns; nonviolence and safety statements; family leave policies; workload discussions; and the accessibility of childcare, all began with the influx of women into the profession. All of these issues are rooted in women’s growing presence in the Academy; many of them can be traced to feminist organizing. This session will take on the traditional “add women and stir” approach to institutional change and entertain ideas for rethinking faculty life to embrace women’s concerns—with an eye toward more human[e] communities for everyone.

Workshop 5G Industry Research and Academic Freedom: Is There a Conflict for the University?

Cary Nelson, University of Illinois at Urbana-Champaign

The most explicit corporate inroad into the university is by way of industry-sponsored research contract. The AAUP is about to issue guidelines for them. Do faculty members have a right to accept corporate money no matter what strings are attached? How do individual and institutional academic

freedom interact? What is the little-known history behind such conflicts? Why should faculty outside science, engineering, computer science, and agriculture care?

Workshop 5H Negotiations 101—part 4 of 4

see description under Thursday seminar

Workshop 5I Contract and Grievance Administration—part 4 of 4

see description under Thursday seminar

Sunday morning: 8:30am—10:00am

Closing Roundtable “Wearing Through the Elbow Patches”: Envisioning the Future of the Profession and Higher Education

The higher education workplace of today looks different than it did years ago—the majority of faculty work outside of the tenure line, administrations increase tuition and cut spending on research and instruction, lawmakers repeatedly attempt to strip rights from higher education unions, and the public seems less sympathetic than ever to the plight of "privileged" faculty. In the face of these challenges, how can faculty organize together to rebuild the meaning of academic labor and the mission of higher education? What are the benefits and risks of pushing for a united faculty?