

AAUP/AAUP-CBC Summer Institute

University of Cincinnati • Cincinnati, OH
July 27-30, 2017

HELLO

MY NAME IS

RESISTANCE

★ Office of Admissions
University Pavilion, 3rd fl.
(513) 556-1100

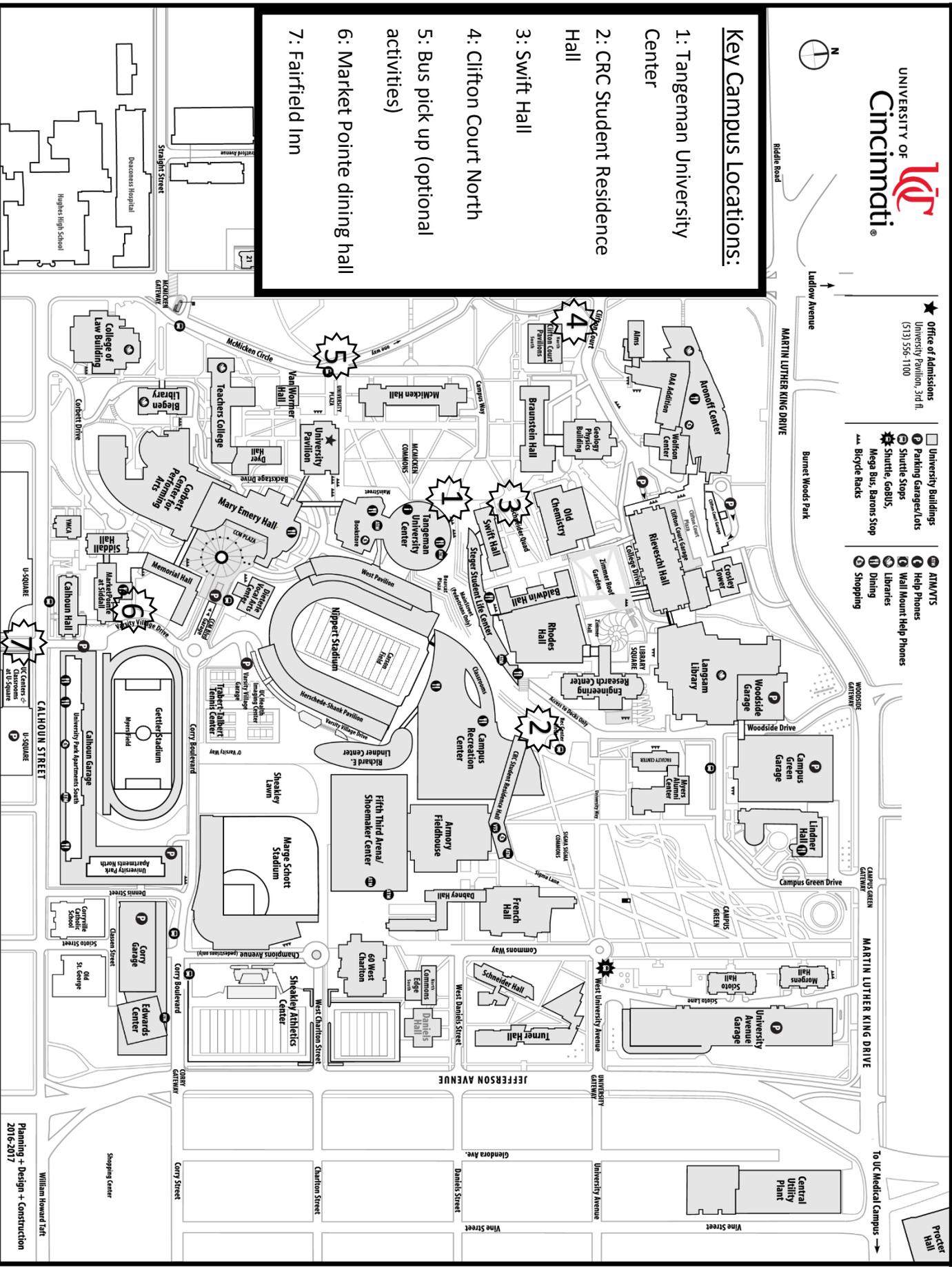
- ☐ University Buildings
- 🅑 Parking Garages/Lots
- 🅒 Shuttle Stops
- 🅓 Mega Bus, Barons Stop
- 🅔 Bicycle Racks
- 📞 AT&T/VS
- 📞 Help Phones
- 📞 Wall Mount Help Phones
- 📖 Libraries
- 🍽 Dining
- 🛒 Shopping

UNIVERSITY OF CINCINNATI

UPTOWN WEST CAMPUS MAP 2016-2017

Key Campus Locations:

- 1: Tangeman University Center
- 2: CRC Student Residence Hall
- 3: Swift Hall
- 4: Clifton Court North
- 5: Bus pick up (optional activities)
- 6: Market Pointe dining hall
- 7: Fairfield Inn





SCHEDULE OVERVIEW

Dorm Check-In (for all buildings)

At CRC Student Residence Hall entryway

Wednesday, 7/26

Summer Institute registration: 3pm-7pm at Main Street Cinema (ground floor of Tangeman University Center)

Lunch—Thursday, Friday, and Saturday:

11:00am-1:15pm at Market Pointe

Breakfast—Friday and Saturday:

7:00am-8:30am in Market Pointe

Please note: the Market Pointe dining hall will not be available to SI attendees outside of these hours.

Thursday, 7/27

Summer Institute registration: 8am-6pm at Main Street Cinema (ground floor of Tangeman University Center)

Session 1 workshops: 3:00pm-6:00pm

6:30-8:00pm: Opening Reception in the Great Hall (4th floor of Tangeman University Center). Note: doors open at 6:00pm.

Friday, 7/28

Summer Institute registration: 9am-12pm at Tangeman University Center Room 413

Session 2 workshops: 9:00am-12:00pm

Plenary Session: 1:30pm-4:30pm: “Pushing Back on the Power of Private Donors” (Great Hall, Tangeman University Center 4th floor)

Optional Activity #1: 6:00pm-10:30pm: Brewery Bus Tour (see description in Workshop Program). Please arrive by 6:00pm for bus pickup in McMicken Circle.

Optional Activity#2: 5:30pm-10:30pm: Dinner Cruise (see description in Workshop Program). Please arrive by 5:30pm for bus pickup in McMicken Circle

Saturday, 7/29

Session 4 workshops: 9:00am-12:00pm

Session 5 workshops: 1:30pm-4:30pm

Optional Activity: 7:00pm: FC Cincinnati vs. Rochester Rhinos in Nippert Stadium (see description in Workshop Program).

Sunday, 7/30

Closing session: 8:30am-10am (breakfast starts at 8:00am): “Creative Visibility on Your Campus” (Great Hall, Tangeman University Center, 4th floor)

Please consult the enclosed program for workshop locations, titles, and descriptions.



GENERAL INFORMATION

Dorm Check-in:

Dorm check-in will be conducted by University of Cincinnati staff at the CRC Student Residence Hall located at 2820 Bearcat Way, Cincinnati, OH 45221. Each attendee will have a private bedroom furnished with a bed, a desk and a dresser, and a bathroom shared with one other Summer Institute guest. Bed sheets, a blanket, a pillow and pillow case, and towels will be provided to you when you arrive. Please remember to bring your own toiletries as these will not be provided. Dorm suites are air conditioned.

Registration:

Registration will be available: Wednesday- 3pm to 7pm (Main Street Cinema desk, Tangeman University Center); Thursday- 8am to 6pm (Main Street Cinema desk, Tangeman University Center); Friday- 9am to 12pm (Tangeman University Center Room 413). Tangeman University Center is located at 2701 Bearcat Way, Cincinnati, OH 45221.

Meals:

On-campus attendees will receive a meal card when they check into the residence hall. Commuter attendees should pick up their meal cards at the Summer Institute registration desk.

The following meals are included in your registration: lunch on Thursday, breakfast and lunch on Friday, and breakfast and lunch on Saturday. All meals will be served in the cafeteria located at the Market Pointe dining hall, 2580 Corbett Drive, Cincinnati, OH 45221. Sunday buffet breakfast is also included in the cost of registration as part of the closing session in the Tangeman University Center Great Hall.

There will also be an opening reception Thursday evening in the Tangeman University Center Great Hall. Hors d'oeuvres will be served and a cash bar will be available. Doors open at 6:00pm.

Workshops:

All of the workshop classrooms are located in **either Tangeman University Center or Swift Hall. The institutional financial analysis workshops will be held in Clifton Court North.** Workshop locations will be printed in the Summer Institute program included in this booklet. *Many of our workshops are at full capacity. Please be respectful to presenters and other attendees by attending only the workshops you registered for. Please see the agenda in your registration envelope.*

Coffee Breaks: Presenters will usually break for about 10 minutes halfway through their workshop sessions. Coffee, water, and tea will be available on the 4th floor of Tangeman University Center near the Summer Institute classrooms.

Optional Activities:

The three scheduled optional activities for Friday and Saturday require the purchase of a separate ticket. Please visit the Summer Institute registration desk if you are interested in attending one of these activities. Availability of tickets is limited. More information can be found in the Workshop Program below.

Campus Policies:

Possession of illegal substances is officially prohibited on campus. You can visit the University of Cincinnati State University website, or ask the CRC Hall front desk to review these policies.

Wifi Access:

Instructions for accessing the University of Cincinnati guest wireless network will be provided at Summer Institute registration.

Fitness Center:

Please see the Summer Institute registration desk for more information about purchasing a pass to the fitness center on campus.

Parking:

If you purchased a parking pass, it will be included in the materials you receive at registration. You may also purchase a parking pass on-site by visiting the Summer Institute registration desk.

Workshop Evaluations and SI Overall Evaluation:

Evaluations for each workshop will be handled through an online survey tool. During the Summer Institute, you will receive an email containing the information you need to access and complete the survey. Please complete an evaluation for each workshop you attend. At the end of the Summer Institute, you will receive a message with a link to the overall evaluation for the entire program. Please take the time to complete this survey as well. We use this information every year to make the Summer Institute a better experience for all attendees. Thank you!



WORKSHOP PROGRAM

Abbreviations for Workshop Locations:

TUC: Tangeman University Center

Swift: Swift Hall

THURSDAY AFTERNOON (3:00PM-6:00PM)

1A Build Community, Build Power: Transform Your Union and Seize the Future—Part 1* (TUC 427)

Deborah Herman, Pivot Consulting; Phoebe Reeves, University of Cincinnati

Are you scared that right-to-work is coming to your state? Already in a right-to-work state and struggling? Worried about finding the next generation of leaders and officers? Drowning in grievance paperwork and investigations? The threats to higher education, academic freedom, and collective bargaining are only going to intensify. What will you do?

Believe it or not, our unions can not only survive, but thrive in this environment. To do that, we must first learn to speak in the language of shared values and then build community around those shared values. This doesn't mean abandoning bargaining or grievance work, but it does mean re-thinking where power comes from and how we organize to sign up new members, develop new leaders, and design campaigns for both short-term and long-term wins.

During this 3-day workshop, we will dig into these topics and practice specific tools that have proven key to building community and power. You'll go home with a concrete plan

for positive change in your Chapter. Because Chapter growth of this kind usually requires some level of culture shift, we require teams of three to commit to this workshop. (Exceptions will be made for small chapters who can send a team of two.) Teams must complete a pre-workshop survey.

***Recommended for those involved with collective bargaining**

1B Using Digital Tools for Effective Organizing (TUC 400A)

Mariah Quinn, AAUP Digital Organizer; Josh Lenes, AAUP Lead Organizer

This workshop will focus on developing your own digital organizing plan, and using straightforward digital techniques to strengthen member outreach and communications. We'll discuss your chapter needs and objectives, and brainstorm strategies and solutions using readily available tools for emailing, social media outreach, petitions, legislative advocacy, and more. Interested participants will be invited to join follow-up trainings and webinars to grow the skill set explored in the workshop. Participants will be asked to fill out a preliminary survey to get a sense of the skill level and needs of the group.

1C Getting to the Table* (TUC 419)

Mike Mauer, Senior Labor Advisor

Bargaining a solid contract requires a good amount of work before the teams get anywhere near a table. This workshop will consist of an overview of the work needed to prepare for bargaining: identification of current and anticipated issues; research; setting priorities and determining realistic outcomes; proposal development; planning for organizing around bargaining issues; and devising a game plan for the eventual contract settlement.

***Recommended for those involved with collective bargaining**

1D Non-Violent Direct Action: Campaign Strategy and Power Mapping (TUC 400C)

D. Pei Wu

What do you need to know to move from individual actions to running a powerful campaign? This 3-hour workshop will introduce key concepts used in training campaign organizers, including: points of intervention, targets, spectrum of allies, campaign strategy timeline, escalation, mobilizing, base building, and power mapping. We draw from the broad history of social movements, including anti-colonial, civil rights, student,

LGBTQ, independent living, Movement for Black Lives, environmental activism, anti-racist, youth organizing, and many others. This year we will focus on power mapping and power analysis, spectrum of allies, and campaign-related tools.

1E Reading and Using the Redbook (TUC 400B)

Joerg Tiede, AAUP Department of Academic Freedom, Tenure, and Governance; Henry Reichman, California State University, East Bay

Central to the work of evaluating a faculty handbook is a thorough understanding of AAUP policies regarding academic freedom, tenure, and due process. The first half of the workshop provides an overview of the most central policy statements in these areas. But these principles are not just abstract concepts; they are incorporated in concrete ways in the official policies and procedures of each institution. The second half of the workshop provides an overview of how to evaluate a faculty handbook relative to AAUP-supported principles.

1F Thinking about Leadership (part 1 of 3) (Swift 819)

Jim Bakken, AAUP Northwest Lead Organizer

Faculty don't often consider themselves leaders, though they may occupy those roles within their institutions or unions. Strong leadership can help transform chapters into an effective and powerful voice for faculty. Participants will discuss what it means to be a leader in the higher education environment, and investigate ways to maximize leadership skills to build faculty power and grow their chapters.

1G Faculty Support for Student Activism in the Age of #45 (Swift 820)

Emily Houh and Stephanie Sadre-Orafai, University of Cincinnati

In recent years, student activism on campuses across the country has been on the rise. Whether marching in alliance with Black Lives Matter, protesting university practices related to sexual assault and gender violence on campus, or organizing against policies being implemented by the current presidential and congressional regimes, students are demanding accountability and action from their universities. This interactive workshop will open with discussion—informed by our core value of academic freedom—about whether, why, and how faculty should and can support student activism in these especially difficult times, particularly on matters of race, gender, and sex equality and equity. The rest of the workshop will focus on the development of concrete strategies to help faculty who want to support student activism on different topics and in

institutionally-specific ways. Specific issues to be explored will be generated in our initial discussion, and may include the following: appropriate faculty-student boundaries; differences on the left around the concept and rhetoric of “safe spaces”; critical pedagogy and the activist classroom; and how the AAUP’s policies on academic freedom inform (or don’t inform) our thinking on all of these matters.

1H Legal Update: A Tale of Two Administrations (TUC 415)

Aaron Nisenson, AAUP Senior Counsel; Risa Lieberwitz, AAUP General Counsel

This was a year when not much substantial or unusual happened . . . in the courts. However, the election of Donald Trump as President is a different matter. As a result of the change in administrations, and consequential appointments to the Supreme Court and federal agencies, there is the likelihood of substantial changes in several significant areas impacting faculty and collective bargaining in higher education. The rulings of the National Labor Relations Board favorable to unionization of faculty and graduate students in the private sector will be threatened, the constitutionality of agency fee in the public sector will again be under siege, and the interpretation and enforcement of Title IX and the Fair Labor Standards Act (FLSA) will be modified. We will have an in-depth discussion of the legal and practical impacts of these developments and of recent decisions from the courts.

1I You Are the Union Officer You are Looking For* (TUC 417)

Lisa Minnick, Western Michigan University; John McNay, University of Cincinnati, Blue Ash

This workshop focuses on preparing new chapter leaders (and those considering leadership roles in the future) for the political and procedural realities of their offices. Topics include understanding the responsibilities of the chapter president as well as the limitations on what you can do in that role, making sense of the internal and external political landscapes in which you and your chapter operate, understanding and leveraging your chapter's internal governance structure, and building a culture of trust and mutual respect to work effectively with your cabinet and staff.

***Recommended for those involved with collective bargaining**

THURSDAY EVENING (6:30-8:00PM)

Food and drink service begins at 6:00pm

Opening Reception (TUC Great Hall)

Join us for the Opening Reception of the 2017 Summer Institute. Besides good company, we'll have hors d'oeuvres, a cash bar, and a look ahead to the excitement of the coming days.

FRIDAY MORNING (9:00AM-12:00PM)

2A Build Community, Build Power: Transform Your Union and Seize the Future —Part 2* (TUC 427)

See description under Workshop 1A

2C A Critical History of Money Management in Higher Education (TUC 400B)

Matthew Kurtz, Carleton University and REGI Consulting

This workshop is about financial ratios, the metrics that assess the monetary performance and position of an institution. Administrators have become spellbound by these ratios, which are an overlooked yet key component in the financialization of universities. The impacts of this captivation on the quality of instruction, total hours worked, and human capital development are profound: even at small colleges, millions of additional dollars get locked up every year— in dead money and volatile securities— in order to improve the school's financial ratios.

This workshop engages in a critical genealogy of these hidden metrics. First, we will trace the emergence of financial ratios as a strange technology of governance, involving a history of technique, expertise, and mobilization over several decades. Second, we will review an example of financial ratio analysis at work, using material from the finance committee at one institution acquired through freedom of information requests. Third, participants will use public financial statements to estimate the value and trajectory of some financial ratios for their own institutions. The exercise will help us see what administrators see, which puts faculty in a better position to debate whether increasing these ratios should be the aim of the university's agenda.

2D Non-Violent Direct Action: Direct Action and Action Planning (TUC 400C)

D. Pei Wu

How can you plan more impactful, creative actions and spark people's imaginations about the possibilities and promise of higher education? In this workshop, we will learn direct action planning, get some inspiration and ideas by looking across other experiences and movements, and apply these tools to our own situations. You will leave this workshop with a bountiful brainstorm of creative action ideas for the coming year and concrete tools.

2E Principles of Shared Governance (Swift 820)

Joerg Tiede, AAUP Department of Academic Freedom, Tenure, and Governance; Irene Mulvey, Fairfield University

AAUP policies on institutional governance consist of general principles to guide the conduct of governance at institutions of higher education. This workshop provides an overview of the AAUP's main policy statement on governance, the *Statement on Government of Colleges and Universities*. Understanding the principles articulated in this statement will help to empower faculty by providing them with widely-accepted standards to which institutional practices can be compared, and with goals for the improvement of institutional practices.

2F Developing Effective Leadership Teams (part 2 of 3) (Swift 819)

Jim Bakken, AAUP Northwest Lead Organizer

Building a strong team of leaders is one of the best ways to start the process of creating effective chapters. We'll examine how teams form, function, and succeed, and how being intentional about teamwork can positively impact the work the union does on campus.

2G Organizing Around AAUP Principles (TUC 400A)

Henry Reichman, California State University, East Bay; Jason Elias, AAUP Western Regional Coordinator

This workshop aims to give participants the skills they need to identify key issues addressed by AAUP policy and do the appropriate organizing work to win solutions.

What do faculty want to gain out of shared governance? How can an independent faculty voice through a well-organized AAUP chapter be a force for positive change on campus? By utilizing case studies and identifying best practices in organizing and shared governance, participants will leave with a strong vision for how to build strong faculty organizations on their own campuses.

2H Threats to Union Agency Fees and Other Challenges: How to Survive and Thrive* (TUC 417)

Aaron Nisenson, AAUP Senior Counsel; Lisa Minnick, Western Michigan University

Judicial and legislative threats to unions now abound, from challenges to agency fees, to limitations on the right to bargain, to attempts to outlaw dues checkoff. This session will provide an overview of potential threats, when they might be realized, and the legal and fiduciary obligations of union leaders to anticipate and address their impacts. We will also provide practical guidance on how chapters can build effective, member-led unions in the aftermath of these legal challenges.

***Recommended for those involved with collective bargaining**

2I Civil Rights and Social Justice: How to Attract "Diverse" Faculty to Unions (TUC 415)

Yolanda Flores, University of Vermont; Kimberly King, California State University, Los Angeles

Would you like to bring more diverse faculty participants into your AAUP chapters and other faculty organizations? In this workshop, faculty will share their successful approaches and experiences bringing in educators of color and other underrepresented faculty as active members and leaders in their unions and faculty organizations. We will address working with both tenure-line and contingent faculty members. Strategies include including social justice-related campaigns in the work of the union and creating organizational structures that address issues of particular concern to under-represented faculty and their students. These strategies have led to increased faculty activism by attracting faculty activists committed to social justice and equity for students and faculty in public higher education. The workshop will provide hands-on exercises to assist attendees in developing ideas for reaching diverse faculty. We hope the workshop will result in the greater recruitment and ongoing participation of faculty activists and leaders from underrepresented backgrounds.

FRIDAY AFTERNOON (1:30PM-4:30PM)

3A Plenary Session: Pushing Back on the Power of Private Donors: Strategies for Building Your Chapter and Protecting AAUP Principles (TUC Great Hall)

Samantha Parsons and Ralph Wilson, UnKoch My Campus, Stephen Boyd, Wake Forest University; Hank Reichman, California State University, East Bay

Note: this is a plenary session that is open to all Summer Institute attendees. We'll mix lecture presentation and small group projects throughout the session.

This interactive workshop will highlight ways in which private university donors may violate academic freedom and shared governance through the terms and conditions of their philanthropy. We will use a case study of the Charles Koch Foundation to identify how some donors may buy influence over academia, bypass shared governance, and place inappropriately restrictive conditions on the use of funds. We will also share strategies for turning those violations into campaigns to protect AAUP policies, build local chapters, and resist externally imposed politicization of the academy. Attendees will learn how to research their university's relationships with private donors, identify current policy failures, and integrate knowledge and research of donor overstep into a campaign that will empower faculty to take collective action on campus. The program will end with a presentation of model policies that can achieve transparency and faculty approval of all private donor agreements, meaning attendees will walk away with a tangible solution that can be organized around at all universities, even those without Koch funding. So that we might learn from one another throughout the session, we will encourage breakout groups and incorporate your ideas and experiences into the facilitation of the overall workshop. Due to the scale of this issue, we've made sure that this workshop space can accommodate the entire attendee body—everyone can join!

FRIDAY EVENING

Optional Activity #1: Brewery Bus Tour (6:00PM-10:30PM, Pickup in McMicken Circle)

Join your fellow attendees and experience Cincinnati's long and rich tradition of beer brewing on the Cincy Brew Bus. Tour includes a ride to three breweries and samples of beer at each brewery visited, a Bavarian soft pretzel, and a tour behind the scenes. The tour will last between 3-4 hours and will be infused with local brewing history, beer

education, trivia, prizes, fun facts and general knowledge from the trained tour guides and beeristas.

Tickets for the Cincy Brew Bus tour are \$75. Please see the Summer Institute registration desk if you wish to purchase a ticket. Availability is limited.

Attendees will be picked up on campus at 6:00pm from McMicken Circle. After the tour ends, attendees will be dropped off on campus.

If you decide to stay in downtown Cincinnati after the tour ends, you are responsible for notifying our staff on the tour and for your own transportation back to campus/hotel.

Please arrive by 6:00pm at McMicken Circle for bus pickup.

Optional Activity #2: Dinner Cruise on the Ohio River (5:30PM-10:30PM, Pickup in McMicken Circle)

Join your fellow attendees for an evening filled to the brim with festive cuisine, entertainment, and live performance onboard the Belle of Cincinnati, a majestic, Victorian-inspired cruise ship. Each climate-controlled deck includes a full bar, dance floor and elevator for fun on every level. The upper deck is open-air, perfect for watching the scenery along the Ohio River sail by.

Tickets for the dinner cruise are \$75. Please see the Summer Institute registration desk if you wish to purchase a ticket. Availability is limited.

Please note: Roundtrip transportation to the dinner cruise is included in the ticket price. Please arrive at McMicken Circle by 5:30pm. After the cruise ends, transportation back to campus will leave Newport Landing at 10:15pm. Attendees not on the bus returning to campus are responsible for their own transportation back to campus.

Please arrive by 5:30pm at McMicken Circle for bus pickup.

SATURDAY MORNING (9:00AM-12:00PM)

4A Build Community, Build Power: Transform Your Union and Seize the Future —Part 3* (TUC 427)

See description under Workshop 1A

4C Back to Basics: Office Visits 101 (TUC 400B)

Joshua Guy Lenex, AAUP Lead Organizer; Rebecca Mancuso, Bowling Green State University

Do your members say they feel awkward or uncomfortable approaching their colleagues about membership? How long has it been since your chapter has conducted a coordinated office visits program to recruit members?

From member recruitment to contract campaigns and strikes, one-on-one conversations through office visits are the building blocks of nearly all organizing campaigns. Shake off the rust and learn how a coordinated office visits program can recharge your chapter activities. This workshop will focus on the fundamentals of one-on-one conversations: the conversation structure, how to respond to common objections to membership, and the “dos and don’ts” of office visits. Participants will learn tips for overcoming discomfort, and will get ample hands-on practice with one-on-one conversations. Participants will also receive the tools your chapter needs to coordinate a campus-wide program for their chapters. Attendees of all levels of experience are welcome and encouraged to attend.

4D Advocating for Academic Freedom in an Age of Contingency (Swift 819)

Nick Fleisher, University of Wisconsin, Milwaukee; David Kociemba AAUP East Coast Organizer

How can adjunct faculty advocate for academic freedom protections? How can their tenure-line faculty colleagues stand up for them? Faculty who attend this workshop will learn about the actual working conditions of adjunct faculty through the AAUP’s 2017 investigation of a reprisal firing of an adjunct faculty leader in Colorado, discover the tools they need to research contingent faculty’s academic freedom on their campus and in the profession, and develop organizing strategies to effect change.

4E A Crash Course in Institutional Financial Analysis (Public Sector) (Clifton Court North N05)

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, Wright State University; Kenyal McGee, Central State University; Tom Rooney, Wright State University

This workshop will be presented in conjunction with a live webinar in early July (a recording will be available if you cannot participate on that date). The workshop is

hands-on, and will be held in a computer lab. In this workshop, you will learn to analyze your **public sector** institution's audited financial statements in order to understand its fiscal priorities and overall financial health. The webinar will be a lecture to teach participants to read financial statements properly by looking at actual expenses and revenues, assets and liabilities, and cash flow. During the workshop, participants will learn to conduct their own detailed institutional financial analyses using their respective institutions' 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!

4F UnKoch My Campus: Using Research and Messaging to Win (Swift 820)

Samantha Parsons and Ralph Wilson, UnKoch My Campus

As a continuation of Friday's session, organizers from UnKoch My Campus will provide a more in-depth skill-building workshop on the research and messaging techniques needed to win a campaign on donor influence. During the first half of this workshop, we will discuss how to: uncover donor connections and influence at your university; use open records laws to your advantage; understand the role of university foundations; and identify policy gaps. The second half of the workshop will include a conversation about framing this issue to build your membership, engage larger audiences, and identify coalition partners. We will also discuss how to get your efforts covered by the media. In hopes of creating a co-learning environment, plenty of space will be made in this workshop to ask questions, expand on concerns, and brainstorm new ideas related to the corporatization of higher education.

4G Building Strategic Capacity: A Workshop on Contract Campaigns and Beyond—Part 1 of 2* (TUC 415)

Kira Schuman, AAUP Staff; Paul Davis, Cincinnati State Technical and Community College

This session is for activists who want to return home from the Summer Institute with a toolkit of creative and effective ways to structure a strategic contract campaign. Such a campaign will not only support your negotiating team at the table, but will also keep your members active, engaged, connected, and informed leading up to, and during, the bargaining process. We'll look at examples at what has worked, or not, on other campuses, and discuss creative ways to build STRATEGIC CAPACITY so that your members are ready to do whatever is needed during the bargaining process and beyond. Bring your energy and be prepared to think outside the box!

***Recommended for those involved with collective bargaining**

4H Labor Law 101: The Basics* (TUC 400A)

Mike Mauer, Senior Labor Advisor

This workshop gives an overview of how labor law—both private and public sector—governs labor-management relations. The material covers all phases of union activity following initial certification by a labor board: duty of fair representation; unfair labor practices; Weingarten rights; the good faith bargaining obligation (including the right to information); and the resolution of impasses in negotiations.

***Recommended for those involved with collective bargaining**

4I Make your Union Great Again: Building and Sustaining Relationships with Your Members* (TUC 400C)

Kaytee Canfield, URI-GAU; Danielle Dirocco, Executive Director, URI-GAU

Building and maintaining a strong union requires quality tools of the trade. This workshop will focus on building quality membership engagement opportunities within your union that are enjoyable, informative, and worthwhile.

Union membership extends beyond a signature on a membership card. A strong union requires consistent cultivation so members have numerous opportunities to get engaged and stay engaged for the long haul, whether that be through a seemingly endless contract campaign, an intransigent administration, or a political rollercoaster.

This workshop will focus on building quality membership engagement opportunities within your union that are enjoyable, informative, and worthwhile. Topics to be covered include quality member (re)orientation, social gatherings that are worth attending, and cultivating leadership from within

***Recommended for those involved with collective bargaining**

SATURDAY AFTERNOON (1:30PM-4:30PM)

5A Grievance Arbitration: The End of the Line* (TUC 400A)

Mike Mauer, Senior Labor Advisor

This workshop will cover the basics of what happens at arbitration, the last and final resort when the parties cannot agree. Deepening attendees' understanding of the arbitration process will enable chapter advocates to do a better job in processing grievances through the steps of the grievance procedure, and to assist with preparation of the case to be presented at hearing. The workshop also will cover the legal and political criteria for selecting which unresolved grievances should be taken to arbitration. And if your chapter is interested in exploring having non-lawyers present cases at arbitration hearings, this workshop can be the first step in your training process.

***Recommended for those involved with collective bargaining**

5B A Crash Course in Institutional Financial Analysis (Private Sector) (Clifton Court North N05)

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, Wright State University; Kenyal McGee, Central State University; Tom Rooney, Wright State University

This workshop will be presented in conjunction with a live webinar in early July (a recording will be available if you cannot participate on that date). The workshop is hands-on, and will be held in a computer lab. In this workshop, you will learn to analyze your **private sector** institution's audited financial statements in order to understand its fiscal priorities and overall financial health. The webinar will be a lecture to teach participants to read financial statements properly by looking at actual expenses and revenues, assets and liabilities, and cash flow. During the workshop, participants will learn to conduct their own detailed institutional financial analyses using their respective institutions' 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!

5C Courageous Conversations: Teaching Race, Class, Gender, and Social Justice (Swift 820)

Katherine Morrison, Curry College

Research has shown that our global societies have been evolving and integrating with one another at an unprecedented pace. As such, in order to thrive in any career, students must learn how to work with individuals and communities who are different from themselves. However, many students are apprehensive learners when it comes to understanding and embracing the dissimilarities throughout the human mosaic. In this interactive session, we will explore the nuances of teaching about multiculturalism in the classroom. Participants will be guided through a self-reflection, offered strategies for facilitating difficult conversations, and provided with effective pedagogical strategies.

5D Non-Violent Direct Action: Cultural Work & Creative Interventions (TUC 415)

D. Pei Wu

How do art and cultural work support organizing and campaigning? In this workshop we will learn how to make better banners and signs, silkscreen, and play with other creative action toys and props. We will explore how creative actions and techniques are also useful as organizing and community building methods. You will leave this workshop with some signs and banners, a stencil, or a silkscreened item! Please bring your AAUP bag and a t-shirt, and wear clothes you can get dirty in.

5E Advancing Faculty Goals using Parliamentary Procedure (TUC 419)

Irene Mulvey, Fairfield University; Joerg Tiede, AAUP Department of Academic Freedom, Tenure, and Governance

In this workshop, we will provide strategies on how to advance the faculty's goals within the governance system at an institution. Specifically, we will cover the basics of parliamentary procedure and democratic decision-making for a group, and then illustrate how a working knowledge of these fundamentals can be used to help advance or derail a proposal.

5F Using Issue Organizing to Strengthen the Faculty Voice (part 3 of 3, also open to all attendees) (Swift 819)

Jim Bakken, AAUP Northwest Lead Organizer; Jason Elias AAUP Western Regional Coordinator

Issue organizing is essential to effective unions, whether they're collective bargaining or advocacy chapters. Working with your colleagues to tackle issues allows them to experience collective power directly, and serves to build a culture of militancy that will impact the overall strength of the chapter. We'll take an in-depth look at the process of planning and executing issue campaigns, including how to use the issue campaign to simultaneously build membership, activism, and structure for your chapter.

5G Building Strategic Capacity: A Workshop on Contract Campaigns and Beyond—Part 2 of 2* (TUC 417)

See description under Workshop 4G

5H Chapter Management: Running an Active and Effective Chapter* (TUC 400B)

Aaron Nisenson, AAUP Senior Counsel; Ron Jones, University of Cincinnati; Stephanie Spanja, UCAAUP Director of Contract Administration; Jeff Cramerding, AAUPUC Director of Contract Administration and Communications

This workshop provides practical advice on how to keep your chapter and membership, active, engaged, and out of legal trouble. We will discuss methods of communicating with members, best practices in running meetings of the membership and union board, and practical advice on chapter budgeting and finances. We will also provide guidance and tools for helping your chapter comply with its legal and fiduciary obligations, with an entertaining presentation on exciting issues such as keeping chapter minutes, maintaining chapter books, and complying with IRS and LMRDA reporting requirements (are you pumped yet?).

***Recommended for those involved with collective bargaining**

5I Tracking and Responding to State Legislation (TUC 400C)

Sara Kilpatrick, OCAAUP Executive Director; John McNay, University of Cincinnati, Blue Ash

State legislatures across the country are attacking the professoriate and underfunding higher education. This interactive workshop will help participants learn how to: monitor legislation, respond to direct and indirect attacks on the profession, address funding needs while critiquing institutional spending, develop and advance a legislative agenda, engage members in the legislative process, and interact with the media.

SATURDAY EVENING

Soccer Match: Cincinnati FC vs. Rochester Rhinos

Join your fellow attendees and watch FC Cincinnati soccer team take on the Rochester Rhinos at Nippert Stadium. General admission tickets are \$10 and can be purchased at the Nippert Stadium. No transportation is needed to get to the stadium as it is centrally located on campus—it's right next to TUC and adjacent to the CRC residence hall.

Fun fact: FC Cincinnati has become one of the most supported soccer clubs in minor league soccer in the United States and fans display their support by painting Nippert in a shade of orange and blue attire.

SUNDAY MORNING (8:30AM-10:00AM)

Buffet breakfast service begins at 8:00am.

Creative Visibility on Your Campus (TUC Great Hall)

Put the finishing touches on your Summer Institute experience and have some fun creating visible signs of support for the AAUP and your chapter. Bring your creativity and your vision for making change on your campus.

After a quick review of successful and not so successful examples of “outward and visible signs of support,” participants will be grouped up to design a button that, when worn, could prompt interest from their colleagues, students, and other campus stakeholders. When you're done, we'll help you produce the button right there so you have one to take home and inspire your colleagues.



PRESENTER BIOGRAPHIES

Jim Bakken

*Pacific Northwest Lead Organizer, AAUP
National Staff*

Jim Bakken is the Pacific Northwest Lead Organizer for AAUP. He has done labor organizing for the past 18 years, working in several different economic sectors. In addition to his experience in both internal and external organizing, Jim is keenly interested in developing strong leaders, building collective power for faculty, and using issue organizing as a tool for strengthening faculty voice and AAUP chapters on campuses.

Stephen Boyd

*J. Allen Easley Professor of the Study of
Religions at Wake Forest University*

Stephen B. Boyd, is the J. Allen Easley Professor of the Study of Religions at Wake Forest University, teaching courses on the history of Christianity and Christian thought, gender studies, and religion and public life. He has authored *Pilgram Marpeck: His Life and Social Theology* (Duke University Press, 1992); *The Men We Long to Be* (HarperSanFrancisco, 1995/Pilgrim Press/Wipf & Stock). His most recent book, *Making it Our Business: The*

Wrongful Conviction of Darryl Hunt and the Work of Faith (Wipf & Stock, 2011) He is Secretary of the WF Chapter of the AAUP; co-founder of the American Men's Studies Association and the Critical Study of Men and Masculinities Group, American Academy of Religion, as well as of the Industrial Areas Foundation affiliate, Communities Helping All Neighbors Gain Empowerment (C.H.A.N.G.E.).

Howard Bunsis

*AAUP-CBC Past Chair, Professor of Accounting,
Eastern Michigan University*

Howard has served the AAUP in many roles, including as Treasurer, and has given numerous presentations to our chapters throughout the country. He is the immediate past Chair of the AAUP-CBC, a role he served in since 2009. He also is the past president and past treasurer of the EMU-AAUP Eastern Michigan University chapter. Aside from his union work, Howard is a professor of accounting who specializes in governmental and nonprofit accounting. His education includes a PHD in accounting from the University of Chicago, a law degree from Fordham Law School, and an undergraduate accounting degree from Wharton. He is both a CPA and an attorney.

Kaytee Canfield

*Vice President of Graduate Assistants United,
University of Rhode Island (URI-GAU)*

Kaytee is a California native, happiest when the ocean is within earshot. She earned her B.S. and M.A. in Environmental Studies from the University of Southern California in 2016, and is now a Ph.D. student in Marine Affairs at the University of Rhode Island. Outside of the classroom, she serves as the coordinator of the mentoring program for the Society of Women in Marine Sciences, the Vice President of URI Graduate Assistants United, and a member of the Environmental Justice League of Rhode Island. In the rare event that she is not working, she'll be found running, doing yoga, or dancing her way through her new state.

Paul Davis

*Ed.D, AAUP-CBC Chair, Cincinnati State
Technical and Community College*

Paul Davis has been a professor at Cincinnati State since 1987. For almost thirty years he has been an active member of the American Association of University Professors at Cincinnati State. In 1990 Paul was a member of the first bargaining team. He served on the Executive Committee as the chapter's treasurer and president, and is currently the past-president of the chapter. He was active in the Ohio Conference, including serving on its Board of Trustees from 2002-2011. Paul also served as the conference's president. Since 2009 he has been on the executive committee of the national AAUP Collective Bargaining Congress. Paul currently serves as the chairperson of the AAUP-CBC.

Danielle Dirocco

*Executive Director, URI Graduate Assistants
United*

Danielle hails from the University of Rhode Island, where she earned her MA in Political Science and Labor Relations in 2013. She is the

Executive Director of Graduate Assistants United, the graduate employee union at the University of Rhode Island, and Chair of the AAUP Graduate Committee. Union activist by day, partner and mother at night, Danielle spends her leisure time climbing fake mountains, putting her Master Gardener skills to work in her gardens, and sharing her desk with her beagle, Pickle, and cat, Cashew. She hereby promises to stop naming her pets when she's hungry.

Jason Elias

*Western Regional Coordinator, AAUP National
Office*

Jason Elias, MSW, is the Western Regional Coordinator for the American Association of University Professors. Jason has over 20 years of experience as an organizer, researcher and policy analyst. With a BA in Educational Theory from UC Berkeley and a Masters of Social Work in Community Organization and Public Policy and Administration from the University of Michigan, Jason has taught as a lecturer at Los Angeles Trade Technical College and the University of Michigan. Prior to coming to AAUP in July of 2013, Jason spent 17 years working in the labor and social justice movement in Los Angeles, serving as Education Director for SEIU Local 347 and Regional Coordinator of SEIU Local 721, coordinating representation, negotiations and strategic campaigns for 10,000 workers covered under 23 collective bargaining agreements.

Kay Emmert

University of Illinois at Urbana-Champaign

Kay Emmert is a Lecturer at the University of Illinois, Urbana-Champaign and President of her local, the Non-Tenure Faculty Coalition #6546. Kay helped NTFC to certify as a local, and was the Bargaining Research Chair and Lead Negotiator for the union's first Collective Bargaining Agreement. She has experience not

only with bargaining, but not negotiations relate to the other functions of a union.

Rudy Fichtenbaum

AAUP President, Professor of Economics, Wright State University

By training Rudy is a labor economist and has published research on income inequality, the effects of unions on wages and benefits and discrimination. He is currently the President of the AAUP. Before being elected President, he was a member of National Council and served on the executive committee of Council. He has also served as the Treasurer of the Collective Bargaining Congress of the AAUP. Additionally, he served two terms as a member at large on the CBC executive committee and two terms on the National Council. He was also the Chief Negotiator for the Wright State Chapter of the AAUP from 1999-2015 and now works as an advisor for the Wright State Chapter. Rudy serves as a financial consultant to the National AAUP and in that capacity has performed financial analyses for more than 30 colleges and universities. He has presented seminars on Understanding Financial Statements, Costing Contracts and Health Benefits at several AAUP Summer Institutes.

Nicholas Fleisher

Associate Professor of Linguistics, University of Wisconsin-Milwaukee

Nicholas is an Associate Professor of Linguistics at the University of Wisconsin-Milwaukee. He has served as Vice President of UWM AAUP chapter. He also chaired the AAUP's investigating committee for its investigation of the Community College of Aurora.

Yolanda Flores

University of Vermont

Flores is an Associate Professor in the Department of Romance Languages and Linguistics at the University of Vermont. She is

an affiliated faculty member of the Critical Race and Ethnic Studies, Gender and Women's Studies, and the Latin American and Caribbean Studies Programs. Her teaching and research focus are the study of the intersectionalities of gender, race, class, language, and citizenship in the literature and culture of U.S. Latinas/os and Latin America. She has just completed her second book, *Claiming Home, Shaping Community: Testimonios de los valles* (co-edited with Gloria Cuadraz) Arizona University Press, Fall 2017.

Yolanda served four years in the Executive Council of United Academics, the University of Vermont's faculty union, where she has served in the Civil Rights Committee and as a liaison to the Campaign for the Future of Higher Education, the national grassroots movement that advocates for affordable, quality higher education for all who wish to undertake it. Within the CFHE, Yolanda is a member of the Educators of Color Caucus. Yolanda is a native of Bakersfield California. She earned an AA degree from Bakersfield College in Liberal Arts, a BA with a double major in history and Spanish from the University of California, Berkeley, an MA in Humanities from the University of Chicago, and a second MA and PH.D in Hispanic Literature from Cornell University.

Deborah Herman, PhD

Pivot Consulting & Coaching, LLC

Deborah Herman served as Executive Director of the University of Cincinnati AAUP from 2005-2015, and is now the owner of Pivot Consulting & Coaching. Having begun academic life as a Spanish instructor, her passion for workers' rights led her to become involved in organizing efforts for both graduate students and professors. She was president of her graduate instructors union at the University of Iowa (UE-896 COGS), was on staff for the T.A.A. at the University of Wisconsin-Madison before going to Cincinnati, and is a co-recipient of the AAUP's

2012 Georgina Smith Award. Among other projects, she is currently co-coordinator of the NEA's Organizing Institute at Las Cruces, New Mexico.

Emily Houh

Gustavus Henry Wald Professor of the Law and Contracts, University of Cincinnati

Emily has been teaching contracts, commercial law, and critical race theory since 2003 at the University of Cincinnati College of Law, where she has won several teaching awards and co-directs the College's Center for Race, Gender, and Social Justice. Her scholarship focuses on intersectional analyses of contract law, and community-based research on predatory lending practices. She serves on the Associates Council of the University of Cincinnati Chapter of the AAUP. She joined her first union--the Graduate Employees Organization at the University of Michigan--when she was a second-year law student back in the mid-1990s.

Ron Jones

Electronic Resources & Instructional Services Librarian, Robert S. Marx Law Library, University of Cincinnati

Ron has been a member of the UC Faculty and AAUP since 2001. He has served as Treasurer & Secretary for his Chapter's Executive Council and on various AAUP committees. He has thrice served as a Chapter Delegate to the AAUP National Meeting and in 2013 he served as a member of our Contract Bargaining Team. Currently, he is serving as the Chapter's President.

Sara Kilpatrick

OCAAUP Executive Director

Sara Kilpatrick has served as the Ohio Conference AAUP Executive Director since 2011. Sara brings more than 11 years of experience in and around Ohio state government, having served as a legislative aide,

political action committee director, campaign political/finance director, and now state AAUP lobbyist. She holds a degree in Political Science from Bowling Green State University and a Master's of Public Administration from The Ohio State University. Sara was awarded the 2012 AAUP Georgina M. Smith Award in recognition of her efforts to preserve faculty collective bargaining rights.

Kimberly King

Instructor, Laney College, Peralta Federation of Teachers

Kimberly King is a Psychology Instructor at Laney College and Faculty Co-Coordinator of the Umoja Student Success Community at Laney. She is the Diversity Chair on the Executive Council of her union, the Peralta Federation of Teachers (AFT 1603). Prior to Laney, Kimberly worked as an Associate Professor in Psychology and Pan-African Studies at Cal State Los Angeles, for 15 years, serving as an officer in her labor union, the California Faculty Association, in the academic senate, as the chair of the Educators of Color Caucus of the Campaign for the Future of Higher Education, and on the steering committee of the California Conference of American Association of University Professors. Kimberly received her B.A. from Yale College and her M.A. and Ph.D. from UCLA.

David Kociemba

East Coast Organizer, AAUP National Office

David currently works as the East Coast Organizer for the American Association of University Professors to help faculty organize new chapters of the AAUP and strengthen existing chapters so as to foster shared governance, protect professional standards, and receive fair compensation, because faculty working conditions are student learning conditions. He formerly served as president of the Affiliated Faculty of Emerson College union

and as a committee member on the AAUP Committee on Contingency and the Profession. His prior teaching and research interests were in the fields of television studies and disability studies.

Matthew Kurtz

Principal & Analyst, REGI Consulting

Dr Matthew Kurtz is an economic geographer, an Adjunct Research Professor at Carleton University, and a research consultant in Ottawa, Ontario. Before moving to Canada, he was a professor in Alaska for 12 years and research fellow in Great Britain for two. His scholarly work traces the production of economic knowledge in the 20th century, the geographies of financial and regional development institutions, and the economic integration of immigrants. Over the last three years, Matthew's work at REGI Consulting has included the delivery of data-rich analyses of university financial management to unions and other stakeholders who cannot afford to support the questionable performance of administrators.

Joshua Lenes

Lead Organizer - Campaign Specialist, AAUP National Staff

Joshua Guy Lenes is a Lead Organizer – Campaign Specialist with the AAUP National Staff. Since joining the staff in 2015, Josh has worked with AAUP chapters and state conferences to build membership and increase their capacity for organizing. As the campaign specialist for the AAUP national office, he has extensive experience working with members and leaders to create comprehensive organizing and campaign plans and he specializes in building and deploying sophisticated databases and modern web, and social media campaign tools to support organizing campaigns. He has a broad range of experience organizing with faculty, graduate students, and public school

teachers in challenging “Right-to-Work” contexts, and believes in the power of building strong, democratic, internal structures to drive organizing and membership.

Risa Lieberwitz

AAUP General Counsel, Cornell University

Risa Lieberwitz is a Professor of Labor and Employment Law in the Cornell University School of Industrial and Labor Relations (ILR) and an Associate of the Worker Institute at Cornell. She currently holds an appointment as General Counsel of the AAUP. She is a member of AAUP Committee A on Academic Freedom and Tenure.

Rebecca Mancuso

Associate Professor, History Bowling Green State University

Rebecca Mancuso earned her PhD in history from McGill University in Montreal where she pursued her interests in Canadian history and public history. She is now an associate professor of history at Bowling Green State University. She teaches courses and writes on Canadian History, US history, public history, and curling. She has served on the executive of the Bowling Green State University Faculty Association, and is currently on the Board of Trustees for the Wood County Historical Society.

Michael Mauer

Senior Labor Advisor, AAUP National Office

Mike is Senior Labor Advisor in the AAUP's Department of Organizing and Services. He began his career as a staff attorney with the National Labor Relations Board, and has done legal, representational and organizing work for a mix of private and public sector unions. He came to AAUP from the Service Employees International Union (SEIU), where he served as Director of Collective Bargaining.

Mike's publications include *The Union Member's Complete Guide* (Union Communication Services, second edition forthcoming), and (with Ernie Benjamin) *Academic Collective Bargaining* (Modern Language Association, 2006.) He is a visiting lecturer at Ton Duc Thang University in Ho Chi Minh City, Vietnam, and conducts training programs for the AFL-CIO.

Kenyal McGee, CPA
Central State University

Kenyal is an associate professor of accounting and finance at Central State University. He is also a Certified Public Accountant with over 15 years of experience. In addition to his academic and industry experience, Kenyal holds several professional certifications, including certifications in management accounting, internal audit, corporate finance, and business valuation.

John McNay
University of Cincinnati, Blue Ash

John McNay is currently president of the Ohio Conference, AAUP, and chair of the national government relations committee. He has been president of the University of Cincinnati chapter, served in various capacities on the UC executive council for more than 10 years, and has served on a negotiating team. A historian, he teaches World History, the Cold War, and World War II, and wrote a book about the successful campaign to repeal union-busting Senate Bill 5 in 2011.

Lisa C. Minnick
Associate Professor of English and Gender & Women's Studies, President of the Western Michigan University AAUP

Lisa Minnick has served as president of Western Michigan's collective-bargaining chapter of the AAUP since 2013. She led the WMU-AAUP's successful 2014 contract campaign – its first

under Michigan's new "right to work" laws – and the chapter's transition to an open shop after nearly 40 years as an agency shop. Under Lisa's leadership, the WMU-AAUP has established a permanent organizing orientation focusing on member engagement and continues to enjoy high dues-paying membership numbers. Her academic interests include language variation and change, historical linguistics, feminist and queer linguistics, and linguistic applications to literature.

Katherine Morrison
Professor of Public Health & Wellness, Curry College

A professor of Public Health & Wellness, Katherine specializes in health education that is tailored for marginalized communities. Her areas of focus include intimate partner violence, mental health, and cultural competency.

Irene Mulvey
Professor of Mathematics, Fairfield University

Irene Mulvey is a Professor of Mathematics at Fairfield University where she has been teaching for over 30 years. At Fairfield, Prof. Mulvey served three consecutive three-year terms as Fairfield's Secretary of the General Faculty, the highest elected faculty office. Prof. Mulvey has been an active member of Fairfield's extremely strong advocacy chapter, the Faculty Welfare Committee/AAUP, since its inception in 1989, and has been editor of the chapter's award-winning newsletter (Assembly of State Conferences Outstanding Chapter Newsletter Award for 2008, 2009, 2010 and 2012) for the last nine years; she is currently serving as chapter Treasurer. At the state level, Prof. Mulvey served two consecutive terms as President of the CT State Conference/AAUP, and is currently conference Treasurer. At the national level, Prof. Mulvey serves on AAUP's governing Council as an elected representative

from District IX, and as an elected member of the Council's Executive Committee. She is an elected at-large member of the Assembly of State Conferences Executive Committee and ASC liaison to Committee A, as well as Chair of the Membership Committee.

Aaron Nisenson

Senior Counsel, AAUP National Office

Aaron Nisenson is Senior Counsel for the American Association of University Professors and has over two decades of experience in non-profit and labor and employment representation. He has extensive experience representing unions and individuals before the National Labor Relations Board, state and local labor relations authorities, and in collective bargaining negotiations and arbitrations. Aaron has litigated employment and First Amendment cases in Federal and state courts, and has authored amicus briefs submitted in Federal and State appellate courts on constitutional and labor law issues. Aaron received his B.A. in Economics, with honors, from State University of New York at Albany in 1986 and his J.D. from Boston College Law School in 1990. He is a member of the Bars of the District of Columbia, Virginia, and Maryland, and is admitted to practice before the United States Supreme Court and numerous federal district and appellate courts.

Samantha Parsons

Campaign Organizer, UnKoch My Campus

Samantha Parsons is a grassroots campaign organizer and co-founder of UnKoch My Campus. She provides students, faculty, and other university stakeholders with the support needed to investigate, expose, and launch strategic grassroots campaigns to address undue donor influence on their campuses. She is an alumna of George Mason University with a degree in Conflict Analysis and Resolution and a research background in structural violence,

social movements, and Western influence in international peace-building programs.

Mariah Quinn

Digital Organizer, AAUP National Office

Mariah Quinn is the senior program officer for digital organizing at AAUP. Prior to coming to the AAUP, she worked on digital strategy and organizing for SEIU's higher education campaigns, the Bernie Sanders campaign in Nevada, and other progressive organizations. She was a reporter for 4 years and lives in Vermont.

Phoebe Reeves

*Associate Professor, University of Cincinnati
Clermont College*

Phoebe Reeves earned her MFA in Poetry at Sarah Lawrence College, and now teaches English at the University of Cincinnati's Clermont College. She has served as Chair of the University of Cincinnati's AAUP Political Action Committee and is currently secretary for the chapter's Executive Council. Her poems have recently appeared in *The Gettysburg Review*, *Hayden's Ferry Review*, *Drunken Boat*, *Phoebe*, and *Radar Poetry*.

Henry Reichman

*AAUP First Vice-President & Chair, Committee A,
California State University, East Bay*

Henry "Hank" Reichman is Professor Emeritus of History at California State University, East Bay. Since 2012 he has been First Vice-President of AAUP and Chair of Committee A on Academic Freedom and Tenure. He is also Chair of the AAUP Foundation and regularly blogs on the AAUP Academe blog.

Tom Rooney

Professor, Wright State University

Tom is the Treasurer of the AAUP-Wright State University Chapter and has been a member of the chapter's executive committee for 2 years. During that time, he has tracked the

disappearance of nearly \$100 million from his institution's reserves. When not investigating fiscal mismanagement, he teaches courses in evolution and ecology.

Stephanie Sadre-Orafai

Associate Professor of Anthropology at the University of Cincinnati

Stephanie Sadre-Orafai is associate professor of Anthropology at the University of Cincinnati. Her research and teaching focus on race and visual culture. The 2017 recipient of the George Barbour Award for Good Faculty-Student Relations, she has mobilized faculty on behalf of both student activists and students from underrepresented minority backgrounds, advocating for them through letter-writing, coordinating teach-ins and syllabus projects, and developing social media campaigns.

Kira Schuman

Midwest Lead Organizer, AAUP National Office

Before joining the National AAUP staff in 2009, Kira served as the Business Agent for the Graduate Student Employees Union at the State University of New York at Stony Brook. In addition, she also was one of the lead organizers in the successful campaign to unionize the university's Research Assistants. Since joining the Department of Organizing & Services at the AAUP, she has worked on several of our various collective bargaining campaigns such as Bowling Green State University, the University of Illinois-Chicago, the University of New Hampshire, and Plymouth State University. Kira lives and works out of Chicago and is currently working with graduate student employees at the University of Chicago on their collective bargaining campaign.

Stephanie Spanja

Director of Research, University of Cincinnati Chapter of the AAUP

Stephanie has been a staff member at the UC Chapter AAUP since 2008. Prior to joining the Chapter staff, she was an attorney for Teamsters Local 1224 in Wilmington, OH, representing cargo pilots who flew for ABX Air. At the UC Chapter AAUP, she has served as lead negotiator for two contracts, designed and conducted several contract education workshops, and written extensively in our Chapter newsletter about the University's spending practices and budget process.

Joerg Tiede

Senior Program Officer, Department of Academic Freedom, Tenure, and Governance, AAUP National Office

Joerg Tiede is a senior program officer in the Department of Academic Freedom, Tenure, and Governance with the national AAUP. Joerg serves as staff to the Committees on College and University Governance, History of the Association, and Organization of the Association. He recently served as editor of the 2015 AAUP Redbook. His book on the founding of the AAUP, entitled *University Reform*, was published in 2015.

Ralph Wilson

Senior Researcher and Co-founder of UnKoch My Campus

Ralph Wilson is the senior researcher and co-founder of UnKoch My Campus. Current research interests include academic and donor policy at universities, and academic independence of privately funded research (esp. in economics, politics, and criminal justice reform).

Originally from Daleville, Alabama, Ralph is an alumnus of Troy University and Florida State University with B.A. in mathematics and physics, M.A. in pure mathematics. His research background in pure and applied mathematics, and experimental physics (complex systems, network theory, and chaos theory), but more

broadly, he has an increasing focus on complex systems of political corruption."

D. Pei Wu

D Pei Wu was born in New York City and grew up in a small Chinese community in adjacent Fairfield County. In addition to participating in the civil disobedience mass mobilizations of WTO civil society protests in Seattle (1999) and Hong Kong (2005), D's first arrest was supporting hotel workers fighting for a living wage in Emeryville, CA.

D has co-authored several reports on youth organizing in environmental justice and played key roles in media & communications with delegations of youth, indigenous peoples, and women in international climate change treaty conventions. Their favorite campaigns have included fighting the evictions of Chinese and Vietnamese immigrant and refugee tenants in Oakland, CA; developing data books on environmental quality and community-stabilizing development with Filipino, Black, Asian, and Latino communities in San Francisco and West Oakland; and preventing the detention and deportation of local undocumented people. D's dissertation examined the role of cultural organizing and healing in movements for transformative social justice.

D is on the Board of the Davis-Putter Scholarship Fund for scholar-activist-organizers and a proud associate member of their union, the American Association of University Professors. D lives with three dogs and roommates in a cute old house in southeast Portland, and speaks English, Spanish, passable Mandarin, and dwindling French and Portuguese.

CALL FOR PROPOSALS

Each Summer, the AAUP and the AAUP-CBC convene The Summer Institute—a four-day series of training workshops that focus on organizing skills, faculty advocacy, AAUP principles, and the issues confronting the profession today. As one of the premier programs of its kind, the Institute draws over 200 participants from around the country. Part of what makes each Summer Institute exciting is its unique location, because every year it takes place on a different campus in the United States. We are now looking for host campuses for the 2018 Summer Institute.

The site requirements for this event are:

- Air-conditioned sleeping accommodations for at least 200 attendees.
- Private sleeping quarters, semi-private bathrooms (no more than three guests per bathroom)
- Meeting accommodations for at least 8 concurrent workshops
- Weekday and weekend access to a computer classroom with at least 25 workstations
- Easy transportation to and from an airport

If you think your campus would make a good location for the Summer Institute, please let us know by contacting Christopher Simeone at csimeone@aaup.org OR pass this flyer along to the conference office on your campus.



Use the hashtag #AAUPSI in social media posts, including photos, during your time at the Summer Institute! Be sure to mention @AAUP & @AAUPCBC.

The American Association of University Professors

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