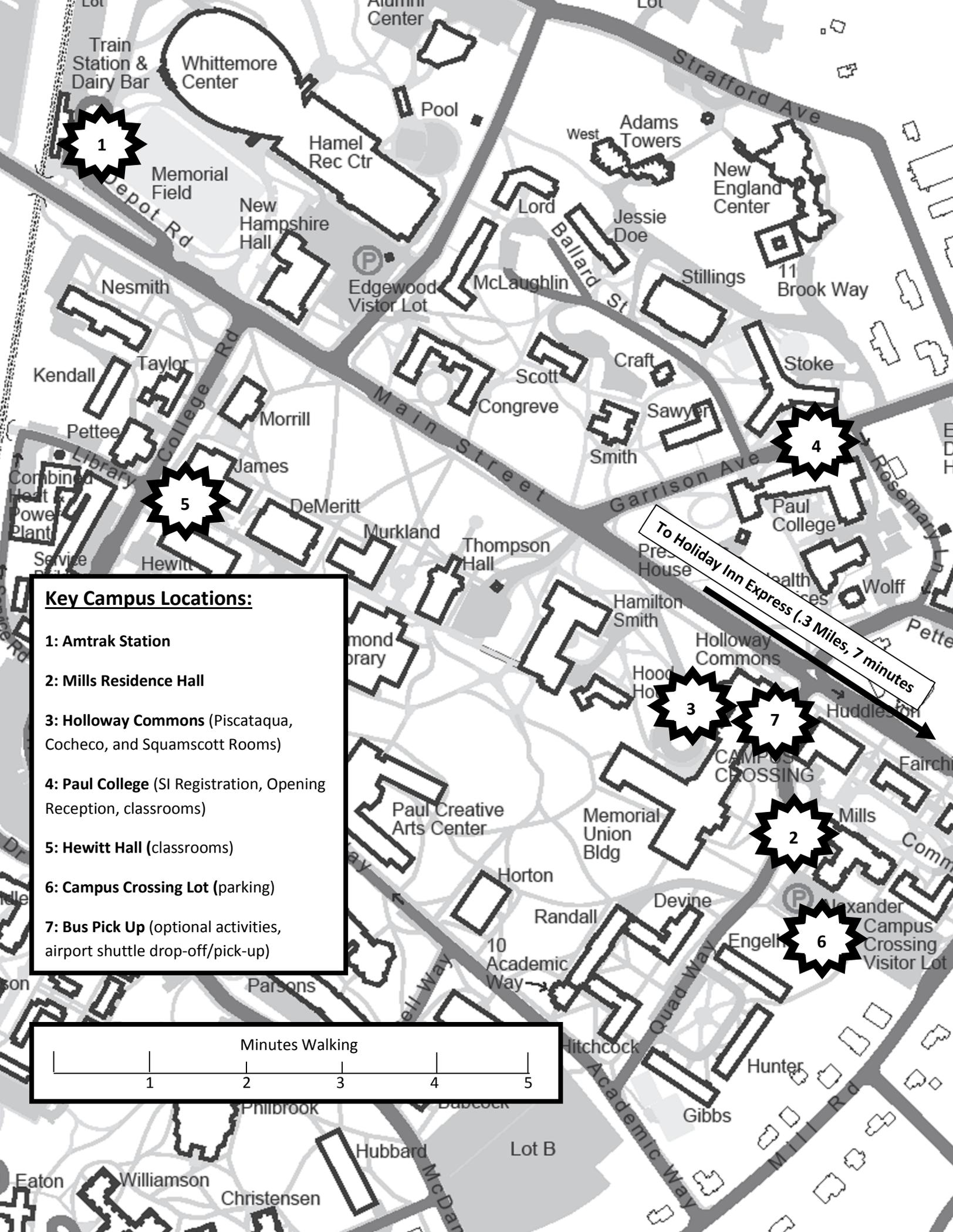


AAUP/AAUP-CBC Summer Institute

**University of New Hampshire • Durham, NH
July 19-22, 2018**



**ONE FACULTY
ONE RESISTANCE**



Key Campus Locations:

- 1: Amtrak Station**
- 2: Mills Residence Hall**
- 3: Holloway Commons** (Piscataqua, Cocheco, and Squamscott Rooms)
- 4: Paul College** (SI Registration, Opening Reception, classrooms)
- 5: Hewitt Hall** (classrooms)
- 6: Campus Crossing Lot** (parking)
- 7: Bus Pick Up** (optional activities, airport shuttle drop-off/pick-up)

To Holiday Inn Express (.3 Miles, 7 minutes)



SCHEDULE OVERVIEW

Dorm Check-In

Wednesday: Mills Residence Hall, 3:00pm to 7:00pm

Thursday: Mills Residence Hall, 8:00am to 6:00pm

Friday: Paul College Foyer, 8:00am to 11:00am (Summer Institute Registration Desk)

Dorm Check-Out

Saturday: Use “express check-out” box in Mills Lobby

Sunday: 7:00am to 12:00pm in Mills Lobby

Lunch—Thursday, Friday, and Saturday:

11:00am-1:30pm in the Holloway Commons Dining Hall, 75 Main Street

Breakfast—Friday and Saturday:

6:30am-8:30am in the Holloway Commons Dining Hall

****The dining hall will not be available to SI participants outside the above hours.****

Wednesday, 7/18

Summer Institute registration: 3pm-7pm in Paul College Foyer

Thursday, 7/19

Summer Institute registration: 8am-6pm in Paul College Foyer

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

Opening Reception, co-sponsored by the UNH and UNH Lecturers United Chapters of the AAUP: 6:30-8:00pm in Paul College Great Hall (ground floor).

****Doors open at 6:00pm****

Friday, 7/20

Summer Institute registration: 8:00am-11:00am in Paul College Foyer

Summer Institute Information Desk: 12:00pm-4:00pm

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

Plenary Session: 1:30pm-3:00pm: “Plenary Session: Fighting Back against Targeted

Faculty Harassment”(Paul College room G75)

Optional Activity #1: Brewery Bus Tour (see description in Workshop Program below). Busses will depart at 5:30pm from Quad Way outside of Holloway Commons.

Optional Activity#2: Bus to Portsmouth (see description in Workshop Program below). Busses will depart at 5:00pm from Quad Way outside of Holloway Commons.

Saturday, 7/21

Summer Institute Information Desk: 8:00-11:00am, 12:00pm-5:00pm in Paul College Foyer

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

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

Optional Activity: Dinner Cruise (see description in Workshop Program below). Busses will depart at 5:15pm from Quad Way outside of Holloway Commons.

Sunday, 7/22

Closing session: 8:30am-10:00am (breakfast starts at 8:00am): “Creative Visibility on Your Campus” (Piscataqua Room, Holloway Commons)

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 New Hampshire staff at the Mills Residence Hall on Main Street (near the Holloway Commons building). Each attendee will have their own single occupancy bedroom in a shared suite. Suites will have one large shared bathroom between all rooms. Each bedroom will be furnished with an extra-long twin bed, desk, and closet space. Included linen packets will have sheets, a pillow and pillow case, blanket, and towels when you arrive. All rooms are air conditioned. All residence halls are strictly non-smoking. There are elevators available in the residence hall. Please remember to bring your own toiletries as these will not be provided.

Attendees must check out of Mills hall by 12:00pm on Sunday, July 22. Attendees must return keys in the express drop box (Saturday) or to Mills Hall staff (Sunday).

Phone contact for Summer Housing office: 603-862-0811 (8:00am-5:00pm, M-F), 978-504-2477 (all other days and hours).

Registration and Information Desk:

The Summer Institute Registration Desk will be open at the following times: Wednesday- 3:00pm to 7:00pm, Thursday- 8:00am to 6:00pm, and Friday- 8:00am to 11:00am. The Information Desk will be open from 12:00pm-4:00pm on Friday. On Saturday, it will be open from 8:00am-11:00am and 12:00pm to 5:00pm. The Registration and Information Desk will be at Paul College Foyer.

Meals:

Your Summer Institute name tag (included with your registration materials) will serve as your meal pass.

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 in Holloway Commons. Sunday buffet breakfast is also included in the cost of registration as part of the closing session in the Piscataqua room in Holloway Commons.

There will also be an opening reception, co-sponsored by the UNH and UNH Lecturers United chapters of the AAUP, on Thursday evening in the Paul College 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 Paul College of Business (PCBE) or Holloway Commons. The institutional financial analysis workshops and the digital organizing workshop will be held in Hewitt Hall.** Workshop locations will be printed in the Summer Institute program included in this booklet. *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 outside the classroom spaces in Paul College.

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 New Hampshire web site, or ask the Mills Hall front desk to review these policies.

Wifi Access:

To connect to the wireless network on campus:

1. Connect to the **UNH Public** wireless network
2. Go to **wifi.unh.edu**
3. **Check the box** next to *I agree to the Acceptable Use Policy.*
4. Click the **Start** button
5. Click the **Guests** button
6. Enter the **required information:**
 - First Name
 - Last Name
 - Email Address
7. Click **Continue**

Wait 2-3 minutes for your registration to complete.

Guest users are required to abide by the University's "Acceptable Use Policy" located in the On-Line Policy Manual.

Fitness Center:

Hamel Rec Center will be available to Summer Institute attendees weekdays 06:00 AM - 09:00 PM, Weekends 12:00 - 05:00 PM

Daily Passes can be purchased for \$11.00 at the front desk and are valid for the whole day issued. You must be 18 years or older to purchase pass. Day Passes are non-refundable.

For more information, visit: <https://campusrec.unh.edu/hamel-recreation-center>

Parking:

If you purchased a parking pass, your access code (for use at parking kiosk) will be emailed to you before you arrive. You may also purchase a long-term parking pass on-site by visiting the Summer Institute registration desk. Short-term, metered parking is available at the Campus Crossing Parking Lot near Mills Hall.

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:

PCBE: Paul College of Business Building

Holloway: Holloway Commons Building

Hewitt: Hewitt Hall

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

1A Arbitration Boot Camp (part 1 of 4)

PCBE 205

Mike Mauer, AAUP Senior Labor Advisor; Deanna Wood, University of New Hampshire

Many local unions are choosing to handle their own arbitration hearings, for reasons of economy and targeted expertise. Just as at the bargaining table, local leaders, activists, and staff can competently present a case at arbitration, continuing the earlier work that they've done during the steps of the grievance procedure.

This new Summer Institute offering will enable a small group to get hands-on training in pre-arbitration decision-making and how to present a case at arbitration. The workshop spans all four sessions, and includes a bit of preparation work outside of class, as well. The final session will give each group the opportunity to conduct a mock arbitration hearing, which will then be critiqued.

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

1B Leading for Change (part 1 of 2)

PCBE G45

Jim Bakken, AAUP Northwest Lead Organizer

In doing the work of AAUP, we face many challenges. The academy can be antithetical to independent faculty organizations and action, and faculty themselves are often

members, resulting in First Amendment and other legal challenges. We will have in depth discussion of these developments, and their implication for faculty.

1F A Case Study in Building Membership: Lessons Learned in the Context of the *Janus* Decision **PCBE G25**

Megan Rancier and Rebecca Mancuso, Bowling Green State University; Ben Ratliffe, AAUP Ohio Organizer

This workshop will overview and analyze the strategies, techniques, challenges and insights that figured prominently in the successful 2017-18 membership drive conducted by the BGSU-FA at Bowling Green State University. By the end of this drive, our membership increased to over 76%! We will look how the particular circumstances of the BGSU-FA and the impending *Janus vs. AFSCME* Supreme Court decision shaped our approaches, but we will also discuss more general and broadly applicable ideas for planning and carrying out a membership drive at your home campus. We will also weigh the pros and cons of office visits, electronic communications, social media, and large group events as methods for growing chapter membership, and we discuss the ways in which diverse – and sometimes unexpected – types of feedback from prospective members helped us to fine-tune the membership drive both conceptually and practically.

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

1G Easy Ways to Improve Your Digital Organizing: A Training for the Time-Strapped **Hewitt 301**

Mariah Quinn, AAUP Digital Organizer; Josh Lenes, AAUP Campaign Specialist

This workshop will focus on practical skills for chapters and members to easily create and maintain a presence on social media. For beginners, we'll cover how to build a Facebook page and start a Twitter account, as well as covering easy ways to schedule content so you can maintain an active online presence with minimal work.

For those who may already have a social media presence, we'll discuss running Facebook ads, tactics for targeting supporters and members and ways to create compelling content. Suitable for beginner and intermediate levels.

1H Strategic Research

PCBE 115

José Padín, Portland State University; Jason Elias, AAUP Western Regional Coordinator

Strategic research is research that keeps its eyes on the prize and digs deeper to help map out your chapter's path forward. This workshop will explore various quantitative and qualitative methods for corporate, industry, and issue research and analysis, with an eye towards how that knowledge can be used to create leverage and help to delineate successful political, issue, and contract campaign strategies.

1I Creating Chapter Democracy through Antiracism and Social Justice

PCBE G59

Charles Toombs, San Diego State University and Vice President, California Faculty Association; Rosalinda Quintanar, San Jose State University

This interactive workshop will teach you how antiracism and social justice can help you achieve equity and democracy in your AAUP chapter. We will examine how systemic racism, white privilege, and white supremacy operate in organizations, and attendees will learn how to use and talk about diversity, inclusion, antiracism, social justice, power, whiteness, white privilege, and white supremacy. This will also include a history of race formation in the United States, the resulting racial narratives that are developed for non-white racial/ethnic groups, and the racial counter-narratives non-white groups use to combat racism and its resulting oppressions.

Attendees will be asked to consider where the sites of power are in their chapters and institutions. Who makes key decisions and policy? Does your organization promote diversity and yet diverse or underrepresented faculty are not part of major decision-making? How can you demonstrate to current leaders the importance of antiracism and social justice in building chapter strength? Attendees will take away strategies for beginning the ongoing process of antiracism and social justice chapter and institutional transformation.

The workshop is a learning process; it recognizes that attendees are at different levels of knowledge and comfort when discussing racial matters and presents topics in a way to accommodate those differences. Such honest and frank discussions of race and racial matters are paramount to eliminating systemic racism.

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

Food and drink service begins at 6:00pm

**Opening Reception, co-sponsored by the UNH and UNH Lecturers United
Chapters of the AAUP** **Paul College Great Hall**

The local AAUP chapters at University of New Hampshire would like to welcome you to the 2018 Summer Institute in Durham! Join us for the Opening Reception featuring good company, hors d'oeuvres, a cash bar. We'll also look ahead to the excitement of the coming days.

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

2A Arbitration Boot Camp (part 2 of 4) PCBE 205

See description under 1A

**2B Creating, Supporting and Implementing Social Justice Unionism on
Campus and Beyond PCBE 215**

Yolanda Flores, University of Vermont; Angelica Crespo and Diana Allos, No Names for Justice at UVM

The objective of this workshop is to present case studies of faculty unions' strategic alliances with groups seeking to make progressive change on campuses and beyond. Our case studies include a campaign run by students at the University of Vermont, "No Names for Justice," in which student activists on campus fought for a comprehensive platform of antiracist reforms. With the presentations of these case studies, we hope to provide ideas or models that illustrate how faculty unions must work with progressive student and community activists in order to respond more effectively to the political climate that envelops our working conditions as faculty members. In this interactive workshop, participants will have the opportunity to brainstorm with colleagues about how to create and/or support similar campaigns specific to their own campuses.

2C Using the Redbook

PCBE 175

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

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. This workshop will focus on two different areas in which AAUP activists can engage in their states or on their campuses: reviewing institutional regulations for conformity with AAUP standards and assisting faculty who have complaints over departures from these standards. This workshop builds on the workshop, "Reading the Redbook." You must register for that workshop if you wish to take this one.

2D Introduction to the Art and Science of Bargaining (part 1 of 2) PCBE G59

Scott Coykendall, Plymouth State University; Jamie Owen Daniel, AAUP Field Service Representative

This workshop is intended for individuals who are new to the bargaining process or who want to refresh their bargaining skills. We will provide a thorough overview of how to prepare for bargaining, how to determine priorities, how to draft proposals, and how to present your positions effectively and strategically at the bargaining table. You will practice these skills in simulated bargaining scenarios.

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

2E Building Strategic Capacity: A Workshop on Contract Campaigns and Beyond (Campaign Skills part 1 of 2)

PCBE 225

Kira Schuman, AAUP Midwest Lead Organizer

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**

2F Changing the Status Quo through Issue Organizing (Campaign Skills part 1 of 2) PCBE G45

Jim Bakken, AAUP Northwest Lead Organizer

Issue organizing is essential to effective chapters, 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 increase 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.

2G AAUP Unionism 101 PCBE 235

Julie Schmid, AAUP Executive Director; Michaela Cashman, University of Rhode Island Graduate Assistants United

Graduate employees, faculty, adjuncts, and other academic professionals pursue unionization for any number of reasons—from better pay and job security to establishing protections for shared governance and academic freedom—and AAUP has been at the forefront of that effort since the first AAUP chapter unionized at St. John's University in 1961. This introductory-level workshop will focus on AAUP unionism—its history, commitment to chapter autonomy and the values of academia, and its emphasis on higher education as a common good. This workshop is intended for those who are new to academic unionism or for those who want to hone their knowledge of AAUP's brand of member-based unionism. While much of workshop will focus on the history of AAUP unionism, we will also spend time discussing our shared vision for AAUP and the academic labor movement as we move forward.

2H UnKoch My Campus: Institutional and Opposition Research PCBE 175

Ralph Wilson, UnKoch My Campus

Organizers from UnKoch My Campus will provide an in-depth skill-building workshop on the research and messaging techniques needed to win a strategic campaign against donor influence in higher education. We will discuss how to (1) use open records laws to access donor agreements and other documents; (2) identify policy gaps; (3) utilize

opposition research techniques to better understand the key players involved in donor-funded programs; (4) better understand the role of university foundations. We will also discuss best practices for using this research, including tips for engaging audiences outside of the campus and getting your efforts covered by the media.

2I ~~Handling Grievances under the Collective Bargaining Agreement: Process and Politics (part 1 of 2)~~

****This workshop has been cancelled****

2J Story of Self: How Public Narrative Can Build Membership and Community PCBE G25

Deborah Herman, Pivot Consulting & Coaching, LLC; Phoebe Reeves, University of Cincinnati

For any group to thrive, it must be able to tell its story: who they are, what they value, what they've achieved, and where they're going. Part of a larger organizing method elaborated by famed union and community organizer Marshall Ganz, "Story of Self" and "Story of Us & Now" are narrative processes that your AAUP chapter can use to build a public identity. From that public identity, you can develop powerful narratives that will help build membership, draw members into activism, develop new leaders, communicate with the general public, and build common cause with other activist groups.

In this workshop we'll take a dive deep into the process of developing and telling your Story of Self. This is the core building block: if you can tell your story, you can draw in new leaders and new chapter members. We'll also explain how you can bridge from Story of Self to constructing a Story of Us & Now at the chapter level. You'll leave the workshop with hands-on practice in constructing and telling your own Story of Self, and a plan for where to go next when you return home to your chapter.

FRIDAY LUNCH (12:00-1:30)

AAUP Graduate Employee Lunch Meetup

Want to meet other graduate employees within the AAUP? Are you interested in sharing stories, making plans, and building new connections with fellow grad activists? Let's meet up outside the dining hall in Holloway Commons at 12:00pm and plan to have lunch together.

FRIDAY AFTERNOON (1:30PM-3:30PM)

3A Plenary Session: Fighting Back against Targeted Faculty Harassment

PCBE G75

Hank Reichman, California State University, East Bay (panel chair); Shannon K. Freire, University of Wisconsin, Milwaukee; Kyle Rudick, University of Northern Iowa; Julia Schleck, University of Nebraska, Lincoln; Johnny Williams, Trinity College

The shifting political climate after November 2016 has emboldened attacks on faculty speech. Using tactics such as public watchlists and social media targeting, far-right organizations have mobilized supporters to bombard faculty members and their institutions with intimidating demands and vicious threats of violence and even death. These have been directed not only against individual faculty members but also their families, including their children, in response to remarks the faculty members have made, or are alleged to have made, in public speeches, on social media, or in the classroom. Such targeted harassment of faculty is part of a broader strategy by these organizations and their donor networks to diminish colleges and universities as places of dissent, free inquiry, and deliberation. How do we fight back?

This panel will give participants the opportunity to hear the experiences of faculty members who have been targets of harassment. Building from that general awareness, we will then explore different policy solutions for which faculty can effectively advocate. What demands should we make of administrations, and how can we win those demands? While there is no easy solution to the national problem of faculty harassment, participants will leave this session with a broader understanding of the issue and some practical steps they can take on their own campuses to protect faculty speech.

FRIDAY EVENING

Optional Activity #1: Brewery Tour Bus

Join your fellow attendees and experience the fine craft breweries on New Hampshire's historic seacoast and beyond on the Granite State Growler Bus tour. Tour includes a ride to three breweries and samples of beer at each brewery visited, and a tour behind the scenes. Your guide will entertain you with stories of New Hampshire's rich and foamy history of brewing and beer. The tour will last 3-4 hours and will be infused with local brewing history, beer education, trivia, fun facts and general knowledge from the trained tour guides and beeristas. Dinner is not included.

Attendees will be picked up on campus at 5:30 p.m. from Quad Way (outside of the Holloway Commons building). After the tour ends, attendees will be dropped off on campus.

If you decide to stay in a brewery after the tour ends, you are responsible for notifying our staff on the tour and for own transportation back to Durham.

For more information, please visit <https://nhbeerbus.com/>

*****requires purchase of additional ticket*****

Optional Activity #2: Evening in Portsmouth, NH

Take a shuttle into Portsmouth, and explore the city on your own for the evening. A shuttle will take you from campus to downtown Portsmouth. You will return to the same location where you were dropped off to catch the return shuttle back to Durham.

Please note: Round-trip transportation to Portsmouth is included in the ticket price and will leave campus at 5:00pm from Quad Way (outside of the Holloway Commons building). Transportation back to campus will leave Portsmouth at 9:30pm. Attendees not on the bus returning to campus are responsible for own transportation back to Durham. Attendees will be dropped and picked up at the following address: 2 Congress Street, Portsmouth, NH 03801.

*****requires purchase of additional ticket*****

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

4A Arbitration Boot Camp (part 3 of 4)

See description under 1A

PCBE 205

4B Effective Leadership Teams (part 2 of 2)

PCBE G45

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 AAUP Chapters. In the current anti-faculty environment, positive change can best be achieved by teams of committed leaders who are able to work together and cooperate to build organization and activism on campus. 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.

4C Strategic Planning for People who Don't Believe in Strategic Planning

PCBE G25

Deborah Herman, Pivot Consulting & Coaching, LLC; Phoebe Reeves, University of Cincinnati

By the time we arrive in New Hampshire, it's almost certain that, because of the pending decision in *Janus v. AFSCME*, "right-to-work" will be the law for all public-sector employees. This is not the end—but it does mean we must rethink who we are as unionized AAUP chapters, what the core of our work will be, and how we're going to gather the power we need to achieve our goals. If you don't already have one, you need a strategic plan to meet this challenge. Strategic planning is not just something that "administrative types" do; no political or social movement ever achieved anything without careful attention to strategic planning.

In this workshop we will explore how a strategic planning process can help you reenergize current leaders and grow your leadership base. We'll also discuss the importance of having a specific future vision for your chapter. You'll sketch out that vision and then use a "power mapping" tool to assess your chapter's strengths and challenges. To close, you'll design an action plan to engage fellow chapter leaders in this work when you return home, and present it to the group. We strongly urge chapters to send two or three leaders to this workshop; it is difficult for a single person to take this kind of work home and convert it to action on the ground.

PREREQUISITE: Workshop participants should attend the "Story of Self: How Public Narrative Can Build Membership & Community" workshop (XXXXX), or have other prior

training in the use of public narrative in union campaigns or community action campaigns.

4D Introduction to the Art and Science of Bargaining (part 2 of 2)

PCBE G59

See description under 2D

4E A Crash Course in Institutional Financial Analysis (Public Sector)

Hewitt 301

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, 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 Back to Basics: Office Visits 101

Holloway Cocheco Room

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

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 for 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.

4G Preparing for and Responding to Anti-Union Campaigns PCBE 225

Jason Elias, AAUP Western Regional Coordinator

The Supreme Court will soon issue a decision regarding the *Janus v. AFSCME* case, which could potentially implement "right-to-work" for public sector workers nationally. This decision will create space for right-wing organizations to increase their attacks on unions and to wage anti-union campaigns to further decrease union membership and wreak financial and organizational havoc. This workshop will look at some of the ways anti-union organizations such as the Freedom Foundation have waged war on workers to decrease union membership. What types of anti-union campaigns do unions see after they have lost agency fee? What have other unions done that is successful? What arguments will we likely see after *Janus*, and how can we respond? How can we fight back against anti-union campaigns, and in fact continue to build our organizations?

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

4H Principles of Shared Governance PCBE 175

Mike DeCesare, Merrimack College; 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.

4I ~~Handling Grievances under the Collective Bargaining Agreement: Process and Politics (part 2 of 2)~~

*****This workshop has been cancelled*****

4J Organizing through Guerrilla Marketing and Monkey Business

PCBE 235

Caprice Lawless and Melinda Myrick, Front Range Community College

Because we are broke and because administration won't allow us to use faculty mailboxes or bulletin boards, we have developed unusual methods to build our AAUP chapters. Thus, we consider SmartBoard trays, faculty office refrigerators, and microwave ovens to be cutting-edge outlets for our unusual media. We turn pressing adjunct faculty needs for food, health care, housing, unemployment benefits, legislative attention, and more into opportunities for us to serve peers, alleviate on-the-job isolation, grab headlines, recruit members, and promote the AAUP. The workshop will cover why and how to do the same at your campus. Workshop swag will include sample pages to color from *The Adjunct Coloring Book*, recipes from *The Adjunct Cookbook*, and packages of Vitamin AAUP.

4K Building Faculty Power in Your State (Campaign Skills

part 1 of 2)

Holloway Piscataqua

Cindy Stretch, Southern Connecticut State University; Monica Owens, AAUP Political Organizer

Looking for the tools to organize your chapter or state conference around a city- or state-level issue? This workshop is an interactive skills-building session, where you will learn the steps to identify your goals, determine your targets and your allies, craft a message, and plan your first action. There will also be activities and resources for deepening colleague engagement and recruitment. Put your state's higher-education problems to work by creating a campaign plan to mobilize your colleagues around the issues that matter most.

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

5A Arbitration Boot Camp (part 4 of 4)

PCBE 205

See description under 1A

**5B One Faculty, One Resistance Campaign Fair (Campaign Skills part 2 of 2).
Holloway Piscataqua**

AAUP Staff

Please note: one of the "Campaign Skills" workshops (2E, 2F, or 4K) is a required prerequisite.

Bring your ideas and your campaign planning worksheet to this hands-on workshop. This session is set up like a fair, with trainers set up at multiple "booths" for you to work on each aspect of your campaign: messaging, power analysis, campaign narrative, and tactics. There will also be place for you to work with trainers on communications and produce graphic assets for your campaign. Come with your ideas, and leave with a plan for how to launch your next successful campus or statewide campaign.

**5C Restoring Faculty Governance: Strengthening Donor Policies on
Campus PCBE 225**

Matthew Johnson, John Jay School of Criminal Justice; Campus; Bethany Letiecq, George Mason University; Ralph Wilson, UnKoch My Campus

This workshop will discuss the implementation of stronger university donor policies to protect academic freedom and faculty governance from undue donor influence. The workshop will begin with a brief review of UnKoch My Campus's "Model University Donor Policy" (first introduced at last year's Summer Institute) and some of the considerations involved in advocating for donor policy change. The workshop will then feature a panel discussion with faculty members who have begun similar work on their own campuses. Panelists will share their experiences raising concerns about donor influence and considering appropriate campus policy recommendations. We will discuss some of the challenges involved in pushing faculty recommendations to be formally adopted by the university, including working with peers and administration, and engaging with student and community supporters, as well as countering common arguments against improving donor policies.

5D The AAUP in Times of Crisis PCBE 215

Shannon K. Freire, University of Wisconsin-Milwaukee; Joerg Tiede, AAUP Department Academic Freedom, Tenure, and Governance

As a genre, AAUP investigative reports of violations of academic freedom and tenure are

an underutilized resource. The stories within are the shared history of our profession. Beginning with a brief, contextualizing history of the AAUP's Committee A on Academic Freedom and Tenure, this workshop will highlight six historical cases that feature topics ranging from political campaigning to the impact of desegregation on academic freedom, and generally, the continuity of volatile political circumstances that endanger academic freedom. Finally, a recent case will be discussed, offering firsthand insight into the investigative process and demonstrating the centrality of investigations as a means to address current challenges.

5E A Crash Course in Institutional Financial Analysis (Private Sector)

Hewitt 301

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, 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!

5F Defending Adjuncts

PCBE 175

Don Eron, University of Colorado, Boulder; Caprice Lawless and Melinda Myrick, Front Range Community

In today's fiscally challenged environment, the AAUP principles of academic freedom and due process, especially for adjunct faculty who teach at-will with little or no contractual protection, require the vigilance of faculty colleagues at the campus and state levels. Over the past decade the Colorado Conference has developed an effective model for defending the academic freedom (and, by extension, the professional dignity) of adjunct faculty. In turn, this model has encouraged an exemplary degree of adjunct activism. Workshop attendees will learn the Colorado model, developing the skills of applying AAUP regulations as well as institutional policies, to writing letters and

engaging other measures to fortify the professional rights of our most vulnerable faculty.

5G Creating a Culture of Organizing: We're Doing It, and It Seems to be Working **PCBE G59**

Judy A. Van Wyk and Sandy Jean Hicks, University of Rhode Island

This workshop will be useful to members who are hoping to breathe a little life into organizing in their chapters and to utilize member's skills and expertise in ways that strengthen and expand collective action. Hear about one chapter's journey through this process and learn from each other's stories. We will examine common barriers to organizing and explore innovative ways to address them—where do we start? how do we encourage volunteers? how do we respond to anti-union sentiments from colleagues? how do we create a collective vision and definition of our union? You'll take home new ideas and useful strategies to try out in your chapter.

5H Union Representational Work in a Brave New World **PCBE G25**

Aaron Nisenson, AAUP Senior Counsel; Christina De Angelo, University of Illinois at Champaign-Urbana

The decision in *Janus v. AFSCME* is likely to shake up the labor movement and challenge us to effectively represent members under the new paradigm. This session will give an overview of unions' representational obligations and will explore different methods for structuring and providing union representation. We will address the types of representation a union can provide, representation of nonmembers, examples of different representational structures, and how to bargain and otherwise work with the employer to put in place the appropriate structure. It will include an overview of the grievance committee structure used by the AAUP-AFT faculty union at UIUC, as well as a discussion of the strategies you can use to keep grievance committees functioning well. The session is geared towards union leaders and staff who are involved in overseeing representation in their unions.

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

5I Data for Collective Bargaining and Organizing **PCBE G45**

Joe Roy, AAUP Senior Researcher

This workshop focuses on how data can be used in the collective bargaining process. We

discuss costing out proposals and techniques we have seen institutions use in estimating benefits for a given set of plans (and how to respond to more unreasonable costing approaches). We will discuss what resources are available for data on adjunct faculty at the state level and federal level. We also will analyze best compensation practices from current research and data.

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

SATURDAY EVENING

Optional Activity: Dinner Cruise

Join your fellow attendees for an evening dinner cruise onboard the M/V Thomas Lughton, a 90-foot vessel with three decks. The vessel features a sweeping brass staircase, beautiful views of the seacoast, and fully stocked cash bar on the main floor. All decks are climate-controlled with dance floors, and the upper deck is open air.

The M/V Thomas Lughton boards at 6:15pm and steams through the Piscataqua River and Portsmouth Harbor from 6:25pm–9:30pm.

Please note: Round-trip transportation to the dinner cruise is included in the ticket price and will leave campus at 5:15pm from Quad Way (outside of the Holloway Commons building). After the cruise ends, transportation back to campus will leave 9:45pm. Attendees not on the bus returning to campus are responsible for own transportation back to Durham.

For more information, please visit <https://islesofshoals.com/cruises>

*****requires purchase of additional ticket*****

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

Buffet breakfast service begins at 8:00am.

Creative Visibility on Your Campus

Jamie Owen Daniel, Field Service Representative; Monica Owens, AAUP Political Organizer

Holloway Piscataqua

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

Diana Allos

University of Vermont

Diana Allos is a recent graduate from the University of Vermont's Social Work program, where she created her own minor to study the science of intersectional oppression. During her time at the University of Vermont, Diana was a member of a racial and social justice grassroots organizing campaign, called NoNames for Justice. Identifying as Arab-American, she was also a member on the board of UVM's Womyn of Color Coalition for two years, holding the positions of Events and Programming Chair, Political Chair, and Community Outreach Chair. Outside of the classroom, Diana completed a 500 hour field placement with the Burlington Community Justice Center. In this capacity, she advocated for the needs of people impacted by crime in the area, worked with staff and students in the local high school, and designed and brought cultural responsibility trainings for panel volunteers to the center.

Jim Bakken

*Pacific Northwest Lead Organizer, AAUP
National Staff*

Jim Bakken is the Pacific Northwest Lead Organizer for AAUP. Prior to coming to work with the members of AAUP, Jim had previously worked with AFSCME, UFCW, AFT, and SEIU,

doing both internal and external organizing in the Midwest, and the Pacific Northwest. With more than 20 years' organizing experience, Jim is keenly interested in the process of building and using collective power to create positive change on university campuses.

Howard Bunsis

*AAUP-CBC Past Chair, 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.

Michaela Cashman

University of Rhode Island

Michaela A. Cashman is a graduate assistant at the University of Rhode Island. She is a current Member-At-Large for the AAUP-CBC Executive

Committee and served as Grievance Chair for Graduate Assistants United, the graduate chapter of URI's AAUP from 2016-2018. Michaela is a current PhD student and ORISE Fellow, studying microplastics in marine sediments. When not in the lab, she is likely procrastinating her thesis-writing.

Scott Coykendall

Plymouth State University

Scott Coykendall is the Lead Negotiator for Plymouth State University's AAUP Negotiating Team. The unit was voted in in the Spring of 2016 and, since December, 2016, they have been negotiating their first contract. He is an Associate Professor in Department of Communication & Media Studies and PSU's Arts & Technologies Cluster.

Angelica Crespo

University of Vermont

Angelica Crespo received her BSW in May of 2018. She was one of the co-organizers of NoNamesForJustice and the co-founder/Logistics Chair of The Womyn of Color Coalition. She has a strong passion for empowering vulnerable populations and working towards a just society.

Jamie Daniel

Field Service Representative, AAUP National Staff

Daniel has worked for the AAUP since June of 2014. Prior to joining the staff, she worked for 10 years with a federated higher education local in Illinois representing 7 public universities, where she focused on internal organizing and building strategic power for contract negotiations. With 20 years of experience as a faculty member, she brings that experience as well to her understanding of the challenges and opportunities facing higher ed unions.

Christina De Angelo

University of Illinois at Urbana-Champaign

Christina De Angelo is an Instructor of Spanish at the University of Illinois and has been an union activist on her campus since 2009. She has been a leader in Non-Tenure Faculty Coalition, a collective bargaining union that represents full-time non-tenure track faculty, since its inception in 2014. In previous years, Christina has served as Strike Captain, Vice President, and Steward and is currently the NTFC Grievance Chair.

Michael DeCesare

Merrimack College

A professor of sociology at Merrimack College, Michael DeCesare serves as chair of the Committee on College and University Governance, a District X representative to the national Council, second vice-president of the Massachusetts Conference, and president of Merrimack's chapter. He guest-edited the May-June 2017 issue of Academe devoted to academic governance, and serves as the magazine's book review editor. His most recent book is Death on Demand: Jack Kevorkian and the Right-to-Die Movement.

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.

Don Eron

University of Colorado, Boulder

A long-time contingent faculty activist, Don Eron is a retired instructor of writing and rhetoric at the University of Colorado, Boulder, a member of the AAUP Committee A on Academic Freedom and Tenure, and Vice President for Administration of the Colorado Conference. With Suzanne Hudson, he founded the Instructor Tenure Project at the University of Colorado--the first comprehensive tenure plan for contingent faculty at a major research university. He has published numerous reports and essays addressing academic freedom and AAUP policy, most recently "An Evolution of Principled Futility: The AAUP and Original Sin" (AAUP Journal of Academic Freedom, volume eight). Don has an MFA in poetry from the University of Iowa, and was pleased to be a co-recipient of the 2012 William Tacey Award from the AAUP Assembly of State Conferences.

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.

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.

Shannon K. Freire

University of Wisconsin-Milwaukee

Shannon Freire is an archaeologist and joined the AAUP as a graduate student in 2015. Shannon has served on the executive committee of the newly reformed University of Wisconsin-Milwaukee chapter as the graduate student member-at-large and as chair of the communications committee. She enjoys dirt and shared governance.

Deborah Herman, PhD

Pivot Consulting & Coaching, LLC

Deborah Herman earned a K-12 licensure in Spanish and later a PhD from the University of Iowa's Department of Educational Policy and Leadership Studies. During her time there, she became an elected officer and then president of the part-time faculty union, U.E. Local 896-COGS, a bargaining unit of 2,400. She served as a staff member specializing in contract compliance and education at AFT Local 3220 at the University of Wisconsin-Madison, and then she as Executive Director of the AAUP-University of Cincinnati Chapter for 10 years.

She opened a consulting and coaching practice in 2015 (<http://pivotchange.com>) specializing in leadership development and organizational analysis and change for nonprofits and unions. After a year working with the NEA's organizing institute in Las Cruces, NM, Deborah has adapted Marshall Ganz's "relational organizing" approach to help unions of all kinds use those principles to not merely survive, but thrive, in

today's challenging political and economic context.

Sandy Jean Hicks

University of Rhode Island

Sandy Jean Hicks, PhD is an Associate Professor of Education at the University of Rhode Island where she teaches and studies elementary education teacher preparation. She has served her AAUP chapter as President and Vice President; and participated in organizing efforts to develop the chapter's first Membership Committee and Steward's Council.

Matthew Johnson

John Jay College of Criminal Justice

Matthew B. Johnson's general interest involves how psychology informs due process, with scholarship in the areas of interrogation and confession, wrongful conviction, mental status defenses, and parental rights termination in family court.

His work on death penalty abolition has included serving on the American Bar Association's Task Force on Mental Disability and the Death Penalty, the Board of the National Association of Black Psychologists, and the Executive Committee of New Jerseyans for Alternatives to the Death Penalty (NJADP.org) - the lead organization in the 2007 successful campaign that abolished the state death penalty.

Dr. Johnson is involved the teaching and training of psychology students at the undergraduate, masters, and doctoral level.

Caprice Lawless

Front Range Community College

A typical adjunct faculty member in Colorado's Community College System, Lawless has always

worked other jobs while teaching writing part-time in the English Dept. She has worked as a newspaper reporter and editor, magazine editor, journal editor, and communications director. She has a B.A. in Communications, an M.A. in Journalism, and an M.A. in Education.

Joshua Guy Lenes

Lead Organizer - Campaign Specialist, AAUP National Staff

Joshua Guy Lenes is the 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 grassroots, democratic campaigns to drive organizing and membership.

Bethany Letiecq

George Mason University

Bethany Letiecq is an associate professor in the Human Development and Family Science program at George Mason University. She received her PhD in health education/family studies and her MS in family and community development from the University of Maryland, College Park.

Dr. Letiecq employs community-based participatory and action research approaches to

conduct research in partnership with families systematically marginalized by society to promote family health and justice. She teaches courses on family law and public policy; individual and family development; and family-based human services delivery systems.

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). She is also an Associate of the Worker Institute at Cornell. She currently holds an appointment as General Counsel of the American Association of University Professors (AAUP), and serves as 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 in Ohio. She teaches courses on Canadian History, US history, public history. She has served on the executive of the Bowling Green State University Faculty Association and on the Board of Trustees for the Wood County Historical Society.

Michael Mauer

Senior Labor Advisor, AAUP National Office

Mike is recently retired from the AAUP, now working on a consultant basis in the 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, 2001), and (with Ernie Benjamin) *Academic Collective Bargaining* (Modern Language Association, 2006.) He has taught labor and employment law, arbitration, and other labor studies courses for the National Labor College and the University of Illinois at Urbana-Champaign, and in the AFL-CIO's Union Skills Program. Most recently, he has been a visiting lecturer at Ton Duc Thang University in Ho Chi Minh City, Vietnam."

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 ten years; she is currently serving as chapter President.

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. 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.

Melinda Myrick

Front Range Community College

Melinda is originally an East Coaster but has spent the last 20 years in Colorado. She earned a Bachelor of Arts in English from Virginia Tech and a Master of Liberal Arts from Johns Hopkins University. She began her career in corporate training for MCI telecommunications in D.C. After moving west with her family, she began teaching English composition at the local community college. The work was rewarding, but Melinda soon became disillusioned by the disparity created by the two-tiered faculty system, until she met a small (but mighty) band of fellow disruptors, who eventually took on the Colorado Community College System.

Aaron Nisenson

Senior Counsel, AAUP National Office

Aaron Nisenson is Senior Counsel for the American Association of University Professors. He joined AAUP in January 2013 and has over two decades of experience in non-profit and labor and employment representation. He is the senior in-house legal counsel and Director of the Legal Department at AAUP. He has extensive experience representing unions, employers, and individuals before the National Labor Relations Board, Equal Employment Opportunity Commission, 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 retained and directed the litigation and representation work of dozens of local attorneys. He has authored amicus briefs submitted in the U.S. Supreme Court, and in

Federal and State appellate courts on constitutional, labor and employment law issues.

Aaron has served as a member of the executive management team and chief legal advisor to several non-profit and charitable organizations and has been responsible for providing guidance on legal compliance, non-profit governance, contracts and other institutional matters. Aaron has provided CLE training to attorneys on constitutional and employment law for the DC Bar Association, the AFL-CIO Lawyers Conference, the National Center for the Study of Collective Bargaining in Higher Education (Hunter College), and others. Aaron's publications include "Constitutional Due Process and Title IX Investigation and Appeal Procedures at Colleges and Universities," *Pennsylvania State Law Review*, Fall 2016 and "Faculty Rights in the Classroom," *Academe*, September-October 2017.

Prior to joining AAUP, Aaron was General Counsel for the International Union of Police Associations, was a partner at Henrichsen Siegel, PLLC, was an attorney with the law firm of Zwerdling, Paul, Leibig, Kahn, Thompson & Wolly, and founded his own solo practice. Aaron received his B.A. in Economics from the State University of New York at Albany and his J.D. from Boston College Law School. 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.

Monica Owens

Political Organizer, AAUP National Staff

Monica Owens is a political organizer in the Department of Organizing and Services. Based

in Washington, DC, she travels widely developing campaigns and coalitions around issues that affect AAUP members and the academic profession. Owens has wide-ranging experience with political campaigns and advocacy for K-12 and higher education. Before joining the AAUP she served as campaign manager for two progressive Democratic congressional campaigns and as a regional organizing director for the Florida Democratic Party.

José Padín

Portland State University

José is a sociologist on the faculty at Portland State University. He served as lead organizer of the Portland State contract campaign from 2013-2014—the toughest contract campaign in PSU AAUP's 35 years. The campaign marked the first time in its history that the PSU-AAUP authorized and called a strike. Ultimately, the campaign was very successful. He is the President of both the Oregon AAUP Conference and the Portland State AAUP chapter. He also serves as a Member-at-Large on the AAUP-CBC Executive Committee.

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.

Rosalinda Quintanar

San Jose State University

Rosalinda Quintanar-Sarellana graduated from

Stanford University with a Ph.D. in the area of Literacy, Language and Culture, and a Masters in the area of International Education and Development. Presently, she is a professor at San Jose State University, where she teaches First and Second Language Acquisition and Multicultural Education. She has written numerous articles on language acquisition and language development, social justice and multicultural education. She has also taught at Stanford University, UC Davis, Universidad Metropolitana in Mexico City, Universidad de Monterrey, México; INACAP in Santiago, Chile; Sanko Schools in Gaziantep, Turkey; Nova Scotia, Canada; and Shenzhen, China

Megan Rancier

Bowling Green State University

Megan Rancier has been a non-tenure-track faculty member at Bowling Green State University (Bowling Green, OH) for seven years. In her campus chapter of the AAUP (BGSU-FA), she serves as communications officer and a member of the chapter's Collective Bargaining Agreement negotiating team. She teaches courses such as Exploring Music of World Cultures and has carried out several research projects on music and nationalism in Kazakhstan.

Ben Ratliffe

Ohio Organizer, AAUP National Staff

Ben joined AAUP in 2017 as a Senior Program Officer working exclusively in Ohio with Collective Bargaining and Advocacy chapters. He has eight years experience as a union member and professional organizer, first joining the labor movement in 2011 during the Wisconsin Uprising.

Phoebe Reeves

*Associate Professor, University of Cincinnati
Clermont College*

Phoebe Reeves earned her MFA in Poetry at Sarah Lawrence College and her MA in

Literature at the University of Cincinnati. She is Associate Professor of English at the University of Cincinnati's Clermont College. She has been an active member of the UC-AAUP since she joined in 2009. She first became energized in union activism during the battle against Senate Bill 5 in Ohio, and moved from that experience into serving on the UC-AAUP Political Action Committee, which she chaired for four years. Under Phoebe's leadership, the PAC worked to build union solidarity on the UC campus, created a funded summer internship for Graduate Students at UC, which linked them with local non-profit organizations, and increased the Chapter's involvement with state and local political lobbying on educational issues. She has been an elected delegate to the National AAUP annual convention in Washington, DC, since 2010, and has also presented several workshops at their annual Summer Institute. Phoebe is currently serving as Secretary on the UC-AAUP Executive Council and works with Deborah Herman running workshops on organizing strategies.

In the poetry world, her chapbook *The Lobes and Petals of the Inanimate* was published by Pecan Grove Press in 2009. Her poems have appeared in *The Gettysburg Review*, *Hayden's Ferry Review*, *Memorious*, *Phoebe*, and *Radar Poetry*. She is also a devoted gardener, knitter, and crazy cat-lady. You can find her online at www.phoebereeves.com.

Henry Reichman

*Chair, Committee A, and Professor Emeritus,
California State University, East Bay*

"Hank" Reichman is Professor Emeritus of History at California State University, East Bay. Since 2012 he has been 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. Hank served as AAUP First Vice-President from 2012-2018.

Joseph Roy

Senior Researcher, AAUP National Staff

Joe Roy is the Senior Researcher at the American Association of University Professors. He directs the Faculty Compensation Survey and the Research Office. His academic background is in statistical methodology and the language sciences. He is also an affiliated non-tenure track faculty member at the University of Illinois and was previously the president of the Association of Academic Professional at UIUC, a NEA-IEA affiliated local.

Julia Schleck

University of Nebraska, Lincoln

Dr. Julia Schleck is Associate Professor of English at the University of Nebraska Lincoln. She completed her PhD at New York University in 2006. She is the author of *Telling True Tales of Islamic Lands: Forms of Mediation in Early English Travel Writing, 1575-1630* (Susquehanna University Press, 2011), which examines the generic and social pressures on English authors as they crafted their tales of early modern Islamicate cultures, interrogating the processes by which knowledge about the lands and peoples of the Ottoman Empire, Persia and North Africa was produced, vetted, and accepted as “true.” Her work has appeared in *Renaissance Quarterly*, *Prose Studies*, and numerous essay collections on travel writings. In 2017 she co-led an NEH Summer Institute on Early Modern World History, and also co-edited the special issue “Alternate Histories of the East India Company” for the *Journal for Early Modern Cultural Studies*. She is co-editor of the book series *Connected Histories in the Early Modern World* at ARC Humanities

Press. Her current book project, *Cultivating Ignorance in Early Global Trade: Gender, Knowledge, and the English East India Company, 1600-1630*, considers the forms of strategic ignorance developed by early global traders in the East India Company and their intersections with masculinity and desire, as global capitalism takes root in the English economy. Dr. Schleck regularly teaches courses on English Renaissance drama and poetry, travel writings, gender, and history.

Julie Schmid

Executive Director, AAUP National Office

Julie Schmid is the executive director of the AAUP. Prior to taking this position, she served as chief of staff for AFT-Wisconsin. She has been involved in the academic labor movement for 25 years and has a PhD in English from the University of Iowa.

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, Plymouth State University, and the University of Chicago. Kira lives and works out of Chicago and is currently assisting members at the University of Northern Iowa on their first recertification election.

Cindy Stretch

Southern Connecticut State University

Over the last 19 years, Cindy Stretch has been an officer, council member, grievance officer, and president in her local chapter of AAUP. This year she has chaired the organizing committee for Connecticut State University-AAUP. She is a professor in the English Department at Southern Connecticut State.

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.

Charles Toombs

San Diego State University

Charles Toombs, PhD (Purdue University), is Chair of Africana Studies, San Diego State University (SDSU). His areas of specialization and publications are Africana literature and Black Queer Studies. He is Vice President of the California Faculty Association (CFA) and SDSU CFA and AAUP Chapter Presidents. He was one of six U.S. union leaders invited by the Shanghai Education Union for meetings in China, March 17-24, 2018. He was selected as the San Diego State University Dr. Martin Luther King, Jr. Unsung Hero for 2018, 2014 SDSU Faculty Diversity Award recipient, and African American Educator of San Diego Country for 2011 by Phi

Delta Kappa, Inc. He is committed to antiracism and social and cultural justice.

Judy A. Van Wyk

University of Rhode Island

Judy A. Van Wyk, PhD is an Associate Professor of Sociology at the University of Rhode Island where she teaches and studies criminology. She has served her AAUP chapter as an Executive Board member, Secretary, and Vice President; chaired several committees; and led organizing efforts to develop the chapter's first Membership Committee and Steward's Council.

Johnny Eric Williams

Trinity College

Johnny E. Williams (M.A., University of Arkansas 1986; M.A., Brandeis University 1990; PhD., Brandeis University 1995) is Professor of Sociology at Trinity College in Hartford, Connecticut. He specializes in social movements, political sociology, cultural sociology, racism, science and religion. Professor Williams's primary area of research investigates how culture (i.e., shared beliefs, values and meaning systems) sustains and challenges social order. He is the author of two books: African American Religion and the Civil Rights Movement in Arkansas (University of Mississippi Press 2003) and Decoding Racial Ideology in Genomics (Lexington Books 2016). He has also authored numerous articles about the role of culture in politics, social movement mobilization and scientific knowledge production.

Ralph Wilson

Research Director, UnKoch My Campus

Ralph currently studies corporate influence and academic independence. Additional interests include criminal justice reform, academic white supremacy, and money in politics.

Ralph is an alumnus of Troy University & Florida State University with a research background in pure and applied mathematics, experimental physics, and electrical power systems.

Deanna Wood

Professor Emerita, University of New Hampshire

I have been a member of the University of New Hampshire AAUP chapter since its formation in 1990 and twice served as its President and a member of the contract negotiation team. I was the chapter grievance officer/contract administrator for the chapter from 1994 through 2016. I served several terms on the CBC Executive Committee and also on the AAUP National Council. This is my 12th summer as a presenter at the AAUP Summer Institute.

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 2019 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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