Advocacy Organizing Conversation Roleplay Scenarios

Instructions:

1. Assign one person to be the Organizer, the Organizee, and an Observer.
2. Read over the relevant part of the following scenarios for your role.
3. For the Organizer: Your job is to identify the Organizee’s issues, make your Asks, and determine what Review Score you would give them.
4. For the Organizee: Answer the questions of the Organizer in a collegial way, but don’t be too easy. You should only talk about your issues if you’re asked and you should ask questions of your own when necessary.
5. For the Observer: Pay attention to the flow of the conversation and keep track if the Organizer hits each of the seven parts. Be ready to say what each other person did well and what they could do to improve in “the field.”

Remember the Seven Steps:

1. Introduction (who are you and why are you here?)
2. Issues Discovery (what problem(s) do they face?)
3. Agitation (who is to blame for that problem?)
4. Vision/Hope (what can be done to fix it?)
5. The ASK (will you take a specific action to fix it?)
6. Inoculation (this is what the administration will say)
7. Follow Up/Plan (do we need to talk again?)
Scenario One: New Faculty Member

Organizee Notes: This is your third year at this institution. You don’t yet have too many issues: you just keep your head down and do your research and teaching. You assume things will get better in the future—you were just in your second year when the pandemic hit. You’re so busy—teaching hybrid classes are a handful!

Questions you want answered:
- What is the AAUP?
- Why should I join?
- How much does it cost?

Organizer Notes: You know the Organizee has been here about two years. A colleague serving on a senate committee with them thought they’d be good to recruit—they’re supposed to be very collegial.
- ID new faculty issues.
- Get this person to sign up as a member.
- Get them to sign a petition demanding greater control over online course content.
Scenario Two: Non-Tenured Faculty

Organizee Notes: You are a full-time contingent faculty member on a one-year contract. This is your fifth year here. You have applied to a lot of tenure-line jobs each year, including once for a department opening, but it hasn’t worked out yet. You worry that the institution is going to start cutting faculty like you to save costs. You have a good chair.

Questions you want answered:
- What are you doing to safeguard contingent faculty jobs?
- You’re concerned about the potential for retaliation in the renewal process or getting on the chair’s bad side the next time a tenure-line job comes up.
- What do I get in return for chapter dues?

Organizer Notes: You know little about this faculty member—only that they are full time contingent faculty, they’ve been here a few years and never joined your chapter.
- ID their issues.
- Get this person to join AAUP.
- Find out who else would be good to talk to among contingent faculty.
Scenario Three: Shared Governance

Organizee Notes: You’ve been active in shared governance in a variety of roles for a long time. You’ve mobilized your colleagues for important votes and served on several time-intensive committees. You believe in the role of shared governance in improving your institution. Collegiality is important to you—we’re all in this together, after all.

Questions you want answered:

- Why do we need an AAUP chapter when we have the faculty senate?
- Isn’t this going to be a union? Unions aren’t for tenured faculty.
- Why would it matter if I joined?

Organizer Notes: This faculty member has been active in shared governance for many years. They have a proven track record of shepherding administration and faculty proposals through the process. They’re an expert on Robert’s Rules of Order. They’d be an excellent addition to your chapter given its goal of improving faculty voice in shared governance.

- Get views on how shared governance could be improved
- Get this person to sign up as a member.
  - If they sign up: Get them to either sign up colleagues or to participate on a shared governance research group in the chapter.
  - If they won’t sign up: Get them to attend a chapter event where a panel of state conference and chapter leaders talk about AAUP best practices in governance.
Scenario Four: Oppositional Faculty Member

**Organizee Notes:** The administration is doing the best that they can and the AAUP just causes problems. You will never join the AAUP. But you’re canny enough to be collegial about it. You didn’t realize what this conversation would be about when you agreed to it. You want to get out of it without offending them.

**Questions you want answered:**
- Find out what they’re here to talk about.
- Use delaying and deflection tactics to avoid commitment and collegially try to get them to go away:
  - “I’m so busy”
  - “I’m not sure how long I’ll be doing this”
  - “I have a good chair, so I’m fine.”
- If they keep at it, tell them you need to think it over.

**Organizer Notes:** There were two prior conversations with this non-member in the database. They were reviewed as a 3: Undecided. But there’s no indication of top issues and they’ve never joined or participated in an event.
- Why are they undecided?
- Has the pandemic changed their lack of commitment?
- What are their top issues now?
- Get best way to contact them with AAUP info in the future.