

AAUP Summer Institute

**University of Vermont
July 6 – 9, 2023**



KEY LOCATIONS

Dudley H. Davis Center (DC)

590 Main St, Burlington, VT

University Heights North (Housing)

30 University Heights Rd., Burlington, VT

Aiken Center (AC)

81 Carrigan Dr. Burlington, VT

Jeffords Hall (JH)

63 Carrigan Dr. Burlington, VT

SCHEDULE OVERVIEW

Dorm Check-In

Wednesday: University Heights North, all day

Thursday: University Heights North, all day

Friday: University Heights North, all day

Someone will be at the reception area in the residence hall to check you in.

Dorm Check-Out

University Heights North
Please use the key drop box. All attendees must be checked out by 12pm on Sunday, July 9.

Dining Hall Location and Hours

Meals will be served at the Davis Center

Breakfast: According to schedule

Lunch: According to schedule

Please note: Summer Institute registration covers breakfast and lunch in the dining hall at the Davis Center on Friday and Saturday as well as breakfast on Sunday. Attendees may purchase additional meals in the dining halls on other days and times.

Thursday, 7/6

Keynote Address: 5:00-6:00pm in DC Silver Maple Ballroom

Resource Fair: 6:00-6:30pm in DC Green Roof

Opening Reception: 6:30-8:30pm DC Green Roof - Doors open at 6pm

Summer Institute registration: 8:00am-6:00pm in Davis Center Livak Fireplace Lounge

Friday, 7/7

Summer Institute registration: 8:00am-11:00am in DC Livak Fireplace Lounge

Summer Institute information desk: 9:00am-5:00pm in DC Livak Fireplace Lounge

Welcome Plenary: 10am – 11am in DC Silver Maple Ballroom

Session 1 workshops: 11:15am-1:30pm in DC, AC and JH Buildings

Session 2 workshops: 2:30pm-4:45pm in DC, AC and JH Buildings

Saturday, 7/8

Dorm Check-In/Check-Out

Dorm check-in will be conducted by University of Vermont staff at University Heights North Residence Housing on the first floor of the building.

Attendees must check out of the University Heights North by 12:00pm on Sunday, July 9. You will be issued individual room keys/access cards and building access cards. Keys for rooms must be returned at time of check-out. If keys and/or access cards are not returned at check out, a fee will be charged to the attendee. **Please leave all linens in your room at checkout.**

Meals:

Your registration includes meals in the Davis Center, which is the main building of most of our activities. Kindly identify yourself as part of the American Association of University Professors group. Mealtimes are included in your schedule.

The following meals are included in your registration: breakfast and lunch on Friday, and breakfast and lunch on Saturday. All meals will be served in the **Davis Center building.**

Workshops:

Summer Institute information desk: 9:00am-5:00pm in DC Livak Fireplace Lounge

Session 3 workshops: 10:00am-12:15pm in DC, AC and JH Buildings

Session 4 workshops: 1:15pm-3:30pm in DC, AC and JH Buildings

Wrap Up Plenary: 3:45pm-4:45pm in DC Silver Maple Ballroom

Optional Activity: 6:00-8:30pm Dinner Cruise on Lake Champlain

Sunday, 7/9

Closing Breakfast: 8:30am-10:00am in the DC Silver Maple Ballroom

Winning Transformational Contracts: 10:15am-12:15pm

Most of the workshops are in the Davis Center (DC) and Aiken Center (AC) and Jeffords Hall (JF). Please be respectful to presenters and other attendees by attending only the workshops you registered for.

Coffee Breaks:

Presenters will usually break for about 10 minutes halfway through their workshop sessions. Coffee, water, and tea will be available around the information desk.

Optional Activity:

If you have not signed up for this fun event yet, we can still log into your registration and add it to your account for \$75.

Parking:

On campus parking for those staying on campus is \$4.00 per weekday, for parking near the residence hall in the University Heights South Lot. Parking for commuters in the lot with closest proximity to the Davis Center, the Jeffords Lot, is \$8.00 per weekday. Accessible parking is available in the Davis Center Oval; if an individual has a disabled parking placard they do not need any additional parking permits. There are no permits required for weekend parking. Parking permits are emailed as a .pdf, which we can share with you prior to the event.

Photography Policy:

Portions of the AAUP Summer Institute will be photographed or recorded. Your participation in the Summer Institute constitutes consent to be photographed and authorization for the AAUP to use photographs, or cause them to be used, for any purpose (including, but not limited to, AAUP publications, marketing, promotion, and advertising). Conference participants will not be compensated for the use of photographs or recordings.

If you have questions during the Summer Institute, please stop by our registration/information desk.

Disclaimer: The AAUP Summer Institute is not a function of the University of Vermont.

WORKSHOP PROGRAM

Workshop Locations

DC: Davis Center Building

590 Main St, Burlington, VT 05401

AC: Aiken Center Building

81 Carrigan Dr. Burlington, VT

JH: Jeffords Hall

63 Carrigan Dr. Burlington, VT

THURSDAY, JULY 6

Keynote Address (5:00pm – 6:00pm) - DC Silver Maple Ballroom

Irene Mulvey, AAUP President – Randi Weingarten, AFT president

Welcome to the 2023 AAUP Summer Institute! We'll kick things off with a keynote address featuring AAUP President Irene Mulvey and AFT President Randi Weingarten.

Resource Fair (6:00pm – 6:30pm) - DC Green Roof

Staff from both AAUP and AFT will be tabling to chat about the work their departments do to support our members. Come learn more about AAUP and AFT and the resources that are available to you and your chapter.

Reception (6:30pm – 8:30pm) - DC Green Roof

Join us for the opening reception featuring good company, hors d'oeuvres, and a cash bar. We'll also look ahead to the excitement of the coming days.

FRIDAY, JULY 7

Welcome Plenary (10:00am – 11:00am) - DC Silver Maple Ballroom

Summer Institute is a space to deepen community connections, share your experiences of teaching and activism, and hear perspectives from faculty activists across the country. Through structured breakout groups, participants will have an opportunity to discuss the challenges they face as faculty activists and what keeps them going, and what they want to learn over the weekend to take back to their chapter.

Session 1 (11:15am – 1:30pm)

1A - Preparing and Filing Grievances*- DC Chittenden Bank Room

Katlyn Morris United Academics University of Vermont; Keith Burt, AAU/AFT Member, University of Vermont

This session will focus on the grievance process, from the initial stages of developing a case and drafting the grievance through arbitration, settlement, mediation, depositions, and discovery. We will also share tips for success and dive into several case studies and examples.

**Recommended for Collective Bargaining members*

1B - What are Academic Freedom and Tenure? - DC Jost Foundation Room

Hans-Joerg Tiede, Director, Department of Research AAUP; Gregory Scholtz, Director, Department of Academic Freedom and Tenure AAUP

This workshop provides an overview of the concepts of academic freedom and tenure. Academic freedom and its constituent parts are most commonly codified in the AAUP's 1940 *Statement of Principles on Academic Freedom and Tenure*. The workshop will discuss the Statement in detail as well as historical and current challenges to academic freedom. Over the

course of the last century, the AAUP has advocated for the expansion of the protections of tenure and the right to participate in governance to larger segments of the academic profession. This workshop gives an overview of the historical developments that led to the AAUP's conception of tenure in 1940 and the impact of ever-rising levels of contingent faculty on academic freedom today.

1C - Relationship Building - DC Williams Family Room

Marlan Maralit, Lead organizer, AAUP; Theresa Kulbaga, AAUP/AFT Member, Miami University-Oxford; Boyd McCamish, National Representative, AFT

At the core of every power-building exercise is relationship building. This workshop will explore power dynamics on your campus and how the one-on-one conversation is one of the most effective tools in building a stronger voice for faculty on your campus. This workshop puts outreach coordination, power building, mapping, and the face-to-face conversations at the center of any chapter's priorities.

1D - Round Table Discussion for Faculty at HBCUs and Scholars of Color - AC 110

Jerome Thompson, Organizer AAUP; Mark Criley, Senior Program Officer AAUP

In this round table, we will be discussing issues that specifically affect those at Historically Black Colleges and Universities and Scholars of Color. The AAUP/AFT and its Executive Council have made a commitment to address racial justice and equity and be a part of the changes that need to happen to improve the quality of life for faculty of color and those at HBCUs. If you take a tour of any well-known predominantly white institution and tour a HBCU you will notice the educational experience is very different for both the faculty and the students. Some of those differences were specifically designed for the advancement of black people in America, going back to the post slavery era, while other differences do harm to HBCU students and faculty. Things are constantly changing politically, socially, and economically in America. Florida, Ohio and many other states are making controversial legislative changes that negatively affect HBCUs and SOC, and we have to plan and strategize to fight these measures, be part of this conversation and take control of the narrative.

1E – A Crash Course in Institutional Financial Analysis in the Public Sector (Part 1 of 2) – AC 102

Bonnie Fox Garrity, AAUP/AFT Member, D'Youville College; Howard Bunsis, AAUP/AFT Member, Eastern Michigan University; Rudy Fichtenbaum, AAUP/AFT Member, Wright State University

The workshop is hands-on and will require you to bring a laptop with access to Microsoft Excel. 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. Additionally, this workshop aims 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.

1F - Legislative Interference across the Country - AC 112

Emily Houh, AAUP/AFT Member, University of Cincinnati; John McNay, AAUP/AFT Member, University of Cincinnati; Sara Kilpatrick, Executive Director, Ohio Conference AAUP; Aaron Nisenson, Senior Counsel AAUP

Join members and policy experts for a discussion about state legislative overreach into higher education in Ohio, Florida, and elsewhere.

1G - Strategic Campaign Research – JH 110

Julie Serfass, Campaign Researcher AFT; Kenny Ludlow, Campaign Researcher AFT

Over the past few decades, unions have had to conduct increasingly sophisticated research in building strategic campaigns. Strategic campaigns use both online and offline research to reach campaign goals, such as organizing a new unit, getting a contract, or improving working conditions for members. Strategic research can include power mapping, board research, talking to stakeholders, financial analysis, public record requests, and more. In this session, we'll discuss some basics on how to find this information and how to use it to support organizing and win campaigns.

1H - Basics of Healthcare Bargaining* - JH 112

Monica Owens, Field Service Representative AAUP; Johanna Foster, AAUP/AFT Member, Monmouth University

This workshop covers the basics of bargaining health insurance. Participants will review the core elements of insurance, HRAs and HSAs, how premiums are set, self-insurance, and what information to request. Special attention will be paid to common employer narratives about healthcare plans and costs.

Session 2 (2:30pm – 4:45pm)

2A - Fundamentals of Bargaining* - DC Chittenden Bank Room

Monica Owens, Field Representative AAUP; Sarah Lanius, Labor Educator AAUP

A workshop about the legal framework of contract negotiations for public and private institutions and the mechanics of a strong bargaining team, including team roles, conduct at the table, tracking proposals, and updating members.

**Recommended for Collective Bargaining members*

2B - Reading the Redbook (Part 1 of 2) - DC Jost Foundation Room

Gregory Scholtz, Director, Department of Academic Freedom and Tenure; Mark Criley, Senior Program Officer AAUP

Central to the work of evaluating a faculty handbook or assisting faculty who have complaints is a thorough understanding of AAUP policies regarding academic freedom, tenure, and due process. This workshop provides an overview of the most central policy statements in these areas. We will review terminology and standards that relate to matters of non-reappointment, termination, and dismissal. If time permits, we will consider ways in which the AAUP's policies on academic freedom relate to other areas, such as electronic communication, online harassment, or free speech rights of students and outside speakers.

2C - Leading by Example: Identifying, Recruiting, and Developing Leaders in Your Union - DC Williams Family Room

Malori Musselman, Organizer AAUP; Ellen Kress, Organizer AAUP

This workshop will focus on ways to identify and locate new leaders and how to have effective one-on-one conversations with potential new leaders. You will also learn the essential leadership skills that all union leaders need to hone in their individual chapters such as facilitation, group dynamics, setting expectations and crafting a vision and goals for your union.

2D - Legal Update: Attacks and Big Changes – AC 110

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

This past year was a year of significant legal challenges for faculty. On the state level, there has been a rise in proposed and enacted legislation aimed directly at faculty, such as dictating what faculty teach, eliminating or weakening tenure, and restricting extramural faculty speech. There have been several legal challenges to this legislation, and we will discuss the basis for these oppositions. Elsewhere, the US Supreme Court is issuing decisions on controversial issues such as abortion rights, and a decision on affirmative action in higher education admissions is expected in July. We will have an in-depth discussion of the legal and practical impacts of these developments and of recent decisions from the courts.

2E - A Crash Course in Institutional Financial Analysis in the Private Sector (Part 1 of 2) – AC 102

Bonnie Fox Garrity, AAUP/AFT Member, D'Youville College; Howard Bunsis, AAUP/AFT Member, Eastern Michigan University; Rudy Fichtenbaum, AAUP/AFT Member, Wright State University

The workshop is hands-on and will require you to bring a laptop with access to Microsoft Excel. 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. Additionally, this workshop aims 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.

2F - Faculty Handbooks as Enforceable Contracts – JH 110

Nancy Long, Deputy Executive Director (and former AAUP Associate Counsel) AAUP

In this workshop you will learn an overall analysis of what a faculty handbook is, its legal status, and how it can be enforced. We will cover the fundamentals of understanding how the language of the faculty handbook may become part of employment contracts. The workshop will also provide practical guidance about how chapters and members can use this information to promote model faculty handbook language.

2H - Creating Racially Equitable Spaces: Experiences of Black Women in Academia – JH 112

Lacy Barnes, Senior Vice President, CFT/AFT; Kellei Samuels AAUP/AFT Member, Tuskegee University; Andrea Brown, AAUP/AFT Member, College of Southern Nevada; Donna Murch, AAUP/AFT Member, Rutgers University; Marilyn Ingram, AAUP AFT Member, West Los Angeles College

This panel will highlight Black women in academia and offer from their experiences and perspectives how institutions of higher education can successfully recruit and retain Black female faculty, chapters and unions can support Black female faculty, and women of color can

successfully develop their own communal spaces within and among the differing institutions and disciplines of the academy.

SATURDAY, JULY 8

Session 3 (10:00am – 12:15pm)

3A - Proposal Writing and Presentation* - DC Chittenden Bank Room

Monica Owens, Field Service Representative AAUP; Sarah Lanius, Labor Advisor AAUP

In this session, members will look at proposal writing and presentation methods that get to the heart of the problem. Participants will also be encouraged to share what they've learned from their most successful and challenging proposals.

**Recommended for Collective Bargaining members*

3B - Using the Redbook (Part 2 of 2) – DC Jost Foundation Room

Hans-Joerg Tiede, Director, Department of Research AAUP; Mark Criley, Senior Program Officer AAUP

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 three different areas in which AAUP activists can engage in their states or on their campuses: reviewing institutional regulations for conformity with AAUP standards, employing survey results to advocate for the inclusion of AAUP principles, 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.

3C - Strategic Campaign Planning - DC Williams Family Room

David Kociemba, East Coast Organizer, AAUP

Faculty are beset by intersecting pressures and crises: program eliminations, austerity cuts, and legislative attacks on academic freedom and diversity, to name only a few. This can all feel overwhelming, but faculty have the power to fight back and win. Join us in this strategic campaign planning workshop where you and colleagues from around the country will learn the crucial skills of building a plan to win an issue on your campus. From charting your assets and challenges to planning escalating pressure tactics, experienced AAUP leaders and staff will help you grow your chapter power by fighting effectively to win real improvements on campus.

3D - Student Debt Relief: A Case Study of a National Campaign – AC 110

Chris Goff, Associate Director, High Education Division, AFT; Lisa Laverty, National Representative, AFT

Creating and executing a national campaign is an exercise in both patience and persistence, but the hard work up front can lead to life-changing results. In this session, we'll discuss the American Federation of Teachers' ongoing campaign around student debt relief and Public Service Loan Forgiveness as a case study for insights into what works and what doesn't for designing effective national campaigns for change in higher education.

3E - Bargaining the Redbook* - AC 112

Mike Mauer, Senior Labor Advisor, AAUP

For over five decades following its founding in 1915, the AAUP carried out its mission outside of the realm of collective bargaining. We formulated policy on issues of concern to higher education and worked through shared governance mechanisms to have those policies adopted. Beginning in earnest in the late 1960s, the means by which policy matters could be effectuated was expanded as academic workers began to acquire collective bargaining rights. AAUP's turn to collective bargaining grew out of an expansive view of unionization: that besides addressing bread-and-butter issues, collective bargaining can be an effective means of protecting academic freedom and strengthening shared governance. This workshop will explore how faculty can most effectively utilize collective bargaining to translate AAUP policies into binding provisions of campus life. We will focus on different approaches that have been used at (and away from) the bargaining table, and examine specific contract language that deals with Redbook policies.

3G - Tuning in and Turning Up: Building Effective Bargaining Surveys, Platforms, and Narratives – JH 110

Ellen Kress, Organizer, AAUP; Malori Musselman, Organizer, AAUP; Megan Ackerman, Digital Specialist, AFT

This interactive workshop will cover basic principles of how to create and implement a bargaining survey (what do you even ask?!), build a platform from the responses and outstanding workplace issues (what did your members identify as key areas of concern?), and how to use that platform as the basis for a powerful bargaining narrative (what's your union story?) in organizing a contract campaign. We will preview some powerful digital tools for running campaign narratives (Canva, IFTTT, Action Network and others). We ask that you bring a laptop, tablet or phone so you can practice these skills with us during the workshop.

3H - Title IX: Current and Future Issues – JH 112

Risa Lieberwitz, General Counsel AAUP, Cornell University

The US Department of Education is expected to issue new regulations to Title IX based on proposed revisions released in June 2022. The AAUP submitted comments about these proposed revisions during the public comment period last year. In this Summer Institute session, we will address issues of implementing the current Title IX regulations on campus and consider the potential revisions to the current regulations. Topics include: defining "sexual harassment," "hostile environment," and university responsibility for addressing sexual harassment; university policies defining "mandatory reporters"; enforcing Title IX to prohibit sexual harassment while also protecting academic freedom and due process; and the role of shared governance and collective bargaining in developing and implementing Title IX policies.

Session 4 (1:15pm – 3:30pm)

4A - Strategic Approaches to Dispute Resolution* - DC Chittenden Bank Room

Sarah Lanius, Labor Advisor AAUP; Melanie Arthur, Contract Manager, United Academics, University of Alaska; Sally Dear-Healey, Executive Director, New York State AAUP Conference; Jill Dumesnil, AAUP/AFT Member, University of Alaska

Contract negotiations have been incredibly difficult in recent years, and many chapters have reported long, drawn-out negotiations that approached or even resulted in an impasse. In this

workshop, we'll cover the various methods of dispute resolution often used in negotiations; you'll hear from members who recently underwent mediation in their negotiations about how they prepared, what worked, and what didn't; and you will be given an opportunity to understand the roots of interpersonal conflict and conflict resolution styles through the lens of trauma and polyvagal theory and experience firsthand how you can utilize this information to reduce conflict and settle disputes.

4B - Principles of Shared Governance – DC Jost Foundation Room

Hans-Joerg Tiede, Director, Department of Research, AAUP; Mark Criley, Senior Program Officer, AAUP
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, and the results of the 2021 AAUP Shared Governance Survey. Understanding the principles articulated in the statement and the results of the survey will help to empower faculty by providing them with widely-accepted standards to which institutional practices can be compared and goals for the improvement of institutional practices.

4C - Strike Prep! – DC Williams Family Room

Marlan Maralit, Lead Organizer, AAUP; Malori Musselman, Organizer, AAUP; Lisa Laverty, National Representative, AFT

The strike wave continues to swell at institutions for higher learning across the country. Faculty at colleges and universities have gone on strike or have threatened to walk off the job as a clear sign of unrest in higher education in the last year. Faculty at Eastern Michigan University and Rutgers University have all successfully gone on strike in the last six months. Graduate students at Temple University are also poised to go on strike. Other institutions such as University of Michigan, Northeastern Illinois University, and Chicago State University are preparing for large scale action to take back their university. In this workshop, participants will take stock of the tools and resources of their chapter and learn strategies for planning, preparing, and executing direct action, including strikes.

4D - State Legislative Campaigns - AC 110

Sara Kilpatrick, Executive Director Ohio Conference; Maryanne Salm, Deputy Director State Policy AFT
Whether pursuing legislative victories or pushing back against attacks, AAUP and AFT leaders and activists have an important role in state government advocacy efforts. Using case studies and exploring legislative toolkits, this practical, "how-to" workshop will teach attendees the key elements of strong legislative programs, how to mount effective state legislative campaigns, and how to leverage those campaigns to engage members and build membership. Using campaign planning and campaign readiness tools, workshop participants will be given the opportunity to engage with colleagues from around the country to be effective in their state's current legislative session and also to begin preparing for the next legislative cycle.

4E - Create a Game Plan for Your Financial Data (Part 2 of 2) - AC 102

Saranna Thornton, AAUP/AFT Member, Hampden-Sydney College; Bonnie Fox-Garrity, AAUP/AFT D'Youville College; Howard Bunsis, AAUP/AFT Member, Eastern Michigan University; Rudy Fichtenbaum, AAUP/AFT Member, Wright State University

Create a game plan for using financial data and facts to counter your administration's claims. The most common "play" that admins run in a negotiation or informational campaign is the "poverty routine". We don't have money to give faculty a raise because our other expenses are so high, we're constrained in our ability to generate additional revenues through tuition, development, or state appropriations, so we need faculty to be team players, (i.e. stop asking for raises and benefits) and keep working for less and less salary so our students don't suffer. If faculty decline to "take a hit for the team" we are painted as selfish. We know what play the administration will run, so join us to develop your own game plan to respond to these claims using financial data and facts related to your institution.

4G - Bargaining in a Non-Bargaining Context – JH 110

David Kociemba, East Coast Organizer, AAUP; Jonathan Rees, AAUP/AFT Member, Colorado State University-Pueblo

The American Association of University Professors' annual Faculty Compensation Survey found that inflation-adjusted average pay for professors fell for the third year in a row. Yet many of the institutions faculty work at are growing their endowment at the same time they claim not to have the resources for faculty and cutting necessary academic programs. What can be done without a faculty union or realistic near-term prospects for one? This workshop will examine how advocacy chapters can build a campaign to negotiate compensation in shared governance.

4H - Addressing Health, Safety, and Accessibility on Campus – JH 112

Jamie Daniel, Senior Labor Advisor, AAUP

Too many of our employers' lack of adequate response in addressing issues of disability, chronic illness, and workplace health and safety. This panel will offer a very brief overview of ADA, OSHA, CDC, and typical campus policies on campus community health and safety, and how they help or don't in responding to these issues. We want to open up the session to participants, comparing how faculty across the country have faced these issues and dealt with them, what kind of organizing we have done and can still do in response, and how we in our unions can address these issues as injuries to all. We will look at one recent example of a faculty union including student mental health in its bargaining platform, and the impact of that inclusion on the campus community.

Wrap Up Plenary – 3:45pm – 4:45 pm – DC Silver Maple Room

We invite participants to join small breakout groups to reflect on the takeaways of the weekend and discuss bringing them back to the chapter.

Dinner Cruise on Lake Champlain – 6:00pm – 8:30pm

ALL ABOARD! Join us for a relaxing evening on the water with dinner, drinks, music, and good company. A shuttle from campus will be available at 5:30 p.m. to take cruisers to Lake Champlain to embark the ship, *Spirit of Ethan Allen*. Anchors aweigh at 6 p.m. sharp!

SUNDAY, JULY 9

Closing Breakfast – 8:30am-10:00 am

Winning Transformational Contracts – 10:15am-12:15pm – DC Silver Maple Room

Paul Davis, AAUP/AFT Member, Cincinnati State Technical and Community College; John Miller, President UPI-AFT; Ian Gavigan, AAUP/AFT Member, Rutgers University-New Brunswick; Richelle Fiore, Director of Higher Education Organizing, AFT; Mia McIver, University of California, Los Angeles

Higher education is at an existential crossroads. After decades of state disinvestment, dropping enrollments, and dependency on contingency, colleges and universities are at war with their unions who want anything better than the status quo, especially after the pandemic. Bargaining has become increasingly more contentious and more militant actions are occurring on campuses before the settlement of collective bargaining agreements. The panelists will discuss how they harnessed their members' demands for transformational contracts, built strong leverage that could move the bargaining table, and knew the right moment to settle the contract.

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!

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

CALL FOR PROPOSALS

Each Summer, the AAUP convenes 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 250 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 2024 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 Mark Bostic at mbostic@aaup.org OR pass this flyer along to the conference office on your campus.

