

2022 WORKSHOP PROGRAM

THURSDAY AFTERNOON (1:00–2:30PM)

Welcome Session

Irene Mulvey, AAUP President; Paul Davis, AAUP Vice President; Glinda Rawls, Racial Justice Committee Chair, AAUP Council Member

Attendees will have the opportunity to hear from the AAUP leaders and to ask questions on important AAUP initiatives such as our partnership with AFT, the Racial Justice Initiative, and the pandemic and the state of the profession.

THURSDAY AFTERNOON (3:00–5:00PM)

Plenary - A Snapshot of the Faculty

Summer Institute is a space to deepen community connections; share experiences from pandemic life, teaching, and activism; and hear perspectives from faculty activists on campuses across the country. Through structured breakout groups, members will have an opportunity to articulate to each other the challenges they face as faculty activists, what keeps them going, what slows them down, what's working for their chapter and what could use a change. These discussions will produce a panoramic view of faculty-led work that will be the backdrop for our work together at Summer Institute.

THURSDAY EVENING (6:30–8:00PM)

Opening Reception

Welcome to the 2022 AAUP Summer Institute! 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 MORNING (10:00AM–12:30PM)

1A Bargaining for Gender Pay Equity Within and Across Disciplines

Johanna Foster, Monmouth University; Jen McGovern, Monmouth University

In this session, participants will learn organizing strategies for building gender salary equity campaigns with members in their chapters. In particular, the session will focus on normalizing advocacy and collective bargaining chapter discussions around gender pay equity both within and across disciplines. In a combination of presentations from AAUP

chapter leaders and interactive breakouts, attendees will explore a toolkit of materials for constructing effective gender salary equity campaign narratives, including tips for conducting chapter-driven salary equity studies, busting market-based myths for gender salary disparities, and collecting member stories.

1B Divide and Conquer or Divided and Conquered? Faculty Senate—AAUP Chapter Relationships

David Kociemba, AAUP East Coast Organizer; Gregory Loving, University of Cincinnati

AAUP Chapters and Faculty Senates often find themselves on different pages when advocating for faculty issues. That can be a good thing if the approach is coordinated. It can be a bad thing when they are at cross-purposes, especially when it comes to volatile actions such as votes of no confidence. Collective bargaining chapters have a different relationship with faculty senates than advocacy chapters, and how the administration sees its relationship with each group complicates matters further. Participants in this seminar will walk away with an understanding of how their chapters can better coordinate with faculty senates in their specific situations, on a path to better faculty governance overall.

1C Strategic Campaign Planning (Part 1 of 2)

Rob Kilgore, University of South Carolina Beaufort; Mike Magee, AAUP Organizer; Mark Minett, University of South Carolina Columbia

Faculty are beset by intersecting pressures and crises: program eliminations, budget austerity, job precarity, and legislative attacks censoring teaching about race, to name only a few. This can all feel overwhelming, but faculty have the power to fight back and win. Join us in this first of a two-part series on strategic campaign planning 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 issue identification to escalating pressure tactics, experienced AAUP leaders and staff will give you the tools you need to grow your chapter, your power, and win real improvements on campus.

1D Critical Race Theory 1: Researching the Origins of Manufactured Right-Wing Crises (Part 1 of 2)

Isaac Kamola, Trinity College; Ralph Wilson, Corporate Genome Project

This workshop will provide an introduction to the political networks driving many of the recent conservative panics over higher education in the United States, including those over campus free speech, trigger warnings and safe spaces, trans-athletes, and most recently Critical Race Theory (CRT). Building on research presented in our book, *Free Speech and Koch Money: Manufacturing a Campus Culture War*, we provide a detailed overview of the different political groups and foundations that organize much of the moralizing outrage aimed at universities and faculty. We will also develop possible frameworks for responding to these manufactured panics.

In particular, responding to the CRT moral panic requires understanding it as a partisan political attack on higher education, faculty, and those who question a hard-right libertarian worldview. Participants in the workshop will learn the elements of these manufactured political crises, and get a sense of the network of political organizations, media outlets, think-tanks, litigation groups, academic centers, and decision-makers that have driven the CRT panic in particular. In addition, participants will learn research skills about how to follow-the-money, and develop tools helpful in understanding what groups and donors look out for. We conclude the workshop by discussing the narrative frames that these attacks take, and cooperatively develop possible counter-narratives. This discussion will lay the foundation for Part II of the workshop, which is dedicated to discussing and developing organized political responses to state-level legislation currently being passed that prevents the accurate teaching of history.

**1E **A Crash Course in Institutional Financial Analysis in the Private Sector
(Part 1 of 2)****

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, Wright State University; Bonnie Fox Garrity, D'Youville College; Jan Medlock, Oregon 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!

1F **How and Why to Publish an Adjunct's Guide**

Caprice Lawless, AAUP Colorado Conference, Front Range Community College

In this workshop, I will show you how I created *The Adjunct's Guide: Working in the Colorado Community College System* (available on the CO Conference website), a booklet that presents 20 facts in bite-sized form ready for any activist to quickly find and to use. Although I did this on my own, a chapter committee could take a year and pull one together. I will show you how to identify a few dozen of the most commonly asked questions that stymie your work. Then I will show you which national databases and other sources to use to gather facts and walk you through the Excel tools you can use to get the data to a granular level that illuminates the truth of the matter. Next, I will show you the steps to build a document full of facts, charts, tables, photos, and hyperlinks to

create your own Guide. You will see how the citations leave behind the requisite breadcrumbs subsequent committees can follow to create revised editions of your Guide as years go by.

1G Faculty Disability, Chronic Illness, and Caregiving: Campus Policies and Organizing Goals

Jamie Daniel, AAUP Senior Labor Advisor; Emily Hobson, University of Nevada Reno; Alissa Surges, University of Nevada Reno

The COVID pandemic has highlighted an atmosphere of malignant, or at least passive, neglect on many campuses in addressing issues of disability, chronic illness, and workplace health and safety. The challenges faced by faculty and those with partners and family with autoimmune and other conditions have been exacerbated by erratic and contradictory campus policies that put them and those for whom they care at risk.

The academy's history in working with ADA, OSHA, CDC, and other campus policies reflects deep inequities within its structure. In 2008, a faculty member who identified herself only as Alice K. Adjunct wrote that there existed "a pervasive atmosphere of malignant neglect toward faculty accommodation." Faculty who "disclose" a condition or situation that could and should be addressed for them to be able to do their jobs too often became stigmatized as "problems" for their departments and administrations.

This panel will offer a brief overview of ADA, OSHA, CDC and typical campus policies and move on to the experiences of faculty dealing in real time with resulting issues and challenges. We open the session to all participants as a way to brainstorm how faculty across the country have faced these issues and dealt with them, what kind of organizing we can do in response, and how we in our unions can address these issues as injuries to all.

1H Bargaining the Redbook*

Mike Mauer, AAUP Senior Labor Advisor

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 1960's, 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.

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

FRIDAY AFTERNOON (1:30–4:00PM)

2A Bargaining Equity: Proposal Writing Workshop*

Jamie Daniel, AAUP Senior Labor Advisor; Johanna Foster, Monmouth University; Emily Hobson, University of Nevada Reno; Sarah Lanius, AAUP Field Service Representative; Monica Owens, AAUP Field Service Representative

In this workshop we'll provide a framework for drafting bargaining proposals and walk you through how an idea becomes a contract provision. Then you'll put what you've learned into practice as we break into small groups to brainstorm ideas for proposals to improve racial equity, address existing salary inequities, and make campus more accessible for faculty with disabilities and chronic illness. Bring any topics your chapter is struggling with, and we'll work together to generate proposal ideas so you'll leave with a list of ideas for improving equity language in your contract.

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

2B Reading and Using the Redbook

Mark Criley, AAUP Senior Program Officer

This workshop provides an overview of the central policy statements in the Redbook—the AAUP's Policy Documents & Reports, 11th edition—concerning academic freedom, tenure, and due process. We will review terminology and standards concerning nonrenewal and termination of faculty appointments. We will also discuss how members and chapters can use these documents to improve the conditions for academic freedom on their campuses, as well the support the AAUP can provide for these efforts. If time permits, we will discuss how AAUP policies on academic freedom relate to other areas, such as electronic communication, online harassment, or free-speech rights of students and outside speakers.

2C Getting Your Organizing Campaign Off the Ground: 1:1s and Probe Phase Basics

Shawn Fields, AAUP Western Lead Organizer; Jerome Thompson, AAUP Organizer

Using the current campaign at Miami of Ohio as a reference, this workshop will prepare participants to lay the groundwork for an organizing campaign. We'll focus on learning the basics of meaningful 1:1 conversations with special attention to moving colleagues towards chapter support. Participants will have a chance to role play a conversation and practice responses to common questions. From there we'll discuss how to organize your 1:1s strategically - where to focus efforts, how to build a list and effective committee structures. Lastly, we'll do a brief overview of the stages of a campaign with particular

focus on the initial probe phase. AAUP staff will lead together with current activists from the Miami campaign.

**2D Critical Race Theory 2: Fighting Back against Anti-CRT Legislation (EGO)
(Part 2 of 2)**

Emily Houh, University of Cincinnati College of Law; Valerie Johnson, DePaul University

State legislatures across the nation have passed laws to prohibit teaching about race, gender, and, increasingly, sex/gender identity -- both in K-12 and higher education. Some states are even attempting to penalize academic research on these purportedly "divisive concepts." What can we, as faculty, do about these "educational gag orders" and the threat they pose to academic freedom? Faculty senates at Michigan State, Portland State, DePaul University, Molloy College, and the Universities of Alabama, Colorado, Delaware, Minnesota, Oregon, and Texas--to name a few--have all passed resolutions defending academic freedom and rejecting such educational gag orders. Why and how do faculty senate resolutions like these matter, and how do they work? In this workshop, we will discuss how to use shared governance to fight back against this assault on academic freedom and provide resources on how you can activate a faculty senate or council campaign at your own institution.

This session will be led by DePaul University professor Valerie Johnson and University of Cincinnati professor (and Committee A member) Emily Houh, both of whom are members of the African American Policy Forum Working Group on Education, which is spearheading the senate campaign.

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

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, Wright State University; Bonnie Fox Garrity, D'Youville College; Jan Medlock, Oregon 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!

2F NLRB Developments: Some Good News for Private Sector Unions

Aaron Nisenson, AAUP Senior Counsel; Eddie Swidriski, AAUP staff

With a Democratic administration there have been some decisions and guidance from the NLRB that are favorable to private sector unions on issues from organizing to bargaining and unfair labor practices. However, unfavorable decisions from the courts still weigh heavy on faculty, from the US Supreme Court's *Yeshiva* decision that resulted in many faculty being found to be managers not covered by federal labor law to more recent decisions unfavorable to faculty at religiously affiliated institutions. We will review these trends in labor issues for private sector unions and discuss how unions can use them to advance the cause of their members.

2G STOP! Collaborate and Listen: Building your Chapter around Participation and Inclusion

Ellen Kress, AAUP Organizer; Christopher Simeone, AAUP Director of Organizing and Services

This interactive workshop will review some basic principles of how to create a chapter organization centered on inclusion, cooperation, and shared power. We will cover ways to apply these principles from the smallest executive committee to the largest chapter meetings. Some of the topics we'll cover include effective listening, group dynamics, consensus decision-making, and spreading responsibility. We will also practice the related skills you will need to run inclusive meetings, make decisions, and structure the chapter's leadership. You will learn some essential facilitation skills for both remote and in-person meetings. Participants will leave this workshop with a theoretical framework and a set of concrete skills for making their AAUP chapter more constructive, collaborative, and participatory.

FRIDAY EVENING (5:00–6:00PM)

AFT State Federations and AAUP State Conferences

Chris Sinclair, AAUP Secretary-Treasurer; Dave Dobbie, AFT-Michigan Assistant to the President

This informal question and answer session will help educate members about AFT state federations and how AAUP members and state conferences can work together effectively with their local AFT state federation.

SATURDAY MORNING (10:00AM–12:30PM)

3A Advanced Bargaining: Strategic Approaches to Dispute Resolution*

David Johnston, Oregon Institute of Technology; Sarah Lanius, AAUP Field Service Representative; Cristina Negoita, Oregon Institute of Technology; Mason Richards, Emerson College, Los Angeles

Contract negotiations have been incredibly difficult in recent years, and many chapters have reported long, drawn-out negotiations that approached or even resulted in impasse. In this advanced bargaining workshop, we'll examine packaging proposals and other strategies for breaking a deadlock at the table and cover the various methods of dispute resolution—including mediation, fact-finding, and arbitration. Plus, you'll hear from members who recently underwent mediation in their negotiations about how they prepared, what worked and what didn't, so you can be better prepared to face a challenging bargaining environment.

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

3B Understanding Academic Freedom: An Introduction

Henry Reichman, California State University, East Bay

The AAUP is perhaps best known for its longstanding defense of academic freedom. But many of us aren't always clear about what we mean by that term. Former AAUP Committee A chair Hank Reichman's recently published book, *Understanding Academic Freedom*, provides a concise survey of basic principles of academic freedom as defined and applied by the AAUP since 1915. At this session the author will discuss how and why he came to write the book and will try to summarize its main arguments, with a focus in particular on academic freedom in the classroom, in extramural expression, and as a matter of law. The session will be divided roughly equally between a presentation and group discussion. It is not necessary to have read the book beforehand, but those who already have are also welcome.

3C Strategic Campaign Planning (Part 2 of 2)

Shawn Fields, AAUP Western Lead Organizer; David Kociemba, AAUP East Coast Organizer; Mike Magee, AAUP Organizer; Kwame Martin, AAUP East Coast Organizer

This follow-up session continues the work of the first by moving from theory to action through an interactive process of developing issue campaign plans. Working with AAUP staff and other faculty in groups, participants will develop a strategic campaign plan. Participants will practice skills of group decision making, mapping allies and opponents, and crafting escalating tactics that they can use to plan campaigns with their chapter colleagues.

3D Pandemic Possibilities: Lessons Learned, Mistakes Made, Victories Achieved

Matt Boedy, AAUP Georgia State Conference, University of North Georgia; Sumanth Gopinath, University of Minnesota Twin Cities; Todd Ruecker, University of Nevada Reno

In this session, AAUP leaders from around the country in different contexts will summarize their state and chapter success and failures during the pandemic, giving

insights into decisions and practices they made to further AAUP goals and membership, and help attendees address local issues through specific organizing skills.

Participants will learn to develop a media strategy, including how to write/plan/distribute op-eds and press releases to further campaign goals. Alongside this, participants will gain skills in mapping power structures and identifying access points in university governance through coalition building on campus. Attendees will leave with specific ways to influence institutions and bureaucracy as tested and refined during the long fight against administrative overreach during the pandemic.

3E Bargaining Fundamentals*

Jamie Daniel, AAUP Senior Labor Advisor; Monica Owens, AAUP Field Service Representative

Anyone can bargain a contract with the right skills! The legal framework is only one part of the bargaining process, and one that sometimes eclipses the others. In this session, we will discuss a set of fundamental skills important to all successful bargaining teams, green or seasoned. Participants will explore the importance of team roles and how to spread out the work, consistent and clear communication with members, persuasive and accessible campaign narratives, requesting and taking advantage of employer information, and best practices for proposal presentations. Everyone will leave with a set of bargaining skills they can take back to their campus and share with current and future bargainers.

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

3F Faculty Handbooks as Enforceable Contracts

Nancy Long, AAUP Associate Counsel

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 faculties' employment contract. The workshop will also provide practical guidance about how chapters and members can use this information to promote model faculty handbook language.

3G Storytelling to Build Power and Win

Kelly Benjamin, AAUP Media and Communications Specialist

This workshop will focus on using effective storytelling to build narratives that connect and engage people for collective action. Participants will learn key skills in telling their personal story to move others to build power and solidarity in the workplace and in the community. We'll also discuss strategies on communicating stories in the press and social media.

3H Title IX: Current and Future Issues

Risa Lieberwitz, AAUP General Counsel

The US Department of Education is soon expected to issue a Notice of Proposed Rulemaking (NPRM) under Title IX, to propose revisions to the current rules that the Department released on May 6, 2020. The NPRM will open the period for public comments on the proposed rules. The AAUP anticipates submitting comments during the public comment period. 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; the role of shared governance and collective bargaining in developing and implementing Title IX policies.

SATURDAY AFTERNOON (1:30–4:00PM)

4A Governance, Academic Freedom, and Institutional Racism

Emily Houh, University of Cincinnati College of Law; Henry Reichman, California State University, East Bay

Members of a Special Committee on Governance, Academic Freedom, and Institutional Racism in the University of North Carolina system will use the report as a starting point for a discussion of issues of governance, academic freedom and institutional racism at colleges and universities around the country. The report considers the influence of the gerrymandered North Carolina state legislature on the systemwide board of governors and campus boards of trustees and how political pressure has obstructed meaningful faculty participation in the governance of the UNC system while compromising the conditions for academic freedom and exacerbating racial inequities. Participants will be encouraged to consider how the report, along with AAUP principles and standards, can be used to highlight and combat similar issues on their campuses.

4B Leading Change on Campus

Jim Bakken, AAUP Deputy Director of Organizing and Services; Joey Ray, University of Nevada Reno

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 will examine how teams form, function, and succeed, and how being intentional about teamwork can help amplify the work you’re doing. We will also delve into leadership styles, and how different styles can collaborate to maximize your team’s capacities.

4C A Perfect Storm? Changing a Union by Negotiating a Contract During COVID

John O'Connor, Central Connecticut State University; Patty O'Neill, Western Connecticut State University; Louise Williams, Central Connecticut State University

This workshop uses the Connecticut State University AAUP chapter as a case study for teaching contract campaign skills and reflecting on the work that changed our union. Months into Covid, CSU-AAUP found itself in a struggle with the Connecticut Board of Regents (BOR) over reopening the universities. Faculty wanted their health and safety protected, their privacy respected, and they wanted control of pedagogical modality. COVID galvanized CSU-AAUP to rethink its culture and organizational make-up. On December 1, 2020, CSU-AAUP swapped contract proposals with the BOR. The board's proposals were an attempt to bust the union, gut our universities, and injure our students. In this workshop, we'll cover the nuts and bolts of our response at the negotiating table, our organizing work, and our broader contract campaign. We will consider how the global pandemic both helped and hurt our work. Specifically, we'll talk about the contract campaign and the ways that we applied pressure on the BOR, and how we framed our struggle to defend our union. We'll also review and analyze how our union has evolved and has committed to changing the way it operates and relates to members going forward. Attendees will leave with an understanding of the organizing work that went into defending our union and achieving a better contract than we ever could have expected. The work that we did to achieve this contract transformed our union, and it could help you think through your chapter in a new light, too.

4D Using Financial Data in Your Campaign (Part 2 of 2)

Howard Bunsis, Eastern Michigan University; Rudy Fichtenbaum, Wright State University; Bonnie Fox Garrity, D'Youville College; Jan Medlock, Oregon State University

Building on the Crash Course in Institutional Financial Analysis session, this workshop will engage you in a discussion about how to use the financial data to build a strong narrative for your campaign, and how to communicate this information to members, students, employers, and the public. You will learn ways financial data have been used innovatively and successfully by members at various institutions during their campaigns.

4E Enforcing Your Contract: Grievances, Labor-Management Committees, and Unfair Labor Practices*

Sarah Lanius, AAUP Field Service Representative; Monica Owens, AAUP Field Service Representative; Siobhan Senier, University of New Hampshire

A contract is just a piece of paper unless you're able to enforce it. In this workshop, participants will learn strategies and skills for holding the administration accountable to the collective bargaining agreement. Working through realistic scenarios, participants will practice interpreting contract language, investigating potential grievances, and building a strong case. We'll also discuss other strategies for enforcing your contract—including

labor-management committees, using grievances and ULPs as organizing tools, and getting members engaged in the process of defending the contract.

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

4F Direct Action (Still) Gets the Goods: Strikes in Person and Online

Ellen Kress, AAUP Organizer; Kari Lundgren, Oregon Institute of Technology; Malori Musselman, AAUP Organizer

Without strikes, there would be no labor movement. Strikes are the ultimate display of worker solidarity and power, and have again been used with increasing frequency over the past five years. The moment workers decide to stick together and compel their employers to meet their needs is exciting, challenging, terrifying, and energizing. In April 2021, after a year and half of difficult bargaining and a surprising declaration of impasse from Oregon Tech administration, Oregon Tech AAUP became the first faculty to strike in the State of Oregon. In this workshop, we'll hear from faculty involved in that historic strike. We will present tactics and strategies for successful direct actions and how to build campaign plans leading up to a strike and ratification vote. We will also cover the nuts and bolts of the logistics of organizing and communicating internally and externally, and the adaptability and emergent strategies necessary to winning. Yes, there will be chanting!

4G Legal Update: A Year of Challenges

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

This was a year of significant legal challenges for faculty. On the state level, there has been a raft of proposed and enacted legislation aimed directly at faculty: dictating what faculty teach, eliminating or weakening tenure, and restricting faculties' off duty speech. AAUP has actively fought this legislation and we will discuss the legal basis for this opposition. Elsewhere, the US Supreme Court is taking on controversial issues, in particular affirmative action in higher education admissions. And of course the COVID pandemic and its consequences continue to ripple through the courts. We will have an in-depth discussion of the legal and practical impacts of these developments and of recent decisions from the courts.