

ORGANIZING AND CHAPTER DEVELOPMENT:  
INCREASING MEMBER ACTIVISM AND DEVELOPING CHAPTER LEADERS

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## I. Planning for Growth/Questions to Guide Organizers

Within an existing structure (on campuses with Academic Senates, AAUP chapters, faculty unions, etc.):

- Do current bylaws/constitutions allow for greater inclusion? If not, consider expanding the executive board, committee structure, etc. Role of nominating committee becomes crucial in these cases.
- *What* (a business/services model, traditions, workload, etc.) or *who* (domineering personalities, perfectionists, etc.) currently impede growth?

Around new issues (on campuses with few traditions of shared governance):

- Beyond the organizers in the room, which groups of faculty find the issue(s) most salient?
- Do these groups have established leadership? Organizations?
- Which groups of faculty will be impacted directly but are currently excluded from decision making?

## II. Fitting the Person to the Task

Consider:

- How did each potential “activist” become involved? What motivates them?
- Can you align colleagues’ skills and interests with tasks that need to be accomplished?
- Who can you call on to fill in “gaps?” Use campus networks.
- Build lists:
  - “Politically-Active Folks” (lobbying, attending political events, calling legislators, etc.)
  - People who will write letters to editors
  - People who will table on campus
  - People who will recruit new members
  - People who will bring/engage students
  - People who will serve on grievance committees
  - People who will work on contingent faculty issues
  - People who will work on affirmative-action issues