

NATIONAL CENTER
for the Study of Collective Bargaining in Higher
Education and the Professions
HUNTER
The City University of New York

43rd Annual National Conference

Our Future is Now in Higher Education

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Panel and Workshop Descriptions

Sunday, April 3, 2016	
1:30 - 2:45 pm Proshansky Auditorium	Plenary: The History, State, and Future of Shared Governance The scope and nature of shared governance remains a major issue in higher education. The role of faculty in the governance of colleges and universities has major implications concerning the future direction of higher education. This plenary session will examine the history, state and future of shared governance from multiple perspectives.
3:00 – 4:15 pm Room C197	Research Panel: America’s Public Regional Universities: Collective Bargaining Matters In this research panel, Stephen G. Katsinas will present original research concerning the impact of collective bargaining at public regional universities in the United States. The research presentation will be followed by presentations by two commentators.
3:00 – 5:45 pm Room C198	Workshop Training: Advanced Collective Bargaining Training for Experienced Administrators This expanded interactive workshop training is designed for administrators involved in collective bargaining and labor relations with full time and part time faculty units. The purpose of the expanded workshop is to provide an exchange of experiences in aid of further developing skills in conducting collective bargaining and labor relations on behalf of colleges and universities. Access to this workshop training will be limited to administrators.
3:00 – 5:45 pm Room C201-202	Workshop Training: Advanced Collective Bargaining Training for Experienced Faculty This expanded interactive workshop training is designed for faculty and labor representatives with an extensive background in collective bargaining and labor relations. The purpose of the expanded workshop is to provide an exchange of experiences to aid in the further development of skills related to formulating negotiation proposals, participating in negotiations, and representing faculty members. Access to this workshop training will be limited to faculty and union representatives.
4:45 – 6:00 pm Room C197	Panel: Higher Education Issues at Public Sector Labor Boards (CLE) Leaders from three public sector labor agencies will discuss during this panel their respective state's approach to faculty and graduate student representation and collective bargaining. They will also discuss their agency’s approaches to card check certification, and decisions determining unfair labor practices involving colleges and universities.
Monday, April 4, 2016	
9:45 – 11:15 am Proshansky Auditorium	Plenary Session: <i>Friedrichs v. CTA: What the Future May Bring (CLE)</i> In this plenary session three labor law scholars will examine the legal and historical issues connected with the pending Supreme Court case <i>Friedrichs v. California Teachers Association</i> . In that case, the Supreme Court will be reexamining its prior precedent that upheld agency fee requirements in the public sector. The panel will examine not only the constitutional issues presented in the case but also the historical context of the case, and the practical implications of a decision overruling <i>Abood</i> (or directing an opt-in regime) for public sector (and private sector) workplace relationships.

11:30 am – 1:00 pm Proshansky Auditorium	Panel: Collective Bargaining and Labor Representation in a Right to Work Environment During this panel, labor representatives and administrators from Florida and Michigan will present their experiences in conducting higher education collective bargaining in a right to work state. In addition, a representative from the California Teachers Association will present that union’s programmatic approach to the issues raised in the Friedrichs case pending in the Supreme Court.
11:30 am – 1:00 pm Room C197	Panel: Negotiating Over Job Security for Contingent Faculty Labor representatives and administrators will discuss in this session collective bargaining strategies, experiences and results concerning contractual job security rights for contingent faculty.
11:30 am – 1:00 pm Room C198	Panel: The Future of Community Colleges This panel will include presentations from different perspectives on the future of community colleges. Among the topics to be examined will be the role of community colleges and various federal and state proposals concerning community college tuition.
11:30 am – 1:00 pm Room C201-02	Panel: Graduate Assistants, Unionization, and Negotiations During this panel, labor representatives and administrators will discuss graduate assistant unionization and collective bargaining experiences at public and private sector universities.
11:30 am – 1:00 pm Room C204	Panel: Affordable Care Act Update This session will include an update on the Affordable Care Act including presentations by administrators and labor representatives about the implementation and negotiations related to the ACA.
11:30 am – 1:00 pm Room 9206-07	Workshop Training: Improving Communication Skills for the Bargaining Table This interactive workshop is designed to assist negotiators in improving their communicative skills during collective bargaining.
2:00 – 3:30 pm Proshansky Auditorium	Panel: Faculty as Mandatory Reporters under Title IX The issue of tenure-track and contingent faculty as mandatory reporters under Title IX will be examined during this session. The panel will include a presentation concerning the position of the Department of Education’s Office for Civil Rights and the approaches taken by various colleges and universities.
2:00 – 3:30 pm Room C197	Panel: LGBT Issues in Higher Education Labor Relations (CLE) This panel will examine LGBT issues on campus, particularly as it relates to LGBT faculty, administrators and other professionals. The discussion will include LGBT legal issues under federal anti-discrimination law.
2:00 – 3:30 pm Room C198	Panel: The Fair Labor Standards Act and Professional Employment on Campus (CLE) This panel will include presentations concerning the Fair Labor Standards Act’s application on campus.
2:00 – 3:30 pm Room C201-02	Panel: Brown University Redux (CLE) The National Labor Relations Board (NLRB) has granted review of representation cases involving graduate students at the New School and Columbia University. In both cases, the NLRB will be reexamining the 2004 decision in Brown University on the question of whether graduate assistants are employees protected under the National Labor Relations Act.
2:00 – 3:30 pm Room C204	Panel: Multi-Employer Negotiations in Higher Education Multi-employer negotiations have been utilized in industries to stabilize collective bargaining relationships. This panel will include a presentation concerning experiences of multi-employer negotiations involving British Columbia higher education institutions, and will examine the application of that model to colleges and universities in the United States.
2:00 – 4:45 pm Room 9206-07	Workshop Training: Data Analysis for Use During Collective Bargaining This expanded interactive workshop training is designed to advance the skills of labor

	<p>representatives and administrators with direct responsibilities for contract negotiations. The workshop will provide participants with hands on training in analyzing budgets and other financial data for purposes of collective bargaining. The workshop will include varying perspectives concerning how financial information can be interpreted including assumptions underlying those interpretations.</p>
<p>3:45 – 5:15 pm Proshansky Auditorium</p>	<p>Panel: Title IX, Academic Freedom and Due Process This panel will examine the academic freedom and due process issues resulting from the enforcement and implementation of Title IX requirements.</p>
<p>3:45 – 5:15 pm Room C197</p>	<p>Panel: Negotiating Over Technology in Contracts and Curriculum: Copyright or Copyleft? This panel will examine the concept of open source scholarship, and its implications for negotiating over technology in higher education collective bargaining. It will also examine pedagogical and public interest issues in the delivery of education technology.</p>
<p>3:45 – 5:15 pm Room C198</p>	<p>Panel: MICA: Negotiating a First Contingent Faculty Contract at an Arts School A first contract for contingent faculty at the Maryland Institute College of Art was reached in 2015. This panel composed of faculty and college negotiators will describe their distinct perspectives concerning the process that led to the agreement, the terms of the agreement, and the lessons learned from negotiating the first contract.</p>
<p>3:45 – 5:15 pm Room C201-02</p>	<p>Workshop Training: Collective Bargaining and Labor Relations Training for New Administrators and Union Representatives This interactive workshop training is designed for administrators and labor representatives who are relatively new to collective bargaining and labor relations. The purpose is help develop strong basic skills in forming and working with bargaining teams, formulating negotiation proposals, participating in negotiations and mediation, and engaging in day to day labor relations including the processing of grievances.</p>
<p>3:45 – 5:15 pm Room C204</p>	<p>Panel: Career Technical Education for the Future This panel will include a presentation concerning the recommendations by the California Task Force on the Workforce, Job Creation and a Strong Economy concerning career technical education at community colleges.</p>
<p>Tuesday, April 5, 2016</p>	
<p>9:15 – 10:45 am Proshansky Auditorium</p>	<p>Panel: State of Public Pensions and Its Impact on Collective Bargaining The underfunding of state and local government public pensions has implications for public sector collective bargaining. This panel will include a presentation on the scope of the underfunding, and the practical implications it has on settling collective bargaining agreements.</p>
<p>9:15 – 10:45 am Room C197</p>	<p>Panel: Effective Advocacy on Behalf of Higher Education This panel is aimed at providing university and faculty representatives with tips for making the most persuasive arguments in favor of support for higher education.</p>
<p>9:15 – 10:45 am Room C198</p>	<p>Panel: Collective Bargaining at Academic Medical Centers In this session, panelists will discuss the issues and their experiences in negotiating collective bargaining agreements involving academic medical centers.</p>
<p>9:15 – 10:45 am Room C201</p>	<p>Panel: The Impact of Faculty Unit Composition on Collective Bargaining The composition of a faculty bargaining unit can vary between combined and separate bargaining units for tenure-track and non-tenure track faculty. This labor-management panel will explore the benefits and pitfalls of combined and separate faculty bargaining units in reaching and implementing a collective bargaining agreement.</p>
<p>9:15 – 10:45 am Room C202</p>	<p>Panel: Discrimination and Harassment Issues in Higher Education (CLE) This panel will explore discrimination and harassment issues as it relates to negotiability of contract provisions, tenure decisions, and other forms of employment actions.</p>

<p>9:15 – 10:45 am Room C204</p>	<p>Panel: Transforming the Collective Bargaining Process at Florida Gulf Coast University This panel presentation will provide a unique perspective on the collective bargaining experience resulting from a partnership developed between the administration and the faculty union at Florida Gulf Coast University to ameliorate concerns and disputes associated with a ratified collective bargaining agreement.</p>
<p>9:15 – 10:45 am Room 9206-07</p>	<p>Workshop Training: Best Practices in Labor-Management Committees in Higher Education This interactive workshop is designed to enhance labor-management committee practices for labor representatives and administrators at colleges and universities.</p>
<p>11:00 am -12:30 pm Proshansky Auditorium</p>	<p>Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE) This panel will review judicial and administrative developments over the past year and their implications for administrators, faculty, and employees in higher education. Panelists will review emerging trends and take questions from the audience.</p>
<p>11:00 am -12:30 pm Room C197</p>	<p>Panel: Collective Bargaining Issues Concerning Post-Doctorates In this session, panelists will discuss the issues and their experiences in negotiating collective bargaining agreements involving post-doctorates.</p>
<p>11:00 am -12:30 pm Room C198</p>	<p>Panel: Pensions and Health Insurance Savings for Contingent Faculty This panel will include presentations on different models and approaches concerning retirement plans and health insurance savings for contingent faculty.</p>
<p>11:00 am -12:30 pm Room C201</p>	<p>Annual Panel: Year in Higher Education Experienced administrators in higher education will participate in this panel discussion, presenting their insights and perspectives on major issues faced by higher education over the past year.</p>
<p>11:00 am -12:30 pm Room C202</p>	<p>Panel: Best Practices in Arbitration of Higher Education Issues This panel of three experienced arbitrators in higher education will discuss their perspectives regarding best practices by labor and college representatives in the arbitration of higher education contract issues.</p>
<p>11:00 am -12:30 pm Room C204</p>	<p>Panel: Bargaining Issues Involving Dual Credit and Enrollment Issues at Community Colleges During this session, panelists will discuss issues associated with dual credit/dual enrollment programs at community colleges, how such programs impact the terms and conditions of employment for faculty, and contract language that has been negotiated concerning the programs.</p>
<p>11:00 am -12:30 pm Room 9206-07</p>	<p>Workshop Training: Microaggressions and Implicit Bias on Campus (CLE) This multimedia workshop is designed to provide an overview of microaggression theory and the issues associated with implicit bias on campus. The workshop will include a presentation by Barbara Diamond and her short film What Are You?, which focuses on the daily acts of unconscious and conscious discrimination.</p>