

2018 Panel and Workshop Descriptions
***please note rooms may be subject to change**

Sunday, April 15, 2018	
1:30 - 3:30 pm Proshansky Auditorium	<p>Workshop Training on Effective Lobbying for Higher Education</p> <p>This workshop provides basic information about how to best lobby state legislators. Workshop participants will receive relevant information about state legislatures and their composition, legislative leadership types, the legislative process, effective lobbying strategies, and practical advice for use when lobbying various types of legislators. The workshop will include activities concerning preparation of materials and practice with how to deal with various personality types.</p>
1:30 - 3:30 pm Room C197	<p>Workshop Training on Bargaining Over Health Insurance in Higher Education</p> <p>This workshop will help participants develop an understanding of how to identify and assess options for meeting health care-related bargaining goals. Using a case study, participants will engage in small-group bargaining-preparation simulations and presentations made with feedback between groups and from the presenters.</p>
1:30 - 5:30 pm Room C198	<p>Workshop Training on Unionization and Collective Bargaining for Administrators</p> <p>This interactive workshop training is specially designed for administrators, and will focus on unionization, collective bargaining, and labor relations at universities, colleges, and community colleges. The workshop is intended to provide an exchange of experiences to further develop skills relating to unionization efforts on campus, preparing for first contract negotiations, conducting collective bargaining, and engaging in labor relations on behalf of private and public sector colleges and universities. The training will be presented by a leading attorney in the field along with two experienced administrators.</p> <p>Note: Access to this workshop training will be limited to administrators only.</p>
1:30 - 5:30 pm Room C201-202	<p>Workshop Training on Organizing and Negotiating for Academic Labor</p> <p>Through interactive activities participants will gain a better understanding of the dynamic principles and techniques engaged in collective bargaining. Participants will enhance their understanding of the various bargaining models with an emphasis on common organizing tools for success. An approach called dynamic collective bargaining will be introduced. We will also cover specific bargaining issues facing both private and public sector higher education bargaining units as well as effective mobilizing techniques necessary to get a deal.</p> <p>Note: Access to this workshop training will be limited to academic labor only.</p>
1:30 - 5:30 pm Room C204-205	<p>Workshop Training on Financial Data Analysis in Higher Education</p> <p>This interactive workshop training is designed to advance the skills of labor 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.</p>

	The workshop will include varying perspectives concerning how financial information can be interpreted including assumptions underlying those interpretations.
3:45 – 5:30 pm Room C197	Workshop Training on Preparing, Presenting, and Defending at Arbitration This interactive workshop training is designed to improve the effectiveness of advocacy at arbitration. The workshop will be led by a very experienced arbitrator, and two very experienced advocates with more than two decades of experience arbitrating contract and disciplinary issues in higher education.
Monday, April 16, 2018	
9:30 – 11:15 am Proshansky Auditorium	Plenary: Dr. Martin Luther King, Jr. and His Legacy for Our Times This special plenary session will honor the legacy of Dr. King on the 50th anniversary of his assassination in Memphis, while supporting striking sanitation workers. The plenary will include three historians who will contextualize Dr. King’s activism within the movement for civil and economic rights, and will discuss the historical lessons that are applicable to today.
11:30 am–1:00 pm Proshansky Auditorium	Labor Management Alliances in Support of Higher Education Funding This panel will discuss the successful alliance between the United Faculty of Washington State and university administrators in successfully advocating for higher education funding in the State of Washington over the last four years. The collaboration included alumni and parent education and organizing for advocacy, joint faculty-administrator lobbying in the state capitol, and the creation of a business-labor coalition for higher education that is now being partially funded by the Bill and Melinda Gates Foundation. The State of Washington experience will be useful for others considering labor/management collaborations around higher education funding.
11:30 am – 1:00 pm Room C197	Can an Ombuds Help Resolve Conflicts & Improve Labor-Management Relationships? This panel of higher education professionals, including administrators, Union officers, and conflict resolvers, will explore how the creation and utilization of a College Ombuds Office may assist parties in enhancing conflict resolution for faculty, staff, and administrators throughout the institution. The discussion will include providing participants with an overview of the role and responsibilities of an organizational ombudsman as well as the International Ombudsman Association (IOA) Code of Ethics and Standards of Practice. Participants will learn about factors considered by administration, Union, and governance stakeholders in the establishment of an Office of the Ombuds at Montgomery College, a multi-campus community college in Montgomery County, Maryland. Using the Montgomery College experience as a springboard for discussion of what may be possible at other colleges and universities, panelists will discuss best practices in establishing an ombuds office which serves employees, including the creation of an Ombuds Charter, the potential benefits to labor relations, and lessons learned. There will be multiple opportunities for participants to join the discussion.

<p>11:30 am – 1:00 pm Room C198</p>	<p>The Politics and Impact of Accreditation This panel will explore both the rationales for accreditation at the national/regional and local/institutional levels and the shifting focus of accreditation and accreditors and the federal government. Originally a means of ensuring educational quality through stringent peer review, accreditors have been increasingly tasked with reviewing institutional compliance with or enforcing federal mandates. Panelists will provide their views on these issues from both the national/regional and local/institutional perspectives, especially where labor relations may intersect with local purposes, and offer possible alternatives to the present course of accreditation away from its original purposes.</p>
<p>11:30 am – 1:00 pm Room C201-02</p>	<p>Research Panel: Wage Discrimination at Universities and Professional Schools This research panel will include research presentations regarding salary disparities between professors based on gender or race in higher in British Columbia and at the University of Massachusetts. Scholars from the University of Victoria will present research and analysis concerning British Columbia, and scholars from the Institute for Social Research will present their findings and analysis concerning the University of Massachusetts.</p>
<p>11:30 am – 1:00 pm Room C204</p>	<p>Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions The increase in successful unionization efforts at private colleges and universities has led to many new first contracts over the past half-decade. This panel will include presentations concerning the bargaining between the United Steelworkers and Roger Morris University as well as the negotiations that led to first contracts at institutions such as Barnard College and private institutions in New England.</p>
<p>11:30 am – 1:00 pm Room C205</p>	<p>Financialization of Higher Education: Interest Swaps and Their Consequences Private financing has become an increasingly important part of higher education funding in recent decades. This panel will examine the role that interest rate swaps play in the financing of higher education. The panel will also address the greater reliance on tuition and fees as well as potentially problematic spending trends at colleges and universities.</p>
<p>11:30 am – 1:00 pm Room 9206-07</p>	<p>Research Panel: Examining the Employment Profile of Institutions Under the Mission-Driven Classification System and the Impact of Collective Bargaining This panel will present a study analyzing institutions, salary expenditures, employment categories (full-time professors by academic rank), and number and average pay of full-time faculty. Our new mission-driven classification system, building upon work presented and feedback obtained from past National Center conferences, provides the framework for the analysis and specifically presents the data by both the presence or lack of a collective bargaining agreement.</p>
<p>2:30 - 3:30 pm Proshansky Auditorium</p>	<p>Keynote Presentation: David Weil, Dean of the Heller School of Public Policy and Management, Brandeis University, and author of the Fissured Workplace: Why Work Became So Bad for So Many and What Can Be Done to Improve it? In his presentation, Dean Weil will discuss the fundamental restructuring of employment that has led to an increase in precarious work along with ideas and efforts to respond to the fissured workplace.</p>

<p>3:45 – 5:15 pm Proshansky Auditorium</p>	<p>Academic Freedom in the Trying Times (CLE)* From targeted harassment of college professors online to physical threats against faculty that have resulted in campus closures, colleges and universities are facing new threats to academic freedom. This panel will address faculty and institutional rights and responsibilities in relation to the concept of academic freedom and higher education as a public good.</p>
<p>3:45 – 5:15 pm Room C197</p>	<p>Employee Retirement Plans and Alleged Breaches of Fiduciary Obligations (CLE)* This panel will examine claims being brought against universities with regard to their defined contribution employee benefit plans. These claims allege numerous breaches of fiduciary obligations including plan sponsors retaining expensive and underperforming investment options, incurring duplicative fees from using more than one record-keeper and offering too many investment options.</p>
<p>3:45 – 5:15 pm Room C198</p>	<p>Book Session: Kim Tolley, ed., <i>Professors in the Gig Economy: Unionizing Adjunct Faculty in America</i> (Baltimore, MD: Johns Hopkins University Press, May 2018) This session will include presentations that explore the history, context, processes, and outcomes of unionization among adjunct faculty. Four authors from the new book <i>Professors in the Gig Economy</i> will provide historical and contemporary perspectives on the changing demographics of higher education faculty in the United States and analyses of the laws that apply to unionization in public, private, and religious colleges and universities. Case studies of the wall-to-wall bargaining units in the City University of New York and in Notre Dame de Namur University illustrate the relation and participation of part-time and full-time tenure-track faculty in the organizing and collective bargaining process. Timothy Reese Cain explores the history of contingent faculty activism and organizing with a focus on the origin of the University of Wisconsin–Madison’s Teaching Assistants Association and the organization of the graduate assistants’ union at the University of Michigan in 1975. Gregory M. Saltzman summarizes the labor law provisions that are particularly relevant to the unionization of part-time or non-tenure-track faculty and graduate student teaching assistants at public and private colleges and universities in the United States. Luke Elliott-Negri explores the wall-to-wall negotiation strategies of full-time faculty, part-time faculty, and graduate student instructors in the CUNY system. Kim Tolley discusses the limitations and possibilities of collective bargaining and explains how the tenure-line and adjunct faculty at NDNU worked together to secure roles for part-time faculty in shared governance at the university.</p>
<p>3:45 – 5:15 pm Room C201-C202</p>	<p>Bargaining for First Contract at Siena College and Univ. of the District of Columbia The increase in successful unionization efforts at colleges and universities has led to many new first contracts. This panel of administrators and faculty representatives will discuss negotiations that took place with respect to adjunct faculty units that led to first collective bargaining agreements between SEIU and Siena College, a private religiously affiliated college in New York’s Hudson Valley, and SEIU and the University of the District of Columbia.</p>
<p>3:45 – 5:15 pm</p>	<p>Research Panel: Assigned Leaders in Unionized Environments--Strategies for</p>

Room C204	<p>Change in Academic Libraries</p> <p>Despite the fact that the rate of unionism has grown in institutions of higher education over the past several decades, few research studies exist in the literature of library and information science about the changes that have occurred in unionized academic libraries and in their assigned leaders' ability to transform their organizations. This presentation will report on a multiple-case study of four large academic libraries, where the perspectives of university and library administrators were considered. The presentation will be followed commentary from university library faculty at two other institutions.</p>
3:45 – 5:15 pm Room C205	<p>Overseas Campuses: Collective Bargaining, Labor Relations, and Tax Compliance</p> <p>This panel will delve into some of the issues at international campuses including the challenges in organizing and bargaining for faculty, the rights of overseas academic employees, and business concerns including tax compliance considerations for universities operating abroad, including individual income tax of university employees, immigration, and permanent establishment risk.</p>
3:45 – 5:15 pm Room 9206-07	<p>Workshop Training: Straight Up Negotiations (SUN) by Federal Mediation and Conciliation Services</p> <p>Imagine completing collective bargaining negotiations in hours not days, weeks, or months. The Federal Mediation and Conciliation Service is using its Straight Up Negotiations model to push parties to focus on a problem-solving approach to all bargaining issues. Considering neuroscience principles, FMCS moves participants from a spontaneous emotional mind-set to a problem solving state of mind. Using flip charts, post-it notes and other visual aids, the Straight Up Negotiations actively engages parties to construct a zone of possible agreement. The FMCS will discuss this innovative approach and explore its application to collective bargaining and beyond.</p>
Tuesday, April 17, 2018	
9:15 – 10:45 am Proshansky Auditorium	<p>Responding to Janus: Collective Bargaining and Membership Engagement</p> <p>This panel will examine likely outcomes of the Supreme Court Case, Janus v. AFSCME, including possible institutional, system, and state-government responses at the bargaining table and within state legislatures. Legal options that may be available to address the decision and possible outcomes for workers across diverse constituencies will be covered. Panelists will discuss effective ways for unions to organize in a post-Janus context, highlighting organizing experiences in right-to-work states, actions unions across the country have taken to address agency fee and collective bargaining rights challenges, and the expansion of an “organizing never stops” approach. Examples of current union organizing campaigns will be referenced throughout the presentations and discussion.</p>
9:15 – 10:45 am Room C197	<p>Temple University: Negotiating About Adjunct Faculty in a Newly Combined Unit</p> <p>In November 2015, when the Pennsylvania Labor Relations Board certified that adjunct faculty at Temple University had voted to be represented by the Temple Association of University Professionals (“TAUP”), the same union that represents full-time faculty at Temple, the hard work of negotiating a contract for the adjunct</p>

	<p>faculty began. Fifteen months later, a tentative contract was signed, and on October 10, 2017, the agreement was ratified. In a facilitated conversation, Susan B. Smith and Sharon I. Littleton, who represented Temple University at the bargaining table, and Steve Newman and Jennie Shanker, who negotiated on behalf of TAUP, will discuss how they were able to reach this first contract. Moderated By John F. Wirenius, Chair, NYS Public Employment Relations Board.</p>
<p>9:15 – 10:45 am Room C198</p>	<p>Research Panel: Creative Solutions for Resolving Salary Compression Salary compression has been a concern in higher education for at least four decades, yet there is little consensus on how to recognize and alleviate the problem. This panel will review the extensive literature on the topic, consider its extent and impact in UUP bargaining units in the SUNY system, and present a case study in which collective bargaining at Northern Michigan University was used to both remedy current compression and prevent its recurrence in the future.</p>
<p>9:15 – 10:45 am Room C201</p>	<p>The Year in Higher Education: An Administrators’ Discussion of Campus Conflicts Experienced administrators in higher education will participate in this panel discussing best practices the handling of campus conflicts.</p>
<p>9:15 – 10:45 am Room C202</p>	<p>Beyond Collective Bargaining for Non-Academic Staff This panel will describe how non-faculty unions at Kutztown University have worked on a variety of issues/projects that impact educational and working environments for stakeholders. Some initiatives include local professional development funds, employee recognitions, shared governance roles, and staff development workshops. The panel will discuss the efforts to recover from furloughs in 2011 and the impact they had on non-faculty personnel. In addition, the panel will highlight how statewide collective bargaining agreements impact non-faculty staff at a local campus level.</p>
<p>9:15 – 10:45 am Room C204</p>	<p>Bargaining a First Contract for American University Graduate Student Employees Leaders of the graduate employee union at American University will discuss their organizing effort including the factors that led to the graduate assistants seeking representation, the campaign/organizing drive, the university’s position regarding unionization, pre-election issues and the election itself. SEIU’s Director of Higher Education and Strategic Planning will discuss the negotiations process including key bargaining topics for each side, maintaining momentum post-recognition, composition of the bargaining teams and other topics related to the negotiations process for a first contract. The panel discussion will also include commentary from administrators at other institutions regarding bargaining and administering a mature labor agreement with graduate employees and the challenges and opportunities of having a joint faculty/GA bargaining unit.</p>
<p>9:15 – 10:45 am Room C205</p>	<p>Research Panel: Faculty Unionization at Religiously-Affiliated Institutions Following the NLRB’s 2014 decision in <i>Pacific Lutheran University</i>, faith-based colleges are faced with a new set of guidelines for collective bargaining that challenge two precedent-setting court cases: <i>NLRB v. Catholic Bishop of Chicago</i> (1979) and <i>NLRB v. Yeshiva University</i> (1980). Panelists will present two qualitative studies: a) a proposed study of contingent faculty at Catholic colleges and</p>

	<p>universities and b) completed doctoral research on the perceptions of senior-level administrators of collective bargaining, both of which focus on small to mid-size Catholic colleges universities. Panelists will discuss areas where administrative and contingent faculty perspectives overlap or conflict and offer additional commentary on the status of collective bargaining at Catholic colleges and universities, especially as they align or differ with Catholic Social Teachings.</p>
<p>9:15 – 10:45 am Room 9206-07</p>	<p>Dealing With Online Harassment in Collective Bargaining Environments During the past year, there has been a growing trend in the online harassment of faculty and other university employees for statements they have either made or that have been attributed to them. This harassment has included threats of violence and calls for summary dismissal. In this session, the panelists will address the ways this trend is being confronted by faculty, staff, students, and administrators. Topics will include national-level actions, including those involving both faculty and university associations, to fight harassment. Legal issues, including federal and state statutes and court cases will also be addressed. In addition, several case studies will be considered to illustrate lessons learned. Suggestions for university policies and collective bargaining proposals will be offered.</p>
<p>11:00 am -12:30 pm Proshansky Auditorium</p>	<p>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 concerning developments in private and public sector collective bargaining law, academic freedom, due process and discrimination issues.</p>
<p>11:00 am -12:30 pm Room C197</p>	<p>Tell Me What You Want: Collective Bargaining for Adjunct Faculty This panel will include a qualitative research presentation concerning supplemental benefits that could be included in adjunct faculty contracts at community colleges in order to promote workplace satisfaction, without causing stress on college budgets. Adjunct faculty who realize greater job satisfaction are more beneficial to their institutions because they promote student learning and retention. The presentation will be followed by commentary from an adjunct faculty union leader and an administrator from another institution.</p>
<p>11:00 am -12:30 pm Room C198</p>	<p>An Interest-Based Approach to Bargaining at Dutchess Community College This panel will describe how Dutchess County Community College and the Dutchess United Educators, the union representing faculty and professional staff, moved away from positional bargaining and adopted an interest-based negotiations process. The change resulted in the parties successfully negotiating a successor agreement. In this presentation, members of the negotiating teams for the college and union will discuss the strengths and challenges of the interest-based approach, and will describe how this technique eventually led to the finalization of a four-year contract.</p>

<p>11:00 am -12:30 pm Room C201</p>	<p>Trustees’ Perspectives on Collective Bargaining College trustees play important roles at colleges and universities. This panel will include three college trustees who will discuss their perspectives and experience with collective bargaining. Among the issues that will be examined will be the proper role of a trustee in developing collective bargaining proposals during the bargaining process.</p>
<p>11:00 am -12:30 pm Room C202</p>	<p>Faculty Collective Bargaining in Australia: An Update This panel will examine developments in the seventh round of higher education collective bargaining in Australia since the introduction of formalised enterprise bargaining in the early 1990s. Professor Forsyth will discuss the legal framework and environmental context within which bargaining is taking place in Australian universities, including a concerted campaign by the Australian Council of Trade Unions to reform the laws governing enterprise bargaining (#changetherules). Stuart Andrews will outline what has transpired in university bargaining during 2017-18, including tribunal termination of an existing agreement at Murdoch University and associated tribunal and court proceedings. Professor Howe will provide insights on current negotiations at the University of Melbourne, including key issues surrounding protection of academic freedom and agreement scope. He will also discuss the capacity of academic staff to take legally protected industrial action in the context of collective bargaining.</p>
<p>11:00 am -12:30 pm Room C204</p>	<p>Is Unionization Just What the Doctor Ordered? Collective Bargaining for Doctors, Nurses, and Lawyers This panel will include presentations relating to unionization and collective bargaining with respect to professionals including doctors and nurses in Oregon, and doctors and lawyers in Ontario. One of the first units of Oregon hospital physicians to successfully bargain an initial contract occurred in 2016. This unit, and other physician and nurse units, provides an excellent case study of what aspects of health care professionals’ work environment can be successfully bargained and where the line is between a physician's professional judgment and management's right to direct its workforce. In Ontario, doctors and lawyers have secured collective bargaining despite their exclusion from provincial labor law.</p>
<p>11:00 am -12:30 pm Room C205</p>	<p>Research Panel: An Inside Look at an Adjunct Faculty Unionization Campaign-- The Case of Le Moyne College This panel will include the presentation of a paper examining the successful unionization campaign by adjunct faculty at Le Moyne College seeking to be represented by the New York State United Teachers. Le Moyne College, unlike a number of other Catholic colleges in New York and elsewhere, did not challenge the jurisdiction of the NLRB based on a “freedom of religion” argument. The presentation will be followed by commentaries from an administrator and the leader of the New Faculty Majority.</p>

***CLE Credits provided by Community Legal Resource Network at CUNY School of Law**

This CLE program is approved for both experienced and newly admitted attorneys. Under Continuing Legal Education regulations, CLE credit will be offered only to those attorneys completing entire sessions; attorneys attending only part of a session are not eligible for partial credit. Attorneys arriving late are welcome to attend the program but will not be eligible for credit.