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for the **Study of Collective Bargaining in  
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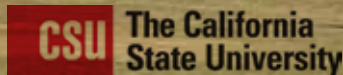
# Higher Education Labor-Management Conference

**December 6-7, 2019**

**California State University, Long Beach**



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# **NATIONAL CENTER**

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December 6, 2019

On behalf of the National Center and its Board of Advisors, we welcome you to our 2019 regional higher education labor-management conference.

The National Center was created as a labor-management research center in 1972. Our Board of Advisors is composed of labor representatives from national and regional unions, and administrators from public and private sector institutions.

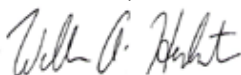
Each year, we organize a comprehensive 2 ½ day conference in New York City that brings together labor representatives and administrators for panel discussions and workshops related to collective bargaining, labor relations, and other important issues in higher education and the professions. Our next annual conference will be held in New York City on March 29-31, 2020.

The program for this regional conference includes stimulating and substantive panels covering timely subjects. A primary goal is to inform and inspire you through positive and principled dialogue.

We thank all the speakers and moderators who are participating in the conference. The conference program includes panels on preventing sexual harassment in higher education, adjunct faculty and academic freedom, academic workers and immigration status, recruitment and retention of Latinx faculty and administrators, important community college issues, collective bargaining in the post-Janus age, handling disciplinary issues, bargaining for the common good in higher education and best practices in preparing for bargaining impasses.

The regional conference would not have been possible without the support and assistance from California State University, California Faculty Association, Community College League of California, Sloan Sakai Yeung Wong LLP, the California Public Employment Relations Board, along with the entities that purchased ads in this journal. Finally, we must extend a special thanks to Joseph Jelincic, Yvette Menacho, Michelle Savarese, and Nancy Hanks for their assistance in helping to organize the conference.

All the best,



William A. Herbert Executive Director

# National Center Advisory Board 2019

The Board of Advisors is a labor-management board that meets semi-annually to provide guidance in the functioning of the National Center, to help maintain a cooperative dialogue among labor representatives and administrators in higher education, and to provide ideas and support for National Center initiatives.

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The National Council for Higher Education (NCHE) values the vision and excellence of the National Center for the Study of Collective Bargaining in Higher Education and the Professions. NCHE appreciates the Center’s dedication to collective bargaining as an important means for advancing higher education and postsecondary institution working conditions.

NCHE is an independent organization open to all higher education members within NEA, plus interested non-higher education NEA members as “associate members.” NCHE advocates for higher education services and programs within the union that support NEA’s mission and vision while connecting with the needs and aspirations of its higher education members. NEA members are encouraged to join NCHE and lend your voice to the conversation about higher education in our nation and within our union. Please visit the NCHE website for more information: [nea.org/nche](http://nea.org/nche).

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# NATIONAL CENTER

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Higher Education and the Professions

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### REGIONAL CONFERENCE ON HIGHER EDUCATION COLLECTIVE BARGAINING AND LABOR RELATIONS

**December 6-7, 2019**

Co-Sponsored by: California State University,  
Community College League of California,  
and Sloan Sakai Yeung Wong LLP.

#### Friday, December 6, 2019

<b>12:30-2:00 pm</b> Food set-up in Gallery Seating in Sunset Room	<b>Registration, Welcome and Lunch</b> Welcoming Remarks: William A. Herbert, Executive Director, National Center Jennifer Eagan, California Faculty Association William Connellan, University of Florida
<b>2:15 – 3:45 pm</b> Sunset Room	<b>Plenary: Preventing Sexual Harassment in Higher Education</b> Frazier Benya, Senior Program Officer, Committee on Women in Science, Engineering, and Medicine, National Academies of Sciences, Engineering and Medicine Sharon Inkelas, Special Faculty Advisor to the Chancellor on Sexual Violence/Sexual Harassment, University of California, Berkeley Ana Avendaño, President, Minga Strategies and former Assistant to the AFL-CIO President Karen Stubaus, Vice President for Academic Affairs, Rutgers, The State University of New Jersey, Moderator
<b>3:45 - 4:00 pm</b>	<b>Break</b>

<b>CONCURRENT SESSIONS</b>	
<b>4:00–5:30 pm</b> Sunset Room	<b>Best Practices in Investigating and Responding to Disciplinary Issues</b> V. Jesse Smith, Representation Specialist, California Faculty Association Missy A. Matella, Senior Director of Employee and Labor Relations, University of Oregon Andrea Dooley, Arbitrator Kenneth Mash, President, APSCUF, Moderator
<b>4:00–5:30 pm</b> Summit Room	<b>Bargaining for the Common Good in Higher Education</b> Mia McIver, President, University Council, AFT Peter Chester, Executive Director, Labor Relations, University of California Will Surbrook, Vice Chancellor, Human Resources, SDCCD Jamie McDole, President, UPTC-CWA Theodore Curry, Associate Provost, Associate VP, Michigan State University, Moderator
<b>5:30-5:45 pm</b>	<b>Break</b>
<b>5:45 - 8:45 pm</b> Food set-up in Gallery Seating in Sunset Room	<b>Keynote Address and Conference Dinner</b> <b>Introduction:</b> William A. Herbert, Executive Director, National Center <b>Speaker:</b> Professor Ruben J. Garcia, Professor of Law and Co-Director of the Workplace Law Program at the University of Nevada, Las Vegas, William S. Boyd School of Law
<b>Saturday, December 7, 2019</b>	
<b>7:45 – 8:15 am</b> Food set-up in Gallery Seating in Sunset Room	<b>Continental Breakfast</b>



	<b>CONCURRENT SESSIONS</b>
<b>8:30 - 10:00 am</b> Sunset Room	<p><b>Do Adjunct Faculty Have Academic Freedom?</b></p> <p>Kristen Edwards, Lecturer in History and Political Science at Notre Dame du Namur University and Stanford University Continuing Studies, Contributor to <i>Professors in the Gig Economy</i></p> <p>Deirdre Frontczak, Lecturer and member, Faculty Council at Santa Rosa Junior College; Lecturer and member of Sub-Committee on Adjuncts and Lecturers at Santa Clara University, Board member Faculty Association of the California Community Colleges</p> <p>Edward Inch, Provost and Vice President for Academic Affairs, California State University, East Bay</p> <p>Henry Reichman, Chair AAUP Committee on Academic Freedom and Tenure, and Professor Emeritus of History at California State University, East Bay; Author of <i>The Future of Academic Freedom</i>, Panelist and Moderator</p>
<b>8:30 - 10:00 am</b> Summit Room	<p><b>Community Colleges: Student Centered Funding Formula and Reemployment Preferences for Part-Time Faculty</b></p> <p>Eric Kaljumagi, President, Community College Association</p> <p>Kindred Murillo, Superintendent/President, Southwestern College</p> <p>Leticia Pastrana, Professor, Imperial Valley College</p> <p>William Scroggins, President and CEO, Mt. San Antonio College, Panelist and Moderator</p>
<b>10:00 - 10:15 am</b>	<b>Break</b>
	<b>CONCURRENT SESSIONS</b>
<b>10:15 – 11:45 am</b> Sunset Room	<p><b>Collective Bargaining in the Post-Janus Age</b></p> <p>J. Felix De La Torre, General Counsel, California Public Employment Relations Board</p> <p>Timothy G. Yeung, Sloan Sakai Yeung Wong LLP</p> <p>Kerianne Steele, Weinberg, Roger &amp; Rosenfeld</p>

<p><b>10:15 - 11:45 am</b> Summit Room</p>	<p><b>Academic Workers and Immigration Status</b> Sandip Roy, President, UAW Local 4123 Alli Carlisle, Chief Negotiator, UAW Local 2865 Joseph J. Jelincic III, Senior Manager of Systemwide Labor Relations/Collective Bargaining Specialist, California State University Natasha Baker, Hirschfeld Kraemer LLP Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, Moderator</p>
<p><b>12:00 – 1:00 pm</b> Food set-up in Gallery Seating in Sunset Room</p>	<p><b>Lunch</b></p>
<p><b>CONCURRENT SESSIONS</b></p>	
<p><b>1:15 – 2:45 pm</b> Sunset Room</p>	<p><b>Best Practices in Preparing for Bargaining Impasses</b> John Swarbrick, Former Associate Vice Chancellor, Labor and Employee Relations, California State University (CSU) Brian Young, Senior Labor Relations Representative, California State University Employees Union (CSUEU) Jackson E. Parham, Attorney, Atkinson, Andelson, Loya, Ruud &amp; Romo (AALRR) Carolyn Richie, Field Representative, California Federation of Teachers Douglas W. Otto, Attorney at Law and Trustee, Long Beach City College Valerie Hollins, Senior Labor Relations Representative, California School Employees Association Loretta van der Pol, Director, California State Mediation and Conciliation Service, Moderator</p>
<p><b>1:15 – 2:45 pm</b> Summit Room</p>	<p><b>The Old Wolf, Again: Latinx Faculty Negotiations, Recruitment, Retention, and Racism in the Academy</b> Martha Garcia, President, Imperial Valley Community College John Halcon, Member, Board of Trustees, Palomar Community College Jose Cintron, California State University Sacramento Theresa Montaño, California State University Northridge, California Faculty Association, Moderator</p>

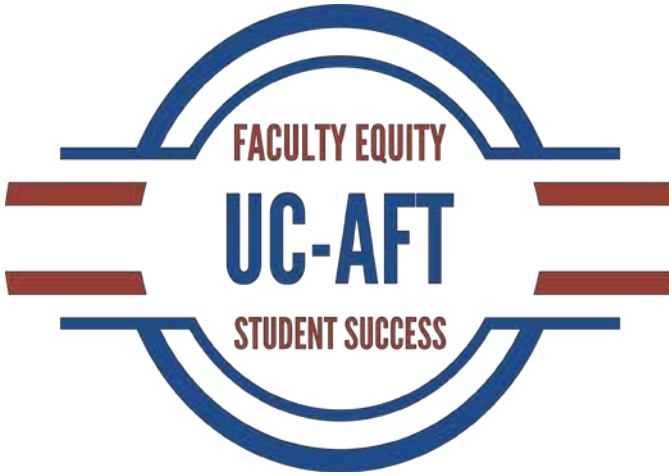


- The National Center's online peer-review journal
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  - Scholarly articles
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- Making relevant and pragmatic peer-reviewed research accessible to scholars and practitioners in the field
- Manuscripts may be submitted through the journal website: <http://thekeep.eiu.edu/jcba/>
- The Journal of Collective Bargaining is co-edited by Jeffrey Cross and Gary Rhoades. It is supported in part by a generous contribution from TIAA-CREF and is hosted by Booth Library at Eastern Illinois University



The California Faculty Association, which represents 28,000 faculty, counselors, librarians, and coaches in the California State University, salutes the  
**NATIONAL CENTER**  
for the Study of Collective Bargaining in  
Higher Education and the Professions at Hunter College for its dedication to labor management and public support of higher education.

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## Strength in Unity



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CCA's strength lies in negotiating locally bargained contracts, advocating for legislation that improves teaching and learning conditions, & advancing professional rights and responsibilities of faculty.



CCA is the higher education affiliate of the California Teachers Association (CTA), the largest and most influential professional association of educators in the state with 325,000 members.



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CCA advocates for faculty, empowers locals, builds strong and effective coalitions, and fights to preserve quality education.



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SEIU Faculty Forward congratulates the National Center for the Study of Collective Bargaining in Higher Education and the Professions on nearly five decades of excellence.

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The National Center's 47th Annual National Conference: ***Inequality, Collective Bargaining, and Higher Education*** will take place on March 29 - 31, 2020 in NYC.

We hope to see you there.

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