

NATIONAL CENTER

for the Study of Collective Bargaining in
Higher Education and the Professions

HUNTER

The City University of New York

49th Annual National Conference

The State of Collective Bargaining and Higher Education

April 11, 12, 13, 2022
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Seminar and Conference Center**

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205 East 42nd Street, 18th floor
New York, NY 10017
646 664-9100 tel
646 664-3868 fax

April 11, 2022

I am delighted to welcome all of you to the 49th annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, a highly valued CUNY institution. The theme for this year's conference is the State of Collective Bargaining and Higher Education. We are honored and delighted to welcome Montserrat Garibay, Senior Advisor for Labor Relations, Office of the Secretary, United States Department of Education as the conference's keynote speaker.

The Center, a labor-management research center housed at Hunter College, has been a respected national leader in bringing labor leaders, scholars, and administration representatives together to deepen understanding and enhance the effectiveness of labor relations in higher education. That mission is central to the smooth functioning of our universities, especially at CUNY, and I offer my gratitude for your participation in this important conference and your efforts to build the durable bridges that help us achieve our highest goal –serving our students effectively by focusing on the mutual aims behind our common cause.

Today's political landscape presents immense challenges—the divisions in our society are deep. The need for dialogue on the issues confronting us has never been greater.

The theme of this year's conference, focusing on the state of both collective bargaining and higher education could not be more important. It is crucial to the vitality of our universities and our society that we continue to work together in good faith to seek solutions to the challenges we all face.

The work of our universities, especially our great public universities, has never been more necessary to help our students succeed in the knowledge economy, but it has also grown more difficult to engage in the robust debate, deep intellectual probing and community-building that are essential elements in the best academic experiences. CUNY's National Center enhances our collective ability to do that important work and unites us in our educational mission. I wish you the best of luck in your deliberations and I look forward to the insightful ideas and solutions you offer, as you have at all of your annual gatherings.

Sincerely,

A handwritten signature in blue ink that reads 'Félix V. Matos Rodríguez' with a long horizontal line extending to the right.

Félix V. Matos Rodríguez
Chancellor

HUNTER

The City University of New York

Jennifer J. Raab, President

April 11, 2022

Welcome to Hunter College and the 49th annual national conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions.

The National Center is a CUNY labor-management research center, one of the many substantive academic centers at Hunter College. The National Center is dedicated to studying the use of collective bargaining as an important means of advancing labor relations in higher education and other fields. Throughout its existence, the National Center has played an important role in the national dialogue over collective bargaining.

The National Center continues to publish data-based and historical research, as well as organize national conferences and webinars concerning collective bargaining, labor relations and higher education. Last year alone, National Center researchers published chapters in two books analyzing unique datasets concerning the scope of unionization and collective bargaining in higher education. Over the past four months it has organized two webinars. The first celebrated the release of historian Ellen Schrecker's latest book on higher education and the second was titled Race, History, and Academic Freedom.

It is now conducting a nationwide electronic academic collective bargaining survey to collect current information about bargaining units and contracts in higher education. The research team is made up of faculty, doctoral, graduate and Hunter College undergraduate students. The data collected will form the basis for the next directory of collective bargaining relationships around the country as well as other National Center scholarship.

The theme of this year's annual conference is the State of Collective Bargaining and Higher Education. We are honored and delighted that Montserrat Garibay, Senior Advisor for Labor Relations, Office of the Secretary U.S. Department of Education is our keynote speaker.

Next year will be the National Center's 50th annual conference. We look forward to working with the National Center in developing a superb conference that celebrates its history and mission.

Hunter College is proud to be the home of the National Center, which helps us fulfill the Hunter motto: Mihi Cura Futuri - The Care of the Future is Mine. It gives me great pleasure to acknowledge the people who work tirelessly throughout the year to make this conference—and all the work done by the National Center—possible.

Thanks again go to Executive Director Bill Herbert and Administrator Michelle Savarese, whose dedication to the National Center is unparalleled; to the administrators and labor representatives who serve on the National Center's Board of Advisors and who are so very generous with their time and knowledge; and to the co-editors of the National Center's Journal of Collective Bargaining in the Academy, who, along with the journal contributors, provide fresh research and analysis.

Thank you for attending this year's conference.

Sincerely,



Jennifer J. Raab

Hunter College The City University of New York, 695 Park Avenue, New York, NY 10065
Tel: 212.772.4242 Fax: 212.772.4724 <http://www.hunter.cuny.edu> president@hunter.cuny.edu

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April 11, 2022

Welcome to the 49th annual labor-management conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York. The conference theme is *The State of Collective Bargaining and Higher Education*. This year's annual conference is being held virtually due to the pandemic. We plan on returning to an in-person format next year for our 50th annual conference.

We are honored to have Montserrat Garibay, the Senior Advisor for Labor Relations in the Office of the Secretary, U.S. Department of Education as the keynote speaker at this year's conference. She will be in conversation with Kathleen Mulligan, the Director of the National Labor Leadership Initiative at the Cornell University, Industrial Labor Relations School.

During the three-day virtual conference, you will hear panel discussions on the history and future of higher education, collective bargaining and organizing during the pandemic, the role of labor relations and arbitration with respect to vaccine mandates, federal funding inequality and higher education politics, collective bargaining and shared governance, contractual limitations on use of student evaluations, along with our annual legal update panel.

Furthermore, the conference will include panels on achieving pay parity for part-time faculty in community colleges and labor-management strategies for challenging racism and stemming community college enrollment decline. It will also include a panel with NLRB General Counsel Jennifer Abruzzo, California PERB General Counsel J. Felix De La Torre and Illinois Educational Labor Relations Agency General Counsel Ellen Strizak, and a special international panel focused on faculty unionization and collective bargaining in the Philippines with two Filipino faculty union leaders and commentators.

Our annual conference would not be possible without the support of Hunter College President Jennifer J. Raab. We thank TIAA, SEIU, AAUP, AFT, NEA and NCHE for their conference sponsorships. We also thank the law firms, unions, and companies that have placed advertisements in the program. Finally, we must acknowledge the extraordinary planning and work by National Center Administrator Michelle Savarese and members of our Board of Advisors.

Thank you for your participation in our annual conference.

Very truly yours,



William A. Herbert
Executive Director



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Academic Collective Bargaining Census Survey

Responses Needed

Over the past 9 months, the National Center has been conducting a nationwide census survey to collect information about all current collective bargaining units and contracts in higher education. The survey seeks bargaining unit size (the number of employees represented) and bargaining composition (the titles covered), along with other important information.

While many unions and institutions have submitted survey responses, many others have not. We urge the remaining unions and institutions to answer the survey today so that we can complete our data collection.

Respond Now to Survey



RECLAIM OUR FUTURE

On behalf of the 1.7 million members of the **American Federation of Teachers**, we salute the **National Center for the Study of Collective Bargaining in Higher Education and the Professions** for its dedication to labor-management cooperation and support of public higher education.

The AFT stands with you as champions of great schools and colleges that fulfill the promise of public education, good jobs that support a middle-class life, affordable healthcare for all, the fight against discrimination and hate, and the defense of democracy.

#ReclaimOurFuture

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NEA salutes our valued partner, The National Center for the Study of Collective Bargaining in Higher Education and the Professions

More than 3 million members strong, we advocate for our students, our colleagues, our communities, ourselves.

[Our 2022 Faculty Salary Report](#) includes a look at the HBCU pay penalty and gender gap, plus the union difference.

Join our movement! [NEA/JoinHE](#)



The National Council for Higher Education Salutes the National Center for the Study of Collective Bargaining in Higher Education and the Professions

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.

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- The National Center's online peer-review journal
- Advancing research and scholarly thought in academic collective bargaining through:
 - Scholarly articles
 - Op-ed pieces
 - Practitioner perspectives
- 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

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Support is provided by AAUP, AFT, NEA, NCHE, SEIU, and TIAA.

Conference Program

Monday, April 11, 2022	
A Virtual Conference Hosted by the NYC Seminar & Conference Center	
9:00 – 9:15 am EDT	Welcome Jennifer Raab, President, Hunter College, CUNY Theodore H. Curry, Professor of Human Resources and Labor Relations, Michigan State University Christopher Simeone, Director, Department of Organizing and Services, AAUP William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
9:15 – 10:00 am EDT	Keynote Presentation: Higher Education Under the Biden-Harris Administration Montserrat Garibay, Senior Advisor for Labor Relations, Office of the Secretary, U.S. Department of Education Kathleen Mulligan, Director of the National Labor Leadership Initiative, Cornell University, ILR School
10:00 - 10:15 am EDT	Break

<p>10:15 – 11:45 am EDT</p>	<p>Panel: Reassessing and Reexamining the History of Higher Education</p> <p>Elizabeth Tandy Shermer, Author, <i>Indentured Students: How Government-Guaranteed Loans Left Generations Drowning in College Debt</i> (2021)</p> <p>Cristina Viviana Groeger, Author, <i>The Education Trap: Schools and the Remaking of Inequality in Boston</i> (2021)</p> <p>Davarian Baldwin, Author, <i>In the Shadow of the Ivory Tower: How Universities Are Plundering Our Cities</i> (2021)</p> <p>Ellen Schrecker, <i>The Lost Promise: American Universities in the 1960s</i> (2021),</p> <p>Suzanne Kahn, Managing Director of Research and Policy, Roosevelt Institute, Moderator</p>
<p>11:45 – 12:00 pm EDT</p>	<p>Break</p>
<p>12:00 – 1:30 pm EDT</p>	<p>Panel: Federal Funding Inequality and Higher Education Politics and Policy-Making</p> <p>Adam Harris, staff writer at the Atlantic, National Fellow at New America, and Author, <i>The State Must Provide: Why America's Colleges Have Always Been Unequal — and How to Set Them Right</i> (2021)Rebecca S. Natow, Assistant Professor of Educational Leadership & Policy, Hofstra University and Author, <i>Reexamining the Federal Role in Higher Education: Politics and Policymaking in the Postsecondary Sector</i> (2022)Sosanya Jones, Associate Professor of Educational Leadership and Policy Studies, Howard University, Moderator</p>
<p>1:30 – 1:45 pm EDT</p>	<p>Announcement: Journal of Collective Bargaining in the Academy</p> <p>Jeffrey Cross, Journal of Collective Bargaining in the Academy</p> <p>Gary Rhoades, Journal of Collective Bargaining in the Academy</p>
<p>1:45 – 3:15 pm EDT</p>	<p>Panel: The Future of Higher Education</p> <p>Arthur Levine, Author, <i>The Great Upheaval: Higher Education's Past, Present, and Uncertain Future</i> (2021)</p> <p>Ann Kirschner, University Professor, City University of New York</p> <p>Adrianna Kezar, Endowed Professor and Dean's Professor of Leadership, USC, Director, Pullias Center, and Director, Delphi Project, Discussant</p> <p>Daniel Greenstein, Chancellor, Pennsylvania State System of Higher Education, Moderator</p>

<p>3:15 - 3:30 pm EDT</p>	<p>Meet and Greet: National Center Academic Collective Bargaining Survey Research Team William A. Herbert, National Center Jacob Apkarian, York College, CUNY Joseph van der Naald and Erin Ward, CUNY Graduate Center Anu Biswas and Melanie Kruevelis, CUNY School of Labor and Urban Studies</p>
<p>3:30 - 5:00 pm EDT</p>	<p>Panel: Contract Negotiations under COVID and Beyond Margaret E. Winters, former Provost and Senior Vice President for Academic Affairs, Wayne State University Ricardo Villarosa, Wayne State University AAUP-AFT Dominick Fanelli, Associate Director Labor Relations, University of Michigan Kirsten Herold, President, Lecturers' Employee Organization, AFT Local 6244 Homer C. La Rue, Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law, Moderator</p>
<p>Tuesday, April 12, 2022</p>	
<p>A Virtual Conference Hosted by the NYC Seminar & Conference Center</p>	
<p>9:00 – 10:30 am EDT</p>	<p>Panel: Collective Bargaining and Shared Governance: Findings from the 2021 AAUP Shared Governance Survey Lynn Pasquerella, President, Association of American Colleges and Universities Timothy Reese Cain, Associate Professor of Higher Education, University of Georgia Hans-Joerg Tiede, Director of Research, American Association of University Professors Michael Loconto, Arbitrator and Mediator, Loconto ADR, Boston, MA, Moderator</p>
<p>10:30 - 10:45 am EDT</p>	<p>Break</p>
<p>10:45 am – 12:15 pm EDT</p>	<p>Panel: Pandemic Organizing and Bargaining Lessons in Higher Education Larry Savage, Chair, Department of Labour Studies, Brock University Lauren Byers, United Faculty of Florida, Unit Service Director, Organizing Specialist Barry Miller, Senior Policy Advisor on Labour Relations, York University, Moderator</p>

12:15 - 12:30 pm EDT	Break
12:30 – 2:00 pm EDT	<p>Panel: An Update from NLRB and Public Sector Labor Relations Agencies on Higher Education Issues</p> <p>J. Felix De La Torre, General Counsel, California Public Employment Relations Board</p> <p>Ellen Maureen Strizak, General Counsel, Illinois Educational Labor Relations Agency</p> <p>Jennifer Abruzzo, General Counsel, National Labor Relations Board,</p> <p>Mark Gaston Pearce, Executive Director, Workers’ Rights Institute, Georgetown University Law School, former National Labor Relations Board Chairman, Moderator</p>
2:00 – 2:15 pm EDT	Break
2:15 – 3:45 pm EDT	<p>Panel: Limiting Use of Student Evaluations in Contracts: Challenges in Vision and Enforcement</p> <p>Steven Newman, former President, Temple Association of University Professionals, Temple University</p> <p>Ian Sakinofsky, Professor of HR Management, Ryerson University</p> <p>Alexandra Matish, Associate Vice Provost for Academic and Faculty Affairs, University of Michigan</p> <p>Laura Murphy, Chair and Professor of History, Dutchess Community College</p> <p>Timothy S. Taylor, Arbitrator, Scheinman Arbitration and Mediation Services, Moderator</p>
3:45 - 4:00 pm EDT	Break
4:00 - 5:30 pm EDT	<p>Panel: Achieving Pay Parity for Part-Time Faculty in Community Colleges</p> <p>Sandra Weese, Organizing Director, California Federation of Teachers</p> <p>Ron McKinley, Vice Chancellor of Human Resources and Employee Relations, Peralta Community College District</p> <p>Dyana Delfin-Polk, Vice President, Peralta Community College District Board of Trustees</p> <p>Jennifer Shanoski, President, Peralta Federation of Teachers, AFT Local 1603, Moderator</p>

Wednesday, April 13, 2022

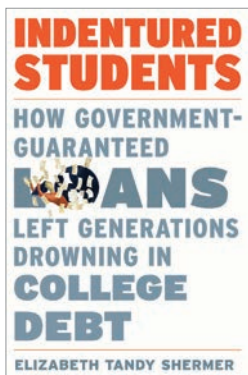
A Virtual Conference Hosted by the NYC Seminar & Conference Center

<p>9:00 - 10:30 am EDT</p>	<p>Panel: Faculty Unionization and Collective Bargaining in the Philippines: Similarities and Differences</p> <p>Benjamin Velasco, Assistant Professor, University of the Philippines, School of Labor and Industrial Relations</p> <p>Rene Luis Tadle, Associate Professor, Philosophy, University of Santo Tomas and Lead Convenor, Council of Teachers and Staff of Colleges and Universities of the Philippines (CoTeSCUP)</p> <p>Gerardo Blanco, Associate Professor, Higher Education; Academic Director, Center for International Higher Education, Boston College</p> <p>Shannon Lederer, Director of Immigration Policy, AFL-CIO</p> <p>Ashwini Sukthankar, Secretary/Treasurer, International Commission for Labor Rights, Moderator</p>
<p>10:30 - 10:45 am EDT</p>	<p>Break</p>
<p>10:45 am - 12:15 pm EDT</p>	<p>Panel: Becoming JEDI: Labor-Management Strategy to Challenge Racism on Campus and Stem Community College Enrollment Decline</p> <p>Courtney Brewer, Professor of Psychology; Executive Vice President, Faculty Association Suffolk Community College</p> <p>Christina Vargas, Chief Diversity Officer and Title IX Coordinator, Suffolk County Community College; board member, ERASE Racism NY</p> <p>Patty Munsch, Interim Vice President for Student Affairs, Suffolk County Community College</p> <p>Jennifer Browne, Associate Dean for Curriculum Development, Suffolk County Community College</p> <p>Lauren Liburd, Specialist, SCCC Foundation; Co-Chair Achieving the Dream Committee</p> <p>Cynthia Eaton, Professor of English; Secretary, Faculty Association Suffolk Community College, Moderator</p>
<p>12:30 - 2:00 pm EDT</p>	<p>Panel: Lessons Learned: Organizing and Collective Bargaining by Graduate Assistants During the Pandemic</p> <p>Jacob A. Bennett, MFA, PhD, University of New Hampshire</p> <p>Ben Serber, Higher Ed Organizer, North Dakota United and Past President, FSU Graduate Assistants United</p> <p>Amy L. Levant, Assistant Director of Labor and Employee Relations, University of Illinois, Chicago</p> <p>Joseph van der Naald, Graduate Student Researcher, Program in Sociology, Graduate Center, CUNY, Moderator</p>

2:00 - 2:15 pm EDT	Break
2:15 - 3:45 pm EDT	<p>Panel: Higher Education Legal Update</p> <p>Henry Morris, Jr., Partner, Arent Fox LLP Monica Barrett, Bond, Schoeneck & King PLLC Angela Thompson, CWA Special Counsel for Strategic Initiatives Aaron Nisenson, Senior Legal Counsel, AAUP, Panelist and Moderator</p>
3:45 - 4:00 pm EDT	Break
4:00 - 5:30 pm EDT	<p>Panel: COVID and Higher Education: The Role of Unions and Arbitration Regarding Vaccine Mandates</p> <p>Richard Bales, Professor of Law, Pettit College of Law, Ohio Northern University Eve Weinbaum, Co-President, Massachusetts Society of Professors, University of Massachusetts, Amherst Michael Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Amherst Charles Toombs, President, California Faculty Association, Moderator</p>



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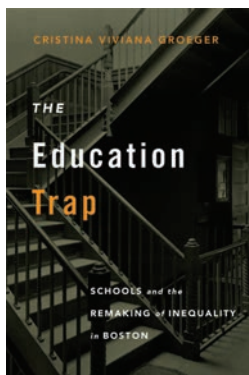


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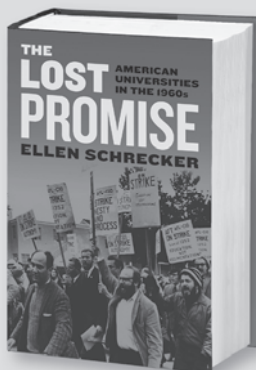
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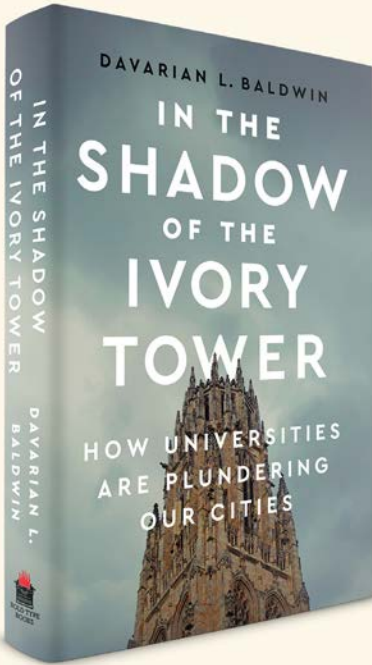


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as together we celebrate 50 years
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as a form of workplace democracy.



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Thomas O'Keefe: thomas@iiresolutions.com

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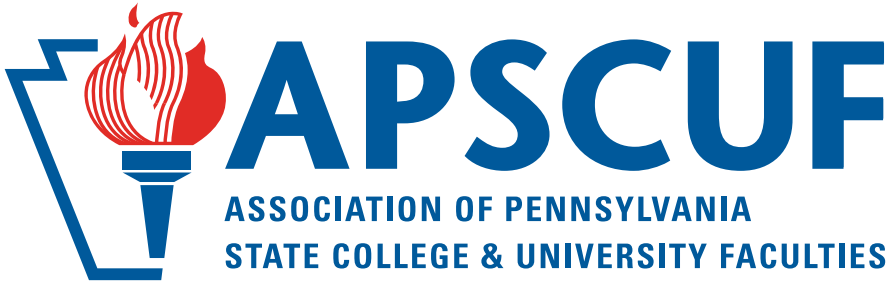


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