

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

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
10:15 – 11:45 am EDT	Panel: Reassessing and Reexamining the History of Higher Education Elizabeth Tandy Shermer, Author, <i>Indentured Students: How Government-Guaranteed Loans Left Generations Drowning in College Debt</i> (2021)

	<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), Suzanne Kahn, Managing Director of Research and Policy, Roosevelt Institute, Moderator</p>
11:45 – 12:00 pm EDT	Break
12:00 - 1:30 pm EDT	<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)</p> <p>Rebecca S. Natow, Assistant Professor of Educational Leadership & Policy, Hofstra University and author of <i>Reexamining the Federal Role in Higher Education: Politics and Policymaking in the Postsecondary Sector</i> (2022)</p> <p>Sosanya Jones, Associate Professor of Educational Leadership and Policy Studies, Howard University, Moderator</p>
1:30 - 1:45 pm EDT	<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>
1:45 – 3:15 pm EDT	<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>
3:15 - 3:30 pm EDT	<p>Meet and Greet: National Center Academic Collective Bargaining Survey Research Team</p> <p>William A. Herbert, National Center and Jacob Apkarian, York College, CUNY</p> <p>Joseph van der Naald and Erin Ward, CUNY Graduate Center</p> <p>Anu Biswas and Melanie Kruevelis, CUNY School of Labor and Urban Studies</p>
3:30 - 5:00 pm EDT	<p>Panel: Contract Negotiations under COVID and Beyond</p> <p>Margaret E. Winters, former Provost and Senior Vice President for Academic Affairs, Wayne State University</p> <p>Ricardo Villarosa, Wayne State University AAUP-AFT</p> <p>Dominick Fanelli, Associate Director Labor Relations, University of Michigan</p> <p>Kirsten Herold, President, Lecturers' Employee Organization</p> <p>Homer C. La Rue, Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law, Moderator</p>

Tuesday, April 12, 2022

A Virtual Conference Hosted by the NYC Seminar & Conference Center

9:00 – 10:30 am EDT	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
10:30 - 10:45 am EDT	Break
10:45 am – 12:15 pm EDT	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
12:15 - 12:30 pm EDT	Break
12:30 – 2:00 pm EDT	Panel: An Update from NLRB and Public Sector Labor Relations Agencies on Higher Education Issues J. Felix De La Torre, General Counsel, California Public Employment Relations Board Ellen Maureen Strizak, General Counsel, Illinois Educational Labor Relations Agency Jennifer Abruzzo, General Counsel, National Labor Relations Board Mark Gaston Pearce, Executive Director, Workers' Rights Institute, Georgetown University Law School, former National Labor Relations Board Chairman, Moderator
2:00 – 2:15 pm EDT	Break
2:15 – 3:45 pm EDT	Panel: Limiting Use of Student Evaluations in Contracts: Challenges in Vision and Enforcement Steven Newman, former President, Temple Association of University Professionals, Temple University Ian Sakinofsky, Professor of HR Management, Ryerson University Alexandra Matish, Associate Vice Provost for Academic and Faculty Affairs, University of Michigan Laura Murphy, Chair and Professor of History, Dutchess Community College Timothy S. Taylor, Arbitrator, Scheinman Arbitration and Mediation Services, Moderator
3:45 - 4:00 pm EDT	Break

**4:00 - 5:30 pm
EDT**

Panel: Achieving Pay Parity for Part-Time Faculty in Community Colleges

Sandra Weese, Organizing Director, California Federation of Teachers

Ron McKinley, Vice Chancellor of Human Resources and Employee Relations,
Peralta Community College District

Dyana Delfin-Polk, Peralta Community College District Board of Trustees

Jennifer Shanoski, President, Peralta Federation of Teachers, AFT Local 1603,
Moderator

Wednesday, April 13, 2022

A Virtual Conference Hosted by the NYC Seminar & Conference Center

**9:00 - 10:30 am
EDT**

Panel: Faculty Unionization and Collective Bargaining in the Philippines: Similarities and Differences

Benjamin Velasco, Assistant Professor, University of the Philippines, School of Labor and Industrial Relations
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)
Gerardo Blanco, Associate Professor, Higher Education; Academic Director, Center for International Higher Education, Boston College
Shannon Lederer, Director of Immigration Policy, AFL-CIO
Ashwini Sukthankar, Secretary/Treasurer, International Commission for Labor Rights, Moderator

**10:30 - 10:45
am EDT**

Break

**10:45 am -
12:15 pm EDT**

Panel: Becoming JEDI: Labor-Management Strategy to Challenge Racism on Campus and Stem Community College Enrollment Decline

Courtney Brewer, Professor of Psychology; Executive Vice President, Faculty Association Suffolk Community College
Christina Vargas, Chief Diversity Officer and Title IX Coordinator, Suffolk County Community College; board member, ERASE Racism NY
Patty Munsch, Interim Vice President for Student Affairs, Suffolk County Community College
Jennifer Browne, Associate Dean for Curriculum Development, Suffolk County Community College
Lauren Liburd, Specialist, SCCC Foundation; Co-Chair Achieving the Dream Committee
Cynthia Eaton, Professor of English; Secretary, Faculty Association Suffolk Community College, Moderator

**12:15 - 12:30
pm EDT**

Break

**12:30 - 2:00 pm
EDT**

Panel: Lessons Learned: Organizing and Collective Bargaining by Graduate Assistants During the Pandemic

Jacob A. Bennett, MFA, PhD, University of New Hampshire
Ben Serber, Higher Ed Organizer, North Dakota United and Past President, FSU Graduate Assistants United
Amy L. Levant, Assistant Director of Labor and Employee Relations, University of Illinois, Chicago
Joseph van der Naald, Graduate Student Researcher, Program in Sociology, Graduate Center, CUNY, Moderator

2:00 - 2:15 pm EDT	Break
2:15 - 3:45 pm EDT	Panel: Higher Education Legal Update 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
3:45 - 4:00 pm EDT	Break
4:00 - 5:30 pm EDT	Panel: COVID and Higher Education: The Role of Unions and Arbitration Regarding Vaccine Mandates 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