

# NATIONAL CENTER

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

# HUNTER

The City University of New York

## 51<sup>st</sup> Annual National Conference

### New Crossroads in Collective Bargaining and Labor Relations in Higher Education and the Professions

March 17-19, 2024 | New York City

### 51<sup>st</sup> Annual National Conference Sponsors



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March 17, 2024

I am delighted to welcome all of you to the 51th anniversary 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 New Crossroads in Collective Bargaining and Labor Relations in Higher Education and the Professions.

The National Center is a labor-management research center that was established by the CUNY Board of Trustees in 1972 and is housed at Hunter College. For over a half-century, the National Center 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 celebration, as well as 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, to examine the past and envision the forward, 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' followed by a long horizontal line extending to the right.

Félix V. Matos Rodríguez, Ph.D.  
Chancellor



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WELCOME TO THE

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

AND THE 2024 NATIONAL  
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# HUNTER

The City University of New York

Ann Kirschner, Interim President

March 17, 2024

Welcome to Hunter College and the 51st annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions.

Hunter College proudly hosts the National Center—which functions as a labor-management research center of the City University of New York.

Even more so, the National Center serves as an important bulwark, fortifying the academy, the professions, practitioners, and the labor-management community.

It builds relationships—bringing together administrators and labor representatives from around the country at conferences, workshops, and webinars to discuss and explore issues and trends in unionization, collective bargaining, and labor relations.

And it builds knowledge—by surveying universities and colleges nationwide to collect information about academic collective bargaining units and contracts.

This vital research and analysis are often cited in articles in the Washington Post, Chronicle of Higher Education, Inside Higher Ed, and Bloomberg, among others.

The theme of this year's conference is particularly timely: *New Crossroads in Collective Bargaining and Labor Relations in Higher Education and the Professions*.

Our keynote speaker is Thomas A. Kochan, the George Maverick Bunker Professor of Management, Emeritus, at MIT Sloan School of Management.

Kochan's scholarship focuses on the need to update America's work and employment policies in order to keep pace with a changing workforce and economy. His recent work calls attention to the need for a new social contract for workers so that they may share in the prosperity brought by technology.

I'd like to acknowledge those who worked to make this conference—and the National Center's work—possible.

Thanks again go to Executive Director Bill Herbert and Administrator Michelle Savarese, for their tireless dedication; to the administrators and labor representatives on the National Center's Board of Advisors for generously giving their time and knowledge; and to the co-editors of the National Center's *Journal of Collective Bargaining in the Academy*, which provides fresh research and analysis. Lastly, we thank the conference sponsors and program advertisers for their support of the National Center's research and programming mission.

Thank you for attending this year's conference.

Sincerely,



Ann Kirschner  
Interim President



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# NATIONAL CENTER

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

## HUNTER

The City University of New York

March 17, 2024

Welcome to the 51st 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 (CUNY). The National Center is a labor-management research center that was created by the CUNY Board of Trustees in 1972.

Each year since 1973, we have convened a national conference in New York City to examine current and perennial issues in labor relations in higher education and the professions. Our 51st conference theme is New Crossroads in Collective Bargaining and Labor Relations in Higher Education and the Professions, which reflects the new and challenging times that we face collectively.

We are honored this year to have Tom Kochan as our conference keynote speaker. Tom is a renowned labor scholar and a Post-Tenure George Maverick Bunker Professor at the MIT Sloan School of Management and a faculty member in MIT's Institute for Work and Employment Research. We are also extremely pleased that AFT President Randi Weingarten will be our luncheon speaker to discuss higher education as a public good.

Our central goal in developing this year's conference program was to make it welcoming to all who work in higher education and the professions. The conference agenda was designed to touch upon fresh issues like artificial intelligence, the recent growth in unionization among graduate and undergraduate student employees and cultural workers at museums. It includes panels on long-standing issues as well, such as academic freedom, free speech, job security, diversity, student enrollment, interns and residents, and best practices in negotiations and arbitration. We also intentionally broadened our program to include panels on unionized librarians, community college issues and collective bargaining issues for classified, clerical, and other campus staff. There is also a special session on stress reduction and resilience building.

Our annual conference would not have been possible without the support of CUNY and Hunter College. We thank the many conference sponsors and those who placed advertisements in the conference program. Finally, we must acknowledge the extraordinary planning and work by our Administrator Michelle Savarese and the valuable input and participation by members of our labor-management Board of Advisors.

Thank you for your participation in our 2024 annual conference.

Very truly yours,



William A. Herbert

Executive Director



- 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, Gary Rhoades, and Karen Stubaus. It is supported in part by a generous contribution from TIAA and is hosted by Booth Library at Eastern Illinois University.



# NATIONAL CENTER

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The City University of New York

### 51<sup>st</sup> Annual National Conference

*New Crossroads in Collective Bargaining and Labor Relations in Higher Education and the Professions*

March 17-19, 2024

Roosevelt House Public Policy Institute at

Hunter College and the CUNY Graduate Center

Support is provided by: NEA, AFT, PSC-CUNY, NCHE, AFT-MI, AFSCME, SEIU, UAW, CSU-AAUP, Huron, MB&J, Cullen and Dykman LLP, and The Standard.

### Conference Schedule

#### Sunday, March 17, 2024

Roosevelt House Public Policy Institute of Hunter College, CUNY  
47-49 E. 65th St, New York, NY, 10065 (between Park and Madison Avenues)

9:00 am – 12:00 pm ET 2nd Floor Classroom	Advisory Board Meeting (members only)
12:00 – 12:30 pm ET Four Freedoms Room	Refreshments
12:30 – 1:00 pm ET Auditorium	<b>Welcoming Remarks</b> Karen R. Stubaus, National Center Visiting Scholar, former Vice President for Academic Affairs, Rutgers University, and JCBA Co-editor Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
1:00 – 2:30 pm ET Auditorium	<b>Panel: Higher Education Leadership in Challenging Times: The Year Ahead</b> Ann Kirschner, Interim President, Hunter College, CUNY Dan Greenstein, Chancellor, Pennsylvania State System of Higher Education Catherine Bond Hill, Managing Director, Ithaca S+R, and former President, Vassar College Frederick P. Schaffer, former General Counsel, CUNY, Moderator

2:30–3:30 pm ET Four Freedoms Room	Reception
<b>Monday, March 18, 2024</b>	
<b>CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016 (Entrance on Fifth Avenue between 34th and 35th Street)</b>	
8:00–9:00 am ET Concourse	Continental Breakfast
9:00–9:30 am ET Proshansky Auditorium	<b>Welcoming Remarks</b> Ann Kirschner, Interim President, Hunter College, CUNY Thomas H. Riley, Jr., Executive Director of Labor and Special Counsel, University of Illinois System Galia Galansky, Interim Associate Vice Chancellor, Office of the Senior Vice Chancellor University Human Resources, CUNY DeWayne Sheaffer, President, National Council for Higher Education/NEA William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
9:30–10:30 am ET Proshansky Auditorium	<b>Keynote Presentation:</b> <b>Introduction:</b> Adrienne Eaton, Dean, Office of the Dean and Distinguished Professor, Labor Studies and Employment Relations (LSER), Rutgers University <b>Speaker:</b> Thomas A. Kochan, George Maverick Bunker Professor of Management, Emeritus, MIT Sloan School of Management
10:30–10:45 am ET	Break
<b>Concurrent Sessions</b>	
10:45 am– 12:15 pm ET C201-202	<b>Panel: Navigating Generative AI in Higher Education: Implications for Pedagogy, Research, and Collective Bargaining</b> Kyle Amone, AFT Collective Bargaining Center Anthony G. Picciano, Professor, Hunter College, School of Education and CUNY Graduate Center Amanda M. Blair, Associate, Fisher & Phillips LLP Rob Weil, AFT Director of Policy, Research and Field Services, Panelist and Moderator
10:45 am–12:15 pm ET C198	<b>Panel: Supreme Court Affirmative Action Decisions: Impact on DEI in Higher Education Labor Relations and Collective Bargaining</b> Kapil Longani, Senior Vice Chancellor for Legal Affairs and General Counsel, SUNY Channing Cooper, AFT Legal Department Deputy Director J. Brian Charles, Senior Reporter, The Chronicle of Higher Education Angela Thompson, Member, Administrative Review Board, United States Department of Labor, Moderator

<p><b>10:45 am– 12:15 pm ET C204-205</b></p>	<p><b>Panel: Addressing Institutional Betrayal at the Table: Tackling Harassment and Title IX Issues Through Collective Bargaining</b>  Risa Lieberwitz, Professor of Labor and Employment Law in the Cornell University School of Industrial and Labor Relations, and AAUP General Counsel  Karen R. Stubaus, National Center Visiting Scholar, and former Vice President for Academic Affairs, Rutgers University  Alexandra (Sascha) Matish, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources, University of Michigan  Cora Bergantiños-Crespo, UAW 4100 President–Columbia University  Paula E. Burke, Senior Associate, Huron Consulting Group, Moderator</p>
<p><b>10:45 am– 12:15 pm ET C197</b></p>	<p><b>Facilitated Session: Practices to Cultivate Calm and Resilience for Labor &amp; Management Professionals</b>  Lili Palacios-Baldwin, Deputy General Counsel for Labor, Employment and Dispute Resolution, Tufts University  Josh Wright, Economist and Co-founder, CUNY Mindfulness &amp; Contemplative Studies</p>
<p><b>12:15–1:30 pm ET Concourse</b></p>	<p><b>Lunch: Food Service</b></p>
<p><b>Concurrent Sessions</b></p>	
<p><b>1:30–3:00 pm ET C197</b></p>	<p><b>Panel: Collective Bargaining Concerning Library Personnel in Higher Education</b>  Meredith Kahn, LEO AFT-MI 6244, Campus Chair, Galleries, Librarians, Archivists and Museums (GLAM) and Librarian for Gender &amp; Sexuality Studies, University of Michigan, Ann Arbor  Kelly McElroy, United Academics of Oregon State, AAUP/AFT Local 9609  Adriene Lim, Dean of Libraries; Professor of the Practice, College of Information Studies, Dean’s Office, University of Maryland–College Park  Consuella Askew, Vice President for University Libraries and University Librarian, Rutgers University Libraries  Ahsan Ali, Director of Labor Relations, Tufts University, Moderator</p>
<p><b>1:30–3:00 pm ET C198</b></p>	<p><b>Panel: Collaborating Across the Table: The Value of Labor-Management Cooperation in Reversing Contingency</b>  Carla Katz, NTT Faculty, Bargaining Team Member, Rutgers University  Kim O’Halloran, VP of Academic Planning &amp; Administration, Bargaining Team Member, Rutgers University  Heather Pierce, Adjunct Faculty, Bargaining Team Member (Labor), Rutgers University  Melissa Sortman, Director of Faculty and Academic Staff Affairs, Michigan State University, Moderator</p>
<p><b>1:30–3:00 pm ET C201-202</b></p>	<p><b>Book Discussion: <i>Contingent Faculty and the Remaking of Higher Education: A Labor History</i></b>  Gwendolyn Alker, Associate Arts Professor, Department of Drama, New York University  Joe T. Berry, City College of San Francisco and University of Illinois (retired), COCAL, HELU  Anne McLeer, Director of Higher Education and Strategic Planning, SEIU Local 500  Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona  Eric Fure-Slocum, Associate Professor of History (Emeritus), co-editor of <i>Contingent Faculty and the Remaking of Higher Education</i>, Moderator</p>

<p><b>1:30–3:00 pm ET C204-205</b></p>	<p><b>Panel: Best Practices in Collective Negotiations</b>  Pamela S. Silverblatt, Senior Counsel, Bond, Schoeneck &amp; King PLLC  John Gross, Ingerman Smith LLP  Frederick Floss, Professor, Economics and Finance, and Co-Director, Center for Economic Education, SUNY Buffalo State University  Elizabeth Vignaux, Labor Relations Specialist, NYSUT  Scott M. Sommer, Commissioner, Federal Mediation and Conciliation Service, Moderator</p>
<p><b>3:00–3:15 pm ET</b></p>	<p><b>Break</b></p>
<p><b>Concurrent Sessions</b></p>	
<p><b>3:15–4:45 pm ET C197</b></p>	<p><b>Book Discussion: <i>The Costs of Completion: Student Success in Community College</i></b>  Robin G. Isserles, Author, <i>The Costs of Completion: Student Success in Community College</i>, Professor of Sociology, Borough of Manhattan Community College, CUNY, and Grievance Counselor for Full-time Faculty, PSC BMCC Chapter  Christine Mangino, President, Queensborough Community College, CUNY  Wendy Brill-Wynkoop, President, Faculty Association of California Community Colleges  Colena Sesanker, Associate Professor, Philosophy, Gateway Community College, CT, Member of Board of Regents of CSCU  Jennifer Shanoski, Chemistry, Merritt College, Oakland California, Moderator</p>
<p><b>3:15–4:45 pm ET C198</b></p>	<p><b>Panel: The First Amendment and the Erosion of Managerial Authority</b>  Martin Malin, Professor Emeritus at Chicago-Kent College of Law, Illinois Institute of Technology  Rachel Paster, Associate Counsel, NYSUT, Commentator  Howard Miller, Bond, Schoeneck &amp; King PLLC, Commentator  Sara Slinn, Associate Professor, Osgoode Hall Law School, York University, Moderator</p>
<p><b>3:15–4:45 pm ET C201-202</b></p>	<p><b>Facilitated Session: Bargaining Over Job Security for Contingent Faculty</b>  Benjamin Superfine, Assistant Vice Provost for Faculty Relations, University of Illinois Chicago  Mia McIver, Lecturer, UCLA; President, CFT Universities Council; former President and Lead Negotiator, UC-AFT Local 1474t  Theodore H. Curry, Associate Provost and Associate Vice President for Academic Human Resources Emeritus, Professor Emeritus, School of Human Resources and Labor Relations, Michigan State University, Moderator</p>
<p><b>3:15–4:45 pm ET C204-205</b></p>	<p><b>Panel: Best Practices in Arbitration in Higher Education and the Professions</b>  Mark Gaston Pearce, Executive Director, Workers' Rights Institute, Georgetown University Law School, and former National Labor Relations Board Chairman  Katie Rosen, Labor Arbitrator &amp; Mediator  Marlene A. Gold, Labor Arbitrator &amp; Mediator  Homer La Rue, Labor Arbitrator, Mediator, Professor, Howard University Law School, Moderator  <b>Panel is co-sponsored by the National Academy of Arbitrators.</b></p>
	<p><b>Videographer of Various Panels during Conference:</b>  Alexandra Lacey, Director/Producer–Persuasion Pictures</p>

## Tuesday, March 19, 2024

**CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016  
(Entrance on Fifth Avenue between 34th and 35th Street)**

**8:00–9:00 am ET  
Concourse**      **Continental Breakfast**

### Concurrent Sessions

**9:00–10:30 am ET  
Proshansky Auditorium**      **Book Discussion: *The Right to Learn: Resisting the Right-Wing Attack on Academic Freedom***  
Jennifer Ruth, Professor of Film, College of the Arts, Portland State University  
Ellen Schrecker, Professor of History, retired, Yeshiva University, co-editor  
Helena Worthen, labor educator, retired, University of Illinois, School of Labor and Employment Relations  
Charles Toombs, Professor of Africana Studies, San Diego State University;  
President, California Faculty Association, Moderator

**9:00–10:30 am ET  
C197**      **Panel: Resident and Fellow Unionization: Lessons from State Medical Schools**  
Banks Evans, Assistant Vice President, Labor Relations, University of Washington  
Cindy Hamra, Associate Dean, Graduate Medical Education, University of Washington School of Medicine  
Wade Baughman, Associate Director of Labor Relations, University of Michigan, Commentator  
David Dashefsky, Director of Strategic Campaigns, CIR-SEIU Healthcare, Commentator  
Michael Kelly, Rutgers Robert Wood Johnson Medical School, Associate Dean for Graduate Medical Education, Commentator  
Sara Slinn, Associate Professor, Osgoode Hall Law School, York University, Moderator

**9:00–10:30 am ET  
C198**      **Panel: Trustees' Perspectives on Collective Bargaining**  
Susan Solomon, City College of San Francisco Trustee  
Todd J. Regis, Central Michigan University Trustee  
Paul Brown, University of Michigan Board of Regents  
Kenneth M. Mash, President, APSCUF, Moderator

**9:00–10:30 am ET  
C201-202**      **Panel: Graduate Student Representation Election Outcomes, 2020-2023: Navigating a New Era of Graduate Student Unionization**  
Jacob Apkarian, Associate Professor, Sociology, York College, CUNY  
Joseph van der Naald, PhD Candidate in Sociology, Graduate Center, CUNY  
Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, Commentator  
Nicholas DiGiovanni, Partner, Morgan, Brown & Joy, LLP, Commentator  
Kathy Collins, Director, Huron Consulting Group, Moderator

<p><b>9:00–10:30 am ET C204</b></p>	<p><b>Panel: Labor Justice and Labor Studies in Higher Education</b>  Joy Blanchard, Associate Professor, Lutrill and Pearl Payne School of Education, Louisiana State University  Jordan Harper, Assistant Professor of Higher Education and Student Affairs, Morgan State University  Ananya Malik, doctoral student, Louise McBee Institute of Higher Education, University of Georgia  Calvin John Smiley, Associate Professor, Sociology, Hunter College-CUNY, Commentator  Adrienne Eaton, Dean, Office of the Dean and Distinguished Professor, Labor Studies and Employment Relations (LSER), Rutgers University, Moderator</p>
<p><b>9:00–10:30 am ET C205</b></p>	<p><b>Panel: Collective Bargaining and Museums</b>  Amanda Tobin Ripley, Graduate Teaching Associate, Ohio State University  Maida Rosenstein, Director of Organizing, Technical, Office and Professional Union, Local 2110 UAW  Trish Jeffers, Deputy Director, Human Resources, Guggenheim Museum  Halcyone Schiller, President, Local 397, AFSCME DC47  Michael Loconto, Labor Arbitrator, Loconto ADR, Moderator</p>
<p><b>10:30–10:45 am ET</b></p>	<p><b>Break</b></p>
<p><b>Concurrent Sessions</b></p>	
<p><b>10:45 am–12:15 pm ET Proshansky Auditorium</b></p>	<p><b>Panel: Annual Legal Update (CLE)*</b>  Amy L. Rosenberger, Willig, Williams &amp; Davidson  Henry Morris, Jr., Partner, ArentFox Schiff LLP  Aaron Nisenson, Senior Legal Counsel, AAUP  Brian Selchick, Cullen and Dykman LLP  Jessica Alvarez, Acting General Counsel, Hunter College, CUNY, Moderator</p>
<p><b>10:45 am–12:15 pm ET C197</b></p>	<p><b>Panel: Bargaining Issues for Classified, Clerical, and Other Campus Staff</b>  Sarah Wofford, AFT Vice President, Oregon School Employees Association  Christine O'Connell, President, Union of Rutgers Administrators AFT Local 1766  Rainah Chambliss, Co-President of the Faculty and Staff Federation of Community College of Philadelphia  Andre' Poplar, Vice Chancellor–Human Resources and Diversity, Equity, Inclusion &amp; Justice, Oakland Community College–District, Moderator</p>
<p><b>10:45 am–12:15 pm ET C198</b></p>	<p><b>Facilitated Session: State of New Faculty Unionization: A Meet-Up</b>  Co-Facilitators:  Joseph van der Naald, Phd Candidate in Sociology, CUNY Graduate Center, and National Center Research Fellow  Trent McDonald, Staff Organizer, Rutgers AAUP-AFT</p>
<p><b>10:45 am–12:15 pm ET C201-202</b></p>	<p><b>Facilitated Session: A New Wave of Undergraduate Student Unionization in Higher Education</b>  Cory McCartan, founder, Union of Grinnell Student Dining Workers; former bargaining committee member, HGSU-UAW L. 5118, Facilitator  Dale Kapla, Associate Provost for Undergraduate Programming and Faculty Affairs, Northern Michigan University, Facilitator  Dylan Belknap-Lerner, Labor Advocate, AFSCME, Moderator</p>

<p><b>10:45 am – 12:15 pm ET C204</b></p>	<p><b>Panel: Academic Union Responses to Vaccine Mandates in Higher Education Institutions in Canada and the United States</b>          Alison Braley-Rattai, Associate Professor, Department of Labour Studies, Brock University          Larry Savage, Professor, Department of Labour Studies, Brock University          Jean Grassman, Associate Professor, Environmental, Occupational, and Geospatial Health Sciences, CUNY School of Public Health          Kara Laskowski, Professor and Chair, Communication Studies, Shippensburg University and State APSCUF Meet and Discuss Chair          Ellie Barbarash, CPEA, AFSCME Senior Health and Safety Advocate, Moderator</p>
<p><b>10:45 am – 12:15 pm ET C205</b></p>	<p><b>Book Discussion: <i>Unionizing the Ivory Tower: Cornell Workers' Fifteen-Year Fight for Justice and a Living Wage</i></b>          Al Davidoff, Organizational and Leadership Development Director, Solidarity Center; Author, <i>Unionizing the Ivory Tower: Cornell Workers' Fifteen-Year Fight for Justice and a Living Wage</i> (ILR Press, 2023)          Carrie Barbash, President, Harvard Union of Clerical and Technical Workers, Commentator          Carlos Aramayo, President, UNITE HERE Local 26, Commentator          Scott Phillipson, Chair of Higher Ed Council, SEIU, Moderator</p>
<p><b>12:15 – 1:15 pm ET Concourse</b></p>	<p><b>Lunch: Food Service</b></p>
<p><b>*CLE Credits are provided by the Community Legal Resource Network at CUNY School of Law:</b>          This CLE program is approved for both experienced and newly admitted attorneys. Consistent with NY State regulations, CLE credit will be offered only to those attorneys completing the entire session; 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.</p>	

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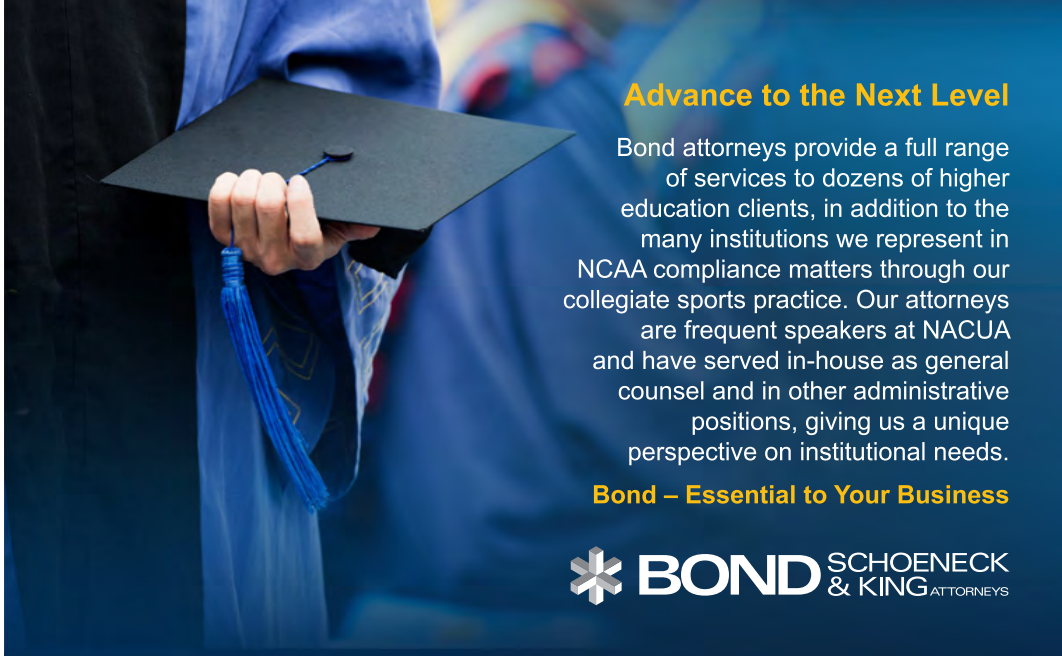
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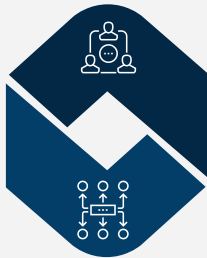
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