

NATIONAL CENTER

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

HUNTER

The City University of New York

51st 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.

Preliminary Agenda

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	Welcoming Remarks Jeanell Hughes, Higher Ed Consulting Sr. Director, Huron Consulting Group Karen R. Stubaus, National Center Affiliated Researcher, former Vice President

	<p>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</p>
<p>1:00 - 2:30 pm ET Auditorium</p>	<p>Panel: Higher Education Leadership in Challenging Times: The Year Ahead 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</p>
<p>2:30 – 3:30 pm ET Four Freedoms Room</p>	<p>Reception</p>
<p>Monday, March 18, 2024</p>	
<p>CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016 (Entrance on Fifth Avenue between 34th and 35th Street)</p>	
<p>8:00 – 9:00 am ET Concourse</p>	<p>Continental Breakfast</p>
<p>9:00 – 9:30 am ET Proshansky Auditorium</p>	<p>Welcoming Remarks 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</p>
<p>9:30 – 10:30 am ET Proshansky Auditorium</p>	<p>Keynote Presentation: Introduction: Adrienne Eaton, Dean, Office of the Dean and Distinguished Professor, Labor Studies and Employment Relations (LSER), Rutgers University Speaker: Thomas A. Kochan, George Maverick Bunker Professor of Management, Emeritus, MIT Sloan School of Management</p>
<p>10:30 – 10:45 am ET</p>	<p>Break</p>

	Concurrent Sessions
10:45 am – 12:15 pm ET C201-202	Panel: Navigating Generative AI in Higher Education: Implications for Pedagogy, Research, and Collective Bargaining Kyle Arnone, 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	Panel: Supreme Court Affirmative Action Decisions: Impact on DEI in Higher Education Labor Relations and Collective Bargaining 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
10:45 am – 12:15 pm ET C204-205	Panel: Addressing Institutional Betrayal at the Table: Tackling Harassment and Title IX Issues Through Collective Bargaining 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 Affiliated Researcher, 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
10:45 am – 12:15 pm ET C197	Facilitated Session: Practices to Cultivate Calm and Resilience for Labor & Management Professionals Lili Palacios-Baldwin, Deputy General Counsel for Labor, Employment and Dispute Resolution, Tufts University
12:15 - 1:30 pm ET Concourse	Lunch: Food Service
	Concurrent Sessions
1:30 - 3:00 pm ET C197	Panel: Collective Bargaining Concerning Library Personnel in Higher Education Meredith Kahn, LEO AFT-MI 6244, Campus Chair, Galleries, Librarians, Archivists and Museums (GLAM) and Librarian for Gender & 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

	<p>Librarian, Rutgers University Libraries Ahsan Ali, Director of Labor Relations, Tufts University, Moderator</p>
<p>1:30 - 3:00 pm ET C198</p>	<p>Panel: Collaborating Across the Table: The Value of Labor-Management Cooperation in Reversing Contingency Carla Katz, NTT Faculty, Bargaining Team Member (Labor), Rutgers University Kim O'Halloran, VP of Academic Planning & Administration, Bargaining Team Member (Management), 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>1:30 - 3:00 pm ET C201-202</p>	<p>Book Discussion: <i>Contingent Faculty and the Remaking of Higher Education: A Labor History</i> 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>1:30 - 3:00 pm ET C204-205</p>	<p>Panel: Best Practices in Collective Negotiations Pamela S. Silverblatt, Senior Counsel, Bond, Schoeneck & King PLLC Joseph P. McConnell, Partner, Morgan, Brown & Joy, 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>3:00 - 3:15 pm ET</p>	<p>Break</p>
	<p>Concurrent Sessions</p>
<p>3:15 - 4:45 pm ET C197</p>	<p>Book Discussion: <i>The Costs of Completion: Student Success in Community College</i> 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</p>

	College, CT, Member of Board of Regents of CSCU Jennifer Shanoski, Chemistry, Merritt College, Oakland California, Moderator
3:15 - 4:45 pm ET C198	Panel: The First Amendment and the Erosion of Managerial Authority Martin Malin, Professor Emeritus at Chicago-Kent College of Law, Illinois Institute of Technology Rachel Paster, Associate Counsel, NYSUT, Commentator Howard Miller, Bond, Schoeneck & King PLLC, Commentator John Wirenius, Chairperson, New York State Public Employment Relations Board, Moderator
3:15 - 4:45 pm ET C201-202	Facilitated Session: Bargaining Over Job Security for Contingent Faculty 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 1474 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
3:15 - 4:45 pm ET C204-205	Panel: Best Practices in Arbitration in Higher Education and the Professions Mark Gaston Pearce, Executive Director, Workers' Rights Institute, Georgetown University Law School, and former National Labor Relations Board Chairman Katie Rosen, Labor Arbitrator & Mediator Marlene A. Gold, Labor Arbitrator & Mediator Homer La Rue, Labor Arbitrator, Mediator, Professor, Howard University Law School, Moderator Panel is co-sponsored by the National Academy of Arbitrators.
	Videographer of Various Panels during Conference: Alexandra Lacey, Director/Producer - Persuasion Pictures
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: <i>The Right to Learn: Resisting the Right-Wing Attack on Academic Freedom</i> Jennifer Ruth, Professor of Film, College of the Arts, Portland State University Ellen Schrecker, Professor of History, retired, Yeshiva University, co-editor

	<p>Helena Worthen, labor educator, retired, University of Illinois, School of Labor and Employment Relations</p> <p>Charles Toombs, Professor of Africana Studies, San Diego State University; President, California Faculty Association, Moderator</p>
<p>9:00 – 10:30 am ET C197</p>	<p>Panel: Resident and Fellow Unionization: Lessons from State Medical Schools</p> <p>Banks Evans, Assistant Vice President, Labor Relations, University of Washington</p> <p>Cindy Hamra, Associate Dean, Graduate Medical Education, University of Washington School of Medicine</p> <p>Wade Baughman, Associate Director of Labor Relations, University of Michigan, Commentator</p> <p>David Dashefsky, Director of Strategic Campaigns, CIR-SEIU Healthcare, Commentator</p> <p>Michael Kelly, Rutgers Robert Wood Johnson Medical School, Associate Dean for Graduate Medical Education, Commentator</p> <p>Sara Slinn, Associate Professor, Osgoode Hall Law School, York University, Moderator</p>
<p>9:00 – 10:30 am ET C198</p>	<p>Panel: Trustees’ Perspectives on Collective Bargaining</p> <p>Susan Solomon, City College of San Francisco Trustee</p> <p>Todd J. Regis, Central Michigan University Trustee</p> <p>Paul Brown, University of Michigan Board of Regents</p> <p>Kenneth M. Mash, President, APSCUF, Moderator</p>
<p>9:00 – 10:30 am ET C201-202</p>	<p>Panel: Graduate Student Representation Election Outcomes, 2020-2023: Navigating a New Era of Graduate Student Unionization</p> <p>Jacob Apkarian, Associate Professor, Sociology, York College, CUNY</p> <p>Joseph van der Naald, PhD Candidate in Sociology, Graduate Center, CUNY</p> <p>Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, Commentator</p> <p>Nicholas DiGiovanni, Partner, Morgan, Brown & Joy, LLP, Commentator</p> <p>Kathy Collins, Director, Huron Consulting Group, Moderator</p>
<p>9:00 – 10:30 am ET C204</p>	<p>Panel: Labor Justice and Labor Studies in Higher Education</p> <p>Joy Blanchard, Associate Professor, Lutrill and Pearl Payne School of Education, Louisiana State University</p> <p>Jordan Harper, Assistant Professor of Higher Education and Student Affairs, Morgan State University</p> <p>Ananya Malik, doctoral student, Louise McBee Institute of Higher Education, University of Georgia</p> <p>Letitia F. Silas, Labor and Employment Attorney and Consultant, Commentator</p> <p>Calvin John Smiley, Associate Professor, Sociology, Hunter College-CUNY, Commentator</p> <p>Adrienne Eaton, Dean, Office of the Dean and Distinguished Professor, Labor Studies and Employment Relations (LSER), Rutgers University, Moderator</p>

<p>9:00 – 10:30 am ET C205</p>	<p>Panel: Collective Bargaining and Museums 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 Donna Gustafson, Chief Curator, Zimmerli Art Museum, Rutgers University Michael Loconto, Labor Arbitrator, Loconto ADR, Moderator</p>
<p>10:30 – 10:45 am ET</p>	<p>Break</p>
	<p>Concurrent Sessions</p>
<p>10:45 am - 12:15 pm ET Proshansky Auditorium</p>	<p>Panel: Annual Legal Update (CLE)* Amy L. Rosenberger, Willig, Williams & 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>10:45 am - 12:15 pm ET C197</p>	<p>Panel: Bargaining Issues for Classified, Clerical, and Other Campus Staff 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 & Justice, Oakland Community College – District, Moderator</p>
<p>10:45 am - 12:15 pm ET C198</p>	<p>Facilitated Session: State of New Faculty Unionization: A Meet-Up 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>10:45 am - 12:15 pm ET C201-202</p>	<p>Facilitated Session: A New Wave of Undergraduate Student Unionization in Higher Education Cory McCartan, founder, Union of Grinnell Student Dining Workers; former bargaining committee member, HGSU-UAW L. 5118, Facilitator Joseph Jelincic, Assistant Vice Chancellor in Collective Bargaining, California State University, Facilitator Dylan Belknap-Lerner, Labor Advocate, AFSCME, Moderator</p>
<p>10:45 am - 12:15 pm ET C204</p>	<p>Panel: Academic Union Responses to Vaccine Mandates in Higher Education Institutions in Canada and the United States 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</p>

	Ellie Barbarash, CPEA, AFSCME Senior Health and Safety Advocate, Moderator
10:45 am - 12:15 pm ET C205	<p>Book Discussion: <i>Unionizing the Ivory Tower: Cornell Workers' Fifteen-Year Fight for Justice and a Living Wage</i></p> <p>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)</p> <p>Carrie Barbash, President, Harvard Union of Clerical and Technical Workers, Commentator</p> <p>Carlos Aramayo, President, UNITE HERE Local 26, Commentator</p> <p>Scott Phillipson, Chair of Higher Ed Council, SEIU, Moderator</p>
12:15 - 1:15 pm ET Concourse	Lunch: Food Service

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

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.