

NATIONAL CENTER

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

HUNTER

The City University of New York

48th Annual National Conference

**Higher Education,
Collective Bargaining,
and the Biden
Administration**

May 17-20, 2021

**A Virtual Conference Hosted by:
NYCSCC and Roosevelt House**

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May 17, 2021

I am delighted to welcome all of you to the 48th 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 Higher Education, Collective Bargaining, and the Biden Administration.

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 inequality – including panels on the student debt crisis, affirmative action, mass incarceration, and reasonable accommodation – accordingly 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,



Félix V. Matos Rodríguez
Chancellor

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Jennifer J. Raab, President

April 22, 2021

Welcome to Hunter College and the 48th 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.

For close to a half-century, the National Center has published data-based and historical research, as well as organized national and regional labor-management conferences concerning collective bargaining and labor relations. Last year, the National Center published a Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019 documenting and analyzing the growth in collective bargaining over the seven-year period involving faculty, postdoctoral scholars, and graduate assistants. The National Center's research and publications are continuing this year with the launch of a new national survey and the forthcoming publication of book chapters on issues in higher education collective bargaining.

This year's conference theme is Higher Education, Collective Bargaining, and the Biden Administration. The program has been spread out over four days and the panels were crafted to examine what to anticipate from the new administration, to analyze the impact of the COVID-19 pandemic on higher education, and to discuss central issues such as on-line education, shared governance, academic freedom, best practices in collective negotiations and grievance-arbitration.

We are very pleased by the participation at this year's conference of leading labor relations scholars, institutional and labor leaders, leading journalists, and the authors of important new books. I am delighted that certain conference panels are being co-sponsored by the Roosevelt House Public Policy Institute at Hunter College, and another panel by the Labor and Employment Relations Association's Higher Education Industry Council.

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



- 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



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.

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NATIONAL CENTER

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The City University of New York

May 17, 2021

Welcome to the 48th annual labor-management conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY. The conference theme is *Higher Education, Collective Bargaining, and the Biden Administration*. This year's annual conference is virtual and free due to the devastating impact of the COVID-19 pandemic over the past fourteen months.

The conference plenary is titled *The Biden Administration: Higher Education and Labor Initiatives* with panelists AACU President Lynn Pasquerella, Georgetown Law School's Mark Gaston Pearce, the AFL-CIO's Damon A. Silvers and moderator Michael Loconto, Fenway Law LLC.

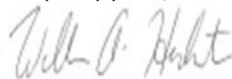
During the four-day conference, you will hear from a panel of our country's leading labor relations scholars discussing collective bargaining to promote collaboration and equity as well separate panels of higher education practitioners describing best practices in collective bargaining and grievance arbitration. The conference schedule also includes panels examining the impact and challenges of the pandemic on institutions, academic labor, racial equity, academic women, and online education. Other conference panels will explore social unionism and bargaining for the common good, academic freedom in contracts and policies, how public sector collective bargaining rights are gained and lost, and the future of graduate assistant unionization.

On May 20, the National Center will be co-hosting book panel discussions with the Roosevelt House Public Policy Institute at Hunter College concerning Massimo Faggioli's recent book *Joe Biden and Catholicism in the United States* and Gerald J. Beyer's book *Just Universities: Catholic Social Teaching Confronts Corporatized Higher Education*.

Our annual conference would not be possible without the support of Hunter College President Jennifer J. Raab. We thank AAUP, AFT, NEA/NCHE, SEIU and TIAA for their 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 our Administrator Michelle Savarese, other National Center Staff, and members of our Board of Advisors.

Thank you for your participation in our annual conference.

Very truly yours,



William A. Herbert
Executive Director

NATIONAL CENTER

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*48th Annual National Conference
Higher Education, Collective Bargaining,
and the Biden Administration*

May 17-20, 2021

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

Schedule

Monday, May 17, 2021	
A Virtual Conference Hosted by the NYC Seminar & Conference Center	
10:00 – 10:30 am EST	<p>Welcoming Remarks and Announcement Jennifer J. Raab, Hunter College President William A. Herbert, National Center Executive Director Alexandra Matish, Associate Vice Provost for Academic and Faculty Affairs, University of Michigan DeWayne Sheaffer, President, NEA's National Council for Higher Education Jeffrey Cross and Gary Rhoades, Journal of Collective Bargaining in the Academy</p>
10:30 – 10:45 am EST	Break
10:45 am – 12:15 pm EST	<p>Panel: Collective Bargaining in Higher Education: Best Practices for the Promotion of Collaboration, Equity and Measurable Outcomes Daniel J. Julius, Visiting Fellow, Yale University, School of Management and Professor of Management, New Jersey City University Joel Cutcher-Gershenfeld, Professor, Heller School for Social Policy and Management, Brandeis University Adrienne E. Eaton, Dean, School of Management and Labor Relations, Distinguished Professor, Labor Studies & Employment Relations Department, Rutgers University Thomas Kochan, MIT Sloan Institute for Work and Employment Research at the MIT Sloan School of Management David Lewin, Professor Emeritus, Management and Organizations, UCLA Anderson School of Management</p> <p>Co-sponsored by the LERA Higher Education Industry Council.</p>

12:15 – 12:30 pm EST	Break
12:30 – 1:45 pm EST	<p>Plenary: The Biden Administration: Higher Education and Labor Initiatives</p> <p>Lynn Pasquerella, President, Association of American Colleges and Universities</p> <p>Mark Gaston Pearce, Executive Director, Workers' Rights Institute, Georgetown University Law School and former National Labor Relations Board Chairman</p> <p>Damon A. Silvers, Director of Policy and Special Counsel, AFL-CIO</p> <p>Michael Loconto, Founding Principal, Fenway Law LLC, Moderator</p>
1:45 – 2:00 pm EST	Break
2:00 – 3:30 pm EST	<p>Panel: Challenges of the Past Year and Perspectives about the Future of Higher Education</p> <p>Daniel Greenstein, Chancellor, Pennsylvania State System of Higher Education</p> <p>Susan Poser, Provost & Vice Chancellor for Academic Affairs, University of Illinois Chicago</p> <p>Mildred Garcia, President, American Association of State Colleges and Universities</p> <p>Scott Jaschik, Editor, Inside Higher Ed, Moderator</p>
3:30 - 3:45 pm EST	Break
3:45 - 5:15 pm EST	<p>Panel: Academic Freedom in Collective Bargaining Agreements and Faculty Handbooks</p> <p>Hans-Joerg Tiede, Director of Research, American Association of University Professors</p> <p>Risa Lieberwitz, General Counsel, AAUP and Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations</p> <p>Missy Matella, Watkinson Laird Rubenstein, P.C.</p> <p>Jeffrey Cross, Former Associate VP, Academic Affairs, Eastern Illinois University (Emeritus), Journal of Collective Bargaining in the Academy, Co-editor, Moderator</p>
5:15 – 6:00 pm EST	Break

6:00 – 8:00 pm EST	<p>Panel: COVID-19 and Its Impact on Academic Women</p> <p>Maria Lund Dahlberg, Study Director at The National Academies of Sciences, Engineering, and Medicine</p> <p>Eve Higginbotham, Dean of Inclusion and Diversity, University of Pennsylvania</p> <p>Leslie D. Gonzales, Associate Professor in the Higher, Adult, and Lifelong Learning Unit in the College of Education, Michigan State University</p> <p>Juli Wade, Dean, Professor, Psychological Sciences, University of Connecticut</p> <p>Karen R. Stubaus, Vice President for Academic Affairs at Rutgers University, Panelist and Moderator</p>
Tuesday, May 18, 2021	
A Virtual Conference Hosted by the NYC Seminar & Conference Center	
9:00 – 10:30 am EST	<p>Panel: Shared Governance, Collective Bargaining, and the Future of Online Learning in Light of COVID-19</p> <p>Anthony G. Picciano, Professor, Hunter College and CUNY Graduate Center, School of Education</p> <p>Irene Mulvey, President, AAUP</p> <p>Joseph McConnell, Morgan, Brown & Joy, LLP</p> <p>Theodore Curry, Professor of Human Resources and Labor Relations, Michigan State University, Moderator</p>
10:30 - 10:45 am EST	Break
10:45 am – 12:15 pm EST	<p>Panel: Contingency, On-Line Education and Faculty Strikes, The Case of “Edtech” in the US and the UK</p> <p>Mariya Ivancheva, Lecturer in Higher Education Studies at the University of Liverpool</p> <p>Robert Ovetz, Ph.D., Lecturer, Political Science, San Jose State University</p> <p>David Harvie, Associate Professor of Finance and Political Economy, University of Leicester</p> <p>Alyssa Picard, Director, AFT Higher Education, Moderator</p>
12:15 – 12:30 pm EST	Break
12:30 – 2:00 pm EST	<p>Panel: Higher Education Legal Update</p> <p>Henry Morris, Jr., Partner, Arent Fox LLP</p> <p>Monica Barrett, Bond, Schoeneck & King PLLC</p> <p>Angela Thompson, Associate Director, AFT Legal Department</p> <p>Aaron Nisenson, Senior Legal Counsel, AAUP, Panelist and Moderator</p>
2:00 – 2:15 pm EST	Break

<p>2:15 – 3:45 pm EST</p>	<p>Panel: Social Unionism to Bargaining for the Common Good in Higher Education: Then and Now</p> <p>Charles Toombs, President, California Faculty Association Ellen Schrecker, Professor Emerita of American History, Yeshiva University Andrew Feffer, Professor, History, Union College Marilyn Sneiderman, Professor and Director, Center for Innovation in Worker Organization, Rutgers University School of Management and Labor Relations Malini Cadambi-Daniel, Director for Higher Education, SEIU, Moderator</p>
<p>3:45 – 4:00 pm EST</p>	<p>Break</p>
<p>4:00 – 5:30 pm EST</p>	<p>Panel: Speaking of Dignity: Non-Unionized Adjunct Faculty Teaching at a Catholic Church-Affiliated University</p> <p>Jacob Bennett, University of New Hampshire Maria Maisto, New Faculty Majority James Coppess, Associate General Counsel, AFL-CIO David Marshall, Director, Center for Labor and Employment Law, Dorothy Day Professor of Law, St. John’s University School of Law, Moderator</p>
<p>5:30 – 6:00 pm EST</p>	<p>Break</p>
<p>6:00 – 7:30 pm EST</p>	<p>Book Panel: How Public Employees Win and Lose the Right to Bargain</p> <p>Dominic Wells, Assistant Professor, Political Science, Bowling Green State University, author of <i>From Collective Bargaining to Collective Begging: How Public Employees Win and Lose the Right to Bargain</i> (2020) William P. Jones, Professor & Director of Graduate Studies, Department of History, University of Minnesota, President, Labor and Working-Class History Association Eleni Schirmer, PhD candidate at University of Wisconsin-Madison William A. Herbert, National Center Executive Director, Moderator</p>

Wednesday, May 19, 2021

**Webinar Series to be Hosted by the
NYC Seminar & Conference Center**

10:00 – 10:15 am EST	Welcome with National Center Director, William A. Herbert
10:15 – 1:45 am EST	Panel: The Future of Graduate Assistant Unionization Ken Lang, Director of Organizing, UAW Peter MacKinnon, SEIU Local 509 President and Chair, Higher Education Council Kavitha Iyengar, Graduate Assistant Union President, UAW 2865 Shukura Umi, Executive Vice President, United Campus Workers Joseph van der Naald, Graduate Student Researcher, Program in Sociology, Graduate Center, CUNY, Moderator
11:45 am – 12:00 pm EST	Break
12:00 – 1:15 pm EST	Panel: COVID-19 and Racial Equity in Higher Education Amalia Dache, Assistant Professor, Education, University of Pennsylvania Jennifer Johnson, Assistant Professor, College of Education and Human Development, Temple University Henrika McCoy, Interim Associate Dean for Academic Affairs and Student Services and Associate Professor, University of Illinois, Chicago Roseanne Flores, Associate Professor, Psychology, Hunter College, CUNY, Moderator
1:15 – 1:30 pm EST	Break
1:30 – 3:00 pm EST	Panel: Challenges of the Past Year and Perspectives on the Future of Academic Labor Justin Tzuanos, NEA Center for Organizing fellow, NEA Organizational Specialist and Higher Education Team member Rebecca Givan, Rutgers AAUP-AFT Jamie Martin, President, APSCUF Charles Toombs, President, California Faculty Association Gary Rhoades, Professor, University of Arizona, JCBA Co-editor, Moderator

Thursday, May 20, 2021

**Webinar Series to be Hosted by the
Roosevelt House, Hunter College
and the NYC Seminar & Conference Center**

10:00 - 11:30 am EST	Book Panel: <i>Joe Biden and Catholicism in the United States</i> Massimo Faggioli, Villanova University Theologian, Professor of Theology and Religious Studies, Villanova University and contributing writer to Commonwealth magazine E.J. Dionne, Jr., Washington Post Syndicated Columnist, Senior Fellow, Brookings Institution, and Georgetown University Professor Heidi Schlumpf, Executive Editor, National Catholic Reporter Paul Moses, Professor of Journalism, Brooklyn College, CUNY, Moderator Co-sponsored by the Roosevelt House Public Policy Institute at Hunter College, CUNY and Commonweal Magazine.
11:30 - 11:45 am EST	Break
11:45 am – 1:15 pm EST	Book Panel: <i>Just Universities: Catholic Social Teaching Confronts Corporatized Higher Education</i> Gerald J. Beyer, Associate Professor of Christian Ethics, Villanova University Patricia McGuire, President, Trinity Washington University, Discussant Mary-Antoinette Smith, Professor, English, and Executive Director, National Association for Women in Catholic Higher Education (NAWCHE), Seattle University, Discussant Lily Ryan, Organizer, Kalmanovitz Initiative for Labor and the Working Poor, Georgetown University Donna Haverty-Stacke, Professor, History, Hunter College, CUNY, Moderator Co-sponsored by the Roosevelt House Public Policy Institute at Hunter College, CUNY and Commonweal Magazine.
1:15 – 2:00 pm EST	Break

<p>2:00 - 4:00 pm EST</p>	<p>Panel: Principles and Practices for Effective Negotiations Kathy Sheffield, Director of Representation and Bargaining, California Faculty Association Barry Miller, Senior Policy Advisor on Labour Relations, Office of the Provost, York University Judi Burgess, Director of Labor Relations, Boston University Deborah Williams, Johnson County Community College Faculty Association Elena Cacavas, Esq., Cacavas ADR, LLC, Moderator</p>
<p>4:00 – 4:15 pm EST</p>	<p>Break</p>
<p>4:15 - 5:45 pm</p>	<p>Panel: Preparing and Presenting Grievances in Arbitration Sarah Miller Espinosa, Esq., Labor Arbitrator, Mediator, and Ombuds Letitia F. Silas, Executive Director of Systemwide Labor Relations, University of California E. Kevin Young, Associate Director for System-wide Labor Relations, University of California Tara Singer-Blumberg, NYSUT Labor Relations Specialist Homer C. La Rue, Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law, Panelist and Moderator</p>



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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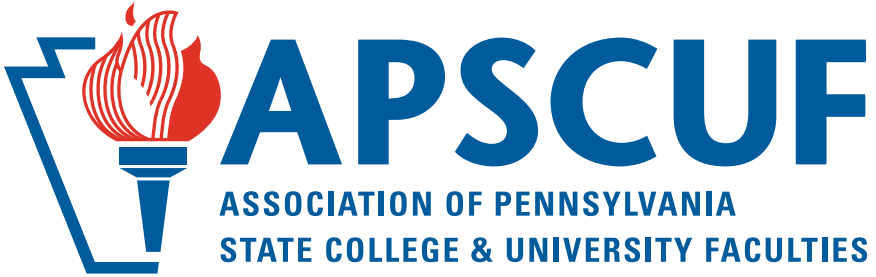
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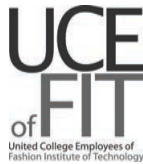
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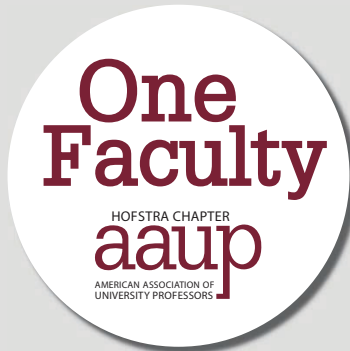
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