

Panel & Workshop Descriptions (listed in order of the conference schedule)

History and Mission of the National Center, Introduction of New Executive Director and Members of the Board of Advisors

This panel will introduce the new Executive Director and members of the National Center's Board of Advisors and discuss the history, purposes and future plans of the National Center.

Future of Higher Education

The panelists will discuss their analyses and conclusions regarding the future of higher education in the United States as well as their upcoming book *The Faculty Factor in American Higher Education*, which is scheduled for publication by Johns Hopkins University Press tentatively in 2014.

Research Panel: Impact of Contingent Faculty on Higher Education Results

The impact caused by the growing utilization of contingent faculty on higher education results has been the subject of a number of studies over the past two decades. This panel will include three researchers who will discuss and compare their respective recent findings and methodologies.

Plenary I: Achieving Successful Results in Higher Education through Collective Bargaining

In this plenary session, NYU Law Professor Samuel Estreicher and former NLRB Chairman Wilma Liebman will discuss how collective bargaining can be utilized to foster a responsive and flexible workplace culture that can lead to improvements in higher education. The discussion will include an examination of pending cases that have the potential for reshaping collective bargaining in higher education.

Affordable Care Act Update, Wellness Programs

This panel will provide an update on issues related to the implementation of the Affordable Care Act, the imposition of employee wellness programs in higher education, and actions taken with respect to contingent faculty. The panelists will discuss the findings in the 2013 Inside Higher Education's Survey of College and University Human Resources Officers.

Trends in Labor Management Issues at Historically Black Colleges and Universities

There are over 100 historically black colleges and universities (HBCUs) in the United States today. This panel will provide an overview of the rich and fascinating history of these institutions of higher education along with presentations concerning current labor-management issues at three HBCU universities.

International Perspectives on Non-Tenure Track Faculty

The increasing role played by non-tenure track faculty in higher education is not limited to the United States. This panel will discuss and compare issues that have arisen concerning the use of contingent faculty in the United Kingdom, Australia and Canada.

Social Media and Academic Freedom under *Garcetti* (CLE Credit: 1.5 Professional Practice)*

Subject area experts will present on academic freedom and the First Amendment, the application of such to public sector employees, and how the Supreme Court's *Garcetti* decision is applied to academic settings. They will also discuss case studies regarding the application of free speech and academic freedom to social media in higher education.

Workshop: Introduction to Fundamentals of Negotiations, Mediation, Grievances and Arbitration (CLE Credit: 1.5 Skills)*

The workshop will provide attendees with an introduction to fundamental issues and skills needed for collective bargaining in higher education, the mediation of impasses in negotiations, the processing of grievances, and the handling of arbitration. Ample time will be provided for interaction between workshop presenters and attendees.

Plenary II: Achieving Successful Results in Higher Education through Collective Bargaining

In this plenary session, Eastern Illinois President Bill Perry and Professional Staff Congress President Barbara Bowen will discuss how collective bargaining can be utilized to foster a responsive and flexible workplace culture that can lead to improvements in higher education.

Who Owns On-Line Curriculum and Content? A Primer on Intellectual Property (CLE Credit: 1.5 Professional Practice)*

The ownership of copyrights in a faculty member's copyrighted works has been a source of tension between labor and management for many years, affecting content created for the classroom, for scholarship, and for creative endeavors. Ownership of on-line learning content adds to these tensions and presents a number of important labor-management and pedagogical issues. The legal default rules of copyright provide the starting point for negotiations between labor and management. This panel will explore whether the institution or the faculty member owns the intellectual property associated with on-line learning, course content, and other works. In addition, it will present practical labor-management approaches to resolving intellectual property disputes.

Responding to Workplace Bullying in Higher Education: A Labor-Management Approach

Workplace bullying on campuses has become a growing concern at many colleges and universities. This panel will explore the definition and dynamics of bullying and discuss collaborative ways administrators, faculty members and labor representatives can respond to the issue.

Legislative Perspectives on Effectiveness and Cost Savings in Higher Education

State legislatures are increasingly imposing or proposing means to increase effectiveness and decrease the costs of higher education. These legislative initiatives modify the discretion of administrative leaders and affect labor-management relations. This panel will discuss the substance and efficacy of such legislative measures.

Views from Our Community: Labor Perspectives on the Organizing of Contingent Faculty

New organizing among non-tenured faculty can take many shapes, sizes and hues. The differences in approach can impact the level of support and opposition to the organizing effort. This panel will present views from our community with representatives from the AFT, AAUP, NEA and SEIU describing the respective approaches of their organizations to the organizing of contingent faculty.

Workshop: Practical Negotiating Skills for Management and Labor in Higher Education

This workshop will enhance the practical negotiating skills of both experienced and relatively new management and labor representatives in higher education including the skills necessary for creating and maintaining a negotiating committee, formulating proposals, negotiating at the bargaining table and elsewhere, finalizing a settlement or declaring impasse. These skills go to the heart of obtaining successful results in collective bargaining, and retaining and developing better labor-management relations.

Future of Pensions in Academia

This panel will discuss the future of pensions in private and public sector academia in the face of growing societal tensions involving retirement benefits and the underfunding of public pensions. Panelists will discuss trends in defined contribution, defined benefit, and hybrid plans as well as problems arising from pension shortfalls and municipal bankruptcy filings.

Tape from California: Experiences with MOOCs and On-Line Learning

California's introduction of massive open online courses (MOOCs) has generated a substantial amount of media attention. This panel, composed of administrators and labor representatives from the California State University System, will present their experiences and perspectives concerning the California experience with on-line learning.

Social Media in Labor Relations and Student Contact: Best Policies, Practices and Training

In response to the issues associated with social media, colleges and universities are drafting and implementing policies concerning social media use by faculty member and students. This panel will explore the best policies, practices, and training in higher education concerning social media.

Annual Panel: Year in Higher Education

Three experienced administrators in higher education will participate in this panel discussion, presenting their insights and perspectives on major issues facing higher education over the past year.

Collective Bargaining Results Regarding Contingent Faculty: Part I

The content of negotiated terms and conditions of employment is one of the essential fruits of a collective bargaining relationship. The results of collective negotiations, however, can vary substantially based on the respective needs of the parties. The speakers on this panel will present specific examples of negotiated provisions for contingent faculty, and describe the bargaining that led to the negotiated results.

Workshop: Best Practices in Collective Bargaining and Labor Relations Mediation

This workshop will provide attendees with practical skills in handling the mediation of contract impasses and contract grievances before a neutral as well as knowledge concerning the necessary elements for developing successful internal dispute resolution procedures.

Collective Bargaining Issues Concerning On-Line Learning: Best Practices and Model Language

This panel will discuss and demonstrate through model language how collective bargaining can lead to labor-management solutions with respect to on-line learning.

Collective Bargaining Results Regarding Contingent Faculty: Part II

The content of negotiated terms and conditions of employment is one of the essential fruits of a collective bargaining relationship. The results of collective negotiations, however, can vary substantially based on the respective needs of the parties. The speakers on this panel will present specific examples of negotiated provisions for contingent faculty, and describe the bargaining that led to the negotiated results.

Ethics in Higher Education: Perspectives from Attorneys and Clients (CLE Credit: 1.5 Ethics)*

The requirements of legal ethics can impact the manner that an attorney approaches legal problems and provides legal representation in higher education. This panel is designed to be a dialogue between attorneys and “clients” for the purpose of explaining common legal ethics issues that arise in higher education.

Workshop: Interest Based Bargaining in Higher Education Institutions

This workshop will provide labor and management attendees with skills needed to successfully participate in interest based bargaining (IBB). It will examine and demonstrate the process that parties utilize in IBB for identifying their respective interests, and developing the means for meeting those interests. The center of this workshop will be an IBB simulation in which the workshop attendees will participate.

Data Informed Collaborative Bargaining

This panel will take the interest based bargaining (IBB) approach one step further by combining it with the two-part assessment process designed by the Chronicle of Higher Education and ModernThink LLC, to recognize institutions that have been successful in creating great workplaces.

MOOCs: Impact on the Future of Pedagogy

The increased use of MOOCs and other on-line learning innovations in higher education raise many issues relating to the future of pedagogy. This panel will include presentations concerning how on-line learning impacts successful learning, particularly for underprepared, the economically deprived and the disabled.

Views from Our Community: Administrators' Perspectives on the Organizing of Contingent Faculty

The panel moderator will be contacting you shortly to help define how the panel will approach the at-issue topic, to set the amount of time for each presenter, and to make sure that the presentations cohere, complement each other and finish within the allotted time.

Legal Issues in Higher Education: Year in Review (CLE Credit: 1.5 Professional Practice)*

The Legal Update Panel includes a review of the major labor and employment decisions from the past year and their implications for college and university administrators, faculty, and employees. This covers, among other things, cases decided by the National Labor Relations Board and state and federal courts on labor matters, such as employee rights, collective bargaining, organizing activity, and unfair labor practices. The session will also include a review of the latest cases on academic freedom, discrimination law, and related topics. Panelists will review emerging trends in all these areas and take questions from the audience.

Workshop: Tools and Insights for Winning at Arbitration (CLE Credit: 1.5 Skills)*

The panel will discuss the elements that go into all aspects of an arbitration proceeding, from the time the case is filed until the decision is rendered. The panel will focus on the practical aspects of grievance handling and arbitration, and will address the various matters that must be considered when presenting a case at arbitration.

*CLE Credits provided by Community Legal Resource Network at CUNY School of Law - CLE credit will be offered only to those attorneys completing entire sessions; 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.

Attorneys wishing to receive CLE credit must sign in the program's attendance register prior to and following the CLE program; once a speaker begins the program, the sign-in sheets will be removed. Similarly, attorneys leaving the session early are also ineligible for CLE credit.