The California Faculty Association, which represents 27,000 faculty, counselors, librarians, and coaches in the California State University, salutes the **NATIONAL CENTER for the Study of Collective Bargaining in Higher Education and the Professions** for its dedication to labor management and public support of higher education.

*Congratulations and thank you!*
December 1, 2017

On behalf of the National Center and its Board of Advisors, we welcome you to this higher education labor-management conference.

The National Center has been a labor-management research center for over four decades. Our Board of Advisors is composed of labor representatives from national and regional unions, and administrators from public and private sector institutions.

Each year, we organize a comprehensive 2 ½ day conference in New York City that brings together labor representatives and administrators for panel discussions and workshops related to collective bargaining, labor relations, and other important issues in higher education and the professions. Our next annual conference will be held in New York City on April 15-17, 2018. We also organize regional events to provide programming for those unable to attend the annual national conference in New York City.

The program for this conference includes stimulating and substantive panels covering timely subjects relating to universities, colleges, and community colleges. A primary goal is to inform and inspire you through positive and principled dialogue on important issues. The conference program includes panels on collective bargaining, unionization, adjunct faculty, community colleges, non-academic staff, the handling of discipline cases, the funding of higher education, the ramifications of the Janus v. AFSCME case, and much more. The conference plenary on Saturday morning will focus on the critically important issue of immigration enforcement and its impact on those involved in higher education. The closing plenary will examine the vital question of where do we go from here?

This conference would not have been possible without the support from California State University, the California Faculty Association, SEIU, the University of Oregon, and the Community College League of California. We must extend a special thanks to Rene Castro, Jonathan Karpf, Lynette Nyaggah, DeWayne Sheaffer, Jeff Frumkin, David Weinberg, Yvette Menacho, and Michelle Savarese for their assistance in helping to organize the conference.

All the best,

William A. Herbert
Executive Director
National Center Advisory Board 2017

The Board of Advisors is a labor-management board that meets semi-annually to provide guidance in the functioning of the National Center, to help maintain a cooperative dialogue among labor representatives and administrators in higher education, and to provide ideas and support for National Center initiatives.

Deborah Bell  
Executive Director, PSC, CUNY

Juditra Burgess  
Director, Labor Relations,  
Boston University

James Castagnera  
Associate Provost and Associate Counsel  
Rider University

Rene Castro  
Assistant Vice Chancellor,  
Employee and Labor Relations,  
California State University

David Cecil  
Executive Director, United Academics,  
University of Oregon,  
AAUP-AFT

William Connellan  
Assistant Provost, University of Florida

Jeffrey Cross  
Associate Vice President for Academic Affairs,  
Eastern Illinois University

Jamie Dangler  
Vice President for Academics, UUP

Malini Cadambi Daniel  
Director for Higher Education, SEIU

Jeffrey Frumkin  
Associate Provost and Senior Director, Academic Human Resources,  
University of Michigan

Harold Holzer  
Jonathan F. Fanton Director,  
Roosevelt House, Public Policy Institute,  
Hunter College, CUNY

Arlene King-Berry  
Faculty Senate Chair,  
University of District of Columbia, NEA

Risa L. Lieberwitz  
General Counsel, AAUP

Ken Mash  
President, APSCUF

Michael Mauer  
Senior Labor Advisor, AAUP

Alyssa Picard  
Director of the Higher Education Department, AFT

DeWayne Sheaffer  
President, National Council for Higher Education/NEA

Pamela S. Silverblatt  
Vice Chancellor, Labor Relations, CUNY

Karen R. Stubaus  
Vice President for Academic Affairs and Administration, Rutgers University

Phadra Williams  
Organizational Specialist, Higher Education Program, NEA

Liesl K. Zwicklbauer  
Assistant Vice Chancellor for Employee Relations, SUNY

National Center Staff  
William Herbert, Executive Director  
Michelle Savarese, Administrator  
Michelle Arnot, Conference Coordinator  
Greg Johnson, PT Administrative Assistant  
Aidana Razhap, Research Intern  
Judith Rew, Graphic Artist  
Allison Stillerman, Research Intern
Check Our Website for the 45th Annual National Conference Announcement and for other National Center Events.

Thank you!
Nearly 20,000 contingent faculty and graduate workers have united in SEIU in the past 4 years and helped to change industry standards in job security, pay, and professional development. By sticking together in a union, SEIU members in higher ed have the power to fight for a better life for their families, a better education for their students and to confront powerful politicians, corporations and institutions that are rigging the economy against working people.

The faculty union movement remind us of why America needs strong unions.

SEIU CONGRATULATES ATTENDEES AND ORGANIZERS OF THE NATIONAL CENTER’S REGIONAL CONFERENCE IN LONG BEACH
### Friday, December 1, 2017

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>12:30-2:00 pm</td>
<td>Registration, Welcome and Lunch&lt;br&gt;Welcoming Remarks:&lt;br&gt;William A. Herbert, Executive Director, National Center&lt;br&gt;Melissa Bard, Vice Chancellor of HR, California State University&lt;br&gt;Jennifer Eagan, President, California Faculty Association&lt;br&gt;Mariann Hyland, Assistant Vice Provost for Academic Affairs, University of Oregon&lt;br&gt;DeWayne Sheaffer, President, NEA National Council for Higher Education</td>
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<td>CONCURRENT SESSIONS</td>
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<td>2:15-3:45 pm</td>
<td>Panel: Unionization and Collective Bargaining Regarding Adjunct Faculty&lt;br&gt;Danielle Pierce, Supervisory Field Examiner, National Labor Relations Board Region 31&lt;br&gt;Nadine Fishel, Associate Director of Labor Relations, University of California&lt;br&gt;Mia McIver, President, University Council, AFT&lt;br&gt;Maria Keegan Myers, Rothner, Segall &amp; Greenstone&lt;br&gt;Jon C. McNutt, Musick, Peeler &amp; Garrett LLP&lt;br&gt;Rene Castro, Assistant Vice Chancellor, Employee and Labor Relations, California State University, Moderator</td>
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<td>Time</td>
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| 2:15-3:45 pm | Summit Room Panel: Strategies and Challenges in Higher Education Funding  
|              | Lillian Taiz, Chair, California Faculty Association Political Action/  
|              | Legislative Committee                                                
|              | Kathleen Chavira, Assistant Vice Chancellor for Advocacy and           
|              | State Relations, California State University                         
|              | Jonathan Lightman, Executive Director, Faculty Association of         
|              | California Community Colleges                                         
|              | Doug W. Otto, Long Beach Community College Trustee                    
|              | Theodore Curry, Associate Provost, Associate VP, Michigan              
|              | State University, Moderato                                           |
| 3:45-4:00 pm | Break                                                                 |
| 4:00-5:30 pm | Sunset Room Panel: Current Labor-Management Issues for Non-Academic Staff  
|              | Jo Ann Juarez-Salazar, Executive Director, California State           
|              | University Employees Union                                           
|              | John Swarbrick, Associate Vice Chancellor,                           
|              | Senior Labor Relations Advisor and Chief Negotiator,                 
|              | California State University                                          
|              | Molly Malone, Public Sector State-wide Field Coordinator,            
|              | SEIU Local 503, OPEU                                                  
|              | Arlene King-Berry, University of District of Columbia, Moderator     |
| 4:00-5:30 pm | Summit Room Panel: Current Labor-Management Issues at Community Colleges  
|              | William T. Scroggins, President and CEO, Mt. San Antonio College     
|              | Rose DelGaudio, VP of Human Resources, Long Beach City College        
|              | DeWayne Sheaffer, President, NEA National Council for Higher Education |
|              | Lynette Nyaggah, President, Community College Association, CTA-NEA   
|              | Laura N. Metune, Vice Chancellor, Governmental Relations, California  
|              | Community College Chancellor’s Office, Moderator                     |
| 5:45-8:45 pm | Conference Dinner                                                     
|              | Welcoming Remarks:                                                   
|              | William A. Herbert, Executive Director, National Center               
|              | Malini Cadambi Daniel, Director for Higher Education, SEIU, and       
|              | a Member of the National Center’s Board of Advisors                  
|              | Rene Castro, Assistant Vice Chancellor, Employee and Labor Relations,  
|              | California State University, and a Member of the National Center’s   
|              | Board of Advisors                                                    |

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**CONCURRENT SESSIONS**

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<tr>
<td>7:45-8:15 am</td>
<td>Continental Breakfast</td>
<td>Gallery, Sitting in Sunset Room</td>
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<tr>
<td>8:30-10:00 am</td>
<td>Plenary Session: The Impact of Immigration Enforcement on Higher Education</td>
<td>Sunset Room</td>
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<tr>
<td></td>
<td>Debbie Smith, Associate Counsel, SEIU</td>
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<td>Jennifer Koh, Professor of Law and Director, Immigration Clinic, Western State College of Law</td>
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<td>Karen Ling, Faculty Immigration Advisor, Office of Academic Affairs, CSU East Bay</td>
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<td>Theresa Montaño, Vice President, California Teachers Association, Moderator</td>
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<tr>
<td>10:00-10:15 am</td>
<td>Break</td>
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<tr>
<td>10:15-11:45 am</td>
<td>Panel: Agency Fees: Janus v. AFSCME and Its Ramifications for Employees and Employers</td>
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<td>Alexandra Robert Gordon, Deputy Attorney General, California Department of Justice</td>
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<td>Ruben Garcia, Associate Dean for Faculty Development and Research, William S. Boyd School of Law Professor, University of Nevada, Las Vegas</td>
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<td>Jennifer Eagan, President, California Faculty Association</td>
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<td>William Connellan, Assistant Provost, University of Florida, Moderator</td>
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<td>10:15-11:45 am</td>
<td>Panel: Accreditation in Higher Education Today</td>
<td>Summit Room</td>
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<td>Rufus Glasper, President and CEO, League for Innovation in the Community College</td>
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<td>Nicole Hochsprung, Senior Policy Associate, AFT Higher Education</td>
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<td>Robert Shireman, Senior Fellow, Century Foundation</td>
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<td>Margaret Merryfield, Assistant Vice Chancellor, Academic Human Resources, California State University, Moderator</td>
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<tr>
<td>12:00-1:00 pm</td>
<td>Lunch</td>
<td>Gallery, Sitting in Sunset Room</td>
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<tr>
<td>Time</td>
<td>Location</td>
<td>Panel: Collective Bargaining and Labor Relations for Administrators and Labor Representatives</td>
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| 1:15-2:45 pm | Sunset Room | Karen Stubaus, Vice President, Academic Affairs & Administration, Rutgers University  
|            |          | Jonathan Karpf, Assistant Vice President, Lecturers (North), California Faculty Association  
|            |          | David Cecil, Executive Director, United Academics of the University of Oregon  
|            |          | Colleen Mullery, Senior Associate Vice President for Faculty Affairs and Human Resources, Humboldt State University  
|            |          | Mariann Hyland, Assistant Vice Provost for Academic Affairs, University of Oregon, Moderator  |

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<th>Time</th>
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<th>Panel: Discipline: How to Investigate, Present, and Defend</th>
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</table>
| 1:15–2:45 pm | Summit Room | Kathy Sheffield, Director of Representation, California Faculty Association  
|            |          | Peter Fehrs, Senior Labor Relations Coordinator, University of Oregon  
|            |          | Michelle Hunt, Associate Vice President for Faculty Affairs, CSU San Marcos  
|            |          | Mara M. Otero, Senior Labor Relations Representative, California School Employees Association, North Bay  
|            |          | David Weinberg, Arbitrator and Mediator, Moderator  |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Closing Plenary: Where Do We Go From Here?</th>
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| 3:00–4:00 pm | Sunset Room | Gary Rhoades, Professor and Director of the University of Arizona’s Center for the Study of Higher Education  
|            |          | Adrianna Kezar, Professor, USC, Co-director Pullias Center and Director Delphi Project  
|            |          | Malini Cadambi Daniel, Director for Higher Education, SEIU, Moderator  |
The Community College League of California is a non-profit public benefit corporation whose membership consists of California’s 72 community college districts. The League strives to strengthen California’s Community Colleges through advocacy, leadership development, and district services.
The Community College Association – CCA – represents community college faculty in California, the home of the largest Higher Education system in the world.

CCA’s strength lies in negotiating locally bargained contracts, advocating for legislation that improves the conditions of teaching and learning, and advancing professional rights and responsibilities of faculty.

Working with its CTA and NEA affiliates, other faculty organizations and central labor councils, CCA plays a vital role in building the colleges our communities deserve.
Thank you to our sponsors:

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• 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 Steve Hicks. It is supported in part by a generous contribution from TIAA-CREF and is hosted by Booth Library at Eastern Illinois University
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The California State University is the largest system of higher education in the country, with 23 campuses, 50,800 faculty and staff and 479,000 students. Each year, the CSU awards more than 110,000 degrees. One in every 20 Americans holding a college degree is a graduate of the CSU and our alumni are 3.4 million strong.