The State of Collective Bargaining and Higher Education

April 11, 12, 13, 2022
A Virtual Conference Hosted by: NYC Seminar and Conference Center

Participating Sponsors

Basic Sponsors
National Center Board of Advisors - 2022

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.

Beverley Brakeman
Director, UAW Region 9A

David Cecil
Assistant Director of the Higher Education Department, AFT

Michael Eagen
Associate Provost, Academic Personnel, University of Massachusetts, Amherst

Christopher Fox
Fiscal Policy Analyst, AFSCME

Daniel Greenstein
Chancellor, Pennsylvania State System of Higher Education (PASSHE)

Dean Hubbard
Executive Director, PSC, CUNY

Joseph Jelincic
Senior Manager for Systemwide Labor Relations & Collective Bargaining, California State University

Fred Kowal
President, United University Professions

Risa L. Lieberwitz
General Counsel, AAUP

Peter MacKinnon
Chair, SEIU Higher Education Council

Jamie Martin
President, APSCUF

Alexandra Matisch
Associate Vice Provost for Academic & Faculty Affairs & Sr. Director, AHR, University of Michigan

Lili Palacios-Baldwin
Deputy General Counsel for Labor, Employment and Litigation, Tufts University

Alyssa Picard
Director, Higher Education Department, AFT

Suzanne Piper
General Counsel, Hunter College, City University of New York

Thomas H. Riley
Executive Director of Labor and Special Counsel, University of Illinois System

DeWayne Sheaffer
President, National Council for Higher Education/National Education Association

Letitia F. Silas
Executive Director, System-wide Labor Relations University of California

Pamela S. Silverblatt
Sr. Vice Chancellor for Legal Affairs and Labor Relations, CUNY

Christopher Simeone
Director of Organizing & Services, AAUP

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

Charles Toombs
President, California Faculty Association

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

National Center Staff:

William Herbert, Executive Director
Michelle Savarese, Administrator
Joseph van der Naald, National Center Research Intern
Nancy Hanks, PT Conference Coordinator
Greg Johnson, PT Administrative Assistant
Judith Rew, Graphic Artist

Ex-Officio Board Members

Jeffrey Cross
Former Assoc. VP, Academic Affairs, Eastern Illinois University (Emeritus)

Theodore H. Curry
Professor of Human Resources and Labor Relations, Michigan State University

Gary Rhoades
Professor of Higher Education, University of Arizona
April 11, 2022

I am delighted to welcome all of you to the 49th 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 the State of Collective Bargaining and Higher Education. We are honored and delighted to welcome Montserrat Garibay, Senior Advisor for Labor Relations, Office of the Secretary, United States Department of Education as the conference’s keynote speaker.

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 the state of both collective bargaining and higher education 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
Welcome to Hunter College and the 49th 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.

The National Center continues to publish data-based and historical research, as well as organize national conferences and webinars concerning collective bargaining, labor relations and higher education. Last year alone, National Center researchers published chapters in two books analyzing unique datasets concerning the scope of unionization and collective bargaining in higher education. Over the past four months it has organized two webinars. The first celebrated the release of historian Ellen Schrecker’s latest book on higher education and the second was titled Race, History, and Academic Freedom.

It is now conducting a nationwide electronic academic collective bargaining survey to collect current information about bargaining units and contracts in higher education. The research team is made up of faculty, doctoral, graduate and Hunter College undergraduate students. The data collected will form the basis for the next directory of collective bargaining relationships around the country as well as other National Center scholarship.

The theme of this year’s annual conference is the State of Collective Bargaining and Higher Education. We are honored and delighted that Montserrat Garibay, Senior Advisor for Labor Relations, Office of the Secretary U.S. Department of Education is our keynote speaker.

Next year will be the National Center’s 50th annual conference. We look forward to working with the National Center in developing a superb conference that celebrates its history and mission.

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
Welcome to the 49th 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. The conference theme is The State of Collective Bargaining and Higher Education. This year’s annual conference is being held virtually due to the pandemic. We plan on returning to an in-person format next year for our 50th annual conference.

We are honored to have Montserrat Garibay, the Senior Advisor for Labor Relations in the Office of the Secretary, U.S. Department of Education as the keynote speaker at this year’s conference. She will be in conversation with Kathleen Mulligan, the Director of the National Labor Leadership Initiative at the Cornell University, Industrial Labor Relations School.

During the three-day virtual conference, you will hear panel discussions on the history and future of higher education, collective bargaining and organizing during the pandemic, the role of labor relations and arbitration with respect to vaccine mandates, federal funding inequality and higher education politics, collective bargaining and shared governance, contractual limitations on use of student evaluations, along with our annual legal update panel.

Furthermore, the conference will include panels on achieving pay parity for part-time faculty in community colleges and labor-management strategies for challenging racism and stemming community college enrollment decline. It will also include a panel with NLRB General Counsel Jennifer Abruzzo, California PERB General Counsel J. Felix De La Torre and Illinois Educational Labor Relations Agency General Counsel Ellen Strizak, and a special international panel focused on faculty unionization and collective bargaining in the Philippines with two Filipino faculty union leaders and commentators.

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

Thank you for your participation in our annual conference.

Very truly yours,

William A. Herbert
Executive Director
Solid approaches for today’s employee benefits

Full suite of products:

- Dental
- Vision
- Disability
- Absence Management
- Life
- Accident
- Cancer
- Critical Illness
- Hospital Indemnity

Products are underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Some products may not be available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Documents are the final arbiter of coverage. GUARDIAN® is a registered trademark of The Guardian Life Insurance Company of America®. © Copyright 2021 The Guardian Life Insurance Company of America. 2021-130675

Helping people on their path to better health

CVS Health. Health is everything.”
Academic Collective Bargaining Census Survey

Responses Needed

Over the past 9 months, the National Center has been conducting a nationwide census survey to collect information about all current collective bargaining units and contracts in higher education. The survey seeks bargaining unit size (the number of employees represented) and bargaining composition (the titles covered), along with other important information.

While many unions and institutions have submitted survey responses, many others have not. We urge the remaining unions and institutions to answer the survey today so that we can complete our data collection.

Respond Now to Survey
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.

The AFT stands with you as champions of great schools and colleges that fulfill the promise of public education, good jobs that support a middle-class life, affordable healthcare for all, the fight against discrimination and hate, and the defense of democracy.

#ReclaimOurFuture

Randi Weingarten
PRESIDENT

Fedrick Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

aft.org  AFTunion  @AFTunion  AFTUnion
NEA salutes our valued partner, The National Center for the Study of Collective Bargaining in Higher Education and the Professions

More than 3 million members strong, we advocate for our students, our colleagues, our communities, ourselves.

Our 2022 Faculty Salary Report includes a look at the HBCU pay penalty and gender gap, plus the union difference.

Join our movement! NEA/JoinHE
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.
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/](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
49th Annual National Conference

The State of Collective Bargaining and Higher Education

April 11, 12, 13, 2022

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

Conference Program

<table>
<thead>
<tr>
<th>Monday, April 11, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A Virtual Conference Hosted by the NYC Seminar &amp; Conference Center</strong></td>
</tr>
</tbody>
</table>

9:00 – 9:15 am EDT

**Welcome**
Jennifer Raab, President, Hunter College, CUNY
Theodore H. Curry, Professor of Human Resources and Labor Relations, Michigan State University
Christopher Simeone, Director, Department of Organizing and Services, AAUP
William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY

9:15 – 10:00 am EDT

**Keynote Presentation: Higher Education Under the Biden-Harris Administration**
Montserrat Garibay, Senior Advisor for Labor Relations, Office of the Secretary, U.S. Department of Education
Kathleen Mulligan, Director of the National Labor Leadership Initiative, Cornell University, ILR School

10:00 - 10:15 am EDT

**Break**
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
</table>
| 10:15 – 11:45 am EDT | **Panel: Reassessing and Reexamining the History of Higher Education**  
Ellen Schrecker, *The Lost Promise: American Universities in the 1960s* (2021),  
Suzanne Kahn, Managing Director of Research and Policy, Roosevelt Institute, Moderator |
| 11:45 – 12:00 pm EDT | Break                                                                |
| 12:00 – 1:30 pm EDT | **Panel: Federal Funding Inequality and Higher Education Politics and Policy-Making**  
Adam Harris, staff writer at the Atlantic, National Fellow at New America, and Author, *The State Must Provide: Why America’s Colleges Have Always Been Unequal — and How to Set Them Right* (2021)Rebecca S. Natow, Assistant Professor of Educational Leadership & Policy, Hofstra University and Author, *Reexamining the Federal Role in Higher Education: Politics and Policymaking in the Postsecondary Sector* (2022)Sosanya Jones, Associate Professor of Educational Leadership and Policy Studies, Howard University, Moderator |
| 1:30 – 1:45 pm EDT | **Announcement: Journal of Collective Bargaining in the Academy**  
Jeffrey Cross, Journal of Collective Bargaining in the Academy  
Gary Rhoades, Journal of Collective Bargaining in the Academy |
| 1:45 – 3:15 pm EDT | **Panel: The Future of Higher Education**  
Ann Kirchner, University Professor, City University of New York  
Adrianna Kezar, Endowed Professor and Dean’s Professor of Leadership, USC, Director, Pullias Center, and Director, Delphi Project, Discussant  
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:15 - 3:30 pm</td>
<td><strong>Meet and Greet: National Center Academic Collective Bargaining Survey Research Team</strong></td>
</tr>
<tr>
<td></td>
<td>William A. Herbert, National Center</td>
</tr>
<tr>
<td></td>
<td>Jacob Apkarian, York College, CUNY</td>
</tr>
<tr>
<td></td>
<td>Joseph van der Naald and Erin Ward, CUNY Graduate Center</td>
</tr>
<tr>
<td></td>
<td>Anu Biswas and Melanie Kruvelis, CUNY School of Labor and Urban Studies</td>
</tr>
<tr>
<td>3:30 - 5:00 pm</td>
<td><strong>Panel: Contract Negotiations under COVID and Beyond</strong></td>
</tr>
<tr>
<td></td>
<td>Margaret E. Winters, former Provost and Senior Vice President for Academic Affairs, Wayne State University</td>
</tr>
<tr>
<td></td>
<td>Ricardo Villarosa, Wayne State University AAUP-AFT</td>
</tr>
<tr>
<td></td>
<td>Dominick Fanelli, Associate Director Labor Relations, University of Michigan</td>
</tr>
<tr>
<td></td>
<td>Kirsten Herold, President, Lecturers’ Employee Organization, AFT Local 6244</td>
</tr>
<tr>
<td></td>
<td>Homer C. La Rue, Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law, Moderator</td>
</tr>
</tbody>
</table>

**Tuesday, April 12, 2022**

**A Virtual Conference Hosted by the NYC Seminar & Conference Center**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 – 10:30 am</td>
<td><strong>Panel: Collective Bargaining and Shared Governance: Findings from the 2021 AAUP Shared Governance Survey</strong></td>
</tr>
<tr>
<td></td>
<td>Lynn Pasquerella, President, Association of American Colleges and Universities</td>
</tr>
<tr>
<td></td>
<td>Timothy Reese Cain, Associate Professor of Higher Education, University of Georgia</td>
</tr>
<tr>
<td></td>
<td>Hans-Joerg Tiede, Director of Research, American Association of University Professors</td>
</tr>
<tr>
<td></td>
<td>Michael Loconto, Arbitrator and Mediator, Loconto ADR, Boston, MA, Moderator</td>
</tr>
<tr>
<td>10:30 - 10:45 am</td>
<td><strong>Break</strong></td>
</tr>
<tr>
<td>10:45 am – 12:15 pm</td>
<td><strong>Panel: Pandemic Organizing and Bargaining Lessons in Higher Education</strong></td>
</tr>
<tr>
<td></td>
<td>Larry Savage, Chair, Department of Labour Studies, Brock University</td>
</tr>
<tr>
<td></td>
<td>Lauren Byers, United Faculty of Florida, Unit Service Director, Organizing Specialist</td>
</tr>
<tr>
<td></td>
<td>Barry Miller, Senior Policy Advisor on Labour Relations, York University, Moderator</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
</tr>
<tr>
<td>-------------------</td>
<td>-----------------------------------------------------------------------</td>
</tr>
<tr>
<td>12:15 - 12:30 pm</td>
<td>Break</td>
</tr>
</tbody>
</table>
| 12:30 – 2:00 pm   | Panel: An Update from NLRB and Public Sector Labor Relations Agencies on Higher Education Issues  
J. Felix De La Torre, General Counsel, California Public Employment Relations Board  
Ellen Maureen Strizak, General Counsel, Illinois Educational Labor Relations Agency  
Jennifer Abruzzo, General Counsel, National Labor Relations Board,  
Mark Gaston Pearce, Executive Director, Workers’ Rights Institute, Georgetown University Law School, former National Labor Relations Board Chairman, Moderator |
| 2:00 – 2:15 pm    | Break                                                                 |
| 2:15 – 3:45 pm    | Panel: Limiting Use of Student Evaluations in Contracts: Challenges in Vision and Enforcement  
Steven Newman, former President, Temple Association of University Professionals, Temple University  
Ian Sakinofsky, Professor of HR Management, Ryerson University  
Alexandra Matish, Associate Vice Provost for Academic and Faculty Affairs, University of Michigan  
Laura Murphy, Chair and Professor of History, Dutchess Community College  
Timothy S. Taylor, Arbitrator, Scheinman Arbitration and Mediation Services, Moderator |
| 3:45 - 4:00 pm    | Break                                                                 |
| 4:00 - 5:30 pm    | Panel: Achieving Pay Parity for Part-Time Faculty in Community Colleges  
Sandra Weese, Organizing Director, California Federation of Teachers  
Ron McKinley, Vice Chancellor of Human Resources and Employee Relations, Peralta Community College District  
Dyana Delfin-Polk, Vice President, Peralta Community College District Board of Trustees  
Jennifer Shanoski, President, Peralta Federation of Teachers, AFT Local 1603, Moderator |
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
</table>
| 9:00 - 10:30 am | Panel: Faculty Unionization and Collective Bargaining in the Philippines: Similarities and Differences  
Benjamin Velasco, Assistant Professor, University of the Philippines, School of Labor and Industrial Relations  
Rene Luis Tadle, Associate Professor, Philosophy, University of Santo Tomas and Lead Convenor, Council of Teachers and Staff of Colleges and Universities of the Philippines (CoTeSCUP)  
Gerardo Blanco, Associate Professor, Higher Education; Academic Director, Center for International Higher Education, Boston College  
Shannon Lederer, Director of Immigration Policy, AFL-CIO  
Ashwini Sukthankar, Secretary/Treasurer, International Commission for Labor Rights, Moderator |
| 10:30 - 10:45 am| Break                                                                    |
| 10:45 am - 12:15 pm| Panel: Becoming JEDI: Labor-Management Strategy to Challenge Racism on Campus and Stem Community College Enrollment Decline  
Courtney Brewer, Professor of Psychology; Executive Vice President, Faculty Association Suffolk Community College  
Christina Vargas, Chief Diversity Officer and Title IX Coordinator, Suffolk County Community College; board member, ERASE Racism NY  
Patty Munsch, Interim Vice President for Student Affairs, Suffolk County Community College  
Jennifer Browne, Associate Dean for Curriculum Development, Suffolk County Community College  
Lauren Liburd, Specialist, SCCC Foundation; Co-Chair Achieving the Dream Committee  
Cynthia Eaton, Professor of English; Secretary, Faculty Association Suffolk Community College, Moderator |
| 12:30 - 2:00 pm | Panel: Lessons Learned: Organizing and Collective Bargaining by Graduate Assistants During the Pandemic  
Jacob A. Bennett, MFA, PhD, University of New Hampshire  
Ben Serber, Higher Ed Organizer, North Dakota United and Past President, FSU Graduate Assistants United  
Amy L. Levant, Assistant Director of Labor and Employee Relations, University of Illinois, Chicago  
Joseph van der Naald, Graduate Student Researcher, Program in Sociology, Graduate Center, CUNY, Moderator |
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:00 - 2:15 pm EDT</td>
<td>Break</td>
</tr>
<tr>
<td>2:15 - 3:45 pm EDT</td>
<td><strong>Panel: Higher Education Legal Update</strong></td>
</tr>
<tr>
<td></td>
<td>Henry Morris, Jr., Partner, Arent Fox LLP</td>
</tr>
<tr>
<td></td>
<td>Monica Barrett, Bond, Schoeneck &amp; King PLLC</td>
</tr>
<tr>
<td></td>
<td>Angela Thompson, CWA Special Counsel for Strategic Initiatives</td>
</tr>
<tr>
<td></td>
<td>Aaron Nisenson, Senior Legal Counsel, AAUP, Panelist and Moderator</td>
</tr>
<tr>
<td>3:45 - 4:00 pm EDT</td>
<td>Break</td>
</tr>
<tr>
<td>4:00 - 5:30 pm EDT</td>
<td><strong>Panel: COVID and Higher Education: The Role of Unions and Arbitration Regarding Vaccine Mandates</strong></td>
</tr>
<tr>
<td></td>
<td>Richard Bales, Professor of Law, Pettit College of Law, Ohio Northern University</td>
</tr>
<tr>
<td></td>
<td>Eve Weinbaum, Co-President, Massachusetts Society of Professors, University of Massachusetts, Amherst</td>
</tr>
<tr>
<td></td>
<td>Michael Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Amherst</td>
</tr>
<tr>
<td></td>
<td>Charles Toombs, President, California Faculty Association, Moderator</td>
</tr>
</tbody>
</table>


Across America, universities have become big businesses—and our cities their company towns. But there is a cost to those who live in their shadow.

bit.ly/ivorytowerbook

Get your copy today.

Available in hardcover, ebook, and audio

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

Stay up-to-date with National Center events and activities by visiting our website, subscribing to our monthly electronic newsletter, and by following us on Twitter @HigherEd_CB

Thank you!
The Professional Staff Congress/CUNY, representing 30,000 faculty and professional staff of the City University of New York, congratulates the National Center for the Study of Collective Bargaining in Higher Education as together we celebrate 50 years pursuing collective bargaining as a form of workplace democracy.

Professional Staff Congress | AFT Local #2334
James Davis, President | Andrea Vásquez, First Vice President
Penny Lewis, Secretary | Felicia Wharton, Treasurer

psc-cuny.org | @PSC_CUNY | facebook.com/PSC.CUNY
United University Professions joins the National Center in celebrating its 49th Annual Labor-Management Conference.

The union the makes SUNY work

Frederick E. Kowal, Ph.D. President
www.uupinfo.org

UUP represents 42,000 academic and professional faculty on 29 state-operated SUNY campuses
200 State Street
Suite 11A

200 State Street
Suite 11A
Boston, MA 02109

Legal counsel to both public and private Colleges and Universities around the country in Labor and Employment Law matters

Representing Employers in Labor and Employment Law Since 1923

Contact: Nicholas DiGiovanni, Partner
Phone • (617) 523-6666
Direct Line • (617) 788-5004
Ndigiovanni@morganbrown.com
www.morganbrown.com

Follow us on
LinkedIn

and Twitter
https://twitter.com/morganbrownjoy
NATIONAL CENTER
for the Study of Collective Bargaining in Higher Education and the Professions

We thank the following for their sponsorship:

Participating Sponsors:

Basic Sponsors:
We are proud to support the National Center for the Study of Collective Bargaining in Higher Education and the Professions

GLADSTEIN, REIF & MEGINNISS, LLP

Amy Gladstein  Katherine H. Hansen
James Reif  Jessica E. Harris
Walter M. Meginniss, Jr.  Hyungwoo David Kim
Kent Y. Hirozawa  Of Counsel:
Beth M. Margolis  Yvonne Brown
William S. Massey  Judith I. Padow
Amelia K. Tuminaro

39 Broadway, Suite 2430, New York, NY 10006
(212) 228-7727
www.grmny.com
is Honored to Support the

49th Annual
Labor-Management
Conference

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

COHEN, WEISS AND SIMON LLP
Serving the Labor Community for Over 80 Years

900 Third Avenue ♦ New York, NY 10022-4869
(212) 563-4100 ♦ cwsny.com
LEVIY RATNER, p.c.
Advancing the rights of everyone who works
is pleased to support the
National Center for the Study of Collective
Bargaining in Higher Education and the Professions

Daniel J. Ratner Ryan Barbur Of Counsel
Pamela Jeffrey Alexander Rabb Patricia McConnell
Carl J. Levine Laureve D. Blackstone Linda E. Rodd
David Slutsky Kimberly A. Lehmann
Allyson L. Belovin Aleksandr Felstiner Special Counsel
Robert H. Stroup Jessica I. Apter Richard A. Levy
Dana E. Lossia Rebekah Cook-Mack Daniel Engelstein
Micah Wissinger Geoffrey Leonard Richard Dorn

union-side labor, employee benefits, bankruptcy, campaign finance, election law, civil rights and plaintiffs’ employment law
80 Eighth Avenue, 8th floor • New York, NY 10011 • 212-627-8100
www.levyratner.com

I & I Resolutions: Phone 1-888-507-3765
Website: https://liresolutions.weebly.com/about.html
Andrew Pizzi: andy@liresolutions.com
Thomas O’Keefe: thomas@liresolutions.com

I & I Resolutions provides conflict management services, team-building and communication strategies to identify and resolve workplace issues. We use a collaborative problem-solving approach that focuses on interest-based principles & strategies to help parties reach a consensus-based solution to their issues. We have a combined 60+ years’ experience “at the table” with a proven record of success dealing with workplace issues. Our principals have mediated hundreds of workplace disputes with a better than 90% resolution rate; facilitated numerous meetings on issues such as labor-management collaboration initiatives, strategic planning and collective bargaining sessions. We have also provided conflict management training for agencies, unions and at conferences and developed award-winning conflict resolution programs.

At I & I Resolutions we offer first-time clients a free 45-minute consultation as well as 20% off for any service.
Faculty, graduate workers, and staff, across the country are uniting for debt-free college for all, student loan forgiveness, and $15 minimum wage and a union for all campus employees. More than 60,000 faculty, graduate workers, and staff, on more than 70 campuses across the country have joined SEIU Faculty Forward.

SEIU Faculty Forward proudly supports the National Center for the Study of Collective Bargaining in Higher Education and the Professions.

Together we will improve higher education.

Join the movement: SEIUFacultyForward.org

Get the compensation data you need.

Results of our annual Faculty Compensation Survey are now available at https://www.aaup.org/data.

Order this year’s dataset at https://research.aaup.org/order.
Boilermakers

REPRESENTING THE BEST OF NORTH AMERICA

Newton B. Jones
International President

William T. Creeden
International Secretary-Treasurer

INTERNATIONAL VICE PRESIDENTS

Lawrence J. McManamon, Great Lakes
J. Tom Baca, Western States
Warren Fairley, Southeast
John T. Fultz, Northeast
Arnie Stadnick, Canada

www.boilermakers.org
The California Faculty Association, which represents 29,000 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.

WHEN WE FIGHT, WE WIN!

www.calfac.org
Building a movement for economic justice and democracy - on campus and across the country

Communications Workers of America represents more than 30,000 higher education workers across the US, in all job titles and at every level of campus. CWA organizes in every part of the country, in every union context - from strong labor states to states where public workers have no collective bargaining, and from bargained units to wall-to-wall models. From New York and New Jersey to New Mexico, Texas to Tennessee, Georgia to California, we are building a movement of higher education workers for change.
The United College Employees of
Fashion Institute of Technology

Is proud to support the work of the
National Center for the Study of
Collective Bargaining in Higher
Education and the Professions

Roberta Elins, President

AFT Local 3457 NYSUT/NEA
Join the next generation of labor activists

One premier master’s degree in Labor Studies

Two pathways

On-campus Residential Path
• Traditional graduate school experience
• Complete degree in 18 months

Union Leadership & Activism Path
• Designed for full-time workers
• 10-day residencies, twice a year

UMassAmherst College of Social & Behavioral Sciences Labor Center
Faculty and coach working conditions are student learning conditions.

The Lecturers’ Employee Organization (LEO), representing over 1,600 NTT, FT & PT faculty at the Ann Arbor, Dearborn & Flint campuses of the University of Michigan, proudly supports the vital work of Hunter College’s National Center for the Study of Collective Bargaining in Higher Education & the Professions, including its annual conferences.

Standing together through collective bargaining & political action, we build power to deliver the highest quality of education on all three campuses of the UM, with no disparity in the treatment of faculty or students by campus. We also work with AFT-MI & AFT to strengthen public & government support for universal access to high-quality public education at all levels.

Our working conditions are our students’ learning conditions.
Proud to Support
the National Center for
the Study of Collective
Bargaining in Higher
Education and the
Professions

Mary E. Sullivan, President
csea.org
Hofstra Pride.
World Class Faculty.

The nation’s largest private faculty union in higher ed.

NYSUT salutes the National Center for the Study of Collective Bargaining in Higher Education and the Professions

OUR VOICE, OUR VALUES

WWW.NYSUT.ORG

Representing more than 600,000 professionals in education, human services and health care
The National Center thanks the conference panelists and moderators who participated and the conference attendees. We also thank TIAA, SEIU, AAUP, AFT, NEA and NCHE for sponsoring the conference, the organizations that purchased conference program advertisements, and to the individuals who made donations.