

# NATIONAL CENTER

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

## HUNTER

The City University of New York

### 52nd Annual National Conference

*Unity in Defense of Higher Education and Collective Bargaining*

March 23-25, 2025  
Roosevelt House Public Policy Institute at  
Hunter College and the CUNY Graduate Center

Support is provided by: AAUP, AFT, AFT NJ, AFSCME, CFA, CSU-AAUP, CSUEU-SEIU Local 2579, Cullen and Dykman LLP, LEO-AFT-MI Local 6244, MB&J, MicroSearch Corporation, NEA, NEA-NCHE, NYS AAUP, Professional Staff Congress-CUNY, Segal, SEIU, The Standard, UAW, and UUP.

#### Conference Schedule

Sunday, March 23, 2025	
Roosevelt House Public Policy Institute of Hunter College, CUNY 47-49 E. 65th St, New York, NY, 10065 (between Park and Madison Avenues)	
12:00 pm pm ET Four Freedoms Parlor	<b>Beverage Service and Light Refreshments</b>
12:30 pm ET Auditorium	<b>Welcoming Remarks</b> William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY Manoj Pardasani, Interim Provost and Vice President of Academic Affairs, Hunter College, CUNY Malini Cadambi-Daniel, Executive Director, Professional Staff Congress-CUNY, AFT Local 2334 Ahsan Ali, Senior Director of Labor Relations, Tufts University Jessica Baker, Hunter College student and National Center intern

<b>1:00 - 2:30 pm ET Auditorium</b>	<b>Keynote Presentation: Unity in Defense of Higher Education and Collective Bargaining</b> Randi Weingarten, President, American Federation of Teachers Lynn Pasquerella, President, American Association of Colleges and Universities Adrienne Lu, Senior Reporter, The Chronicle of Higher Education, Moderator
<b>2:30 - 3:00 pm ET</b>	<b>Break</b>
<b>3:00 - 4:30 pm ET Auditorium</b>	<b>Research Panel: 2024 Directory of Faculty Contracts and Bargaining Agents in Higher Education</b> Jacob Apkarian, Associate Professor, Sociology, York College, CUNY and National Center Affiliated Researcher Joseph van der Naald, PhD Candidate in Sociology, Graduate Center and National Center Affiliated Researcher CUNY Mary Taber, Director of Research, UUP, Commentator Dana Fleming, Associate General Counsel, Tufts University, Commentator Susan Kelly, President, Microsearch Corporation Malini Cadambi-Daniel, Executive Director, Professional Staff Congress-CUNY, AFT Local 2334, Moderator
	<b>Break</b>
<b>4:30 - 6:00 pm ET Auditorium</b>	<b>Book Discussion: Organizing Professionals: Academic Employees Negotiating a New Academy (Rutgers University Press, 2025)</b> Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, and author, <i>Organizing Professionals: Academic Employees Negotiating a New Academy</i> Richard Gomes, Staff Representative, AFT New Jersey Jennie Shanker, Staff Representative, AFT New Jersey Laura Murphy, Dutchess Community College Dan Echikson, Organizer, ACT-UAW Local 7902 Ryan Quinn, Reporter, Inside Higher Ed, Moderator
<b>6:00 – 7:30 pm ET Four Freedoms Room</b>	<b>Reception and Book Signing with Gary Rhoades</b>
<b>Monday, March 24, 2025</b>	
<b>CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016</b> (Entrance on Fifth Avenue between 34th and 35th Street)	
<b>8:00 – 9:00 am ET Concourse</b>	<b>Continental Breakfast</b>

<b>9:00 am ET Proshansky Auditorium</b>	<b>Welcome</b> William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
<b>9:10 – 10:30 am ET Proshansky Auditorium</b>	<b>Plenary: Five Years after George Floyd: A New Era for DEI in Higher Education</b> Nancy Cantor, President, Hunter College, CUNY Robert J. Jones, Chancellor, The University of Illinois Urbana-Champaign Charles Toombs, President, California Faculty Association Lorelle L. Espinosa, Higher Education Program Director, The Alfred P. Sloan Foundation Adrianna J. Kezar, Professor, Higher Education and Director, Pullias Center for Higher Education, University of Southern California, Moderator
<b>10:30 – 11:00 am ET</b>	<b>Break</b>
	<b>Concurrent Sessions</b>
<b>11:00 am – 12:30 pm ET Proshansky Auditorium</b>	<b>Panel: Artificial Intelligence: Changing the Bargaining Landscape</b> Jeffrey M. Hirsch, Associate Dean for Academic Affairs and Geneva Yeargan Rand Distinguished Professor of Law, University of North Carolina School of Law Alec Thomson, President, National Council for Higher Education, NEA Nicholas L. Collins, ArentFox Schiff LLP Arthur Pearlstein, Arbitrator and Mediator, Moderator
<b>11:00 am – 12:30 pm ET C201-202</b>	<b>Panel: Antiracism and Social Justice Issues and Working Conditions as Negotiable Subjects</b> Sharon Elise, Professor of Sociology, California State University, San Marcos and Associative Vice President, Council for Racial and Social Justice, California Faculty Association Kathy Sheffield, Director of Representation and Bargaining, California Faculty Association Karen R. Stubaus, Affiliated Researcher and Visiting Scholar, National Center, and Vice President for Academic Affairs Emerita, Rutgers University Margarita Berta Avila, Professor of Education, Sacramento State University and Vice President, California Faculty Association, Moderator
<b>11:00 am – 12:30 pm ET C198</b>	<b>Panel: Negotiating over Tenure Procedures</b> Joseph P. McConnell, Morgan, Brown & Joy, LLP Jennifer Proffitt, Theodore Clevenger Professor in Communication, Co-Chief Negotiator, UFF-FSU, Florida State University Herman A. Berliner, Provost Emeritus and University Service Distinguished Professor, Professor of Economics Maria Hegbloom, Field Representative Organizer, Massachusetts Teachers Association Timothy Connick, Chairperson, NYS Public Employment Relations Board, Moderator
<b>11:00 am – 12:30 pm ET C204-205</b>	<b>Panel: Loper Bright, Labor Rights, and the Attack on the Administrative State</b> Diana Reddy, Assistant Professor of Law, Faculty Co-Director, Center for Law and Work, UC Berkeley Law

	<p>Seth D. Harris, Distinguished Professor of Practice, Doctoral Program in Law &amp; Policy and Affiliated Faculty and Senior Fellow, Burnes Center for Social Change, Northeastern University</p> <p>David Lopez, University Professor of Law, Professor Alfred Slocum Scholar, and Co-Dean Emeritus, Rutgers University</p> <p>Deepa Das Acevado, Associate Professor of Law, Emory University Law School, Moderator</p>
<b>12:30 - 1:30 pm ET Concourse</b>	<p><b>Lunch: Food Service and JCBA Announcement</b></p> <p>Jacob Apkarian, Associate Professor, Sociology, York College, CUNY and National Center Affiliated Researcher</p> <p>Karen R. Stubaus, Affiliated Researcher and Visiting Scholar, National Center, and Vice President for Academic Affairs Emerita, Rutgers University, and JCBA Co-editor</p> <p>Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor</p>
	<b>Concurrent Sessions</b>
<b>1:30 - 3:00 pm ET C197</b>	<p><b>Facilitated Workshop: Mindfulness as Both a Life Skill and a Negotiator's Asset</b></p> <p>Lili Palacios-Baldwin, Deputy General Counsel, Tufts University</p> <p>Joshua Wright, Lecturer, Department of Psychology, The City College of New York</p>
<b>1:30 - 3:00 pm ET C198</b>	<p><b>Panel: Beyond the Table: Best Practices for Collaboration in the Implementation of Collective Bargaining Agreements</b></p> <p>Kim C. O'Halloran, Ph.D., Vice President for Academic Planning &amp; Administration, University Academic Affairs, Rutgers University</p> <p>Heather Pierce, Ph.D., Lecturer, Political Science, Contract Enforcement Chair, PTLFC-AAUP-AFT, Local 6324, Rutgers University</p> <p>Kamil Robakiewicz, Senior Labor Relations Representative, College of Literature, Science and Arts, University of Michigan</p> <p>Kirsten Herold, President, LEO, AFT-MI Local 6244</p> <p>Scott M. Sommer, Commissioner, Federal Mediation and Conciliation Service, Moderator</p>
<b>1:30 - 3:00 pm ET C201-202</b>	<p><b>Research Panel: Work Stoppage Across the Educational Continuum: K-12 to Higher Education</b></p> <p>Jacob Apkarian, Associate Professor, Sociology, York College, CUNY and National Center Affiliated Researcher</p> <p>Melissa Arnold Lyon, Assistant Professor of Public Policy Rockefeller College of Public Affairs and Policy, University at Albany, SUNY</p> <p>Daniel Iskhakov, National Center Graduate Research Fellow</p> <p>Rhiannon M. Maton, Associate Professor, Foundations and Social Advocacy, SUNY Cortland and National Center Visiting Scholar, Panelist and Moderator</p>
<b>1:30 - 3:00 pm ET C204-205</b>	<p><b>Panel: Administrator Responses to Campus Protest: Lessons from History</b></p> <p>Ellen Schrecker, Professor of History (retired), Yeshiva University, member Committee A on Academic Freedom and Tenure, AAUP</p> <p>Paul Ortiz, Professor of Labor History, Cornell ILR</p> <p>Jelani Favors, Author of <i>Shelter in a Time of Storm: How Black Colleges Fostered</i></p>

	<p><i>Generations of Leadership and Activism</i>, Henry E. Frye Distinguished Professor, Department of History and Political Science and Director, Center of Excellence for Social Justice, North Carolina A&amp;T State University</p> <p>Dale Kapla, Senior Associate Provost, Northern Michigan University, Moderator</p>
<b>3:00 - 3:30 pm ET</b>	<b>Break</b>
	<b>Concurrent Sessions</b>
<b>3:30 - 5:00 pm ET C198</b>	<p><b>Panel: Faculty Members' Perceptions of the Impact of Unionization on Shared Governance</b></p> <p>Brian Rossman, Associate Professor, Open Educational Resources (OER) and Scholarly Communication Librarian, Montana State University Library, Bozeman</p> <p>Ernesto Longa, Professor of Law, The University of New Mexico School of Law, Commentator</p> <p>Catherine Bond Hill, Managing Director, Ithaka S+R, and former President, Vassar College, Commentator</p> <p>Rotua Lumbantobing, Vice President, AAUP, Moderator</p>
<b>3:30 - 5:00 pm ET Proshansky Auditorium</b>	<p><b>Panel: Collective Bargaining and Labor Relations: Looking Back, Looking Forward</b></p> <p>Carl Levine, Levy Ratner, P.C.</p> <p>Faye Moore, Director of Contract Administration, Professional Staff Congress, CUNY, AFT Local 2334</p> <p>Peter A. Jones, Bond, Schoeneck &amp; King PLLC</p> <p>Thomas H. Riley, Jr., Executive Director of Labor and Special Counsel, University of Illinois System, Panelist and Moderator</p>
<b>3:30 - 5:00 pm ET C201-202</b>	<p><b>Panel: Sexual Harassment Adjudication in Graduate Student Employee Contracts</b></p> <p>Tamiko Strickman, Special Advisor to the President and Executive Director, Equity, Civil Rights and Title IX Office, University of Michigan</p> <p>Emily Weintraut, Teaching Assistant, UC Davis</p> <p>Karen R. Stubaus, Affiliated Researcher and Visiting Scholar, National Center, and Vice President for Academic Affairs Emerita, Rutgers University</p> <p>Melissa Sortman, Assistant Provost for Faculty and Academic Staff Affairs, Michigan State University, Moderator</p>
<b>3:30 - 5:00 pm ET C204-205</b>	<p><b>Panel: The Uses and Abuses of Title VI</b></p> <p>Rana Jaleel, Associate Professor, Gender, Sexuality, &amp; Women's Studies and Asian American Studies, University of California-Davis, Chair, Committee A on Academic Freedom and Tenure, AAUP</p> <p>Risa Lieberwitz, Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations</p> <p>Frederick P. Schaffer, former General Counsel, CUNY</p> <p>Suzanne B. Goldberg, Herbert and Doris Wechsler Clinical Professor of Law, and Director, Center for Gender &amp; Sexuality Law &amp; Sexuality and Gender Law Clinic, Columbia University Law School, Moderator</p>

**Tuesday, March 25, 2025**

**CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016**  
(Entrance on Fifth Avenue between 34th and 35th Street)

<b>8:00 – 9:00 am ET Concourse</b>	<b>Continental Breakfast</b>
	<b>Concurrent Sessions</b>
<b>9:00 – 10:30 am ET Proshansky Auditorium</b>	<b>Panel: Current Immigration Issues in Higher Education</b> Channing Cooper, Deputy Director, AFT Legal Department Cianna Freeman-Tolbert, Whiteman Osterman & Hanna LLP Miriam Feldblum, co-founder and Executive Director, Presidents Alliance on Higher Education and Immigration, Panelist and Moderator
<b>9:00 – 10:30 am ET C197</b>	<b>Workshop: The Fundamentals for Labor Management Committees in Higher Education</b> Stephanie Burkes, Program Associates for Labor Management Services, NYS-CSEA Partnership Daniel Shook, Program Associates for Labor Management Services, NYS-CSEA Partnership Phyllis Volpe, Assistant Director, Contract Negotiations and Administration Unit, New York State Office of Employee Relations Liesl K. Zwicklbauer, Associate Vice Chancellor and Chief Counsel for Employee Relations, Moderator
<b>9:00 – 10:30 am ET C198</b>	<b>Panel: New Developments, Old Problems for Contingent Faculty</b> Elizabethada Wright, Professor, University of Minnesota Duluth, and Contract Administrator, UEA Rebecca Ropers, Interim Executive Vice Chancellor, University of Minnesota Duluth Gretchen McNamara, President, Wright State University AAUP, Commentator Randa B. Wahbe, Vice President, Community College Association (CTA/NEA), Commentator Christina Gallup, Associate Professor, University of Minnesota Duluth, Moderator
<b>9:00 – 10:30 am ET C201-202</b>	<b>Panel: Lessons from Negotiating: Selection of Bargaining Team Members and Dealing with Rogue Bargaining Team Members</b> Andre' L. Poplar, J.D., Vice Chancellor for Human Resources, Oakland Community College Martin Balinsky, Ph.D., Professor, Tallahassee State College, President, United Faculty of Florida-Tallahassee State College and Vice-President, College Bargaining Council Deborah H. Williams, J.D., Ph.D., Professor and Chair, Johnson County Community College, Former JCCC Faculty Association President and Lead Negotiator, Moderator

<b>9:00 – 10:30 am ET C204</b>	<b>Panel: The New Wave of Campus Student Workers: The Historic Unionization of CSU Student Assistants</b> Joseph Jelincic, Assistant Vice Chancellor for Collective Bargaining, The California State University Jim Philliou, Executive Director, California State University Employees Union, SEIU Local 2579 Catherine Hutchinson, Statewide President, California State University Employees Union, SEIU Local 2579 Kaily Brooks, Student Leader, CSUEU San Diego State University J. Felix De La Torre, General Counsel, California Public Employment Relations Board (PERB), Moderator
<b>9:00 – 10:30 am ET C205</b>	<b>Panel: Demographics &amp; the Doctorate: Predictors of Graduate Student Organizing at Research Universities</b> Lauren McGuire, M.P.P., Ph.D. Student, Educational Leadership, Policy, & Human Development, College of Education, North Carolina State University Alissa G. Karl, Statewide Vice President for Academics, UUP, Commentator Joseph van der Naald, PhD Candidate in Sociology, Graduate Center and National Center Affiliated Researcher CUNY, Commentator Alexandra (Sascha) Matish, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources, University of Michigan, Moderator
<b>10:30 – 11:00 am ET</b>	<b>Break</b>
	<b>Concurrent Sessions</b>
<b>11:00 am - 12:30 pm ET Proshansky Auditorium</b>	<b>Panel: Annual Legal Update (CLE)*</b> Damien DiGiovanni, Morgan, Brown & Joy Amy L. Rosenberger, Willig, Williams & Davidson Aaron Nisenson, Senior Legal Counsel, AAUP Brian Selchick, Cullen and Dykman LLP Ayanna T. Blake, Director Labor Relations, Weill Cornell Medicine, Moderator
<b>11:00 am - 12:30 pm ET C197</b>	<b>Panel: “We have a first contract – now what?”</b> Katherine H. Hansen, Gladstein, Reif & Meginniss, LLP John H. Gross, Ingerman Smith LLP John Coverdale, Arbitrator and Mediator Ahsan Ali, Senior Director of Labor Relations, Tufts University Sean Collins, SEIU Local 200United/Troy Area Labor Council, AFL-CIO Katie Rosen, Arbitrator & Mediator, Moderator

<b>11:00 am - 12:30 pm ET C198</b>	<b>Panel: A New Approach to Interest-Based Bargaining in the State of Florida: Successful Bargaining in Challenging Times</b> Eric Scarffe, President UFF-FIU, Assistant Professor of Philosophy, Florida International University Daniel Saunders, Chief Negotiator UFF-FIU, Associate Professor of Higher Education, Florida International University Heather Russell, Vice Provost, Faculty Leadership and Success, Florida International University Dan Greenstein, Ph.D., Managing Director, Higher Education, Baker Tilly Andrea Cancer, Commissioner and Todd Austin, Commissioner, FMCS, Co-Moderators
<b>11:00 am - 12:30 pm ET C201-202</b>	<b>Panel: Funding of Higher Education over the Next Decade</b> Thomas L. Harnisch, Vice President for Government Relations, State Higher Education Executive Officers Association (SHEEO) Matt Richmond, Education Finance Consultant, New America Ken Redd, Senior Director, Research and Policy Analysis, NACUBO Frederick G. Floss, Professor, and Co-Director, Center for Economic Education, Buffalo State University, Panelist and Moderator
<b>11:00 am - 12:30 pm ET C204</b>	<b>Panel: Empowering Classified Staff: Advancing Equity and Mindfulness in Higher Education through Collective Bargaining</b> Anel Gonzalez, President, CCE/Local4522 Anthony Solis, CFT Field Representative, Lead Negotiator Carmelino Cruz, CCE Negotiator and Steward Anna Pedroza, Vice President Human Resources, Palomar College John Rose, Dean, Diversity and Compliance, Hunter College, CUNY, Moderator
<b>11:00 am - 12:30 pm ET C205</b>	<b>Panel: Graduate Unions as a Training Ground for Higher Education Collective Bargaining</b> Sikander Khare, UF-GAU Bargaining Chair Cassandra “Cassie” Urbenz, UF-GAU Co-President Maggie Bernish, President, URI-GAU Danielle Dirocco, Higher Education Organizational Specialist, National Education Association Kate Birdsall, Director of Faculty and Academic Staff Affairs, Michigan State University, Moderator
<b>12:30 - 1:30 pm ET Concourse</b>	<b>Lunch: Food Service</b>

**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.



