

National Conference Panel Descriptions:

Future Issues in Collective Bargaining: A roundtable conversation about the issues and topics likely to surface at the bargaining table in the next decade: tenure, funding, contingent faculty rights, intellectual property, salaries and benefits.

(Luncheon Address) Gender Issues in Academic Employment: Why are nearly 75% of tenured professors still men? A New Look at the "Chilly Climate" in Academics. Twenty-five years ago, few people thought that nearly three-quarters of tenured professors would still be men in 2005. The new social science on "cognitive bias" provides tools to explain why the chilly climate persists, by documenting patterns of gender bias often (incorrectly) called "subtle" and "unconscious." This talk will describe the patterns of glass ceiling bias that make it harder for women to be perceived as competent -- and penalize women for being *too* competent. The talk also will document the "maternal wall," composed of stereotypes and policies that systematically weed mothers out of the labor pool. Now that these patterns of bias have been named and documented, we need to shift our strategies for achieving gender parity in education.

(Luncheon Address) Blurring of Boundaries in Higher Education: Many traditional divisions in higher education -- public/private, nonprofit/for-profit, 2-year/4-year, state, local, and international -- are changing and how these changes are reshaping academe.

Views from Campus. Negotiators: Managers and unionists engage in a broad conversation about collective bargaining relationships. Particular attention will be paid to the external and internal environments of labor relations; role of trustees and faculty constituencies and state and local officials. Why do some relationships succeed while others fail?

Financing Higher Education. Future Perspectives: Local and state support of higher education has dropped to an historic low. Analysis of potential future funding strategies to increase public funding and support.

Institutional Agility. Is Collective Dialogue Possible in Turbulent Times: This panel discussion will explore theories and methods for maintaining agreements in times of dramatic change. Panelists will share their perspectives on institutional change in light of evolving expectations. Particular emphasis will be placed on the impact of competition in higher education and the need for administration and labor to work together for the benefit of all.

Future of Academic Freedom. The Role of Unions and Management: In what ways do and should unions and management cooperate to ensure institutional autonomy and professional integrity? To what extent are faculty personnel policies and governance participation essential to or distinguishable from academic freedom concerns? How has collective bargaining contributed to institutional, faculty, and student academic freedom

and how may it do so most effectively in the future? How have external pressures to alter academic freedom changed the academic environment?

The Year in Higher Education: Annual overview of major events and trends in higher education.

Research Panel: Data Analysis of the *Directory of Faculty Contracts*. The *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* has just been published. The author of this study outlines the methodology of the study and analyses its conclusions.

Can We Restore the Ideals of Public Higher Education in a Market-Driven Era: How higher education in the United States is growing increasingly competitive and market-oriented, and how competition threatens colleges and universities' ability to concentrate on public missions and serve society's needs.

Negotiations Behind Negotiations. Reaching Out to Constituents:

Sometimes reaching agreement within your own constituents can pose as many challenges and obstacles as reaching agreement with those sitting across the table. The three panelists will present some strategies and techniques to facilitate reaching consensus within one's own ranks in order to "close the deal." This nuts & bolts session will feature a case study from Rowan University as well as an interactive discussion between panelists and audience members on shared experiences.

Pension and Health Benefits Under Political Pressure. Future Landscape: The problem of underfunded public pensions, the movement to 401k programs, and a host of pension "alternatives" are the new grist of state and national political conversations. A recent New York Times Magazine article called the current pension system "broken." What are the implications of this state of affairs and consequent political discourse for academic collective bargaining? What lies ahead?

Best Practice Language. Hiring and Governance: The Minnesota State Colleges and Universities and the Minnesota State College Faculty labor agreement includes a piece titled Hiring Practices that requires 70% of the total instruction in all of the state two-year community and technical colleges be provided by tenured full-time faculty. The same contract also contains two councils at each college, one is called Shared Governance Council and the other is called the Academic Affairs and Standards Council. The provisions contained in the contract guarantee a broad-based influence in all aspects of the colleges with an emphasis on faculty control of the curriculum.

Research Panel: The American Professoriate. Analysis of the newest generation of faculty members and how they differ substantially -- demographically and attitudinally -- from prior generations of scholars. These differences have major implications for policy, practice, and leadership.

Raising a University through Collective Bargaining: The potency of collective bargaining to bring about continual reform, not only to the enterprise we all serve but to the manner and matter of interaction, devoted to the best interests of the entity and then to those it entrusts with mission fulfillment is the purpose of the process which can and should be fulfilled. This entity modeling will be discussed as we examine the ingredients of, preparation for, and delivery of this purpose.

The GATS Treaty and its Implications for Higher Education in the US and Canada

Legal Issues in Higher Education: Annual overview of judicial decisions and legal actions as well as NLRB rulings impacting academic collective bargaining.

Contingent Faculty: Recent Contractual Breakthroughs for Contingent Faculty. Negotiating for Academic Stability.

Contingent Faculty: Contingent Bargaining Unit Equity. Separate but Equal?

Future Strategies with the Public and Public Representatives: Discussion by political analysts of future political strategies in statehouses and city halls to build political support and increase funding for public higher education.

Views from Campus. Graduate Employees: Yale GESO and New York University GESO (invited).

Collective Bargaining Basics: Are you new to collective bargaining? Looking for ideas on negotiating philosophy and strategies? Topics of discussion include the process of negotiation; training - who should be involved; shared governance and collective bargaining - are they at odds? Power issues and your bottom line; dealing with constituent groups - yours and theirs; mid-term bargaining for lengthy contracts; interpretation when you inherit a contract that you didn't negotiate; setting up your team; and grievances - what they are and how to address them.

Interest Based Mutual Gains Bargaining: This workshop will offer an introduction to the use of Interest Based (Mutual Gains) Bargaining as an adjunct to, or replacement of, Positional Bargaining for purposes of negotiating collective bargaining agreements. Interest Based (Mutual Gains) bargaining involves a joint problem solving process that explores the interests of both sides, outlines options, and in which resolutions are achieved by consensus. Positional Bargaining is a common negotiating method that explores the positions of each side by exchanging written proposals and counter-proposals and in which resolutions are generally achieved through compromise.

Benefits and Pensions Basics: Workshop topics: *Benefit basics:* types of pension plans; current healthcare benefits and trends; retiree healthcare benefits and trends; role of unions in securing these benefits. *Pension assumptions and the bottom line.* Will the government take over defined benefit plans? *The Perfect Storm that Pensions have become:* the auto industry conundrum; the airline conundrum; the state and local

government conundrum. *Is retiree healthcare a worse problem than pensions? Strategies to meet these challenges:* collective bargaining units; management.