

NATIONAL CENTER

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



47th Annual National Virtual Conference *Inequality, Collective Bargaining and Higher Education*

October 19-20, 2020

Major support is provided by TIAA.
Additional funding is provided by AFT, SEIU, and The Standard.

Conference Schedule

Monday, October 19, 2020

A Virtual Conference Hosted by the NYC Seminar & Conference Center

9:00 – 9:30 am EST	Welcome Jennifer Raab, President, Hunter College, CUNY Risa Lieberwitz, General Counsel, AAUP and Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations Theodore Curry, Professor of Human Resources and Labor Relations, Michigan State University William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
9:30 – 10:30 am EST	Keynote Presentation: Introduction: Lili Palacios-Baldwin, Deputy General Counsel for Labor, Employment & Litigation, Tufts University Speaker: Steven Greenhouse, former <i>New York Times</i> labor and workplace correspondent, and author of <i>Beaten Down, Worked Up: The Past, Present, and Future of American Labor</i>
10:30 – 10:45 am EST	Break

Concurrent Sessions	
10:45 am – 12:15 pm EST	<p>Panel: LGBTQ Labor Issues in Higher Education After Bostock v. Clayton County Barbara J. Diamond, Diamond Law, Portland, Oregon Melissa Sortman, Director of Academic Human Resources, Michigan State University Elizabeth S. Hough, Counsel to the President, United University Professions Elizabethe C. Payne, Founder and Director, Queering Education Research Institute (QuERI) and faculty at CUNY, Moderator</p>
10:45 am – 12:15 pm EST	<p>Panel: Black Lives Matter on Campus and Beyond Elijah Armstrong, Organizational Specialist in Human and Civil Rights, National Education Association Paul Ortiz, University of Florida Chapter President, United Faculty of Florida NEA-AFT Terri Givens, Center for Higher Education Leadership, CEO and Founder Calvin Smiley, Assistant Professor, Sociology, Hunter College, CUNY Alethea Taylor, Doctoral Lecturer/Internship Site Developer, Hunter College - School of Education, Department of Educational Foundations and Counseling, Participant and Moderator</p>
10:45 am – 12:15 pm	<p>Panel: Title IX Regulations: Bargaining Issues for Unions and Institutions Lance Houston, Consultant, Title IX/Employee Relations/Labor Law, Thomson Reuters Expert Witness Services Debra Osofsky, Negotiator, Educator and Contract Specialist Rana Jaleel, Assistant Professor, Gender, Sexuality, and Women's Studies, University of California, Davis Juditra Burgess, Director of Labor Relations, Boston University, Moderator</p>
12:15 - 12:30 pm EST	Break
12:30 – 1:45 pm EST	<p>Presentation: Growth in Union Density Among Academic Labor, 2012-2019 Jacob Apkarian, Assistant Professor of Sociology, Department of Behavioral Sciences, York College, CUNY and National Center Affiliated Researcher Joseph van der Naald, Graduate Student Researcher, Program in Sociology, Graduate Center, CUNY and National Center Affiliated Researcher Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor, Commentator Adrianna Kezar, Endowed Professor and Dean's Professor of Leadership, USC, Director of the Pullias Center, Commentator William A. Herbert, Distinguished Lecturer and National Center Executive Director, Participant and Moderator</p>
1:45 - 2:00 pm EST	<p>Plenary Greetings: Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA</p>

2:00 - 3:30 pm EST	Plenary: The Student Debt Crisis: History, Consequences, and Solutions Elizabeth Tandy Shermer, Associate Professor, Loyola University Chicago Caitlin Zaloom, Professor of Social and Cultural Analysis, New York University Jennifer Mishory, Senior Fellow and Senior Policy Advisor, Century Foundation Suzanne Kahn, Director, Education, Jobs, and Worker Power and the Great Democracy Initiative at the Roosevelt Institute, Participant and Moderator
3:30 - 3:45 pm EST	Break
	Concurrent Sessions
3:45 – 5:15 pm EST	Panel: Collective Bargaining from All Sides: Unionism, the Faculty Senate, Contingent Faculty, and Academic Administration Naomi R. Williams, Assistant Professor, Labor Studies and Employment Relations, Rutgers University Nelson Ouellet, Associate Professor, Université de Moncton David Hamilton Golland, Professor, History, Governors State University Jon E. Bekken, Professor, Communications, Albright College Theodore Curry, Professor of Human Resources and Labor Relations, Michigan State University, Moderator
3:45 – 5:15 pm EST	Panel: Affirmative Action in Higher Education, Post-Pandemic Victor Goode, Associate Professor, CUNY Law School Cara McClellan, Assistant Counsel, NAACP Legal Defense and Educational Fund Risa Lieberwitz, General Counsel, AAUP and Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations Lili Palacios-Baldwin, Deputy General Counsel for Labor, Employment & Litigation, Tufts University, Moderator
3:45 – 5:15 pm	Panel: Retirement Plan Trends in the COVID-19 Pandemic Patricia McConnell, Levy, Ratner, PC Gary Herzlich, Senior Director, Associate General Counsel, TIAA Susan E. Bernstein, Schulte, Roth & Zabel LLP Christina Cutlip, Senior Managing Director, Institutional Relationships, TIAA, Moderator
5:15 – 5:30 pm EST	Closing/Summary William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY

Tuesday, October 20, 2020

A Virtual Conference Hosted by the NYC Seminar & Conference Center

8:30 - 9:00 am EST	Welcome William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY David Cecil, Executive Director, United Academics, AAUP-AFT Local 3209
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	<p>Announcement: Journal of Collective Bargaining in the Academy Jeffrey Cross, Former Associate VP, Academic Affairs, Eastern Illinois University (Emeritus), Journal of Collective Bargaining in the Academy, Co-editor Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, Journal of Collective Bargaining in the Academy, Co-editor</p>
	Concurrent Sessions
9:00 – 10:30 am EST	<p>Panel: Unemployment Insurance Policies and Practices: Adjunct Faculty, COVID-19, and Beyond Michele Evermore, Senior Researcher and Policy Analyst, National Employment Law Project George Wentworth, Of Counsel, National Employment Law Project Arnab Datta, Senior Legislative Counsel, Employ America Francisco Diez, Worker Justice Policy Advocate, Center for Popular Democracy, Participant and Moderator</p>
9:00 – 10:30 am EST	<p>Panel: Labor as Contingent as Free Speech? An Analysis of Recent Adjunct Faculty First Amendment Cases Nora Devlin, Doctoral Candidate, Rutgers Graduate School of Education Stacy Hawkins, Professor of Law, Rutgers Law School, Commentator Martin Malin, Professor of Law and Co-Director, Institute for Law and the Workplace, Chicago-Kent College of Law, Illinois Institute of Technology, Commentator Christopher Simeone, AAUP, Moderator</p>
9:00 – 10:30 am EST	<p>Panel: Health and Safety Issues and COVID-19 Deborah Berkowitz, Worker Safety and Health Program Director, National Employment Law Project Amy Bahruth, Associate Director for Health and Safety, AFT Jeffrey Hescock, Executive Director Environmental Health and Safety, UMass Amherst Thomas H. Riley, Jr. Executive Director of Labor and Employee Relations and Special Counsel for the University of Illinois System, Moderator</p>
10:30 – 10:45 am EST	Break
	Concurrent Sessions
10:45 am - 12:15 pm EST	<p>Panel: Higher Education Funding After the Pandemic Sophia Laderman, Senior Policy Analyst, State Higher Education Executive Officers Association (SHEEO) Thomas Anderson, PhD. Department of History, Wayne State University; former Executive Director & VP, Union of Part-time Faculty, AFT Local 477, AFL-CIO Thomas L. Harnisch, Vice President for Government Relations, State Higher Education Executive Officers Association (SHEEO) Frederick G. Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State, Participant and Moderator</p>

10:45 am - 12:15 pm EST	<p>Panel: The Old Wolf, Again: Latinx Faculty Negotiations, Recruitment, Retention, and Racism in the Academy</p> <p>José Luis Morín, Chairperson, Department of Latin American and Latinx Studies, John Jay College of Criminal Justice Michael Ortiz, Sul Ross University José Cintrón, Professor, College of Education, CSU Sacramento, California Faculty Association Theresa Montano, California State University, Northridge, Moderator</p>
10:45 am - 12:15 pm EST	<p>Panel: Contingent Faculty, Job Security, and Academic Freedom</p> <p>Carl Levine, Levy Ratner P.C. Keila Tennent, Associate General Counsel and VP for Labor Relations, The New School Sonam Singh, former Unit Chair, Barnard Contingent Faculty-UAW Local 2110 Barry Miller, Senior Policy Advisor on Labour Relations, Office of the Provost, York University, Moderator</p>
12:15 - 12:30 pm EST	<p>Break</p>
12:30 – 1:45 pm EST	<p>Presentation: Race and Labor In Historical and Contemporary Contexts</p> <p>Bill Fletcher, Jr. author and activist, former president of TransAfrica Forum, and Senior Scholar with the Institute for Policy Studies Derryn Moten, Alabama State University, co-president of the Alabama State University Faculty-Staff Alliance and a vice president of the Alabama AFL-CIO, Discussant Sherri-Ann Butterfield, Executive Vice Chancellor and Associate Professor, Sociology, Office of the Chancellor, Rutgers University—Newark, Discussant DeWayne Sheafter, former President, National Council for Higher Education/NEA, Moderator</p>
1:45 - 2:00 pm EST	<p>Break</p>
	<p>Concurrent Sessions</p>
2:00 – 3:30 pm EST	<p>Panel: The Equal Rights Amendment and Higher Education</p> <p>Jessica Neuwirth, Distinguished Lecturer and Rita E. Hauser Director, Human Rights Julie Suk, Dean for Master's Programs and Professor, Sociology, CUNY Graduate Center Program, Roosevelt House, Public Policy Institute at Hunter College, CUNY Elizabeth Schneider, Rose L. Hoffer Professor of Law, Brooklyn Law School Karen Stubaus, Vice President for Academic Affairs, Rutgers, The State University of New Jersey, Moderator</p>
2:00 – 3:30 pm EST	<p>Panel: Mass Incarceration and Higher Education</p> <p>Vivian Nixon, Columbia University Teaching Fellow Michelle Jones, Doctoral Student, New York University Patrick Mitchell, Merced College Bidhan Chandra Roy, Cal State LA, Participant and Moderator</p>

2:00 – 3:30 pm EST	<p>Panel: Negotiating for Part-Time Faculty Equity</p> <p>Will Silvio, President, Berklee College of Music Faculty Union Jay Kennedy, Berklee College of Music Vice President for Academic Affairs/Vice Provost Darryl Wood, NYSUT Labor Relations Specialist Dia M.Carleton, Chief Human Resources Officer, SUNY Oneonta Beth Margolis, Gladstein, Reif & Meginniss, LLP, Moderator</p>
3:30 – 4:00 pm EST	Break
	Concurrent Sessions
4:00 – 5:30 pm EST	<p>Panel: Reasonable Accommodations for Faculty and Teaching Assistants</p> <p>Jamie Daniel, Former National Field Service Representative, AAUP Laura Yvonne Bulk, President, CUPE Local 2278 (Canadian Union of Public Employees), PhD Candidate, Rehabilitation Sciences, The University of British Columbia Barbara Aloni, Disability & Productivity Consultant, The Standard Insurance Company John Rose, Dean for Diversity, Hunter College, CUNY Alexandra (Sascha) Matish, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources, University of Michigan, Moderator</p>
4:00 – 5:30 pm EST	<p>LERA Higher Ed Industry Council Panel: The Changing Place of Labor Studies in Higher Education</p> <p>Marissa Brookes, Associate Professor, University of California, Riverside Cedric de Leon, University of Massachusetts-Amherst Tobias Schulze-Cleven, Assistant Professor, Rutgers School of Management & Labor Relations Ruth Milkman, CUNY Graduate Center School of Labor and Urban Studies, Moderator</p>
5:30 – 5:45 pm EST	<p>Closing/Summary</p> <p>William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY</p>