



# Advancing Equality On & Off Campus

IF NOT NOW, WHEN? IF NOT US, WHO?



Great Public Schools  
for Every Student



A Union of Professionals  
AFT Higher Education



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# Advancing Equality On and Off Campus

## If Not Now, When? If Not Us, Who?

AFT/NEA National Higher Education Conference

March 12-15, 2015

Walt Disney World Swan and Dolphin Resort

Lake Buena Vista, Fla.

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## SCHEDULE

<b>Thursday, March 12</b>	<b>2</b>
<i>Registration</i>	
<i>Leadership Day</i>	
<b>Friday, March 13</b>	<b>2-7</b>
<i>Registration</i>	
<i>NEA National Council for Higher Education Meeting and Elections</i>	
<i>NEA State Staff Training</i>	
<i>Luncheon</i>	
<i>Workshop Sessions</i>	
<i>AFT Opening Plenary</i>	
<i>NEA Opening Plenary</i>	
<i>Reception</i>	
<i>Dinner and Keynote Presentation</i>	
<b>Saturday, March 14</b>	<b>7-15</b>
<i>Registration</i>	
<i>Breakfast</i>	
<i>NEA National Council for Higher Education Meeting and Budget Hearing</i>	
<i>Workshop Sessions</i>	
<i>Lunch and Polishook Lecture</i>	
<i>Forums and Trainings</i>	
<i>NEA Education International Meeting</i>	
<i>Association of Graduate Employee Locals Dinner and Business Meeting</i>	
<b>Sunday, March 15</b>	<b>15</b>
<i>Breakfast/Closing Plenary</i>	

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# THURSDAY, MARCH 12

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8:00 a.m. – 6:00 p.m.

## Registration

AUSTRALIA 3 AND FOYER

9:00 a.m. – 4:00 p.m.

## Leadership Day

ASIA 4

Participants will gain an understanding of the vast system of political influence funded by Charles Koch's network of political donors, as well as their increasing influence over universities and recent efforts to oppose them. Participants will also gain necessary skills to investigate and expose undue influence on their campuses, and will engage constructively in creating policy solutions that can protect academic freedom and governance from corporate influence.

**Ralph Wilson**, Graduate Assistant, Florida State University

Lindsey Berger, Co-founder, UnKoch My Campus

**Kalin Jordan**, Co-founder, UnKoch My Campus

**Nick Surgey**, Director of Research, Center for Media and Democracy

**Lahey**, Founder, Foundation Against the Corporatization of Education

noon – 1:00 p.m.

## Lunch (Leadership Day attendees only)

PACIFIC A

5:00 p.m. – 7:00 p.m.

## Reception (Leadership Day attendees only)

ASIA 5

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# FRIDAY, MARCH 13

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7:00 a.m. – 7:00 p.m.

## Registration

AUSTRALIA 3 AND FOYER

7:30 a.m. – noon

## NEA National Council for Higher Education Meeting and Elections

S. HEMISPHERE I

8:30 a.m. – noon

## NEA State Staff Training

ASIA 4

noon – 1:00 p.m.

## Lunch

S. HEMISPHERE II-III

1:00 p.m. – 1:45 p.m.

## Workshop Sessions

### Take the Pledge

S. HEMISPHERE IV

Are your members struggling with student debt? There are federal programs for student debt relief, but they can be difficult to navigate, especially if your employer doesn't know what you're talking about. Through a Consumer Financial Protection Bureau program called Take the Pledge, your local can make sure that your members have the information they need for student loan forgiveness.

**Krista Eliot**, Member, Palomar Faculty Federation

**Christopher Hicks**, Debt-Free Future Campaign Organizer, Jobs with Justice

## Just Ask!

S. HEMISPHERE V

This program helps prospective college students raise important questions about the disconnect between who is teaching most college courses today (and how they're paid) and the rising cost of college. We've distributed more than 150,000 college guides so far. Learn how your local can get involved.

**Nicole Hochsprung**, Associate, AFT Higher Educationa

## Degrees Not Debt: Service and Organizing in One

N. HEMISPHERE E-1

Learn about the NEA's Degrees Not Debt program from the perspective of student and faculty leaders. Participants will discover; how to utilize Degrees Not Debt to expand membership and build alliances between students, higher ed faculty and staff, and K-12 educators and staff; how to get involved in the campaign; and how the NEA's campaign plans to advocate for more-affordable college.

**Chelsey Herrig**, Chair, NEA Student Program

**Sasha Tarrant**, Professor and Director of Employee Development Center, Brazosport College; NEA Emerging Leaders Academy 2015 Graduate

## Capital Strategies

N. HEMISPHERE E-2

Our pensions are more than just retirement funds—they are a source of worker-owned capital that can be leveraged for social change. Find out how our unions are working with pension trustees to not only provide good returns for retirement, but to use our collective wealth for the social good.

**Daniel Pedrotty**, Co-manager, AFT Center for Workers' Benefits and Capital Strategies

## Unemployment Insurance for Contingent Faculty

N. HEMISPHERE E-3

Our unions are committed to ensuring that contingent faculty have access to the unemployment benefits they pay into. This panel will explore what is being done to secure access to unemployment insurance at the federal and state levels, and what members can do to address this issue.

**Katherine Liapis**, National Representative, AFT Organization and Field Services

**Mark Smith**, Senior Policy Analyst—Higher Education, NEA Education Policy and Practice Department

**Judy Olson**, Chair, NEA Contingent Faculty Caucus; Lecturer, California State University at Los Angeles

## Labor History for Higher Education Unions

N. HEMISPHERE E-4

"The union has done nothing for me." "Unions just protect bad teachers." "I have a right to work without being in your union." Ever heard these comments when out organizing? How do you respond? One way is to use labor history—the history of your local, the state affiliate, the national organization or the larger labor movement—as a tool to educate and inspire people to join your local. Come and find out how to effectively use labor history in an organizing conversation to move people to join.

**Sonya Alvarado**, Field Representative, AFT Michigan

## NEA Member Benefits: Pass It On—It's Not a Secret

N. HEMISPHERE A-1

Want to show your members how member benefits can keep money in their pockets while also helping them and their family? This workshop will share best practices on how to make the most of your association membership. You will leave eager to spread the word to your fellow members about their association benefits, and you will have the tools and resources in hand to do it!



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# FRIDAY, MARCH 13

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**Aaron Warner**, Affiliate Relations Specialist, NEA Member Benefits

**Antonio Galindo**, Affiliate Relations Specialist, NEA Member Benefits

## Ready, Now!

N. HEMISPHERE A-2

Whether it's a contract campaign or the loss of agency, all of our unions will face significant challenges, and soon. Is your union ready? This short workshop is designed to help you assess your local's strengths and weakness, identify untapped pockets of activism, and prepare your union for the 21st-century campus.

**Samantha Jordan**, National Representative, AFT Organization and Field Services

## NEA Cyber Session: By the Numbers— Understanding Your Institution's Finances for Bargaining and Organizing

OCEANIC 1

Every aspect of academic life on your campus is influenced by your institution's budget. This workshop covers how to read financial statements, how accounting standards affect your institution's financial health, and how to use financial data to calculate trends to anticipate bargaining positions as well as project impacts on staffing.

**Gregg Gascon**, Social Science Research, Evaluation and Measurement

1:45 p.m. - 2:00 p.m.

## Break

2:00 p.m. - 3:45 p.m.

## Workshop Sessions

## Retirement Security in Education

S. HEMISPHERE IV

The private sector has been chipping away at retirement security for decades. Today, most workers live in fear of not having sufficient resources to maintain their standard of living, turning their golden years into trying years. Workers in education and other public sector jobs are now in the crosshairs of some deep-pocketed special interest groups, as so-called education reformers are partnering with Wall Street types who want to destroy the retirement security that we fought for. This session will cover retirement security challenges and threats, and who is funding the attacks.

**Dan Doonan**, NEA Senior Pension Specialist

**Daniel Pedrotty**, Co-manager, AFT Center for Workers' Benefits and Capital Strategies

MODERATOR: **Britt Hall**, NEA Higher Education Planning Committee

## Leveraging Media for Contingent Faculty

S. HEMISPHERE V

The overuse and exploitation of contingent faculty has become a subject of national interest, and media outlets are following suit. Simultaneously, social media is growing in prominence as a means to tell our stories. Learn how your campaign communications can take advantage of both the interest in and the tools available to fight for justice for contingent faculty.

**Robbie Thompson**, Associate Director, NEA Center for Communications

**Richelle Fiore**, National Representative, AFT Organization and Field Services

MODERATOR: **Benjamin Johnson**, President, AFT Vermont

## Federal Legislation Outlook

N. HEMISPHERE E-1

Hear an update about the higher education initiatives Congress and the Department of Education have been working on, the changes in Congress, and what it all means for what to expect

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# FRIDAY, MARCH 8

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this year from Washington, D.C., on issues related to higher education.

**Sarah Cohen**, Senior Associate, AFT Government Relations

**Heather Valentine**, NEA Federal Lobbyist

MODERATOR: **David Rives**, President, AFT-Oregon

## Fighting Higher Education Corporatization

N. HEMISPHERE E-2

From the boardrooms of philanthropists, to “accountability”-minded state legislatures, to our own campus administration buildings, enormous pressures that are at odds with our public missions are reshaping higher education. They touch how and what we teach and research, who we work with, and ultimately, who we work for. Find out how to push back the corporatization of the academy and reassert the value of higher education as a public good.

**Eileen Landy**, Secretary, United University Professions, SUNY

**Kim Geron**, Vice President, California Faculty Association

MODERATOR: **Tom Auxter**, President, United Faculty of Florida

## Bargaining Issues: Control of Curriculum

N. HEMISPHERE E-3

This session discusses emerging policies and practices threatening faculty control of curriculum decisions, and highlights the provisions that are, or need to be, in contracts to protect that control.

**Kris Dougherty**, Former Chief Negotiator, United Faculty of Florida

**Gary Rhoades**, Professor, Educational Policy Studies and Practice Department, University of Arizona

**Mark Smith**, Senior Policy Analyst Higher Education, NEA Education Policy and Practice Department

MODERATOR: **Frank Espinoza**, Vice President, San Jose/Evergreen Federation of Teachers

## Making Our Unions and Workplaces More Diverse

N. HEMISPHERE E-4

Diversity is not a goal; it is an ongoing process by which we strive to include and empower people with a huge range of life experiences in our work. Increasing diversity requires commitment, and it requires a plan. Find out how our members are putting this into practice in their workplaces and in their unions.

**Natalye Tate**, Member, Graduate Employees' Organization, University of Illinois at Urbana-Champaign

**Paul Clement**, Treasurer, United College Employees of the Fashion Institute of Technology

**Jose Cintron**, Professor, California State University, Sacramento

MODERATOR: **Theresa Montaña**, President, NEA National Council for Higher Education

## Faculty Workload and Productivity in the Arts and Sciences

N. HEMISPHERE A-1

This session examines the global transformations affecting the structures, dynamics and outcomes of universities, and how they affect faculty workload. To explain these impacts, the session discusses the various methodologies used to interpret university employees in society.

**Henry Lee Allen**, Professor, Wheaton College

MODERATOR: **Catherine Leisek**, NEA Higher Education Planning Committee

## Addressing Membership Apathy

N. HEMISPHERE A-2

Given the challenges we face, our members should be fired up and engaged, which makes it all the more frustrating when leaders find themselves the only ones carrying a snowballing load of work to ward off threats and move our unions forward. This workshop will help you identify the sources of apathy in your union and on your campus, think of creative ways to overcome barriers to activism, and guide your think-

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# FRIDAY, MARCH 13

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ing as you develop a strategic vision for your union through the subsequent workshops.

**Yonna Carroll**, National Representative, AFT Organization and Field Services

**Chris Johnson**, National Representative, AFT Organization and Field Services

**Judith Lechner**, Member, Graduate Teaching Fellows Federation, University of Oregon

## The HBCU Organizing Experience

N. HEMISPHERE A-3

This session will focus on campus issues at historically black colleges and universities, creative membership organizing tactics and capacity-building strategies. Representatives from Alabama A&M University, Alabama State University and Florida A&M University will share their organizing experiences and reflections.

**Robert White**, President, Alabama State University Education Association

**Lavetta Henderson**, Professor, Florida A&M University

**Will Guzman**, Professor, Florida A&M University

**Jarvis Lane**, Residence Hall Director, Alabama A&M University

**Nelson Barnes**, Professor, Alabama A&M University

**Phadra Williams**, NEA Organizational Specialist

MODERATOR: **Arlene King-Berry**, Professor, University of the District of Columbia; NEA Emerging Leaders Academy 2015 Graduate

## NEA Cyber Session: SoliDATArY— New Tools for Organizing

OCEANIC 1

A hands-on workshop will demonstrate new data and Web-based tools for organizing locals, recruiting new members and achieving strategic union objectives. Participants will walk through how to use a new Web-based relational database tool for tracking the progress of organizing campaigns, and how locals are using campaign data alongside modern Web develop-

ment tools to build a modern, grass-roots movement for higher education.

**Ambrose Tarrant**, Data Specialist, AFT Information Technology

**Joshua Guy Lenes**, Special Projects Intern, Statewide Organizing, Florida Education Association

## AFT Cyber Session: Action Network—Email and Online Activism Tool

OCEANIC 2

This spring, the AFT is moving our blast email and online activism from Salsa to a new product: the Action Network. The Action Network has developed a platform for our specific needs, and it provides a powerful, easy-to-use toolset for online organizing. In this session, we'll provide an overview of the features and answer your questions.

**Evan Sutton**, Digital Director, AFT Communications

3:45 p.m. – 4:00 p.m.

## Break

4:00 p.m. – 5:30 p.m.

## AFT Opening Plenary

S. HEMISPHERE I-II

**Frederick Kowal**, President, United University Professions, SUNY; AFT Vice President

4:00 p.m. – 5:30 p.m.

## NEA Opening Plenary

S. HEMISPHERE III

## Emerging Leaders Academy Graduation

SPEAKER: **Joyce Powell**, NEA Executive Committee, New Jersey



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# FRIDAY, MARCH 13

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6:00 p.m. – 6:45 p.m.

## Reception

N. HEMISPHERE BCD FOYER

6:45 p.m. – 9:00 p.m.

## Dinner and Keynote Presentation

N. HEMISPHERE BCD

GREETINGS: **Catherine Leisek**, NEA Higher Education Planning Committee

**Tom Auxter**, President, United Faculty of Florida

**Earl Wiman**, NEA Executive Committee, Tennessee

INTRODUCTION: **Lily Eskelsen Garcia**, President, National Education Association

SPEAKER: **Henry Giroux**, Global Television Network Chair in Communications and Professor of English and Cultural Studies, McMaster University

MODERATOR: **Theresa Montaña**, President, NEA National Council for Higher Education

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# SATURDAY, MARCH 14

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7:00 a.m. – 7:00 p.m.

## Registration

AUSTRALIA 3 AND FOYER

7:30 a.m. – 9:00 a.m.

## Breakfast

N. HEMISPHERE BCD

7:30 a.m. – 9:00 a.m.

## NEA National Council for Higher Education Meeting and Budget Hearing

S. HEMISPHERE I

9:00 a.m. – 10:30 a.m.

## Workshop Sessions

### Demystifying the Threats and Opportunities of MOOCs

S. HEMISPHERE IV

This presentation will discuss the threats and opportunities of the MOOC (massive open online course) movement. The “hype cycle” model will be used to describe and analyze the threats and opportunities associated with MOOCs in higher education.

**Stephen Brier**, Professor and ITP Certificate Program Coordinator, Graduate Center, CUNY

**Cynthia Tvelia**, Adjunct Coordinator, Faculty Association of Suffolk Community College

**Jose Chavez**, Professor, California State University, Sacramento

**Roberta Orona-Cordova**, Professor, California State University, Northridge

**Cheryll Conklin**, Central Zone Director and Director of Higher Education, Michigan Education Association

MODERATOR: **Catherine Leisek**, NEA Higher Education Planning

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# SATURDAY, MARCH 14

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## Addressing Sexual Violence on Campus

S. HEMISPHERE V

An unacceptable number of people are experiencing sexual violence on college campuses, and when they do, our members are often the first to know. This workshop will discuss how to work with students and advocacy groups to address issues like rape, stalking and relationship violence through policy change and culture shift.

**Loretta Ragsdell**, Professor, City Colleges of Chicago

**Sylvia Marques**, President, Graduate Employees Union, Michigan State University

**Elizabeth Abeles-Allison**, Member, Michigan State University Students United

MODERATOR: **Andrew Sako**, NCHE Membership Chair

## Bargaining Toward Job Security

N. HEMISPHERE E-1

This interactive session will examine a variety of approaches to building power toward bargaining for better job security for all higher education workers. Panelists will present brief case studies of both successes and challenges from local and state levels, followed by exercises in power structure analysis to organize a contract campaign to improve job security.

**Lisa Laverty**, Grievance Chairperson, Eastern Michigan University Federation of Teachers

**Patrick Crowley**, Government Relations Director, National Education Association Rhode Island

MODERATOR: **Kevin Gilbert**, NEA Executive Committee, Mississippi

## Students Supporting Faculty, Faculty Supporting Students

N. HEMISPHERE E-2

Student-faculty collaboration goes far beyond “our working conditions are their learning conditions.” Local unions and student organizations are standing up for one another and working together to create a vision of higher education that

serves the public good. Hear from members and students on the ground who are fighting for justice in higher education together.

**Patrice Mareschal**, Chapter Vice President, Rutgers Council of AAUP Chapters

**Maria Elena Cruz**, Professor, California State University, Northridge; NEA Emerging Leaders Academy 2015 Graduate

**Alex Uematsu**, Legislative Director, New Jersey United Students

MODERATOR: **Tim Haresign**, President, Council of New Jersey State College Locals

## A Living Wage for Education Support Professionals

N. HEMISPHERE E-3

This session first updates the number of Education Support Professionals in each occupational category for public and private postsecondary schools, and then discusses the living wage debate in five states. It will discuss the gap between the economic recovery, tax breaks for business startups, and increased numbers of administrators on the one hand, and the lack of salary increases for ESPs on the other. The session will also discuss strategies for bringing ESP salaries to the level of a living wage.

**Vicki Rosser**, Professor, University of Nevada, Las Vegas

**Maury Koffman**, NEA Executive Committee, Michigan

MODERATOR: **Amy Hengehold**, TRIO Student Support Services Staff, St. Clair County Community College; NEA Emerging Leaders Academy 2015 Graduate

## Campaigning for Higher Education in State Legislatures

N. HEMISPHERE E-4

It's not enough to just beat off threats to high-quality public higher education; we need to present a vision for what public higher education should look like and pair it with concrete proposals on how to get there. Come hear about some of the pro-higher education agendas currently being pushed in statehouses.

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# SATURDAY, MARCH 14

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**Frederick Kowal**, President, United University Professions, SUNY; AFT Vice President

**Linda Olson**, President, Vermont State College Faculty Federation

MODERATOR: **Donnie McGee**, Massachusetts Community College Council Vice President and Strategic Action Committee Chair, Massachusetts Teachers Association Board Member

## Faculty Salaries, Retirement and Benefits

### N. HEMISPHERE A-1

This session looks at trends in faculty salaries and benefits. While purchasing power for full professors has increased above its peak (in the 1972-73 academic year), the purchasing power for faculty without rank (including contingent faculty) has decreased since then. In the last few years, states have also instituted pension reforms that will affect future generations of faculty and create a more uncertain future for contingents. Learn how unions are fighting back to keep the benefits their members have earned.

**Anthony Johnston**, Legislative Representative, Cook County College Teachers Union

**Suzanne Clery**, Senior Research Associate, JBL Associates Inc.

**Valarie Conley**, Professor and Chair of Department of Counseling and Higher Education, Ohio University

MODERATOR: **Mark Richard**, President, United Faculty of Miami Dade College

## Recruiting Students of Color into Teaching

### N. HEMISPHERE A-2

When our unions reflect the communities we serve, everyone wins. However, students of color face many barriers to accessing higher education, becoming teachers and staying in the classrooms. Come to this workshop to gain insight into these problems and learn what your union can do to address them.

**Derryn Moten**, Co-president, Alabama State University Faculty-Staff Alliance

**Rodrick Lucero**, Senior Director for Member Engagement and Support, American Association of Colleges for Teacher Education

**Theresa Montaña**, President, NEA National Council for Higher Education

**DeWayne Sheaffer**, Professor/Counseling Faculty, Long Beach City College

**Elizabeth Davenport**, President, Florida A&M Chapter of United Faculty of Florida

MODERATOR: **Gilda Bloom-Leiva**, NEA Higher Education Planning Committee

## A Shared Vision

### N. HEMISPHERE A-3

Our unions are at their strongest and most effective when our members are working together to develop and pursue a common vision of what their workplaces can be. This workshop will focus on skills, tools and strategies that will help you reach out to your yet-to-be-active members, overcome their initial inertia, and engage them in building their union through a shared vision.

**Jesse Zeigler**, National Representative, AFT Organization and Field Services

**Wren Keturi**, Organizer, University of Illinois at Urbana-Champaign

**John Fleissner**, Organizer, University of Illinois at Urbana-Champaign

**Mike Rosen**, President, Milwaukee Technical College Federation

## Blood and Turf

### N. HEMISPHERE A-4

Ethnography and cultural geography are invaluable disciplines in building a strong local grounded in respected leaders. This workshop focuses on developing maps and exploring skills to conduct the necessary field research to appreciate the particular culture of your campus. Attendees should bring their campus maps and exploratory imagination!

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# SATURDAY, MARCH 14

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**Gary McNeil**, Washington Education Association Organizer,  
United Faculty of Washington State

**Bill Lyne**, President, United Faculty of Washington State; NEA  
Board Member

MODERATOR: **Emily Neal**, Professor, St. Louis Community  
College, Meramec; NEA Emerging Leaders Academy 2015  
Graduate

## **NEA Cyber Session: By the Numbers— Understanding Your Institution's Finances for Bargaining and Organizing**

OCEANIC 1

Every aspect of academic life on your campus is influenced by your institution's budget. This hands-on, interactive workshop covers how to read financial statements, how accounting standards affect your institution's financial health, and how to use financial data to calculate trends to anticipate bargaining positions as well as impacts on staffing. Participants will practice locating and analyzing elements of financial statements, including for their own institutions.

**Gregg Gascon**, Social Science Research, Evaluation and Measurement

## **AFT Cyber Session: Basic Tools for Legislative Research**

OCEANIC 2

Learn how to conduct basic online research on federal legislation and regulations. Includes how to find out the status of a bill, how your representative or senators voted on a particular issue, and what regulations the Department of Education is proposing.

**Sarah Cohen**, Senior Associate, AFT Government Relations

10:30 a.m. - 10:45 a.m.

## Break

10:45 a.m. - 12:15 p.m.

## Workshop Sessions

### **Bullying Prevention and Campus Safety Planning: Making Sure Your Workplace Is Safe**

S. HEMISPHERE IV

Faculty and staff are entitled to respect and dignity at work. Yet, many colleges fall short of guaranteeing a bully-free campus for employees. In this workshop, we'll discuss the scope and impact of workplace bullying, and policies and collective bargaining language that address the problem. This session will also address campus safety. Participants will learn the essential components of an effective emergency management plan, including how to prevent, prepare for, respond to and recover from emergencies.

**Jim Bender**, Executive Director, NEA Health Information Network

**Darryl Alexander**, Director, AFT Health, Safety and Well-Being

MODERATOR: **Elinor Sullivan**, President, University Professionals of Illinois

### **Family Life-Work Balance: Forming a Family-Friendly Working Group at the University of Central Florida**

S. HEMISPHERE V

In the summer of 2014, the University of Central Florida chapter of the United Faculty of Florida experienced a membership and leadership crisis. The UFF-UCF held an emergency meeting to develop a plan for building membership and developing leadership. We recruited a "Building Our UFF-UCF" group, and some of the participants formed a Family Life-Work Balance working group. Our presentation discusses the current state of this group, how it formed and the work conditions that inspired its creation.

**Beatriz Reyes-Foster**, Professor, University of Central Florida

**Meredith Tweed**, Instructor, University of Central Florida

**Yovanna Pineda**, Professor, University of Central Florida

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# SATURDAY, MARCH 14

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**Stacy Barber**, UFF-UCF Secretary

**Scott Launier**, UFF-UCF Vice President

**Vanessa Calkins**, Instructor, University of Central Florida

**Yan Fernandez**, UFF-UCF Membership Committee Chair

MODERATOR: **Britt Hall**, NEA Higher Education Planning Committee

## Solidarity with and among Contingent Faculty

N. HEMISPHERE E-1

Achieving justice for contingent faculty means reaching out to ensure we are addressing the needs of a diverse workforce, including full-time nontenure-track faculty, part-time faculty, adjuncts and graduate employees. It also means mobilizing allies in the workplace. Find out how contingent faculty are reaching out to each other and to their colleagues in the fight for equality.

**Maria Maisto**, President, New Faculty Majority

**John Govsky**, Co-vice President, Cabrillo College Federation of Teachers

**Beverly Stewart**, Illinois Education Association Higher Education Council Chair

**Judy Olson**, Chair, NEA Contingent Faculty Caucus; Lecturer, California State University at Los Angeles

MODERATOR: **Maury Koffman**, NEA Executive Committee, Michigan

## Is Bargaining Ever Over? A Realistic Approach to Contract Implementation and Enforcement

N. HEMISPHERE E-2

Contract negotiation is not an event; it is a process. The bargained contract is a living and ever-evolving document that both parties have responsibilities under and vested interests in. This panel will address the issues that arise after the contract has been ratified, including communication, contract enforcement and relational dynamics.

**Deborah Olson**, Executive Vice President, United Academics of the University of Oregon

**Charlyn Shepherd**, UniServ Director, Missouri NEA Unit 4

**Cindy Campbell**, Professor and Department Chair, St. Louis Community College, Florissant Valley

**Douglas Hurst**, Professor, St. Louis Community College, Meramec

MODERATOR: **Karen Strickland**, President, AFT Washington

## Community Partnerships Supporting Undocumented Students' Success

N. HEMISPHERE E-3

In the wake of President Obama's contested immigration executive actions, the landscape for immigration reform and undocumented students trying to access higher education remains contentious. Our unions can (and are!) working with a variety of partners to ensure higher education access for all and a just immigration system.

**Tracy Lai**, Co-president, AFT Seattle Community Colleges

**Kent Wong**, Director, UCLA Labor Center

**Laura Bohórquez**, DREAM Educational Empowerment Program Coordinator, United We Dream

**Linda Cabral**, NEA Campaigns and Elections

MODERATOR: **Cesar Moreno**, Assistant Director, AFT Human Rights and Community Relations

## State Funding for Higher Education

N. HEMISPHERE E-4

This session looks at the modest increases in support for higher education in most states and highlights challenges still facing colleges and universities: State funding support has yet to reach FY 2008 levels, and that has left an increasing share of costs to be paid by students and their families.

**Michael Piccinelli**, Associate, AFT Research and Strategic Initiatives

**William Zumeta**, Professor, University of Washington

MODERATOR: **Donnie McGee**, Massachusetts Community College Council Vice President and Strategic Action Committee Chair, Massachusetts Teachers Association Board Member



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# SATURDAY, MARCH 14

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## Transmitting Our Values Across Generations

N. HEMISPHERE A-1

How is your union planning for the future? How is it shaping future leaders and reaching out to future colleagues? Our futures depend on our ability to include young people and new members in developing our vision and conducting our work, and on passing on the tools, knowledge and values that will help our unions thrive. Learn how our organizations are working to meet this challenge.

**Naomi Zauderer**, Associate Executive Director, Professional Staff Congress, CUNY

**Nivedita Majumdar**, Chapter Chair, Professional Staff Congress, CUNY

**Chelsey Herrig**, Chair, NEA Student Program

MODERATOR: **Lydia Hou**, Secretary, Graduate Employees Organization, University of Illinois at Chicago

## Campaigns for Trans\* Inclusivity

N. HEMISPHERE A-2

Many academic workplaces are beginning to seriously engage in protecting the rights of workers to freely express their gender identity on the job. Despite this progress, barriers remain to the full inclusion, at work and in our organizations, of the broad range of gender identities. Our panelists will discuss their work fighting for civil and labor rights for the trans\* community.

**Andre Wilson**, Senior Associate, Jamison Green & Associates

**Bethany Gizzi**, President, Monroe Community College Faculty Association

**Jerame Davis**, Executive Director, Pride at Work

MODERATOR: **George Sheridan**, NEA Executive Committee, California

## Building a New Union

N. HEMISPHERE A-3

Realizing our union's vision requires organization, leaders and action on the ground. It requires us to build and rebuild our infrastructure to pursue our goals. This workshop will

introduce you to the adjunct faculty leaders from the United Academics of Philadelphia, who employed their vision to recruit and mobilize leaders and activists. They will share their recent hands-on experiences and present ideas you can take back to your local.

**Richelle Fiore**, National Representative, AFT Organization and Field Services

**Katherine Liapis**, National Representative, AFT Organization and Field Services

**Anna Neighbor**, Member, United Academics of Philadelphia

**Paul Dannenfelser**, Member, United Academics of Philadelphia

## Emerging Leaders: University of Texas–Pan American Experience

N. HEMISPHERE A-4

Members of the NEA's Emerging Leaders Academy (ELA) will reflect on their organizing project at the University of Texas–Pan American, a Hispanic-serving institution. Participants will review key aspects of this ELA organizing project in South Texas as well as share their firsthand experiences both as students in ELA and as organizers in Texas. Learn what it is like to plan and execute an organizing project and how the ELA class built upon individuals' strengths to enhance the project.

PRESENTERS: 2015 NEA Emerging Leaders Academy Graduates

MODERATOR: **Joyce Powell**, NEA Executive Committee, New Jersey

## NEA Cyber Session: Don't Leave \$\$\$ on the Table

OCEANIC 1

Millions of educators are missing out on student loan reduction and loan forgiveness opportunities, including higher education faculty and staff. This interactive session features the NEA's Degrees Not Debt campaign priorities and offers resources to help you have initial conversations with your members and nonmembers, engage members, recruit new members and organize workshops to take the five steps to kick student debt.

**Nilka Julio**, NEA Higher Education Organizer

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# SATURDAY, MARCH 14

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## AFT Cyber Session: Action Network—Online Email and Activism Tool

OCEANIC 2

This spring, the AFT is moving our blast email and online activism from Salsa to a new product: the Action Network. The Action Network has developed a platform for our specific needs, and it provides a powerful, easy-to-use toolset for online organizing. In this session, we'll provide an overview of the features and answer your questions.

**Evan Sutton**, Digital Director, AFT Communications

12:15 p.m. – 12:30 p.m.

## Break

12:30 p.m. – 2:00 p.m.

## Lunch and Polishook Lecture

N. HEMISPHERE BCD

GREETINGS: **John McDonald**, President, Henry Ford Community College Federation of Teachers; AFT Vice President

INTRODUCTION: **Randi Weingarten**, President, American Federation of Teachers

SPEAKER: **R. L'Heureux Lewis-McCoy**, Professor, City College of New York, CUNY

2:30 p.m. – 4:30 p.m.

## Forums and Trainings

### Professional Staff Forum: Advancing Your Career in Higher Education Administration

N. HEMISPHERE A-1

This is not a job-search presentation. This interactive workshop aims to help participants articulate their strengths and interests, understand the larger marketplace of career options for administrators in higher education, and begin the planning process for the next step. We take

a proactive approach to self-assessment, market research, entrepreneurship and career self-management. Please bring your resume.

**Marianna Savoca**, Career Center Director at Stony Brook University, United University Professions, SUNY

MODERATOR: **J. Philippe Abraham**, Vice President for Professionals, United University Professions, SUNY; NEA Emerging Leaders Academy 2015 Graduate

### Contingent Faculty Forum

N. HEMISPHERE A-2

Join contingent faculty leaders from around the country to learn and shape what's next for the movement for justice for contingent faculty.

**Thomas Anderson**, Vice President, Union of Part-Time Faculty, Wayne State University

**Judy Olson**, Chair, NEA Contingent Faculty Caucus; Lecturer, California State University at Los Angeles

CO-MODERATORS: **John Govsky**, Co-vice President, Cabrillo College Federation of Teachers

**Sasha Tarrant**, Professor and Director of Employee Development Center, Brazosport College; NEA Emerging Leaders Academy 2015 Graduate

### Legal Forum

N. HEMISPHERE A-3

General counsel for both the American Federation of Teachers and the National Education Association will discuss what the legal landscape holds for higher education and the labor movement.

**David Strom**, General Counsel, American Federation of Teachers

**Alice O'Brien**, General Counsel, National Education Association

MODERATOR: **Kevin Lindstrom**, President, Minnesota State College Faculty

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# SATURDAY, MARCH 14

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## Assemble Our Power with Community: Member and Community Engagement

N. HEMISPHERE A-4

Mobilizing our members and strengthening relationships with the community are two of the most important challenges our union faces today. In order for us to be successful, we must take risks and build trust through a new way of doing business. This session will discuss strategies to engage and activate your members as well as review essential components of a strong community-engagement program.

**Bill Shiebler**, Assistant Director, AFT Human Rights and Community Relations

**Nidia Lias**, Treasurer, Arizona Education Association; Member and Community Engagement Chair, Assemble Our Power with Community

## Teacher Preparation: Challenges and Opportunities

N. HEMISPHERE E-1

Straddling the higher education and K-12 worlds, teacher preparation has been one of the hottest education issues of the year. As the “education reform” movement seeks to bring punitive accountability systems to our colleges and universities, AFT and NEA leaders are bringing forth their own ideas for elevating the teaching profession and providing high-quality teacher preparation.

**Richard Wolfson**, President, Montclair State Faculty, Professional Staff and Librarians

**Marlene Morales**, Vice President-InterAmerican Campus, United Faculty of Miami Dade College

**Joyce Powell**, NEA Executive Committee, New Jersey

**Jamie Dangler**, Vice President for Academics, United University Professions, SUNY

**Theresa Montaña**, President, NEA National Council for Higher Education

MODERATOR: **Gilda Bloom-Leiva**, NEA Higher Education Planning Committee

## (Un)Popular Economics: Organizing and Engaging Student Debtors

N. HEMISPHERE E-2

As overall wages have stagnated over the past 50 years, many have turned to credit and debt as a way to afford college—for themselves and their children. Student debt is now the second-largest form of consumer debt, totaling \$1.3 trillion and affecting more than 40 million individuals, leaving millions of workers in crisis. That is why the Debt-Free Future campaign is driving debt-relief strategies to organize workers to turn the tide on the student debt crisis. This workshop will present tools and strategies to help locals organize and engage members and build momentum at the local, state and national levels.

**Gillian Mason**, Organizer, Development and Training, Massachusetts Jobs with Justice

**Susan Williams**, Coordinator, Highlander Research and Education Center

**Esmeralda Baltazar**, Education Team, Highlander Research and Education Center

**Christopher Hicks**, Debt-Free Future Campaign Organizer, Jobs with Justice

## Putting It All Together

N. HEMISPHERE E-3

All of our unions face serious challenges ahead. Our ability to surmount these challenges is increased by developing a strategic plan to address them. In this workshop, you will review and develop plans to tackle membership apathy, cultivate a shared union vision, use your vision to build leadership and activism, and ultimately craft an effective strategic plan for your local.

**Anne Dietz**, National Representative, AFT Organization and Field Services

**Vendula Linhartova**, National Representative, AFT Organization and Field Services

**Christina DeAngelo**, Grievance Officer, Campus Faculty Association, University of Illinois at Urbana-Champaign

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# SATURDAY, MARCH 14

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## Organizing for Equality for HBCU Funding

N. HEMISPHERE E-4

The historically black colleges and universities community consists of many potential partners that could affect state and federal funding of our nation's HBCUs. Representatives from HBCU governance, employee organizations, alumni groups and administrators will address the issues and talk about possibilities for potential partnerships.

**Beatrice Forniss**, National Alumni President, Alabama State University

**Robert White**, President, Alabama State University Education Association

**Derryn Moten**, Co-president, Alabama State University Faculty-Staff Alliance

**John Warford**, Professor, Florida A&M University

**Angela McKenzie**, Vice President, Accounting Systems, Regions Bank; Board of Trustees, Alabama State University

MODERATOR: **Michelle Harris**, Professor, University of the District of Columbia; NEA Emerging Leaders Academy 2015 Graduate

4:30 p.m. – 6:30 p.m.

## NEA Education International Meeting

ASIA 4

5:00 p.m. – 7:00 p.m.

## Alliance of Graduate Employee Locals Dinner and Business Meeting

ASIA 5

**Amber True**, AGEL Co-chair, Graduate Employees Union at Michigan State University

**Brynn West**, AGEL Co-chair, Temple University Graduate Student Association

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# SUNDAY, MARCH 15

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9:00 a.m. – 10:45 a.m.

## Breakfast/Closing Plenary

### Higher Education in the Wake of the Ferguson Movement

N. HEMISPHERE BCD

From #blacklivesmatter, to #notonemore, we are experiencing a resurgence of the civil rights movement. But as we see tens of thousands of people marching in the streets, how is this movement being played out on our college campuses? What role does higher education play in the current social justice movement? How are campuses creating environments supportive of diverse movements, voices, students and faculty? Are higher education institutions cultivating their student activists? If so, then how are those student activists being cultivated in these potential organizing cultural environments?

**Monica Bustinza**, Student Advocacy Task Force Leader, United Faculty of Miami Dade College

**Victoria White-Mason**, Law Student, Harvard Law School

**Princeton Parker**, Student Activist, University of Southern California

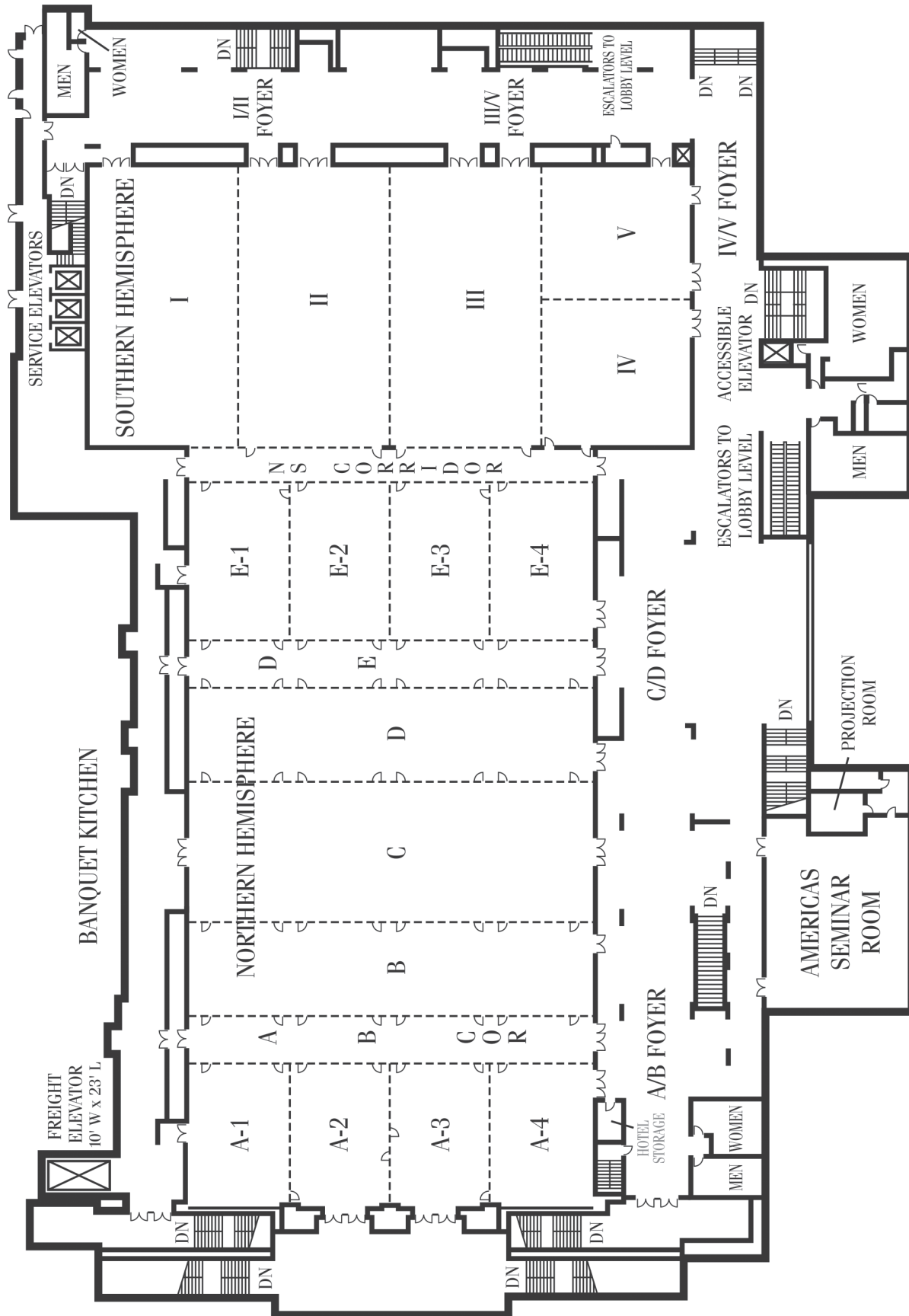
**Andre Perry**, Dean of Urban Education, Davenport University

INTRODUCTION: **Nandi Riley**, Secretary-Treasurer, NEA National Council for Higher Education

MODERATOR: **Barbara Bowen**, President, Professional Staff Congress, CUNY; AFT Vice President

# FLOOR PLANS

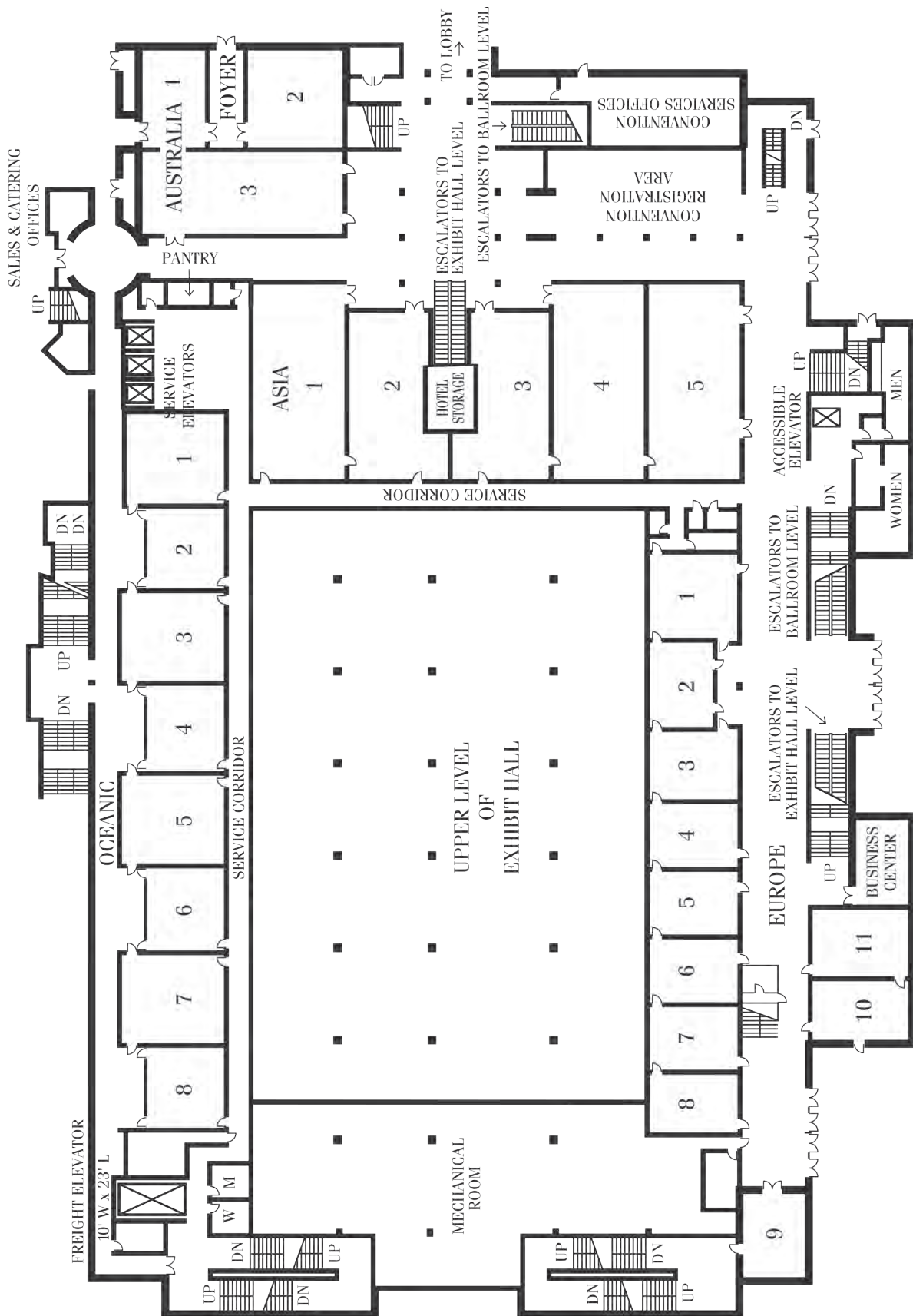
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