



A Union of Professionals

AFT Higher Education

Generating



Mobilizing the Union to Revitalize Higher Education

AFT NATIONAL HIGHER EDUCATION ISSUES CONFERENCE  
MARCH 6-8, 2009 • MIAMI, FLORIDA



*A Union of Professionals*

## AFT Higher Education

A Division of the American Federation of Teachers

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SUSAN KAUFMAN, University Professionals of Illinois

LISA KLEIN, Rutgers Council of AAUP Chapters

JOHN McDONALD, Henry Ford Community College Federation of Teachers

MARK JAMES MILLER, Allan Hancock Part-Time Faculty Association

GREG MULCAHY, Minnesota State College Faculty

MARK RICHARD, United Faculty of Miami-Dade Community College

JULIETTE ROMANO, United College Employees of the Fashion Institute of Technology

KAREN SCHERMERHORN, Faculty and Staff Federation of the Community College of Philadelphia

ELLEN SCHULER MAUK, Faculty Association at Suffolk Community College

ELLIS GAGE SEARLES, Mohawk Valley Community College Professional Association

CURTIS SMEBY, Northern Montana College Federation of Teachers

DONNA SWANSON, CNM Employees Union

NICHOLAS YOVELLO, Council of New Jersey State College Locals

### **Staff**

LAWRENCE N. GOLD, AFT Higher Education, Director

CRAIG P. SMITH, AFT Higher Education, Deputy Director

LINDSAY A. HENCH, AFT Higher Education, Senior Associate

CHRISTOPHER GOFF, AFT Higher Education, Assistant

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ASHLEY LEONARD, Support Staff

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# **GENERATING POWER:** Mobilizing the Union to Revitalize Higher Education

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# Friday, March 6

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**7:30 a.m. – 7:00 p.m.**

## Registration

*Mediterranean Foyer*

Breakfast on your own

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**9:00 a.m. – 10:30 a.m.**

## Workshops

### **Workshop 1:**

#### The ABCs of the AFT

*Miramar North*

The senior AFT staff member for higher education will discuss the ins and outs of the AFT's governance structure and tell members to whom they can turn for information and advice.

LAWRENCE N. GOLD, Director, AFT Higher Education

### **Workshop 2:**

#### Emergency Preparedness and Campus Safety

*Castillian/Valencia East*

Most higher education institutions have developed emergency preparedness and response plans with little to no input or guidance from faculty, staff and/or their unions. Training and information about procedures is generally inadequate, and institutions often assign roles for faculty and staff in emergency plans that could conflict with the contract. This workshop will address what should be in a plan and the importance of union involvement in its development and implementation.

AMY BAHRUTH, Health and Safety Chair,  
Rutgers Council of AAUP Chapters/AFT

DARRYL ALEXANDER, Director, AFT Health and Safety

**Moderator:** DIERDRE GLENN PAUL, President,  
Montclair State University Federation of Teachers

### **Workshop 3:**

#### Building Coalitions with Students

*Madrid/Valencia West*

Student groups on campus often can be powerful allies for faculty and staff unions. However, building coalitions with student groups, as with all coalitions, requires work, good communication and a willingness to work together on common projects. This session will provide a look at two student groups that are active on many campuses around the country and that are interested in working in coalitions with our unions. Participants will get a chance to talk about what works as well as the challenges in trying to build coalitions between unions and student groups.

CHRISTINE LINDSTROM, Higher Education Program Director,  
The Student PIRGs

SHAUN MARTINEZ, Development Coordinator,  
United Students Against Sweatshops

**Moderator:** ELLIS GAGE SEARLES, President, Mohawk Valley  
Community College Professional Association

### **Workshop 4:**

#### Incorporating FACE into Your Contract Campaign

*Regency Ballroom*

Collective bargaining is an important element of the AFT's Faculty and College Excellence (FACE) campaign. Based on lessons learned from AFT affiliates who have bargained academic staffing issues, the AFT is putting together a new toolkit to help locals incorporate FACE priorities into upcoming collective bargaining campaigns. This session will examine two locals that have worked on staffing issues in recent negotiations, discuss how locals can strengthen their bargaining positions on academic staffing issues and explore resources that can help locals in those efforts.

MICHAEL FABRICANT, Treasurer, Professional Staff Congress,  
CUNY

JENNIE SMITH, Secretary, Faculty and Staff Federation of the  
Community College of Philadelphia

**Moderator:** MARK BOSTIC, Regional Director,  
AFT Northeast Regional Office

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# Friday, March 6

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## **Workshop 5:**

### Getting Members Involved

*Mediterranean West*

Whether you are part of a recently organized or well-established local, increasing member involvement challenges us all. The AFT has been working closely with locals to help them build membership and activism. In this session, participants will learn about the techniques of the AFT Membership Consolidation-Internal Organizing Program (MCIO), designed to build the union through person-to-person contact and to create structures that allow the union to get things done.

RICK KUPLINSKI, Deputy Director, AFT Organization and Field Services

**Moderator:** ELLEN SCHULER MAUK, President, Faculty Association Suffolk Community College

## **Cyber Session:**

### An Introduction to AFT Higher Education Electronic Resources

*Regency Conference Room*

The AFT has a host of powerful and useful electronic tools to help you at the local level with everything from collective bargaining to legislative work to communicating with your members. Join us for an introduction to all of these resources and then join our facilitators in the resource room over the weekend, either in sessions or during open work times, to get hands-on experience.

**Seating for this session is limited and will be available on a first-come, first-served basis.**

SUE CLERY, Senior Research Associate, JBL Associates

BARBARA TOBIAS, Senior Associate, AFT Digital Communications

NATHANIEL JOHNSON, Assistant, AFT Research and Information Services

**10:30 a.m. – 10:45 a.m.**

Break

**10:45 a.m. – 12:00 p.m.**

## **OPENING PLENARY**

### AFT Higher Education Program and Policy Council Forum

*Mediterranean East/Center*

Members of the AFT Higher Education program and policy council will discuss the union's higher education priorities and then answer questions from the audience. These priorities include efforts to promote investment in higher education, strengthen the Faculty and College Excellence (FACE) campaign, develop a proactive stance on professional staff issues, and promote faculty and staff diversity.

**Moderator:** SANDRA SCHROEDER, President, AFT Washington, AFL-CIO; AFT Vice President; Chair, AFT Higher Education Program and Policy Council

**Greetings:** TOM AUXTER, President, United Faculty of Florida

**12:00 p.m. – 1:00 p.m.**

Lunch

*Grand Promenade*

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**1:00 p.m. – 2:30 p.m.**

## Workshops

### **Workshop 1:**

### Talking to Your Members about Political Action

*Madrid/Valencia West*

The recent elections were an overwhelming success due in large part to organized labor's monumental efforts to elect candidates who share our priorities. Like all union organizing, this success starts with one member talking to another. But many union members have an aversion to talking about politics with their colleagues. This workshop will focus on building political strength in your local union and developing effective strategies for talking about politics with members.

CHRIS RUNGE, Deputy Director, AFT Political and Legislative Mobilization

**Moderator:** JOHN McDONALD, President, Henry Ford Community College Federation of Teachers

## Workshop 2:

### Academic Freedom in the Digital Age

*Castillian/Valencia East*

Technology has created many opportunities for higher education professionals; it also poses many challenges. One area in which unions need to be particularly vigilant is the impact of technology on academic and intellectual freedom and the privacy rights of faculty and staff. This session will examine a number of issues in this area and explore ways in which unions can work to protect members through bargaining and institutional policies.

BARBARA JONES, University Librarian, Wesleyan University

STEVE LONDON, Vice President, Professional Staff Congress, CUNY

**Moderator:** LISA KLEIN, President, Rutgers Council of AAUP Chapters/AFT

## Workshop 3:

### The Future of Accountability in Higher Education

*Regency Ballroom*

The question of accountability in higher education continues to garner much national and international attention. This workshop will examine the terrain of discussions about accountability from both a political and an educational standpoint. Presenters also will outline what other countries are doing regarding accountability issues and discuss what the future of accountability means from both an institutional and a faculty standpoint and what the union's role is within that context.

CLIFF ADELMAN, Senior Associate, Institute for Higher Education Policy

DEBRA HUMPHREYS, Vice President for Communications and Public Affairs, Association of American Colleges and Universities

ART HOCHNER, President, Temple Association of University Professionals

**Moderator:** DAVID ROBINSON, Associate Executive Director, Canadian Association of University Teachers

## Workshop 4:

### Workplace Bullying: Impact on People and Institutions

*Miramar North*

Workplace bullying is a form of nonphysical, psychological violence that occurs at work. It compromises employee health, derails careers and creates preventable costs to employers. In this workshop, the presenters will discuss the prevalence of workplace bullying and the forms it takes. Presenters will discuss not only the problems bullying creates for individuals and organizations but also will offer solutions and discuss how local unions can partner with institutions to address this concern.

GARY NAMIE, PH.D., Workplace Bullying Institute

RUTH NAMIE, PH.D., Workplace Bullying Institute

**Moderator:** ELLIE SULLIVAN, Secretary-Treasurer, University Professionals of Illinois

## Workshop 5:

### 10 Things To Do Until the Money Arrives

*Mediterranean West*

In these times of unprecedented fiscal stress, it is more important than ever to understand the economic environment and how it will affect the resources needed for the institutions in which our members work. Understanding the rapidly evolving stimulus plan, the continuing downward spiral of the economy, and the impact they will have on students, their families and our institutions is difficult but necessary if our union is to respond effectively. Presenters in this workshop will provide you with possible steps your local can take to protect members' interests until the smoke clears and recovery is under way.

ED MITCHELL, Executive Director, United Faculty of Florida

JEWELL GOULD, Director, AFT Research and Information Services

LYNNE MINGARELLI, Associate Director, AFT Research and Information Services

**Moderator:** NICK YOVNELLO, President, Council of New Jersey State College Locals

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# Friday, March 6

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## **Cyber Session:**

### Electronic Resources: Preparing to Bargain with Surveys, Data and Contracts

*Regency Conference Room*

This session will take an in-depth look at how to use the Higher Education Data Center, the new AFT Center for Collective Bargaining and AFT LeaderNet to help prepare for bargaining. Participants will get an overview of the Data Center and a brief tutorial on using the site to illustrate changes in salaries and instructional expenditures over time. Participants also will be able to use the AFT Center for Collective Bargaining's new system to search the online contract database for sample contract provisions and will learn how to use AFT LeaderNet to develop online bargaining surveys to send to members.

**Seating for this session is limited and will be available on a first-come, first-served basis.**

SUE CLERY, Senior Research Associate, JBL Associates

BARBARA TOBIAS, Senior Associate,  
AFT Digital Communications

NATHANIEL JOHNSON, Assistant, AFT Research and  
Information Services

**2:30 p.m. – 2:45 p.m.**

Break

**2:45 p.m. – 4:00 p.m.**

**Plenary:**

### The National Financial Crisis and Public Higher Education

*Mediterranean East/Center*

As the country works through the current financial crisis, our challenge will be to do everything possible to protect higher education and our members. To help state and local AFT affiliates work on those efforts, this session will focus on what has happened at the federal level to date, including an analysis of the recently passed American Recovery and Reinvestment Act. Presenters also will focus on the challenges states are facing and most likely will continue to face in the near future. Participants will have an opportunity to learn from one another about various state efforts to protect higher education.

EARL HADLEY, Senior Associate, AFT Legislation

ED MUIR, Deputy Director, AFT Research and Information Services

**Moderator:** LORRETTA JOHNSON, Executive Vice President,  
American Federation of Teachers

**4:00 p.m. – 4:15 p.m.**

Break

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# Friday, March 6

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4:15 p.m. – 5:45 p.m.

## Workshops

### Workshop 1:

#### Integrating Labor Education into the Curriculum

*Madrid/Valencia West*

A full accounting of the important role that organized labor has played in the history of the United States has been conspicuously absent from the curriculum in both K-12 and higher education. Some have argued that this has led to many of the misconceptions about unions in this country and has contributed to the decline of union density. This session will examine how to integrate labor history into the curriculum and make it a more vital part of American education.

JOHN DELORO, Executive Director, Dolores Huerta Labor Institute, Los Angeles Community College District

ANNE D'ORAZIO, President, Westchester Community College Federation of Teachers

**Moderator:** PERRY BUCKLEY, President, Cook County College Teachers Union

### Workshop 2:

#### Trends in Instructional Expenditures and Instructional Staffing

*Mediterranean West*

It is no secret that higher education has been facing a fiscal challenge for much longer than the current economic crisis. State funding consistently has declined, and colleges and universities have been forced to shift costs to students and private revenue sources. Perhaps the most notable consequence of this problem has been the growth of low-paid contingent faculty. This workshop will examine where the money for higher education is coming from and where it is going. Presenters will examine trends in instructional staffing both from a national perspective and from a disciplinary standpoint. The presenters then will shift to a discussion about how to work collectively to address these challenges.

JANE WELLMAN, Executive Director, Delta Project on Postsecondary Costs, Productivity and Accountability

ROSEMARY FEAL, Executive Director, Modern Language Association

SUE CLERY, Senior Research Associate, JBL Associates, Inc.

**Moderator:** JASON BLANK, President, Rhode Island College Chapter AFT

### Workshop 3:

#### Effective Contract Language for Professional Staff

*Miramar North*

This session, led by two experienced negotiators, will focus primarily on job promotion for professional staff. Participants will discuss how to get good contract language, how to monitor implementation of promotion policies and how to secure improvements in subsequent negotiations. The group will discuss promotion from an individual as well as a contractual standpoint—how to ask for promotions, how to build your case for promotions and how to navigate the often difficult process of getting promotions approved.

JOHN MARINO, Vice President for Professionals, United University Professions, SUNY

ROB BOWER, President, Professional Staff Association Rhode Island College

### Workshop 4:

#### Federal Healthcare Policy: The Road Ahead

*Regency Ballroom*

Federal healthcare policy reform continues to be a priority of the AFT. The current economic crisis has made it all the more apparent why a more comprehensive system is needed. This session will examine the current debates about healthcare reform, the AFT's policies and work in this area and the challenges we face in advocating for systemic change. In addition, this session will examine programs designed to incrementally expand healthcare coverage to more individuals.

BILL CUNNINGHAM, Senior Associate Director, AFT Legislation

**Moderator:** CARL FRIEDLANDER, President, Los Angeles College Faculty Guild

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# Friday, March 6

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## **Workshop 5:**

### The “Green Revolution” Comes to Campus

*Castillian/Valencia East*

Colleges and universities increasingly are considering how to respond to growing concerns about the environment and sustainability. In this session, participants will hear about two efforts to address these issues: the movement to create green buildings and the development of academic programs centered on sustainability. Participants will have an opportunity to learn about the Leadership in Energy and Environmental Design (LEED) certification program and the work of the Association for the Advancement of Sustainability in Higher Education (AASHE), as well as to discuss what unions can do to promote similar efforts at their institutions.

MONA FIELD, Southern Vice President of the Community College Council/California Federation of Teachers

DAVID BARNHILL, Director of Environmental Studies, University of Wisconsin-Oshkosh

**Moderator:** FRANK ESPINOZA, Vice President, San Jose/Evergreen Faculty Association

## **Cyber Session:**

### Electronic Resources: Communicating in a Web 2.0 World

*Regency Conference Room*

Communications have always been an important part of running an effective local union, and this is especially true in today’s information-driven age. This session will introduce you to AFT LeaderNet’s Online Survey Creator (find out how your members feel on important union issues), AFT GetActive (a powerful e-mail and legislative advocacy program) and AFT StateWeb (a simple tool for creating and maintaining local union Web sites). We’ll also discuss how affiliates can begin to utilize the new online social media tools (such as blogs, Flickr and YouTube).

**Seating for this session is limited and will be available on a first-come, first-served basis.**

BARBARA TOBIAS, Senior Associate,  
AFT Digital Communications

**5:45 p.m. – 6:30 p.m.**

### Reception

*Grand Promenade*

**6:30 p.m. – 8:30 p.m.**

### Dinner and Program

*Mediterranean East/Center*

#### **Moderator:**

SANDRA SCHROEDER, President,  
AFT Washington, AFL-CIO; AFT Vice President;  
Chair, AFT Higher Education Program and Policy Council

#### **Greetings:**

ANDY FORD, President, Florida Education Association;  
AFT Vice President

#### **Brief Remarks:**

GARY RHOADES, General Secretary,  
American Association of University Professors

JAMES RICE, President,  
National Council for Higher Education/NEA

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# Saturday, March 7

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**7:30 a.m. – 4:00 p.m.**

## Registration

*Mediterranean Foyer*

**8:00 a.m. – 9:00 a.m.**

## Continental Breakfast

*Mediterranean East/Center*

**9:00 a.m. – 10:45 a.m.**

### **PLENARY SESSION/OPEN DISCUSSION**

## Stronger Together

*Mediterranean East/Center*

To address the external challenges faced by our colleges and universities, AFT Higher Education affiliates must find ways to strengthen solidarity among the different constituencies of faculty and professional staff on campus. In this interactive session, participants will explore the factors that impede unity within the campus workforce and strategize about how to build the solidarity and activism we need to win contract and political campaigns.

JESSICA SMITH, Deputy Director,  
AFT Organization and Field Services

**Moderator:** PHILLIP H. SMITH, President,  
United University Professions, SUNY; AFT Vice President

**10:45 a.m. – 11:00 a.m.**

## Break

**11:00 a.m. – 12:30 p.m.**

## Workshops

### **Workshop 1:**

## Seniority, Security and Priority Hiring for Contingent Faculty: Promising Models

*Castilian/Valencia East*

This session will explore a variety of ways in which locals have won a significant measure of seniority, job security and priority hiring for full-time nontenure-track faculty and part-time/adjunct faculty members. One presenter will discuss these issues from the perspective of universities; the other presenter and the moderator will approach the question from the perspective of community colleges. The group will discuss the ins and outs of achieving particular goals, both in terms of developing contract proposals and negotiating with management.

ROBERT SAMUELS, President, University Council-AFT

LYNNE DODSON, President,  
AFT Seattle Community Colleges

**Moderator:** KAREN SCHERMERHORN, Co-president,  
Faculty and Staff Federation of the  
Community College of Philadelphia

### **Workshop 2:**

## Accreditation and Regulation

*Vista*

During last year's reauthorization of the Higher Education Act, the Bush administration worked unsuccessfully to put legislative pressure on accreditation bodies to require more information about college and university "outcomes" from the institutions they accredit. Although that effort ultimately was blocked by Congress, the political and policy communities are now awash in proposals to evaluate college success through measures like graduation and placement rates, standardized student assessments and more. Pressure on accrediting

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# Saturday, March 7

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agencies to address these demands is growing, not shrinking, and many of the accreditors themselves have embraced the idea. This session will examine the current political environment surrounding accreditation, the impact it is having on colleges and faculty members, and the union's response.

BECKY TIMMONS, Assistant Vice President for Government Relations, American Council on Education

MARTIN HITTELMAN, President, California Federation of Teachers

**Moderator:** ORA JAMES BOUEY, United University Professions, SUNY Stony Brook Health Science Center

## **Workshop 3:** Strengthening Connections between PreK-12 and Higher Education

*Miramar North*

The question of how to help students succeed in college inevitably leads to a discussion about how well students are prepared. Likewise, the performance of students in preK-12 inevitably leads to questions of how well prepared teachers are when they leave college. However, these are only two pieces of a much more complex educational puzzle about helping students succeed at all levels. Solving this puzzle will require more discussion and collaboration among teachers at all levels. This session will examine ways that one school district and community college district are striving to make those connections.

MARK RICHARD, President, United Faculty of Miami-Dade Community College

KAREN ARONOWITZ, President, United Teachers of Dade

RANDY BIRO, Director of Educational Policy, United Teachers of Dade

JOSEPH MCNAIR, Vice President, United Faculty of Miami-Dade Community College-North Campus

**Moderator:** DONNA SWANSON, President, Central New Mexico Employees Union

## **Workshop 4:**

### The State of Graduate Education

*Madrid/Valencia West*

What is the current state of graduate education, and what should it look like in the future? Given the declining career opportunities in higher education, is it time to consider limiting the number of teaching and research assistant positions? How do graduate employees fit into the mix of instructional labor in higher education, particularly with regard to the increasing reliance on contingent labor? How do we balance the labor issues with the needs of academic programs, institutions and individuals interested in pursuing graduate studies in a particular field? These questions and others will be considered in this open discussion.

AMY LEVANT, Associate Dean, University of Illinois at Chicago Graduate College

DAVID HECKER, President, AFT Michigan; AFT Vice President

**Moderator:** HELEN HO, Graduate Employees Organization, University of Michigan

## **Workshop 5:**

### Effective Local Organizational Structures for Contingent Faculty

*Mediterranean West*

Almost every local union representing a large number of contingent faculty members, particularly locals made up exclusively of contingent faculty members, faces issues of finances and servicing, among others. Three local AFT leaders and a national AFT staff organizer will initiate a group discussion on the factors that impact the union's viability. Participants will discuss how to achieve and maintain economic stability and how to develop viable organizational structures and services to members. Relationships with other constituencies on campus will be discussed. Finally, participants will speak about turnover on campus and how to maintain and activate the membership.

JULIANNA IVEY, Interim Executive Director, Cerritos College Faculty Federation

BONNIE HALLORAN, President, Lecturers' Employee Organization

WILLIAM LIPKIN, President, New Jersey State Federation of Teachers

**Moderator:** JACK NIGHTINGALE, Assistant Director, AFT Organization and Field Services

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# Saturday, March 7

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## **Cyber Session:**

### Electronic Resources: Preparing to Bargain with Surveys, Data and Contracts

*Regency Conference Room*

This session will take an in-depth look at how to use the Higher Education Data Center, the new AFT Center for Collective Bargaining and AFT LeaderNet to help prepare for bargaining. Participants will get an overview of the Data Center and a brief tutorial on using the site to illustrate changes in salaries and instructional expenditures over time. Participants also will be able to use the AFT Center for Collective Bargaining's new system to search the online contract database for sample contract provisions and will learn how to use AFT LeaderNet to develop online bargaining surveys to send to members.

**Seating for this session is limited and will be available on a first-come, first-served basis.**

SUE CLERY, Senior Research Associate,  
JBL Associates

BARBARA TOBIAS, Senior Associate,  
AFT Digital Communications

NATHANIEL JOHNSON, Assistant, AFT Research and  
Information Services

## **12:30 p.m. – 2:30 p.m.**

### **LUNCHEON AND POLISHOOK LECTURE:**

### The Causes of the Economic Crisis and the Role of Higher Education in the Recovery

*Mediterranean East*

#### **Presenter:**

DEAN BAKER, Co-Director,  
Center for Economic and Policy Research

#### **Moderator:**

BARBARA BOWEN, President, Professional Staff Congress;  
AFT Vice President

## **2:30 p.m. – 2:45 p.m.**

Break

## **2:45 p.m. – 4:30 p.m.**

# Forums

### **Forum 1:**

### Legal Issues Update

*Castilian/Valencia East*

What changes can be expected in labor law as a result of the November national elections? Will these changes affect faculty rights in the classroom as well as academic freedom? Will opportunistic administrators use the current economic crisis to weaken collective bargaining agreements? And how should the union respond? These and other questions will be taken up in this forum on legal issues, during which participants will have a chance to discuss a range of issues with the AFT's General Counsel.

DAVID STROM, General Counsel, AFT Legal

**Moderator:** GREG MULCAHY, President,  
Minnesota State College Faculty

### **Forum 2:**

### Contingent Faculty Forum

*Madrid/Valencia West*

This is an open forum for members interested in contingent faculty issues. Participants will have an opportunity to discuss the impact of the current fiscal crisis on their institutions, to raise concerns about job security and to extend the discussion from the morning plenary session about how to build more solidarity within the union around academic staffing issues. Participants also will have a chance to discuss other issues related to contingent faculty, share strategies and information, and work together to develop responses.

ELAINE BOBROVE, President,  
Camden County College Adjunct Faculty Federation

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# Saturday, March 7

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## Forum 3:

### Professional Staff Forum

*Miramar North*

This open forum will be a moderated discussion of issues affecting professional staff in higher education. Participants will have an opportunity to talk about conditions for professional staff on campus, including relationships with management, faculty and other co-workers. Topics related to participation in the union will be addressed as well as the AFT Standards of Good Practice for the Employment of Professional Staff. Ideas may be raised for future conference sessions and communications on professional staff issues. The issues and ideas coming out of this discussion will be presented to the AFT Higher Education program and policy council for consideration at its next meeting.

JULIETTE ROMANO, President, United College Employees of the Fashion Institute of Technology

## Cyber Session:

### AFT Higher Education Electronic Resources: A Hands-On Introduction

*Regency Conference Room*

This session will provide a brief introduction to the AFT Higher Education Data Center, the new AFT Center for Collective Bargaining and several other AFT Web-based tools including online surveys, the GetActive e-mail advocacy program and a new Web site development tool, StateWeb. These brief overviews will be followed by hands-on work with the trainers. Participants will have an opportunity to work in small groups focused on the electronic resource they would like to learn about in more detail. After the brief introductory overview of each application, this session will be open to conference attendees who participated in earlier trainings or who are familiar with these resources and would like additional opportunities to work with the trainers in depth.

**Seating for this session is limited and will be available on a first-come, first-served basis.**

SUE CLERY, Senior Research Associate, JBL Associates, Inc.

BARBARA TOBIAS, Senior Associate,  
AFT Digital Communications

NATHANIEL JOHNSON, Assistant, AFT Research and Information Services

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# Sunday, March 8

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**7:30 a.m. – 11:30 a.m.**

## Registration

*Mediterranean Foyer*

**8:00 a.m. – 9:00 a.m.**

## Breakfast

*Mediterranean East*

**9:00 a.m. – 9:45 a.m.**

## PLENARY

### Fight for America's Future: It's Dollars and Sense

*Mediterranean East*

RANDI WEINGARTEN, President,  
American Federation of Teachers

**9:45 a.m. – 10:00 a.m.**

## Break

**10:00 a.m. – 11:30 a.m.**

## CLOSING PLENARY/OPEN DISCUSSION

### Building Faculty and Staff Diversity

*Mediterranean East*

Higher education continues to struggle with the question of how to ensure faculty and staff diversity. AFT Higher Education has made it a priority to advance this effort and has formed a working group on faculty and staff diversity to develop recommendations in this area. In this session, the chair of the working group will report on the committee's progress. Participants then will be asked to examine what stands in the way of creating a more diverse higher education workforce and to develop ideas for advancing diversity that can be taken back to the working group.

DERRYN MOTEN, Co-president, Alabama State University Faculty-Staff Alliance; Vice-chair, AFT Higher Education Program and Policy Council

# Miss a workshop?

Check out the AFT Higher Education Web site:

**[www.aft.org/higher\\_ed](http://www.aft.org/higher_ed)** where materials from conference workshops will be available in the coming weeks.

## **AFT Higher Education's Political Action Awards**

AFT Higher Education is pleased to announce the recipients of the first annual AFT Higher Education Political Action awards.

### **The President's Circle**

AFT College Staff Guild, Los Angeles Community College District  
AFT Seattle Community Colleges  
Cook County College Teachers Union  
Faculty & Staff Federation of the Community College of Philadelphia  
Faculty Association at Suffolk Community College  
Henry Ford Community College Federation of Teachers  
Milwaukee Area Technical College  
Mohawk Valley Community College Professional Association  
San Jose/Evergreen Faculty Guild  
United University Professions, SUNY  
University Professionals of Illinois

### **The Senator's Circle**

Graduate Teaching Fellows Federation, University of Oregon  
Teaching Assistants' Association, University of Wisconsin-Madison  
United Faculty of Miami-Dade Community College

### **The Representative's Circle**

The Association of University of Wisconsin Professionals  
United Faculty and Academic Staff, University of Wisconsin-Madison

Representatives from five of these locals will be invited to Washington, D.C. for a meeting with AFT officers and staff, as well as a visit to Capitol Hill for discussions about higher education with legislators from their respective states.

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For information on how you can apply for the award next year, visit the higher education division page on AFT LeaderNet:  
<http://leadernet.aft.org/divisions/highered>.



*A Union of Professionals*

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