

# GRADUATE STUDENT UNIONS AND POST-DOC ASSOCIATIONS: Emerging Institutions and Issues in Higher Education

Network on the Scientific Workforce at NBER & Labor and Worklife Program at Harvard Law School  
Sponsored by the Alfred P. Sloan Foundation

November 1-2, 2002

Richard B. Freeman and Daniel L. Goroff: Organizers

## PROGRAM

- FRIDAY**      **NOVEMBER 1, 2002** Harvard Faculty Club, 21 Quincy Street, Cambridge
- 11:30 AM      LUNCH  
12:15 PM      INTRODUCTIONS
- 12:30      **SESSION 1: THE ECONOMIC SITUATION FACING UNIVERSITIES, GRADUATE STUDENTS, AND POST-DOCS**
- CHAIR:              **George Borjas**, Professor of Economics and Social Policy, Kennedy School of Govt, Harvard University  
                         **Jack Lew**, Executive Vice President, NYU  
                         *University Financing and Federal Budgets*  
                         **Richard Freeman**, Professor of Economics, Harvard University, and Faculty Co-chair, Harvard Labor and Worklife Program  
                         *Stipends and Career Patterns*
- COMMENTATORS:      **Walter Schaffer**, Research Training Officer, National Institutes of Health (NIH)  
                         **Joan Lorden**, Associate Provost for Research and Dean, Graduate School, University of Alabama, Birmingham; and CGS/NSF Dean in Residence, NSF
- 1:45 - 3:15      **SESSION 2: GRADUATE STUDENT UNIONIZATION: UNIVERSITY AND LEGAL RESPONSES**
- CHAIR:              **Duncan Kennedy**, Professor of General Jurisprudence, Harvard Law School  
                         **Rosemary Braun**, PhD candidate, Physics, University of Illinois, and Co-President of the Graduate Employees Organization (GEO), University of Illinois  
                         **Maris Zivarts**, PhD candidate, Department of Molecular, Cellular and Developmental Biology, Yale University; Secretary-Treasurer, Graduate Employees and Students Organization (GESO)  
                         **Joan Moriarty**, PhD candidate, Department of Labor Economics, Cornell University; organizer for the Cornell Association of Student Employees (CASE /UAW)  
                         **David Carpio**, PhD candidate on-leave, Biological Sciences Department, Columbia University; and organizer, Graduate Student Employees United (GSEU)
- COMMENTATORS:      **Edward A. Brill**, partner, Proskauer Rose LLP  
                         **Joan Lorden**, Associate Provost for Research and Dean, Graduate School, University of Alabama, Birmingham; and CGS/NSF Dean in Residence, NSF  
                         **Ronald Oaxaca**, Professor of Economics, University of Arizona
- 3:15 - 3:30      COFFEE BREAK
- 3:30 - 5:30      **SESSION 3: POST-DOCTORAL ASSOCIATIONS AND UNIVERSITY RESPONSES**
- CHAIR:              **Geoff Davis**, founder of phds.org,  
Stanford
- U California      **W. James Nelson**, Senior Associate Dean for Research and Graduate and Postdoctoral Education; Office of Postdoctoral Services, Stanford University  
                         **Karen Christopherson**, Co-Chair, Stanford University Postdoc Association (SUPD)
- Johns Hopkins      **Raymond Clark**, University of California Council of Postdoctoral Scholars (CPD)  
                         **Carol Manahan**, Postdoctoral Fellow, Johns Hopkins University, School of Medicine; Johns Hopkins Postdoctoral Association
- U Chicago      **Orfeu Buxton**, Chair, Postdoctoral Association Board, Biological Sciences Division, University of Chicago  
                         **Nancy Schwartz**, Professor of the Department of Biochemistry and Molecular Biology, University of Chicago
- COMMENTATOR:      **Roslyn Orkin**, Assistant Dean for Faculty Affairs, Harvard Medical School
- 5:30 - 6:30      RECEPTION - Harvard Faculty Club, 21 Quincy Street, Cambridge  
6:30 - 7:30      DINNER - Harvard Faculty Club, 21 Quincy Street, Cambridge

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## CONTINUED

**FRIDAY**      **NOVEMBER 1, 2002** Harvard Faculty Club, 21 Quincy Street, Cambridge

7:30 - 9:00      **SESSION 4: ROUNDTABLE: UNIONS IN HIGHER EDUCATION**

CHAIR:            **Elaine Bernard**, Executive Director, Labor and Worklife Program, Harvard  
CWA                **Jelger Kalmijn**, president, University Professional and Technical Employees (UPTe –  
CWA 9119)  
UAW                **Joan Moriarty**, organizer, Cornell Association of Student Employees (CASE / UAW)  
AFT                 **Alyssa Picard**, Chief Negotiator, Graduate Employees Organization (GEO),

## OPEN DISCUSSION

**SATURDAY**      **NOVEMBER 2, 2002** Pound Hall 335, Harvard Law School (Massachusetts Avenue & Jarvis Street)

8:30 - 9:00      BREAKFAST (Continental Breakfast at Pound Hall 335)

9:00 -10:45      **SESSION 5: WHAT ARE PROFESSIONAL SOCIETIES AND NATIONAL GROUPS DOING?**

CHAIR:            **Elizabeth Marincola**, Executive Director, American Society for Cell Biology  
**Orfeu Buxton**, University of Chicago, National Postdoctoral Association, Steering  
Committee  
**Laurel Haak**, Editor, Postdoc Network, *Science's Next Wave*  
**Nancy Schwartz**, Dean for Graduate Affairs, Division of Biological Sciences,  
University of Chicago  
**W. James Nelson**, committee member, Interim Ad-Hoc Sub-Committee on  
Postdoctoral Training, American Society for Cell Biology

COMMENTATOR:      **Paula Stephan**, Professor of Economics, Andrew Young School of Policy  
Studies, Georgia State University

10:45 - 11:00      COFFEE BREAK

11:00 - 12:30      **SESSION 6: WHAT DO GRADUATE STUDENT UNIONS DO**

CHAIR:            **Linda Kaboolian**, Lecturer in Public Policy, Kennedy School of Government, Harvard  
University  
U Michigan:        **Charles Brown**, Professor of Economics, Michigan  
**Alyssa Picard**, Chief Negotiator, Graduate Employees Organization, Michigan  
U Mass:            **James A.W. Shaw**, President, Local 2322, UAW, Northampton, MA  
U Illinois:         **Richard Wheeler**, Dean, The Graduate College, University of Illinois  
U Wisconsin:      **Judith S. Craig**, Associate Dean Emerita, University of Wisconsin-Madison

COMMENTATOR:      **Anne Preston**, Professor of Economics, Haverford College

12:30 -1:30      LUNCH

1:30 - 3:00      **SESSION 7: IMPLICATIONS OF THE SHIFTING RELATIONSHIP**

CHAIR:            **Daniel Goroff**, Professor of the Practice of Mathematics, Harvard University  
**Frank Solomon**, Professor of Biology, MIT  
**John Vaughn**, Executive Vice President, Association of American Universities (AAU)

## OPEN DISCUSSION

6:00                DINNER - House of Blues, 96 Winthrop Street, Cambridge 617-491-2100 phone

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## PARTICIPANT LIST

Elaine Bernard	Labor and Worklife Program, Harvard University, Executive Director
Grant Black	Georgia State University, Andrew Young School of Policy Studies
George Borjas	John F. Kennedy School of Government, Harvard University and NBER
John Bound	University of Michigan, Department of Economics, and NBER
Rosemary Braun	University of Illinois, and Co-President of the Graduate Employees Organization GEO
Edward Brill	Proskauer Rose LLP
Charles Brown	University of Michigan, Department of Economics
Orfeu Buxton	University of Chicago, National Postdoc Association Steering Committee
Lynda Carlson	NSF, Director, Division of Science Resource Statistics
David Carpio	Columbia University, and Graduate Student Employees United GSEU, organizer
Karen Christopherson	Stanford University Postdoc Association SUPD, Co-Chair
Raymond Clark	University of California Council of Postdoctoral Scholars CPS
Judith Craig	University of Wisconsin-Madison, Associate Dean Emerita
Geoff Davis	phds.org
Matthew Di Carlo	Cornell University, Department of Sociology
Richard B. Freeman	Harvard University, Dept of Economics, Harvard Labor and Worklife Program, and NBER
Daniel L. Goroff	Harvard University, Department of Mathematics
Laurel Haak	Postdoc Network, <i>Science's Next Wave</i> , Editor
Emily Jin	NBER, Network on the Scientific Workforce, Research Assistant
Linda Kaboolian	John F. Kennedy School of Government, Harvard University
Jelger Kalmijn	University Professional and Technical Employees, UPTA - CWA, President
Duncan Kennedy	Harvard Law School, Carter Professor of General Jurisprudence
Sharon Levin	University of Missouri, St. Louis, Dept of Economics, and Director of Graduate Studies
Jack Lew	New York University, Executive Vice-President
James Lightbourne	NSF, Senior Science Advisor
Joan Lorden	Associate Provost for Research and Dean, Graduate School, University of Alabama, Birmingham; and CGS/NSF Dean in Residence, NSF
Carol Manahan	Johns Hopkins University, School of Medicine and Johns Hopkins Postdoc Association
Elizabeth Marincola	American Society of Cell Biology, Executive Director
Paul C. Martin	Harvard University, Faculty of Arts and Sciences, Dean for Research and Information Technology
Jeffrey Mervis	<i>Science</i> , Deputy News Editor
Joan Moriarty	Cornell Association of Student Employees CASE/ UAW, organizer
W. James Nelson	Stanford, Senior Associate Dean for Research and Graduate and Postdoc Education
Michael Neugart	Harvard University, Center for European Studies, John F. Kennedy Fellow
Ronald Oaxaca	University of Arizona, Department of Economics
Roslyn Orkin	Harvard Medical School, Assistant Dean for Faculty Affairs, Associate Clinical Professor
Alyssa Picard	University of Michigan, Graduate Employees Organization GEO, Chief Negotiator
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Alvin Roth	Harvard University, Department of Economics and Business Administration
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Frank Solomon	Massachusetts Institute of Technology, Department of Biology
Paula Stephan	Georgia State University, Andrew Young School of Policy Studies
Debra Stewart	Council of Graduate Schools, President
Michael Teitelbaum	Sloan Foundation, Program Director
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John Vaughn	Association of American Universities AAU, Executive Vice President
Maris Zivarts	Yale University, Graduate Employees and Students Organization GESO