

**Joe T. Berry**  
**December, 2014**

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### *EDUCATION*

**Union Institute and University:** Ph.D. in Labor Studies, 2002.

Dissertation: *Contingent Faculty in Higher Education: An Organizing Strategy and Chicago Area Proposal*. Published by Monthly Review Press in 2005 as “*Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education*”

**San Francisco State University:** U.S. History, concentration in history of labor, immigrants, minority groups and women, M.A. 1979

**University of Iowa:** U.S. History, English minor. B.A. 1971

### *OTHER EDUCATION*

2006-2007. Faculty Language Intensive Program (FLIP) (Spanish), University of Illinois, Chicago

1998. Common Sense Economics, Train the Trainer, AFL-CIO Dept. of Education

1998. Labor Law (Audit), University of Iowa Law School

1988. New Staff School, Union Leadership Institute, AFT, George Meany Center.

1987. Summer Institute, Labor in the Schools, University of Wisconsin, Madison, School for Workers. Co-sponsored by International Brotherhood of Teamsters.

1981-88. City College of San Francisco, courses in Labor Studies and Film

1970. University of San Francisco

1966-68. Grinnell College

### *RESEARCH OVERVIEW*

Author and co-author of articles, studies, and book on employment, organizing and bargaining in higher education, especially employment status of contingent faculty. Focus on research as context for strategies to improve labor standards in higher education. Statewide contract comparisons (California, Pennsylvania, and Illinois), unemployment insurance legislation, organizing strategies, cross-union and multi-union cooperation, history of higher education unions, national collective bargaining directory.

### *TEACHING OVERVIEW*

Labor Studies courses (credit): Strategic Grievance Handling, Current Issues for Labor, Union Administration, Organizing the New Workforce, Introduction to American Labor Movement, Political Economy of Labor, Labor and Working Class History, Labor and Social Movements.

Labor Education courses (certificate and other noncredit): Steward Training, Labor Law, Collective Bargaining, Labor History, Labor in Film, Communications (written and oral), and Organizing (internal and external), Leadership Training, Dispute Resolution, Economics and Political Economy, Introduction to Unionism, and others in various contexts.

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Undergraduate and graduate courses in U.S. History (survey), History of Gender and Labor, Civil War and Reconstruction, African-American History, Humanities

*AWARDS AND HONORS*

- 1994 Appreciation Award, Community College Council, California Federation of Teachers
- 1994 Labor Archives and Research Center of San Francisco State University, Citation
- 1988 Alpha Gamma Sigma, honor society of City College of San Francisco  
Teacher Appreciation Day, "Favorite Teacher"
- 1987 AFT Local 2121 Solidarity Award
- 1987 California Federation of Teachers Golden Apple Award
- 1966 Grinnell College Honor Scholarship

*TEACHING*

2007 – 2010. Visiting Labor Education Specialist, University of Illinois at Urbana-Champaign, Labor Education Program

Taught full range of labor education subjects, organized residential conferences, taught labor studies classes online, led successful outreach effort to rebuild labor education extension program in entire downstate area (south the I 80). Work included intensive ongoing advisory relationship with UIUC Campus Labor Coalition, Central Illinois Jobs with Justice, Champaign County AFL-CIO.

2005 -2007. Adjunct Labor Education Specialist and Program Developer, University of Illinois Urbana-Champaign, Chicago Labor Education Program. Developed and taught Advanced Certificate in Labor Studies classes (Current Issues in Labor, Advanced Steward Training, Advanced Collective Bargaining, Advanced Labor Law). Taught credit classes in National Labor College partnership: Current Issues for Labor, Organizing the New Workforce, Political Economy of Labor, and Union Administration.

2000 – 2007. Adjunct Faculty: Roosevelt University, Chicago, IL. Taught both US history survey classes, African-American History, and History of Gender and Labor. Member of Academic Senate Committee on Faculty Issues.

2002- 2005. Contract Instructor: Chicago Labor Education Program, University of Illinois. Co-taught and helped plan “Solidarity 101” series of programs for IBEW apprentices, including issues of diversity, labor history and organizing. Taught contract campaign research strategy to Teamsters local, communications in AFSCME summer institute.

2000 – 2004. Adjunct Instructor: Indiana University North-West, Division of Labor Studies Labor history course (credit) for Carpenters (UBCJA) and Electricians (IBEW) apprenticeship programs. Mentored and co-taught with colleagues in these classes.

2003. Adjunct Faculty: DeVry University. General humanities/history course with 20<sup>th</sup> Century U.S. focus.

2000-2002. Lecturer: Malcolm X College, Chicago City Colleges. Early and recent US history surveys. Served as member of Chicago City Colleges Adjunct Faculty Professional Development

Committee.

2000. Lecturer: Harold Washington College, Chicago City Colleges. Early U.S. history survey.

1999. Instructor: Community College of Philadelphia. Courses: Early and recent US history surveys.

1994-1998. Labor Educator: University of Iowa, Labor Center, Iowa City, IA  
Taught all standard labor education subjects, performed applied research, coordinated conferences and supervised graduate employees.

1994. Lecturer: San Francisco State University. Course: labor history, cross-listed as labor studies, history and economics.

1992-1993. Instructor: George Meany Center for Labor Studies, (now National Labor College)  
Western Semester Course: Teaching techniques for labor education

1980-1994. Instructor: City College of San Francisco. Introductory labor studies, steward training, leadership development, and history of the local labor movement. Spoke on labor topics at senior centers and schools. Did course development and outreach with local unions for customized training and recruitment. Taught all US history surveys and worked as teacher/researcher in Educational Opportunities Programs and Services (EOPS).

1981-1987: Instructor: San Francisco Bay Area Colleges. Courses: Labor studies, Early and Recent U.S. history, African-American history. (New College of California, College of Alameda, Chabot College, Skyline College, Mission College)

1973- 1980. Teacher: San Francisco Unified Schools: social studies, remedial reading and composition, English, and special education in various public junior and senior high schools. Included 4 years as part of a joint project sited at the University of California/San Francisco Medical Center, Adolescent Medicine Program.

1970- 1973. San Francisco Unified Schools, Paraprofessional

#### *NON-TEACHING AND LABOR MOVEMENT EMPLOYMENT*

2007-12 Co-Editor of updated edition (2012) of *Directory of Faculty Collective Bargaining Agreements in Higher Education*, published by National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY, NY, NY

2007-9 Co-researcher for Keystone Research Center, Harrisburg, PA, on project funded by American Federation of Teachers to determine costs in sample state of implementation of Faculty And College Excellence program to reform faculty staffing. Report forthcoming 2009.

2000-2007. Department representative (steward) and Executive Board member, Roosevelt Adjunct Faculty Association, IEA/NEA. In addition to regular duties, regularly staffed union office.

2000. Staff Organizer (short term), Illinois Education Association and Part-Time Faculty Association at Columbia College, IEA/NEA, Organized college part-time faculty, both in support of legislative proposals for bargaining rights and for unit expansion at Columbia College.

1999-2000. Researcher, Keystone Research Center. Co-developed report and presentation on use of contingent faculty in higher education in Pennsylvania and was co-researcher on study of Pennsylvania community colleges' role in workforce development.

1998-1999 Staff Organizer, Health Professionals and Allied Employees/AFT. Internal organizer in newly certified unit of 300 nurses preparing for first contract negotiations. Duties included corporate research as well as direct member organizing.

1988-1994 Executive Secretary, San Mateo Community College Federation of Teachers, AFT Local 1493. Sole professional staff person for local union representing unit of 1100 full and part-time faculty in open shop. Delegate to San Mateo Central Labor Council.

1990 – 1994. Coordinator for Part-Time Faculty, Community College Council, California Federation of Teachers, AFT. Built statewide committee representing 15,000 part-time faculty in 14 local units. Handled training, advocacy, government relations, communications, and bargaining and organizing advice and assistance to locals. Initiated, developed, and organized annual inter-organizational statewide conferences.

1989-91. Task Force Delegate, AFT--California School Employees Association Paraprofessional Task Force. Represented CFT Community College Council and AFT.

1987. Business Agent, SEIU Local 505, San Francisco. Consulting business agent for private sector dental industry unit with over twenty different contracts and employers spread over northern California.

1967-75. Industrial and service worker: Des Moines, Chicago, and San Francisco. Production worker in printing and ice cream (IBT member) industries. Also worked in construction, recreation, clerical, postal, taxicab, food service, and health-care.

#### *RELATED LABOR AND PROFESSIONAL EXPERIENCE*

2011-present, Steering Committee, AFT 2121 Retiree Chapter (City College of San Francisco)

2013-Present, Board of Directors, New Faculty Majority (NFM)

2012, Organizing committee for Northern CA regional meeting, United Association for Labor Education, Feb. 16.

2013-Present, Editorial Board, *Working USA*

2010-2012, National Advisory Board, New Faculty Majority.

2011- present, National Advisory Committee for (research) Center for the Future of Higher Education, a project of the (national) Campaign for the Future of Higher Education (CFHE)

2010-present, Committee on Contingency and the Profession, and Joint Subcommittee on Contingent Faculty and Governance, American Association of University Professors

2011-12. Nominations/Elections Committee, United Association for Labor Education

2010- present. National Steering Committee of the Coalition on the Academic Workforce, representing national AAUP

2010-2013, Labor Educator/advisor to organizing committee, East-West University Adjuncts United, IEA/NEA, Chicago.

2010 – present. National AAUP Committee on Contingency and the Profession, member. Also joint subcommittee on faculty governance and contingent faculty

2010-2011, Planning Committee for *Labor Notes* Troublemakers School, June 2011, Oakland.

2008 - present *Journal of Labor Research*, peer reviewer for articles for publication.

2007 – present. *Labor Studies Journal*, Member of Editorial Board, peer reviewer for articles for publication, co-editor Interactive Issues (debate) section, editor 2013-present

2007-present, blind reviewer for various publishers of books and articles.

2000 – present. Conferences on Contingent Academic Labor (COCAL) IV, 2000, San Jose, CA; V, 2002, Montreal; VII, 2006, Vancouver, British Columbia; VIII, 2008, San Diego, CA; IX, 2010, Quebec City, Quebec; X, 2012, Mexico City, D.F., XI, New York City, NY: Member of International Advisory Committee, COCAL

2004. Conference on Contingent Academic Labor VI, Chair of the Organizing Committee of U.S., Canada, and Mexico conference. Chicago.

2001, 2003, 2005, 2013. Campus Equity Week, Member of North American Steering Committee.

2002-2003. Chicago City Colleges Contingent Labor Organizing Committee (CCCLOC, IEA/NEA), Co-founder and steering committee member.

2002 –2010. Chair, Coalition of Contingent Academic Labor, (COCAL) Chicago Chapter.

2002- 2003. Graduate Learner Council, Graduate College of the Union Institute and University, Election officer and Admissions Committee representative.

2001-2006. North American Alliance for Fair Employment, Coordinating Committee

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2000-2005. Illinois Education Association, History Task Force, member

2000-2007. Roosevelt Adjunct Faculty Organization (RAFO) IEA/NEA, Member of Bargaining Committee, Chair of Membership/Organizing Committee, Program representative and Executive Board member, Conference and Representative Assembly Delegate, Delegate to bi-national conferences of National Alliance for Fair Employment (co-convener of Campus Action Group) and Coalition of Contingent Academic Labor.

2001. Campus Equity Week. Midwest and Chicago Contact and member of North American (US and Canada) and Chicago Area Steering Committees for first national coordinated campaign on behalf of contingent faculty. Chaired Chicago CEW Coalition meetings.

1999- 2001. Faculty Federation of Community College of Philadelphia, AFT Local 2026, member, Delegate to Philadelphia AFL-CIO Council and member of education committee.

1994-1998. AFT Local 716, Iowa City, Iowa, Secretary and treasurer.

1990 – 1994. San Francisco State University, Labor Studies Program. Labor representative on reorganization, hiring, and advisory committees.

1988- 1994. San Mateo County Central Labor Council. Chair and member of education committee. Major activities included labor in the schools, various sponsored conferences, and development of new delegate orientation package.

1981-94. San Francisco Community College Federation of Teachers, AFT Local 2121, Executive Board, Chief Delegate to San Francisco Labor Council, Vice President, bargaining team, committee chair, convention delegate, and member organizer.

1970- 1980. San Francisco Federation of Teachers, AFT Local 61. Member of community relations and paraprofessional committees, member-organizer and strike activist.

#### *SELECTED PUBLICATIONS*

2014, with Helena Worthen, “Wave of Adjunct-Faculty Organizing Sweeps onto Campuses”, *Labor Notes*, October 8, 2014

Forthcoming, with Jonathan Blanchette, “Teaching, and Organizing, in For-Profit Higher Education”, *Working USA*.

2011-present, with Helena Worthen, Continuing columns for *Steward Update*: “Handling Disciplines Involving Profanity”, “Dealing with Involuntary Transfers”, “Take that Break!”, “Theft on the Job”, “Driving the Boss’s Vehicle: Rights and Responsibilities”, “Gambling on the Job”, “ Handling Health and Safety Rule Violations”, “Fights in the Workplace: a steward’s special challenge”, “Dealing with Rule Violation Charges”, “Stewards and Smoking Issues”, “Qualifications, Seniority and Promotions”, “Theft on the Job”, “Job Classification Issues: individual and collective”, “Dealing with Involuntary Job Transfers”, “Personal Appearance”, and other topics.

2013, June-Sept., weekly column co-written with Helena Worthen, on continuing struggle at City College of San Francisco for Post Newspapers, six SF Bay Area editions focused on the Black community.

2012, Berry, J. and Worthen, H., "Higher Education as a Workplace". Dollars and Sense. Nov.-Dec. 2012.

2012, Berry, J. and Worthen, H., "Faculty organizing in the higher education industry: Tackling the for-profit business model". *Working USA* (15/3)

2012, Berry, J. and Savarese, M., Co-editors, *Directory of U.S. Faculty Contracts and Bargaining Agents*, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY.

2012, Berry, J., Review of "The Precariat; The New Dangerous Class" in *Labor Studies Journal* (37/3).

2012, Berry, J. Review of *Trampling Out the Vintage: Cesar Chavez and the Two Souls of the United Farm Workers* by Bardacke, Frank in *Labor Studies Journal*. (37/2)

2012, Berry, J. Review of *Intern Nation: How to Earn Nothing and Learn Little in the Brave New Economy* by Ross Perlin in *New Labor Forum*. Spring 2012.

2012, Berry, J. Review of *Playbook for Progressives: 16 Qualities for a Successful Organizer*. by Eric Mann. *Labor Studies Journal* 37(1)

2012, Berry, J. and Worthen, H. "Why We Should Support Organizing in the For-Profits" *Radical Teacher*, #93

2011, Berry, J. Review of *From here to There: The Staughton Lynd Reader*, by Grubacic, A., Ed. for *Labor Studies Journal*, 36(4).

2010, Berry, J. "COCAL IX: Quebec" in *Community College Journal*, Fall.

2009, Berry, J. "A New Majority Faculty: Progress or Profit?", in *Perspectives on Work*, Summer 2009

2009, Berry, J. "Contingent Faculty and Academic Freedom -- A Contradiction in Terms." Chapter in *Works and Days* (annual)

2008, Berry, J. and Hoffman, E. "Including Contingent Faculty in Governance", in *Academe*, Nov.-Dec.

2008. Berry, J., Stewart, B. and Worthen, H. *Access to Unemployment Insurance Benefits for Contingent Faculty*. Published by Chicago COCAL with the support of grants from NEA, AFT and AAUP. March.

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2006. Berry, J. "The Value of Forging Alliances," in *Chronicle of Higher Education, The Chronicle Review*, June 16.
2006. Berry, J. and Worthen, H. "Our Working Conditions are our Students' Learning Conditions: Using CHAT to explain and interpret the threat of disciplinary action against a contingent instructor in an adult education program in Chicago, IL". In *Critical Perspectives on Activity: Explorations Across Education, Work and Everyday Life*. Duarte, N., El Hammoumi, M. and Sawchuck, P. New York, NY: Cambridge University Press.
2005. Berry, J. *Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education*, New York, NY: Monthly Review Press.
2005. Berry, J. "Competitive Unionism". In *Workplace, a Journal for Academic Labor* <<http://www.cust.educ.ubc.ca/workplace/issue6p2/>>
2004. Berry, J. "University (Part-time) Faculty", in *Encyclopedia of the Midwest*. Ohio State University, Institute for Collaborative Research and Public Humanities.
2004. Berry, J. *A Labor-force Appropriate Strategy for Contingent Faculty*, Report from the North American Alliance for Fair Employment, Boston, MA.
2004. Berry, J. Video review of *Degrees of Shame: Part-time Faculty, Migrant Workers of the Information Age*, and *A Simple Matter of Justice: Contingent Faculty Organize*, Barbara Wolf, producer, in *Labor Studies Journal*, Vol. 29, Number 2, Summer 2004.
2004. Berry, J. "Contingent Faculty in Chicago and Illinois" *Illinois Academe*, Spring.
2003. Berry, J. and Worthen, H. "A contract campaign and an electoral process: Designing educational support in the context of two interacting activity systems in a local labor union in Chicago". *Proceedings, Book II: Work and Lifelong Learning in Different Contexts. 3<sup>rd</sup> International Conference on Researching Work and Learning. July 25-27, 2003, Tampere, Finland*. P. 264-273.
2003. Berry, J. "The New Majority Faculty: A Class Analysis for Organizing." *Works & Days* 41/42, Spring/Fall 2003.
2003. Berry, J. "Campus Equity Week's Offspring Takes a Few Steps: Contingent Faculty Organizing in Metro Chicago." *Working USA*, Spring 2003.
2003. Berry, J. and Worthen, H. Review of Thinking Union: Activism and Education in Canada's Labor Movement by D'Arcy Martin and Education for Changing Unions by Bev Burke, Jojo Geronimo, D'Arcy Martin, Barb Thomas, and Carol Wall, in *Labor Studies Journal*.
2003. Berry, J. "In a Leftover Office in Chicago", chapter in *Cogs in the Classroom Factory*. Herman, Deborah and Schmid, Julie, eds. Praeger/Greenwood Publishing Group, Westport, CT.
2002. Berry, J. Review of The Knowledge Factory: Dismantling the Corporate University and



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Creating True Higher Learning by Stanley Aronowitz, and of The Politics of Faculty Unionism: The Experience of Three New England Universities by Gordon B. Arnold, in *Labor Studies Journal*.

2002. Berry, J. and Worthen, H. “Bargaining for ‘quality’ in higher education: A case study from the City Colleges of Chicago”, *Labor Studies Journal*, Fall 2002.

2002. Berry, J. “Campus Equity Week: Contingent Faculty Make News” (expanded version), *Workplace: A Journal of Academic Labor*, 4.1.

2002. Berry, J. “Campus Equity Week: Contingent Higher Ed Faculty Make News”. In *Sunrise: Journal of the Organizing Resource Group*.

2001. Berry, J. “CEW and You: Why Tenure-Stream Faculty Should Support Campus Equity Week” in *NEA Advocate*

2001. Berry, J. “Organizing the New Majority Faculty: a report from the front”, conference session report in *Perspectives on Work*, Vol. 5, Number 1.

2000. Berry, J. “American Council on Education Annual Meeting, March 2000: Visiting the Royal Court of Higher Education or A Faculty Organizer in the Presidents’ Court”. In *Sunrise: Journal of the Organizing Resource Group*. November.

2000. Berry, J. “Chicago ’68 & Seattle ’99”, in *Voices from the WTO: an anthology of writings by the people who shut down the World Trade Organization in Seattle 1999*. Evergreen State College, Olympia, WA.

1999. Berry, J.; Herzenberg, S.; Worthen, H., and Wial, H. “Forward from Chaos: the Role of Pennsylvania Community Colleges in Workforce Development” in Report from the Keystone Research Center for the Heinz Foundation

1999. Berry, J. and Worthen, H., *Contingent Faculty in Public Higher Education in Pennsylvania, Spring 1999: Focus on the Community Colleges*, Keystone Research Center, Harrisburg, PA.

1999. Berry, J. Review of Why Doctors Join Unions by Grace Budrys, in *Labor Studies Journal*, Vol. 23, No. 4.

1994-1998, Wrote, revised, edited and compiled various teaching materials and manuals for labor education. Subjects included Iowa public employee labor law, organizing, collective bargaining, women’s labor issues, labor history, health insurance, and others.

Pre-1995, many articles in the labor press, including especially publications of California Federation of Teachers and locals 1493 and 2121.

1988-1994, Berry, J. Semi-monthly column, *Part-timers Progress*, for the California Federation of Teachers Community College Council newspaper, *Perspective*.

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1988- 1994. Annually compiled and annotated California statewide survey of community college faculty collective bargaining agreements' provisions affecting part-time faculty.

*SELECTED PRESENTATIONS*

- 2014, Series of presentations on higher education and contingent faculty in at Universidad Autonoma de Queretaro (Queretaro, Mexico) and Universidad Obrero, Mexico City. November.
- 2014, Presentation on history of contingent organizing at Faculty Association of CA Community Colleges Part-Time Faculty Conference, Glendale, CA. Nov. 1
- 2014, Presentation of contingent faculty, public meeting on Higher Education by Shaping San Francisco. Sept. 24
- 2014, Facilitated book talk session and co-led orientation session Coalition of Contingent Academic Labor XI, City University of New York, New York City, NY. August 4-5.
- 2014, Session leader on Contingent Faculty issues, for AAUP Oregon State Conference Annual Meeting, Corvallis, OR. April, 26.
- 2014, Presentation on Contingent Faculty Organizing, Joint AFT/AAUP meeting, Denver, CO. April, 19.
- 2014, Conference Presentation, with Helena Worthen, "Corporatization in Higher Education in the US" Social Movements and Alternative Futures Conference, Manchester Metropolitan Univ., Manchester, UK. April, 15.
- 2014, Facilitated Contingent Faculty Interest Group Meeting, Labor Notes conference, Chicago, IL. April 4.
- 2014, Keynote on History of Contingent Faculty Movement, Adjunct Action/SEIU Local 1021 Symposium on Higher Education, University of CA, Berkeley, Berkeley, CA. March 22.
- 2014, Keynote, Adjunct Action, SEIU, Seattle Symposium on the State of Higher Education and Contingent Faculty, Jan. 25.
- 2013, Co-Facilitator and presenter, AAUP national Summer Institute, Roundtable "Conversations on Contingency", Seattle, July 27.
- 2013, Keynote, Chicago New Faculty Majority Forum, "The attack on City College of San Francisco and the need for the metro organizing strategy", July 13.
- 2013, Keynote, Forum on Contingent Faculty Issues, University of Washington, AAUP, "Welcome to the National Contingent Faculty Movement", Seattle, May 11.

- 2013, Workshop speaker, Social Justice Conference, sponsored by Oakton (IL) CC, “The Struggle for Health Benefits for Contingent Faculty”, April 13, Oakton, IL.
- 2013, Plenary speaker, Countering Contingency conference, Adjunct Faculty Association, United Steelworkers, USW, “Organizing Contingent Faculty”, April 6, Pittsburgh.
- 2012, Guest Speaker, Federation of Post-Secondary Educators and Canadian Association of University Teachers (joint meeting of contingent faculty delegates). “History of COCAL and the contingent faculty movement”, Sept. 29, Vancouver, BC, Canada.
- 2012, Panel presenter on “Organizing contingent faculty”, for United Association for Labor Education, Regional Meeting, Sept. 15, San Francisco.
- 2012, Facilitator, Education workshop, Peoples Convention, sponsored by a coalition led by the Vermont Workers’ Center, Sept.1, Burlington, VT.
- 2012, Session Speaker. “The need to organize in the for-profit sector”. Conference on Contingent Academic Labor (COCAL X), August 11, Mexico City, DF, Mexico.
- 2012, Facilitated interest group meeting of contingent faculty union activists, Labor Notes conference, Chicago, IL. May 4.
- 2012, Presentation, with Michelle Savarese, on the 2012 edition “Directory of US Faculty Contracts and Bargaining Agents” at the annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, CUNY Graduate Center, NYC, April 1.
- 2012, Presentation on “Organizing in the For-Profit Sector of Higher Education” on panel on For-profit Higher Education at the Left Forum, Pace University, NYC, March 16-18.
- 2012, Presentation on “US Political Economy since 1945” for City College of San Francisco labor and Community Studies class sponsored by Jobs with Justice. March 15.
- 2012, Presentation on “Reform from the Inside and the Outside: Organizing, Coalition Building, and Regulation” at New Faculty Majority Summit on Reclaiming Academic Democracy: Facing the Consequences of Contingent Employment in Higher Education, Washington, DC, Jan. 28.
- 2012, Presentation on “Contingency is the Problem: the Faculty are the Solution” in panel Higher Education Today at American Historical Association, Chicago, IL, Jan. 7.
- 2011, Presentations on “The State of Faculty Unionization in Higher Education” and “Organizing in the For-Profits in Higher Education” at Organizing in Higher Education conference, U of MA, Boston, Labor Education Center, Sept. 30-Oct. 2.
- 2011, Presentation with Bill Shields on “Lessons from the 1930’s” at *Labor Notes* Troublemakers Conference, Oakland, CA, June 13, 2011.

- 2011, Paper presentation, “Organizing in a Very Hostile Environment: The Case of East-West University in Chicago”. United Association for Labor Education, New Orleans, March 20, 2010.
- 2011, Presentation, with Helena Worthen, on “When Labor Research is Useful” to the CA Federation of Teachers Leadership Conference, Burlingame, CA, Jan 7, 2011.
- 2011, “Lessons from Labor History: the 1930s and Today”, Presentation at Labor Notes Troublemakers’ School, Laney College, June 18, 2011
- 2011, Presentation with Helena Worthen on “Labor Research: For Whom, By Whom, and For What Purpose?” at California Federation of Teachers Leadership Conference, San Francisco, Feb. 7.
- 2011, Presentation on “Organizing and the Academic Class War” at A Counter Conference (to the MLA) : Strategies for Defending Higher Education, Los Angeles, CA, Jan. 8
- 2010, Labor Educator/Advisor to Non-Tenure Track Faculty (organizing) Committee, Indiana University/Purdue University, Indianapolis
- 2010, Panel presentation on “The Strategic Importance for the Contingent Faculty Movement of the Fight for Access to Unemployment Insurance” at Coalition of Contingent Academic Labor International Conference IX, Quebec City, August 13-15, 2010
- 2010, Plenary presentation on “The State of the Profession in US Higher Education” at Coalition of Contingent Academic Labor International Conference IX, Quebec City, August 13-15, 2010
- 2010, Presentation on Organizing Contingent Faculty to SEIU Local 500 (regional conference, Washington, DC. Local 500 now represents contingents at George Washington Univ., DC, and Montgomery County Community College, MD.
- 2009, Presentation on Faculty Organizing, Indiana AAUP annual meeting, Indianapolis, IN
- 2009, Panel Presentation on Reading, Writing and Union Building...”, Labor and Working Class History conference, Roosevelt University, Chicago, IL, May 2009
- 2009, “Lessons from Labor History: the 1930s and Today”, Presentation at Labor Notes Troublemakers’ School, Malcolm X College, Chicago, IL, May, 2009
- 2009, Panel presentation on “Reading, Writing and Union-Building: How Labor Educators Can Promote Active Literacy Among Workers”, United Association for labor Education annual conference, NLC, Silver Spring, MD, April 2009
- 2009, “Researching Organizing and Applying What is Learned”, presentation at session “Adjuncts and Allies” at the Conference on College Composition and Communications, San Francisco, CA. March 2009

- 2009, “Democratizing Higher Education: Against a Two Tier Faculty” as part of the Social Justice Public Lecture Series, at Western Michigan University, Kalamazoo, MI. January, 2009.
- 2008, “Defining Quality in Higher Education,” Keynote speaker, Canadian Union of Public Employees. Local 3902, Conference on Quality in Higher Education, University of Toronto, November, 2008
- 2008, “Corporatization and Casualization in Higher Education” on panel “The University and Work on Campus” as part of the symposium *The University of California and Its impact on Work and Employment: On Campus and in the Community*, UC Davis Center for Regional Change, November, 2008
- 2008, “Workforce Casualization: the example of higher education” talk for the Open University of the Left, Chicago. IL, Nov. 2008
- 2008, “The Terrain for Organizing on Campus” for “Organizing on Campus” panel at Wobfest, sponsored by Chicago General Membership Branch, IWW, November, 2008.
- 2008, “Forming a Local COCAL”, presented at Conference on Contingent Academic Labor VIII, San Diego State University, August 2008.
- 2008, “Access to Unemployment Insurance for Contingent Faculty”, presented at Conference on Contingent Academic Labor VIII, San University, August 2008
- 2008, “Contingent Faculty Inclusion.” Organizer, moderator, presenter on panel at National Center for the Study of Collective Bargaining in Higher Education, Baruch College, NY. April 2008.
- 2008, “Contingent Faculty Organizing Issues.” Keynote speaker at AAUP conference, Minneapolis, MN. February 2008.
- 2008, “Is Wal-Mart the 21<sup>st</sup> Century General Motors?” Presentation at UIUC YMCA luncheon speakers’ series, Champaign, IL. February 2008.
- 2008, “Strategies for Contingent Faculty.” Keynote speaker, Columbus, Ohio DSA speaker series. February 2008.
- 2008, “Strategies for Contingent Faculty.” Workshop, WEAC Higher Education Council Conference, Appleton, WI. February 2008.
- 2008, “On the Changes in the Faculty Workforce”, Keynote, NY State Conference, AAUP
- 2008, “Organizing a COCAL Affiliate”, panel presentation, International Coalition of Contingent Academic Labor Conference, VIII, San Diego, August.
- 2008 “Gaining Unemployment Insurance Benefits”, panel presentation, International Coalition of Contingent Academic Labor Conference, VIII, San Diego, August.

- 2008 “Academic Labor in the Neo-Liberal Economy”, panel presentation, Intersections series, Chicago Cultural Center and Columbia College. May.
- 2008 “Strategies for Contingent Faculty: Organizing and Unemployment Benefits.” Panel speaker, TESOL/COPTec International Conference, New York, NY April 2008
- 2008, Panel presentation on “1960s activists in the Labor Movement”, United Association for Labor Education, Minneapolis, MN, April 2008
- 2007, “US Labor Education and the US Labor Movement.” Conference keynote speaker, labor leadership in Piura, Peru. November 2007.
- 2007, “Organizing Strategies: Reclaiming the Ivory Tower.” Keynote speaker, Central Connecticut State College, Connecticut AAUP Conference for Campus Equity Week, November, 2007.
- 2007, “Unemployment Insurance Benefits for Contingent Faculty.” Workshop. IEA Higher Education State Conference. Bloomington, IL. October. 2007.
- 2007, “Organizing Strategies for Contingent Faculty.” Keynote speaker, Emerson College AAUP, Boston, MA. October 2007.
- 2007, Presenter for “Job security – How can part-time faculty secure unemployment benefits?” at Part-time Faculty: Organizing for Power, Illinois Education Association, NEA. Chicago.
- 2007, Presenter for “Practices and Possibilities: The future of corporate academia” at conference on Humanities or Human Resources? The Future of Ethnic Studies and Labor in the Corporate University, New York University, Dept. of Social and Cultural Analysis, New York.
- 2007, Panelist for “Academic Freedom and Contingent Faculty”, American Federation of Teachers, National Higher Education Conference, Portland, OR. March 2007.
- 2007, Moderator, panel on “Continuous Bargaining” at National Conference for Labor Representatives in the Health Care Industry, Chicago, IL. March, 2007.
- 2007, Presenter, “Organizing Contingent Faculty” for American Association of University Professors, Loyola University (Chicago) Chapter, Chicago, IL. March, 2007.
- 2007, Presenter, “Access to Unemployment Benefits: Preparing a Manual for Applicants”, United Association for Labor Education, Annual Conference, National Labor College, Silver Spring, MD. March, 2007.
- 2007, Presenter, “Organizing Part-time Faculty”, Wisconsin Education Association Council, Winter Conference, Milwaukee, WI. March, 2007.

- 2006, Respondent, “Re-imagining the Ivory Tower: Perspectives and Praxis”. Panel based on my book *Reclaiming the Ivory Tower*. Modern Language Association, Philadelphia, PA. December, 2006.
- 2006, Presenter and respondent, “A Symposium on Employment Conditions for College and University Teachers”, Black Oak Books, Berkeley, CA. August, 2006
- 2006, Presenter, “Part-Timer Organizing,” Part-timers Breakfast, Cabrillo College Federation of Teachers, Local 4400, AFT. Aptos, CA. August, 2006.
- 2006, Plenary presentation, “The State of the Organizing Movement Among Contingent Faculty in the U.S.A.”. Conference on Contingent Academic Labor VII, Simon Fraser University, Vancouver, BC, Canada. August, 2006.
- 2006, Presentation, *Reclaiming the Ivory Tower*. Modern Times Bookstore, San Francisco, CA. August, 2006.
- 2006, Labor history tours of Pullman and Haymarket, for Midwest School for Women Workers, Chicago, IL. July.
- 2006, Paper presentation, “Organizing to Match the Workforce”, panel on *Building New Foundations for Worker Rights at Law and Society Association Annual Meeting*, Baltimore, MD. July, 2006.
- 2006 Paper presentation, “Organizing Contingent Workers” at *How Class Works* conference. State University of New York at Stony Brook. June, 2006.
- 2006, Labor History tour and program, Haymarket and Stockyards, as part of *American Postal Workers Union Presidents’ Conference*, Chicago, IL. June, 2006.
- 2006, Chair, Interest Group Meeting of Higher Education Instructors, Labor Notes Conference, Dearborn, MI. May, 2006.
- 2006, Speaker, *May Day’s Origins in Chicago and Connections to Labor Movement Today*. College of Complexes, Chicago, IL. April, 2006.
- 2006, Panelist, “Stakes and Shareholders: Organizing Within the Entrepreneurial University”. Conference on the Economics of the Liberal Arts Education: Notes From the Frontlines, *Society of Fellows of the University of Chicago*. Chicago, IL. April, 2006.
- 2006, Keynote Speaker, “Reclaiming the Ivory Tower,” *St. Louis Conference for Contingent Faculty*, (AAUP, NEA and AFT) St Louis, MO. April, 2006.
- 2006, Panel presentation “The One Best Bargaining Unit?” on panel on “Contingent Faculty: Contingent Bargaining Unit Equity. Separate but Equal?” At *33<sup>rd</sup> National Conference on Collective Bargaining in Higher Education and the Professions*, Baruch College, CUNY, New York, NY. April, 2006.

- 2006, Book-talk on *Reclaiming the Ivory Tower*, Institute of Labor and Industrial Relations, UIUC. March, 2006.
- 2006, Book-talk on *Reclaiming the Ivory Tower*, San Francisco Community College Federation of Teachers, Local 2121, AFT. March, 2006.
- 2006, Book-talk on *Reclaiming the Ivory Tower*, San Mateo Community College District Federation of Teachers, Local 1493, AFT. March, 2006.
- 2006, “A Message from the National Movement” keynote speech to *Community College Council, California Federation of Teachers, Annual Convention*, Sacramento, CA. March, 2006.
- 2006, “Organizing Strategies for Part-Time/Adjunct Faculty”, presented at *American Federation of Teachers-National Education Association Higher Education Summit*, Orlando, FL. March 2006.
- 2006, “Organizing Contingent Faculty in Chicago”, presentation to Part-Time Faculty Association at Columbia College, IEA/NEA Faculty Development Series. Chicago, IL. February, 2006
- 2006, Keynote Speaker, “Reclaiming the Ivory Tower”, *Part-time Faculty Summit*, California Part-time Faculty Association. Los Angeles, CA. February, 2006.
- 2006, “Message from the National Movement”, presentation to Victor Valley College Part-Time Faculty United, Local 6286, AFT. Victor Valley, CA. February, 2006.
- 2006, “Message from the National Movement” presentation to *Lecturers Planning Meeting*, California Faculty Association, NEA, AAUP, SEIU. Manhattan Beach, CA. February, 2006.
- 2006, Book talk, *Seminary Coop Books*, University of Chicago, Chicago, IL. January, 2006.
- 2006, Book talk, *Left of Center Books*, Chicago, IL. January, 2006.
- 2005, “Campus Equity Week and Contingent Faculty”, *American Association of University Professors, St Xavier University Chapter*, Chicago, IL. November, 2006.
- 2005, “They love their work but hate their jobs.” Presentation to Professional Staff Congress, AFT, J.S. Murphy Institute for Worker Education and Labor Studies, City University of New York. October, 2006.
- 2005, Campus Equity Week address, Faculty Center, Community College of Philadelphia, AFT 2026. Philadelphia, PA. October, 2006.
- 2005, Campus Equity Week address, Labor Education Center, University of MA, Boston. Boston, MA. October 2005.



- 2005, Fair Employment Week presentations, The Faculty Association, CAUT, University of Western Ontario, London, Ontario, Canada. October, 2005.
- 2005, “Reclaiming the Ivory Tower”, Campus Equity Week presentation, Roosevelt Adjunct Faculty Association, Roosevelt University, Chicago IL. October, 2005.
- 2005, Labor history tour, Haymarket and Stockyards, United Electrical Workers – Authentic Labor Front Joint Organizers’ Conference. Chicago, IL. January, 2005.
- 2005, “A Message from the Broader Movement” to Southern Illinois University Adjunct Faculty Association, IEA/NEA. Carbondale, IL. September, 2005.
- 2005, Roundtable coordination and presentation on *Doing Labor Education with Professional Workers: An exchange of experiences*, AFL-CIO/United Association for Labor Education annual education conference, Philadelphia, PA.
- 2005, Worthen, H. and Berry, J. "Significant Learning and Alternative Education: Theorizing Labor Education in the U.S. Context." CNTE 18th Section (Teachers Union), Morelia, Mexico. January 2005.
- 2005, Worthen, H. and Berry, J. "Significant Learning and Alternative Education: Theorizing Labor Education in the U.S. Context." University of Chapingo Ecological School, Merida, Mexico. January 2005.
- 2005, Worthen, H. and Berry, J. "Political Education for Workers: An Historical Perspective on the U.S. Experience." Electricians' Union Political School, Mexico City, Mexico. January 2005.
- 2005, Worthen, H. and Berry, J. "Significant Learning and Alternative Education: Theorizing Labor Education in the U.S. Context." CNTE 9th Section (Teachers Union), Mexico City, January 2005.
- 2005, Consultation ongoing with Executive Committee, National Writers Union, UAW Local 1981, on Strategic Organizing (Included presentations, conference calls and individual consultations with officers)
- 2004, Strategic Planning, facilitation for Chicago Committee on Occupational Safety and Health, December 2004
- 2004, *A Metro Strategy for Contingent Faculty and Chicago Area Example*, Paper presented to the Conference on Contingent Academic Labor VI, Chicago, IL August 2004.
- 2004, Strategic Organizing presentations and consultation to NWU, Local 1981, UAW, for both their National Executive Committee and National Executive Board.
- 2004, “Contingent Faculty in Illinois”, Presentation to Annual Meeting of Illinois State Conference, American Association of University Professors

- 2004, “Contingent Faculty in Higher and Adult Education”, Guest lecture given at the Center for the Study of Education and Work, Ontario Institute for Studies in Education, University of Toronto, Toronto, Canada.
- 2003, Strategic planning for Chicago chapter of NWU/UAW, Local 1981
- 2003, “Organizing Contingent Faculty, the Campus Equity Week Perspective.” Presentation to the first statewide conference of the California Coalition of Contingent Academic Labor (CA COCAL), University of CA, Berkeley.
- 2003, “Diversity Training: What Works and What Doesn’t.” Roundtable presented with Helena Worthen and Francisco Montalvo, United Association for Labor Education/AFL-CIO Annual Education Conference, Miami, FL
- 2003, “Labor Education’s Role in a Contract Campaign: Lessons Learned.” Presentation with Helena Worthen and Francisco Montalvo, United Association for Labor Education/AFL-CIO Annual Education Conference, Miami, FL
- 2002, “Portfolio Assessment in Higher Education”, presented to joint faculty-administration Evaluation Task Force of Roosevelt University
- 2002, “The Politics of Lists: organizing strategies among contingent faculty”. Presentation at North American Conference of Coalition of Contingent Academic Labor, Montreal, Quebec, Canada.
- 2002, “Class Lines, Class Power and Class Consciousness: The Case of the New Majority Faculty”. Paper presented at How Class Works Conference, SUNY, Stony Brook, NY.
- 2002, Led, presented at, and coordinated pre-conference panel on “Campus Equity Week 2001: A new approach to organizing part-time and other contingent faculty,” United Association for Labor Education/AFL-CIO Joint Education Conference, Los Angeles, CA.
- 2002, “Campus Equity Week 2001: The Contingent Faculty Movement Goes Continental.” Workshop paper presented at Industrial Relations Research Association 54th Annual Meeting, Atlanta, GA.
- 2001, “Globalization and Health and Safety: a Timeline Exercise” presented at Worker Memorial Day conference, University of Illinois, Chicago, IL.
- 2001, “Common Sense Economics”, Chicago Workers’ School, class presented to Local 705, IBT, Chicago, IL.
- 2001, “Working with Locals to Record and Edit Their Histories,” a presentation to the History Task Force, Illinois Education Association/NEA, Springfield, IL.

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- 2001, “Introduction to Popular Education”, a presentation to The Union Institute graduate seminar, “Migration, Culture and Community Organizing”, Los Angeles, CA.
- 2001, “Popular Education”, conference presentation to Marxist Literary Group, Summer Institute, University of Illinois Chicago.
- 2001, Labor in the Pulpits Labor Day presentation, Holy Angels Church, sponsored by Chicago Federation of Labor, AFL-CIO, and the Interfaith Committee for Worker Issues, Chicago, IL.
- 2001, “Contingent Academic Labor: The State of the Profession in Chicago and the Midwest” panel presentation at COCAL IV, National Conference on Contingent Academic Labor, San Jose, CA.
- 2001, “History of Campus Organizing”, facilitated and organized interactive breakout session, at COCAL IV, National Conference on Contingent Academic Labor, San Jose, CA.
- 2001, “Protecting Human Rights in the Academic Workplace: Organizing Strategies and Experiences of Contingent Faculty”, Workshop organized and chaired at Industrial Relations Research Association 53rd Annual Meeting, New Orleans, LA.
- 2001, “Organizing Contingent Faculty: One Way to Challenge the Corporatization of Higher Education”, sub-panel organized and chaired at United Association for Labor Education/AFL-CIO Spring Education Conference, Boston, MA.
- 2000, “Activity Theory and Organizing Contingent Faculty: An Application of Marxism for the New Century”, presentation with Helena Worthen at Rethinking Marxism: Marxism 2000 Conference, Amherst, MA
- 2000, Labor in the Pulpits Labor Day presentation, Church of Notre Dame of Chicago, sponsored by Chicago Federation of Labor, AFL-CIO and the Interfaith Committee for Worker Issues, Chicago, IL.
- 1994-98 Regular presentations to various labor and community bodies, both about the University of Iowa Labor Center programs and other labor topics. Extensive consulting as a labor educator with various Iowa unions.
- Pre-1995, Numerous presentations on labor history and other subjects to a variety of groups including union conferences, conventions, locals, and councils, strike rallies, and senior citizens centers. Led a number of study groups on a variety of topics including utopian fiction, labor history, politics of education and other political subjects. Assisted in research for and consulted on CFT-produced California labor history video, *Golden Lands, Working Hands*.

#### *CURRENT PROFESSIONAL AFFILIATIONS*

American Association of University Professors

American Federation of Teachers, Local 2121, City College of San Francisco, Retiree Chapter, Secretary.

Association of Academic Professionals, IEA/NEA (UIUC) Ret.

Campus Faculty Association (UIUC) Ret.

Debs Foundation

Illinois Labor History Society

Jobs with Justice

John L. Lewis Commission

National Council for Higher Education, NEA

National Organizers Alliance

National Writers Union, UAW Local 1981

San Francisco Bay Area Labor History Workshop

United Association for Labor Education,

Working Class Studies Association

References are available upon request.