Journal of Collective Bargaining in the Academy

Volume 0 *NCSCBHEP Proceedings 2012* Article 1

April 2012

2012 Conference Program

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Recommended Citation
(2012) "2012 Conference Program," *Journal of Collective Bargaining in the Academy*: Vol. 0, Article 1.
DOI: https://doi.org/10.58188/1941-8043.1051
Available at: https://thekeep.eiu.edu/jcba/vol0/iss7/1

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MONDAY 4/2/12

39th Annual National Conference:
A Joint Labor/Management Meeting
Academic Collective Bargaining Under Siege: Implications for a Public Good

All Panels, Workshops, and Luncheon Speeches

8:30 AM - 5:40 PM — **CUNY Graduate Center, Concourse Level**
365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th and 35th St.)

Breakfast

8:15 - 9:00 AM — **Concourse Lobby** — **45 minutes**

Welcome

9:00 - 9:15 AM — **Proshansky Auditorium** — **15 minutes**

Jennifer J. Raab, *President, Hunter College, City University of New York*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Sandi Cooper, *Chair, University Faculty Senate, City University of New York*
Richard Boris, *Executive Director, National Center*

Plenary. Overview: Financial Landscape of Public Higher Education

9:15 - 10:15 AM — **Proshansky Auditorium** — **45 minutes**

Jane V. Wellman, *Executive Director, National Association of System Heads (NASH), and Founding Director, Delta Project on Postsecondary Costs, Productivity & Accountability*
Respondent: Angelo Armenti, *President, California University of Pennsylvania*
Introduction: Marcia Keizs, *President, York College, City University of New York*

Break

10:15 - 10:30 AM — **15 minutes**

Panel and Workshop

10:30 - 11:45 AM — **1 hour 15 minutes**

Strategies for Coping with Public Higher Education's Financial Landscape
(Companion Panel to Opening Plenary)

10:30 - 11:45 AM — **Proshansky Auditorium** — **1 hour 15 minutes**

Barbara Bowen, *President, Professional Staff Congress, City University of New York*
F. King Alexander, *President, California State University, Long Beach*
Moderator: Gail Brooks, *Vice Chancellor, Human Resources, California State University system*

Workshop: Freedom of Information Law CLE Credit

10:30 - 11:45 AM — **Room 9207** — **1 hour 15 minutes**

Kathi Westcott, *Senior Counsel, American Association of University Professors*

Luncheon Food Service, Presentations, and Workshop

11:50 AM - 1:30 PM — **Concourse Lobby** — **1 hour 40 minutes**

Luncheon Greetings

12:10 - 12:15 PM — **Proshansky Auditorium** — **5 minutes**

Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*
Larry Singer, *Senior Vice President, Segal Company*

Views from Our Community Roundtable: Senior Administrators Respond to the Crisis

12:15 - 1:00 PM — **Proshansky Auditorium** — **45 minutes**

Joe Glover, *Provost and Senior Vice President for Academic Affairs, University of Florida*
Chuck Staben, *Provost and Vice President for Academic Affairs, University of South Dakota*
Linda Johnsrud, *Executive Vice President for Academic Affairs and Provost, University of Hawaii System*
Moderator: Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*

Lunch Bridge to Breakout Sessions: Questions for Our Colleagues in These Times

1:00 - 1:30 PM — **Proshansky Auditorium** — **30 minutes**

Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

Workshop: Interest Based Bargaining CLE Credit
(Begins at same time as 1st Proshansky Auditorium Session during the Luncheon)

12:15 - 1:30 PM — **Room 9207** — **1 hour 15 minutes**

Ed Hartfield, *Executive Director, The Hartfield Resolution Group*
Robert Ufberg, *Esq., Senior Partner, Ufberg Sileo, LLP*

Break

1:30 - 1:45 PM — **15 minutes**

Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses

1:45 - 3:00 PM — **1 hour 15 minutes**

I. Budget Issues

1:45 - 3:00 PM — **Room C201** — **1 hour 15 minutes**

Tom Auxter, *President, United Faculty of Florida/AFT/NEA*
Paul Lingenfelter, *President, State Higher Education Executive Officers (SHEEO)*
Matt Sapienza, *Associate Vice Chancellor for Budget and Finance, City University of New York*
Mark Smith, *Higher Education Policy Analyst/NEA*
Moderator: Craig P. Smith, *Deputy Director, Higher Education, American Federation of Teachers*

II. Legal Challenges to Collective Bargaining

1:45 - 3:00 PM — **Room C203** — **1 hour 15 minutes**

David Jackson, *President, Bowling Green State University Faculty Organization/AAUP, Ohio*
Gary A. Hamilton, *J.D., Special Assistant to the Provost and Vice President for Academic Affairs, Professor, Collins College, California State Polytechnic University, Pomona*
Phil Hostak, *Esq., Office of the General Counsel/NEA*
Moderator: Jim Moran, *Interim President, Edinboro University of Pennsylvania*

III. Crisis Impact on Students, Families, Local Businesses

1:45 - 3:00 PM — **Room C198** — **1 hour 15 minutes**

Steve Teixeira, *Secretary, Academic Professionals of California, California State system*
Ellie Sullivan, *President, University Professionals of Illinois/AFT*
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania State System of Higher Education*
América Facundo, *Professor, Internal Medicine Department, University of Puerto Rico, School of Medicine*
Lida Orta Anés, *Professor and Coordinator Industrial Hygiene Program, University of Puerto Rico, Graduate School of Public Health*
Moderator: Leo Welch, *Trustee, Eastern Illinois University*

IV. Best Practices to Avoid Crisis Impact on Diversity and Gender

1:45 - 3:00 PM — **Room C205** — **1 hour 15 minutes**

Kimberly King, *Delegate to the Council for Affirmative Action, California State University, Los Angeles, California Faculty Association/AAUP/CTA/NEA/SEIU*
Lisa Ossian, *Executive Board, NEA Thought & Action Review Panel, Des Moines Area Community College Higher Education Association/ISEA/NEA*
Martha Garcia, *Grievance Officer, Imperial Valley College/CCA/CTA/NEA*
Joel Martin, *Vice Provost, Academic Personnel & Dean of the Faculty, University of Massachusetts, Amherst*
Moderator: John Rose, *Dean for Diversity, Hunter College, City University of New York*

MONDAY 4/2/12

39th Annual National Conference:
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Academic Collective Bargaining Under Siege: Implications for a Public Good

V. Changing the Conversation: Fiscal Constraints—Responding to the Challenge?

1:45 - 3:00 PM **Room C197** **1 hour 15 minutes**

Bill Perry, *President, Eastern Illinois University*
Robert L. Miller, *General Counsel, Eastern Illinois University*
Frances Cortez Funk, *President, Kutztown University State College University Professional Organization*
Evelyn Nazario, *Assistant Vice Chancellor, Human Resources Management, California State University system*
Panelist and Moderator: Len Zinnanti, *Chief Operating Officer, Hunter College, City University of New York*

VI. Workshop: Negotiations 101 CLE Credit

1:45 - 3:00 PM **Room 9207** **1 hour 15 minutes**

Joe Ambash, *Esq., Fisher & Phillips*
Alan Shapiro, *Esq., Sandulli Grace, P.C.*
Howard Parish, *Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators*

Break

3:00 - 3:15 PM **15 minutes**

Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses II

3:15 - 4:30 PM **1 hour 15 minutes**

I. Collective Bargaining. The Crisis: Impact on Retirement, Tenure, Faculty Mobility and Health Care

3:15 - 4:30 PM **Room C205** **1 hour 15 minutes**

Peter Schmidt, *Senior Writer, The Chronicle of Higher Education*
Debbie Bell, *Executive Director, Professional Staff Congress, City University of New York*
Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*
Larry Singer, *Senior Vice President, Segal Company*
Moderator: Karen Stubaus, *Associate Vice President, Academic Affairs, Rutgers University, State University of New Jersey*

II. The Nexus between Budget Conditions and Collective Bargaining Realities: What We Disagree and Agree Upon

3:15 - 4:30 PM **Room C198** **1 hour 15 minutes**

Howard Bunsis, *AAUP, Eastern Michigan University*
Patrick Lenz, *Vice President Budget, University of California*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

III. Digital Instruction and Rights: Impact on Collective Bargaining Agreements and Contract Language

3:15 - 4:30 PM **Room C197** **1 hour 15 minutes**

Cynthia Eaton, *Associate Professor, English, Suffolk County Community College/NYSUT/AFT/NEA*
Diane White, *Past President, Solano College Faculty Association, CCA/CTA/NEA*
Kathi Westcott, *Acting Senior Counsel, American Association of University Professors*
Mark Farley, *Managing Consultant, InvOv8 Inc.*
Jim Castagnera, *Associate Provost and Associate Counsel, Academic Affairs, Rider University*
Moderator: Jeff Frumkin, *Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan*

IV. Contingent Faculty: One System's Response

3:15 - 4:30 PM **Room C201** **1 hour 15 minutes**

Ken Mash, *APSCUF Vice President, Professor, East Stroudsburg University*
Jim Moran, *Interim President, Edinboro University of Pennsylvania*
Moderator: Cindy Oliver, *President, Federation of Post-Secondary Educators, Vancouver, Canada*

V. Faculty Entrepreneurship: Funding Source?

3:15 - 4:30 PM **Room C203** **1 hour 15 minutes**

Gillian Small, *Vice Chancellor for Research, City University of New York*
Gary Rhoades, *former General Secretary, AAUP, Professor, Higher Education, University of Arizona*
Deborah Williams, *J.D., Vice-President, Johnson County Community College Faculty Association, Kansas NEA*
Ira Blake, *Senior Vice President and Provost, Bloomsburg University of Pennsylvania*
Moderator: Steve Greatorex, *Business Manager, Connecticut State University-AAUP*

VI. Workshop: Negotiations 102 CLE Credit

3:15 - 4:30 PM **Room 9207** **1 hour 15 minutes**

Stuart Davidson, *Esq., Willig, Williams & Davidson*
Amy Rosenberger, *Esq., Willig, Williams & Davidson*
Nicholas Anastasopoulos, *Esq., Mirick O'Connell LLP*
Michael T. Loconto, *Associate Director of Labor Relations, Harvard University*

Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses III

4:30 - 5:40 PM **1 hour 10 minutes**

I. Collective Bargaining Contracts with Performance Metrics

4:30 - 5:40 PM **Room C201** **1 hour 10 minutes**

Eric Mintz, *Chief Negotiator, Kent State University/AAUP*
Mike Cheung, *Chief Negotiator, University of Akron/AAUP*
Mike Sherman, *Provost, University of Akron*
Sue Averill, *Associate Provost for Faculty Affairs, Kent State University*

II. Views from Our Constituents: Union Coalition Building

4:30 - 5:40 PM **Room C198** **1 hour 10 minutes**

Lillian Taiz, *President, California Faculty Association*
Steve Hicks, *President, APSCUF*
Gary Rhoades, *former General Secretary, AAUP; Professor, Higher Education, University of Arizona*

III. Higher Education for Profit

4:30 - 5:40 PM **Room C203** **1 hour 10 minutes**

Craig P. Smith, *Deputy Director, Higher Education, American Federation of Teachers*
Gail Brooks, *Vice Chancellor, Human Resources, California State University system*
Kimberly Sullivan, *Clark College, NEA Higher Education Emerging Leaders Academy*
Moderator: Jim Rice, *President, National Council for Higher Education/NEA*

IV. Union Coalition Bargaining: Faculty, Staff, Librarians, Contingent

4:30 - 5:40 PM **Room C205** **1 hour 10 minutes**

Jim Weir, *Board of Directors, Community College Association/CTA*
Cindy Oliver, *President, Federation of Post-Secondary Educators, Vancouver, Canada*
Eileen Landy, *Statewide Secretary, United University Professions/NYSUT/AFT/NEA, State University of New York*
Adrienne Eaton, *President, Rutgers University, AAUP/AFT*
Trace Laux, *President, FT-NTT Unit/AAUP, Kent State University*
Panelist and Moderator: Richard Nettell, *UHPA Executive Committee, Chair, Legislative and Political Action Committee, UHPA/NEA, University of Hawaii, Manoa*

Reception

6:00 - 7:00 PM **Affinia Dumont Hotel** **Hospitality Suite**

https://thekeep.eiu.edu/jcba/vol0/iss7/1
DOI: 10.58188/1941-8043.1051

TUESDAY
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Academic Collective Bargaining Under Siege: Implications for a Public Good

All Panels, Workshops, and Luncheon Speeches

8:30 AM - 1:30 PM — **CUNY Graduate Center Concourse Level**
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Avenue between 34th and 35th Streets)

Breakfast

8:15 - 9:00 AM — **Concourse Lobby** — **45 minutes**

Panels and Workshop

9:00 AM - 9:45 AM — **45 minutes**

9:00 AM - 10:15 AM — **1 hour 15 minutes**

10:00 AM - 10:45 AM — **45 minutes**

50 Year Retrospective: The Past and The Future

9:00 - 9:45 AM — **Proshansky Auditorium** — **45 minutes**

Ernst Benjamin, *AAUP*
Daniel Julius, *Vice President, Academic Affairs, University of Alaska system*
Panelist and Moderator: Doug Lederman, *Editor, Inside Higher Ed*

Break

9:45 - 10:00 AM — **15 minutes**

Workshop: Negotiations 103 CLE Credit

(Begins at same time as 1st Proshansky Auditorium Session)

9:00 - 10:15 AM — **Room 9207** — **1 hour 15 minutes**

Carl Levine, *Esq., Levy Ratner, P.C.*

Perspectives: Challenges to Collective Bargaining in Ohio, Wisconsin, and Michigan

10:00 - 10:45 AM — **Proshansky Auditorium** — **45 minutes**

Rudy Fichtenbaum, *Professor, Economics, Wright State University*
Jeff Frumkin, *Assistant Provost and Senior Director, Academic Human Resources, University of Michigan*
Bill Johnson, *Senior Director, Labor Relations and Policy Development, University of Cincinnati*
Sara Kilpatrick, *Executive Director, Ohio Conference AAUP*
Bryan Kennedy, *President, AFT Wisconsin*
Joe McCartin, *Associate Professor, History, Georgetown University*
Dan Clawson, *former President, Massachusetts Society of Professors/MTA/NEA; Professor, Sociology, University of Massachusetts, Amherst*
Moderator: Pamela Silverblatt, *Vice Chancellor, Labor Relations, CUNY*

Break

10:45 - 11:00 AM — **15 minutes**

Concurrent Sessions: General Concerns

11:00 - 12:15 AM — **1 hour 15 minutes**

I. Legal Issues in Higher Education: Annual Review of Decisions, Cases CLE Credit

11:00 AM- 12:15 PM — **Proshansky Auditorium** — **1 hour 15 minutes**

Nicholas DiGiovanni, *Esq., Morgan, Brown & Joy*
Kathi Westcott, *Senior Counsel, American Association of University Professors*
Frederick Schaffer, *Esq., Vice Chancellor, Legal Affairs, City University of New York*

II. Where is the Research? Does Data Drive our Decisions?

11:00 AM- 12:15 PM — **Room C201** — **1 hour 15 minutes**

Steve Katsinas, *Director, Education Policy Center, University of Alabama*
Marty Finkelstein, *Professor, Higher Education, College of Education, Seton Hall University*
Moderator: Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*

III. What Case Can Public Higher Education Make that Will Resonate with Politicians?

11:00 AM- 12:15 PM — **Room C198** — **1 hour 15 minutes**

Donna Cooper, *Senior Fellow, Economic Policy, Center for American Progress*
Carl Friedlander, *President, CFT Community College Council/AFT*
John Fincher, *Regional Director, Community College Association/CTA/NEA*
Hon. Malcolm Smith, *New York State Senator*
Hank Sheinkopf, *Political Consultant, Sheinkopf Communications*

IV. The Collective Bargaining Landscape for Contingent Faculty

11:00 AM - 12:15 PM — **Room C203** — **1 hour 15 minutes**

Alyssa Picard, *Organizing Director, AFT Michigan*
Margaret Merryfield, *Senior Director, Academic Human Resources, California State University system*
Joe Berry, *Labor Researcher, Labor Education Specialist, Author*
Robert Zazzali, *Vice President for Employee and Labor Relations, Rowan University*
Howard Parish, *Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators*
Moderator: Jacquelyn Lloyd, *Contract Administrator, Graduate Employee Union, Michigan State University*

Luncheon Food Service

12:15 - 12:45 PM — **Concourse Lobby** — **30 minutes**

Publication Report. Journal of Collective Bargaining in the Academy: Announcement Volume II

12:30 - 12:45 PM — **Proshansky Auditorium** — **15 minutes**

Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University, co-editor*
Steve Hicks, *President, APSCUF, co-editor*

Lunch: What is Private/Public? Yeshiva Revisited

12:45 - 1:30 PM — **Proshansky Auditorium** — **45 minutes**

Lafe Solomon, *Acting General Counsel, NLRB*
Moderator: Mike Mauer, *Esq., Senior Labor Advisor, American Association of University Professors*