

April 2015

2015 Conference Program

Follow this and additional works at: <http://thekeep.eiu.edu/jcba>

 Part of the [Collective Bargaining Commons](#), and the [Higher Education Commons](#)

Recommended Citation

(2015) "2015 Conference Program," *Journal of Collective Bargaining in the Academy*: Vol. 0 , Article 1.

Available at: <http://thekeep.eiu.edu/jcba/vol0/iss10/1>

This Proceedings Material is brought to you for free and open access by The Keep. It has been accepted for inclusion in Journal of Collective Bargaining in the Academy by an authorized editor of The Keep. For more information, please contact tabruns@eiu.edu.

NATIONAL CENTERfor the **Study of Collective Bargaining in Higher Education and the Professions****42nd Annual National Conference****Thinking about Tomorrow:
Collective Bargaining and Labor Relations in
Higher Education**

Underwritten by a grant from TIAA-CREF. With additional funding by SEGAL SIBSON.

April 19, 20, 21, 2015 in New York City at the CUNY Graduate Center**SUNDAY
4/19/15****National Center Advisory Board Meeting (members only)****10:00 AM - 2:00 PM** CUNY Graduate Center, Room 9207 **4 hours**
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Ave. between 34th and 35th St.)**Reception****2:00 - 2:30 PM** Elebash Recital Hall Lobby **30 minutes****Research Panel: The History of Collective Bargaining in Higher Education****2:45 - 4:15 PM** Elebash Recital Hall **1 hour 30 minutes**Ellen Schrecker, *Professor of History Emeritus, Yeshiva University*
Derryn W. Moten, *Professor of Humanities, Alabama State University*
Ernst Benjamin, *former AAUP General Secretary*
Donna Haverty-Stacke, *Associate Professor, History, Hunter College, CUNY, Moderator***Workshop Training: Collective Bargaining and Labor Relations for
New Administrators and Labor Representatives****2:45 - 5:30 PM** Segal Theatre **2 hours 45 minutes**Conrad Bowling, *FMCS Commissioner*
Jeffrey Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*
Deborah Williams, *NEA FA President & Lead Negotiator, Johnson County C.C.*
Jack Nightingale, *AFT Higher Education, Moderator***Workshop Training: Use of Financial Data Analysis for
Collective Bargaining****2:45 - 5:30 PM** Room 9207 **2 hours 45 minutes**Howard Bunsis, *Chair, AAUP Collective Bargaining Congress, Professor, Accounting, Eastern Michigan University*
John Swarbrick, *Associate Vice Chancellor for Labor Relations, California State University System*
Jeffery Frumkin, *Associate Vice Provost & Senior Director, Academic Human Resources, University of Michigan, Moderator***Research Panel: The Impact of Collective Bargaining and Local Appropriations
on Faculty Salaries and Benefits at U.S. Community Colleges****4:15 - 5:45 PM** Elebash Recital Hall **1 hour 30 minutes**Stephen Katsinas, *Director & Professor, University of Alabama Education Policy Center*
Clive Belfield, *Economics Professor, Queens College, CUNY, Research Affiliate, C.C.*
Research Center, *Teachers College, Columbia University, Commentator*
Fred Floss, *Professor, Economics & Finance, SUNY Buffalo State & Senior Fellow, Fiscal Policy Institute, Commentator*
DeWayne Sheaffer, *Long Beach City College & Member, at Large, NEA NCHE, Moderator***Buffet Dinner, Open Bar (Beer & Wine)
sponsored by Sibson Consulting, a Division of the Segal Company
Featuring the Hunter College Jazz Trio****6:00 - 9:00 PM** Heartland Brewery **3 hours**
350 5th Avenue, New York, NY 10118
(Corner of Fifth Avenue and 34th Street;
diagonally across from the CUNY Graduate Center;
storefront level of the Empire State Building)

MONDAY
4/20/15

All Panels, Workshops

7:45 AM - 5:15 PM

CUNY Graduate Center, Concourse Level

365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th & 35th St.)

Continental Breakfast

7:45 - 8:30 AM

Concourse Lobby

45 minutes

Welcome

8:45 - 9:10 AM

Proshansky Auditorium

25 minutes

Jennifer J. Raab, *President, Hunter College, City University of New York*
 Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
 Steve London, *First Vice President, Professional Staff Congress, City University of New York*
 Terrence Martell, *Chair, University Faculty Senate, City University of New York*
 William A. Herbert, *Executive Director, National Center for the Study of Collective Bargaining, Hunter College, CUNY*

Plenary Session: Civility & Academic Freedom

9:15 - 10:15 AM

Proshansky Auditorium

1 hour

Risa Lieberwitz, *Professor, Cornell ILR, & AAUP General Counsel*
 Tom C. Hogan, *Professor, Human Resource Management, Pennsylvania State University, School of Labor & Employment Relations*
 Frederick P. Schaffer, *General Counsel & Senior Vice Chancellor for Legal Affairs, CUNY, Moderator*

Break

10:15 - 10:30 AM

15 minutes

Concurrent Sessions

Research Panel: Collective Bargaining & Contingent Faculty: A Survey of Results

10:30 AM - 12:00 PM

Proshansky Auditorium

1 hour 30 minutes

Gary Rhoades, *Professor & Director, Center for the Study of Higher Education, University of Arizona*
 Susan J. Schurman, *Distinguished Professor & Dean, School of Management & Labor Relations, Rutgers University, Commentator*
 Valerie Martin Conley, *Department Chair, Professor, Counseling & Higher Education, Patton College of Education, Ohio University, Commentator*
 Barbara Bowen, *President, Professional Staff Congress, CUNY, Moderator*

Panel: Higher Education Scorecards, Performance Based Metrics & Faculty Compensation

10:30 AM - 12:00 PM

Room C197

1 hour 30 minutes

Alan D. Phillips, *Vice President of Administration & Finance, Northern Illinois University*
 Mark Smith, *Higher Education Policy Analyst, National Education Association*
 Jonathan Blitz, *Faculty Union (UPI) Bargaining Team Member, Eastern Illinois University*
 Jeffrey M. Lax, *Chair, Department of Business, Kingsborough C.C., CUNY, Moderator*

Panel: Faculty Diversity & Retention: Best Practices

10:30 AM - 12:00 PM

Room C198

1 hour 30 minutes

Anthony Browne, *Chair, Africana & Puerto Rican/Latino Studies, Hunter College, CUNY*
 Arlene Torres, *Professor, Africana & Puerto Rican/Latino Studies, Hunter College, CUNY*
 Carlos Medina, *Chief Diversity Officer & Senior Associate Vice Chancellor for Diversity, Equity & Inclusion, SUNY*
 J. Phillippe Abraham, *Vice President for Professionals, UUP*
 Rose Campbell, *Faculty Administrator, Florida A & M University*
 Mark Hauber, *Acting Associate Provost for Research, Hunter College, CUNY*
 John T. Rose, *Dean for Diversity, Hunter College, CUNY, Moderator*

Panel: Phased Retirement in Higher Education

10:30 AM - 12:00 PM

Room C201-02

1 hour 30 minutes

Amy Strage, *Assistant Vice President, for Faculty Development & Director, Center for Faculty Development, San Jose State University*
 William Connellan, *Director of Academic Support Services, University of Florida*
 Steven Filling, *California Faculty Association*
 Tim Lane, *Managing Director, TIAA-CREF*
 Steve Hicks, *Associate Professor, Lock Haven University, Co-Editor, JCBA, Moderator*

Panel: Public & Private Sector Negotiations: Distinctions & Similarities (CLE)

10:30 AM - 12:00 PM

Room C204

1 hour 30 minutes

Beth Margolis, *Gladstein, Reif & Meginnis, LLP*
 Cindy Oliver, *Federation of Post-Secondary Educators President, BC, Canada*
 Michael Loconto, *Associate Director, Labor & Employee Relations, Harvard University*
 Judi Burgess, *Director, Labor Relations, Boston University, Moderator*

Workshop Training: Mindfulness & Stress Management for Negotiations & Labor Relations (CLE)

10:30 AM - 12:00 PM

Room 9206-07

1 hour 30 minutes

Victor Goode, *Associate Professor, CUNY School of Law*
 Jeanne Anselmo, *co-founder, Contemplative Urban Law Program, CUNY School of Law*
 Dmitri Norwood, *Network Manager, ALA&M University, President, ALA&M University EA, Moderator*

Lunch Food Service

12:00 - 12:45 PM

Concourse Lobby

45 minutes

Luncheon Greetings:

12:20 - 12:30 PM

Concourse Lobby

10 minutes

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

Announcement: Journal of Collective Bargaining in the Academy

12:30 - 12:40 PM

Concourse Lobby

10 minutes

Jeffrey Cross, *Co-editor, Associate Vice President for Academic Affairs, Eastern Illinois University*
 Steve Hicks, *Co-editor, Associate Professor, Lock Haven University*

Plenary: Reporter's Roundtable: Covering Labor-Management Issues in Higher Education

12:45 - 1:45 PM

Proshansky Auditorium

1 hour

Steven Greenhouse, *former Labor Reporter, New York Times*
 Claudio Sanchez, *National Public Radio*
 Peter Schmidt, *Chronicle of Higher Education*
 Colleen Flaherty, *Inside Higher Ed*
 Theresa Montaño, *NEA National Council for Higher Education President, Moderator*

Break

1:45 - 2:00 PM

15 minutes

42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education

MONDAY
4/20/15

42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education

Concurrent Sessions

Panel: University of Oregon: Bargaining & Implementing a First Contract

2:00 - 3:30 PM **Proshansky Auditorium** **1 hour 30 minutes**

Barbara Altmann, *Senior Vice Provost for Academic Affairs*
Jane Gordon, *Senior Project Leader, Office of Academic Affairs*
Doug Blandy, *Senior Vice Provost for Academic Affairs*
Bill Brady, *Senior Director, Employee & Labor Relations*
Deborah Olson, *Instructor, United Academics Executive Vice President/AFT-AAUP*
David Cecil, *Executive Director, United Academics/AFT-AAUP*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, CUNY, Moderator*

Panel: Ins & Outs of Faculty Salary Structures & Wage Equity

2:00 - 3:30 PM **Room C197** **1 hour 30 minutes**

Michael N. O'Malley, *Senior Vice President, Higher Education Compensation Practice Leader, Sibson Consulting*
Pierre Joanis, *Associate Vice President for Human Resources, Bucknell University*
Rex Fuller, *Provost & Vice President for Academic Affairs, Eastern Washington University*
Michael Conlin, *United Faculty of Eastern President, History Professor, Eastern Washington University*
John W. Curtis, *Director, Department of Research on the Discipline & Profession, American Sociological Association, Panelist & Moderator*

Panel: Electronic Privacy in Higher Education (CLE)

2:00 - 3:30 PM **Room C198** **1 hour 30 minutes**

Jason Walta, *Senior Counsel, NEA*
Jill L. Rosenberg, *Partner, Orrick, Herrington & Sutcliffe LLP*
Frederick Lane, *Attorney & Author*
Raymond L. Haines, *Associate Vice Chancellor for Employee Relations, SUNY, Moderator*

Panel: Views from Mediators: Resolving Higher Education Labor Disputes

2:00 - 3:30 PM **Room C201-02** **1 hour 30 minutes**

Bonnie Weinstock, *Arbitrator & Mediator*
Kevin Flanigan, *Director, NYS PERB Office of Conciliation*
Kathleen Murray-Cannon, *Commissioner, FMCS*
Joel M. Douglas, *Professor Emeritus, Baruch College, CUNY, & former National Center Executive Director, Moderator*

Research Panel: International & Domestic Perspectives on Non-Tenured Track Faculty Bargaining

2:00 - 3:30 PM **Room C204** **1 hour 30 minutes**

Karen Stubaus, *Vice President, Academic Affairs & Administration, Rutgers University*
Jula Hughes, *Associate Professor, University of New Brunswick Faculty of Law*
Ana Virginia Moreira Gomes, *Professor of Law, Universidade de Fortaleza, Brazil*
Antonio Alfeu da Silva, *Ph.D. Candidate, Faculty of Law, Universidade de Fortaleza, Brazil*
Michael Zweig, *Professor & Director, Center for Study of Working Class Life, Stony Brook University, SUNY, UUP, Moderator*

Workshop Training: Practices & Policies on Bullying & Harassment

2:00 - 3:30 PM **Room 9206-07** **1 hour 30 minutes**

Fran Sepler, *Sepler & Associates, MN*
Lesley Burke-O'Flynn, *Federation of Post-Secondary Educators Staff Representative, BC, Canada*
Phadra Williams, *Organizational Specialist, Office of Higher Education, NEA, Moderator*

Break

3:30 - 3:45 PM **15 minutes**

Concurrent Sessions

Panel: Georgetown University: Lessons from Bargaining a First Contract for Contingent Faculty

3:45 - 5:15 PM **Proshansky Auditorium** **1 hour 30 minutes**

Lisa Krim, *Senior Advisor to the President for Faculty Relations*
Cynthia Chance, *Director of Faculty Affairs & Assistant Provost*
Jonathan Fritts, *Morgan, Lewis & Bockius LLP*
Kerry Danner-McDonald, *Professorial Lecturer, Theology Department*
David Rodich, *Executive Director, SEIU Local 500*
Anne McLeer, *Director of Higher Education & Strategic Planning, SEIU Local 500*
Harris Freeman, *Professor, Legal Research & Writing, Western New England University, Moderator*

Panel: Postsecondary Minority Serving Institutions: Labor Relations & Collective Bargaining

3:45 - 5:15 PM **Room 9206-07** **1 hour 30 minutes**

Robert White, *Alabama State University Professor of History Professor*
Quinton Ross, *NEA Uniserv Director, Alabama Education Association*
Sasha Tarrant, *Assistant Professor of History, Brazoport College, Executive Council Member, TX Faculty Association*
Lynda Villanueva, *Vice President, Academic & Student Affairs, Brazosport College*
Daniel Wims, *Provost & Vice-President, Academic Affairs, Alabama A & M University*
Joyce Moy, *Director CUNY Asian American Research Institute, Moderator*

Annual Panel: Year in Higher Education

3:45 - 5:15 PM **Room C197** **1 hour 30 minutes**

Theodore H. Curry II, *Michigan State University Associate Provost & Associate Vice President, School of Human Resources & Labor Relations Professor*
Stuart Andrews, *Executive Director, Australian Higher Education Industrial Association*
Helen Fairfoul, *Chief Executive, Universities & Colleges Employers Association, UK*
Daniel Julius, *Senior Vice President & Provost, New Jersey City University, Moderator*

Panel: Student Evaluation of Teaching in Higher Education

3:45 - 5:15 PM **Room C198** **1 hour 30 minutes**

Philip B. Stark, *Professor & Chair, UC Berkeley Department of Statistics*
John Centra, *Professor Emeritus Syracuse University Department of Education*
Alexandra Matish, *Associate Director, Academic Human Resources, University of Michigan*
Lillian MacNeill, *North Carolina State University Graduate Student, 2016*
Jamie Dangler, *VP for Academics, Chief Negotiator, UUP, Moderator*

Panel: Affordable Care Act Update

3:45 - 5:15 PM **Room C201-02** **1 hour 30 minutes**

John Abraham, *AFT Benefits Department Director*
John H. Gross, *Ingerman Smith LLP*
Maria Maisto, *Adjunct, Cuyahoga C.C., New Faculty Majority (NFM) President, OH PT FA co-founder*
Larry Singer, *Senior Vice President, SEGAL/SIBSON, Panelist & Moderator*

Panel: Due Process Issues for Non-Tenured Track Faculty: How Much Process is Due? (CLE)

3:45 - 5:15 PM **Room C204** **1 hour 30 minutes**

James Castagnera, *Associate Provost & Associate Counsel, Rider University*
Mark Farley, *Chief Human Resources Officer, Arcadia University*
Richard E. Casagrande, *NYSUT General Counsel*
Jim Moran, *Provost & Vice President, Academic Affairs, University of South Dakota, Moderator*

Reception

5:15 - 6:30 PM **Concourse Lobby** **45 minutes**

TUESDAY
4/21/15

42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education

All Panels, Workshops

7:45 AM - 1:00 PM

CUNY Graduate Center, Concourse Level

365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th & 35th St.)

Continental Breakfast

7:45 - 8:30 AM

Concourse Lobby

45 minutes

Concurrent Sessions

Panel: Impact of Pacific Lutheran on Collective Bargaining at Catholic Colleges & Universities (CLE)

8:45- 10:15 AM

Proshansky Auditorium

1 hour 30 minutes

Nicholas P. Cafardi, *Dean Emeritus & Professor of Law, Duquesne University*
Michael P. Moreland, *Vice Dean & Professor of Law, Villanova University School of Law*
Maryann Parker, *SEIU Associate General Counsel*
Clayton Sinyai, *Director, Catholic Employer Project*
David L. Gregory, *Dorothy Day Professor of Law & Executive Director, Center for Labor & Employment Law, St. John's University School of Law, Moderator*

Research Panel: Negotiating Over Academic Freedom in Higher Education for Contingent Faculty

8:45 - 10:15 AM

Room C197

1 hour 30 minutes

Risa Lieberwitz, *Professor, Cornell University ILR & AAUP General Counsel*
Shane Lancer, *Cornell University ILR, MLR, 2016*
Emily Miller, *Cornell University ILR, B.S., 2015*
Kevin Mollica, *Cornell University ILR, B.S., 2015*
Mike Mauer, *Esq., Senior Labor Advisor, AAUP*
Kenneth S. Hawkinson, *Provost & Academic Vice President, Western Illinois University, Moderator*

Panel: Graduate Assistants: Special Issues & Challenges in Collective Bargaining

8:45- 10:15 AM

Room C198

1 hour 30 minutes

Kerr Ballenger, *United Faculty of FL-FSU-Graduate Assistants United President*
Margaret E. Winters, *Provost & Senior Vice President for Academic Affairs, Wayne State University*
John D. Vander Weg, *Associate Provost for Academic Personnel, Wayne State University*
Peter Chester, *Director, Labor Relations, University of California*
Carl J. Levine, *Levy Ratner, P.C.*
Adrienne Eaton, *Past President, Rutgers AAUP-AFT & Professor, Labor Studies & Employment Relations, Moderator*

Panel: Politics of Higher Education Funding

8:45 - 10:15 AM

Room C201

1 hour 30 minutes

Hon. Sandra B. Cunningham, *Chair, New Jersey State Senate Higher Education Committee*
Michael Mitchell, *Policy Analyst, State Fiscal Policy, Center for Budget & Policy Priorities*
Kenneth Mash, *Association of Pennsylvania State College & University Faculties President*
Hank Sheinkopf, *Political Consultant, Sheinkopf Communications, Moderator*

Panel: Work/Life Balance: Framing & Negotiating the Issues

8:45- 10:15 AM

Room C202

1 hour 30 minutes

Joya Misra, *Professor of Sociology & Public Policy, University of Massachusetts, Amherst*
Jennifer Lundquist, *Associate Professor of Sociology, University of Massachusetts, Amherst*
Lisa Bonick, *Director, Academic Labor Relations, Rutgers University*
John Bryan, *Associate Provost for Academic Personnel, University of Massachusetts, Amherst, Moderator*

Panel: Dues & Don'ts after Harris v. Quinn (CLE)

8:45- 10:15 AM

Room C204

1 hour 30 minutes

David Strom, *AFT General Counsel*
Catherine Fisk, *Chancellor's Professor of Law, University of California, Irvine*
Richard K. Zuckerman, *Lamb & Barnosky, LLP*
Gary Johnson, *Counsel to the President, Medgar Evers College, CUNY, Moderator*

Workshop Training: Effective Contract Administration for Administrators & Labor Representatives

8:45 - 10:15 AM

Room 9206-07

1 hour 30 minutes

Debra Gold, *NYSUT Labor Relations Specialist*
Michael J. Lebowich, *Proskauer Rose LLP*
Brian Duffy, *Acting Associate Provost, Hunter College, CUNY, Moderator*

Break

10:15 - 10:30 AM

15 minutes

Concurrent Sessions

Panel: Legal Issues in Higher Education: Annual Review of Court & Administrative Developments (CLE)

10:30 AM - 12:00 PM

Proshansky Auditorium

1 hour 30 minutes

Richard F. Griffin, *NLRB General Counsel*
Aaron Nisenson, *AAUP Senior Legal Counsel*
Neal H. Hutchens, *Associate Professor, Higher Education, Pennsylvania State University*
Marjorie Wittner, *Chair, Massachusetts Commonwealth Employment Relations Board, Moderator*

Panel: Sexual Assaults on Campus: What Is To Be Done?

10:30 AM - 12:00 PM

Room C197

1 hour 30 minutes

Coleen Chin, *Senior Attorney, U.S. Department of Education, Office of Civil Rights*
Michelle Kiss, *Director of Special Projects, Academic Affairs, California State University System*
Sabrina Sanders, *Assistant Director, Student Programs, California State University System*
Elizabeth Davenport, *United Faculty of FL/AFT/NEA President, FL A&M University*
Alexandra Matish, *Director, Associate Director, Academic Human Resources, University of Michigan, Moderator*

Panel: Tufts University: Lessons from Bargaining a First Contract for Part-Time Contingent Faculty

10:30 AM - 12:00 PM

Room C198

1 hour 30 minutes

Nicholas DiGiovanni, *Morgan, Brown & Joy, LLP*
James M. Glaser, *Interim Dean of the School of Arts & Sciences*
Rebecca Gibson, *Part-Time Lecturer, English Department, SEIU Negotiating Committee*
Christine Cousineau, *Part-Time Lecturer, Urban & Environmental Policy & Planning Department, SEIU Negotiating Committee*
Patricia Di Silvio, *Part-Time Lecturer, Romance Languages, SEIU Negotiating Committee*
Larry Alcott, *SEIU*
Jeffrey Cross, *Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator*

Panel: Music & Bargaining: Negotiating in Tune at Music Schools & Departments

10:30 AM - 12:00 PM

Room C201

1 hour 30 minutes

Michael Scott, *Professor, Harmony Department, Berklee College of Music*
Matt Marvuglio, *Dean, Performance Division, Berklee College of Music*
Jimmy Owens, *Part-time Classroom Faculty, New School for Jazz & Contemporary Music/Local 802, AFM*
Martin Mueller, *Executive Director, New School for Jazz & Contemporary Music*
David N. Stein, *Arbitrator, Moderator*

Panel: Past Practices & Labor Relations: The Importance of Institutional Memory

10:30 AM - 12:00 PM

Room C204

1 hour 30 minutes

John Hamlin, *University Education Association President, Professor of Sociology, University of Minnesota, Duluth*
Scott Laderman, *University Education Association Contract Administrator, Associate Professor of History, University of Minnesota, Duluth*
James Burkel, *Senior Academic Labor Relations Representative, University of Michigan*
Angela Latham, *Professor, Theatre & Performance Studies, member, UPI Local 4100, Governors State University, Panelist & Moderator*

Workshop Training: Collective Bargaining & Labor Relations for Experienced Administrators & Labor Representatives

10:30 AM - 12:00 PM

Room 9206-07

1 hour 30 minutes

Joe Ambash, *Fisher & Phillips LLP*
Thomas Olson, *Commissioner, FMCS*
Howard Parish, *Arbitrator & Mediator, Panelist & Moderator*

Lunch: Food Service

12:00 - 1:00 PM

Concourse Lobby

1 hour