

March 2017

## 2017 Conference Program

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### Recommended Citation

(2017) "2017 Conference Program," *Journal of Collective Bargaining in the Academy*: Vol. 0 , Article 1.

Available at: <http://thekeep.eiu.edu/jcba/vol0/iss12/1>

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# NATIONAL CENTER

## for the Study of Collective Bargaining in Higher Education and the Professions

# HUNTER

The City University of New York

### *44th Annual National Conference*

### *Creating Solutions in Challenging Times*

March 26, 27, 28, 2017  
 CUNY Graduate Center  
 New York City

Underwritten by a grant by TIAA-CREF with additional sponsorships from AFT, NEA, SEIU, Sibson Consulting, The Chronicle of Higher Education, and Morgan, Brown & Joy, LLP

<b>Sunday, March 26, 2017</b>	
<b>CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016</b> (Entrance on Fifth Avenue between 34th and 35th Street)	
<b>9:30 am – 12:30 pm</b> <b>Room C197</b>	<b>Advisory Board Meeting (members only)</b>
<b>12:45 – 1:15 pm</b>	<b>Reception</b>
<b>1:00 – 1:10 pm</b> <b>Concourse Lobby</b>	<b>Announcement: Journal of Collective Bargaining in the Academy</b> Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, JCBA Co-editor and Steve Hicks, Associate Professor of English, Lock Haven University of Pennsylvania, JCBA Co-editor
<b>1:30 - 3:30 pm</b> <b>Room C197</b>	<b>Workshop Training on Interest Based Bargaining in Higher Education</b> Shelly Chabon, Vice Provost Academic Personnel and Leadership Development, Portland State University Janet Gillman, State Conciliator, OERB Conciliation Services Pam Miller, Immediate Past President PSU-AAUP Phil Lesch, Executive Director, PSU-AAUP Liesl Zwicklbauer, Associate Vice Chancellor for Employee Relations, State University of New York, Moderator
<b>3:30 - 3:45 pm</b>	<b>Break</b>
<b>1:30 - 5:45 pm</b> <b>Room C198</b> <b>Break:</b> <b>3:30 - 3:45 pm</b>	<b>Workshop Training on Unionization and Collective Bargaining for Administrators</b> Nicholas DiGiovanni, Morgan, Brown & Joy, LLP Karen Stubaus, VP, Academic Affairs & Administration, Rutgers University Margaret E. Winters, Wayne State University

<p><b>1:30 - 5:45 pm</b> <b>Room C201-202</b></p> <p><b>Break:</b> <b>3:30 - 3:45 pm</b></p>	<p><b>Workshop Training on Unionization and Collective Bargaining for Academic Labor</b> David Cecil, United Academics, AFT-AAUP Executive Director, University of Oregon Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College Larry Alcott, SEIU Phadra Williams, NEA, Moderator and Facilitator</p>
<p><b>1:30 - 5:45 pm</b> <b>Room C204-205</b></p> <p><b>Break:</b> <b>3:30 - 3:45 pm</b></p>	<p><b>Workshop Training on Financial Data Analysis in Higher Education</b> Howard Bunsis, Chair, AAUP Collective Bargaining Congress, Professor, Accounting, Eastern Michigan University Bradley Wells, California State University Associate Vice Chancellor for Business &amp; Finance Jeffery Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, Moderator</p>
<p><b>3:45 – 5:45 pm</b> <b>Room C197</b></p>	<p><b>Workshop Training on Effective Use of Social Media in Higher Education</b> Ken Mash, APSCUF President Kathryn Morton, APSCUF Communication Director Jamie Tanner, Valdosta State University Employee Relations Manager and CUPA-HR's Southern Region Board of Directors Sheryl Barton, MSCF Negotiations Team Member, Moderator</p>
<p><b>6:00 – 9:00 pm</b> <b>Heartland Brewery</b></p>	<p><b>Buffet Dinner, Open Bar (Beer &amp; Wine) – Featuring the Hunter College Jazz Trio</b> 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)</p>
<p><b>Monday, March 27, 2017</b></p>	
<p><b>CUNY Graduate Center, Concourse Level</b> <b>365 Fifth Avenue, New York, NY 10016</b> (Entrance on Fifth Avenue between 34th and 35th Street)</p>	
<p><b>8:30 – 9:00 am</b></p>	<p><b>Continental Breakfast</b></p>
<p><b>9:15 – 9:30 am</b> <b>Proshansky Auditorium</b></p>	<p><b>Welcome</b> William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY Juditra Burgess, Boston University Director, Labor Relations Alyssa Picard, Director, AFT Higher Education</p>
<p><b>9:30 – 11:15 am</b> <b>Proshansky Auditorium</b></p>	<p><b>Plenary: The Impact of Anti-Intellectualism on the State of Higher Education</b> Susan Jacoby, author, The Age of American Unreason Lynn Pasquerella, President, Association of American Colleges and Universities Hank Reichman, AAUP Vice President Frederick P. Schaffer, Chair, New York City Campaign Finance Board and former CUNY General Counsel and Senior Vice Chancellor for Legal Affairs, Moderator</p>
<p><b>11:15 – 11:30 am</b></p>	<p><b>Break</b></p>
	<p><b>Concurrent Sessions</b></p>

<p><b>11:30 am – 1:00 pm</b>  <b>Proshansky Auditorium</b></p>	<p><b>Panel: Graduate Student Employees: Collective Bargaining After the NLRB's Columbia University Decision (CLE)*</b>                  Joseph W. Ambash, Fisher &amp; Phillips, LLP                  Daniel Julius, Senior Vice-President and Provost, New Jersey City University                  Julie Kushner, UAW Region 9A Director                  Wilma Liebman, Visiting Scholar, Rutgers University, School of Management and Labor Relations and former NLRB Chair                  Melissa Korn, Reporter, Wall Street Journal, Moderator</p>
<p><b>11:30 am – 1:00 pm</b>  <b>Room C197</b></p>	<p><b>Panel: Current Issues at Historically Black Colleges and Universities</b>                  Ronald Mason, Jr., University of District of Columbia President                  John Brittain, Professor of Law, District of Columbia, David A. Clarke School of Law                  Elizabeth K. Davenport, Florida A&amp;M University United Faculty of Florida/AFT/NEA President                  Felecia Commodore, Assistant Professor, Educational Foundations &amp; Leadership, Old Dominion University, Moderator</p>
<p><b>11:30 am – 1:00 pm</b>  <b>Room C198</b></p>	<p><b>Panel: The Economics and Effect of College Sports on Campus</b>                  Chancellor Richard L. Edwards, Rutgers University-New Brunswick                  Gilbert M. Gaul, author of Billion-Dollar Ball                  Saranna Thornton, Professor of Economics, Hampden-Sydney College                  Michael Powell, reporter, New York Times, Moderator</p>
<p><b>11:30 am – 1:00 pm</b>  <b>Room C201-02</b></p>	<p><b>Panel: Envisioning the Faculty for the Twenty-First Century</b>                  Adrianna Kezar, Professor of Higher Education, University of Southern California                  Ian Robinson, President, Lecturers' Employee Organization, AFT, Local 6244, University of Michigan, Commentator                  Scott Jaschik, Editor, Inside Higher Ed, Moderator</p>
<p><b>11:30 am – 1:00 pm</b>  <b>Room C204</b></p>	<p><b>Panel: Multi-Institutional Labor-Management Committees for Contingent Faculty</b>                  David Rodich, Executive Director, SEIU Local 500                  Nicholas Anastasopoulos, Mirick O'Connell LLP                  Scot Beckenbaugh, Deputy Director, FMCS                  Peter B. Doeringer, Labor Arbitrator &amp; Professor emeritus, Department of Economics, Boston University, Panelist and Moderator</p>
<p><b>11:30 am – 1:00 pm</b>  <b>Room C205</b></p>	<p><b>Panel: The Capital Markets and Higher Education</b>                  Susan Fitzgerald, Associate Managing Director, Moody's Investors Service                  Charlie Eaton, Postdoctoral Scholar, Stanford Graduate School of Education                  Tim Coffin, Senior Vice President, Breckinridge Capital Advisors                  Jake Apakarian, Assistant Professor, York College, CUNY, Moderator</p>
<p><b>1:00 – 2:00 pm</b>  <b>Concourse Lobby</b></p>	<p><b>Lunch: Food Service</b></p>
<p><b>2:15 – 2:30 pm</b>  <b>Proshansky Auditorium</b></p>	<p><b>Luncheon Greetings:</b>                  TIAA Representative Leslie Egan</p>
<p><b>2:30 - 3:30 pm</b>  <b>Proshansky Auditorium</b></p>	<p><b>Keynote:</b> Philip A. Miscimarra, Acting National Labor Relations Board Chairman and Mark G. Pearce, Member, National Labor Relations Board, and moderator Wilma Liebman, Visiting Scholar, Rutgers University, School of Management and Labor Relations and</p>

	former NLRB Chair
<b>3:30 - 3:45</b>	<b>Break</b>
	<b>Concurrent Sessions</b>
<b>3:45 – 5:15 pm Proshansky Auditorium</b>	<b>Panel: NLRB 101: A Prima on National Labor Relations Board Procedures (CLE)*</b> Karen P. Fernbach, NLRB, Regional Director, Region 2 Kathy Drew King, NLRB Region Director, Region 29 John Walsh, NLRB Regional Director, Region 1 James O. Castagnera, Associate Provost and Legal Counsel for Academic Affairs, Rider University, Moderator
<b>3:45 – 5:15 pm Room C197</b>	<b>Panel: Overtime Compensation and Pay Equity in Higher Education (CLE)*</b> John S. Ho, Cozen O’Connor Rosemary DiSavino, EEOC Senior Trial Attorney Maria Maisto, New Faculty Majority President Mark Smith, NEA Higher Education Policy Analyst Deborah Bell, Professional Staff Congress, CUNY Executive Director, Moderator
<b>3:45 – 5:15 pm Room C198</b>	<b>Panel: Lincoln, Labor, and Race</b> Harold Holzer, Jonathan F. Fanton Director, Roosevelt House Public Policy Institute, Hunter College, Panelist and Moderator Edna Greene Medford, Chair, Howard University Department of History James Oakes, Distinguished Professor, CUNY Graduate Center
<b>3:45 – 5:15 pm Room C201-C202</b>	<b>Panel: The Role of Endowments in Financing Higher Education</b> Peter M. Rup, Founder & Chief Investment Officer, Artemis Wealth Advisors, LLC Kenneth Redd, Director, Research and Policy Analysis, NACUBO Elizabeth Parisian, Assistant Director, Research and Strategic Initiatives, AFT Danielle Douglas-Gabriel, Reporter, The Washington Post, Moderator
<b>3:45 – 5:15 pm Room C204</b>	<b>Panel: Student Debt: We Pay for What We Value</b> Stephen Katsinas, Director and Professor, University of Alabama Education Policy Center Daniel Forster, Vice President of Enrollment Management, Washington College Jamie Dangler, United University Professions, SUNY, Vice President for Academics Martha J. Kanter, Executive Director, Civic Nation, Moderator
<b>3:45 – 5:15 pm Room C205</b>	<b>Panel: Unionization and the Development of Policies for Non-Tenure Track Faculty: A Comparative Study of Research Universities</b> Karen Halverson Cross, Professor of Law, The John Marshall Law School Christine Hughes, Vice President and General Counsel, Emerson College, Commentator Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel, Commentator Lacey Wootton, Hurst Senior Professorial Lecturer, Dept. of Literature, American University, Commentator William Connellan, Chief Negotiator, University of Florida, Moderator
<b>3:45 – 5:15 pm Room 9206-07</b>	<b>Panel: Creative Partnering with Community Colleges</b> Pamela Hampton Garland, UDC and Guilford Technical Community College Tim Haresign, Executive Director, NJ Council of State College Locals Sean Tvelia, Exec. V.P., Faculty Association, Suffolk County CC Paul Beaudin, Associate Vice President for Academic Affairs, Suffolk County Community College

	Robert Zazzali, Senior Vice President for Community Affairs and Economic Development, Rowan University, Panelist and Moderator
<b>Tuesday, March 28, 2017</b>	
<b>CUNY Graduate Center, Concourse Level</b> <b>365 Fifth Avenue, New York, NY 10016</b> (Entrance on Fifth Avenue between 34th and 35th Street)	
<b>8:30 – 9:15 am</b>	<b>Continental Breakfast</b>
	<b>Concurrent Sessions</b>
<b>9:15 – 10:45 am</b> <b>Proshansky</b> <b>Auditorium</b>	<b>Panel: Professional Development for Adjunct and Tenure-Track Faculty</b> Gail Mellow, President, LaGuardia Community College, CUNY, author <i>Taking College Teaching Seriously, Pedagogy Matters!: Fostering Student Success Through Faculty-Centered Practice Improvement</i> Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, Commentator Barbara Madeloni, Massachusetts Teachers Association President, Commentator Malini Cadambi-Daniel, SEIU, Moderator
<b>9:15 – 10:45 am</b> <b>Room C197</b>	<b>Panel: Shared Governance and Collective Bargaining: The Line Between</b> Rene Castro, Assistant Vice Chancellor, Employee and Labor Relations, California State University System Joseph Fuxa, Labor Relations Manager, Eastern Washington University Steven Filling, Immediate Past Chair, Academic Senate, California State University Jeffrey F. Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator
<b>9:15 – 10:45 am</b> <b>Room C198</b>	<b>Panel: Health Care and Bargaining in the Trump Era</b> Shaun O'Brien, Assistant Policy Director for Health & Retirement AFL-CIO Steven M. Bloom, Director, Government Relations, Government and Public Affairs, American Council on Education Steve Hicks, Professor of English, Lock Haven University of Pennsylvania, Moderator
<b>9:15 – 10:45 am</b> <b>Room C201</b>	<b>Panel: The Use of Mediation in Higher Education Contract Administration at Florida Gulf Coast University</b> Ron Toll, Provost and Vice President of Academic Affairs Elizabeth Elliott, President, UFF Chapter David Steckler, Grievance Chair, UFF Chapter Tony Barringer, Associate Provost/Associate Vice President for Academic Affairs Kevin Flanigan, Director of Conciliation, NYS PERB, Moderator

<p><b>9:15 – 10:45 am Room C202</b></p>	<p><b>Panel: Bargaining Issues for Academics and Professionals in Non-Teaching Roles</b>                  Peter Chester, Director, Labor Relations, University of California                  Elizabeth Hough, Counsel to the President, United University Professions                  Gretchen Osterman, Assistant Dean of Students for Greek Affairs, Bloomsburg University of Pennsylvania                  Sharon Picus, Assistant Vice President for Human Resources, Kutztown University of Pennsylvania                  Michael W. Klein, Executive Director, N.J. Association of State Colleges &amp; Universities, Moderator</p>
<p><b>9:15 – 10:45 am Room C204</b></p>	<p><b>Panel: Age Discrimination Issues in Higher Education (CLE)*</b>                  Justin Mulaire, EEOC Supervisory Trial Attorney                  Jason Walta, NEA Senior Counsel                  Karen Bitar, Seyfarth Shaw LLP                  John T. Rose, Dean for Diversity, Hunter College, City University of New York, Moderator</p>
<p><b>9:15 – 10:45 am Room C205</b></p>	<p><b>Panel: Federal and State Funding: Shifting Patterns and Changing Strategies</b>                  Quinton T. Ross, Alabama State Senator                  Leo Welch, Legislative Officer, AAUP Illinois Conference                  Michael Fabricant, PSC Vice President and co-author of <i>Austerity Blues: Fighting for the Soul of Public Higher Education</i>                  Kara Perkins, Executive Budget Director, System Budget, California State University                  Frederick Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State and Fiscal Policy Institute Senior Fellow, Moderator</p>
<p><b>9:15 – 10:45 am Room 9206-07</b></p>	<p><b>Panel: Adjunct Faculty Unemployment Benefits Eligibility</b>                  Jayson Myers, Chief Administrative Law Judge, New York State Unemployment Appeals Board                  Nancy Cross, SEIU Local 1 Vice President                  Louis P. DiLorenzo, Bond, Schoeneck &amp; King, PLLC                  Maria Maisto, New Faculty Majority, Moderator</p>
<p><b>10:45 – 11:00 am</b></p>	<p><b>Break</b></p>
	<p><b>Concurrent Sessions</b></p>
<p><b>11:00 am -12:30 pm Proshansky Auditorium</b></p>	<p><b>Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)*</b>                  Richard F. Griffin, NLRB General Counsel                  John Wirenius, NYS Public Employment Relations Board Deputy Chairperson                  Aaron Nisenson, AAUP Senior Legal Counsel                  Kristin Klein Wheaton, Goldberg Segalla                  Juditra Burgess, Boston University Director of Labor Relations, Moderator</p>
<p><b>11:00 am -12:30 pm Room C197</b></p>	<p><b>Panel: International Perspectives on Collective Bargaining in Higher Education</b>                  James Butler, Director, Faculty Bargaining Services, CAUBO                  Annabell Segarra Marrero, Asociacion Puertorriquena de Profesores Universitarios (APPU), University of Puerto Rico                  James Compton, Executive Director, Canadian Association of University Teachers</p>

	Sara Slinn, Professor, Associate Professor, Osgoode Hall Law School, York University, Moderator
<b>11:00 am -12:30 pm Room C198</b>	<b>Panel: Contingent Faculty Participation in Shared Governance</b> John D. Vander Weg, Associate Provost for Academic Personnel, Wayne State University Thomas Anderson, Vice President and lead negotiator, UPTF-AFT, Wayne State University Carl Levine, Levy Ratner, P.C. Karen Thompson, PT Lecturer, Rutgers University and New Brunswick PT Lecturers Senator Theodore Curry, Associate Provost, Associate Vice President, Academic Human Resources; Professor, School of Human Resources and Labor Relations, Michigan State University, Moderator
<b>11:00 am -12:30 pm Room C201</b>	<b>Annual Panel: Year in Higher Education</b> Karen Stubaus, Vice President, Academic Affairs & Administration, Rutgers University Lili Palacios-Baldwin, Associate General Counsel, Tufts University Mariann Hyland, Assistant Vice Provost for Academic Affairs, University of Oregon Peter Schmidt, The Chronicle of Higher Education, Moderator
<b>11:00 am -12:30 pm Room C202</b>	<b>Research Panel Presentations:</b> <b>Grievance Handling and Problem Solving with Faculty and Librarians</b> Eve Weinbaum, Associate Professor, Labor Center and Sociology Department, University of Massachusetts Amherst Brandi Perri, Graduate Student, UMass Amherst Sociology Department  <b>Department Chairs' Perceptions of Union Membership on Academic Human Resource Decision Making</b> Leigh Settlemoir Dzwik, Assistant Dean, Oakland University School of Education and Human Services  Arlene King-Berry, Faculty Senate Chair, University of the District of Columbia, Moderator
<b>11:00 am -12:30 pm Room C204</b>	<b>Panel: Addressing Contemporary Community College Labor-Management Issues</b> Sergio Guzman, President, Rio Hondo College Faculty Association/CCA/CTA/NEA Teresa Dreyfuss, Superintendent/President, Rio Hondo College Mary Ann Pacheco, President, Rio Hondo College Board of Trustees Lynette Nyaggah, President, Community College Association/CTA/NEA DeWayne Sheaffer, NEA National Council for Higher Education President, Moderator
<b>12:30 – 1:30 pm</b>	<b>Lunch: Food Service</b>

**\*CLE Credits provided by Community Legal Resource Network at CUNY School of Law**

This CLE program is approved for both experienced and newly admitted attorneys. Under Continuing Legal Education regulations, CLE credit will be offered only to those attorneys completing entire sessions; attorneys attending only part of a session are not eligible for partial credit. Attorneys arriving late are welcome to attend the program but will not be eligible for credit.