2012 Conference Program

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All Panels, Workshops, and Luncheon Speeches

CUNY Graduate Center, Concourse Level
365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th and 35th St.)

MONDAY 4/2/12

8:30 AM - 5:40 PM

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

Breakfast

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

Welcome

Jennifer J. Raah, President, Hunter College, City University of New York
Pamela Silvehabilt, Vice Chancellor, Labor Relations, City University of New York
Barbara Bowen, President, Professional Staff Congress, City University of New York
Sanji Cooper, Chair, University Faculty Senate, City University of New York
Richard Bates, 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 Keats, President, York College, City University of New York

10:15 - 10:30 AM Proshansky Auditorium 15 minutes

Introduction: Marcia Keats, President, York College, City University of New York

Respondent: Angelo Armenti, President, California University of Pennsylvania

Moderator: Gail Brooks, Vice Chancellor, Human Resources, California State University System

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

Panel and Workshop

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

Strategies for Coping with Public Higher Education’s Financial Landscape

(Companion Panel to Opening Plenary)

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

11:50 AM - 1:30 PM Room C198 1 hour 40 minutes

Luncheon Greetings

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

Tim Lane, Managing Director, Institutional Relationships, TIAT-CREF

Larry Singe, 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 Gloves, 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 Johnson, Executive Vice President for Academic Affairs and Provost, University of Hawaii System

Moderator: Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst

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

12:30 - 1:30 PM Proshansky Auditorium 30 minutes

Susanne 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 Proshansky Auditorium 15 minutes

1:45 - 3:00 PM Proshansky Auditorium 1 hour 15 minutes

I. Budget Issues

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

Tom Austin, President, United Faculty of Florida/AFT/NEA

Paul Linglerlehner, President, State Higher Education Executive Officers (SHEEO)

Matt Seguine, Associate Vice Chancellor for Budget and Finance, City University of New York

Mark Smith, Higher Education Policy Analyst/NEA

Moderator: Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst

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/AFT/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., Of Counsel to the General Counsel/NEA

Moderator: Jim Mean, 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 Tricario, 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 Ortiz Ania, 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

Kimbrey King, Delegate to the Council for Affirmative Action, California State University, Los Angeles, California Faculty Association/AFT/CTA/NEA/SEIU

Lisa Ossian, Delegate to the Council for Affirmative Action, California State University, Los Angeles, California Faculty Association/AFT/CTA/NEA/SEIU

Martha Garcia, Grievance Officer, Imperial Valley College/CCCTA/NEA

Joshi Martini, Vice Provost, Academic Personnel & Dean of the Faculty, University of Massachusetts, Amherst

Moderator: John Ross, Dean for Diversity, Hunter College, City University of New York
V. Changing the Conversation: Fiscal Constraints—Responding to the Challenge?
3:15 - 4:30 PM  
Room C197  
1 hour 15 minutes
Bill Perry, President, Eastern Illinois University  
Robert L. Miller, General Counsel, Eastern Illinois University  
Frances Cooper Funk, President, Katzmann University  
State College University  
Professional Organization  
Evelyn Nazario, Assistant Vice Chancellor, Human Resources Management, California State University System  
Panelist and Moderator: Len Zannini, 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 Andisha, 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 Schmeltz, 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 Stabulis, 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 Bennis, AUP, Eastern Michigan University  
Patrick Lenz, Vice President Budget, University of California  
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers

3:15 - 4:30 PM  
Room C197  
1 hour 15 minutes
Cynthia Eaton, Associate Professor, English, Safford County Community College/NSY/NSB/NEA  
Diane White, Past President, Sanoma College Faculty Association, CCAC/NEA  
Kathi Westcott, Irving Senior Counsel, American Association of University Professors  
Mark Farley, Managing Consultant, InfaSO Inc.  
Jim Castagna, Associate Provost and Associate Counsel, Academic Affairs, Rider University  
Moderator: Jeff Franklin, 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 Marsh, APCSUF 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
Gilman Small, Vice Chancellor for Research, City University of New York  
Gary Blaauw, former General Secretary, AUP, 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-AUP

VI. Workshop: Negotiations 102 CLE Credit
1:45 - 3:00 PM  
Room 9207  
1 hour 15 minutes
Eric Mootz, Chief Negotiator, Kent State University/AAP  
Mike Chumig, Chief Negotiator, University of Akron/AAP  
Mike Sherman, Provost, University of Akron  
Sue Averill, Associate Provost for Faculty Affairs, Kent State University  
Moderator: Cindy Oliver, President, Federation of Post-Secondary Educators, Vancouver, Canada

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 Mootz, Chief Negotiator, Kent State University/AAP  
Mike Chumig, Chief Negotiator, University of Akron/AAP  
Mike Sherman, Provost, University of Akron  
Sue Averill, Associate Provost for Faculty Affairs, Kent State University  
Moderator: Jim Rice, President, National Council for Higher Education/NEA

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, APCSUF  
Gary Blaauw, former General Secretary, AUP, 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, NE A Higher Education Emerging Leaders Academy  
Moderator: Jan 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 Weiz, Board of Directors, Community College Association/CTA  
Cindy Oliver, President, Federation of Post-Secondary Educators, Vancouver, Canada  
Edison Lanch, Statewide Secretary, United Professional Employees/NSY/NSB/NEA, State University of New York  
Adrienne Eaton, President, Rutgers University, AUP/AAT  
Trace Lauer, President, FTNT/Unite/Unite, Kent State University  
Moderator: Len Zannini, Chief Operating Officer, Hunter College, City University of New York

Panelist and Moderator: Richard Nettell, UPB Executive Committee, Chair Legislative and Political Action Committee, UPB/NEA, University of Hawaii, Miam
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
Enos Benjamin, AAUP
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 AM - 10:45 AM
Proshansky Auditorium
45 minutes
Rudy Fichtenbaum, Professor, Economics, Wright State University
Jeff Franklin, 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 Maguire, 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 Fiebend, William Jefferson Poindexter, Jr., Professor of Political Science, Louisiana State University
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 Meanyfield, 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 Parush, Arbitrator Mediator, New Jersey Public Employment Relations Commission, Panel of Arbitrators, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators
Moderator: Jacqueline Lloyd, Contract Administrator, Graduate Employee Union, Michigan State University

**Luncheon Food Service**
12:15 - 12:45 PM
Concourse Lobby
30 minutes

12:30 - 12:45 PM
Proshansky Auditorium
15 minutes
Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University, co-editor
Steve Hicks, President, APSCE, 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 Mann, Esq., Senior Labor Advisor, American Association of University Professors