Conference Program

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### All Panels, Workshops, and Luncheon Speeches

**MONDAY**

**8:45 AM - 6:00 PM**  
Baruch College, Vertical Campus  
55 Lexington Avenue, New York, NY 10010  
(Entrance on corner of 24th Street and Lexington Avenue)

### Welcome

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<thead>
<tr>
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<tr>
<td>9:00 - 9:30 AM</td>
<td>Room 14-220</td>
<td>30 minutes</td>
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Jennifer J. Raab, President, Hunter College, City University of New York  
Manfred Philipp, Chair, University Faculty Senate, Trustee, City University of New York

Barbara Bowen, President, Professional Staff Congress, City University of New York  
Larry Singer, Senior Vice President, SEGLUSIBSON

Tim Lane, Managing Director, Institutional Relationships, THEA-CREF  
Richard Boris, Executive Director, National Center

### Plenary

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<tr>
<td>9:45 - 10:45 AM</td>
<td>Room 14-220</td>
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Dennis Van Roekel, President, NEA  
Salvatore Rotella, Chancellor Emeritus, Riverside Community College District, introduction

### Break

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<td>10:45 - 11:00 AM</td>
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### Concurrent Sessions

#### Session I: Pensions and Retirement Benefits in Tough Times

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<td>Room 14-270</td>
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Analytical overview of the economic and political pressures on retirement benefits and pensions during this economic crisis. Future prospects for pensions and retirement benefits. Implications for collective bargaining.

Valerie Martin Conley, Director of the Center for Higher Education, Ohio University  
P. Brett Hammond, Managing Director, Head of Investment Strategy, THEA-CREF

Steve Greatorex, Business Manager, Connecticut State University/AAUP  
Abigail Byman, General Counsel, University of Scranton

Gail Brooks, Vice Chancellor, Human Resources, California State University system, moderator

#### Session II: The Influence of Globalization on U.S. Higher Education

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Andrew Ross, Professor, Social and Cultural Analysis, New York University  
Bob Samuels, President, University Council/AFT, University of California, commentator

Fred Floss, Vice President for Academics, United University Professions/NYSUT/AFT/NEA, moderator

#### Session III: Representing Contingent Faculty: Can Separate be Equal?

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Are contingent faculty interests best represented in joint bargaining units or in units distinct and separate from those of full-time faculty? Preferences of current administrators and union leaders.

Dee Montgomery-Smith, Vice President, Chemeketa Faculty Association/OEA/NEA, Chemeketa Community College  
Stuart Steinert, President, Geneseo Community College, SUNY

Sean Spinello, Assistant Vice President, Academic Affairs, Rutgers University  
Connie Jenkins, Ventura County Federation of Teachers/AFT

Greg Mulcahy, President, Minnesota State College Faculty/Education Minnesota/AFT/NEA  
Larry Gold, Director, AFT Higher Education, American Federation of Teachers, panelist and moderator

### Session IV: Views from our Community: University Trustees

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Leo Welch, Trustee, Eastern Illinois University  
Marie Conley Lammardo, Secretary, Bloomsburg University of Pennsylvania's Council of Trustees  
J. Noah Brown, President, CEO, Association of Community College Trustees

Andy Lieta, former Chair, University of New Hampshire Board of Trustees

Valerie Wilk, Organizational Specialist, Office of Higher Education, National Education Association, moderator

### Workshop: On Workload Models

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Gary Thompson, President, Saginaw Valley State University Faculty Association/MEA/NEA  
Jack Vanhoorelbeke, Director of Human Resources and Contract Administrator, Saginaw Valley State University

### Food Service Begins

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### LUNCH

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### Journal of Collective Bargaining in the Academy: Status Report

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William Scheuerman, President, National Labor College  
Jill Conn, Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors

### Luncheon Address

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Randi Wenkart, President, American Federation of Teachers

Pamela Silverblatt, Vice Chancellor, Labor Relations, City University of New York, introduction

### Break

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Session I: Impact of Presidential Election and New Congress on Public Higher Education
2:15 - 4:00 PM  
Room 14-220  
1:45 hours
Examination of new national administration and congress on all aspects of public higher education including funding, accountability, student loans, research support.
Alan Lubin, Executive Vice President, New York State United Teachers
David Walsh, Professor, Political Science, Southern Connecticut State University, President, Connecticut State University/AAUP, moderator

Session II: Higher Education Research This Year (Annual Panel)
2:15 - 4:40 PM  
Room 14-270  
1:45 hours
Using the COACHE database the presentation will highlight key differences between institutions with collective bargaining agreements and those without along the dimensions most critical to tenure-track faculty job satisfaction: tenure clarity and reasonableness of expectations, support for teaching and research, policy effectiveness, work-family balance, climate, compensation, and global satisfaction.
Cathy A. Townes, Research Director, Collaborative On Academic Careers in Higher Education, Harvard University, Graduate School of Education
Daniel Julius, Vice President, Academic Affairs, University of Alaska system

Session III: Under the Table: Race and Gender in Promotion and Tenure
2:15 - 4:00 PM  
Room 14-280  
1:45 hours
Workshop: Negotiations 101
4:15 - 6:00 PM  
Room 14-269  
1:45 hours
An introduction to negotiations for new practitioners.
Pete Wildman, Director of Higher Education Services, New York State United Teachers
Peter Ludden, Labor Relations Specialist, New York State United Teachers

Session IV: The Economic Crisis: Health Care Impacts
2:15 - 4:00 PM  
Room 14-285  
1:45 hours
Analysis of current political and economic environment as well as prospective analysis of what will and will not be achievable in future negotiations.
Scott Sowlewaelski, Director of Employee Relations, Michigan State University
Maury Koffman, President, Michigan State University, Administrative Professional Association, MEA/NEA
Patricia Parham, Associate Vice Chancellor, Human Resources, Ventura County Community College District
Barrel Brown, Faculty Chair, Joint Health Care Cost Containment Committee, California University/APSCUF
John Abraham, Director, Member Benefits Department, American Federation of Teachers
Larry Singer, Senior Vice President, SEGALISBION, moderator

Concurrent Sessions
2:15 - 4:40 PM  
Room 14-290  
1:45 hours
Session I: Institutional Collaboration in Times of Fiscal Stress
4:15 - 6:00 PM  
Room 14-220  
1:45 hours
Case studies of successful collaborative efforts among all university constituents (administration, faculty governance, union, students) and external constituencies (government, business, etc) in the hunt for resources. Are there models here for current tough times?
Theodore Curry, Associate Provost, Vice President, Academic HR, Michigan State University
John Van Dyken, UniServ Director, Administrative Professional Association/MEA/NEA, Michigan State University
Patrick Lenz, Vice President, Budget, University of California system
Andy Merzfield, Associate Vice President, California Faculty Association/AAUP/CTA/NEA/SEIU
Alex Kalenovic, President, Public Higher Education Network of Massachusetts (PHENOM), student member
University of Massachusetts Board of Trustees
Steve Cyboran, Vice President, Consulting Actuary, SEGALISBION, moderator

Session II: Institutional Collaboration in Times of Fiscal Stress
2:15 - 4:00 PM  
Room 14-270  
1:45 hours
The panel will focus on how collective bargaining resolves tenure issues for all faculty and how it balances the tenure needs of full-time and contingent faculty. And panel will examine institutional impact of granting tenure to contingent faculty.
Ian Robinson, Lecturer, Sociology, University of Michigan
Ernst Benjamin, former General Secretary, AAUP
Ed N. Goldhaber, former Dean, Arts and Sciences, Professor of Political Science and Public Policy, University of Michigan
Margaret Merryfield, Senior Director for Academic Human Resources, California State System
Ron Norton Reel, President, California Community College Association (CCA/CTA/NEA), moderator

Session III: Research Panel: The Community College Funding Crisis and Salaries in States With and Without Collective Bargaining: Issues and Implications for Policy and Practice
4:15 - 6:00 PM  
Room 14-280  
1:45 hours
The community college funding crisis and comparative impacts on faculty salaries in states with and without collective bargaining.
Stephen G. Katsinas, Director, Education Policy Center, University of Alabama
David E. Hardy, Director of Research, Education Policy Center, University of Alabama
Michael T. Miller, Professor of Higher Education, University of Arkansas
Concurrent Sessions

Session I: Roundtable on Legislative Strategies for Pensions and Retirement Benefits
9:00 AM - 10:45 AM Room 14-270
Legislative specialists will lead the roundtable on practical strategies for lobbying and creative benefit models under current economic and political conditions.
Bert Lazarin, Partner, Policy Research Group, LLC
Richard Winsten, Esq., Meyer, Suozzi, English & Klein
Carl Shepro, President, United Academics of Alaska, University of Alaska, Anchorage, AAUP/AFT, moderator

Session II: The Search for New Revenue Models
9:00 AM - 10:45 AM Room 14-280
Successful local negotiations at Rowan University to totally revamp summer school and graduate offerings to make them more competitive, profit centered, which gave them a revenue sharing model for academic departments AND the faculty teaching them. Kent State University history of collaborative models. Experiences at Kent State University.
Robert Zazzali, Associate Provost, Rowan University
Karen T. Siefing, Local President, Council of New Jersey State College Locals/AFT, Rowan University
Cheryl A. Casper, Emerita Professor, Economics, Kent State University, former chair, AAUP-KSU, member, National Council AAUP

Session III: Funding Public Higher Education in Tough Times
9:00 AM - 10:45 AM Room 14-220
National public policy implications of continued reductions in funding of public higher education institutions. Prospective analysis of national budget and funding levels of public higher education.
James Palmer, Professor, Educational Administration and Foundations, Illinois State University, Editor, Grapevine
Gary Rhoades, General Secretary, AAUP
Ed Muir, Associate Director, Research Department, American Federation of Teachers
Ernesto Malave, Vice Chancellor for Budget and Finance, City University of New York
Phil Smith, President, United University Professions/NYSUT/AFT/NEA, moderator

Session IV: Faculty Diversity: Gender and Ethnicity
9:00 AM - 10:45 AM Room 14-285
Diversity is more evident among community college contingent faculty than elsewhere in academe. This panel will survey current faculty demographics nationwide, analyze reasons for diversity challenges in four-year and graduate institutions.
Martin Finkelstein, Professor, Higher Education, Seton Hall University
Derryn Moten, Associate Professor, Humanities, Alabama State University, co-President, Faculty-Staff Alliance/AFT
Theresa Montaño, President, California Faculty Association chapter, California State University-Northridge, NEA Board of Directors
Raphael Rosa, University Director, Workforce Compliance and Equity Management, Office of Recruitment and Diversity, City University of New York
Andrew Effrat, Associate Provost, Faculty Recruitment and Retention, University of Massachusetts, Amherst
Eileen Landy, Statewide Secretary, United University Professions/NYSUT/AFT/NEA, moderator

Workshop: Negotiations 102
9:00 AM - 10:45 AM Room 14-269
Advanced negotiations for current practitioners.
Tony Wildman, Director of Higher Education Services, New York State United Teachers
Peter Ludden, Labor Relations Specialist, New York State United Teachers

Break With Snack
10:45 AM - 11:00 AM

Concurrent Sessions

Session I: On the Pathway to the Presidency: Characteristics of Higher Education's Senior Leadership
11:00 AM - 12:45 PM Room 14-280
Jacqueline King, Assistant Vice President, Center for Policy Analysis, American Council on Education
Madeleine Wing Adler, President Emerita, West Chester University, Pennsylvania, Senior Associate, Penson Associates, Inc.
Jim Renick, former Senior Vice President of Programs and Research, ACE, Senior Associate, Penson Associates, Inc.
Yvonne Williams, Higher Education Consultant, Michigan Education Association/NEA, moderator

Session II: At the Table: Negotiating Workload
11:00 AM - 12:45 PM Room 14-270
A discussion of different approaches to negotiating workload, ranging from the strict accounting of the Florida or Pennsylvania models to the totally undefined model in Massachusetts.
Mark Smith, Organizational Specialist, Office of Higher Education, National Education Association
Rob Mitchnick, APSUFP President, Indiana University of Pennsylvania
James Moran, Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education
Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst
Jim Rice, President, National Council for Higher Education/National Education Association, moderator
Session III: At the Table: Bargaining during Tough Times.
Strategies and Trade-offs
11:00 AM - 12:45 PM Room 14-285 1:45 hours
Practitioners, from both sides of the table, offer creative strategies to minimize impact of the economic downturn on contract negotiations.
Stanley Aronowitz, Distinguished Professor, City University of New York, Professional Staff Congress/NYSUT/AFT/NEA/AAUP
Bill Candella, Senior Director, Collective Bargaining, California State University, Office of the Chancellor
Howard Bunsis, President, Eastern Michigan University/AAUP
Anne-Marie Ryan-Guest, Vice President, Liberal Arts, Minnesota State College Faculty/Education Minnesota/AFT/NEA
Jeffrey Frumkin, Assistant Provost and Senior Director, Academic Human Resources, University of Michigan, moderator

Workshop: Arbitration II: Grievance and Arbitration Role Play
11:00 AM - 12:45 PM Room 14-269 1:45 hours
Howard Parish, arbitrator, mediator, New Jersey Public Employment Relations Commission
Rene Castro, Senior Director, Academic Employee Relations, California State University, Long Beach
C.J. Elder, Director, Contract Department, APSCUF

Food Service Begins
12:45 PM Room 14-220
LUNCH
1:00 PM Room 14-220

1:15 - 2:00 PM Room 14-220 45 minutes
Joe Berry, Visiting Labor Education Specialist, Labor Education Program, University of Illinois, Urbana-Champaign, editor
John Cassidy, economics journalist, The New Yorker
Garrick Utley, broadcast journalist, President, The Levin Institute, SUNY
Ann Shadwick, California Faculty Association/AFT/CTA/NEA/SEIU, introduction

Legal Issues in Higher Education (Annual Panel)
2:00 - 3:45 PM Room 14-220 1:45 hours
Nicholas DiGiovanni, Esq., Morgan, Brown and Joy
Rachel Levinson, Esq., Senior Counsel, AAUP
Frederick Schaffer, Esq., Senior Vice Chancellor for Legal Affairs and General Counsel, City University of New York, moderator