April 2011

2011 Conference Program
MONDAY
4/11/11

All Panels, Workshops, and Luncheon Speeches
8:30 AM - 6:00 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

Welcome
9:00 - 9:30 AM
Proshansky Auditorium
30 minutes
Jennifer J. Raab, President, Hunter College, City University of New York
Pamela Silverkitt, Vice Chancellor, Labor Relations, City University of New York
Barbara Bowen, President, Professional Staff Congress, City University of New York
Sandra Cooper, Chair, University Faculty Senate, City University of New York
Richard Bots, Executive Director, National Center

Opening Conversation
9:30 - 10:15 AM
Proshansky Auditorium
45 minutes
Robert C. Holub, Chancellor, University of Massachusetts, Amherst
Gary Rhodes, General Secretary, American Association of University Professors
Moderator: Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst

Breakout Session Open Microphone
10:15 - 10:45 AM
Proshansky Auditorium
30 minutes

Break
10:45 - 11:00 AM

Concurrent Sessions
11:00 AM - 12:30 PM
Concourse Lobby
1 hour 30 minutes
Susan Meisner, former President, California Faculty Association/AUFPCTU/EA/SEIU
Eileen Landy, Statewide Secretary, United University Professions, State University of New York
Ellen Schuler-Mank, President, Suffolk County Community College Faculty Association/NEA/UFT/EA
Moderator: Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University

Luncheon Presentation I
1:05 - 1:15 PM
Concourse Lobby
10 minutes

Luncheon and Luncheon Speech
12:30 - 2:00 PM
1 hour 30 minutes

Food Service Begins
12:30 - 12:50 PM
Concourse Lobby
20 minutes

Luncheon Greetings
12:50 - 1:05 PM
Concourse Lobby
15 minutes
Timothy Lane, Managing Director, TIAA-CREF
Kelly Jones, Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company
Jeff Selings, editor, The Chronicle of Higher Education

Journal of Collective Bargaining in the Academy: Announcement Volume II
1:05 - 1:15 PM
Concourse Lobby
10 minutes
Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors

Luncheon Presentation I
1:15 - 2:00 PM
Proshansky Auditorium
45 minutes
Jamie Morissette, President and CEO, Lumina Foundation
Dwayne Mathews, Vice President, Policy and Strategy, Lumina Foundation
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers

Breakout Session Open Microphone
2:00 - 2:30 PM
Room 198
30 minutes
Jamie Morissette, President and CEO, Lumina Foundation
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers
## MONDAY (continued)

### Breakout Session Open Microphone

**2:00 - 2:30 PM**  
Room 201

Dewayne Matthews, Vice President, Policy and Strategy, Lamina Foundation  
Moderator: Richard Boris, Director, National Center

### Break

**2:30 - 2:45 PM**  

### Concurrent Sessions

**2:45 - 4:15 PM**  
Room 201

**1 hour 30 minutes**

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### Dialoguing about Creative Tensions and Creative Solutions in Collective Bargaining

**2:45 - 4:15 PM**  
Room 201

**1 hour 30 minutes**

**Participants:**  
James McCormick, Chancellor, Minnesota State Colleges and Universities  
Gary Malathy, President, Minnesota State College Faculty/Education Minnesota/AFT/NEA  
Pamela Silverblatt, Vice Chancellor, Labor Relations, City University of New York  
Barbara Boren, President, Professional Staff Congress, City University of New York  
Moderator: Cynthia Schneider, Vice President, Academic Professionals Association/MEAA/NEA, University of Alaska System

### Higher Education’s “Message”

**2:45 - 4:15 PM**  
Room 198

**1 hour 30 minutes**

**Participants:**  
Mark Richardson, President, University of Miami Dade College/AFT/MEAA  
Moderator: Tom Auster, President, National Faculty of Florida/AFT/MEAA

### The New Common Good? Racing to the Top: The Matrix between K-12 and Higher Education

**2:45 - 4:15 PM**  
Room 202

**1 hour 30 minutes**

**Participants:**  
John Cassady, Chancellor, Pennsylvania State System of Higher Education  
Mark Richard, President, United Faculty of Miami Dade College/AFT/MEAA

### Private Contractors/Consultants/Providers in the Higher Education Space

**2:45 - 4:15 PM**  
Room 203

**1 hour 30 minutes**

**Participants:**  
Tom Kejnes, Provost, National Labor College  
George Anthony Schach, Vice President, Academic Leadership and Change, American Association of State Colleges and Universities  
Cathy Boudreau, NEA board member, Massachusetts, Vice President, National Council for Higher Education

### Workshop: Negotiating a First Contract

**2:45 - 4:15 PM**  
Room 204

**1 hour 30 minutes**

**Participants:**  
Maria Orosco, Esq., Interim Director, Labor & Employee Relations, Pace University  
Eric Marshall, Labor Relations Specialist, New York State United Teachers/AFT/MEAA

### Workshop: Workplace Dispute Resolution/Mediation

**2:45 - 4:15 PM**  
Room 205

**1 hour 30 minutes**

**Participants:**  
Rene Castro, Senior Director, Academic Employee Relations, California State University, Long Beach

### Break

**4:15 - 4:30 PM**  

### Concurrent Sessions

**4:30 - 6:00 PM**

**1 hour 30 minutes**

### Roundtable: “Creative Tensions” Responses and Question and Answer with Audience

**4:30 - 6:00 PM**  
Room 198

**1 hour 30 minutes**

**Participants:**  
Bill Perry, President, Eastern Illinois University  
Ellie Sullivan, President, University Professionals of Illinois/AFT  
Gary Deut, Vice Chancellor, Human Resources and Labor Relations, Pennsylvania System of Higher Education  
Elizabeth Russell, Campus Representative, Community College Administrators Association/MEAA/NEA, Eastern Maine Community College  
Moderator: Cynthia Schneider, Vice President, Administrative Professionals Association/MEAA/NEA, Michigan State University

### Graduate Employee Unionization in the Private Sector

**4:30 - 6:00 PM**  
Room 201

**1 hour 30 minutes**

**Participants:**  
Ed Brill, Esq., Producer Rose  
Carl Levine, Esq., Avery Rutner, P.C.  
Nick Veluzius, ESQ, International Representative, UIW

### Year in Higher Education (Annual Panel)

**4:30 - 6:00 PM**  
Room 202

**1 hour 30 minutes**

**Participants:**  
Scott Jaschik, Editor, Inside Higher Ed  
Neil Bucklew, President, West Virginia University  
Daniel Julius, Vice President, Academic Affairs, University of Alaska system

### Workshop: Arbitration 101

**4:30 - 6:00 PM**  
Room 204

**1 hour 30 minutes**

**Participants:**  
Joe Amsden, Esq., Greenberg Traurig  
Alan Shapiro, Esq., Sandulli Grace, P.C.

### Workshop: Classroom Issues at the Table

**4:30 - 6:00 PM**  
Room 205

**1 hour 30 minutes**

**Participants:**  
Jessica Crofoot, Director, District A, California Community College Association/CTA/NEA

### Reception

**6:30 - 8:00 PM**

**Affinia Dumont Hotel**  
**Hospitality Suite**
TUESDAY 4/12/11

All Panels, Workshops, and Luncheon Speeches
8:30 AM - 3:00 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

Concurrent Sessions
9:00 - 10:30 AM 
Breakout Room
1 hour 30 minutes

Contingent Faculty: Issues at the Table
9:00 - 10:30 AM 
Room 201
1 hour 30 minutes
Holly Lawrence, Secretary, Clerk, Massachusetts Society of Professors/MA/NEA
University of Massachusetts, Amherst
Brenda Appleton, Vice President, Vancouver Community College Faculty Association
 modem: Phadra Williams Tuitt
Theresa Montaño, Ramón Castellblanch, Rachel Levinson.
Moderator: Mark Smith,
Brent Cejda,
Manfred Philipp,
Richard Nettell,
2011 Conference Program

Distance Learning; Proprietaries: Impact on Higher Education?
9:00 - 10:30 AM
Room 198
1 hour 30 minutes
Gary Grossman, Associate Professor, President of the University Senate at Arizona State University
Caroline Blake, Dean of Institutional Development, Technical Career Institutes
Brent Cypka, College of Education and Human Sciences, University of Nevada-Las Vegas
Moderator: Mark Smith, Senior Policy Analyst, Office of Higher Education, NEA

TIAA-CREF Panel: Solving Today’s Public Pension Crisis
9:00 - 10:30 AM
Room 202
1 hour 30 minutes
Timothy Lane, Managing Director, TIAA-CREF
Richard Hilker, Vice President, TIAA-CREF

How Can Collective Bargaining Foster Diversity in the Professoriate and in Union Leadership?
9:00 - 10:30 AM
Room 203
1 hour 30 minutes
Carol Wright, Research Associate, Project on CUNY and Race, Professional Staff Congress, City University of New York
Jennifer S. Ruhain, Esq., University Dean, Recruitment and Diversity, Office of Human Resources Management, City University of New York
Deryn Moten, Co-President, Faculty-Staff Alliance/AFT, Alabama State University
Moderator: Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AFT/CTA/CEA/SEIU, California State University, Los Angeles

Workshop: Communications On and Off the Table II
9:00 - 10:30 AM
Room 204
1 hour 30 minutes
Ed Hartfield, Executive Director, National Center for Dispute Settlement
Ellen Schulen-Mask, President, Suffolk County Community College Faculty Association/NEA

Workshop: Arbitration 102: How Arbitrators Decide
9:00 - 10:30 AM
Room 205
1 hour 30 minutes
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
10:30 - 10:45 AM
15 minutes

Concurrent Sessions
10:45 AM - 12:15 PM
1 hour 30 minutes

Future of Post-Doc Organizing
10:45 AM - 12:15 PM
Room 201
1 hour 30 minutes
Beth Moser, Senior Staff Representative, Rutgers University, AU/ AFT
Kevin Finneman, Director, Committee on Science, Engineering, and Public Policy, Editor-in-chief, Issues in Science and Technology, The National Academies
Xiaoning Cao, President, UFW Local 2010 Post-Doc, University of California
Moderator: Jeff Frumkin, Assistant Provost and Senior Director, Academic Human Resources, University of Michigan

Legal Issues in Higher Education: Year Review of Decisions, Cases
(Annual Panel)
10:45 AM - 12:15 PM
Proshansky Auditorium
1 hour 30 minutes
Nicholas DiGiovanni, Esq., Morgan, Brown & Joule
Rachel Levinson, Esq., Senior Counsel, American Association of University Professors

Community Colleges and the Crisis
10:45 AM - 12:15 PM
Room 198
1 hour 30 minutes
Ron Nason Roel, President, California Community College Association, CTNA/NEA
Lina Oviasan, Executive Director, Delta Montez Community College Higher Education Association/SEEA/AHEA, NEA Thought & Action Review Panel
Damian Davis, President, United Faculty of Florida-Brandon College/AFA/CTA/CTA/CTA/SEIU
Jim Salt, President, Lane Community College Faculty Association, OEA/NEA
Moderator: James Rice, President, National Council for Higher Education/NEA

What is the "Collective" in Collective Bargaining?
10:45 AM - 12:15 PM
Room 202
1 hour 30 minutes
Susan Cacciolli, Professor, Sociology, Director, Academic Collective Bargaining, Western Michigan University
Susannah Miller, Director, Human Resources, Florida State University
Ed Mitchell, Executive Director, United Faculty of Florida/AFA/CTA/NEA
Paul Wilson, President, Western Michigan University/AFA/P

Coalition Building
10:45 AM - 12:15 PM
Room 203
1 hour 30 minutes
Richard Nettof, UBPA Executive Committee, Chair, Legislative and Political Action Committee, UBPA/NEA, University of Hawaii, Manoa
Ramón Castellblanch, Chapter President, California Faculty Association/AFT/CTA/SEIU/SEIU, San Francisco State University
Theresa Montalto, President, California Faculty Association chapter/AFT/CTA/SEIU/NEA, California State University, Northridge
Moderator: Phadra Williams Taitt, Organizational Specialist, Office of Higher Education, NEA
SEGAL/SIBSON Panel: Succession Planning
10:45 AM - 12:15 PM Room 204 1 hour 30 minutes
Kelly S. Jones, Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company
Robert Conlon, Senior Vice President, Organization and Talent, Sibson Consulting
Peter Barnes, Vice President, Human Resources, Emory University

Workshop: Negotiations 102: Which Form Will Your Negotiations Take: Art, Drama, Combat, or Symphony? Why, When, and How to Exercise Each Option... and Sometimes More
10:45 AM - 12:15 PM Room 205 1 hour 30 minutes
Robert Ufberg, Esq., Ufberg Sileo, LLP

Luncheon and Luncheon Speech
12:15 - 1:30 PM Concourse Lobby 1 hour 15 minutes

Food Service Begins
12:15 - 12:35 PM Concourse Lobby 20 minutes

Update on Directory of Faculty Contracts and Bargaining Agents
12:35 - 12:45 PM Concourse Lobby 10 minutes

Luncheon Conversation
1:30 - 3:00 PM Proshansky Auditorium 45 minutes
Jerry Pusanova, Vice President, Chief Operating Officer, York College, City University of New York
Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AFT/TEA/SEIU, California State University, Los Angeles
Phil Smith, President, United University Professionals/NYSUT/AFT/TEA
Moderator: Cecil Canton, Chair, Council for Affirmative Action, California Faculty Association/AFT/TEA/SEIU, California State University, Sacramento

Concurrent Sessions
1:30 - 3:00 PM Room 201 1 hour 30 minutes
Downsizing the Public Good? Budget Cuts, Diversity and Collective Bargaining in the California State University System
Steve Teixeira, Secretary, Academic Professionals of California
Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AFT/TEA/SEIU, California State University, Los Angeles
Robert Samuels, President, University Council/AFT, University of California
Phil Norton Reel, President, Community College Association of California/CTA/TEA
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers

Dual Labor System: Can Higher Education Endure with Such a System?
1:30 - 3:00 PM Room 202 1 hour 30 minutes
Mayra Besosa, Campus Lecturer Representative, Co-Chair, Committee on Contingency and the Profession, CFA/AFT/TEA/SEIU, California State University, San Marcos
Barbara Bowen, President, Professional Staff Congress, City College of New York
Robert Samuels, President, University Council/AFT, University of California
Ron Norton Reel, President, Community College Association of California/CTA/TEA
Frank Brooks, Treasurer, Roosevelt Adjunct Faculty Organization/TEA/SEIU
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers

Employment: Tenure, Long-Term Contracts, Retirement
1:30 - 3:00 PM Room 198 1 hour 30 minutes
Naomi Schaefer Riley, former editor, Wall Street Journal, independent journalist and author
Gary Rhoades, General Secretary, American Association of University Professors
Moderator: Steve Hicks, President, APSCUF

International Perspectives
1:30 - 3:00 PM Room 203 1 hour 30 minutes
L.M. Farrell, Université du Québec
Andrew Ross, Professor, Social and Cultural Analysis, New York University
Helen Fairfoul, Universities and Colleges Employers Association, U.K.
Mark Smith, Senior Policy Analyst, Office of Higher Education, National Education Association

Workshop: Messaging/Communications: Implementing the Message
1:30 - 3:00 PM Room 204 1 hour 30 minutes
Peter Hogness, editor, The Clarion, Professional Staff Congress, CUNY
Norman Adler, Political consultant and principal, Bolton St. Johns (retired), former Political Director, District Council 37

1:30 - 3:00 PM Room 205 1 hour 30 minutes
Nicholas Anastasopoulos, Esq., Mirick O'Connell LLP
Stuart W. Davidson, Esq., Willig Williams & Davidson LLP
Michael Luongo, Esq., Associate Director, Labor & Employee Relations, Harvard University
Amy L. Rosenberger, Esq., Willig Williams & Davidson LLP
Moderator: Larry Hunt, Director of Human Resources, Smith College

Together at the Table: Moving the Academy Forward through Collective Bargaining
A Joint Labor/Management Meeting
38th Annual National Conference