2011 Conference Program

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

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
Jennifer J. Raach, President, Hunter College, City University of New York
Pamela Silverkatz, 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 Boys, Executive Director, National Center

Opening Conversation
9:30 - 10:15 AM
Proshansky Auditorium
Robert C. Holub, Chancellor, University of Massachusetts, Amherst
Gary Rhodes, General Secretary, American Association of University Professors
Commentary: Jeff Selingo, editor, The Chronicle of Higher Education
Moderator: Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst

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

Assenting Public Higher Education’s Voice in the State and National Agendas
11:00 AM - 12:30 PM
Room 201
Susan Menishek, former President, California Faculty Association/AU/PCTU/EA/SEIU
Esther Landy, Statewide Secretary, United Professors, State University of New York
Ellen Schuler-Mauk, President, Suffolk County Community College Faculty Association/NEIU/TAFT/NEA
Moderator: Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University

Public Education/Private Funding
11:00 AM - 12:30 PM
Room 198
Steve Katsinas, Director, Education Policy Center, University of Alabama
Angel Armenta, President, Cal State University of Pennsylvania
Rod Henry, Past President, Inter Faculty Organization, Minnesota State University
Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst
Moderator: Gail Brooks, Vice Chancellor, Human Resources, California State University System

Panel of Legislators and Political Consultants: Conversation: What is the Real Common Good of Public Higher Education?
11:00 AM - 12:30 PM
Room 202
Bill Perry, President, Eastern Illinois University
Joel Parker, Consultant, The Ruben Group
Eric Eckerman, State Politics, The Chronicle of Higher Education
Ken Mosh, State Vice President, East Stroudsburg University/APSCUF
Moderator: Leo Welch, Chair, Board of Trustees, Eastern Illinois University

11:00 AM - 12:30 PM
Room 203
Jim Castagnera, Associate Promot and Associate Counsel for Academic Affairs, Rider University
Jeffrey Hallpress, Contract Administrator and Chief Grievance Officer, AAUP, Rider University

Workshop: How to Analyze University Budgets
11:00 AM - 12:30 PM
Room 204
Howard Bumanis, AAUP, Eastern Michigan University

Workshop: Negotiations 101: Preparing for Productive Negotiations in Good Times and Bad
11:00 AM - 12:30 PM
Room 205
Carl Levine, Esq., Avery Rutner, PC
Scott Sommer, Director, New York Sub-Regional Director UAW Region 9A, New York
Holly Stern, General Counsel, New Jersey Institute of Technology

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, THA-ERF
Kelly Jones, Senior Vice President, Higher Education Practice Leader, Silicon Consulting, a Division of the Segal Company
Jeff Selingo, 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
Jamie Merisotis, President and CEO, Lumina Foundation
Dwayne Matthews, 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 Merisotis, President and CEO, Lumina Foundation
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers
MONDAY

Breakout Session Open Microphone
3:00 - 3:30 PM  Room 201
Dwayne Matthews, Vice President, Policy and Strategy, Lumina Foundation
Moderator: Richard Boris, Director, National Center

Break
3:30 - 4:00 PM

Concurrent Sessions
4:00 - 4:30 PM
1 hour 30 minutes

Dialoguing about Creative Tensions and Creative Solutions in Collective Bargaining
2:45 - 4:15 PM  Room 201
James McCormick, Chancellor, Minnesota State Colleges and Universities
Cory Malech, President, Minnesota State College Faculty/Education Minnesota/AFT/NEA
Pamela Silveyblatt, Vice Chancellor, Labor Relations, City University of New York
Barbara Boren, President, Professional Staff Congress, City University of New York
Moderator: Cynthia Schmeckes, Vice President, Administrative Professionals Association/NEA/NEA, Michigan State University

Higher Education’s “Message”
2:45 - 4:15 PM  Room 198
1 hour 30 minutes
Scott Jaschik, Editor, Inside Higher Ed
Tom Milligan, Vice President, Public Relations, Colorado State University
Keith Parker, Assistant Vice Chancellor, Government & Community Relations, University of California, Los Angeles
Facilitator/Moderator: Jim Castagnera, Associate Provost, Rider University

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
John Cassamagna, Chancellor, Pennsylvania State System of Higher Education
Mark Richard, President, United Faculty of Miami Dade College/FEA/AFT/NEA
Moderator: Tom Aaxten, President, United Faculty of Florida/FEA/AFT/NEA

Private Contractors/Consultants/Providers in the Higher Education Space
2:45 - 4:15 PM  Room 203
1 hour 30 minutes
Tom Kegeles, Provost, National Labor College
George McHaffy, Vice President, Academic Leadership and Change, American Association of State Colleges and Universities
Cathy Boubeau, NEA board member, Massachusetts, Vice President, National Council for Higher Education/NEA
Moderator: Jim Moom, Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education

Workshop: Negotiating a First Contract
2:45 - 4:15 PM  Room 204
1 hour 30 minutes
Maria Oserio, Esq., Interim Director, Labor & Employee Relations, Pace University
Eric Marshall, Labor Relations Specialist, New York State United Teachers/AFT/NEA

Workshop: Workplace Dispute Resolution/Mediation
2:45 - 4:15 PM  Room 205
1 hour 30 minutes
Rene Castaño, 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
Bill Pern, 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
Elizabath Russell, Campus Representative, Community College Administrators Association/NEA/NEA, Eastern Maine Community College
Moderator: Cynthia Schmeckes, Vice President, Administrative Professionals Association/NEA/NEA, Michigan State University

Graduate Employee Unionization in the Private Sector
4:30 - 6:00 PM  Room 201
1 hour 30 minutes
Ed Brill, Esq., Producers Rose
Carl Levine, Esq., Avery Rattner, PC
Nick Velianzi, International Representative, UAW
Adrienne Eaton, President, Rutgers University, AAP/IAFT
Sean Rogers, Ph.D., Student, Industrial Relations & Human Resources, Rutgers University
Moderator: Mike Mauer, Esq., Director, Organizing and Services, AAP

Year in Higher Education (Annual Panel)
4:30 - 6:00 PM  Room 202
1 hour 30 minutes
Scott Jaschik, Editor, Inside Higher Ed
Neil Barkley, Professor and Past President, West Virginia University
Daniel Jules, Vice President, Academic Affairs, University of Alaska system, commuter

Workshop: Arbitration 101
4:30 - 6:00 PM  Room 204
1 hour 30 minutes
Joe Ambarish, Esq., Greenberg Trautman
Alan Shapiro, Esq., Sandulli Grace, PC

Workshop: Classroom Issues at the Table
4:30 - 6:00 PM  Room 205
1 hour 30 minutes
Jessica Crockford, Director, District A, California Community College Association/CTA/NEA

Reception
6:30 - 8:00 PM

Affinia Dumont Hotel
Hospiatlity 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/Massachusetts Teachers Association/NEA
University of Massachusetts, Amherst
Brenda Appleton, Vice President, Vancouver Community College Faculty Association
Jeffrey Williams Jones, Reporter, The Chronicle of Higher Education
Juliette Romano, President, UCE of Fashion Institute of Technology/NYSU/AFF/NEA
Alan Treivthick, founding member, New Faculty Majority: National Coalition for Adjunct & Contingent Equity,
Fordham University & Rochester C.C.
Manuel Phillips, Former Chair, University Faculty Senate, CUNY
Moderator: Caryl Schiff-Greatorex, Director, Member Services, Connecticut State University/AUP

Distance Learning: Proprietors: 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
Bruce Cepula, College of Education and Human Sciences, University of Nebraska-Lincoln
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
Denny Molen, Co-President, Faculty-Staff Alliance/AF, Alabama State University
Moderator: Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AUP/YCTA/NEA/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 Schuler-Mauk, President, Suffolk County Community College Faculty Association/NYSU/AFF/NEA

Workshop: Arbitration 102: How Arbitrators Decide
9:00 - 10:30 AM Room 205 1 hour 30 minutes
Howard Parini, Arbitration 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

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
Rich Moser, Senior Staff Representative, Rutgers University, AUP/AFT
Kevin Finneman, Director, Committee on Science, Engineering, and Public Policy, Editor-in-Chief, Issues in Science and Technology,
The National Academies
Xiaoping Gao, President, UW 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 & Jou
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 Nastor Reel, President, California Community College Association, CFT/NEA
Lisa Oessian, Executive Director, Dev Martinez Area Community College Higher Education Association/ISEA/NEA, NEA Thought & Action Action Panel
Damon Davis, President, United Faculty of Florida-Brevard College/AUP/YCTA/NEA
Jim Salt, President, Lane Community College Faculty Association, OOE/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
Suson Caulfield, 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/YCTA/NEA
Paul Wilson, President, Western Michigan University/AUP

Coalition Building
10:45 AM - 12:15 PM Room 203 1 hour 30 minutes
Richard Nettel, UFFA Executive Committee, Chair, Legislative and Political Action Committee, UFFA/NEA, University of Hawaii, Manoa
Ramin Castle-Billiance, Chapter President, California Faculty Association/AUP/YCTA/NEA/SEIU, San Francisco State University
Theresa Montalto, President, California Faculty Association chapter/AUP/YCTA/NEA/SEIU, California State University, Northridge
Moderator: Phadna Williams-Taitt, Organizational Specialist, Office of Higher Education, NEA
TUESDAY
(continued)

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 Condon, 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 Silen, 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
12:45 - 1:30 PM  Proshansky Auditorium  45 minutes
Jerry Pownam, Vice President, Chief Operating Officer, York College, City University of New York
Tom Auster, President, United Faculty of Florida/PEA/AFT/NEA
Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst
Moderator: Les Zanni, Chief Operating Officer, Hunter College, City University of New York

Concurrent Sessions
1:30 - 3:00 PM  1 hour 30 minutes

Downsizing the Public Good? Budget Cuts, Diversity and Collective Bargaining in the California State University System
1:30 - 3:00 PM  Room 201  1 hour 30 minutes
Steve Teixeira, Secretary, Academic Professionals of California
Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AFT/PSFA/SEIU, California State University, Los Angeles
Phil Smith, President, California State University Professional Federation/AFT/PSFA/SEIU
Moderator: Cecil Canton, Chair, Council for Affirmative Action, California Faculty Association/AFT/PSFA/SEIU, California State University, Sacramento

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 Labor Representative, Co-Chair, Committee on Contingency and the Profession, CFA/AFT/PSFA/SEIU
California State University, San Marcos
Barbara Bowen, President, Professional Staff Congress, City University of New York
Robert Samache, President, University Council/AFT, University of California
Ron Norton Reel, President, Community College Association of California/CTA/SEIU
Frank Brooks, Treasurer, Roseville Adjunct Faculty Organization/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
Nanni Schwarzer Bida, former editor, Wall Street Journal, independent journalist and author
Gary Rhoades, General Secretary, American Association of University Teachers
Moderator: Steve Hicks, President, APSCUF

International Perspectives
1:30 - 3:00 PM  Room 203  1 hour 30 minutes
L.M. Farrell, Université du Québec, Canada
Andrew Ross, Professor, Social and Cultural Analysis, New York University
Helen Fairfield, 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 Hagness, 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 Lucas, 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