2013 Conference Program

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40th Annual National Conference: Challenges in Context: Borrowed Money, Borrowed Time

April 7, 8, 9, 2013

**National Center Advisory Board Meeting (members only)**

- **10:00 AM - 2:00 PM**
  - **Rafferty Room**
  - **Affinia Dumont Hotel**
  - 150 E. 34th Street, New York, NY 10016
  - (34th Street and Lexington Ave.)

**Reception**

- **2:00 - 2:30 PM**
  - **Rafferty Room**
  - 30 min.

**New Academic Normal**

- **2:45 - 4:00 PM**
  - **Rafferty Room**
  - 1 hour 15 min.
  - Valerie Martin Conley, Department Chair, Professor, Counseling and Higher Education, The Patton College of Education, Ohio University
  - Marty Finkelstein, Professor, Higher Education, College of Education, Seton Hall University
  - Mark Cassell, Professor, Political Science, Kent State University
  - Greg Mulcahy, President, Minnesota State College Faculty, Moderator

**Yeshiva Redux: Religiously Affiliated Institutions and the Right to Unionize**

- **4:15 - 5:30 PM**
  - **Rafferty Room**
  - 1 hour 15 min.
  - Robin Sowards, Adjunct Lecturer, English, Duquesne University
  - Nicholas Anastasopoulos, Esq., Partner, Mirick O'Connell LLP, Worcester, MA
  - Louis M. Benedict, Esq., Higher Education Administration, Bowling Green State University
  - Alan Trevithick, Adjunct, Anthropology & Sociology, Fordham University & Westchester C.C.; member, New Faculty Majority, Panelist and Moderator

**Buffet Dinner, Open Bar sponsored by Sibson Consulting, a Division of the Segal Company**

- **5:45 - 9:00 PM**
  - **Banc Cafe**
  - 3 hours 15 min.
  - 431 E. 3rd Ave. New York, NY 10016
  - (Corner of 30th Street and Third Ave.)
All Panels, Workshops
8:15 AM - 5:15 PM
CUNY Graduate Center, Concourse Level
365 Fifth Ave., New York, NY 10016
(Entrance on Fifth Ave. between 34th and 35th St.)

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

Welcome
9:00 - 9:15 AM
Proshansky Auditorium
15 minutes
Jennifer J. Raab, President, Hunter College, City University of New York
Pamela Silverblatt, Vice Chancellor, Labor Relations, City University of New York
Barbara Bowen, President, Professional Staff Congress, City University of New York
Terence Martell, Chair, University Faculty Senate, City University of New York
Richard Boris, Executive Director, National Center
Recognition of Southwestern Illinois College as the First Collective Bargaining Unit

Plenary: The Kaiser Permanente Model
9:15 - 10:30 AM
Proshansky Auditorium
1 hour 15 minutes
Adrienne Eaton, AAUP-AFT Rutgers
John August, Executive Director, Coalition of Kaiser Permanente Unions
Charles Columbus, Senior Vice President and Chief Human Resources Officer, Kaiser Foundation Health
Plan and Kaiser Foundation Hospitals
Angela Hewett, Director of Organizing and Services, AAUP, Moderator

Break
10:30 - 10:45 AM
15 minutes

Concurrent Sessions
New Technology and Higher Education Overview
10:45 - 11:15 AM
Room C201-202
30 minutes
Individual Presenter: Kenneth C. Green, Director, Campus Computing Project

Massive Open Online Courses (MOOCs) and Other Digital Initiatives
11:15 AM - 12:30 PM
Room C201-202
1 hour 15 minutes
Ellen Jinn, Provost and Vice President for Academic Affairs, San Jose State University
Teresa Lucas, President, United Faculty of Florida - FIU, Florida International University, Miami, Florida
Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst, Panelist and Moderator
Kenneth C. Green, Director, Campus Computing Project, Commentator/Specialist

The Affordable Care Act: What are Campuses Doing to Prepare? Consequences for Collective Bargaining Agreements
10:45 AM - 12:15 PM
Room C198
1 hour 30 minutes
Jeff Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan
Amy Clary, Research Associate, AFT
Pamela Silverblatt, Vice Chancellor, Labor Relations, CUNY, Moderator
Joel Solomon, Senior Policy Analyst, Collective Bargaining and Member Advocacy, NEA

Post-Confrontational Collective Bargaining Models Successful Negotiations: Successful Contracts - Facilitators Useful?
10:45 AM - 12:15 PM
Room C205
1 hour 30 minutes
Conrad Bowling, Commissioner, Federal Mediation and Conciliation Service
Ellen Horsch, Vice President, Administration, Michigan Technological University
Jonathan Blitz, Eastern Illinois University Faculty Union (UPI) Bargaining Team Member
Jeff Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Panelist and Moderator

Tenure
10:45 AM - 12:15 PM
Room C197
1 hour 30 minutes
Ron Vogel, Associate Vice Chancellor, Academic Affairs, California State University
Knut Fichtenbaum, President, American Association of University Professors
June Speakman, Post President, Roger Williams University Faculty Association/NEA-Rhode Island/NEA
Len Zinnanti, Chief Operating Officer, Hunter College, City University of New York, Moderator

Workshop: Bargaining Basics (CLE Credit)
10:45 AM - 12:15 PM
9th Floor, Room 9206-9207
1 hour 30 minutes
Deborah Williams, Esq., Johnson Community College, Overland Park, Kansas
Robert Ulberg, Esq., Ufberg Sileo, LLP, Scranton, Pennsylvania

Lunch Food Service
12:15 - 1:00 PM
Concourse Lobby
45 minutes

Recognition of Richard Boris' Service to the Collective Bargaining Community
12:30 - 1:45 PM
Concourse Lobby
15 minutes

Announcement: Journal of Collective Bargaining in the Academy
12:45 - 1:00 PM
Concourse Lobby
15 minutes
Town Hall: Question and Answer, State of Our Community
1:00 - 1:45 PM
Concourse Lobby
45 minutes

Concurrent Sessions

Rising Tuition and Diminishing State Funding Overview
1:45 - 2:15 PM
Room C201-202
30 minutes
Individual Presenter: Rita Kirshstein, Director, Delta Cost Project

What is Driving Tuition Higher? Tuition and Budgets and Collective Bargaining
2:15 - 3:30 PM
Room C201-202
1 hour 15 minutes
Howard Bunsis, National Secretary, AAUP; Eastern Michigan University
Raymond Haines, Jr., Assistant Vice Chancellor for Employee Relations, State University of New York
Benjamin F. Quillian, Executive Vice Chancellor Business and Finance, California State University System
Steve Hicks, President, APSCUF, Moderator
Rita Kirshstein, Director, Delta Cost Project, Commentator/Specialist

New Technology Challenges in Higher Education
1:45 - 3:30 PM
Room C197
1 hour 45 minutes
Eduardo Ochoa, Interim President, CSU, Monterey Bay; former Assistant Secretary for Postsecondary Education, Washington, D.C.
Martin Kirsh, President, Wright State University AAUP; Member of AAUP-CBC Executive Committee
Michael W. Klein, Executive Director/CEO, New Jersey Association of State Colleges and Universities
George Otte, University Director of Academic Technology, City University of New York
Cathy Boudreau, Vice President, National Council for Higher Education/NEA, Moderator
Kenneth C. Green, Director, Campus Computing Project, Commentator/Specialist

Challenges for Adjuncts who Negotiate Contracts
1:45 - 3:15 PM
Room C205
1 hour 30 minutes
Kimberly Sullivan, President, Clark College Association of Higher Education/NEA, Clark College
Joe Rizzo, Grievance Officer, Dept. of Continuing Education, Massachusetts Community College Council/MTA/NEA
Curtis Keyes, Jr., Membership Chair, City Colleges of Chicago Labor Organizing Committee, City Colleges of Chicago, IBEA/NEA
Judy Hain, Vice President for Human Resources, Montclair State University
Jim Moran, Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education, Moderator

Inside Higher Ed Survey: HR Administrators' Views (including attitudes towards faculty unions)
1:45 - 3:15 PM
Room C198
1 hour 30 minutes
Scott Jaschik, editor, Inside Higher Ed
Tom Austin, President, United Faculty of Florida/FEA/AFT/NEA, Introduction

Workshop: Interest Based Bargaining
1:45 - 3:15 PM
9th Floor, Room 9206-9207
1 hour 30 minutes
Tim Fitzgerald, Education Consultant, Mutualgain Strategies

Break
3:15 - 3:30 PM
15 minutes

Concurrent Sessions

Quasi-privatization of Public Universities: Are We Inching towards Charter Universities?
3:30 - 5:15 PM
Room C201-202
1 hour 45 minutes
Sara Kilpatrick, Executive Director, Ohio Conference AAUP
John Douglass, Senior Research Fellow in Public Policy and Higher Education, Center for Studies in Higher Education, University of California, Berkeley
Patrick McLaughlin, Chair, Higher Education Advisory Council, Ohio Education Association/NEA
Robert Zazzali, Vice President for Employee and Labor Relations, Rowan University, Moderator
Rita Kirshstein, Director, Delta Cost Project, Commentator/Specialist

Compensation Models for Teaching Distance Ed Courses
3:30 - 5:00 PM
Room C198
1 hour 30 minutes
Joe Rizzo, Grievance Officer, Dept. of Continuing Education, Massachusetts Community College Council/MTA/NEA
Gary Dent, Vice Chancellor for Human Resources and Labor Relations, Pennsylvania State System of Higher Education
Ken Masl, Vice President, APSCUF, Panelist and Moderator

Post-Confrontational Stage: Changing Internal Dialogue and External Perception
3:30 - 5:00 PM
Room C197
1 hour 30 minutes
Bill Perry, President, Eastern Illinois University
Brian Fijal, former Associate Vice-President Administration, The University of Minnesota; consultant, College and University Professional Association
Cindy Oliver, President, Federation of Post-Secondary Educators of British Columbia, Panelist and Moderator

Annual Panel: The Year in Higher Education
3:30 - 5:00 PM
Room C205
1 hour 30 minutes
Royce Engstrom, President, University of Montana
Daniel Julius, Executive Director, SUNY Levin Institute, and Visiting Scholar, Center for Studies in Higher Education, UC Berkeley, Panel Organizer

Reception
5:30 - 6:30 PM
Affinia Dumont Hotel
Hospitality Suite
Concurrent Sessions

Accountability, Metrics, Accreditation and Collective Bargaining Overview
9:00 - 9:30 AM  Room C201-202  30 minutes
Individual Presenter: Judith Eaton, President, Council for Higher Education Accreditation

Performance Metrics, Assessment as Components of Collective Bargaining Agreements
9:30 - 10:45 AM  Room C201-202  1 hour 15 minutes
Jim Moran, Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education
Carl Friedlander, President, California Federation of Teachers Community College Council/AFT
Linda Rouallant, University of Toledo, Member, Council, AAUP
Gail Brooks, Vice Chancellor, Human Resources, California State University system, Moderator
Judith Eaton, President, Council for Higher Education Accreditation, Commentator/Specialist

Rising Tuition and Diminishing State Funding: Impact on Diversity, Gender, and LGBT
9:00 - 10:45 AM  Room C205  1 hour 45 minutes
Kimberly King, Delegate, Council for Affirmative Action, CSU, L.A., CFA/AAUP/PCTA/NEA/SEIU
Johanna Velez-Yelin, Assistant Vice President Equity and Diversity/Chief Equity Compliance Officer, Rowan University
Derryn Moten, Chair, AFT Diversity Committee
Amy Gilday, Assistant Counsel & Deputy Labor Designee, Hunter College, CUNY, Moderator
Rita Kirshstein, Director, Delta Cost Project, Commentator/Specialist

Alliances, Trustees, and Presidents
9:00 - 10:30 AM  Room C197  1 hour 30 minutes
Leo Welch, Trustee, Eastern Illinois University
Vincent Devlahovich, President, College of the Canyons Faculty Association/CTA/NEA, Santa Clarita, California
Gary Rhoades, former General Secretary, AAUP; Professor, Higher Education, University of Arizona, Panelist and Moderator

Labor and Employment Relations Association: Adjunct/Part-Time Faculty Unions in Private Higher Education & Graduate Student Organizing following the NLRB's Decision in the NYU Case (CLE Credit Panel)
9:00 - 10:30 AM  Room C198  1 hour 30 minutes
Susan B. Kaplan, Esq., Senior Counsel, Office of the Senior Vice President and General Counsel, The George Washington University
Joseph W. Amhaus, Esq., Regional Managing Partner, Fisher & Phillips LLP, Boston
Amy Rosenberger, Esq., Willig, Williams & Davidson
Shaun Richman, Esq., Associate Director of Labor & Employee Relations, Harvard University, Office of Human Resources, Moderator

Workshop: Addressing the Heart of a Grievance
9:00 - 10:30 AM  Room 9206-9207  1 hour 30 minutes
Jacquelyn Lloyd, Bargaining Chair, Michigan State University, Graduate Employees Union/AFT
Howard Parish, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators

Break
10:30 - 10:45 AM  15 minutes

Concurrent Sessions

Collaboration and Creativity: Building Relationships and Exploring Innovative Approaches in Response to Accountability Challenges
10:45 AM - 12:30 PM  Room C201-202  1 hour 45 minutes
Angela Latham, Associate Provost, Associate Vice President of Academic Affairs; Professor, Communication Studies, Governors State University
Elizabeth Raiz, Associate Professor, Governors State University, Chapter President, UPI Local 4100
Samuel A. Stradauci, Director, Labor and Employee Relations, California State University, Irvine, Panelist and Moderator
Judith Eaton, President, Council for Higher Education Accreditation, Commentator/Specialist

New World of Benefits: Healthcare, Pensions
10:45 AM - 12:15 PM  Room C205  1 hour 30 minutes
Tim Lane, Managing Director, Institutional Relationships, TIAA-CREF
Larry Singer, Senior Vice President, SEGALISERSON
Bill Johnson, Senior Director, Labor Relations and Policy Development, University of Cincinnati, Moderator

Perspectives on Improving the Working Conditions for Non-tenure Track (NTT) Faculty
10:45 AM - 12:15 PM  Room C198  1 hour 30 minutes
Peter Schmidt, Senior Writer, The Chronicle of Higher Education
Maria Maisto, Adjunct in English, Cuyahoga C.C.; President, New Faculty Majority (NFM); Executive Director, NFM Foundation; co-founder, Ohio Part-time Faculty Association

Faculty Unions in the Private Sector: Retrospective and Prospective Views
10:45 AM - 12:15 PM  Room C197  1 hour 30 minutes
Abigail Byman, Esq., President, Higher Education Legal Solutions, Inc.
Arthur Telegen, Esq., Seyfarth Shaw LLP
Robert Zazzali, Vice President for Employee and Labor Relations, Rowan University, Panelist and Moderator

10:45 AM - 12:15 PM  
Proshansky Auditorium  
1 hour 30 minutes  

Nick DiGiovanni, Esq., Morgan, Brown & Joy  
Aaron Nisenson, Esq., Senior Legal Counsel, AAUP  
Frederick Schaffer, Esq., General Counsel and Senior Vice Chancellor for Legal Affairs, CUNY, Moderator

**Workshop: Can't We All Just Get Along?**

10:45 AM - 12:15 PM  
9th Floor, Room 9206-9207  
1 hour 30 minutes

Kimberly Anderson, Organizational Specialist, NEA Center for Organizing

**Lunch Food Service**

12:15 - 1:00 PM  
Concourse Lobby  
45 minutes

**Greetings**

12:45 - 1:00 PM  
Concourse Lobby  
15 minutes  

Tim Lane, Managing Director, Institutional Relationships, TIAA-CREF  
Larry Singer, Senior Vice President, SEGAL/SIBSON

**Town Hall: Question and Answer, State of Our Community**

1:00 - 1:45 PM  
Concourse Lobby  
45 minutes  

Jerry Posman, Vice President of Finance and Administration, City College, CUNY  
Rudy Fichterbaum, President, American Association of University Professors