

# Journal of Collective Bargaining in the Academy

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## 2014 Conference Program

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**SUNDAY**  
**4/6/14**

**41st Annual National Conference:  
Achieving Successful Results in Higher Education  
through Collective Bargaining**

et al.: 2014 Conference Program

## **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.)

**4 hours**

### **Reception**

**2:15 - 2:45 PM**

**Rafferty Room**

**30 min.**

### **Discussion: History and Mission of the National Center, Introduction of New Executive Director and Members of the Board of Advisors**

**2:15 - 2:45 PM**

**Rafferty Room**

**30 min.**

Richard Boris, *Former Executive Director, National Center, Hunter College, CUNY*  
William A. Herbert, *Executive Director, National Center, Hunter College, CUNY*  
Daniel Julius, *Executive Director, Levin Institute, State University of New York; Affiliated Faculty, ILR, Cornell University*

### **The Future of Higher Education**

**3:00 - 4:00 PM**

**Rafferty Room**

**1 hour**

Jack Schuster, *Senior Research Fellow and Professor, Education and Public Policy (Emeritus), Claremont Graduate University*  
Martin Finkelstein, *Professor, Higher Education, College of Education, Seton Hall University*  
Valerie Martin Conley, *Department Chair, Professor, Counseling and Higher Education, The Patton College of Education, Ohio University*  
Theresa Montaña, *President, National Council for Higher Education, NEA, Moderator*

### **Break**

**4:00 - 4:15 PM**

**Rafferty Room**

**15 min**

### **Research Panel: The Impact of the Use of Contingent Faculty on Higher Education Results**

**4:15 - 5:30 PM**

**Rafferty Room**

**1 hour 15 min.**

Michelle Kiss, *Research Assistant, Office of the Associate Vice Chancellor, Academic Affairs, California State University System*  
Daniel Maxey, *Dean's Fellow in Urban Education Policy, Pullias Center for Higher Education, Rossier School of Education, University of Southern California*  
Hongwei Yu, *Post-doctoral Research Associate, University of Illinois, Champaign, Office of Community College Research*  
Jeffrey Frumkin, *Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, Moderator*

### **Buffet Dinner, Open Bar Hunter College Jazz Trio**

### **sponsored by Sibson Consulting, a Division of the Segal Company**

**5:45 - 9:00 PM**

**Banc Cafe**  
431 E. 3rd Ave. New York, NY 10016  
(Corner of 30th Street and Third Ave.)

**3 hours 15 min.**

**Continental Breakfast**

**7:45 - 8:30 AM** **Concourse Lobby** **45 minutes**

**Welcome**

**8:45 - 9:10 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*  
 Terrence Martell, *Chair, University Faculty Senate, City University of New York*  
 William A. Herbert, *Executive Director, National Center for the Study of Collective Bargaining, Hunter College, CUNY*

**Plenary: Achieving Successful Results in Higher Education through Collective Bargaining**

**9:15 - 10:15 AM** **Proshansky Auditorium** **1 hour 15 minutes**

Wilma Liebman, *Former Chair, National Labor Relations Board*  
 Samuel Estreicher, *Dwight D. Opperman Professor of Law, New York University School of Law; Director, Center for Labor and Employment Law*  
 William A. Herbert, *Executive Director, National Center, Hunter College, CUNY, Moderator*

**Break**

**10:15 - 10:30 AM** **15 minutes**

**Concurrent Sessions**

**Affordable Care Act Update, Wellness Programs**

**10:30 AM - 12:00 PM** **Room C198** **1 hour 30 minutes**

Larry Singer, *Senior Vice President, Segal Company*  
 Shaun O'Brien, *Assistant Policy Director of Health and Retirement, AFL-CIO*  
 Howard Bunsis, *Chair, Collective Bargaining Congress, American Association of University Professors; Professor, Accounting, Eastern Michigan University*  
 Colleen Flaherty, *Reporter, Inside Higher Education, Panelist and Moderator*

**Trends in Labor Management Issues at Historically Black Colleges and Universities**

**10:30 AM - 12:00 PM** **Room C201** **1 hour 30 minutes**

Elizabeth Davenport, *President, United Faculty of Florida/AFT/NEA, Florida A&M University*  
 Carrie Gavin, *Director of Employment, Florida A&M University*  
 Zillah Fluker, *Associate Vice President of Development, Alabama State University*  
 Derryn Moten, *Associate Professor, Alabama State University; Co-President, Faculty-Staff Alliance/AFT*  
 Gregory S. Carr, *Assistant Professor, Harris Stowe University, HSSU-NEA*  
 George Cooper, *Executive Director, White House Initiative on Historically Black Colleges and Universities, Moderator*

**International Perspectives on Non-Tenure Track Faculty**

**10:30 AM - 12:00 PM** **Room C203** **1 hour 30 minutes**

Robyn May, *Griffith University, Melbourne, Australia*  
 Helen Fairfoul, *Chief Executive, Universities and Colleges Employers Association, United Kingdom*  
 Cindy Oliver, *President, Federation of Post-Secondary Educators, British Columbia, Canada*  
 Michael Zweig, *Professor and Director, Center for Study of Working Class Life, Stony Brook University, State University of New York, UUP, Moderator*

**Social Media and Academic Freedom under Garcetti (CLE Credit)**

**10:30 AM - 12:00 PM** **Room C197** **1 hour 30 minutes**

Marjorie Heins, *Director, The Free Expression Policy Project; Author, Priests of Our Democracy: The Supreme Court, Academic Freedom, and the Anti-Communist Purge*  
 Frederick Schaffer, *Vice Chancellor for Legal Affairs, City University of New York*  
 Theresa Chmara, *General Counsel, American Association of University Professors*  
 Liesl Zwicklbauer, *Director, Employee Relations, State University of New York, Moderator*

**Workshop: Introduction to Fundamentals of Negotiations, Mediation, Grievances and Arbitration (CLE Credit)**

**10:30 AM - 12:00 PM** **9th Floor, Room 9206-9207** **1 hour 30 minutes**

Rene Castro, *Director, Collective Bargaining, California State University System*  
 Deborah Williams, *Esq., President and Lead Negotiator, Faculty Association/NEA, Johnson County Community College*  
 Howard Parish, *Arbitrator and Mediator, Panelist and Moderator*

**Lunch Food Service**

**12:00 - 12:45 PM** **Concourse Lobby** **45 minutes**

**Luncheon Greetings:**

**12:20 - 12:30 PM** **Concourse Lobby** **10 minutes**

Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*  
 Larry Singer, *Senior Vice President, Segal Company*

**Announcement: Journal of Collective Bargaining in the Academy**

**12:30 - 12:40 PM** **Concourse Lobby** **10 minutes**

Jeffrey Cross, *Associate Vice President for Academic Affairs, Eastern Illinois University, co-editor*  
 Steve Hicks, *President, Association of Pennsylvania State College and University Faculties, co-editor*

**Plenary: Achieving Successful Results in Higher Education through Collective Bargaining**

**12:45 - 1:45 PM** **Proshansky Auditorium** **1 hour**

Barbara Bowen, *President, Professional Staff Congress/AFT, City University of New York*  
 Bill Perry, *President, Eastern Illinois University*  
 Gary Rhoades, *Department Head of Educational Policy Studies & Practice; Professor and Director, Center for the Study of Higher Education, University of Arizona, Moderator*

**Break**

**1:45 - 2:00 PM** **15 minutes**

**Who Owns On-Line Curriculum and Content? A Primer on Intellectual Property (CLE Credit)**

**2:00 - 3:30 PM** **Room C198** **1 hour 30 minutes**  
 Karen Stubaus, *Vice President for Academic Affairs and Administration, Rutgers University, State University of New Jersey*  
 Richard Novak, *Vice President for Continuing Studies and Distance Education, Rutgers University, State University of New Jersey*  
 Jim Gilkeson, *Associate Professor, Finance, Chief Negotiator, United Faculty of Florida (UFF/AFT/NEA-UCF), University of Central Florida*  
 Deborah Cooperstein, *Chapter President, American Association of University Professors, Adelphi University*  
 Jon Garon, *Director, NKU Law and Informatics Institute, Panelist and Moderator*

**Responding to Workplace Bullying in Higher Education: A Labor-Management Approach**

**2:00 - 3:30 PM** **Room C201** **1 hour 30 minutes**  
 Randall Phillis, *President, Massachusetts Society of Professors/MTA/NEA, University of Massachusetts, Amherst*  
 Kathy Rhines, *Past President, Professional Staff Union/MTA/NEA, University of Massachusetts, Amherst*  
 Loreleigh Keashly, *Wayne State University Dept. of Communication*  
 Joel H. Neuman, *Director for Applied Management, SUNY, New Paltz School of Business*  
 Susan J.M. Bauman, *arbitrator and mediator; former Commissioner, Wisconsin Employment Relations Commission, Moderator*

**Legislative Perspectives on Effectiveness and Cost Savings in Higher Education**

**2:00 - 3:30 PM** **Room C203** **1 hour 30 minutes**  
 Steven Katsinas, *Director, Education Policy Center, University of Alabama*  
 Julie Bell, *Director, Education Group, National Conference of State Legislatures*  
 Jason E. Lane, *Associate Provost, Graduate Education and Research; Associate Vice Chancellor, Academic Programs and Planning, State University of New York*  
 Hank Sheinkopf, *Consultant, Sheinkopf Communications, Moderator*

**Views from Our Community: Labor Perspectives on the Organizing of Contingent Faculty**

**2:00 - 3:30 PM** **Room C197** **1 hour 30 minutes**  
 Phil Kugler, *Special Assistant to the President for Organizing, American Federation of Teachers*  
 Michelle Gallagher, *Esq., Consultant for Higher Education, Massachusetts Teachers Association/NEA*  
 David Kociemba, *Chapter President, American Association of University Professors, Adjunct Faculty of Emerson College*  
 Malini Cadambi Daniel, *Higher Education Campaign Director, SEIU*  
 Harris Freeman, *Professor of Legal Research and Writing, Western New England University; Massachusetts Commonwealth Employment Relations Board member, Moderator*

**Workshop: Practical Negotiating Skills for Management and Labor in Higher Education**

**2:00 - 3:30 PM** **9th Floor, Room 9206-9207** **1 hour 30 minutes**  
 Julie Kettler, *Commissioner, Federal Mediation and Conciliation Service*  
 Joe Ambash, *Managing Partner, Fisher & Phillips LLP, Boston*  
 Jamie Dangler, *Vice President for Academics, Chief Negotiator, United University Professions*  
 Cecil E. Canton, *Member, American Association of University Professors-Collective Bargaining Congress Executive Committee; Associate Vice President and Member, California Faculty Association Contract Negotiating Team, Moderator*

**Break**

**3:30 - 3:45 PM** **15 minutes**

**Concurrent Sessions**

**Future of Pensions in Academia**

**3:45 - 5:15 PM** **Room C197** **1 hour 30 minutes**  
 Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*  
 John Abraham, *Director, Member Benefits Department, American Federation of Teachers*  
 Neil Tudiver, *Assistant Executive Director, Canadian Association of University Teachers*  
 Mark Brossman, *Partner, Schulte Roth & Zabel PLLC*  
 Brian J. Duffy, *Acting Associate Provost, Hunter College, City University of New York, Moderator*

**Tape from California: Experiences with MOOCs and On-Line Learning**

**3:45 - 5:15 PM** **Room C198** **1 hour 30 minutes**  
 John Swarbriek, *Associate Vice Chancellor, California State University System*  
 Steven Filling, *Vice Chair, California State University Academic Senate*  
 Catheryn Cheal, *Associate Vice President of Academic Technology, San Jose State University*  
 Kimberly King, *Delegate, Council for Affirmative Action, California State University, LA, California Faculty Association/AAUP/CTA/NEA/SEIU*  
 Liz Willen, *Editor, The Hechinger Report, Moderator*

**Social Media in Labor Relations and Student Contact: Best Policies, Practices and Training**

**3:45 - 5:15 PM** **Room C205** **1 hour 30 minutes**  
 Henry Reichman, *Vice President, American Association of University Professors*  
 Michael T. Loconto, *Associate Director of Labor and Employee Relations, Harvard University*  
 Nicole Kendall, *Associate Professor, Department of Teaching and Learning, Tennessee State University, Tennessee Education Association/NEA*  
 Jeffrey Cross, *Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator*

**Annual Panel: Year in Higher Education**

**3:45 - 5:15 PM** **Room C203** **1 hour 30 minutes**  
 Susannah Miller, *Director, Faculty Relations, Florida State University*  
 Margaret Winters, *Provost, Wayne State University*  
 Daniel Julius, *Executive Director, Levin Institute, State University of New York; Affiliated Faculty at ILR, Cornell University, Convener*

**Collective Bargaining Results Regarding Contingent Faculty: Part I**

**3:45 - 5:15 PM** **Room C201** **1 hour 30 minutes**  
 Kenneth Hawkinson, *Provost and Academic Vice President, Western Illinois University*  
 Rudy Fichtenbaum, *President, American Association of University Professors*  
 Loretta Ragsdell, *VP & Grievance Chair, City Colleges of Chicago, CCCLOC/NEA*  
 Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York, Moderator*

**Workshop: Best Practices in Collective Bargaining and Labor Relations Mediation**

**3:45 - 5:15 PM** **9th Floor, Room 9206-9207** **1 hour 30 minutes**  
 Mike Wiesen, *Organizational Specialist, Nebraska State Education Association*  
 Raymond L. Haines, *Associate Vice Chancellor for Employee Relations, State University of New York*  
 Angela Latham, *Associate Provost, Associate Vice President of Academic Affairs, Professor, Communication Studies, Governors State University*  
 Elizabeth Ruiz, *Chapter President, UPI Local 4100, Governors State University*  
 Richard A. Curreri, *Arbitrator and Mediator, Former Director of Conciliation, New York State PERB, Panelist and Moderator*

**Reception**

**5:45 - 6:30 PM** **Affinia Dumont Hotel Hospitality Suite** **45 minutes**

41st Annual National Conference: Achieving Successful Results in Higher Education through Collective Bargaining

**Continental Breakfast**

**7:45 - 8:30 AM** **Concourse Lobby** **45 minutes**

**Concurrent Sessions**

**Collective Bargaining Issues Concerning On-Line Learning: Best Practices and Model Language**

**8:45 - 10:15 AM** **Room C198** **1 hour 30 minutes**

Damon Davis, *Research Assistant, Florida Atlantic University*  
Dianne Wright, *Associate Professor, Department of Educational Leadership and Research Methodology, Florida Atlantic University, College of Education*  
Michael McDermott, *Higher Education Director Illinois Education Association/NEA, UniServ Director IEA/NEA*  
Cynthia Eaton, *Associate Professor, English, Suffolk County Community College/NYSUT/AFT/NEA*  
Robert Zazzali, *Vice President for Employee and Labor Relations/President's Chief of Staff, Rowan University, Panelist and Moderator*

**Collective Bargaining Results Regarding Contingent Faculty: Part II**

**8:45 - 10:15 AM** **Room C197** **1 hour 30 minutes**

Holly Lawrence, *Secretary, Clerk, Massachusetts Society of Professors/MTA/NEA, University of Massachusetts, Amherst*  
Richard Nettell, *University of Hawaii Professional Assembly, University of Hawaii*  
John Bryan, *Associate Provost for Academic Personnel, University of Massachusetts*  
Lisa Bonick, *Director, Academic Labor Relations, Rutgers University, State University of New Jersey, Moderator*

**Ethics in Higher Education: Perspectives from Attorneys and Clients (CLE Credit)**

**8:45- 10:15 AM** **Room C201** **1 hour 30 minutes**

John Gaal, *Bond Schoeneck & King*  
Melissa S. Woods, *Meyer, Suozzi, English & Klein, P.C.*  
Gail Brooks, *Vice Chancellor, Human Resources, California State University system*  
Mary-Rita Duvall Quinn, *Contract Department Head, Assoc. of PA State College & University Faculties*  
William Connellan, *Director of Academic Support Services, University of Florida, Moderator*

**Workshop: Interest Based Bargaining in Higher Education Institutions**

**8:45 - 10:15 AM** **9th Floor, Room 9206-9207** **1 hour 30 minutes**

Conrad Bowling, *Commissioner, Federal Mediation and Conciliation Service*  
Doug Hurst, *President, JCD-NEA, St. Louis Community College*  
Cindy Campbell, *Vice President, JCD-NEA, St. Louis Community College*  
Debra Osofsky, *Consultant and Special Counsel, American Association of University Professors, Rutgers Biomedical and Health Sciences of New Jersey, Moderator*

**Break**

**10:15 - 10:30 AM** **15 minutes**

**Concurrent Sessions**

**Data Informed Collaborative Bargaining**

**10:30 AM - 12:00 PM** **Room C201** **1 hour 30 minutes**

Hunt Bartine, *Associate Vice President, Human Resources, New Jersey City University*  
William Calathes, *Chapter President, American Federation of Teachers New Jersey City University*  
Jim Castagnera, *Associate Provost and Associate Counsel, Rider University*  
Mark Farley, *Managing Consultant, Moderator*

**MOOCs: Impact on the Future of Pedagogy**

**10:30 AM - 12:00 PM** **Room C198** **1 hour 30 minutes**

Shanna Smith Jaggars, *Assistant Director, Community College Research Center, Columbia University*  
Lisa Payne Ossian, *Professor, History, DMACC-HEA, Des Moines Area Community College, Iowa*  
Nicholas Anastasopoulos, *Mirick O'Connell, Worcester, Massachusetts*  
Jeffrey R. Young, *Technology Editor, The Chronicle of Higher Education; Fellow, Berkman Center for Internet and Society*  
David Bergeron, *Vice President, Postsecondary Education, Center for American Progress, Panelist and Moderator*

**Views from Our Community: Administrators' Perspectives on the Organizing of Contingent Faculty**

**10:30 AM - 12:00 PM** **Room C197** **1 hour 30 minutes**

William Rickert, *Assistant Provost, Wright State University*  
Lisa Krim, *Senior Advisor to the President for Faculty Relations, Georgetown University*  
Mark Schmelz, *Director, Labor Relations, University of Maine*  
John Bryan, *Associate Provost for Academic Personnel, University of Massachusetts, Moderator*

**Annual Panel: Legal Issues in Higher Education: Year in Review (CLE Credit)**

**10:30 AM - 12:00 PM** **Proshansky Auditorium** **1 hour 30 minutes**

Richard Griffin, *NLRB General Counsel*  
Nicholas DiGiovanni, *Morgan, Brown & Joy, LLP*  
Aaron Nisenson, *Senior Legal Counsel, American Association of University Professors*  
Richard Bales, *Dean, Ohio Northern University Pettit College of Law, Moderator*

**Workshop: Tools and Insights for Winning at Arbitration (CLE Credit)**

**10:30 AM - 12:00 PM** **9th Floor, Room 9206-9207** **1 hour 30 minutes**

Joshua Grubbs, *Director, Labor Relations, Association of Pennsylvania State College and University Faculties*  
Darrell S. Gay, *Arent Fox LLP*  
Jonathan Rubin, *Labor Relations Specialist, New York State United Teachers*  
Ira Lobel, *Arbitrator and Mediator, Panelist and Moderator*

**Lunch Food Service**

**12:00 - 1:00 PM** **Concourse Lobby** **1 hour**

**41st Annual National Conference: Achieving Successful Results in Higher Education through Collective Bargaining**