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2015 Conference Program

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NATIONAL CENTERfor the **Study of Collective Bargaining in Higher Education and the Professions****42nd Annual National Conference****Thinking about Tomorrow:
Collective Bargaining and Labor Relations in
Higher Education**

Underwritten by a grant from TIAA-CREF. With additional funding by SEGAL SIBSON.

April 19, 20, 21, 2015 in New York City at the CUNY Graduate Center**SUNDAY
4/19/15****National Center Advisory Board Meeting (members only)****10:00 AM - 2:00 PM** CUNY Graduate Center, Room 9207 **4 hours**
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Ave. between 34th and 35th St.)**Reception****2:00 - 2:30 PM** Elebash Recital Hall Lobby **30 minutes****Research Panel: The History of Collective Bargaining in Higher Education****2:45 - 4:15 PM** Elebash Recital Hall **1 hour 30 minutes**Ellen Schrecker, *Professor of History Emeritus, Yeshiva University*
Derryn W. Moten, *Professor of Humanities, Alabama State University*
Ernst Benjamin, *former AAUP General Secretary*
Donna Haverty-Stacke, *Associate Professor, History, Hunter College, CUNY, Moderator***Workshop Training: Collective Bargaining and Labor Relations for
New Administrators and Labor Representatives****2:45 - 5:30 PM** Segal Theatre **2 hours 45 minutes**Conrad Bowling, *FMCS Commissioner*
Jeffrey Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*
Deborah Williams, *NEA FA President & Lead Negotiator, Johnson County C.C.*
Jack Nightingale, *AFT Higher Education, Moderator***Workshop Training: Use of Financial Data Analysis for
Collective Bargaining****2:45 - 5:30 PM** Room 9207 **2 hours 45 minutes**Howard Bunsis, *Chair, AAUP Collective Bargaining Congress, Professor, Accounting, Eastern Michigan University*
John Swarbrick, *Associate Vice Chancellor for Labor Relations, California State University System*
Jeffery Frumkin, *Associate Vice Provost & Senior Director, Academic Human Resources, University of Michigan, Moderator***Research Panel: The Impact of Collective Bargaining and Local Appropriations
on Faculty Salaries and Benefits at U.S. Community Colleges****4:15 - 5:45 PM** Elebash Recital Hall **1 hour 30 minutes**Stephen Katsinas, *Director & Professor, University of Alabama Education Policy Center*
Clive Belfield, *Economics Professor, Queens College, CUNY, Research Affiliate, C.C.*
Research Center, *Teachers College, Columbia University, Commentator*
Fred Floss, *Professor, Economics & Finance, SUNY Buffalo State & Senior Fellow, Fiscal Policy Institute, Commentator*
DeWayne Sheaffer, *Long Beach City College & Member, at Large, NEA NCHE, Moderator***Buffet Dinner, Open Bar (Beer & Wine)
sponsored by Sibson Consulting, a Division of the Segal Company
Featuring the Hunter College Jazz Trio****6:00 - 9:00 PM** Heartland Brewery **3 hours**
350 5th Avenue, New York, NY 10118
(Corner of Fifth Avenue and 34th Street;
diagonally across from the CUNY Graduate Center;
storefront level of the Empire State Building)

MONDAY
4/20/15

All Panels, Workshops

7:45 AM - 5:15 PM

CUNY Graduate Center, Concourse Level

365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th & 35th St.)

Continental Breakfast

7:45 - 8:30 AM

Concourse Lobby

45 minutes

Welcome

8:45 - 9:10 AM

Proshansky Auditorium

25 minutes

Jennifer J. Raab, *President, Hunter College, City University of New York*

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

Steve London, *First Vice 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 Session: Civility & Academic Freedom

9:15 - 10:15 AM

Proshansky Auditorium

1 hour

Risa Lieberwitz, *Professor, Cornell ILR, & AAUP General Counsel*

Tom C. Hogan, *Professor, Human Resource Management, Pennsylvania State University, School of Labor & Employment Relations*

Frederick P. Schaffer, *General Counsel & Senior Vice Chancellor for Legal Affairs, CUNY, Moderator*

Break

10:15 - 10:30 AM

15 minutes

Concurrent Sessions

Research Panel: Collective Bargaining & Contingent Faculty: A Survey of Results

10:30 AM - 12:00 PM

Proshansky Auditorium

1 hour 30 minutes

Gary Rhoades, *Professor & Director, Center for the Study of Higher Education, University of Arizona*

Susan J. Schurman, *Distinguished Professor & Dean, School of Management & Labor Relations, Rutgers University, Commentator*

Valerie Martin Conley, *Department Chair, Professor, Counseling & Higher Education, Patton College of Education, Ohio University, Commentator*

Barbara Bowen, *President, Professional Staff Congress, CUNY, Moderator*

Panel: Higher Education Scorecards, Performance Based Metrics & Faculty Compensation

10:30 AM - 12:00 PM

Room C197

1 hour 30 minutes

Alan D. Phillips, *Vice President of Administration & Finance, Northern Illinois University*

Mark Smith, *Higher Education Policy Analyst, National Education Association*

Jonathan Blitz, *Faculty Union (UPI) Bargaining Team Member, Eastern Illinois University*

Jeffrey M. Lax, *Chair, Department of Business, Kingsborough C.C., CUNY, Moderator*

Panel: Faculty Diversity & Retention: Best Practices

10:30 AM - 12:00 PM

Room C198

1 hour 30 minutes

Anthony Browne, *Chair, Africana & Puerto Rican/Latino Studies, Hunter College, CUNY*

Arlene Torres, *Professor, Africana & Puerto Rican/Latino Studies, Hunter College, CUNY*

Carlos Medina, *Chief Diversity Officer & Senior Associate Vice Chancellor for Diversity, Equity & Inclusion, SUNY*

J. Phillippe Abraham, *Vice President for Professionals, UUP*

Rose Campbell, *Faculty Administrator, Florida A & M University*

Mark Hauber, *Acting Associate Provost for Research, Hunter College, CUNY*

John T. Rose, *Dean for Diversity, Hunter College, CUNY, Moderator*

Panel: Phased Retirement in Higher Education

10:30 AM - 12:00 PM

Room C201-02

1 hour 30 minutes

Amy Strage, *Assistant Vice President, for Faculty Development & Director, Center for Faculty Development, San Jose State University*

William Connellan, *Director of Academic Support Services, University of Florida*

Steven Filling, *California Faculty Association*

Tim Lane, *Managing Director, TIAA-CREF*

Steve Hicks, *Associate Professor, Lock Haven University, Co-Editor, JCBA, Moderator*

Panel: Public & Private Sector Negotiations: Distinctions & Similarities (CLE)

10:30 AM - 12:00 PM

Room C204

1 hour 30 minutes

Beth Margolis, *Gladstein, Reif & Meginnis, LLP*

Cindy Oliver, *Federation of Post-Secondary Educators President, BC, Canada*

Michael Loconto, *Associate Director, Labor & Employee Relations, Harvard University*

Judi Burgess, *Director, Labor Relations, Boston University, Moderator*

Workshop Training: Mindfulness & Stress Management for Negotiations & Labor Relations (CLE)

10:30 AM - 12:00 PM

Room 9206-07

1 hour 30 minutes

Victor Goode, *Associate Professor, CUNY School of Law*

Jeanne Anselmo, *co-founder, Contemplative Urban Law Program, CUNY School of Law*

Dmitri Norwood, *Network Manager, AL A&M University, President, AL A&M University EA, 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, 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, *Co-editor, Associate Vice President for Academic Affairs, Eastern Illinois University*

Steve Hicks, *Co-editor, Associate Professor, Lock Haven University*

Plenary: Reporter's Roundtable: Covering Labor-Management Issues in Higher Education

12:45 - 1:45 PM

Proshansky Auditorium

1 hour

Steven Greenhouse, *former Labor Reporter, New York Times*

Claudio Sanchez, *National Public Radio*

Peter Schmidt, *Chronicle of Higher Education*

Colleen Flaherty, *Inside Higher Ed*

Theresa Montaño, *NEA National Council for Higher Education President, Moderator*

Break

1:45 - 2:00 PM

15 minutes

42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education

MONDAY
4/20/15

42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education

Concurrent Sessions

Panel: University of Oregon: Bargaining & Implementing a First Contract

2:00 - 3:30 PM **Proshansky Auditorium** **1 hour 30 minutes**

Barbara Altmann, *Senior Vice Provost for Academic Affairs*
Jane Gordon, *Senior Project Leader, Office of Academic Affairs*
Doug Blandy, *Senior Vice Provost for Academic Affairs*
Bill Brady, *Senior Director, Employee & Labor Relations*
Deborah Olson, *Instructor, United Academics Executive Vice President/AFT-AAUP*
David Cecil, *Executive Director, United Academics/AFT-AAUP*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, CUNY, Moderator*

Panel: Ins & Outs of Faculty Salary Structures & Wage Equity

2:00 - 3:30 PM **Room C197** **1 hour 30 minutes**

Michael N. O'Malley, *Senior Vice President, Higher Education Compensation Practice Leader, Sibson Consulting*
Pierre Joanis, *Associate Vice President for Human Resources, Bucknell University*
Rex Fuller, *Provost & Vice President for Academic Affairs, Eastern Washington University*
Michael Conlin, *United Faculty of Eastern President, History Professor, Eastern Washington University*
John W. Curtis, *Director, Department of Research on the Discipline & Profession, American Sociological Association, Panelist & Moderator*

Panel: Electronic Privacy in Higher Education (CLE)

2:00 - 3:30 PM **Room C198** **1 hour 30 minutes**

Jason Walta, *Senior Counsel, NEA*
Jill L. Rosenberg, *Partner, Orrick, Herrington & Sutcliffe LLP*
Frederick Lane, *Attorney & Author*
Raymond L. Haines, *Associate Vice Chancellor for Employee Relations, SUNY, Moderator*

Panel: Views from Mediators: Resolving Higher Education Labor Disputes

2:00 - 3:30 PM **Room C201-02** **1 hour 30 minutes**

Bonnie Weinstock, *Arbitrator & Mediator*
Kevin Flanigan, *Director, NYS PERB Office of Conciliation*
Kathleen Murray-Cannon, *Commissioner, FMCS*
Joel M. Douglas, *Professor Emeritus, Baruch College, CUNY, & former National Center Executive Director, Moderator*

Research Panel: International & Domestic Perspectives on Non-Tenured Track Faculty Bargaining

2:00 - 3:30 PM **Room C204** **1 hour 30 minutes**

Karen Stubaus, *Vice President, Academic Affairs & Administration, Rutgers University*
Jula Hughes, *Associate Professor, University of New Brunswick Faculty of Law*
Ana Virginia Moreira Gomes, *Professor of Law, Universidade de Fortaleza, Brazil*
Antonio Alfeu da Silva, *Ph.D. Candidate, Faculty of Law, Universidade de Fortaleza, Brazil*
Michael Zweig, *Professor & Director, Center for Study of Working Class Life, Stony Brook University, SUNY, UUP, Moderator*

Workshop Training: Practices & Policies on Bullying & Harassment

2:00 - 3:30 PM **Room 9206-07** **1 hour 30 minutes**

Fran Sepler, *Sepler & Associates, MN*
Lesley Burke-O'Flynn, *Federation of Post-Secondary Educators Staff Representative, BC, Canada*
Phadra Williams, *Organizational Specialist, Office of Higher Education, NEA, Moderator*

Break

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

Concurrent Sessions

Panel: Georgetown University: Lessons from Bargaining a First Contract for Contingent Faculty

3:45 - 5:15 PM **Proshansky Auditorium** **1 hour 30 minutes**

Lisa Krim, *Senior Advisor to the President for Faculty Relations*
Cynthia Chance, *Director of Faculty Affairs & Assistant Provost*
Jonathan Fritts, *Morgan, Lewis & Bockius LLP*
Kerry Danner-McDonald, *Professorial Lecturer, Theology Department*
David Rodich, *Executive Director, SEIU Local 500*
Anne McLeer, *Director of Higher Education & Strategic Planning, SEIU Local 500*
Harris Freeman, *Professor, Legal Research & Writing, Western New England University, Moderator*

Panel: Postsecondary Minority Serving Institutions: Labor Relations & Collective Bargaining

3:45 - 5:15 PM **Room 9206-07** **1 hour 30 minutes**

Robert White, *Alabama State University Professor of History Professor*
Quinton Ross, *NEA Uniserv Director, Alabama Education Association*
Sasha Tarrant, *Assistant Professor of History, Brazoport College, Executive Council Member, TX Faculty Association*
Lynda Villanueva, *Vice President, Academic & Student Affairs, Brazosport College*
Daniel Wims, *Provost & Vice-President, Academic Affairs, Alabama A & M University*
Joyce Moy, *Director CUNY Asian American Research Institute, Moderator*

Annual Panel: Year in Higher Education

3:45 - 5:15 PM **Room C197** **1 hour 30 minutes**

Theodore H. Curry II, *Michigan State University Associate Provost & Associate Vice President, School of Human Resources & Labor Relations Professor*
Stuart Andrews, *Executive Director, Australian Higher Education Industrial Association*
Helen Fairfoul, *Chief Executive, Universities & Colleges Employers Association, UK*
Daniel Julius, *Senior Vice President & Provost, New Jersey City University, Moderator*

Panel: Student Evaluation of Teaching in Higher Education

3:45 - 5:15 PM **Room C198** **1 hour 30 minutes**

Philip B. Stark, *Professor & Chair, UC Berkeley Department of Statistics*
John Centra, *Professor Emeritus Syracuse University Department of Education*
Alexandra Matish, *Associate Director, Academic Human Resources, University of Michigan*
Lillian MacNell, *North Carolina State University Graduate Student, 2016*
Jamie Dangler, *VP for Academics, Chief Negotiator, UUP, Moderator*

Panel: Affordable Care Act Update

3:45 - 5:15 PM **Room C201-02** **1 hour 30 minutes**

John Abraham, *AFT Benefits Department Director*
John H. Gross, *Ingerman Smith LLP*
Maria Maisto, *Adjunct, Cuyahoga C.C., New Faculty Majority (NFM) President, OH PT FA co-founder*
Larry Singer, *Senior Vice President, SEGAL/SIBSON, Panelist & Moderator*

Panel: Due Process Issues for Non-Tenured Track Faculty: How Much Process is Due? (CLE)

3:45 - 5:15 PM **Room C204** **1 hour 30 minutes**

James Castagnera, *Associate Provost & Associate Counsel, Rider University*
Mark Farley, *Chief Human Resources Officer, Arcadia University*
Richard E. Casagrande, *NYSUT General Counsel*
Jim Moran, *Provost & Vice President, Academic Affairs, University of South Dakota, Moderator*

Reception

5:15 - 6:30 PM **Concourse Lobby** **45 minutes**

TUESDAY
4/21/15

42nd Annual National Conference: Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education

All Panels, Workshops

7:45 AM - 1:00 PM

CUNY Graduate Center, Concourse Level

365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th & 35th St.)

Continental Breakfast

7:45 - 8:30 AM

Concourse Lobby

45 minutes

Concurrent Sessions

Panel: Impact of Pacific Lutheran on Collective Bargaining at Catholic Colleges & Universities (CLE)

8:45- 10:15 AM

Proshansky Auditorium

1 hour 30 minutes

Nicholas P. Cafardi, *Dean Emeritus & Professor of Law, Duquesne University*

Michael P. Moreland, *Vice Dean & Professor of Law, Villanova University School of Law*

Maryann Parker, *SEIU Associate General Counsel*

Clayton Sinyai, *Director, Catholic Employer Project*

David L. Gregory, *Dorothy Day Professor of Law & Executive Director, Center for Labor & Employment Law, St. John's University School of Law, Moderator*

Research Panel: Negotiating Over Academic Freedom in Higher Education for Contingent Faculty

8:45 - 10:15 AM

Room C197

1 hour 30 minutes

Risa Lieberwitz, *Professor, Cornell University ILR & AAUP General Counsel*

Shane Lancer, *Cornell University ILR, MLR, 2016*

Emily Miller, *Cornell University ILR, B.S., 2015*

Kevin Mollica, *Cornell University ILR, B.S., 2015*

Mike Mauer, *Esq., Senior Labor Advisor, AAUP*

Kenneth S. Hawkinson, *Provost & Academic Vice President, Western Illinois University, Moderator*

Panel: Graduate Assistants: Special Issues & Challenges in Collective Bargaining

8:45- 10:15 AM

Room C198

1 hour 30 minutes

Kerr Ballenger, *United Faculty of FL-FSU-Graduate Assistants United President*

Margaret E. Winters, *Provost & Senior Vice President for Academic Affairs, Wayne State University*

John D. Vander Weg, *Associate Provost for Academic Personnel, Wayne State University*

Peter Chester, *Director, Labor Relations, University of California*

Carl J. Levine, *Levy Ratner, P.C.*

Adrienne Eaton, *Past President, Rutgers AAUP-AFT & Professor, Labor Studies & Employment Relations, Moderator*

Panel: Politics of Higher Education Funding

8:45 - 10:15 AM

Room C201

1 hour 30 minutes

Hon. Sandra B. Cunningham, *Chair, New Jersey State Senate Higher Education Committee*

Michael Mitchell, *Policy Analyst, State Fiscal Policy, Center for Budget & Policy Priorities*

Kenneth Mash, *Association of Pennsylvania State College & University Faculties President*

Hank Sheinkopf, *Political Consultant, Sheinkopf Communications, Moderator*

Panel: Work/Life Balance: Framing & Negotiating the Issues

8:45- 10:15 AM

Room C202

1 hour 30 minutes

Joya Misra, *Professor of Sociology & Public Policy, University of Massachusetts, Amherst*

Jennifer Lundquist, *Associate Professor of Sociology, University of Massachusetts, Amherst*

Lisa Bonick, *Director, Academic Labor Relations, Rutgers University*

John Bryan, *Associate Provost for Academic Personnel, University of Massachusetts, Amherst, Moderator*

Panel: Dues & Don'ts after Harris v. Quinn (CLE)

8:45- 10:15 AM

Room C204

1 hour 30 minutes

David Strom, *AFT General Counsel*

Catherine Fisk, *Chancellor's Professor of Law, University of California, Irvine*

Richard K. Zuckerman, *Lamb & Barnosky, LLP*

Gary Johnson, *Counsel to the President, Medgar Evers College, CUNY, Moderator*

Workshop Training: Effective Contract Administration for Administrators & Labor Representatives

8:45 - 10:15 AM

Room 9206-07

1 hour 30 minutes

Debra Gold, *NYSUT Labor Relations Specialist*

Michael J. Lebowich, *Proskauer Rose LLP*

Brian Duffy, *Acting Associate Provost, Hunter College, CUNY, Moderator*

Break

10:15 - 10:30 AM

15 minutes

Concurrent Sessions

Panel: Legal Issues in Higher Education: Annual Review of Court & Administrative Developments (CLE)

10:30 AM - 12:00 PM

Proshansky Auditorium

1 hour 30 minutes

Richard F. Griffin, *NLRB General Counsel*

Aaron Nisenson, *AAUP Senior Legal Counsel*

Neal H. Hutchens, *Associate Professor, Higher Education, Pennsylvania State University*

Marjorie Wittner, *Chair, Massachusetts Commonwealth Employment Relations Board, Moderator*

Panel: Sexual Assaults on Campus: What Is To Be Done?

10:30 AM - 12:00 PM

Room C197

1 hour 30 minutes

Coleen Chin, *Senior Attorney, U.S. Department of Education, Office of Civil Rights*

Michelle Kiss, *Director of Special Projects, Academic Affairs, California State University System*

Sabrina Sanders, *Assistant Director, Student Programs, California State University System*

Elizabeth Davenport, *United Faculty of FLAFT/NEA President, FLA&M University*

Alexandra Matish, *Director, Associate Director, Academic Human Resources, University of Michigan, Moderator*

Panel: Tufts University: Lessons from Bargaining a First Contract for Part-Time Contingent Faculty

10:30 AM - 12:00 PM

Room C198

1 hour 30 minutes

Nicholas DiGiovanni, *Morgan, Brown & Joy, LLP*

James M. Glaser, *Interim Dean of the School of Arts & Sciences*

Rebecca Gibson, *Part-Time Lecturer, English Department, SEIU Negotiating Committee*

Christine Cousineau, *Part-Time Lecturer, Urban & Environmental Policy & Planning Department, SEIU Negotiating Committee*

Patricia Di Silvio, *Part-Time Lecturer, Romance Languages, SEIU Negotiating Committee*

Larry Alcott, *SEIU*

Jeffrey Cross, *Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator*

Panel: Music & Bargaining: Negotiating in Tune at Music Schools & Departments

10:30 AM - 12:00 PM

Room C201

1 hour 30 minutes

Michael Scott, *Professor, Harmony Department, Berklee College of Music*

Matt Marvuglio, *Dean, Performance Division, Berklee College of Music*

Jimmy Owens, *Part-time Classroom Faculty, New School for Jazz & Contemporary Music/Local 802, AFM*

Martin Mueller, *Executive Director, New School for Jazz & Contemporary Music*

David N. Stein, *Arbitrator, Moderator*

Panel: Past Practices & Labor Relations: The Importance of Institutional Memory

10:30 AM - 12:00 PM

Room C204

1 hour 30 minutes

John Hamlin, *University Education Association President, Professor of Sociology, University of Minnesota, Duluth*

Scott Laderman, *University Education Association Contract Administrator, Associate Professor of History, University of Minnesota, Duluth*

James Burkel, *Senior Academic Labor Relations Representative, University of Michigan*

Angela Latham, *Professor, Theatre & Performance Studies, member, UPI Local 4100, Governors State University, Panelist & Moderator*

Workshop Training: Collective Bargaining & Labor Relations for Experienced Administrators & Labor Representatives

10:30 AM - 12:00 PM

Room 9206-07

1 hour 30 minutes

Joe Ambash, *Fisher & Phillips LLP*

Thomas Olson, *Commissioner, FMCS*

Howard Parish, *Arbitrator & Mediator, Panelist & Moderator*

Lunch: Food Service

12:00 - 1:00 PM

Concourse Lobby

1 hour