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2015 Conference Program

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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

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
Jeffrey 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, Conference 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. Rial, President, Hunter College, City University of New York
Pamela Silitch, Vice Chancellor, Labor Relations, City University of New York
Steve London, First Vice President, Professional Staff Congress, City University of New York
Teresa M. Mottet, Chair, University Faculty Senate, City University of New York
William A. Herbst, 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
Bio Liederer, Professor, Cornell ITR, & AAUP General Counsel
Tom C. Hogan, Professor, Human Resource Management, Pennsylvania State University, School of Labor & Employment Relations
Frederick P. Schaller, 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 Rubasc, Professor & Director, Center for the Study of Higher Education, University of Arizona
Neville J. Schuman, Distinguished Professor & Dean, School of Management & Labor Relations, Rutgers University, Commentator
Valerie Martin Canley, Department Chair, Professor, Counseling & Higher Education, Patton College of Education, Ohio University, Commentator
Barbara Brown, 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 Ritz, Faculty Union (UP) Bargaining Team, Member, Eastern Illinois University
Jeffrey M. Las, 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 Brown, Chair, Africas & Puerto Rican Studies, Hunter College, CUNY
Arlene Torres, Professor, African & Puerto Rican/Latino Studies, Hunter College, CUNY
Carlos Mollina, Chief Diversity Officer & Senior Associate Vice Chancellor for Diversity, Equity & Inclusion, SUNY
J. Tappe Abraham, Vice President for Professional, UUP
Rose Campbell, Faculty Administrator, Florida A & M University
Mark Hunter, 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 Yale, Associate Vice President, for Faculty Development & Director, Center for Faculty Development, San Jose State University
William Comellian, Director of Academic Support Services, University of Florida
Steven Filling, California Faculty Association
Tim Lane, Managing Director, THA-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, Gladstone, Bell & Meyers, LLP
Cindy Oliver, Federation of Post-Secondary Education President, BC, Canada
Michael Laccetti, 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, THA-CREF

Announcement: Journal of Collective Bargaining in the Academy
12:30 - 12:40 PM
Concourse Lobby
10 minutes
Jeffrey Croon, 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
Devin Greenebaum, Former Labor Reporter, New York Times
Chazie Wynkoop, National Public Radio
Peter Schmidt, Chronicle of Higher Education
Collin Fishette, Inside Higher Ed
Theresa Montana, NEA National Council for Higher Education President, Moderator

Break
1:45 - 2:00 PM
15 minutes
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

Barbara Minam, Senior Vice Provost for Academic Affairs

Jane Gooden, Senior Project Leader, Office of Academic Affairs

Doug Blaney, Senior Vice Provost for Academic Affairs

Bill Beady, Senior Director, Employee & Labor Relations

Deborah Olson, Instructor, United Academics Executive Vice President/FT-AUEP

David Cecil, Executive Director, United Academics/FT-AUEP

Pamela Silvovlati, Vice Chancellor, Labor Relations, CUNY, Moderator

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

2:00 - 3:30 PM Room C197

Michael N. O’Malley, Senior Vice President, Higher Education Compensation Practice Leader, Siltron Consulting

Pierre Jeant, Associate Vice President for Human Resources, Bucknell University

Rex Fuller, Provost & Vice President for Academic Affairs, Eastern Washington University

Michael Gunia, United Faculty of Eastern Professors, History Professor, Eastern Washington University

John W. Cottle, Director, Department of Research on the Discipline & Profession, American Sociological Association, Parallel & Moderator

**Panel: Electronic Privacy in Higher Education (CLE)**

2:00 - 3:30 PM Room C198

Jenn Winkler, Senior Counsel, XEA

Jill L. Brownberg, Partner, Orrick, Herrington & Sutcliffe LLP

Frederick Lune, Attorney & Author

Raymond L. Hanes, 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

Bennie Westrock, Arbitrator & Mediator

Kevin Flanagan, Director, NYS PERB Office of Conciliation

Kathleen Murray-Casson, Commissioner, PBGC

J. M. Douglas, Professor Emeritus, Baruch College, CUNY, & former National Labor Council Executive Director, Moderator

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

2:00 - 3:30 PM Room C204

Karon Stubbs, Vice President, Academic Affairs & Administration, Rutgers University

Julia Hughes, Associate Professor, University of New Brunswick Faculty of Law

Am Virginia Maria Gonzes, Professor of Law, Universidade de Fortaleza, Brazil

Antonio Afonso da Silva, PhD Candidate, Faculty of Law, Universidade de Fortaleza, Brazil

Michael N. O’Malley, Associate Vice President for Human Resources, SUNY, UUP, Moderator

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

3:45 - 5:15 PM Proshansky Auditorium

Lisa Kran, Senior Advisor to the President for Faculty Relations

Gynitha Clancey, Director of Faculty Affairs & Associate Provost

Jonathan Fritts, Morgan, Lewis & Bockius LLP

Kerry Deanna McDonald, Professional Lecturer, Theology Department

David Badesch, Executive Director, SEIU Local 500

Anne McFer, Director of Higher Education & Strategic Planning, SEIU Local 500

Karen 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

Robert White, Alabama State University Professor of History Professor

Graham Ross, NYSUA Eraslater Director, Alabama Education Association

Sasha Tarant, Assistant Professor of History, Brooklyn College, Executive Counsel Member, TL Faculty Association

Linda Villanueva, Vice President, Academic & Student Affairs, Brooklyn College

Daniel Winge, 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

Theodore H. Curty III, 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 Farkad, Chief Executive, Universities & Colleges Employers Association, UK

Daniel Jules, Senior Vice President & Provost, New Jersey City University, Moderator

**Panel: Student Evaluation of Teaching in Higher Education**

3:45 - 5:15 PM Room C198

Philip B. Stark, Professor & Chair, UC Berkeley Department of Societies

John Conlin, Professor Emeritus, Syracuse University Department of Education

Alexandra Match, Assistant Director, Academic Human Resources, University of Michigan

Lillian MacNeil, North Carolina State University Graduate Student, Provost

Jamie Dangler, UP for Academics, Chief Negotiator, UUP, Moderator

**Panel: Affordable Care Act Update**

3:45 - 5:15 PM Room C201-02

John Abraham, AFT-Benefits Department Director

John H. Gross, Ingerman Smith LLP

Maria Maisto, Ingerman Smith LLP

Daniel Singer, Secretary, CUNY Faculty Union, Moderator

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

3:45 - 5:15 PM Room C204

James Castagna, Associate Provost & Associate Counsel, Rider University

Mark Parks, Chief Human Resources Officer, Amtrak University

Richard E. Casagrande, YES/UP General Counsel

Jim Moran, Provost & Vice President, Academic Affairs, University of South Dakota, Moderator

**Reception**

5:15 - 6:30 PM Concourse Lobby

45 minutes
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 Sts)

Contemporary 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. Cafero, Dean Emeritus & Professor of Law, Duquesne University
Michael P. Morelard, Vice Dean & Professor of Law, Villanova University School of Law
MaryAnn Parker, SEU Associate General Counsel
Gustav Surya, Director, Catholic Employer Project
David L. Gregory, Deputy Day Professor of General & 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
Rica Llabreita, Professor, Cornell University IIR & AUP General Counsel
Shane Lunsen, Cornell University IIR, MIR, 2016
Emily Miles, Cornell University IIR, B.S., 2015
Kevin Mcilnea, Cornell University IIR, S.B., 2015
Mike Xaver, Senior Labor Advisor, AUP
Kenneth S. Hawkins, 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
Kerry Ballenger, Provost & Academic Vice President, Western Illinois University, Moderator
Kenneth S. Hawkinson, Cornell University ILR, B.S., 2015
Kevin Mollica, Cornell University ILR, MILR, 2016
Professor, Cornell University ILR & AAUP General Counsel

Panel: Politics of Higher Education Funding
8:45 - 10:15 AM          Room C201       1 hour 30 minutes
Hon. Sandra B. Cunningham, Chief, New Jersey State Senate Higher Education Committee
Michael Mitchell, Policy Analyst, State Fiscal Policy, Center for Budget & Policy Priorities
Kenneth Nash, Association of Pennsylvania State College & University Facilities President
Hank Worshkop, Political Consultant, Worshkop Communications, Moderator

Worksheet Training: Effective Contract Administration for Administrators & Labor Representatives
8:45 - 10:15 AM          Room C202       1 hour 30 minutes
Debra Gold, NYCT Labor Relations Specialist
Michael J. Lehman, Proskauer Rose LLP
Brian Duffy, Acting Associate Provost, Hunter College, CUNY, Moderator

Break
10:15 - 10:30 AM

Concurrent Sessions
8:30 AM - 12:00 PM       Proshansky Auditorium  1 hour 30 minutes
Richard F. Griffin, NLRB General Counsel
Aaron Nisenson, NLRB General Counsel
Debra Gold, NYSUT Labor Relations Specialist

Panel: Sexual Assaults on Campus: What Is To Be Done?
10:30 AM - 12:00 PM       Room C197       1 hour 30 minutes
Calson Chen, Senior Attorney, U.S. Department of Education, Office of Civil Rights
Michelle Kow, Director of Special Projects, Academic Affairs, California State University System
Sandra Sandoz, Assistant Director, Student Programs, California State University System
Elizabeth Davenport, United Faculty of EAT/FT/ME President, FL & AUM
Alexandra Matish, 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 DeLaCiens, Wagner, Brown & Joss, LLP
James M. Glaser, Associate Dean of the School of Arts & Sciences
Dorothy Day, Professor, St. John’s University School of Law, 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 Maruggio, Dean, Performance Division, Berklee College of Music
Jimmy Owens, Past-urer Classroom Faculty, NCAI School for Jazz & Contemporary Music/Royal 102, AAM
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, University of Minnesota
Scott lademan, University Education Association Contract Administrator, Associate Professor of History, University of Minnesota, Duluth
James Barkle, Associate Director, Labor Relations, University of Michigan
Angelo Lauta, Professor, Theatre & Performance Studies, University of Michigan, Moderator

Worksheet Training: Collective Bargaining & Labor Relations for Experienced Administrators & Labor Representatives
10:30 AM - 12:00 PM       Room C206       1 hour 30 minutes
Joe Aulbach, Fisher & Phillips LLP
Thomas Olson, Commissioner, FMC
Howard Parish, Arbitrator & Mediator, Panelist & Moderator

Lunch: Food Service
12:00 - 1:00 PM          Concourse Lobby       1 hour

Thinking about Tomorrow: Collective Bargaining & Labor Relations in Higher Education