

# NATIONAL CENTER

for the **Study of Collective Bargaining in Higher Education and the Professions**

## HUNTER

The City University of New York

CELEBRATING OUR 50TH ANNIVERSARY CONFERENCE | 1973-2023

### *Collective Bargaining in Higher Education Looking Back, Looking Forward, 1973-2023*

March 26-28, 2023

Roosevelt House Public Policy Institute at Hunter College  
and Hunter College, CUNY  
New York City

Support is provided by: AAUP, AFT, MB&J, Cullen and Dykman LLP,  
NEA, NCHE, PSC, SEIU, The Standard, and TIAA.

#### Conference Schedule

<b>Sunday, March 26, 2023</b>	
<b>Roosevelt House Public Policy Institute of Hunter College, CUNY 47-49 E. 65th St, New York, NY, 10065 (between Park and Madison Avenues)</b>	
<b>9:00 am - 12:00 pm ET 2nd Floor Classroom</b>	<b>Advisory Board Meeting (members only)</b>
<b>12:00 - 12:30 pm ET Four Freedoms Room</b>	<b>Reception</b>
<b>12:30 - 1:00 pm ET Auditorium</b>	<b>Welcoming Remarks</b> William A. Herbert, Executive Director, National Center, Hunter College, CUNY Harold Holzer, Jonathan F. Fanton Director, Roosevelt House Public Policy Institute at Hunter College, CUNY

	<p>Jen Gaboury, PSC Chapter Chair, Hunter College, CUNY  DeWayne Sheaffer, President, NEA National Council for Higher Education  Alexandra Matish, J.D.—Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources, University of Michigan  Charles Toombs, President, California Faculty Association</p>
<p><b>1:00 - 2:30 pm ET</b>  <b>Auditorium</b></p>	<p><b>Panel: Yesterday and Today: Experienced Administrators in Higher Education</b>  Margaret E. Winters, Former Provost and Professor Emerita French and Linguistics, Wayne State University  Theodore H. Curry, Associate Provost and Associate Vice President for Academic Human Resources Emeritus, Professor Emeritus, School of Human Resources and Labor Relations, Michigan State University  Letitia Silas, Executive Director, Labor Relations, University of California  Jeffery Frumkin, Associate Vice Provost for Academic Human Resources, University of Michigan (retired)  Michael Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Amherst, Moderator</p>
<p><b>2:30 – 2:45 pm ET</b></p>	<p><b>Break</b></p>
<p><b>2:45 – 4:15 pm ET</b>  <b>Auditorium</b></p>	<p><b>Panel: Yesterday and Today: Experienced Faculty Leaders in Higher Education</b>  Jamie Dangler, former Vice President for Academics, United University Professions  Charles Toombs, President, California Faculty Association  Kenneth Mash, President, Association of Pennsylvania State College and University Faculties (APSCUF)  Art Hochner, Associate Professor Emeritus, Management, Temple University &amp; former President, Temple Assn. of University Professionals, AFT 4531  Penny Lewis, Secretary, Professional Staff Congress/CUNY, AFT Local #2334, Moderator</p>
<p><b>4:15 - 4:30 pm ET</b></p>	<p><b>Break</b></p>
<p><b>4:30 - 6:00 pm ET</b>  <b>Auditorium</b></p>	<p><b>Panel: Treasuring the Past and the Spirit of Change: Perspectives from Experienced Arbitrators</b>  Rosemary A. Townley, Arbitrator and Mediator  Howard C. Edelman, Arbitrator and Mediator  Jacquelin F. Drucker, Arbitrator and Mediator  Homer LaRue, Labor Arbitrator, Mediator, and Professor, Howard University Law School, Moderator</p> <p><b>Panel is co-sponsored by the National Academy of Arbitrators.</b></p>

<b>6:00 - 7:30 pm</b> <b>ET</b> <b>Four Freedoms</b>	<b>Reception</b>
<b>Monday, March 27, 2023</b>	
<b>Hunter College, CUNY (East 68<sup>th</sup> Street and Lexington Avenue, NYC, 10065) – Main Campus (MC)</b>  <b>Roosevelt House, 47-49 E. 65th St, NYC, 10065 (between Park and Madison Avenues) – Roosevelt House (RH)</b>	
<b>8:00 – 9:00 am</b> <b>ET</b> <b>MC West</b> <b>Building Lobby</b>	<b>Continental Breakfast</b>
<b>9:00 – 9:30 am</b> <b>ET</b> <b>MC Kaye</b> <b>Playhouse</b>	<b>Welcome</b> William A. Herbert, Executive Director, National Center, Hunter College, CUNY Anne Ollen, Managing Director, TIAA Institute Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-Editor Karen R. Stubaus, Ph.D.—Vice President for Academic Affairs, Rutgers University
<b>9:20 - 9:30 am</b> <b>9:30 – 10:30 am</b> <b>ET</b> <b>MC Kaye</b> <b>Playhouse</b>	<b>Keynote Presentation:</b> <b>Introduction:</b> Jennifer Raab, President, Hunter College, CUNY <b>Speaker:</b> Michael J. Sandel, Anne T. and Robert M. Bass Professor of Government, Harvard University
<b>10:30 – 11:00 am</b> <b>ET</b>  <b>MC Kaye</b> <b>Playhouse</b>	<b>Break and Book Signing</b>
<b>Concurrent Sessions</b>	
<b>11:00 am – 12:30 pm</b> <b>ET</b>  <b>MC Kaye</b> <b>Playhouse</b>	<b>Panel: Title IX: Its Past, Its Present, and Its Future</b> Frazier Benya, Senior Program Officer, National Academies of Sciences, Engineering, and Medicine (NASEM) Lance Houston, Title IX Coordinator and Director of Equity & Compliance, Adelphi University Risa Lieberwitz, Professor of Labor and Employment Law in the Cornell University School of Industrial and Labor Relations, and General Counsel of

	<p>the American Association of University Professors (AAUP)  Tamiko Strickman, Special Advisor to the President and Executive Director of the Office of Equity, Civil Rights, and Title IX, University of Michigan  Karen R. Stubaus, Ph.D.—Vice President for Academic Affairs, Rutgers University, Moderator  Alexandra Matish, J.D.—Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources, University of Michigan, Moderator</p> <p><b>Panel Co-organizer: National Academies’ Action Collaborative on Preventing Sexual Harassment in Higher Education.</b></p>
<p><b>11:00 am – 12:30 pm ET</b></p> <p><b>MC Hemmerdinger</b></p>	<p><b>Panel: Looking Back, Looking Ahead: State and Federal Higher Education Financing Over the Past Half-Century</b>  F. King Alexander, Professor, Florida Gulf Coast University, Faculty Fellow, College Promise Foundation &amp; Senior Faculty Fellow, Education Policy Center, University of Alabama  Sophia Laderman, Associate Vice President, State Higher Education Executive Officers Association (SHEEO)  Fred Floss, Professor, SUNY at Buffalo &amp; Co-Director, Center for Economic Education  Mary Taber, Director of Research, United University Professions  Thomas Harnisch, Vice President for Government Relations, State Higher Education Executive Officers Association, Moderator</p>
<p><b>11:00 am – 12:30 pm ET</b></p> <p><b>MC FDR</b></p>	<p><b>Panel: The 50-Year History of Collective Bargaining at Hofstra University</b>  Peter C. Daniel, Professor of Biology, Hofstra University  Bernard J. Firestone, Professor of Political Science, Hofstra University  Estelle S. Gellman, Professor Emerita, Hofstra University  Elisabeth Ploran, Associate Professor of Psychology, Hofstra University  Liora Pedhazur Schmelkin, Distinguished Professor Emeritus, Hofstra University  Herman Berliner, Lawrence Herbert Distinguished Professor, Provost Emeritus, Hofstra University, Panelist and Moderator</p>
<p><b>12:30 – 1:30 pm ET</b></p> <p><b>MC West Building Lobby and RH</b></p>	<p><b>Lunch: Food Service</b></p>
<p><b>1:00 – 1:30 pm ET</b></p> <p><b>MC Hemmerdinger</b></p>	<p><b>Documentary Viewing: The Wisconsin TA Strike</b> by Mike Oberdorfer, William B. Pratt, James W. Russell; Re-edited in 2021 by James W. Russell.</p> <p>In March 1970, the Teaching Assistants Association at the University of Wisconsin went out on strike for twenty-four days. It was the first TA strike in the history of the United States. This documentary is the story of the strike that launched the first graduate student employee union in the country.</p>

	<b>Concurrent Sessions</b>
<b>1:30 - 3:00 pm</b> <b>ET</b>  <b>MC</b> <b>Hemmerdinger</b>	<b>Panel: Past, Present and Future of Graduate Student Employee Unions</b> Bob Muehlenkamp, first TAA President Julie Schmid, Executive Director, AAUP Candi Churchill, Executive Director, United Faculty of Florida Danielle Dirocco, Organizational Specialist, National Education Association Emily Schkeryantz, Organizer, United Auto Workers Local 1596 Cassidy Wagner, Vice President for Communication, Coalition of Graduate Employees, AFT Local 6069 Bernard Mulligan, Retired union communicator and NYS legislative staffer Joseph van der Naald, PhD Candidate in Sociology, Graduate Center, CUNY, Moderator
<b>1:30 - 3:00 pm</b> <b>ET</b>  <b>MC FDR</b>	<b>Panel: Collective Bargaining and Building Relationships During the COVID-19 Crisis</b> Melissa Sortman, Director, Faculty and Academic Staff Affairs, Michigan State University Kate Birdsall, President, UNTF and Associate Professor, Michigan State University Adela Ghadimi, PhD candidate, Askew School of Public Administration and Policy, Florida State University Braden Campbell, Reporter, Law360, Moderator
<b>1:30 - 3:00 pm</b> <b>ET</b>  <b>RH 2<sup>nd</sup> Floor</b> <b>Classroom</b>	<b>Panel: Public Service Loan Forgiveness: Labor-Management Cooperation for Campus and Community Benefits</b> Jeri O'Bryan-Losee, Secretary-Treasurer, United University Professions Jessica Saint-Paul, Chair, Adjunct Faculty Action Committee (AFAC), Lead, Student Debt Clinic Trainer, Los Angeles College Faculty Guild, Local AFT 1521 Winston Berkman-Breen, Deputy Director for Advocacy and Policy Counsel, Student Borrower Protection Center, Moderator
<b>1:30 - 3:00 pm</b> <b>ET</b>  <b>RH Auditorium</b>	<b>Panel: Exploring the Retirement Income Equity Gap</b> Brent Davis, Senior Economist, TIAA Institute John Dorsa, Chief Pension Officer, Office of the New York City Comptroller Valerie Martin Conley, Provost and Vice President for Academic Affairs, Idaho State University Anne Ollen, Managing Director, TIAA Institute, Panelist and Moderator
<b>3:00 - 3:30 pm</b> <b>ET</b> <b>MC West</b> <b>Building Lobby</b> <b>&amp; FDR, East</b> <b>702 &amp; RH</b>	<b>Break with Snacks</b>

	<b>Concurrent Sessions</b>
<b>3:30 - 5:00 pm ET</b>  <b>MC Hemmerdinger</b>	<b>Panel: Past and Present of Collective Bargaining for Contingent Faculty Job Security: Labor Perspectives from the University of California, the University of Michigan and the City University of New York</b> Stacy Steinberg, Lecturer, UC San Diego, and UC-AFT Steward Kirsten Herold, President, Lecturers' Employee Organization, AFT Local 6244 Eric Beuerlein, Vice President, Lecturers' Employee Organization, AFT Local Luke Elliott-Negri, Legislative Representative, PSC-CUNY and Researcher, CUNY School of Labor and Urban Studies Alissa G. Karl, Vice President for Academics, United University Professions, Moderator
<b>3:30 - 5:00 pm ET</b>  <b>MC FDR</b>	<b>Panel: Salary Equity in Higher Education</b> Johanna E. Foster, Ph.D., Associate Professor of Sociology, Helen Bennett McMurray Endowed Chair of Social Ethics, Department of Political Science and Sociology, President and former Chief Negotiator, FAMCO AAUP-AFT, Monmouth University Lisa Dinella, Professor and Principal Investigator of the Gender Development Laboratory and Director of Program in Gender and Intersectionality Studies (PGIS), Monmouth University Jennifer McGovern, Associate Professor, Faculty Athletics Representative and Sociology Program Director, Monmouth University Annie Kopecky, Lecturer, University of Pennsylvania Barbara Bowen, former President, Professional Staff Congress/CUNY, AFT Local #2334, Moderator
<b>3:30 - 5:00 pm ET</b>  <b>RH 2<sup>nd</sup> Floor Classroom</b>	<b>Panel: Medical Training and Collective Bargaining: Histories and Challenges</b> Dr. Srinivas Pentyla, Professor & Director of Translational Research in Anesthesiology & SARAS Coordinator; Faculty in Orthopedics & Rehabilitation, Urology, Health Sciences, Physiology & Biophysics, Stony Brook School of Medicine Thomas H. Riley, Jr., Executive Director of Labor and Employee Relations and Special Counsel for the University of Illinois System David Dashefsky, Director of Strategic Campaigns, CIR-SEIU Healthcare Sara Slinn, Associate Professor, Osgoode Hall Law School, York University, Moderator
<b>3:30 - 5:00 pm ET</b>  <b>RH Auditorium</b>	<b>Panel: College Athletes as Employees Under the NLRA</b> Joshua Nadreau, Fisher Phillips LLP Gabriel Feldman, Tulane Law School Mark Gaston Pearce, Executive Director, Workers' Rights Institute, Georgetown University Law School, and former National Labor Relations Board Chairman Jeffrey Hirsch, Geneva Yeargan Rand Distinguished Professor of Law, University of North Carolina School of Law, Panelist and Moderator

<p><b>5:15 - 7:30 pm ET</b></p> <p><b>RH</b></p> <p><b>Four Freedoms and Auditorium</b></p>	<p><b>Labor Issues Facing Independent Musicians: Presentation, Discussion and Reception</b></p> <p>Marc Ribot, Guitarist and Composer Phillip Golub, Pianist and Composer Amir Elsaffar, Trumpeter and Composer Sulynn Hago, Guitarist and Composer Moderated by Larry Blumenfeld, writer (Wall Street Journal, Daily Beast, others)</p> <p><b>Co-sponsored by the Music Workers Alliance.</b></p>
<p><b>Tuesday, March 28, 2023</b></p>	
<p><b>Hunter College, CUNY (East 68<sup>th</sup> Street and Lexington Avenue, NYC, 10065) – Main Campus (MC)</b></p> <p><b>Roosevelt House, 47-49 E. 65th St, NYC, 10065 (between Park and Madison Avenues) – Roosevelt House (RH)</b></p>	
<p><b>8:00 – 9:00 am ET</b></p> <p><b>MC West Building Lobby and RH</b></p>	<p><b>Continental Breakfast</b></p>
	<p><b>Concurrent Sessions</b></p>
<p><b>9:00 – 10:30 am ET</b></p> <p><b>MC Hemmerdinger</b></p>	<p><b>Panel: Cultivating a Collaborative Culture in a Climate of Semi-Permanent Austerity</b></p> <p>Nicholas DiGiovanni, Partner, Morgan, Brown &amp; Joy, Chief Negotiator, University System of New Hampshire Kimberly Harkness, Executive Assistant to the Provost and former Director of Human Resources, Keene State College Emile Netzhammer III, Chancellor, Washington State University, Vancouver, former Provost at Keene State College Patrick Dolenc, Professor of Economics, Keene State College, Chair of Keene State College faculty union bargaining team, Panelist and Moderator</p>
<p><b>9:00 – 10:30 am ET</b></p> <p><b>MC FDR</b></p>	<p><b>Panel: Collective Bargaining and Governance: In Harmony or In Conflict?</b></p> <p>Amitabha Bose, President, NJIT Professional Staff Association/AAUP Fadi Deek, former Provost &amp; Senior Executive Vice President and Dean of the College of Science and Liberal Arts, NJIT Rene Castro, CFA Member, CSU, Dominguez Hills</p>

	<p>Carl Levine, Levy Ratner  Christopher Sinclair, Secretary/Treasurer, AAUP, Moderator</p>
<p><b>9:00 – 10:30  am ET</b></p> <p><b>RH FF</b></p>	<p><b>Panel: Labor and Anti-Discrimination Rights at Religiously-Affiliated Institutions</b>  Gerald J. Beyer, Associate Professor of Christian Ethics, Villanova University  Saerom Park, Assistant General Counsel, SEIU  Sarah M. Phelps, General Counsel, Trinity Washington University  Michael Loconto, Labor Arbitrator, Loconto ADR, Moderator</p>
<p><b>9:00 – 10:30  am ET</b></p> <p><b>RH  Auditorium</b></p>	<p><b>Panel: Higher Education Unionization: Perspectives from Labor Relations Agencies</b>  John Wirenius, Chairperson, New York State Public Employment Relations Board  Marjorie Wittner, Chairperson, Massachusetts Commonwealth Employment Relations Board  Mary Beth Hennessy-Shotter, Director of Conciliation and Arbitration, NJ Public Employment Relations Commission  Michael P. Sellars, Executive Director, Washington State Public Employment Relations Commission, Moderator</p> <p><b>Co-sponsored by the Association of Labor Relations Agencies.</b></p>
<p><b>10:30 am –  11:00 am ET</b></p> <p><b>MC West  Building Lobby  &amp; FDR, East  702 &amp; RH</b></p>	<p><b>Break with Snacks</b></p>
	<p><b>Concurrent Sessions</b></p>
<p><b>11:00 am -  12:30 pm ET</b></p> <p><b>MC  Hemmerdinger</b></p>	<p><b>Panel: History of Full-time and Part-time Contingent Faculty Unionization since the Early 1990s</b>  Joseph P. McConnell, Morgan, Brown &amp; Joy  Anne McLeer, Director of Higher Education and Strategic Planning, SEIU Local 500  Andrew Cantrell, Field Service Director, Illinois Federation of Teachers  Scott C. Merrill, Senior Director of Labor Operations and Senior Labor Counsel, Northeastern University  Katherine H. Hansen, Gladstein, Reif &amp; Meginniss, LLP, Moderator</p>

<p><b>11:00 am - 12:30 pm ET</b></p> <p><b>MC FDR</b></p>	<p><b>Panel: Factors Impacting Enrollment Trends, 1973-2023</b>  James Castagnera, Adjunct Professor of Law, Drexel University, former Associate Provost/Legal Counsel for Academic Affairs, Rider University  Brad Litchfield, Assistant Provost for Finance and Administration, Academic Affairs, Montclair State University  Karina Salazar, Assistant Professor, College of Education, University of Arizona  Nicole S. Bennett, Associate Provost &amp; Assistant Vice President, Academic Affairs, Hunter College, Moderator</p>
<p><b>11:00 am - 12:30 pm ET</b></p> <p><b>RH FF</b></p>	<p><b>Panel: Non-Discrimination Contract Clauses: Substance and Procedures</b>  Erin Ward, PhD Student in Sociology, CUNY Graduate Center  Anu Biswas, Graduate Student, CUNY School of Labor and Urban Studies  Melanie Kravelis, Graduate Student, CUNY School of Labor and Urban Studies  Natasha Baker, Novus Law Firm, Inc.  Ege Yumusak, Lecturer, Columbia University  Nato Green, Collective Bargaining Coordinator, SEIU Local 1021  Ana Avendaño, Adjunct Professor of Law, CUNY School of Law, Moderator</p>
<p><b>11:00 am - 12:30 pm ET</b></p> <p><b>RH Auditorium</b></p>	<p><b>Panel: Annual Legal Update (CLE)*</b>  Amy L. Rosenberger, Willig, Williams &amp; Davidson  Monica C. Barrett, Bond, Schoeneck &amp; King PLLC  Henry Morris, Jr., Partner, ArentFox Schiff LLP  Aaron Nisenson, Senior Legal Counsel, AAUP  Brian Selchick, Cullen and Dykman LLP, Moderator</p>
<p><b>12:30 – 1:30 pm ET</b></p> <p><b>MC</b></p> <p><b>West Building Lobby and RH</b></p>	<p><b>Lunch: Food Service</b></p>

**\*CLE Credits provided by Community Legal Resource Network at CUNY School of Law**

This CLE program is approved for both experienced and newly admitted attorneys. Under Continuing Legal Education regulations, CLE credit will be offered only to those attorneys completing entire sessions; attorneys attending only part of a session are not eligible for partial credit. Attorneys arriving late are welcome to attend the program but will not be eligible for credit.