### All Panels, Workshops

**MONDAY 4/8/13**

**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.)

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**Breakfast**

8:15 - 9:00 AM

Concourse Lobby

45 minutes

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**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

Terrence 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

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**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

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**Break**

10:30 - 10:45 AM

15 minutes

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**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

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**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

Jason Jones, Vice Chair, AAUP-CBC, Central Connecticut 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

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**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

Carol Malone, Senior Health Care Specialist, Collective Bargaining and Member Advocacy, NEA

Jeff Franklin, 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

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**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

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**Tenure**

10:45 AM - 12:15 PM

Room C197

1 hour 30 minutes

Ron Vogel, Associate Vice Chancellor, Academic Affairs, California State University

Rudy Fichtenbaum, President, American Association of University Professors

June Speakman, Past President, Roger Williams University Faculty Association/NEA-Rhode Island/NEA

Len Zinnanti, Chief Operating Officer, Hunter College, City University of New York, Moderator

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**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., Ulberg Silos, LLP, Scranton, Pennsylvania

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**Lunch Food Service**

12:15 - 1:00 PM

Concourse Lobby

45 minutes

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**Recognition of Richard Boris’ Service to the Collective Bargaining Community**

12:30 - 12:45 PM

Concourse Lobby

15 minutes

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

12:45 - 1:00 PM

Concourse Lobby

15 minutes

Jeff Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, co-editor

Steve Hicks, President, APSCUF, co-editor
Town Hall: Question and Answer, State of Our Community

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

Bill Perry, President, Eastern Illinois University  
Barbara Bowen, President, Professional Staff Congress, CUNY

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 Runis, 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 Ochs, Interim President, CSU, Monterey Bay; former Assistant Secretary for Postsecondary Education, Washington, D.C.  
Martin Kich, 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 Keyses, Jr., Membership Chair, City Colleges of Chicago Labor Organizing Committee, City Colleges of Chicago, IEA/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 Axter, 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  
Karen Subbaas, Vice President for Academic Affairs and Administration, Rutgers University, State University of New Jersey  
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  
 Hortaccio Sow, Dean, College of Graduate and Continuing Education, Rowan University  
 Ken Marsh, 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 Manitoba; consultant, College and University Professional Association  
Mottaz Daneshdoust, Past President and negotiator, Southern Illinois University Faculty Association/IEA/NEA  
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

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<th>Time</th>
<th>Room</th>
<th>Presentation</th>
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<tbody>
<tr>
<td>9:00 - 9:30 AM</td>
<td>Room C201-202</td>
<td>Individual Presenter: Judith Eaton, President, Council for Higher Education Accreditation</td>
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### Performance Metrics, Assessment as Components of Collective Bargaining Agreements

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| 9:30 - 10:45 AM | Room C201-202 | 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 Rozillard, 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

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| 9:00 - 10:45 AM | Room C205 | Kimberly King, Delegate, Council for Affirmative Action, CSU, L.A., CFA/AAUP/PCTA/NEA/SEIU  
Johanna Velaz-Yelin, Assistant Vice President Equity and Diversity/Chief Equity Compliance Officer, Rowan University  
Derryn Moten, Chair, AFT Diversity Committee  
Amy Gilclay, Assistant Counsel & Deputy Labor Designee, Hunter College, CUNY, Moderator  
Rita Kirshstein, Director, Delta Cost Project, Commentator/Specialist |

### Alliances, Trustees, and Presidents

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| 9:00 - 10:30 AM | Room C197 | Leo Welch, Trustee, Eastern Illinois University  
Gail Carberry, President, Quinsigamond Community College  
Vincent Devlahovirch, 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)

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| 9:00 - 10:30 AM | Room C198 | Susan B. Kaplan, Esq., Senior Counsel, Office of the Senior Vice President and General Counsel, The George Washington University  
Joseph W. Ambash, Esq., Regional Managing Partner, Fisher & Phillips LLP, Boston  
Amy Rosenberger, Esq., Willig, Williams & Davidson  
Shaun Richman, Deputy Director, Organization & Field Services, American Federation of Teachers  
Michael T. Locanto, Esq., Associate Director of Labor & Employee Relations, Harvard University, Office of Human Resources, Moderator |

### Workshop: Addressing the Heart of a Grievance

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| 9:00 - 10:30 AM | 9th Floor, Room 9206-9207 | 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

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<td>10:30 - 10:45 AM</td>
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### Concurrent Sessions

### Collaboration and Creativity: Building Relationships and Exploring Innovative Approaches in Response to Accountability Challenges

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| 10:45 AM - 12:30 PM | Room C201-202 | Perry Buckley, President, Cook County College Teachers Union/AFT  
Angela Latham, Associate Provost, Associate Vice President of Academic Affairs; Professor, Communication Studies, Governors State University  
Elizabeth Ruiz, Associate Professor, Governors State University, Chapter President, UPI Local 4100  
Samuel A. Strafaci, 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, SEGALISBSON
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
Adrianna Kezar, Director, Delphi Project; Associate Professor, Rossier School of Education, University of Southern California
Peter Schmitt, 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
Jim Castagnera, Associate Provost/Associate Counsel for Academic Affairs, Rider 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, SEGALISBSON

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 Fichtenbaum, President, American Association of University Professors