

# NATIONAL CENTER

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

**HUNTER**  
The City University of New York

## 42nd Annual National Conference

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

Underwritten by a grant from



FINANCIAL SERVICES  
FOR THE GREATER GOOD®

April 19, 20, 21, 2015 in New York City  
at the CUNY Graduate Center

With additional funding by



### NATIONAL CENTER

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

Hunter College, City University of New York  
Brookdale Campus, Box 615  
425 E. 25th Street, New York, NY 10010-2547

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### Sunday April 19

|  |                |
|--|----------------|
| <b>Reception</b>   | 2:00 – 2:30 pm |
| <i>CUNY GRADUATE CENTER 365 Fifth Avenue (Fifth Ave. between 34th and 35th Street)</i>               |                |
| <b>Research Panels</b>   | 2:45 – 5:30 pm |
|  | 4:15 – 5:45 pm |
| <i>CUNY GRADUATE CENTER 365 Fifth Avenue (Fifth Ave. between 34th and 35th Street)</i>               |                |
| <b>New Extended-Time Interactive Workshop Trainings</b>  | 2:45 – 5:45 pm |
| <i>CUNY GRADUATE CENTER 365 Fifth Avenue (Fifth Ave. between 34th and 35th Street)</i>               |                |
| <b>Buffet Dinner, Open Bar (Beer &amp; Wine)</b>   | 6:00 – 9:00 pm |
| <i>HEARTLAND BREWERY-EMPIRE STATE BUILDING 350 5th Avenue (corner of 34th Street &amp; 5th Ave.)</i> |                |

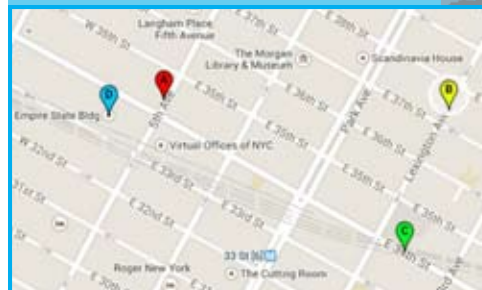
### Monday April 20

|  |                     |
|--|---------------------|
| <b>Continental Breakfast</b>   | 7:45 am – 8:30 am   |
| <b>Welcome, Plenary, Panels &amp; Workshops</b>  | 8:45 am – 12:00 pm  |
| <b>Lunch Service</b>   | 12:00 pm – 12:40 pm |
| <b>Plenary, Panels &amp; Workshops</b>   | 12:45 pm – 5:15 pm  |
| <b>Reception</b>   | 5:15 pm – 6:00 pm   |
| <i>CUNY GRADUATE CENTER 365 Fifth Avenue (Fifth Ave. between 34th and 35th Street)</i> |                     |

### Tuesday April 21

|  |                    |
|--|--------------------|
| <b>Continental Breakfast</b>   | 7:45 am – 8:30 am  |
| <b>Panels &amp; Workshops</b>  | 8:45 am – 12:00 pm |
| <b>Lunch Service</b>   | 12:00 pm – 1:00 pm |
| <i>CUNY GRADUATE CENTER 365 Fifth Avenue (Fifth Ave. between 34th and 35th Street)</i> |                    |

### 42nd Annual Conference Locations Map



- A** City University of New York (CUNY) Graduate Center  
365 Fifth Avenue, NY, NY, 10016
- B** Shelburne-Murray Hill Hotel  
303 Lexington Avenue, New York, NY 10016, 212-689-5200
- C** Affinia Dumont Hotel  
150 E. 34th Street, New York, NY 10016, 212-481-7600; [www.affinia.com](http://www.affinia.com)
- D** Heartland Brewery  
350 5th Avenue, New York, NY 10118, 212-563-3433; diagonally across from the CUNY Graduate Center; storefront level of the Empire State Building

# 42nd Annual National Conference

## Thinking about Tomorrow: Collective Bargaining and Labor Relations in Higher Education

**PANEL TOPICS** • Civility & Academic Freedom • NLRB's Pacific Lutheran Decision  
• Reporter Roundtable • Mediators Roundtable • Negotiating about Full-Time & Contingent Faculty & Graduate Assistants • First Contracts at University of Oregon, Georgetown & Tufts • Due Process for Contingent Faculty • Dues & Don'ts after Harris v. Quinn • Work/Life Balance • Phased Retirement • ACA Update • Faculty Salary Schedules & Pay Equity • Sexual Assaults on Campus • Electronic Privacy • Faculty Diversity & Retention

**INTERACTIVE TRAINING WORKSHOPS** • Use of Financial Data • Collective Bargaining & Labor Relations • Effective Contract Administration • Best Practices on Bullying & Harassment

**April 19, 20, 21, 2015 in New York City at the CUNY Graduate Center**

### When & Where:

April 19 -21, 2015  
CUNY Graduate Center  
365 Fifth Ave., New York, NY 10016

### Registration:

Aside from special CLE session fees, the registration fee includes all conference activities, Sunday evening buffet and Monday and Tuesday continental breakfast and lunch. Hotel accommodations and other meals are not included. Conference registration must be made by **March 27, 2015**. Any cancellations made after this date will *not* be reimbursed.

**CONTACT:** national.center@hunter.cuny.edu ph: (212) 481-7550

National Center for the Study of Collective Bargaining in  
Higher Education and the Professions

Hunter College, City University of New York  
Brookdale Campus, 425 E. 25th Street, New York, NY 10010-2547

[www.hunter.cuny.edu/ncsbhep](http://www.hunter.cuny.edu/ncsbhep)

### Hotel:

Affinia Dumont Hotel  
150 E. 34th Street, New York, NY 10016  
Affinia Shelburne Murray Hill  
303 Lexington Avenue, New York, NY 10016  
Room rate \$289/night

For reservations call 1.866.233.4642, indicate the Affinia Dumont or Affinia Shelburne Murray Hill, and mention the group code: NCOCBB (for the Dumont); NCCBSH (for the Shelburne). The group name is: National Center for the Study of Collective Bargaining. Conference rates are applicable from April 17th to April 22nd, 2015. Should an earlier or later stay need to be booked, two reservations are needed: one at the conference rate and one at the market rate.

Instructions for booking reservations:

Go to: [www.hunter.cuny.edu/ncsbhep](http://www.hunter.cuny.edu/ncsbhep) and  
click: *Instructions on Reserving Hotel Rooms*

Hotel reservations must be made by **March 27, 2015**

Computer access will be provided in the CUNY Graduate Center conference facility and is available in individual rooms at the Affinia Hotels.

## Registration Form

### Full Conference Registration:

Please reserve \_\_\_\_ place(s) for the complete conference program  
\_\_\_\_ @membership rate \$385.00 includes one conference registration with admission to all panels and workshops (including CLE sessions), the 2006 *Directory of Faculty Contracts* and the 2012 CD-ROM edition

\_\_\_\_ @additional attendee rate \$230.00 (after payment of membership fee) with admission to all panels and workshops (including CLE sessions)

\_\_\_\_ @non-member rate \$345.00 with admission to all panels and workshops (including CLE sessions)

\_\_\_\_ @special rates for graduate employees, contingent faculty, postdoctorates, CUNY students, faculty, and staff  
(please contact *The National Center*)

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### Limited Conference Registration: (CLE only)

\_\_\_\_ @**\$200.00 admission** to all CLE Sessions *with* continental breakfast and buffet lunch

\_\_\_\_ @**\$100.00 admission** to all CLE Sessions *without* continental breakfast and buffet lunch

CLE sessions accredited by CUNY School of Law

**Note:** All workshops require pre-registration.

Mid-January check schedule at: [www.hunter.cuny.edu/ncsbhep](http://www.hunter.cuny.edu/ncsbhep) and follow instructions for pre-registration.

**For Credit Card payment of fees** (payments include a bank service charge) go to: [www.hunter.cuny.edu/ncsbhep](http://www.hunter.cuny.edu/ncsbhep)  
**click on Credit Card Payment**

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

INSTITUTION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

PHONE: \_\_\_\_\_

E-MAIL NAMES OF ADDITIONAL CONFERENCE PARTICIPANTS TO THE NCSCBHEP

Checks are payable to: **Hunter College/NCSCBHEP**

Please send the registration form & check to:

**Hunter College, City University of New York**  
425 E. 25th Street, Box 615, New York, NY 10010-2547

**Sunday April 19**

**Research Panel: The History of Collective Bargaining in Higher Education**

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**

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.*  
Alyssa Picard, *Acting Director, AFT Higher Education, Moderator*

**Workshop Training: Use of Financial Data Analysis for Collective Bargaining**

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**

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*

**Welcome April 20**

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 in Higher Education and the Professions*

**Panels & Presentations April 20 - 21**

**Plenary Session: Civility and Academic Freedom**

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*

**Luncheon Plenary: Reporters Roundtable: Covering Labor-Management Issues in Higher Education**

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*

**Panels & Presentations continued**

**Luncheon Greetings:**

Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*  
Larry Singer, *Senior Vice President, SEGAL|SIBSON*

**Research Panel: Collective Bargaining and Contingent Faculty: A Survey of Results**

Gary Rhoads, *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: University of Oregon: Bargaining and Implementing a First Contract**

Doug Blandy, *Senior Vice Provost for Academic Affairs*  
Jane Gordon, *Senior Project Director, Academic Affairs*  
Bill Brady, *Senior Director, Employee and 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: Georgetown University: Lessons from Bargaining a First Contract for Contingent Faculty**

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

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 DiSilvio, *Part-Time Lecturer, Romance Languages, SEIU Negotiating Committee*  
Larry Alcoff, *SEIU*  
Jeffrey Cross, *Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator*

**Panel: Graduate Assistants: Special Issues and Challenges in Collective Bargaining**

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, *Rutgers University AAUP/AFT President, Moderator*

**Panel: Public and Private Sector Negotiations: Distinctions and Similarities (CLE)**

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*

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

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*

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## Panels & Presentations continued

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 and Moderator*

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

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*

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

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*

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

Jason Walta, *Senior Counsel, NEA*  
Ginger McCall, *Associate Director, Electronic Privacy Information Center*  
Jill L. Rosenberg, *Partner, Orrick, Herrington & Sutcliffe LLP*  
Raymond L. Haines, *Associate Vice Chancellor for Employee Relations, SUNY, Moderator*

### Research Panel: Negotiating Over Academic Freedom in Higher Education

Risa Lieberwitz, *Professor, Cornell 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 Maurer, *Esq., Senior Labor Advisor, AAUP*  
Kenneth S. Hawkinson, *Provost & Academic Vice President, Western Illinois University, Moderator*

### Panel: Faculty Diversity and Retention: Best Practices

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

### Panel: Phased Retirement in Higher Education

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, Institutional Relationships, TIAA-CREF*  
Steve Hicks, *Associate Professor, Lock Haven University, Co-Editor, JCBA, Moderator*

### Panel: Views from Mediators: Resolving Higher Education Labor Disputes

Bonnie Weinstock, *Arbitrator & Mediator*  
Kevin Flanagan, *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*

### Panel: Higher Education Scorecards, Performance Based Metrics and Faculty Compensation

Alan D. Phillips, *Executive Deputy Director, Illinois Board of Higher Education*  
Mark Smith, *Higher Education Policy Analyst, National Education Association*  
Jeffrey M. Lax, *Chair, Department of Business, Kingsborough C.C., CUNY, Moderator*  
*Panel in formation*

### Panel: Due Process Issues for Non-Tenured Track Faculty:

#### How Much Process is Due? (CLE)

James Castagnera, *Associate Provost & Associate Counsel, Rider University*  
Mark Farley, *Managing Consultant, InvOv8 Inc.*  
Richard E. Casagrande, *NYSUT General Counsel*  
Jim Moran, *Provost and Vice President, Academic Affairs, University of South Dakota, Moderator*

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

Karen Stubaus, *Vice President, Academic Affairs & Administration, Rutgers University*  
Sara Slinn, *Associate Professor, York University, Osgoode Hall Law School*  
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, UUR, Moderator*

### Annual Panel: Year in Higher Education

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: Politics of Higher Education Funding

Hon. Sandra B. Cunningham, *Chair, New Jersey State Senate Higher Education Committee*  
Ed Maloney, *MJS Associates, former Chair of Illinois Senate Higher Education Committee*  
Kenneth Mash, *Association of Pennsylvania State College & University Faculties President*  
Hank Sheinkopf, *Political Consultant, Sheinkopf Communications, Moderator*

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

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

## Panels & Presentations continued

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*  
Fred Kowal, *President, United University Professions, Moderator*

### Panel: Work/Life Balance: Framing and Negotiating the Issues

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*  
Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst, Panelist and Moderator*

### Panel: Music and Bargaining: Negotiating in Tune at Music Schools and Departments

Michael Scott, *Berklee Faculty Union*  
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*  
*Panel in formation*

### Panel: Past Practices and Labor Relations: The Importance of Institutional Memory

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 and Moderator*

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

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*  
Ray Murillo, *Director, Student Programs, California State University System*  
Holly M. Rider-Milkovich, *Director, Sexual Assault Prevention & Awareness Center, Co-Chair, Abuse Hurts Initiative, University of Michigan, Moderator*

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

Richard F. Griffin, *NLRB General Counsel*  
Aaron Nisenson, *AAUP Senior Legal Counsel*  
Kerry B. Melear, *Interim Chair, Leadership & Counselor Education & Associate Professor, University of Mississippi*  
Marjorie Wittner, *Chair, Massachusetts Commonwealth Employment Relations Board, Moderator*

### Panel: Postsecondary Minority Serving Institutions: Labor Relations and Collective Bargaining

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

### Panel: Affordable Care Act Update

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

## Workshops April 20 - 21

### Workshop Training: Effective Contract Administration for Administrators and Labor Representatives

Debra Gold, *NYSUT Labor Relations Specialist*  
Michael J. Lebowich, *Proskauer Rose LLP*  
Brian Duffy, *Acting Associate Provost, Hunter College, CUNY, Moderator*

### Workshop Training: Practices and Policies on Bullying and Harassment

Fran Sepler, *Sepler and 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*

### Workshop Training: Mindfulness and Stress Management for Negotiations and Labor Relations

Victor Goode, *Associate Professor, CUNY School of Law*  
Jeanne Anselmo, *co-founder, Contemplative Urban Law Program, CUNY School of Law*

### Workshop Training: Collective Bargaining and Labor Relations for Experienced Administrators and Labor Representatives

Joe Ambash, *Fisher & Phillips LLP*  
Thomas Olson, *Commissioner, FMCS*  
Howard Parish, *Arbitrator & Mediator, Panelist and Moderator*

## Report: Journal of Collective Bargaining in the Academy

Jeffrey Cross, *Co-editor, Associate Vice President for Academic Affairs, Eastern Illinois University*  
Steve Hicks, *Co-editor, Associate Professor, Lock Haven University*