

NATIONAL CENTER

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

HUNTER

The City University of New York

Sunday, April 19, 2015

CUNY Graduate Center
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Avenue between 34th and 35th Street)

10:00 am – 2:00 pm Room 9207	Advisory Board Meeting (members only)	
2:00 - 2:30 pm Elebash Recital Hall Lobby	Reception	
2:45 – 4:15 pm Elebash Recital Hall	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, City University of New York, Moderator	
2:45 – 5:30 pm Segal Theatre (CB 1) Room 9207 (Data)	Workshop Training: Collective Bargaining and Labor Relations for New Administrators and Labor Representatives Conrad Bowling, FMCS Commissioner Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College Jack Nightingale, Assistant Director for Higher Education Organizing, AFT	Workshop Training: Use of Financial Data Analysis for Collective Bargaining Howard Bunsis, Chair, AAUP Collective Bargaining Congress, Professor of Accounting, Eastern Michigan University John Swarbrick, Associate Vice Chancellor for Labor Relations, California State University System Jeffery Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, Moderator
4:15 – 5:45 pm Elebash Recital Hall	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	
6:00 – 9:00 pm Heartland Brewery	Buffet Dinner, Open Bar (Beer & Wine) – sponsored by Sibson Consulting, a Division of the Segal Company Featuring the Hunter College Jazz Trio 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, April 20, 2015

CUNY Graduate Center, Concourse Level
365 Fifth Avenue, New York, NY 10016
 (Entrance on Fifth Avenue between 34th and 35th Street)

7:45 – 8:30 am	Continental Breakfast
8:45 - 9:10 am Proshansky Auditorium	Welcome Jennifer J. Raab, President, Hunter College, City University of New York Pamela S. Silverblatt, Vice Chancellor, Labor Relations, City University of New York Steve London, First Vice-President, Professional Staff Congress, City University of New York Terence 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
9:15 – 10:15 am Proshansky Auditorium	Plenary Session: Civility and Academic Freedom Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel Tom C. Hogan, Professor, Practice in Human Resource Management, Pennsylvania State University, School of Labor and Employment Relations Frederick P. Schaffer, General Counsel and Senior Vice Chancellor for Legal Affairs, City University of New York, Moderator
10:15 – 10:30 am	Break
	Concurrent Sessions
10:30 am – 12:00 pm Proshansky Auditorium	Research Panel: Collective Bargaining and Contingent Faculty: A Survey of Results Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona Susan J. Schurman, Distinguished Professor and Dean, School of Management and Labor Relations, Rutgers, State University of New Jersey, Commentator Valerie Martin Conley, Department Chair, Professor, Counseling and Higher Education, Patton College of Education, Ohio University, Commentator Steven Greenhouse, former Labor Reporter, New York Times, Moderator
10:30 am – 12:00 pm Room C197	Panel: Higher Education Scorecards, Performance Based Metrics and Faculty Compensation Alan D. Phillips, Vice President of Administration and 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 Community College, City University of New York, Moderator
10:30 am – 12:00 pm Room C198	Panel: Faculty Diversity and Retention: Best Practices Anthony Browne, Chair, Africana & Puerto Rican/Latino Studies, Hunter College, City University of New York Milagros Denis-Rosario, Assistant Professor, Africana & Puerto Rican/Latino Studies, Hunter College, City University of New York Carlos Medina, Chief Diversity Officer and Senior Associate Vice Chancellor for Diversity, Equity and Inclusion, SUNY J. Phillippe Abraham, Vice President for Professionals, United University Professions Rose Campbell, Faculty Administrator, Florida A & M University Mark Hauber, Acting Associate Provost for Research, Hunter College, CUNY John Rose, Dean for Diversity, Hunter College, City University of New York, Moderator
10:30 am – 12:00 pm Room C201-02	Panel: Phased Retirement in Higher Education Amy Strage, Assistant Vice President for Faculty Development and 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, Journal of Collective Bargaining in the Academy, Moderator
10:30 am – 12:00 pm Room C204	Panel: Public and Private Sector Negotiations: Distinctions and Similarities (CLE) Beth Margolis, Gladstein, Reif and Meginnis, LLP Cindy Oliver, Federation of Post-Secondary Educators President, British Columbia, Canada Michael Loconto, Associate Director, Labor Relations, Harvard University Judi Burgess, Director, Labor Relations, Boston University, Moderator

10:30 am – 12:00 pm Room 9206-07	Workshop Training: Mindfulness and Stress Management for Negotiations and Labor Relations (CLE) Victor Goode, Associate Professor, City University of New York School of Law Jeanne Anselmo, co-founder, Contemplative Urban Law Program, City University of New York School of Law Dmitri Norwood, Network Manager, AL A&M University, President, AL A&M University EA, Moderator
12:00 – 12:45 pm	Lunch: Food Service
12:20 – 12:30 pm	Greetings: Tim Lane, Managing Director, TIAA-CREF Larry Singer, Senior Vice President, SEGAL/SIBSON
12:30 – 12:40 pm	Announcement: Journal of Collective Bargaining in the Academy Jeffrey Cross, JCBA Co-editor, Associate Vice President for Academic Affairs, Eastern Illinois University Steve Hicks, JCBA Co-editor, Associate Professor, Lock Haven University
12:45 – 1:45 pm Proshansky Auditorium	Plenary: Reporter's Roundtable: Covering Labor-Management Issues in Higher Education Steven Greenhouse, former Labor Reporter, New York Times Peter Schmidt, Chronicle of Higher Education Colleen Flaherty, Inside Higher Ed Theresa Montaña, NEA National Council for Higher Education President, Moderator
1:45 – 2:00 pm	Break
	Concurrent Sessions
2:00 – 3:30 pm Proshansky Auditorium	Panel: University of Oregon: Bargaining and Implementing a First Contract Doug Blandy, Senior Vice Provost for Academic Affairs Jane Gordon, Senior Project Leader, Office of Academic Affairs Bill Brady, Senior Director, Employee and Labor Relations Barbara Altmann, Senior Vice Provost for Academic Affairs Deborah Olson, United Academics Vice President/AFT-AAUP David Cecil, Executive Director, United Academics/AFT-AAUP Pamela Silverblatt, Vice Chancellor, Labor Relations, City University of New York, Moderator
2:00 – 3:30 pm Room C197	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 and 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 and Profession, American Sociological Association, Panelist and Moderator
2:00 – 3:30 pm Room C198	Panel: Electronic Privacy in Higher Education (CLE) Jason Walta, Senior Counsel, National Education Association Jill L. Rosenberg, Partner, Orrick, Herrington & Sutcliffe LLP Frederick Lane, Author and Attorney Raymond L. Haines, Associate Vice Chancellor for Employee Relations, State University of New York, Moderator
2:00 – 3:30 pm Room C201-02	Panel: Views from Mediators: Resolving Higher Education Labor Disputes Bonnie Weinstock, Arbitrator and Mediator Kevin Flanigan, Director, Office of Conciliation, New York State PERB Kathleen Murray-Cannon, Mediator, FMCS Joel M. Douglas, Professor Emeritus, Baruch College, CUNY, former Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Moderator
2:00 – 3:30 pm Room C204	Research Panel: International and Domestic Perspectives on Non-Tenured Track Faculty Bargaining Karen Stubaus, Vice President, Academic Affairs and Administration, Rutgers University 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 Jula Hughes, Associate Professor, University of New Brunswick Faculty of Law Michael Zweig, Professor & Director, Center for Study of Working Class Life, Stony Brook University, SUNY, UUP, Moderator

<p>2:00 – 3:30 pm Room 9206-07</p>	<p>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, British Columbia, Canada Phadra Williams, Organizational Specialist, Office of Higher Education, NEA, Moderator</p>
<p>3:30 – 3:45 pm</p>	<p>Break</p>
	<p>Concurrent Sessions</p>
<p>3:45 – 5:15 pm Proshansky Auditorium</p>	<p>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 and Assistant Provost Jonathan Fritts, Esq., Morgan Lewis Kerry Danner-McDonald, Professorial Lecturer, Department of Theology David Rodich, Executive Director, SEIU Local 500 Anne McLeer, Director of Higher Education and Strategic Planning, SEIU Local 500 Harris Freeman, Professor, Legal Research & Writing, Western New England University, Moderator</p>
<p>3:45 – 5:15 pm Room 9206-07</p>	<p>Panel: Postsecondary Minority Serving Institutions: Labor Relations and Collective Bargaining Robert White, Alabama State University Professor of History Daniel Wims, Provost and Vice-President for Academic Affairs, Alabama A & M University Quintlon 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 Joyce Moy, Director, CUNY Asian American Asian Research Institute (AAARI), Moderator</p>
<p>3:45 – 5:15 pm Room C197</p>	<p>Annual Panel: Year in Higher Education Theodore H. Curry II, Associate Provost and Associate Vice President, Professor, School of Human Resources and Labor Relations Michigan State University Stuart Andrews, Executive Director, Australian Higher Education Industrial Association Helen Fairfoul, Chief Executive, Universities and Colleges Employers Association United Kingdom Daniel Julius, Senior Vice President and Provost, New Jersey City University, Moderator</p>
<p>3:45 – 5:15 pm Room C198</p>	<p>Panel: Student Evaluation of Teaching in Higher Education Philip B. Stark, Professor and Chair, UC Berkeley Department of Statistics John A. Centra, Professor Emeritus, Syracuse University & Former Senior Research Psychologist, Educational Testing Service 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</p>
<p>3:45 – 5:15 pm Room C201-02</p>	<p>Panel: Affordable Care Act Update John Abraham, American Federation of Teachers Benefits Department Director Maria Maisto, Adjunct in English, Cuyahoga C.C., President, New Faculty Majority (NFM), Executive Director, NFM Foundation, co-founder, OH PT FA John H. Gross, Ingerman Smith LLP Larry Singer, Senior Vice President, SEGAL/SIBSON, Panelist and Moderator</p>
<p>3:45 – 5:15 pm Room C204</p>	<p>Panel: Due Process Issues for Non-Tenured Track Faculty: How Much Process is Due? (CLE) James Castagnera, Associate Provost and Associate Counsel, Rider University Mark Farley, Chief Human Resources Officer, Arcadia University Richard E. Casagrande, NYSUT General Counsel Jim Moran, Provost and Vice President, Academic Affairs, University of South Dakota, Moderator</p>
<p>5:15 – 6:00 pm CUNY Grad Center Concourse Lobby</p>	<p>Reception</p>

Tuesday, April 21, 2015

CUNY Graduate Center, Concourse Level
365 Fifth Avenue, New York, NY 10016
 (Entrance on Fifth Avenue between 34th and 35th Street)

7:45 – 8:30 am	Continental Breakfast
	Concurrent Sessions
8:45 – 10:15 am Proshansky Auditorium	<p>Panel: Impact of Pacific Lutheran on Collective Bargaining at Catholic Colleges and Universities (CLE) Nicholas P. Cafardi, Dean Emeritus and Professor of Law, School of Law, Duquesne University Michael P. Moreland, Vice Dean and Professor of Law, Villanova University School of Law Maryann Parker, Associate General Counsel, SEIU Clayton Sinyai, Director, Catholic Employer Project David L. Gregory, Dorothy Day Professor of Law and Executive Director, Center for Labor and Employment Law, St. John’s University School of Law, Moderator</p>
8:45 – 10:15 am Room C197	<p>Research Panel: Negotiating Over Academic Freedom in Higher Education for Contingent Faculty Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel Shane Lancer, Cornell University, School of Industrial & Labor Relations, MILR, 2016 Emily Miller, Cornell University, School of Industrial & Labor Relations, B.S., 2015 Kevin Mollica, Cornell University, School of Industrial & Labor Relations, B.S., 2015 Mike Mauer, Esq., Senior Labor Advisor, AAUP Kenneth S. Hawkinson, Provost and Academic Vice President, Western Illinois University, Moderator</p>
8:45 – 10:15 am Room C198	<p>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 and 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</p>
8:45 – 10:15 am Room C201	<p>Panel: Politics of Higher Education Funding 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</p>
8:45 – 10:15 am Room C202	<p>Panel: Work/Life Balance: Framing and Negotiating the Issues Joya Misra, Professor of Sociology and Public Policy, University of Massachusetts, Amherst Jennifer Lundquist, Associate Professor of Sociology, University of Massachusetts, Amherst Lisa Bonick, Director, Academic Labor Relations, Rutgers University, State University of New Jersey John Bryan, Associate Provost for Academic Personnel, University of Massachusetts, Panelist and Moderator</p>
8:45 – 10:15 am Room C204	<p>Panel: Dues and Don’ts after Harris v. Quinn (CLE) David Strom, American Federation of Teachers General Counsel Catherine Fisk, Chancellor’s Professor of Law, University of California, Irvine Richard Zuckerman, Lamb & Barnosky, LLP Gary Johnson, Counsel to the President, Medgar Evers College, CUNY, Moderator</p>
8:45 – 10:15 am Room 9206-07	<p>Workshop Training: Effective Contract Administration for Administrators and Labor Representatives Debra Gold, Labor Relations Specialist, NYSUT Michael J. Lebowich, Proskauer Rose LLP Brian Duffy, Acting Associate Provost, Hunter College, CUNY, Moderator</p>
10:15 – 10:30 am	Break
	Concurrent Sessions

<p>10:30 am -12:00 pm Proshansky Auditorium</p>	<p>Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE) Richard F. Griffin, General Counsel, National Labor Relations Board Aaron Nisenson, Senior Legal Counsel, American Association of University Professors Neal H. Hutchens, Associate Professor, Higher Education, Senior Research Associate, Center for the Study of Higher Education, Pennsylvania State University Marjorie Wittner, Chair at Massachusetts Division of Labor Relations, Commonwealth Employment Relations Board, Moderator</p>
<p>10:30 am -12:00 pm Room C197</p>	<p>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 Elizabeth Davenport, United Faculty of FL/AFT/NEA President, FL A&M University Holly M. Rider-Milkovich, Director, Sexual Assault Prevention & Awareness Center, Co-Chair, Abuse Hurts Initiative, University of Michigan, Moderator</p>
<p>10:30 am -12:00 pm Room C198</p>	<p>Panel: Tufts University: Lessons from Bargaining a First Contract for Part-Time Contingent Faculty Nicholas DiGiovanni, Morgan, Brown & Joy, LLP James M. Glaser, Dean of the School of Arts and Sciences Rebecca Gibson, Part-time Lecturer, English Department, SEIU Negotiating Committee Christine Cousineau, Part-time Lecturer, Urban and Environmental Policy and Planning Department, SEIU Negotiating Committee Patricia Di Silvio, Part-time Lecturer, Romance Languages, SEIU Negotiating Committee Larry Alcock, SEIU Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator</p>
<p>10:30 am -12:00 pm Room C201</p>	<p>Panel: Music and Bargaining: Negotiating in Tune at Music Schools and Departments 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 and Contemporary Music/Local 802, AFM Martin Mueller, Executive Director, New School for Jazz and Contemporary Music David N. Stein, Arbitrator, Moderator</p>
<p>10:30 am -12:00 pm Room C204</p>	<p>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 and Performance Studies, member, UPI Local 4100, Governors State University, Panelist and Moderator</p>
<p>10:30 am -12:00 pm Room 9206-07</p>	<p>Workshop Training: Collective Bargaining and Labor Relations for Experienced Administrators and Labor Representatives Joe Ambash, Fisher & Phillips LLP David Thaler, Commissioner, FMCS Howard Parish, Arbitrator & Mediator, Panelist and Moderator</p>
<p>12:00 – 1:00 pm</p>	<p>Lunch: Food Service</p>