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

HUNTER
The City University of New York

43rd Annual National Conference
Our Future is Now in Higher Education

April 3, 4, 5, 2016 in New York City at the CUNY Graduate Center

Underwritten by a grant from TIAA CREF

With additional funding by SEGAL | SIBSON
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For more information, contact Kelly Jones, 216.687.4434 or kjones@sibson.com
April 3, 2016

Welcome Letter
Jennifer J. Raab

Welcome to Hunter College and the 43rd annual national conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions.

The National Center has been a CUNY labor-management research institution since 1972. Its mission is to examine collective bargaining and labor representation in higher education and the professions. It was created shortly after collective bargaining began in earnest at public and private colleges and universities. Throughout its existence, the National Center has played a key role in the national dialogue over collective bargaining and labor relations.

The growth in the number of new collective bargaining relationships over the past few years at many higher education institutions throughout the country has served to underscore the contemporary relevance of the work being done at the National Center. In the past year alone, the National Center has been cited in articles in the Wall Street Journal, the Chronicle of Higher Education, Inside Higher Ed, the Huffington Post, the Los Angeles Times, and the Chicago Tribune.

Hunter College is proud to be the home of the National Center, which helps us fulfill the Hunter motto: Mihi Cura Futuri – the care of the future is mine. It gives me great pleasure to acknowledge the people who work tirelessly throughout the year to make this conference – and all the work done at the Center – possible. Thanks go to Executive Director Bill Herbert and Administrator Michelle Saravese, whose dedication to the National Center is unparalleled; to the administrators and labor representatives who serve on the National Center's Board of Advisors and who are so very generous with their time and knowledge; and to the co-editors of the National Center's Journal of Collective Bargaining in the Academy, who, along with the journal contributors, provide fresh research and analysis regarding contemporary collective bargaining issues in higher education.

Over the course of this year's conference, you will have the opportunity to attend stimulating panel discussions and interactive workplace trainings on such varied subjects as shared governance; bargaining in right-to-work states; unionization and negotiations concerning graduate assistants and postdoctorates; LGBT issues in higher education labor relations, current issues under Title IX, best practices in labor-management committees, and effective advocacy on behalf of higher education.

Thank you for attending this year's conference.

Sincerely,

[Signature]

Jennifer J. Raab
President
Hunter College of the City University of New York
Employment Law Answer Book
by Mark R. Filip and James O. Castagnera

Getting accurate answers to employment law questions is crucial to establishing sound personnel policies and procedures in today’s litigious environment. That’s why thousands of employers, HR managers, attorneys, and business owners rely on Employment Law Answer Book in order to achieve compliance with ever-changing employment rules.

Written by Mark R. Filip and James O. Castagnera, Employment Law Answer Book’s handy Q&A format provides clear, concise answers to over 1,000 key questions in employment law, related to:
- Health Care Reform
- Americans with Disabilities Act
- COBRA
- HIPAA
- Fair Labor Standards Act
- Family and Medical Leave Act
- OSHA
- And much more!

Packed with concrete examples, practical pointers, and proven employer strategies to minimize legal risk, Employment Law Answer Book places at your fingertips the latest laws, analyses, and guidance on:
- Age, racial, and sexual discrimination
- Privacy rights
- Immigration and naturalization
- Sexual harassment
- Workplace safety
- Wrongful termination
- Labor unions
- And many other major employment issues

Solid Approaches for Today’s Member and Employee Benefits

Guardian can help. We offer innovative plan designs, leading technology platforms, and more effective ways to engage your members and employees. Backed by over 155 years in the insurance industry, a strong mutual foundation, and exemplary financial ratings*, we can help your business succeed.

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- College Tuition Benefit — enrolled employees and their relatives can earn up to $2,000 per year in annual tuition rewards
- Vision plan options through two leading national firms with almost 100,000 access points (VSP: over 31,000; Davis: over 45,000)

Disability and Absence Management
- Guardian is #1 in income (Disability cases, STD, LTD, and Self-Insured Combined)**
- Disability Claims and Absence Management — all managed in a single US location

Life Insurance
- #1 in new group life cases**

Full suite of supplemental health products
- Accident, Cancer, Specified Disease and Hospital Indemnity

*Data as of 6/30/14 and is subject to change.**GMIC 2014 final fee or rate report 2008-2013. Products are underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Some products may be available in all states. Policy, rate, and availability are subject to state laws. Policies are subject to underwriting. Guardian does not provide tax services or advice. For a program description, a copy of the prospectus, and current rates, please contact us. The Guardian website is www.gian.com. Guardian is a registered service mark of Guardian Life Insurance Company of America, New York, NY.

For more information or to order, call 1-800-638-7437 or visit wklawbusiness.com/store
Welcome to the 43rd annual national conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College.

The theme of this year's conference is The Future is Now in Higher Education. Consistent with that theme, we have organized a conference filled with stimulating and relevant panels and workshops on contemporary labor-management issues in higher education.

Since its inception, the National Center has been a labor-management research center. Its unique nature is reflected in the diverse labor-management composition of our Board of Advisors, which helps to guide our activities. Our Board of Advisors includes representatives from national and regional unions, as well as administrators from institutions of higher education.

As part of our mission, the National Center gathers data relating to collective bargaining representation in higher education, and publishes a directory of faculty contracts and bargaining agents. We also publish the Journal of Collective Bargaining in the Academy, an open access, peer-review online publication co-edited by Jeffrey Cross, Eastern Illinois University, and Steve Hicks, former president of the Association of Pennsylvania State Colleges and University Faculties, plus a monthly electronic newsletter.

The National Center and the annual conference would not be possible without the support of Hunter College President Jennifer J. Raab, and the City University of New York. This year's conference is being supported with a grant from TIAA-CREF, and additional support from Segal/Sibson. We thank the businesses, organizations, and law firms that have placed advertisements in this conference program, and we express our appreciation to the staff of Hunter College, the City University of New York, and the CUNY Graduate Center for their assistance.

Thank you for your participation in the conference. Following the conference, please respond to our on-line evaluation questionnaire to assist us in developing future programming.

William A. Herbert
Executive Director
FACULTY COMPENSATION SURVEY


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United University Professions joins the National Center for the Study of Collective Bargaining in Higher Education and the Professions in celebrating its 43rd Annual National Conference!

Frederick E. Kowal, Ph.D.
President

www.uupinfo.org

UUP represents 35,000 academic and professional faculty on 29 SUNY campuses.
National Center Board of Advisors - 2016

The Board of Advisors is a labor-management board that meets semi-annually to provide guidance in the functioning of the National Center, to help maintain a cooperative dialogue among labor representatives and administrators in higher education, and to provide ideas and support for National Center initiatives.

Deborah Bell
Executive Director, PSC, CUNY

Judith Burgess
Director, Labor Relations,
Boston University

James Castagnera
Associate Provost and Associate Counsel
Rider University

William Connellan
Director of Academic Support Services
University of Florida

Jeffrey Cross
Associate Vice President for Academic Affairs, Eastern Illinois University

Malini Cadambi Daniel
Director for Higher Education, SEIU

Jeffrey Frumkin
Associate Provost and Senior Director, Academic Human Resources, University of Michigan

Steve Hicks
Associate Professor, Lock Haven University
Co-Editor, JCBA

Frederick E. Kowal
President, United University Professors

Risa L. Lieberwitz
General Counsel
American Association of University Professors

Michael Mauer
Senior Labor Advisor
American Association of University Professors

Theresa Montañó
Vice President, California Teachers Association/NEA

Alyssa Picard
Acting Director of the Higher Education Department, AFT

Jeanine Plottel
Former Executive Director, NYS, AAUP

Jack Quinn
President, Erie Community College

DeWayne Sheafer
Counseling Faculty Member, Long Beach City College

Pamela S. Silverblatt
Vice Chancellor, Labor Relations
City University of New York

Karen R. Stubaus
Vice President for Academic Affairs and Administration
Rutgers University

John Swarbrick
Chief Negotiator and Senior Labor Relations Advisor, California State University System

Phadra L. Williams
Organizational Specialist
Higher Education Program, NEA

Liesl K. Zwicklhuber
Assistant Vice Chancellor for Employee Relations, SUNY
The National Center’s online peer-review journal

Advancing research and scholarly thought in academic collective bargaining through:
  - Scholarly articles
  - Op-ed pieces
  - Practitioner perspectives

Making relevant and pragmatic peer-reviewed research accessible to scholars and practitioners in the field

Manuscripts may be submitted through the journal website: http://thekeep.eiu.edu/jcba/

The Journal of Collective Bargaining is co-edited by Jeffrey Cross and Steve Hicks. It is supported in part by a generous contribution from TIAA-CREF and is hosted by Booth Library at Eastern Illinois University
Best Wishes to Our Friends at the National Center for the Study of Collective Bargaining in Higher Education and the Professions

Always Ready to Roll

The Community College Association of California recognizes the National Center for Collective Bargaining in Higher Education and the Professions for its work in bringing us together to listen to each other.

CCA with CTA and NEA as our partners, advocates for faculty, empowers locals, builds strong and effective coalitions, and fights to preserve quality education.

CCA is the higher education affiliate of the California Teachers Association (CTA), the largest and most influential professional association of educators in the state with 325,000 members.

CCA has become one of the most powerful voices for community colleges at the state level, striving to improve the working conditions of our members.

Nationally, CCA is affiliated with the National Education Association (NEA), the largest public employee association in the country with almost 3 million members.

www.cca4me.org
### Sunday, April 3, 2016

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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>12:45 – 1:15 pm</td>
<td>Reception</td>
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<tr>
<td>1:00 – 1:10 pm</td>
<td>Announcement: Journal of Collective Bargaining in the Academy</td>
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<td></td>
<td>Jeffrey Cross, JCBA Co-editor, Associate Vice President for Academic Affairs, Eastern Illinois University</td>
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<tr>
<td>1:30 - 2:45 pm</td>
<td>Plenary: The History, State, and Future of Shared Governance</td>
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<td>M. Brian Blake, Executive Vice President for Academic Affairs and Provost, Drexel University</td>
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<td>Larry G. Gerber, former chair of the American Association of University Professors’ Committee on College and University Governance and AAUP national vice president</td>
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<td>Barbara Lee, Senior Vice President for Academic Affairs, Rutgers University</td>
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<td>Scott Jaschik, editor, Inside Higher Ed, Moderator</td>
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<tr>
<td>2:45 – 3:00 pm</td>
<td>Break</td>
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<tr>
<td>3:00 – 4:15 pm</td>
<td>Research Panel: America’s Public Regional Universities: Collective Bargaining Matters</td>
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<td>Stephen Katsinas, Director and Professor, University of Alabama Education Policy Center</td>
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<td>Theodore Curry, Associate Provost, Academic Human Resources; Professor, School of Human Resources and Labor Relations, Michigan State University, Commentator</td>
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<td>Fred Floss, Fiscal Policy Institute Senior Fellow, Commentator</td>
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<td>Gail Brooks, Vice Chancellor, Human Resources Emerita, CSU, Interim Vice President Human Resources and Diversity Inclusion CSU, Fullerton, Moderator</td>
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<tr>
<td>3:00 – 5:45 pm</td>
<td>Workshop Training: Advanced Collective Bargaining Training for Experienced Administrators</td>
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<td>Nick DiGiovanni, Morgan, Brown &amp; Joy, LLP</td>
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<td>Joseph McConnell, Morgan, Brown &amp; Joy, LLP</td>
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<td>Liesl Zwicklbauer, Assistant Vice Chancellor for Employee Relations, State University of New York, Moderator</td>
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<tr>
<td>3:00 – 5:45 pm</td>
<td>Workshop Training: Advanced Collective Bargaining Training for Experienced Faculty</td>
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<td>David Cecil, United Academics, AFT-AAUP Executive Director, University of Oregon</td>
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<td>Mike Mauer, American Association of University Professors Senior Labor Advisor</td>
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<td>Phadra Williams, NEA Organizational Specialist, Office of Higher Education, Moderator</td>
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<tr>
<td>4:45 – 6:00 pm</td>
<td>Panel: Higher Education Issues at Public Sector Labor Boards (CLE)</td>
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<td>Marjorie Wittner, Chair, Massachusetts Commonwealth Employment Relations Board</td>
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<td>Seth Agata, Chairperson, New York State Public Employment Relations Board</td>
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<td>Adam Rhynard, Oregon Employment Relations Board member</td>
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<td>Philip Maier, Arbitrator and Mediator, Moderator</td>
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<tr>
<td>6:00 – 9:00 pm</td>
<td>Buffet Dinner, Open Bar (Beer &amp; Wine) — sponsored by Sibson Consulting, a Division of the Segal Company</td>
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<td>Featuring the Hunter College Jazz Trio</td>
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<td>350 5th Avenue, New York, NY 10118</td>
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<td>(Corner of Fifth Avenue and 34th Street: diagonally across from the CUNY Graduate Center; storefront level of the Empire State Building)</td>
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### Monday, April 4, 2016

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:30 – 9:00 am</td>
<td>Continental Breakfast</td>
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</table>
| 9:15 – 9:45 am | **Proshansky Auditorium** Welcoming Remarks  
Jennifer Raab, President, Hunter College, City University of New York  
DeWayne Sheaffer, NEA National Council for Higher Education President  
Karen Stubaus, Vice President, Academic Affairs and Administration, Rutgers University  
William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions |
| 9:45 – 11:15 am | **Proshansky Auditorium** Plenary Session: *Friedrichs v. CTA: What the Future May Bring* (CLE)  
Cynthia Estlund, Catherine A. Rein Professor of Law, New York University School of Law  
Charlotte Garden, Seattle University School of Law Associate Professor and Litigation Director, Korematsu Center for Law and Equality  
Ruben Garcia, University of Nevada, Las Vegas Professor of Law  
Frederick Schaffer, General Counsel and Senior Vice Chancellor for Legal Affairs, CUNY, Moderator |
| 11:15 – 11:30 am | Break                                                                                           |
| 11:30 am – 1:00 pm | **Proshansky Auditorium** Panel: Collective Bargaining and Labor Representation in a Right to Work Environment  
William Connellan, Director of Academic Support Services, University of Florida  
Thomas Auxter, former United Faculty of Florida President  
Sonya Alvarado, Staff Representative AFT Michigan  
David O Woike, Assistant Vice President for Academic Affairs, Eastern Michigan University  
Mike Egan, Assistant Executive Director, CTA Negotiations and Organizational Development  
Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel, Moderator |
| 11:30 am – 1:00 pm | Room C197 Panel: Negotiating Over Job Security for Contingent Faculty  
Jonathan Karpf, Associate Vice President, CFA AVP Lecturer-North and Bargaining Team member, San Jose State University  
Alexandra Matish, Associate Director, Academic Human Resources, University of Michigan  
Anne McLeer, SEIU Local 500 Director of Higher Education and Strategic Planning  
John Bryan, Vice Provost for Academic Personnel, University of Massachusetts Amherst  
Judi Burgess, Boston University Director of Labor Relations, Moderator |
| 11:30 am – 1:00 pm | Room C198 Panel: The Future of Community Colleges  
Martha Kanter, Distinguished Visiting Professor of Higher Education and Senior Fellow, Steinhardt Institute of Higher Education Policy, New York University  
David Bergeron, Senior Fellow, Center for American Progress  
Lynette Nyaggah, Community College Association CTA-NEA President  
Jack Quinn, Erie Community College President, Moderator |
| 11:30 am – 1:00 pm | Room C201-02 Panel: Graduate Assistants, Unionization, and Negotiations  
Michael Eagen, Director and Counsel, University of Connecticut Office of Faculty and Staff Labor Relations  
Kenneth Lang, UAW Region 9A International Representative  
Julie Kushner, UAW Region 9A Director  
Raymond L. Haines, Associate Vice Chancellor for Employee Relations, State University of New York  
James Castagnera, Associate Provost/Legal Counsel for Academic Affairs, Rider University, Moderator |
| 11:30 am – 1:00 pm | Room C204 Panel: Affordable Care Act Update  
Sara Sawyer, Director, Human Resources, Community College System of New Hampshire  
John Abraham, American Federation of Teachers Benefits Department Director  
Maria Maisto, Adjunct in English, Cuyahoga C.C., New Faculty Majority (NFM) President, OH PT FA co-founder  
Lawrence Singer, Senior Vice President, Segal Company, Panelist and Moderator |
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<tr>
<th>Time</th>
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<th>Location/Details</th>
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<tbody>
<tr>
<td>11:30 am – 1:00 pm</td>
<td>Workshop Training: Improving Communication Skills for the Bargaining Table</td>
<td>Room 9206-07, Michael E. Shay, Labor Management Consultant, Labor Management Project, Tamara Robinson, Labor Management Consultant, Labor Management Project</td>
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<tr>
<td>1:00 – 2:00 pm</td>
<td>Lunch: Food Service</td>
<td>Concourse Lobby</td>
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<tr>
<td>1:15 – 1:30 pm</td>
<td>Luncheon Greetings:</td>
<td>Concourse Lobby</td>
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<td>Timothy E. Lane, Managing Director, TIAA-CREF</td>
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<td>Lawrence Singer, Senior Vice President, SEGAL</td>
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<td>2:00 – 3:30 pm</td>
<td>Concurrent Sessions</td>
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<tr>
<td>2:00 – 3:30 pm</td>
<td>Panel: Faculty as Mandatory Reporters under Title IX</td>
<td>Proshansky Auditorium, Coleen Chin, Senior Attorney, U.S. Department of Education, Office of Civil Rights, John Rose, Dean for Diversity, Hunter College, City University of New York, Yael Wepman, Director of EEO &amp; Title IX Coordinator, St. John’s University, Jeffery Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, Moderator</td>
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<tr>
<td>2:00 – 3:30 pm</td>
<td>Panel: LGBT Issues in Higher Education Labor Relations (CLE)</td>
<td>Room C197, Rosemary DiSavino, Senior Trial Attorney, U.S. Equal Employment Opportunity Commission, Sean Robinson, Morgan State University Associate Professor of Higher Education, Rachel V. See, National Labor Relations Board, Elizabethe C. Payne, Interim Director, LGBT Social Science and Public Policy Center, Roosevelt House, Visiting Associate Professor, Hunter College, CUNY and Director, The Queering Education Research Institute, Moderator</td>
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<tr>
<td>2:00 – 3:30 pm</td>
<td>Panel: The Fair Labor Standards Act and Professional Employment on Campus (CLE)</td>
<td>Room C198, John S. Ho, Bond Schoeneck &amp; King PLLC, Ruben Garcia, University of Nevada, Las Vegas Professor of Law, Erica Rafford-Noyes, SEIU Higher Education Research Coordinator, Robert Zazzali, Senior Vice President for Community Affairs and Economic Development, Rowan University, Moderator</td>
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<tr>
<td>2:00 – 3:30 pm</td>
<td>Panel: Brown University Redux (CLE)</td>
<td>C201-C202, Wilma Liebman, Visiting Scholar, Rutgers University, School of Management and Labor Relations and former NLRB Chairman, Joe Ambash, Fisher &amp; Phillips LLP, Paula Voos, Associate Dean and Director, Undergraduate and Master's Programs in Labor and Employment Relations, Rutgers University, Harris Freeman, Professor, Legal Research and Writing, Western New England University; Massachusetts Commonwealth Employment Relations Board member, Moderator</td>
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<tr>
<td>2:00 – 3:30 pm</td>
<td>Panel: Multi-Employer Negotiations in Higher Education</td>
<td>Room C204, Scot Beckenbaugh, FMCS Deputy Director, Lesley Burke-O’Flynn, Federation of Post-Secondary Educators Staff Representative, David Rodich, SEIU Local 500 Executive Director, Nicholas Anastasopoulos, Mirick O’Connell LLP, Michael Loconto, College Counsel, Curry College, Moderator</td>
</tr>
<tr>
<td>2:00 – 4:45 pm</td>
<td>Workshop Training: Data Analysis for Use During Collective Bargaining</td>
<td>Room 9206-07, Howard Bunsis, Chair, AAUP Collective Bargaining Congress, Professor, Accounting, Eastern Michigan University, Michael Nadol, Managing Director, Public Financial Management Inc., Len Polletta, Former Chair, New York State Unemployment Insurance Appeal Board, Moderator</td>
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<tr>
<td>3:30 – 3:45 pm</td>
<td>Break</td>
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<td>Concurrent Sessions</td>
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<tr>
<td>3:45 – 5:15 pm</td>
<td>Panel: Title IX, Academic Freedom and Due Process</td>
<td>Proshansky Auditorium, Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel, Rana Jaleel, UC Davis, Committee W, Suzanne B. Goldberg, Executive Vice President for University Life, Columbia University, Peter Schmidt, Chronicle of Higher Education Senior Writer, Moderator</td>
</tr>
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</table>
3:45 – 5:15 pm
Room C197
Panel: Negotiating Over Technology in Contracts and Curriculum: Copyright or Copyleft?
Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona
Greg Saltzman, E. Maynard Aris Professor of Economics and Management, Albion College and Lecturer, School of Public Health, University of Michigan
Michael W. Klein, Executive Director, N.J. Association of State Colleges and Universities
Richard Novak, Vice President for Continuing Studies and Distance Education, Rutgers University, Moderator

3:45 – 5:15 pm
Room C198
Panel: MICA: Negotiating a First Contingent Faculty Contract at an Art School
David Rodich, SEIU Local 500 Executive Director
Anne McLeer, SEIU Local 500 Director of Higher Education and Strategic Planning
Jonathan C. Fritts, Morgan Lewis
Doug Mann, MICA Vice President of Operations and Finance
Leslie Shellow, MICA Bargaining Team Member
Dan Harrington, Berklee Faculty Union MS1140 AFT – Massachusetts Executive Vice President, Moderator

3:45 – 5:15 pm
Room C201-02
Workshop Training: Collective Bargaining and Labor Relations Training for New Administrators and New Union Representatives
Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College
Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst
Conrad Bowling, FMCS Commissioner
Sheryl Barton, Negotiations Team Member, Minnesota State College Faculty/Education Minnesota/AFT/NEA, Moderator

3:45 – 5:15 pm
Room C204
Panel: Career Technical Education for the Future
Mark Smith, National Education Association Higher Education Policy Analyst
Bryan Wilson, State Policy Director, National Skills Coalition
Mollie Smith, Dean of Career Technical Education, Long Beach City College
DeWayne Sheaffer, National Council for Higher Education/NEA President, Moderator

Comedy Central
513 W. 54th Street (between 10th & 11th Avenues)
New York, NY 10019

5:00 pm
The Nightly Show with Larry Wilmore
To reserve free VIP guaranteed seating tickets, email viptickets@thenightlyshow.tv or call 212.649.6250.

Zinc Bar
82 West 3rd Street (between Thompson & Sullivan)
New York, NY 10012
212-477-ZINC (9462)
10:00 pm
No Cover
VandoJam
Opening-set featuring National Center panelist Danny Harrington and others
**Tuesday, April 5, 2016**

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

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Proshansky Auditorium  
Diane Oakley, National Institute on Retirement Security Executive Director  
David Born, FMCS Regional Director  
Elliot Susseles, Senior Vice President, SEGAL Company, Public Sector Collective Bargaining and Compensation  
Michael McDermott, Illinois Education Association/NEA Uniserv Director, Panelist and Moderator |
| 9:15 – 10:45 am | Panel: Effective Advocacy on Behalf of Higher Education  
Room C197  
Francine Newsome Pfeiffer, Rutgers, The State University of New Jersey Vice President for Federal Relations  
Robert Fernandez, Congress of Connecticut Community Colleges Political Director  
Barmak Nassirian, AASCU Director of Federal Relations and Policy Analysis  
Hank Sheinkopf, Sheinkopf Communications, Moderator |
| 9:15 – 10:45 am | Panel: Collective Bargaining at Academic Medical Centers  
Room C198  
Karen Stubaus, Vice President, Academic Affairs and Administration, Rutgers University  
Ilyssa DeCasperis, AAUP-Biomedical Health Sciences of New Jersey, Rutgers University  
John Vander Weg, Wayne State University Associate Provost for Academic Personnel  
Diomedes Tsitouras, Executive Director, University of Connecticut Health Center AAUP  
Ray Dannenhoffer, Buffalo Health Sciences Center United University Professions Chapter President, Moderator |
| 9:15 – 10:45 am | Panel: The Impact of Faculty Unit Composition on Collective Bargaining  
Room C201  
Robin Sowards, Organizer and Researcher, United Steelworkers, and Vice President, New Faculty Majority  
Loretta Ragsdell, City Colleges of Chicago Contingent Labor Organizing Committee Vice President and Grievance Chair/IEA/NEA  
James Burkel, Senior Academic Labor Relations Representative, University of Michigan  
Kenneth Doxsee, Vice Provost for Academic Affairs, University of Oregon  
Deborah Cooperstein, Adelphi University AAUP Chapter President, Moderator |
| 9:15 – 10:45 am | Panel: Discrimination and Harassment Issues in Higher Education (CLE)  
Room C202  
Merrick Rossein, Professor of Law, City University of New York School of Law  
Jason Waltz, Senior Counsel, National Education Association  
Jill Rosenberg, Orrick, Herrington & Sutcliffe LLP  
Malini Cadambi Daniel, SEIU Campaign Director, Higher Education, Moderator |
| 9:15 – 10:45 am | Panel: Transforming the Collective Bargaining Process at Florida Gulf Coast University  
Room C204  
Ronald Toll, Provost and Vice President of Academic Affairs  
Tony Barringer, Associate Provost for Faculty Affairs  
Jennifer Baker, Director of Budget and Management Service, Academic Affairs and Chief Negotiator for Administration  
David Steckler, United Faculty of Florida, Chapter Grievance Chair and Negotiation Team Member  
Elizabeth M. Elliott, United Faculty of Florida, Chapter President and Chief Negotiator for Faculty  
Scott Jaschik, editor, Inside Higher Ed, Moderator |
Room 9206-07  
Sally Klingel, Director, Labor-Management Programs, Scheinman Institute on Conflict Resolution ILR School, Cornell University  
Jamie Dangler, UUP Vice President for Academics, Moderator |
| 10:45 – 11:00 am | Break                                                                 |
### Concurrent Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)</th>
</tr>
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| 11:00 am – 12:30 pm | Proshansky Auditorium | Richard F. Griffin, NLRB General Counsel  
Mary Kay Klimesh, Seyfarth Shaw LLP  
Aaron Nisenson, AAUP Senior Counsel  
Kenneth Mash, Association of Pennsylvania State College and University Faculties President, Moderator |

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Panel: Collective Bargaining Issues Concerning Post-Doctorates</th>
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| 11:00 am – 12:30 pm | Room C197 | Jerome J. Kukor, Dean, The Graduate School, Rutgers--New Brunswick  
Amy K. Lee, Diversity, University of California Labor and Employee Relations Director  
Karen Rosenberg, UAW Region 9A International Representative  
Sayil Camacho, Graduate Student at the University of California, Los Angeles, School of Education and Information Studies  
Keith Micoli, NYU School of Medicine Postdoctoral Program Director, Moderator |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Panel: Pensions and Health Insurance Savings for Contingent Faculty</th>
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| 11:00 am – 12:30 pm | Room C198 | Timothy E. Lane, Managing Director, TIAA-CREF  
Scott Sommer, UAW Region 9A Sub-Regional Director  
Mark Brossman, Schulte Roth & Zabel PLLC  
William Shimer, Part-Time Lecturer, Northeastern University; member, SEIU Local 509  
Esta Bigler, Director, Labor and Employment Law Programs, Cornell University ILR, Moderator |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Annual Panel: Year in Higher Education</th>
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</table>
| 11:00 am – 12:30 pm | Room C201 | Kenneth S. Hawkinson, President, Kutztown University  
Margaret E. Winters, Provost and Senior Vice President for Academic Affairs, Wayne State University  
Jerry M. Cutler, Vice President for Human Resources, Montclair State University  
Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Panel: Best Practices in Arbitration of Higher Education Issues</th>
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| 11:00 am – 12:30 pm | Room C202 | Ira Lobel, Arbitrator and Mediator  
Susan T. MacKenzie, Arbitrator and Mediator  
Rosemary Townley, Arbitrator and Mediator  
Lisa Bonick, Director, Academic Labor Relations, Rutgers University, Moderator |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Panel: Dual Credit and Enrollment Issues at Community Colleges</th>
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</table>
| 11:00 am – 12:30 pm | Room C204 | Elisabeth A. Barnett, Senior Research Associate, Community College Research Center, Columbia University  
Alec Thomson, Schoolcraft College Faculty Forum President  
Kristin Klein Wheaton, Goldberg Segalla  
Andy Sako, Erie Community College Faculty Federation President  
Cynthia Eaton, Associate Professor, English, Suffolk County Community College, Moderator |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Workshop Training: Microaggressions and Implicit Bias on Campus (CLE)</th>
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</table>
| 11:00 am – 12:30 pm | Room 9206-07 | Barbara Diamond, Diamond Law  
Nicholas Brennan, National Center Intern and Hunter College Graduate Student, Moderator |

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<tr>
<th>Time</th>
<th>Location</th>
<th>Lunch: Food Service</th>
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<td>12:30 – 1:30 pm</td>
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