

NATIONAL CENTER

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

HUNTER

The City University of New York

45th Annual National Conference

Facing New Realities in Higher Education and the Professions

April 15, 16, 17, 2018
CUNY Graduate Center
New York City

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Sunday, April 15, 2018	
CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016 (Entrance on Fifth Avenue between 34th and 35th Street)	
9:30 am – 12:30 pm Room C197	Advisory Board Meeting (members only)
12:45 – 1:15 pm Concourse Lobby	Reception
1:00 – 1:15 pm	Welcoming Remarks: Debbie Bell, Executive Director, PSC, CUNY and Pamela Silverblatt, Vice Chancellor, Labor Relations, CUNY Announcement: Journal of Collective Bargaining in the Academy Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, JCBA Co-editor, and Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor
1:30 - 3:30 pm Proshansky Auditorium	Workshop Training on Effective Lobbying for Higher Education Barbara Berreski, Government & Legal Affairs Director, NJ Association of State Colleges and Universities Ken Mash, President, APSCUF, Panelist and Moderator
1:30 - 3:30 pm Room C197	Workshop Training on Bargaining Over Health Insurance in Higher Education Larry Singer, Senior Vice President, Segal Consulting

	Joel Solomon, Senior Policy Analyst, NEA Earl Redding, Esq., Roemer Wallens Gold & Mineaux LLP Debbie Bell, Executive Director, PSC, CUNY, Moderator
1:30 - 5:30 pm Room C198 Break: 3:30 - 3:45 pm	Workshop Training on Unionization and Collective Bargaining for Administrators Nicholas DiGiovanni, Morgan, Brown & Joy, LLP Margaret Winters, Wayne State University Karen Stubaus, VP, Academic Affairs & Administration, Rutgers University
1:30 - 5:30 pm Room C201-202 Break: 3:30 - 3:45 pm	Workshop Training on Organizing and Negotiating for Academic Labor Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College Mickey Gallagher, Massachusetts Teachers Association Scott Phillipson, President SEIU, Local 200 J. Philippe Abraham, First Vice President, NYSUT, Moderator
1:30 - 5:30 pm Room C204-205 Break: 3:30 - 3:45 pm	Workshop Training on Financial Data Analysis in Higher Education Howard Bunsis, Professor, Accounting, Eastern Michigan University Bradley Wells, California State University Associate Vice Chancellor for Business & Finance Frederick Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State and Fiscal Policy Institute Senior Fellow, Moderator
3:30 - 3:45 pm	Break
3:45 – 5:30 pm Room C197	Workshop Training on Preparing, Presenting, and Defending at Arbitration Joe Ambash, Fisher & Phillips LLP Bonnie Weinstock, Arbitrator and Mediator Maureen Seidel, Labor Relations Specialist, NYSUT
5:30 – 7:00 pm	Reception
Monday, April 16, 2018	
CUNY Graduate Center, Concourse Level, 365 Fifth Avenue, New York, NY 10016 (Entrance on Fifth Avenue between 34th and 35th Street)	
8:30 – 9:00 am	Continental Breakfast

9:15 – 9:30 am Proshansky Auditorium	Welcome Jennifer Raab, President, Hunter College, CUNY Katherine M. Conway, Chair, University Faculty Senate, CUNY Rene Castro, Assistant Vice Chancellor, Employee and Labor Relations, California State University System Malini Cadambi Daniel, SEIU, Director for Higher Education William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
9:30 – 11:15 am Proshansky Auditorium	Plenary: Dr. Martin Luther King, Jr. and His Legacy for Our Times William P. Jones, History Professor, University of Minnesota Jeanne Theoharis, Distinguished Professor, Political Science, Brooklyn College Derryn Moten, Professor and Acting Chair, History and Political Science, Alabama State University Ronald Mason, Jr., President, University of the District of Columbia, Moderator
11:15 – 11:30 am	Break
	Concurrent Sessions
11:30 am – 1:00 pm Proshansky Auditorium	Labor-Management Alliances in Support of Higher Education Funding Herb Simon, Regent, University of Washington Kelly Evans, Director, College Promise Coalition, funded by the Gates Foundation Bill Lyne, President, United Faculty of Washington State, NEA/AFT, Panelist and Moderator
11:30 am – 1:00 pm Room C197	Can an Ombuds Help Resolve Conflicts & Improve Labor-Management Relationships? Julie Schwartz Weber, Montgomery College Ombuds Harold N. Zarin, AAUP Chapter President, Montgomery College Jacia Smith, Deputy Director of Operations, City of Baltimore Jason Rivera, Vice Chancellor for Student Academic Success, Rutgers University-Camden Sarah Miller Espinosa, CO-OP, Labor Arbitrator, Mediator, and Montgomery College Founding Ombuds, Moderator
11:30 am – 1:00 pm Room C198	The Politics and Impact of Accreditation Judith Eaton, President, Council for Higher Education Accreditation Alyssa Picard, Director of the Higher Education Department, AFT Robert Shireman, Senior Fellow, Century Foundation John D. Vander Weg, Associate Provost and Associate Vice President, (on leave), Wayne State University Kevin Dougherty, Professor of Higher Education and Education Policy, Department of Education Policy & Social Analysis; Affiliated Faculty, Higher & Postsecondary Education Program; and Senior Research Associate, Community College Research Center, Teachers College, Columbia University, Moderator

<p>11:30 am – 1:00 pm Room C201-02</p>	<p>Research Panel: Wage Discrimination at Universities and Professional Schools Kenneth Thornicroft, Professor of Law & Employment Relations, Gustavson School of Business, University of Victoria Laurel Smith-Doerr, Director and Professor of Sociology, Institute for Social Science Research, University of Massachusetts Rodrigo Dominguez-Villegas, University of Massachusetts Ruth Milkman, Distinguished Professor, Sociology, CUNY Graduate Center, Moderator</p>
<p>11:30 am – 1:00 pm Room C204</p>	<p>Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions Robin J. Sowards, Organizing, Collective Bargaining, Research & Benefits Department, United Steelworkers Renée T. Cavalovitch, Vice President and General Counsel, Robert Morris University Maida Rosenstein, President, UAW Local 2110 Joseph McConnell, Morgan, Brown, & Joy Eve Weinbaum, University of Massachusetts, Amherst, Moderator</p>
<p>11:30 am – 1:00 pm Room C205</p>	<p>Financialization of Higher Education: Interest Swaps and Their Consequences Aman Banerji, Policy Manager, Roosevelt Network Ademali Sengal, Senior, Columbia University Adam Guerino, Director, Municipal Finance Research, Global Fixed Income, TIAA William Jarvis, Managing Director, Market Strategy and Delivery Executive U.S. Trust, Bank of America Private Wealth Management Jacob Apkarian, Assistant Professor, York College, CUNY, Moderator</p>
<p>11:30 am – 1:00 pm Room 9206-07</p>	<p>Research Panel: Examining the Employment Profile of Institutions Under the Mission-Driven Classification System and the Impact of Collective Bargaining Stephen G. Katsinas, Professor, Higher Education Administration, University of Alabama Nathaniel J. Bray, University of Alabama Louis Shedd, Director of Institutional Research and Effectiveness, Shelton State Community College Pamela Silverblatt, Vice Chancellor, Labor Relations, City University of New York, Moderator</p>
<p>1:00 – 2:00 pm Concourse Lobby</p>	<p>Lunch: Food Service</p>
<p>2:15 – 2:30 pm Proshansky Auditorium</p>	<p>Luncheon Greetings: Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA</p>
<p>2:30 - 3:30</p>	<p>Keynote Presentation:</p>

<p>pm Proshansky Auditorium</p>	<p>Introduction: Harold Holzer, Jonathan F. Fanton Director Roosevelt House Public Policy Institute at Hunter College Speaker: David Weil, Dean, Heller School of Public Policy and Management, Brandeis University</p>
<p>3:30 - 3:45</p>	<p>Break</p>
	<p>Concurrent Sessions</p>
<p>3:45 – 5:15 pm Proshansky Auditorium</p>	<p>Academic Freedom in Trying Times (CLE)* Risa Lieberwitz, Professor of Labor and Employment Law, Cornell ILR, and AAUP General Counsel Frederick P. Schaffer, Chair, NYC Campaign Finance Board, and Adjunct Professor, CUNY School of Law Donna E. Young, Albany Law School Lynn Pasquerella, President, Association of American Colleges and Universities, Moderator</p>
<p>3:45 – 5:15 pm Room C197</p>	<p>Employee Retirement Plans and Alleged Breaches of Fiduciary Obligations (CLE)* Mark E. Brossman, Schulte Roth & Zabel LLP Steve Kronheim, TIAA Associate General Counsel Allie Rivera, Director of Investment Consulting and Senior Consultant, Strategic Retirement Group Kathryn E. Diaz, General Counsel and Deputy Comptroller for Legal Affairs, Office of New York City Comptroller Scott M. Stringer, Moderator</p>
<p>3:45 – 5:15 pm Room C198</p>	<p>Book Session: Kim Tolley, ed., <i>Professors in the Gig Economy: Unionizing Adjunct Faculty in America</i> (Baltimore, MD: Johns Hopkins University Press, May 2018) Timothy Reese Cain, Associate Professor, University of Georgia’s Institute of Higher Education Luke Elliott-Negri, doctoral student, CUNY Graduate Center Gregory M. Saltzman, Professor and Chair, Department of Economics and Management, Albion College, and contingent faculty member, Department of Health Management and Policy, University of Michigan Kim Tolley, Professor, School of Education and Psychology, Notre Dame de Namur University, Presenter and Moderator</p>
<p>3:45 – 5:15 pm Room C201- C202</p>	<p>Research Panel: Assigned Leaders in Unionized Environments--Strategies for Change in Academic Libraries Adriene Lim, Dean of Libraries and Philip H. Knight Chair, University of Oregon Libraries H. Austin Booth, Vice Provost of Libraries at the University of Buffalo John Schumacher, SUNY Library Association Todd A. Bruns, Associate Professor, Eastern Illinois University, Booth Library Carey B. Hatch, Interim Sr. Associate Provost for Academic Services, State University of New York, Moderator</p>

<p>3:45 – 5:15 pm Room C204</p>	<p>Bargaining for First Contracts at Siena College and the University of the District of Columbia Charles Seifert, Dean, Siena School of Business Mara Drogan, former Siena Visiting Assistant Professor and member of Faculty Negotiating Committee Ronald Mason, Jr., President, University of the District of Columbia David Rodich, Executive Director, SEIU Local 500 Willie-Lloyd Reeves, Adjunct Professor, UDC Arlene King-Berry, University of District of Columbia, Moderator</p>
<p>3:45 – 5:15 pm Room C205</p>	<p>Overseas Campuses: Collective Bargaining, Labor Relations, and Tax Compliance James Castiglione, Associate Professor of Physics, Kean University Federation of Teachers President Jason Lane, Associate Vice Chancellor for Academic Programs and Planning, State University of New York Nimit Mehrotra, Global Support Services, Ernst & Young, LLP Andrew Ross, New York University, ex-president NYU-AAUP Malini Cadambi Daniel, SEIU, Director for Higher Education, Moderator</p>
<p>3:45 – 5:15 pm Room 9206-07</p>	<p>Workshop Training: Straight Up Negotiations (SUN) by Federal Mediation and Conciliation Services Javier Ramirez, FMCS Director of Field Program and Innovation Conrad Bowling, FMCS Commissioner, Panelist and Moderator</p>
<p>Tuesday, April 17, 2018</p>	
<p>CUNY Graduate Center, Concourse Level, 365 Fifth Avenue, New York, NY 10016 (Entrance on Fifth Avenue between 34th and 35th Street)</p>	
<p>8:30 – 9:15 am</p>	<p>Continental Breakfast</p>
	<p>Concurrent Sessions</p>
<p>9:15 – 10:45 am Proshansky Auditorium</p>	<p>Responding to Janus: Collective Bargaining and Membership Engagement Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona Scott Launier, President, United Faculty of Florida, UCF Michael Klein, Interim Executive Director, William J. Hughes Center for Public Policy, Stockton University Ruben Garcia, Associate Dean for Faculty Development, and Research, William S. Boyd School of Law Professor, University of Nevada, Las Vegas Jamie Dangler, UUP Vice-President for Academics, Moderator</p>

<p>9:15 – 10:45 am Room C197</p>	<p>Temple University: Negotiating About Adjunct Faculty in a Newly Combined Unit Steve Newman, President, Temple Association of University Professionals Jennie Shanker, VP, Temple Association of University Professionals Sharon Boyle, Associate Vice President, Temple University Susan B. Smith, Deputy University Counsel, Temple University John Wirenius, Chairperson, New York State Public Employment Relations Board, Moderator</p>
<p>9:15 – 10:45 am Room C198</p>	<p>Research Panel: Creative Solutions for Resolving Salary Compression Brent Graves, AAUP Grievance Officer, Northern Michigan University Dale Kapla, Associate Provost, Northern Michigan University Mary Taber, Research and Policy Analyst, UUP Lauren Degley Feldman, Senior Labor and Employee Consultant, Harvard University Nicholas Anastasopoulos, Mirick, O'Connell, DeMallie & Lougee, LLP, Moderator</p>
<p>9:15 – 10:45 am Room C201</p>	<p>The Year in Higher Education: An Administrators' Discussion of Campus Conflicts Felicia McGinty, Vice Chancellor for Student Affairs, Rutgers University William Connellan, Assistant Provost, University of Florida David Forgues, Vice President, Human Resources, Diversity and Inclusion, CSU Fullerton Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator</p>
<p>9:15 – 10:45 am Room C202</p>	<p>Beyond Collective Bargaining for Non-Academic Staff Sharon Picus, Assistant Vice President for Human Resources, Kutztown University Ray Dunkle, President, AFSCME-Kutztown University Frances Cortez Funk, Director of Health Promotion, Kutztown University Barbara Edmonds, Director of Field Operations, DC 37, Moderator</p>
<p>9:15 – 10:45 am Room C204</p>	<p>Bargaining for a First Contract for American University Graduate Student Employees Anne McLeer, Director, Higher Education and Strategic Planning, SEIU Local 500 Stephan Lefebvre, PhD Candidate, Economics, American University Aras Coskuntuncel, PhD Candidate, Communications, American University Karen Stubaus, Vice President for Academic Affairs and Administration, Rutgers University Michael J. Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Moderator</p>
<p>9:15 – 10:45 am Room C205</p>	<p>Research Panel: Faculty Unionization at Religiously-Affiliated Institutions Michele Nelson, Iona College Michael Moreland, Vice Dean and Professor of Law, Villanova Univ. School of Law Jacob A. Bennett, Doctoral Student, University of New Hampshire Saerom Park, Assistant General Counsel, Service Employees International Union Gerald J. Beyer, Associate Professor of Christian Ethics, Villanova University,</p>

	Moderator
9:15 – 10:45 am Room 9206-07	Dealing With Online Harassment in Collective Bargaining Environments Hank Reichman, First Vice-President and Chair, Committee A on Academic Freedom and Tenure, AAUP Kathy Sheffield, Director of Representation, California Faculty Association Sherry Wolf, Senior Organizer, Rutgers University AAUP-AFT Lili Palacios-Baldwin, Associate General Counsel, Tufts University Matthew M. Bodah, Interim Vice Provost for Academic Personnel & Budget, University of Rhode Island, Panelist and Moderator
10:45 – 11:00 am	Break
	Concurrent Sessions
11:00 am - 12:30 pm Proshansky Auditorium	Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)* Trisha Pande, Assistant General Counsel, SEIU Aaron Nisenson, Senior Counsel, AAUP Bridget M. Maricich, Seyfarth Shaw LLP Loretta Martinez, General Counsel and Vice Chancellor for Legal Affairs, CUNY, Moderator
11:00 am - 12:30 pm Room C197	Tell Me What You Want: Collective Bargaining for Adjunct Faculty Kimberly Page, Adjunct Faculty, University of Rhode Island Zdenko Juskuv, Community College of Rhode Island Brenda Smith, Vice President of Human Resources Management and Labor Relations, Fashion Institute of Technology DeWayne Sheaffer, NEA National Council for Higher Education, President and National Center Board of Advisors, Moderator
11:00 am - 12:30 pm Room C198	An Interest-Based Approach to Bargaining at Dutchess Community College Pamela Edington, DCC President Johanna Halsey, former DUE President Michael Hall, DUE Vice-President and Negotiation Team Chair Esther Couret, DCC Director of Human Resources Lynette Nyaggah, President, Community College Association/CTA/NEA, Moderator
11:00 am - 12:30 pm Room C201	Trustees' Perspectives on Collective Bargaining Douglas Otto, Long Beach Community College Trustee AJ Sabath, Ramapo College Trustee and Partner at the Advocacy & Management Kathy Weiss, Nassau Community College Gary W. Reichard, Provost and Senior Vice President for Academic Affairs, College of Staten Island, Moderator

11:00 am - 12:30 pm Room C202	Faculty Collective Bargaining in Australia: An Update Anthony Forsyth, Professor, Graduate School of Business & Law, RMIT University Stuart Andrews, Executive Director, Australian Higher Education Industrial Association Ashwini Sukhanar, Director of Global Campaigns, UNITE HERE, Moderator
11:00 am - 12:30 pm Room C204	Is Unionization Just What the Doctor Ordered? Collective Bargaining for Doctors, Nurses, and Lawyers Thomas K. Doyle Esq., Bennett Hartman Morris and Kaplan, Portland, Oregon, Legal Counsel, Oregon Nurses Association Sara Slinn, Associate Professor, Osgoode Hall Law School, York University Lilliam Barrios-Paoli, Moderator
11:00 am - 12:30 pm Room C205	Research Panel: An Inside Look at an Adjunct Faculty Unionization Campaign--The Case of Le Moyne College Clifford B. Donn, Department of Anthropology, Criminology and Sociology, Le Moyne College Brenda J. Kirby, Department of Psychology, Le Moyne College Daniel Julius, Senior VP and Provost, Commentator, New Jersey City University Maria Maisto, New Faculty Majority, Commentator Scott Jaschik, Editor, Inside Higher Ed, Moderator
12:30 – 1:30 pm	Lunch: Food Service

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

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