# Preliminary Program

**Sunday, April 15, 2018**

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<th>Time</th>
<th>Location</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:30 am – 12:30 pm</td>
<td>Room C197</td>
<td>Advisory Board Meeting (members only)</td>
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<tr>
<td>12:45 – 1:15 pm</td>
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<td>Reception</td>
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<tr>
<td>1:00 – 1:10 pm</td>
<td>Concourse Lobby</td>
<td>Welcoming Remarks: Announcement: Journal of Collective Bargaining in the Academy</td>
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<td>Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, JCBA Co-editor and Steve Hicks, Professor of English, Lock Haven University of Pennsylvania, JCBA Co-editor Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor</td>
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<tr>
<td>1:30 - 3:30 pm</td>
<td>Proshansky Auditorium</td>
<td>Workshop Training on Effective Lobbying for Higher Education</td>
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<td>Barbara Berreski, Government &amp; Legal Affairs Director, NJ Association of State Colleges and Universities Ken Mash, President, APSCUF, Panelist and Moderator</td>
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<tr>
<td>1:30 - 3:30 pm</td>
<td>Room C197</td>
<td>Workshop Training on Bargaining Over Health Insurance in Higher Education</td>
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<td>Larry Singer, Senior Vice President, Segal Consulting Joel Solomon, Senior Policy Analyst, NEA Earl Redding, Esq., Roemer Wallens Gold &amp; Mineaux LLP</td>
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Workshop in formation
1:30 - 5:30 pm  
**Room C198**  
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

Break: 3:30 - 3:45 pm

1:30 - 5:30 pm  
**Room C201-202**  
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, New York State United Teachers, Moderator

Break: 3:30 - 3:45 pm

1:30 - 5:30 pm  
**Room C204-205**  
Workshop Training on Financial Data Analysis in Higher Education  
Howard Bunsis, Chair, AAUP Collective Bargaining Congress, 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

Break: 3:30 - 3:45 pm

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

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**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  
William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter
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| 9:30 – 11:15 am | Proshansky Auditorium | **Plenary: Dr. Martin Luther King, Jr. in Memphis, 50 Years Later: His Legacy for Our Times**  
William P. Jones, History Professor, University of Minnesota  
Jeanne Theoharis, Distinguished Professor, Political Science, Brooklyn College, CUNY  
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**                                                            |
| 11:30 am – 1:00 pm | Proshansky Auditorium | **Labor Management Alliances in Support of Higher Education Funding**  
Becca Kenna-Schenk, Director of Government Relations, Western Washington University  
Herb Simon, Regent, University of Washington  
Kelly Evans, Director, College Promise Coalition, funded by the Gates Foundation  
Bill Lyne, President, United Faculty of Western Washington University, 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  
Timothy Kirkner, AAUP Grievance Chair, Montgomery College  
Jacia Smith, Deputy Director of Operations, City of Baltimore  
Carl Shorter, past president, AFSCME Local 2380  
Jason Rivera, Dean of Sophomore Class/Director of the Intercultural Center, Swarthmore College  
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 |
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| 11:30 am – 1:00 pm | Room C201-02 | 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 Domínguez-Villegas, University of Massachusetts  
Ruth Milkman, Distinguished Professor, Sociology, CUNY Graduate Center, Moderator |
| 11:30 am – 1:00 pm | Room C204 | Adjunct Faculty: Recently Negotiated First Contracts at Private Institutions  
Robin J. Sowards, Organizing, Collective Bargaining, Research & Benefits Department, United Steelworkers  
Renée T. Cavalo$view, 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 |
| 11:30 am – 1:00 pm | Room C205 | Financialization of Higher Education: Interest Swaps and Their Consequences  
Aman Banerji, Policy Manager, Roosevelt Network  
Adenali Sengal, Senior, Columbia University  
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 |
| 11:30 am – 1:00 pm | Room 9206-07 | 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 |
| 1:00 – 2:00 pm            | Concourse Lobby | Lunch: Food Service |
| 2:15 – 2:30 pm           | Proshansky Auditorium | Luncheon Greetings: TIAA |
| 2:30 - 3:30 pm           | Proshansky Auditorium | Keynote Presentation:  
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 |
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<td>3:30 - 3:45</td>
<td>Break</td>
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**Concurrent Sessions**

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<tr>
<td>3:45 – 5:15 pm</td>
<td>Proshansky Auditorium</td>
<td><strong>Academic Freedom in Trying Times (CLE)</strong>*</td>
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|            |                                               | 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  

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<td>3:45 – 5:15 pm</td>
<td>Room C197</td>
<td><strong>Employee Retirement Plans and Alleged Breaches of Fiduciary Obligations</strong></td>
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|            |                                               | 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  
|            |                                               | Jim Castagnera, Associate Provost/Legal Counsel for Academic Affairs, Rider University, Moderator  

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|            |                                               | 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  

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<td>3:45 – 5:15 pm</td>
<td>Room C201-C202</td>
<td><strong>Bargaining for a First Contract at Siena and Otis Colleges</strong></td>
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|            |                                               | Maria Keegan Myers, Rothner, Segall & Greenstone  
|            |                                               | Jon C. McNutt, Musick, Peeler & Garrett LLP  
|            |                                               | Charles Seifert, Dean, Siena School of Business  
|            |                                               | Mara Drogan, former Siena Visiting Assistant Professor and member of Faculty Negotiating Committee  
|            |                                               | Arlene King-Berry, University of District of Columbia, Moderator  

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| 3:45 – 5:15 pm | Room C204 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 |
| 3:45 – 5:15 pm | Room C205 Overseas Campuses: Labor Relations and Collective Bargaining | 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
Bob W. Lammey, Partner and Higher Education Leader, Ernst & Young, LLP
Andrew Ross, New York University, ex-president NYU-AAUP
Malini Cadambi Daniel, SEIU, Director for Higher Education, Moderator |
| 3:45 – 5:15 pm | Room 9206-07 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 |

**Tuesday, April 17, 2018**

**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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<td>8:30 – 9:15 am</td>
<td>Continental Breakfast</td>
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| 9:15 – 10:45 am | Proshansky Auditorium 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 |
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| 9:15 – 10:45 am | **Temple University: Negotiating About Adjunct Faculty in a Newly Combined Unit**  
Jamie Dangler, UUP Vice-President for Academics, Moderator  
Steve Newman, President, Temple Association of University Professionals  
Jennie Shanker, Vice President, 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 |
| Room C197    |                                                                      |
| 9:15 – 10:45 am | **Creative Solutions for Resolving Salary Compression**  
Brent Graves, AAUP Grievance Officer, Northern Michigan University  
Dale Kapla, Northern Michigan University, Northern Michigan University  
Mary Taber, Research and Policy Analyst, UUP  
Nancy Mansberger, Director, Academic Labor Relations, Western Michigan University  
Nicholas Anastasopoulos, Mirick, O’Connell, DeMallie & Lougee, LLP, Moderator |
| Room C198    |                                                                      |
| 9:15 – 10:45 am | **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  
Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator  
*Panel in formation* |
| Room C201    |                                                                      |
| 9:15 – 10:45 am | **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 |
| Room C202    |                                                                      |
| 9:15 – 10:45 am | **Bargaining a First Contract for Graduate Student Employees at American University**  
Anne McLeer, Director of 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, Rutgers  
Michael J. Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Moderator |
<p>| Room C204    |                                                                      |</p>
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<tr>
<th>Time</th>
<th>Session</th>
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<tr>
<td>9:15 – 10:45 am</td>
<td><strong>Faculty Unionization at Religiously-Affiliated Institutions</strong></td>
<td>Charles J. Russo, Panzer Chair in Education and Research Professor of Law, University of Dayton</td>
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<td>Michele Nelson, Iona College</td>
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<td>Michael Moreland, Vice Dean and Professor of Law, Villanova University School of Law</td>
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<td>Jacob A. Bennett, Doctoral Student, Department of Education, University of New Hampshire</td>
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<td>Gerald M. Cattaro, Professor, Fordham University, Center for Faith Based Initiative, Moderator</td>
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<td>9:15 – 10:45 am</td>
<td><strong>Dealing With Online Harassment in Collective Bargaining Environments</strong></td>
<td>Hank Reichman, First Vice-President and Chair, Committee A on Academic Freedom and Tenure, AAUP</td>
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<td>Kathy Sheffield, Director of Representation, California Faculty Association</td>
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<td>Sherry Wolf, Senior Organizer, Rutgers University AAUP-AFT</td>
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<td>Lili Palacios-Baldwin, Associate General Counsel, Tufts University</td>
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<td>Matthew M. Bodah, Interim Vice Provost for Academic Personnel &amp; Budget, University of Rhode Island</td>
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<td>10:45 – 11:00 am</td>
<td>Break</td>
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<tr>
<td>11:00 am - 12:30 pm</td>
<td><strong>Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)</strong>*</td>
<td>Trisha Pande, Assistant General Counsel, SEIU</td>
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<td>Proshansky Auditorium</td>
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<td>Aaron Nisenson, Senior Counsel, AAUP</td>
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<td>Bridget M. Maricich, Seyfarth Shaw LLP</td>
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<td>Loretta Martinez, General Counsel and Vice Chancellor for Legal Affairs, CUNY, Moderator</td>
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<tr>
<td>11:00 am - 12:30 pm</td>
<td><strong>Tell Me What You Want: Collective Bargaining for Adjunct Faculty</strong></td>
<td>Kimberly Page, Adjunct Faculty, University of Rhode Island</td>
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<td>Room C197</td>
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<td>Zdenko Juskuv, Community College of Rhode Island</td>
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<td>DeWayne Sheaffer, NEA National Council for Higher Education, President and National Center Board of Advisors, Moderator</td>
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<td>Panel in formation</td>
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<tr>
<td>11:00 am - 12:30 pm</td>
<td><strong>An Interest-Based Approach to Bargaining at Dutchess Community College</strong></td>
<td>Pamela Edington, DCC President</td>
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<td>Room C198</td>
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<td>Johanna Halsey, former DUE President</td>
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<td>Michael Hall, DUE Vice-President and Negotiation Team Chair</td>
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<td>Esther Couret, DCC Director of Human Resources</td>
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<td>Lynette Nyaggah, President, Community College</td>
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| 11:00 am    | 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    | 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  
John Howe, Co-Director, Centre for Employment and Labour Relations Law, Melbourne Law School  
Ashwini Sukhanar, Director of Global Campaigns, UNITE HERE, Moderator |
| 11:00 am    | Room C204| Is Unionization Just What the Doctor Ordered? Collective Bargaining for Doctors and Nurses | Thomas K. Doyle Esq., Bennett Hartman Morris and Kaplan, Portland, Oregon, Legal Counsel, Oregon Nurses Association  
Sally A. LaJoie, Mediator, Oregon Employment Relations Board  
Lillian Barrios-Paoli, Moderator  
Panel in formation |
| 11:00 am    | Room C205| 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 Vice President 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.*