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
In New York City
At the CUNY Graduate Center

Major Supporting Sponsor

Basic Sponsors
National Center Board of Advisors - 2018

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.

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Arlene King-Berry  
Faculty Senate Chair, University of District of Columbia, NEA

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Organizational Specialist, Higher Education Program, NEA

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Assistant Vice Chancellor for Employee Relations, SUNY

National Center Staff:  
William Herbert, Executive Director  
Michelle Savarese, Administrator  
Judy Bonfil, PT Conference Coordinator  
Greg Johnson, PT Administrative Assistant  
Judith Rew, Graphic Artist
April 16, 2018

I am delighted to welcome all of you to the 45th annual national conference of this highly valued CUNY institution, The National Center for the Study of Collective Bargaining in Higher Education and the Professions. The center, housed at Hunter College, is a respected national leader, bringing labor leaders, scholars and administration representatives together to deepen understanding and enhance the effectiveness of labor relations in higher education. That mission is central to the smooth functioning of our universities, and certainly CUNY. I offer my warm appreciation for your participation in this important event and your efforts to build the durable bridges that help us achieve our highest goal, serving our students effectively by focusing on the mutual aims behind our work.

This is also the 51st anniversary of the enactment of New York State’s landmark in labor relations, the Taylor Law. The framework created by the law, which led many other states to follow in our footsteps, affirmed the right of public employees to unionize and ensured that collective bargaining would be conducted in good faith. That is a fundamental value, and I appreciate very much that, despite the challenges we all face in public education today, we are able to work together in a positive environment, address our common interests and concerns and negotiate terms that strengthen our university. I very much hope that, in engaging in this process, we reinforce relationships with our unions. CUNY’s National Center for the Study of Collective Bargaining in Higher Education and the Professions has deepened the important work required to deliver fair results for all parties and, in the end, unite us in meeting all of our objectives.

Your theme this year, “Facing New Realities in Higher Education and the Professions,” reflects the difficult times we face in the world of public education, but offers the promise of charting new paths for achieving the successes that matter so much to all of us. The work of our universities, especially our great public universities, has never been more essential to helping our students fulfill their ambitions in the knowledge economy, but it has also grown more challenging to engage in the positive, robust debate, intellectual probing and community-building that are critical elements in the best academic experiences. I wish you the best in your deliberations and I look forward to the insights and solutions you offer, as you have at all of your annual gatherings.

Sincerely,

James B. Milliken
Contract Bargaining Handbook for Local Union Leaders, Second Edition
By Maurice B. Better; revised by Kenneth May

Contract Bargaining Handbook for Local Union Leaders describes the tools and tactics that set the most effective locals apart from the rest. The Handbook’s no-nonsense instructions, summaries, and checklists provide a step-by-step roadmap to guide union representatives through the bargaining process. Coverage includes both traditional and win-win negotiating techniques, all with an eye to enabling you to recognize strengths and weaknesses, find your best strike and no-strike alternatives, and avoid impasse.

Highlights of the Second Edition include:
- Suggestions for contract proposals in health, safety, and individual rights
- Internet resources that provide must-have information
- How to file charges and communicate with federal agencies in the electronic age
- Updated discussion on the use of spreadsheets in bargaining
- Revised commentary on the use of strikes and other pressure tactics
- New section on litigation strategies
- And much more!

Summary of Contents
- Organizational Activities
- Developing Bargaining Proposals
- Bargaining Proposals and Priorities
- Presenting Financial Information in Bargaining
- Pay and Fringe Benefit Comparisons
- Presenting Economic Data in Bargaining
- The Law of Contract Bargaining
- Bargaining Activities
- The Local Union Negotiator’s Toolbox
- Costing Out Contract Proposals
- Bargaining Contract Language
- Bargaining Impasse and Third-Party Intervention
- Strikes and the Strike Alternative
- Bargaining in the Government Sector
- Employee-Management Cooperation
- Appendices
- Glossary
- Index

Visit www.bna.com/bnabooks/cbh for more detailed information.

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Welcome to Hunter College and the 45th 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 center since 1972. Its traditional mission has been to examine collective bargaining and labor representation in higher education and the professions. Throughout its existence, the National Center has played a key role in the national dialogue over collective bargaining and labor relations.

The National Center continues to thrive and expand its programming and research. Last September, it organized a very successful conference celebrating the Taylor Law’s 50th anniversary at Roosevelt House, Hunter College’s public policy center. In December, it held a regional conference at California State University, Long Beach, the first such regional conference in three decades. We look forward to the National Center continuing to expand its activities to include collective bargaining among nurses and doctors, and those working at cultural institutions including musicians.

The theme for this year’s annual conference is Facing New Realities in Higher Education and the Professions. It underscores the many challenges we face in higher education at a time of extraordinary change. Those new realities require principled dialogue and a collective reaffirmation of the value of affordable quality education in a democratic society.

This year’s conference plenary will focus on the legacy of Dr. Martin Luther King. As an undergraduate at Morehouse he wrote an essay on the purpose of education in which he stated that “function of education…is to teach one to think intensively and to think critically. But education which stops with efficiency may prove the greatest menace to society.”

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 again go to Executive Director Bill Herbert and Administrator Michelle Savarese, 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.

Thank you for attending this year’s conference.

Sincerely,

Jennifer J. Raab, President
Hunter College, City University of New York
The American Federation of Teachers salutes the National Center for the Study of Collective Bargaining in Higher Education and the Professions for its role in informing a labor movement that helps create access to education for all. The AFT’s 1.7 million members stand with you.

Randi Weingarten PRESIDENT
Loretta Johnson SECRETARY-TREASURER
Mary Cathryn Ricker EXECUTIVE VICE PRESIDENT

afteh.org AFTUnion @AFTUnion

The Blue Cross Blue Shield Association’s National Labor Office is proud to sponsor:
National Center’s 45th Annual National NYC Conference

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Thanks the 45TH ANNUAL NATIONAL CONFERENCE SPONSORS!

SEIU Faculty Forward congratulates the National Center for the Study of Collective Bargaining in Higher Education and the Professions on 45 years of excellence.
Welcome to the 45th annual labor-management conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY.

This year’s conference theme is *Facing New Realities in Higher Education and the Professions*. The theme is reflective of the serious challenges we face today, and the need to recommit ourselves to defending higher education and democratic values. Times like these require us to recognize our shared values, to act with integrity and purpose, to educate and inform, and to seek to resolve differences through collective bargaining and other effective means.

The agenda for this multi-disciplinary conference is broad. The keynote presentation by Dean David Weil will focus on the economic forces leading to precarious employment. The conference plenary will examine the legacy of Dr. Martin Luther King, Jr. on the 50th anniversary of his assassination in Memphis. Other subjects to be examined include effective advocacy on behalf of higher education, negotiations concerning adjunct faculty, collective bargaining about librarians and other professionals, methods for resolving disputes, wage discrimination, salary compression, academic freedom, accreditation, responding to the *Janus* case, and collective bargaining and labor relations at overseas campuses.

The National Center has been a CUNY labor-management research center since 1972. Our Board of Advisors includes higher education administrators and faculty representatives. As part of our research mission, we publish the *Journal of Collective Bargaining in the Academy*, co-edited by Jeffrey Cross, Eastern Illinois University, and Gary Rhoades, University of Arizona, and a monthly electronic newsletter.

Our annual conference would not be possible without the firm support of Hunter College President Jennifer J. Raab and the CUNY community. We thank TIAA for underwriting the conference with a grant and sponsorships by AFT, SEIU and BlueCross BlueShield. We also thank the law firms, unions, and companies that have placed advertisements in the program. Finally, we must acknowledge the extraordinary planning and work by our Administrator Michelle Savarese and the assistance received from Hunter College and CUNY Graduate Center staff.

Thank you for your participation in the 2018 conference.

Very truly yours,

William A. Herbert
Executive Director
Congratulations to the National Center!

Assemblymember
Deborah J. Glick
Assembly District 66

Stay up-to-date with National Center events and activities by visiting our website, subscribing to our monthly electronic newsletter, and by following us on Twitter @HigherEd_CB
### Sunday, April 15, 2018

**CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016**

(Entrance on Fifth Avenue between 34th and 35th Street)

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<th>Time</th>
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<tr>
<td>9:30 am–12:30 pm</td>
<td>Advisory Board Meeting (members only)</td>
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<tr>
<td>12:45–1:15 pm</td>
<td>Reception</td>
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<td>1:00–1:10 pm</td>
<td><strong>Welcoming Remarks:</strong> Debbie Bell, Executive Director, PSC, CUNY and Pamela Silverblatt, Vice Chancellor, Labor Relations, CUNY</td>
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<td></td>
<td><strong>Announcement:</strong> Journal of Collective Bargaining in the Academy</td>
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<td></td>
<td>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</td>
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<tr>
<td>1:30–3:30 pm</td>
<td>Workshop Training on Effective Lobbying for Higher Education</td>
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<td>Proshansky Auditorium</td>
<td>Barbara Berreski, Government &amp; Legal Affairs Director, NJ</td>
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<td>Association of State Colleges and Universities</td>
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<td>Ken Mash, President, APSCUF, Panelist and Moderator</td>
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<tr>
<td>1:30–3:30 pm</td>
<td>Workshop Training on Bargaining Over Health Insurance in Higher Education</td>
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<tr>
<td>Room C197</td>
<td>Larry Singer, Senior Vice President, Segal Consulting</td>
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<td>Joel Solomon, Senior Policy Analyst, NEA</td>
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<td>Earl Redding, Esq., Roemer Wallens Gold &amp; Mineaux LLP</td>
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<td>Debbie Bell, Executive Director, PSC, CUNY, Moderator</td>
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<td>Workshop Training on Unionization and Collective Bargaining for Administrators</td>
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<td>1:30–5:30 pm</td>
<td>Workshop Training on Organizing and Negotiating for Academic Labor</td>
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<td>Break: 3:30–3:45 pm</td>
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<td>Workshop Training on Financial Data Analysis in Higher Education</td>
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<td>Workshop Training on Preparing, Presenting, and Defending at Arbitration</td>
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<td>8:30–9:00 am</td>
<td>Continental Breakfast</td>
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<td>9:15–9:30 am</td>
<td>Welcome</td>
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<tr>
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<td>Jennifer Raab, President, Hunter College, CUNY</td>
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<td>Katherine M. Conway, Chair, University Faculty Senate, CUNY</td>
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<td>Rene Castro, Assistant Vice Chancellor, Employee and Labor Relations, California State University System</td>
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<td>Malini Cadambi Daniel, Director for Higher Education, SEIU</td>
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<td>William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY</td>
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<td>9:30–11:15 am</td>
<td>Plenary: Dr. Martin Luther King, Jr.—His Legacy for Our Times</td>
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<td>William P. Jones, History Professor, University of Minnesota</td>
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<td>Jeanne Theoharis, Distinguished Professor, Political Science, Brooklyn College, CUNY</td>
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<td>Derryn Moten, Professor and Acting Chair, History and Political Science, Alabama State University</td>
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<td>Ronald Mason, Jr., President, University of the District of Columbia, Moderator</td>
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<td>11:15–11:30 am</td>
<td>Break</td>
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<td>CONCURRENT SESSIONS</td>
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<tr>
<td>11:30 am–1:00 pm</td>
<td>Labor Management Alliances in Support of Higher Education Funding</td>
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<td>Becca Kenna-Schenk, Director of Government Relations, Western</td>
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<td>Washington University</td>
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<td>Herb Simon, Regent, University of Washington</td>
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<td>Kelly Evans, Director, College Promise Coalition, funded by the</td>
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<td>Bill Lyne, President, United Faculty of Western Washington</td>
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<td>University, Panelist and Moderator</td>
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<td>11:30 am–1:00 pm</td>
<td>Can an Ombuds Help Resolve Conflicts &amp; Improve Labor-</td>
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<td>Management Relationships?</td>
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<td>Julie Schwartz Weber, Montgomery College Ombuds</td>
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<td>Harold N. Zarin, AAUP Chapter President, Montgomery College</td>
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<td>Jacia Smith, Deputy Director of Operations, City of Baltimore</td>
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<td>Jason Rivera, Vice Chancellor for Student Academic Success,</td>
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<td>Rutgers University-Camden</td>
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<td>Sarah Miller Espinosa, CO-OP, Labor Arbitrator, Mediator, and</td>
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<td>Montgomery College Founding Ombuds, Moderator</td>
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| 11:30 am–1:00 pm | 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 |
| 11:30 am–1:00 pm | 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 |
| 11:30 am–1:00 pm | 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 |
| 11:30 am–1:00 pm | 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  
<p>|                 |                                                                      | Jacob Apkarian, Assistant Professor, York College, CUNY, Moderator |</p>
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| 11:30 am–1:00 pm    | 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 |
| 1:00–2:00 pm        | Lunch: Food Service                                                   |
| 2:15–2:30 pm        | Luncheon Greetings:  
                       Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA |
| 2:30–3:30 pm        | 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 Management, Brandeis University |
| 3:30–3:45 pm        | Break                                                                |
| 3:45–5:15 pm        | CONCURRENT SESSIONS  
                       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  
                       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 |
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<th>Time</th>
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<th>Session/Panel</th>
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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 |
| 3:45–5:15 pm | Room C201-C202| 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 |
| 3:45–5:15 pm | Room C204| 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 |
| 3:45–5:15 pm | Room C205| 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, Director for Higher Education, SEIU 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 |
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<tr>
<td>8:30–9:15 am</td>
<td>Continental Breakfast</td>
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<td>9:15–10:45 am</td>
<td>Concurrent Sessions</td>
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<tr>
<td><strong>9:15–10:45 am</strong></td>
<td><strong>Responding to Janus: Collective Bargaining and Membership Engagement</strong></td>
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| Proshansky Auditorium | 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  
| **9:15–10:45 am** | **Temple University: Negotiating About Adjunct Faculty in a Newly Combined Unit**                        |
| Room C197     | 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  
| **9:15–10:45 am** | **Research Panel: Creative Solutions for Resolving Salary Compression**                        |
| Room C198     | 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  

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<th>Time</th>
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<tr>
<td>9:15–10:45 am</td>
<td>C201</td>
<td>The Year in Higher Education: An Administrators' Discussion of Campus Conflicts</td>
<td>Felicia McGinty, Vice Chancellor for Student Affairs, Rutgers University</td>
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<td>William Connellan, Assistant Provost, University of Florida</td>
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<td>David Forgues, Vice President, Human Resources, Diversity and Inclusion, CSU Fullerton</td>
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<td>Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator</td>
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<td>9:15–10:45 am</td>
<td>C202</td>
<td>Beyond Collective Bargaining for Non-Academic Staff</td>
<td>Sharon Picus, Assistant Vice President for Human Resources, Kutztown University</td>
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<td>Ray Dunkle, President, AFSCME-Kutztown University</td>
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<td>Frances Cortez Funk, Director of Health Promotion, Kutztown University</td>
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<td>Barbara Edmonds, Director of Field Operations, DC 37, Moderator</td>
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<td>9:15–10:45 am</td>
<td>C204</td>
<td>Bargaining for a First Contract for Graduate Student Employees at American University</td>
<td>Anne McLeer, Director, Higher Education and Strategic Planning, SEIU Local 500</td>
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<td>Stephan Lefebvre, PhD Candidate, Economics, American University</td>
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<td>Aras Coskuntuncel, PhD Candidate, Communications, American University</td>
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<td>Karen Stubaus, Vice President for Academic Affairs and Administration, Rutgers University</td>
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<td>Michael J. Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Moderator</td>
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<td>9:15–10:45 am</td>
<td>C205</td>
<td>Research Panel: Faculty Unionization at Religiously-Affiliated Institutions</td>
<td>Michele Nelson, Iona College</td>
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<td>Michael Moreland, Professor of Law and Religion, 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 J. Beyer, Associate Professor of Christian Ethics, Villanova University, Moderator</td>
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<td>Dealing With Online Harassment in Collective Bargaining Environments</td>
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<td>Room 9206-07</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, Panelist and Moderator</td>
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<td>10:45–11:00 am</td>
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<td>Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)*</td>
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<td>Trisha Pande, Assistant General Counsel, SEIU</td>
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<td>Loretta Martinez, General Counsel and Vice Chancellor for Legal Affairs, CUNY, Moderator</td>
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<td>Tell Me What You Want: Collective Bargaining for Adjunct Faculty</td>
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<td>Kimberly Page, Adjunct Faculty, University of Rhode Island</td>
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<td>Zdenko Juskuv, Community College of Rhode Island</td>
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<td>Brenda Smith, Vice President of Human Resources Management and Labor Relations, Fashion Institute of Technology</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>11:00 am–12:30 pm</td>
<td>An Interest-Based Approach to Bargaining at Dutchess Community College</td>
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<td>Pamela Edington, DCC President</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 Association/CTA/NEA, Moderator</td>
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<td>Trustees' Perspectives on Collective Bargaining</td>
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<td>Douglas Otto, Long Beach Community College Trustee</td>
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<td>AJ Sabath, Ramapo College Trustee and Partner at the Advocacy &amp; Management</td>
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<td>Kathy Weiss, Nassau Community College</td>
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<td>Gary W. Reichard, Provost and Senior Vice President for Academic Affairs, College of Staten Island, Moderator</td>
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| **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  
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–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** |

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• The Journal of Collective Bargaining is co-edited by Jeffrey Cross and Gary Rhoades. It is supported in part by a generous contribution from TIAA-CREF and is hosted by Booth Library at Eastern Illinois University
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