# National Center for the Study of Collective Bargaining in Higher Education and the Professions

HUNTER
The City University of New York

46th Annual National Conference
**Collective Bargaining after Janus**
April 7, 8, 9, 2019
CUNY Graduate Center
New York City

Major support is provided by TIAA. Additional funding is provided by AFT, Humana Group Medicare, SEIU, and United Way Worldwide Labor Engagement.

### Preliminary Program

<table>
<thead>
<tr>
<th>Sunday, April 7, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016</td>
</tr>
<tr>
<td>(Entrance on Fifth Avenue between 34th and 35th Street)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:30 am – 12:30 pm</td>
<td>Advisory Board Meeting (members only)</td>
</tr>
<tr>
<td>12:45 – 1:15 pm</td>
<td>Reception</td>
</tr>
<tr>
<td>1:00 – 1:10 pm</td>
<td><strong>Welcoming Remarks:</strong> Theodore Curry, Associate Provost, Associate VP, Michigan State University and Risa Lieberwitz, Professor of Labor and Employment Law, Cornell ILR, and AAUP General Counsel</td>
</tr>
<tr>
<td>1:00 – 1:10 pm</td>
<td><strong>Announcement: Journal of Collective Bargaining in the Academy</strong> Jeffrey Cross, Associate VP Academic Affairs - Emeritus, 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>
</tr>
<tr>
<td>1:30 – 5:30 pm</td>
<td><strong>Workshop Training: Collective Bargaining, and Contract Implementation for Administrators</strong> <em>(attendance at this workshop is limited to administrators)</em> Nicholas DiGiovanni, Morgan, Brown &amp; Joy, LLP, Karen Stubaus, Vice President for Academic Affairs, Rutgers, The State University of New Jersey, Margaret Winters, former Provost, Professor Emerita - French and Linguistics, Wayne State University</td>
</tr>
<tr>
<td>1:30 – 5:30 pm</td>
<td><strong>Workshop Training: Bargaining Healthcare in Higher Education</strong> Lawrence Singer, Senior Vice President, Segal Consulting, Joel Solomon, Senior Policy Analyst, Collective Bargaining and Member</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
</tr>
<tr>
<td>---------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 1:30 - 5:30 pm| **Workshop Training:** Union Membership Mobilization and Collective Bargaining in an Open Shop Environment *(attendance at this workshop is limited to labor representatives and union members)*  
Penny Lewis, Associate Professor of Labor Studies, CUNY School of Labor and Urban Studies, The Murphy Institute  
Jennifer Eagan, President, California Faculty Association  
Rudy Fichtenbaum, President, AAUP  
Noeleen McIlvonna, Professor of History, Contract Administration Officer, AAUP at Wright State University  
Ken Mash, President, APSCUF  
Kathryn Morton, Communications Director, APSCUF  
Bruce Nissen, is active in the United Faculty of Florida, chairs the union’s statewide Contract Enforcement Committee and is a retired labor educator  
DeWayne Sheaffer, President, NEA National Council for Higher Education  
Kim Cook, Extension Associate Faculty, Cornell ILR |
| Break         | 3:30 - 3:45 pm                                                                                   |
| 5:30 – 6:30 pm| **Reception**                                                                                   |
| **Monday, April 8, 2019** |                                                                                                  |
| **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| **Welcome**                                                                                     |
| Proshansky Auditorium | Jamie Dangler, Vice President for Academics, United University Professions  
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| **Plenary: The History of Right to Work from the First Gilded Age to Janus**                     |
| Proshansky Auditorium | Cedric de Leon, Director and Associate Professor, UMass Amherst Labor Center  
Elizabeth Tandy Shermer, Associate Professor, Loyola University Chicago  
Chad E. Pearson, Professor of History, Collin College  
Sophia Z. Lee, Professor of Law and History, University of Pennsylvania Law School, Presenter and Moderator |
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:15 – 11:30 am</td>
<td>Break</td>
</tr>
<tr>
<td>11:30 am – 1:00 pm</td>
<td>Concurrent Sessions</td>
</tr>
<tr>
<td>11:30 am – 1:00 pm Room C197</td>
<td>Panel: The Economic Impact of Right to Work: What Does the Data Show? Fred Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State University and Fiscal Policy Institute Senior Fellow Heidi Shierholz, Senior Economist and Director of Policy, Economic Policy Institute Cherrie Bucknor, Ph.D. Student, Sociology, Harvard University Jeffery Frumkin, Associate Vice Provost for Faculty Affairs, University of Michigan, Moderator</td>
</tr>
<tr>
<td>11:30 am – 1:00 pm Room C198</td>
<td>Panel: We Need More Chairs! Expanding Seats at Higher Education Bargaining Tables and For Our Broader Communities: Bargaining for the Common Good in Higher Education Malini Cadambi Daniel, SEIU, Director for Higher Education Daniel J. Julius, Senior Vice President and Provost, New Jersey City University Barry Miller, Senior Policy Advisor on Labour Relations, Office of the Provost, York University Liz Perlman, Executive Director, AFSCME, University of California Employees, Local 3299 Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona Marilyn Sneiderman, Professor and Director, Center for Innovation in Worker Organization, Rutgers University School of Management and Labor Relations, Moderator</td>
</tr>
<tr>
<td>11:30 am – 1:00 pm Room C201-02</td>
<td>Panel: Sexual Harassment in Higher Education: Understanding Root Causes and Developing Labor-Management Solutions Eve Weinbaum, University of Massachusetts, Amherst Ana Avendaño, independent scholar, and former Assistant to the AFL-CIO President Janet Elie Faulkner, Faulkner Legal Frazier Benya, Senior Program Officer, Committee on Women in Science, Engineering, and Medicine, National Academies of Sciences, Engineering and Medicine Liesl Zwicklbauer, Associate Vice Chancellor for Employee Relations, SUNY, Moderator</td>
</tr>
<tr>
<td>11:30 am – 1:00 pm Room C204</td>
<td>Panel: Retirement Security for Precarious Employees Benny Goodman, TIAA Vice President, Annuity Central of Excellence Thomas Anderson, VP Union of Part-time Faculty, Wayne State University John Vander Weg, Former Associate Provost for Academic Personnel, Wayne State University Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA, Moderator</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
</tr>
<tr>
<td>--------------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>11:30 am – 1:00 pm</td>
<td><strong>Workshop by SUNY SAIL Institute: Discovering My Leadership Voice</strong></td>
</tr>
<tr>
<td></td>
<td>Scott Vinciguerra, Leadership Development Associate, SUNY Strategic and</td>
</tr>
<tr>
<td></td>
<td>Academic Innovative Leadership Institute</td>
</tr>
<tr>
<td>1:00 – 2:00 pm</td>
<td><strong>Lunch: Food Service</strong></td>
</tr>
<tr>
<td>2:15 – 2:30 pm</td>
<td><strong>Luncheon Greetings:</strong></td>
</tr>
<tr>
<td></td>
<td>Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA</td>
</tr>
<tr>
<td>2:30 – 3:30 pm</td>
<td><strong>Keynote Presentation: Market Power and Wage Stagnation</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Introduction:</strong> Janet C. Gornick, Director, Stone Center on Socio-Economic Inequality, City University of New York</td>
</tr>
<tr>
<td></td>
<td><strong>Speaker:</strong> Paul Krugman, Distinguished Professor of Economics, City University of New York</td>
</tr>
<tr>
<td>3:30 – 3:45 pm</td>
<td><strong>Break</strong></td>
</tr>
<tr>
<td>3:45 – 5:15 pm</td>
<td><strong>Panel: Shared Governance and Collective Bargaining following Janus (CLE)</strong></td>
</tr>
<tr>
<td></td>
<td>Carl Levine, Levy Ratner, P.C.</td>
</tr>
<tr>
<td></td>
<td>Holly Stern, General Counsel, New Jersey Institute of Technology</td>
</tr>
<tr>
<td></td>
<td>Saerom Park, Associate General Counsel, SEIU</td>
</tr>
<tr>
<td></td>
<td>Joe Ambash, Fisher &amp; Phillips LLP</td>
</tr>
<tr>
<td></td>
<td>Catherine Cleaver, Executive Director, AAUP, Adelphi University, Moderator</td>
</tr>
<tr>
<td>3:45 – 5:15 pm</td>
<td><strong>Panel: Progressive State Responses to Janus (CLE)</strong></td>
</tr>
<tr>
<td></td>
<td>Hon. Linda Greenstein, New Jersey State Senator</td>
</tr>
<tr>
<td></td>
<td>ReNika Moore, New York Attorney General’s Office Labor Bureau Chief</td>
</tr>
<tr>
<td></td>
<td>Maryann Parker, SEIU Associate General Counsel</td>
</tr>
<tr>
<td></td>
<td>Nancy Walker, Pennsylvania Attorney General’s Office Deputy Attorney General, Fair Labor Section</td>
</tr>
<tr>
<td></td>
<td>Terri Gerstein, American Constitution Society and Harvard Law School Labor and Worklife Program, Moderator</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
</tr>
<tr>
<td>------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>3:45 – 5:15 pm</td>
<td><strong>Panel: Racial and Economic Equity in Higher Education</strong></td>
</tr>
</tbody>
</table>
| Room C201-C202 | Sara Goldrick-Rab, Professor, Higher Education Policy & Sociology, Temple University  
Catharine Bond Hill, Managing Director, Ithaka S+R and former President, Vassar College  
Mark Huelsman, Associate Director, Policy & Research, Demos  
Sameer Gadkaree, Senior Program Officer, the Joyce Foundation, Moderator |
| 3:45 – 5:15 pm | **Panel: Title IX Revisited** |
| Room C204 | John T. Rose, Dean of Diversity, Hunter College, CUNY  
Rana M. Jaleel, Assistant Professor in Gender, Sexuality, and Women's Studies, University of California, Davis  
Donna E. Young, President William McKinley Distinguished Professor of Law and Public Policy, Albany Law School  
Risa Lieberwitz, Professor of Labor and Employment Law, Cornell ILR, and AAUP General Counsel, Moderator |
| 3:45 – 5:15 pm | **Panel: Reaching First Graduate Student Contracts at Brandeis and Tufts** |
| Room C205 | Lisa Lynch, Provost, Brandeis University  
Matt Dauphin, Higher Education Coordinator, SEIU Local 509  
Lili Palacios-Baldwin, Associate General Counsel, Labor and Employment, Tufts University  
Desiree Murphy, Morgan, Brown & Joy, LLP  
Vimal Patel, Chronicle of Higher Education, Moderator |
| 3:45 – 5:15 pm | **Panel: Challenges and Opportunities of the Metro-Strategy in a Post-Janus World** |
| Room 9204 | John C. Cavanaugh, President & CEO, Consortium of Universities of the Washington Metropolitan Area  
Anne McLeer, PhD, Director of Higher Education, SEIU Local 509  
Patricia McGuire, President, Trinity Washington University  
Maria Figueroa, Director, Labor and Policy Research at the Worker Institute, ILR School, Cornell University, Moderator |
| 3:45 – 5:15 pm | **Workshop by SUNY SAIL Institute: Assertive Communications: Leading Difficult Conversations on Campus** |
| Room 9205 | Scott Vinciguerra, Leadership Development Associate, SUNY Strategic Academic and Innovative Leadership Institute |
| 5:30 - 6:30 pm | **Reception with featured speaker Steven Greenhouse: Teachers and Other Workers: New Strategies for Progress** |
| Concourse Lobby | Introduction: Barbara Bowen, President, Professional Staff Congress, CUNY  
## Tuesday, April 9, 2018

**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>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 – 9:15 am</td>
<td><strong>Continental Breakfast</strong></td>
</tr>
<tr>
<td>9:15 – 10:45 am</td>
<td><strong>Concurrent Sessions</strong></td>
</tr>
</tbody>
</table>
| Room C197 | **Panel: Mending Fences and Building Bridges: A Labor-Management Dialogue on Cultural and Institutional Change**  
Dan Greenstein, Chancellor, Pennsylvania State System of Higher Education  
Ken Mash, President, Association of Pennsylvania State College and University Faculties  
Scott Jaschik, Inside Higher Ed, Moderator |
| Room C198 | **Panel: Finding All Sides of the Truth: Investigating and Handling Employee Discipline (CLE)**  
Letitia F. Silas, Associate General Counsel, Labor Relations, Howard University  
Joshua D. Nadreau, Fisher & Phillips LLP  
Kathy Sheffield, Director of Representation, California Faculty Association  
Pat Domaratz, Labor Relations Specialist, UUP  
Nancy E. Hoffman, Arbitrator, Moderator |
| Room C201 | **Panel: Community Colleges, Collective Bargaining, and "Right to Work"**  
Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College  
Terry Calaway, former President, Johnson County Community College  
Lee Cross, Trustee, Johnson County Community College  
Martin Balinsky, Vice President and Chief Negotiator, United Faculty of Florida-Tallahassee Community College  
DeWayne Sheaffer, President, NEA National Council for Higher Education, Moderator |
| Room C202 | **Panel: Transformational Bargaining: How the Lecturers’ Union at the University of Michigan Built Sufficient Power to Dramatically Improve Member Compensation**  
Ian Robinson, President, Lecturers’ Employee Organization, AFT, Local 6244, University of Michigan  
Kirsten Herold, Vice-President, Lecturers’ Employee Organization, AFT, Local 6244, University of Michigan  
Michael Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Commentator  
Theodore Curry, Associate Provost, Associate VP, Michigan State University, Commentator  
David Cecil, Executive Director, United Academics, AFT-AAUP, University of Oregon, Moderator |
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:15 – 10:45 am</td>
<td>Panel: The Adjunct Faculty Experience: Is What We “Know” Correct?</td>
</tr>
<tr>
<td>Room C204</td>
<td>Paul Yakoboski, Senior Economist, TIAA Institute</td>
</tr>
<tr>
<td></td>
<td>Maria Maisto, New Faculty Majority, Commentator</td>
</tr>
<tr>
<td></td>
<td>Helen Fairfoul, Universities and Colleges Employers Association, Commentator</td>
</tr>
<tr>
<td></td>
<td>Joseph Jelincic, Senior Manager of Labor Relations/Collective Bargaining, California State University, Moderator</td>
</tr>
<tr>
<td>9:15 – 10:45 am</td>
<td>Research Panel: Faculty Compensation in Public Higher Education</td>
</tr>
<tr>
<td>Room C205</td>
<td>Stephen G. Katsinas, Professor, Higher Education and Political Science</td>
</tr>
<tr>
<td></td>
<td>Director, Education Policy Center, at the University Alabama</td>
</tr>
<tr>
<td></td>
<td>Nathaniel J. Bray, Professor, Higher Education Administration and Associate Director, Education Policy Center at the University of Alabama</td>
</tr>
<tr>
<td></td>
<td>Jacob Trull, Graduate Student, Education Policy Center at the University of Alabama</td>
</tr>
<tr>
<td></td>
<td>Stephanie Paul, Graduate Student, Education Policy Center at the University of Alabama</td>
</tr>
<tr>
<td></td>
<td>Michael Malley, Graduate Student, Education Policy Center at the University of Alabama</td>
</tr>
<tr>
<td></td>
<td>Jacob Apkarian, Assistant Professor of Sociology, York College, CUNY, Moderator</td>
</tr>
<tr>
<td>10:45 – 11:00 am</td>
<td>Break</td>
</tr>
<tr>
<td></td>
<td>Concurrent Sessions</td>
</tr>
<tr>
<td>11:00 am - 12:30 pm</td>
<td>Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)*</td>
</tr>
<tr>
<td>Proshansky Auditorium</td>
<td>Aaron Nisenson, Senior Counsel, AAUP</td>
</tr>
<tr>
<td></td>
<td>Natasha Baker, Hirschfeld Kraemer LLP</td>
</tr>
<tr>
<td></td>
<td>Beth Margolis, Gladstein Reif &amp; Meginniss</td>
</tr>
<tr>
<td></td>
<td>Michael Loconto, College Counsel, Curry College, Moderator</td>
</tr>
<tr>
<td>11:00 am - 12:30 pm</td>
<td>Panel: Peer-Based Faculty Evaluation v. Student Evaluation of Teaching</td>
</tr>
<tr>
<td>Room C197</td>
<td>Leah Akins, Professor, Engineering &amp; Technology, Dutchess Community College</td>
</tr>
<tr>
<td></td>
<td>Laura Murphy, Professor of History, Dutchess Community College</td>
</tr>
<tr>
<td></td>
<td>Henry Hornstein, Associate Professor, Business and Economics, Algoma University</td>
</tr>
<tr>
<td></td>
<td>Sarah Zeller-Berkman, Academic Director, Youth Studies Program and Director of Intergenerational Change Initiative, CUNY School of Professional Studies and Director, Youth Studies Initiatives, John F. Kennedy, Jr. Institute for Worker Education</td>
</tr>
<tr>
<td></td>
<td>Sharon Persinger, Associate Professor of Mathematics and Computer Science, Bronx Community College and Treasurer, Professional Staff Congress, Moderator</td>
</tr>
<tr>
<td>11:00 am - 12:30 pm</td>
<td>Panel: Investigating &amp; Handling Cases Involving Discipline (CLE)*</td>
</tr>
</tbody>
</table>
| Room C198 | Homer C. La Rue, Esq., Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law  
Haydeé Rosario, Esq., Labor Arbitrator and Mediator  
John Woods, Esq., Labor Arbitrator, Mediator, and Ombuds  
Sarah Miller Espinosa, Esq., Labor Arbitrator, Mediator, and Ombuds, Moderator |
| --- | --- |
| 11:00 am - 12:30 pm Room C201 | Panel: Organizing Outside the Law  
Ken Lang, UAW New York Sub-Regional Director  
Hailey Huget, Organizing Committee Member, Georgetown Alliance of Graduate Employees  
Karly Safar, Campaign Lead, Communications Workers of America  
Casey Williams, Graduate Student, Duke University  
Joseph van der Naald, PhD Candidate CUNY Graduate Center, Moderator |
| 11:00 am - 12:30 pm Room C202 | Research Panel: Variation in Women Attaining Full Professorship at Research Universities and Non-Tenured Faculty Systems in the US and Abroad  
Martin Finkelstein, Professor, College of Education, Seton Hall University  
Sandra Darkey, PhD Student, Seton Hall University  
Yiannis K. Floropoulos, PhD Student and Graduate Assistant, Seton Hall University  
Lisa Allen, Esq. |
| 11:00 am - 12:30 pm Room C204 | Panel: Conflict and Cooperation in the Neoliberal University: The Impact of Changing Labour Processes on Canadian Universities  
Stephanie Ross, Associate Professor, School of Labour Studies, McMaster University, Hamilton, Ontario  
Larry Savage, Professor, Department of Labour Studies, Brock University, St. Catharines, Ontario  
David Robinson, Executive Director, Canadian Association of University Teachers, Commentator  
Sara Slinn, Associate Professor, Osgoode Hall Law School, York University, Commentator |
| 12:30 – 1:30 pm | Lunch: Food Service |
| 1:30-2:30 pm Room C198 | Meeting: LERA Higher Education Council |

*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.*