

NATIONAL CENTER

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

HUNTER

The City University of New York

47th Annual National Conference
Inequality, Collective Bargaining and Higher Education

March 29, 30, 31, 2020

At the New Location: NYC Seminar and Conference Center (46 West 24th Street-off of 6th Ave)

Major support is provided by TIAA.
 Additional funding is provided by AFT, SEIU, and The Standard.

Preliminary Program (some panel days/times/room designations are subject to change as well as cancellations of panels/panelists)

Sunday, March 29, 2020	
NYC Seminar & Conference Center, 46 West 24th Street, NYC, 10010 (Entrance Right off of 6th Avenue)	
9:30 am – 12:30 pm LL Training Room 3	Advisory Board Meeting (members only)
12:00 pm First Floor Lounge	Registration and Coat Check
12:45 – 1:15 pm 2nd Floor Banquet Hall	Reception
1:00 – 1:10 pm 2nd Floor Banquet Hall	Announcement: Journal of Collective Bargaining in the Academy Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor

	Concurrent Sessions
1:30 - 5:00 pm LL Training Rooms 1&2 Break: 3:15 - 3:30 pm	Workshop for Administrators on Collective Bargaining and Labor Relations Nick DiGiovanni, Morgan, Brown & Joy, LLP Margaret Winters, former Provost, Professor Emerita - French and Linguistics, Wayne State University Karen Stubaus, Vice President for Academic Affairs, Rutgers, The State University of New Jersey
1:30 - 5:00 pm 2nd Floor Banquet Hall Break: 3:15 - 3:30 pm	Workshop Training for Union Representatives: Using Student Debt Clinics/Debt Related Outreach as An Internal Organizing Strategy Jeri O'Bryan-Losee, Statewide Secretary/Treasurer, UUP Justin Kribs, Director of Financial Planning and Student Loan Services, InsMed, former Manager of Student Debt Counseling and Financial Management, Oregon Health and Science University Melanie Myers, Assistant Director, Research & Strategic Initiatives, AFT Alyssa Picard, Director of the Higher Education Department, AFT, Moderator
1:30 - 3:15 pm 9th Floor Seminar A	Panel: An Introduction to Interest-Based Bargaining Andrew Pizzi, Conflict Resolution Practitioner, I & I Resolutions Thomas O'Keefe, Conflict Resolution Practitioner Kris Rondeau, Director, AFSCME New England Organizing Project Tom Riley, Executive Director of Labor and Special Counsel, University of Illinois System, Participant and Moderator
1:30 - 3:15 pm 9th Floor Seminar B	Panel: Best Practices in Emergency Management Planning David Lincoln, Emergency Manager and UUP Chapter President Jeff Hescocock, Executive Director Environmental Health and Safety, UMass Amherst
1:30 - 3:15 pm 9th Floor Seminar C	Panel: Public Financing of Michigan Community Colleges: The Impact of State Funding Cuts & Property Tax Caps Karin Tarpenning, Department of Classical and Modern Languages, Literature, and Culture, Wayne State University; Treasurer, Union of Part-time Faculty, AFT Local 477, AFL-CIO William Norris, VP Adjunct Faculty Organization, Henry Ford College, AFT local 337, AFL-CIO Bruce Baker, Professor, Educational Theory, Policy, & Administration, Rutgers Graduate School of Education DeWayne Sheaffer, President, National Council for Higher Education/NEA, Moderator
3:15 - 3:30 pm	Break
3:30 - 5:00 pm 9th Floor Seminar A	Panel: Building Collaborative and Functional Teams During Organizational Change at Bronx Community College Karla Renee Williams, Esq., Executive Legal Counsel & Deputy to the President, Bronx Community College, CUNY Susan Fiore, Esq., Labor Designee & Assistant Legal Counsel, Bronx Community College, CUNY

	<p>Nancy Ritze, Ph.D., Dean for Research, Planning & Assessment, Bronx Community College, CUNY Sharon Utakis, PSC Chapter Chair, Bronx Community College Courtney Brewer, Exec. Vice President, Faculty Association Suffolk Community College, Moderator</p>
<p>3:30 - 5:00 pm 9th Floor Seminar B</p>	<p>Panel: Speaking of Dignity: Interviews with Non-Unionized Adjunct Faculty Teaching at a Catholic Church-affiliated University Jacob Bennett, University of New Hampshire Maria Maisto, New Faculty Majority Ellen Dichner, Distinguished Lecturer, School of Labor and Urban Studies, CUNY David Marshall, Director, Center for Labor and Employment Law, Dorothy Day Professor of Law, St. John's University School of Law, Moderator</p>
<p>3:30 - 5:00 pm 9th Floor Seminar C</p>	<p>Panel: Public Financing of Public Universities: The Consequences of Austerity Thomas Anderson, PhD. Department of History, Wayne State University; Executive Director & VP, Union of Part-time Faculty, AFT Local 477, AFL-CIO John Miller, President, University Professionals of Illinois, Local 4100, IFT, AFT, AFL-CIO; Vice President, Illinois Federation of Teachers Dale Kapla, Associate Provost for Undergraduate Programming and Faculty Affairs, Northern Michigan University Michael Klein, Richard P. Nathan Public Policy Fellow at Rockefeller Institute of Government, SUNY, Moderator</p>
<p>5:00 – 6:30 pm 2nd Floor Banquet Hall</p>	<p>Reception and Book Session: <i>Labor in the Time of Trump</i> José La Luz, AFSCME Lara Skinner, Cornell University Donald Cohen, In the Public Interest Gordon Lafer, University of Oregon Eve Weinbaum, President, MA Society of Professors, Moderator</p>
<p>6:30 – 7:30 pm 2nd Floor Banquet Hall</p>	<p>World renowned guitarist and composer Marc Ribot and Friends</p>
<p>Monday, March 30, 2020</p>	
<p>NYC Seminar & Conference Center, 46 West 24th Street, NYC, 10010 (Entrance Right off of 6th Avenue)</p>	
<p>8:00 – 9:00 am First Floor Lounge</p>	<p>Registration and Coat Check</p>
<p>8:15 – 9:00 am 2nd Floor Banquet Hall</p>	<p>Continental Breakfast</p>

9:00 – 9:30 am 2nd Floor Banquet Hall	Welcome Jennifer Raab, President, Hunter College, CUNY Christopher Simeone, Director, Department of Organizing and Services, AAUP 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 2nd Floor Banquet Hall	Plenary: The Student Debt Crisis: History, Consequences, and Solutions Elizabeth Tandy Shermer, Associate Professor, Loyola University Chicago Caitlin Zaloom, Associate Professor of Social and Cultural Analysis, NYU Jennifer Mishory, Senior Fellow and Senior Policy Advisor, Century Foundation Suzanne Kahn, Deputy Director of the Great Democracy Initiative and Education Program at the Roosevelt Institute, Participant and Moderator
11:15 – 11:30 am	Break
	Concurrent Sessions
11:30 am – 1:00 pm 2nd Floor Banquet Hall	Panel: Affirmative Action in Higher Education (CLE) Cara McClellan, Assistant Counsel, NAACP Legal Defense and Educational Fund Risa Lieberwitz, General Counsel, AAUP and Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations Victor Goode, Associate Professor, CUNY Law School Lili Palacios-Baldwin, Deputy General Counsel for Labor, Employment & Litigation, Tufts University, Moderator
11:30 am – 1:00 pm LL Training Rooms 1&2	Panel: Online Learning: Policies, Politics, and Results Stephanie Hall, Fellow, The Century Foundation Anthony G. Picciano Professor, Hunter College and CUNY Graduate Center, School of Education Joseph van der Naald, PhD Candidate, CUNY Graduate Center, Moderator
11:30 am – 1:00 pm LL Training Room 3	Panel: State-level Student Debt Policy Advocacy Sandra Weese, Organizing Director, California Federation of Teachers Jennifer Shanoski, Chemistry Professor, Peralta Community College, President, Peralta Federation of Teachers Doug Otto, Trustee, Long Beach City College Deborah Williams, Johnson County Community College Faculty Association, Moderator
11:30 am – 1:00 pm 9th Floor Seminar Room A	Panel: The Old Wolf, Again: Latinx Faculty Negotiations, Recruitment, Retention, and Racism in the Academy John Halcon, Board of Trustees, Palomar Community College José Cintrón, Professor, College of Education, CSU Sacramento, California Faculty Association José Luis Morín, John Jay College, CUNY, and California Faculty Association Theresa Montaña, California State University, Northridge, Moderator
11:30 am – 1:00 pm	Panel: Book Session: <i>The Gig Academy: Mapping Labor in the Neoliberal University</i> Tom DePaola, Provost's Fellow in Urban Education Policy, Rossier School of Education, University of Southern California

9th Floor Seminar Room B	<p>Daniel Scott, Research Associate, Delphi Project on the Changing Faculty and Student Success, Pullias Center for Higher Education, Rossier School of Education, University of Southern California</p> <p>Sherri-Ann Butterfield, Executive Vice Chancellor and Associate Professor, Sociology, Office of the Chancellor, Rutgers University—Newark, Commentator</p> <p>Henry Reichman, Chair, Committee A on Academic Freedom and Tenure, AAUP, Commentator and Moderator</p>
11:30 am – 1:00 pm 9th Floor Seminar Room C	<p>Panel: The RCM Budget Model, Collective Bargaining, and Faculty Salary Equity</p> <p>Cathy Y.H. Wang, Part-Time Lecturer, PhD candidate in Planning and Public Policy Rutgers, The State University of New Jersey</p> <p>Laszlo M. Szabo, Esq., Director, Office of Research Regulatory Affairs, PhD student in Higher Education, Rutgers, The State University of New Jersey</p> <p>Rebecca Givan, Vice President, Rutgers AAUP-AFT and Associate Professor, Labor Studies and Employment Relations, School of Management and Labor Relations, Rutgers University</p> <p>Adrienne Eaton, Dean, Rutgers School of Management and Labor Relations, Moderator</p>
1:00 – 2:00 pm 2nd Floor Banquet Hall	<p>Lunch: Food Service</p>
2:15 – 2:30 pm	<p>Luncheon Greetings</p>
2:30 - 3:30 pm 2nd Floor Banquet Hall	<p>Keynote Presentation:</p> <p>Introduction: Lili Palacios-Baldwin, Deputy General Counsel for Labor, Employment & Litigation, Tufts University.</p> <p>Speaker: Steven Greenhouse, former <i>New York Times</i> labor and workplace correspondent, and author of <i>Beaten Down, Worked Up: The Past, Present, and Future of American Labor</i> (2019).</p>
3:30 - 3:45	<p>Break</p>
	<p>Concurrent Sessions</p>
3:45 – 5:15 pm 2nd Floor Banquet Hall	<p>Panel: Reasonable Accommodations for Faculty with Disabilities</p> <p>Jamie Daniel, Former National Field Service Representative, AAUP</p> <p>John Rose, Dean for Diversity, Hunter College, CUNY</p> <p>Bethany LaLonde, CUNY LEADS Job Developer, College of Staten Island, CUNY</p> <p>Barbara Aloni, Disability & Productivity Consultant, The Standard</p> <p>Cady Landa, Institute for Community Inclusion, University of Massachusetts Boston, Moderator</p>
3:45 – 5:15 pm LL Training Rooms 1&2	<p>Panel: Bargaining Over Online Learning</p> <p>Joseph McConnell, Morgan, Brown & Joy, LLP</p> <p>Cynthia Eaton, Secretary, Faculty Association Suffolk Community College</p> <p>Gary Rhoades, University of Arizona</p> <p>Joshua D. Nadreau, Fisher & Phillips, LLP, Moderator</p>

3:45 – 5:15 pm LL Training Room 3	Panel: Collective Bargaining of Transgender Issues Barbara J. Diamond, Diamond Law, Portland, Oregon Mellissa Sortman, Director of Academic Human Resources, Michigan State University Elizabeth S. Hough, Counsel to the President, United University Professions Elizabeth C. Payne, Founder and Director, Queering Education Research Institute(QuERI) at Roosevelt House, Hunter College, CUNY, Moderator
3:45 – 5:15 pm 9th Floor Seminar Room A	Panel: Negotiating for Part-Time Faculty Equity Will Silvio, President, Berklee College of Music Faculty Union Jay Kennedy, Berklee College of Music Vice President for Academic Affairs/Vice Provost Darryl Wood, NYSUT Labor Relations Specialist Dia M.Carleton, Chief Human Resources Officer, SUNY Oneonta Beth Margolis, Gladstein, Reif & Meginniss, LLP, Moderator
3:45 – 5:15 pm 9th Floor Seminar Room B	Retirement Panel: The Secure Act of 2019 and What it Means for Institutions, Faculty, and Graduate Assistants Chris Spence, Senior Director, Federal Government Relations, TIAA Patricia McConnell, Levy Ratner, P.C. Susan E. Bernstein, Schulte, Roth & Zabel LLP Steve Kronheim, Managing Director and Associate General Counsel, TIAA, Moderator
5:15 - 7:30 pm 2nd Floor Banquet Hall	Reception and Presentation: The Equal Rights Amendment and Higher Education Jessica Neuwirth, Distinguished Lecturer and Rita E. Hauser Director, Human Rights Program, Roosevelt House, Public Policy Institute at Hunter College, CUNY Elizabeth Schneider, Rose L. Hoffer Professor of Law, Brooklyn Law School Carol Robles-Román, General Counsel and Dean of Faculty, Hunter College, CUNY, Moderator
Tuesday, March 31, 2020	
NYC Seminar & Conference Center, 46 West 24th Street, NYC, 10010 (Entrance Right off of 6th Avenue)	
8:00 – 9:15 am 1st Floor Lounge	Registration and Coat Check
8:15 – 9:15 am 2nd Floor Banquet Hall	Continental Breakfast
	Concurrent Sessions

<p>9:15 – 10:45 am 2nd Floor Banquet Hall (Small Room)</p>	<p>Panel: ADA and FMLA: Rights and Responsibilities (CLE) David Lopez, Co-Dean, Professor of Law and Professor Alfred Slocum Scholar, Rutgers Law School Tony Thomas, Chief Legal and Labor Relations Officer, Brooklyn College Melissa S. Woods, Of Counsel, Cohen Weiss & Simon, LLP Joseph W. Ambash, Fisher & Phillips LLP, Moderator</p>
<p>9:15 – 10:45 am LL Training Rooms 1&2</p>	<p>Panel: Mass Incarceration and Higher Education Patrick Mitchell, Merced College Michelle Jones, Doctoral Student, New York University Vivian Nixon, CUNY College Fellowship Bidhan Chandra Roy, Cal State LA, Participant and Moderator</p>
<p>9:15 – 10:45 am LL Training Room 3</p>	<p>Panel: Contingent Faculty, Job Security, and Academic Freedom Carl Levine, Levy Ratner P.C. Keila Tennent, Associate General Counsel and VP for Labor Relations, The New School Sonam Singh, former Unit Chair, BCF-UAW Local 2110 Barry Miller, Senior Policy Advisor on Labour Relations, Office of the Provost, York University, Moderator</p>
<p>9:15 – 10:45 am 9th Floor Seminar Room A</p>	<p>Panel: Labor as Contingent as Free Speech? An Analysis of Recent Adjunct Faculty First Amendment Cases Nora Devlin, Doctoral Student, Rutgers Graduate School of Education, Martin Malin, Professor of Law and Co-Director, Institute for Law and the Workplace, Chicago-Kent College of Law, Illinois Institute of Technology, Commentator Stacy Hawkins, Professor of Law, Rutgers Law School, Commentator Christopher Simeone, Director, Department of Organizing and Services, AAUP, Moderator</p>
<p>9:15 – 10:45 am 9th Floor Seminar Room B</p>	<p>Panel: Evolving Academic Labor Relations in Cross-National Perspective Tobias Schulze-Cleven, Assistant Professor, Rutgers School of Management & Labor Relations Heather Steffen, Postdoctoral Associate, Center for Cultural Analysis, Rutgers University - New Brunswick, Commentator Malini Cadambi Daniel, Director for Higher Education, SEIU, Moderator</p>
<p>9:15 – 10:45 am 9th Floor Seminar Room C</p>	<p>Panel: Preparing and Presenting Grievances in Arbitration Suzanne K. Clark, Staff Attorney, Arbitration Specialist, MEA/NEA Sarah Miller Espinosa, Esq., Labor Arbitrator, Mediator, and Ombuds Letitia F. Silas, Esq., Senior Associate General Counsel (Labor), Howard University Homer C. La Rue, Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law, Moderator</p>
<p>10:45 – 11:00 am</p>	<p>Break</p>
	<p>Concurrent Sessions</p>

<p>11:00 am - 12:30 pm 2nd Floor Banquet Hall</p>	<p>Panel: Legal Update (CLE) Aaron Nisenson, Senior Legal Counsel, AAUP Katie Roberson-Young, Associate General Counsel, SEIU Henry Morris Jr., Arent Fox LLP Michael Loconto, College Counsel, Curry College, Moderator</p>
<p>11:00 am - 12:30 pm LL Training Rooms 1&2</p>	<p>Panel: Unexpected Resources and New Allies: Reframing the Role of Unions in the Preservation of Higher Education Marcella Bencivenni, Professor of History, Hostos Community College, CUNY Evelyn Burg, Professor English and PSC Grievance Counselor, LaGuardia Community College Wes Lundburg Executive Dean/CEO Suffolk County Community College, Commentator Kathy Weiss, Vice Chair of the Board of Trustees, Nassau Community College, Commentator and Moderator</p>
<p>11:00 am - 12:30 pm 9th Floor Seminar Room A</p>	<p>Panel: Teaching Assistants with Disabilities: Eliminating Barriers to Accessibility Alexandra (Sascha) Matish, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources, University of Michigan Laura Yvonne Bulk, President, CUPE Local 2278 (Canadian Union of Public Employees), PhD Candidate, Rehabilitation Sciences, The University of British Columbia Catherine Tretheway, SUNY Counsel’s Office, Participant and Moderator</p>
<p>11:00 am - 12:30 pm 9th Floor Seminar Room B</p>	<p>Panel: An Economic Look at Faculty Salary Disparities Frederick G. Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State Monica C. Barrett, Bond, Schoeneck & King Judy Keenan, Deputy Director, Equal Employment Opportunity Commission, New York District Office Jamie Martin, Vice President, APSCUF, Moderator</p>
<p>11:00 am - 12:30 pm 9th Floor Seminar Room C</p>	<p>Panel: Collective Bargaining from All Sides: Unionism, the Faculty Senate, Contingent Faculty, and Academic Administration Jon E. Bekken, Albright College David Hamilton Golland, Governors State University Nelson Ouellet, Université de Moncton Naomi R. Williams, Rutgers University Theodore Curry, Associate Provost, Associate VP, Michigan State University, Moderator and Commentator</p>
<p>12:30 – 1:30 pm 2nd Floor Banquet Hall</p>	<p>Lunch: Food Service</p>

***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.