

## 33<sup>rd</sup> National Conference

April 2, 3, and 4<sup>th</sup>, 2006

*Future Thinking. Academic Collective Bargaining in a World of Rapid Change*

Underwritten by a grant from TIAA-CREF

# Academic Biographies of Panelists

## Future Issues in Collective Bargaining:

Roger W. Bowen, General Secretary, AAUP

Roger Bowen was appointed general secretary of the American Association of University Professors effective July 1, 2004. Dr. Bowen brings to the AAUP a deep commitment to the principles of academic freedom, tenure, and academic governance that the organization has long championed, along with wide and significant administrative and faculty experience in public and private colleges and universities. For his defense of academic freedom while president of the State University of New York at New Paltz (1996-2001), Dr. Bowen received the AAUP's Alexander Meiklejohn Award in 1998. He earned his B.A. from Wabash College, his M.A. from the University of Michigan, and his Ph.D. in political science from the University of British Columbia. A frequent contributor to journals and newspapers, his book-length publications include *Rebellion and Democracy in Meiji Japan* (1980) and *Japan's Dysfunctional Democracy* (2003). Prior to his service as president of SUNY New Paltz, Bowen served as a professor at Colby College (1978-91) and as vice president for academic affairs at Hollins College (1992-96). Since 1981, he has also been an associate in research at the Reischauer Institute of Japanese Studies at Harvard University.

Larry Gold, Director of Higher Education, AFT

Larry Gold has been Director of the Higher Education Department of the American Federation of Teachers since 1992. The Higher Education Department provides support services to the AFT locals that represent over 100,000 faculty and professionals. It also develops and implements AFT positions on higher education issues such as tenure, technology, part-time faculty and federal legislation. Prior to joining the AFT, Mr. Gold was president of his own Washington-based consulting firm, Public Policy Advocates. The firm provided lobbying and policy analysis services in education, health, and social policy. From 1981 to 1988, Mr. Gold was director of the Washington office of the City University of New York, where, among other things, he organized the National Pell Grant Coalition and the Coalition for Aid to Part-Time Students. From 1977-81, during the Carter Administration, Mr. Gold served in a variety of policy posts in the U.S. Department of Education, ending his tenure as Acting Deputy Assistant Secretary for Postsecondary Education. Mr. Gold attended New York University, and was a doctoral candidate in Government and Politics at the University of Maryland.

Jim Johnsen, Vice President of Faculty and Staff Relations, University of Alaska System

Jim Johnsen is the Vice President of Faculty and Staff Relations for the University of Alaska, a system of three universities and twelve community colleges, 36,000 students, and 8,000 faculty and staff. Prior to taking over this role in January 2003, he served for nearly five years as the University's Chief of Staff and two years as the Director of Labor Relations. His professional background includes labor relations positions at the University of Minnesota, the State of Alaska, the Alaska Public Employees Association, and the Oregon Public Employees Union. He has political science degrees from the University of California Santa Cruz and the University of Chicago and he will receive an Ed.D. in higher education management from the University of Pennsylvania in May 2006.

Sam Strafaci, Assistant Vice Chancellor for Human Resources, California State University

Mr. Samuel A. Strafaci is currently serving as the Assistant Vice Chancellor of Human Resources of the California State University system. Since 1985, Mr. Strafaci has been responsible for the negotiation and administration of various collective bargaining Agreements in the CSU system, which encompasses approximately 45,000 employees in bargaining units covering faculty and various staff personnel on 23 campuses throughout the state of California. He has served as the chief spokesperson in bargaining with the California Faculty Association since 1994, and he supervises the collective bargaining activities of CSU negotiators with the unions that represent various CSU staff employees. Mr. Strafaci received a Master of Public Administration as well as a Bachelor of Arts Degree in English from California State University, Long Beach.

Dan Julius, Provost, Benedictine University

Daniel J. Julius is the Provost and Vice President for Academic Affairs at Benedictine University in Illinois. Prior to that he was Associate Vice President for Academic Affairs and Labor Relations at the University of San Francisco; Assistant Vice Chancellor for the California State University System; Director of Personnel Services for the Vermont State College System and Director of the Center for Higher Education at Teachers College, Columbia University. He is a past president of the College and University Personnel Association and the Academy of Academic Personnel Administrators and has been a visiting faculty member in Organizational Behavior and Labor Relations at the University of New Hampshire, University of California, Berkeley, University of Toronto, Stanford University and the International Labor Organization in Geneva, Switzerland. Dr. Julius has consulted on collective bargaining and higher education administration with approximately 75 institutions and systems in the U.S., Europe, the Middle East, Persian Gulf and Asia, and has written or co-authored approximately seventy articles and six books. He is the recipient of Fulbright and Kellogg Fellowships and was educated at The Ohio State University, Columbia and Stanford Universities. He has been associated with the National Center since 1974 and joined the National Advisory Board in 1992.

Rick Hurd, Professor of Labor Studies, Cornell University, moderator

Richard W. Hurd is Professor and Director of Labor Studies at Cornell University. The primary area of his expertise is national union strategy. Hurd also has conducted extensive research on professional workers, including faculty and other university employees. Selections from his recent publications include "The Failure of Organizing, the New Unity Partnership and the Future of the Labor Movement," "Charting Their Own Future: Independent Organizing by Professional Workers," "Professional Workers, Unions and Associations: Affinities and Antipathies," and "Professional Employees and Union Democracy: From Control to Chaos." He is co-editor of *Rekindling the Movement* (Cornell University, ILR Press, 2001) and two other collections. Hurd earned his Ph.D. in Economics from Vanderbilt University.

**(Luncheon Address) Gender Issues in Academic Employment:**

Joan C. Williams, Distinguished Professor of Law, Director, Center for Work Life Law, University of California, Hastings

Professor Joan C. Williams is a Distinguished Professor of Law and Founding Director of the Center for Work Life Law at University of California, Hastings College of the Law. A prize-winning author and expert on work/family issues, she is author of *Unbending Gender: Why Family and Work Conflict and What To Do About It* (Oxford University Press, 2000), which won the 2000 Gustavus Myers Outstanding Book Award. She has authored or co-authored four books and over fifty law review articles; her work is reprinted in casebooks on six different subjects; she has given over two hundred speeches and presentations in North and Latin America to groups as diverse as the National Employment Lawyers' Association, the Denver Rotary Club, the American Philosophical Association, the Modern Language Association, and has lectured at virtually every leading U.S. university.

**(Luncheon Address) Blurring of Boundaries in Higher Education:**

Scott Jaschik, Editor, *Inside Higher Education*

Scott Jaschik, editor, is one of the three founders of Inside Higher Education. With Doug Lederman, he leads the editorial operations of Inside Higher Ed, overseeing news content, opinion pieces, resources, and interactive features. Scott is a leading voice on higher education issues, quoted regularly in publications nationwide, and publishes articles on colleges in publications such as The New York Times, The Boston Globe, The Washington Post, Salon, and elsewhere. He has been a judge for the National Magazine Awards, the Online Journalism Awards, the Folio Editorial Excellence Awards, and the Education Writers Association Awards. From 1999-2003, Scott was editor of The Chronicle of Higher Education, leading the news operations for its weekly newspaper and daily Web site during a period in which the publication received four nominations for National Magazine Awards and numerous other honors. Previously at The Chronicle, he held numerous other positions and his reporting work was honored by Investigative

Reporters and Editors and The Washington Monthly. Scott grew up in Rochester, N. Y., and graduated from Cornell University in 1985. He lives in Washington.

Mike Mauer, Director of Organizing and Services, AAUP, moderator

Michael Mauer, a labor lawyer by training, currently serves as Director of Organizing and Services for the American Association of University Professors. Previously, Mauer was Director of Collective Bargaining for the Service Employees International Union (SEIU), Assistant Administrative Officer of the Washington-Baltimore Newspaper Guild, and General Counsel for the overseas affiliate of the National Education Association in what was then West Germany. He is the author of "The Union Member's Complete Guide" (Union Communication Services, 2001) and co-editor (with Ernst Benjamin) of the forthcoming "Academic Collective Bargaining" (Modern Language Association, 2006).

### **Views from Campus. Negotiators:**

Tom Auxter, President, United Faculty of Florida

Tom Auxter is a philosophy professor at the University of Florida and president of United Faculty of Florida, representing 18,000 faculty and professional employees with collective bargaining contracts at eleven public universities, eight community colleges, and one independent university. He is the author of *Kant's Moral Teleology* and over two dozen journal articles on topics in ethics and the philosophy of education.

Julia Gergits, Faculty Union President, Youngstown State University

Julia Gergits is president of the YSU-OEA (Youngstown State University-Ohio Education Association), a faculty union with nearly 400 members. YSU-OEA joined its sister union (YSU-ACE, the classified employees' union) in a week-long strike when negotiations broke down just before the beginning of the 2005 fall semester. A professor in the English department, she directs the Professional Writing and Editing program and teaches nineteenth-century British literature. She is co-author of a textbook on technical writing and co-editor of four volumes on British travel writing for the Dictionary of Literary Biography.

Susan Pearson, Associate Provost for Faculty Relations and Budget, University of Massachusetts

Susan Pearson is Associate Provost for Faculty Relations and Budget at the University of Massachusetts Amherst. She has represented the University in negotiations with its faculty union for more than twenty years, and negotiated and administered the University's contract with its graduate student employees for twelve years. She has written and presented papers on such topics as graduate student unionization, personnel policies for postdoctoral research associates, undergraduate student unionization, post-tenure review, contingent faculty, the effects of unionization on institutional autonomy, and conflict of interest. She is a member of the Board of Directors of the National Center

for the Study of Collective Bargaining in Higher Education and the Professions and past president of the Academy for Academic Personnel Administration.

Jenny Spencer, Vice President, Massachusetts Society of Professors, University of Massachusetts

Jenny Spencer is an Associate Professor of English at the University of Massachusetts, Amherst. An expert on contemporary political theatre, she has participated in faculty union (MSP) activities on campus since 1988, served two terms as MSP President, and is currently the union's chief Grievance Officer. As president, she participated in the successful bargaining of a post-tenure review policy and more recently, headed a successful state-wide campaign to fully fund legally bargained contracts that had been vetoed by the governor.

Peter Martel, Associate Vice President of Human Resources, Bridgewater State College and CUPA-HR 2005–06 President, moderator

Peter Martel is the Associate Vice President for Human Resources at Bridgewater State College in Massachusetts. Prior to his current role Peter served as a Sr. HR Consultant and Director of Organizational Development at Harvard University. His prior human resource experience also includes senior roles within both public and private higher education and with a Rhode Island public school system. Peter also serves as a human resource and organizational consultant to colleges and universities, specializing in the areas of performance management and leadership, change management, and strategic planning. Peter serves as an adjunct faculty member at Harvard University and Lesley University, both in Cambridge Massachusetts, and with the University of Monterrey in Mexico. He holds a bachelors degree from Salem State College and Masters Degrees from Suffolk University and the University of Rhode Island. He currently serves as the President of the College & University Professional Association for Human Resources.



### **Concurrent Panels (Monday and Tuesday)**

#### **Financing Higher Education. Future Perspectives:**

Jeff Lustig, Professor of Government, California State University at Sacramento

Jeff Lustig is Professor of Government at California State University, Sacramento. He is author of *Corporate Liberalism, The Origins of Modern American Political Theory, 1890-1920* (U.C. Press, 1982; 1986) and articles on American and California politics and political thought, and higher education. He was secretary of the statewide California Faculty Association, 1999-2001, and president of the CSU Sacramento chapter of CFA, 1997-2003. He has been member of the national executive committee of the AAUP Collective Bargaining Congress, 2001-2005. He taught at U.C. Berkeley, Boalt Law School, and Deep Springs College in addition to CSUS. And he has

served as Director of the Center for California Studies at CSUS, and a Trustee of the California Historical Society.

Jeffrey Cross, Associate Vice President for Academic Affairs  
Eastern Illinois University

Jeffrey Franklin Cross was born in Peoria, Illinois. He attended Wabash College and graduated from the University of Illinois at Urbana-Champaign in 1970 with a B.S. Degree. Mr. Cross served in the Teacher Corps in Bowling Green, Warren County, Kentucky, and graduated from Western Kentucky University with an M.A. Degree in 1972. He worked for the Illinois Department of Public Health in Springfield, Illinois, before joining the faculty and administrative staff of Ferris State University in 1976, where he served in a variety administrative positions including Acting Dean, and Associate Vice President for Academic Affairs. Mr. Cross was hired at Eastern Illinois University as Associate Vice President for Academic Affairs in 1998 and continues in that capacity. He was awarded a Ph.D. by the University of Illinois at Urbana-Champaign in 2004; his dissertation is titled, *The Impact of College and University Faculty Collective Bargaining on State Appropriations to Public Higher Education*.

Tom Kriger, Director of Research and Legislation, United University Professions, State University of NY, moderator

Dr. Thomas J. Kriger is Assistant to the President of United University Professions, the nation's largest higher education union. For the past six years he served as Director of Research and Legislation for UUP. He received his B.A. from the State University of New York College at Oswego (1982) and his M.A. (1988) and Ph.D. in Political Science (1994) from the City University of New York Graduate Center. He has taught at both public and private colleges in New York, Rhode Island and Colorado.

### **Institutional Agility. Is Collective Dialogue Possible in Turbulent Times:**

John Travis, President, California Faculty Association

John Travis is a long-time professor of Political Science at Humboldt State University. His teaching and research areas are international relations, Latin American politics, and California government and politics. He has been faculty union member since joining Humboldt's faculty, first as a member of the United Professors of California, and later as a member of the California Faculty Association. He has served in many positions in CFA's Humboldt chapter, including chapter president. He also was a member of the CFA Board of Directors and Chair of the CFA Bargaining Team before his election as president of CFA in 2003.

Barbara Viniar, Executive Director, Institute for Community College Development,  
Cornell University, moderator

Barbara Viniar joined the Institute for Community College Development in July 2003. The Institute provides professional development opportunities for current and potential leaders among community college faculty, administrators and trustees. Prior to joining Cornell she was president of Berkshire Community College in Pittsfield, Massachusetts for 9 years. She also held a variety of administrative positions at Rockland Community College in Suffern, NY from 1978 to 1994. Viniar was a Kellogg National Fellow from 1986-1989. She earned her doctorate in 1984 from the Institute for Leadership Studies at Fairleigh Dickinson University and her M.A. and B.A. from Lehman College, City University of New York. She is a frequent presenter on leadership at national and regional conferences.

### **Future of Academic Freedom. The Role of Unions and Management:**

William Scheuerman, President, United University Professions, State University of New York

William E. Scheuerman is President of United University Professions, the largest public higher education union in the nation. UUP represents 30,000 academic and other professional faculty on 29 State University of New York campuses. On leave from his position as professor of political science at SUNY at Oswego, he was first elected in May 1993 to lead the Union. Prior to his election as President, he served UUP in numerous positions on the chapter and statewide levels, including Vice President for Academics and Chief Negotiator for the Union's 1988-91 contract. He is a member of the Board of Directors of UUP's affiliate, the 525,000-member New York State United Teachers, and serves as a Vice President for UUP's national affiliate, the American Federation of Teachers. Scheuerman chairs the AFT Higher Education Program and Policy Council and NYSUT's Higher Education Council and is Vice-Chair of the New York State Public Higher Education Conference Board. He also is a board member of several "public interest" organizations. A native of Staten Island, Scheuerman earned his undergraduate degree from City College of New York and his Ph.D. in political economy from City University of New York. Scheuerman has written two books--*The Steel Crisis*, in 1986, and *Private Interests, Public Spending* with Sid Plotkin, in 1994, which studies the political origins of the fiscal crisis and organized labor's response. He has published in scholarly journals on political science, sociology, labor studies, and economics as well as in popular periodicals, including *The Nation*, for which he wrote articles on the politics of the steel industry, and the *Empire State Report*.

Pat Heilman, President, APSCUF

Pat Heilman serves as President of APSCUF, the Association of Pennsylvania State College and University Faculties, a union representing some 5,500 faculty and 350 coaches in the Pennsylvania State System of Higher Education. Fourteen universities comprise the Pennsylvania State System of Higher Education, serving more than 105,000 students. She has served as Indiana University of Pennsylvania-APSCUF Chapter President (1998-2002), IUP-APSCUF Grievance Chair (1996-1998); member of State

Meet and Discuss (2000-2004); member, State Negotiations Team (2001 – 2004); IUP Meet and Discuss (eight years); delegate, Legislative Assembly (1995-2004). Pat has been a member of the journalism faculty at Indiana University of Pennsylvania since 1983. She has won national awards for computer use in journalism and gender equity in education, state awards in the area of print design, was named the 1993 Outstanding Woman of the Year by the Indiana Branch American Association of University Women and served as a delegate and presenter at the Beijing Women's Conferences in August 1995.

Bill Rickert, Associate Provost, Wright State University

Bill Rickert is Associate Provost at Wright State University, where he has been on the faculty since 1974. As Professor of Communication he has taught courses in communication as well as in English and theatre, and his scholarly publications include work in diverse areas of poetic structure, rhetorical criticism, and performance involving persons with disabilities. Administratively, he has held a wide range of positions including graduate program director, department chair, associate dean and, since 1998, associate provost. As associate provost he has negotiated and administered three labor agreements with the faculty, and he has continuing responsibility for human resources and assessment for the university.

John J. McGarraghy, Professor, School of Public Affairs, Baruch College, City University of New York, moderator

John J. McGarraghy Professor of Higher Education at Baruch College of The City University of New York coordinates and teaches courses in the Higher Education Administration program. Prior to joining the faculty at Baruch Professor McGarraghy served as Baruch's Provost and Vice President for Academic Affairs, four years prior to that he was the Dean for Academic Affairs in the Central Administration of The City University of New York. For one of those years he was also the University's Acting Vice Chancellor for Academic Affairs. Preceding that he worked for the New York State Education Department, where he directed the Division of Academic Program Review (now known as the Office of College and University Evaluation). This office evaluates and accredits all of the approximately 250 colleges and universities in the State. Professor McGarraghy also served as president of Madison Consulting Services from 1992 to 2005. This small consulting practice provided services to institutions of higher education seeking degree-granting authority for the first time; the process of seeking authorization to offer academic programs at a new degree level; the pursuit of regional accreditation; and the development of degree programs in new subject areas. He received his doctorate in higher education administration from Harvard University.

### **Can We Restore the Ideals of Public Higher Education in a Market-Driven Era:**

Lara K. Couturier, a consultant in higher education, former director of research for the Futures Project: Policy for Higher Education in a Changing World at Brown University



Lara K. Couturier is a consultant specializing in higher education policy. Through March of 2005, Lara was the interim principal investigator, associate director and director of research for the Futures Project: Policy for Higher Education in a Changing World, a higher education think tank founded by Frank Newman at Brown University. Lara is working on her Ph.D. in History at Brown University, focusing on the intersections of race and policy in US history. She holds a Master's in US History from Brown, a Master's from the Harvard Graduate School of Education, and a Bachelor's from the University of Richmond. She was recently asked to serve as a consulting editor for *Change: The Magazine of Higher Learning*. Lara previously conducted research for the Harvard Project on Faculty Appointments, worked as a consultant and global marketing manager for Andersen Consulting, and was selected for the National Center for Public Policy and Higher Education's Associates Program. Lara is co-author of the recently released book, *The Future of Higher Education: Rhetoric, Reality, and the Risks of the Market* (Jossey Bass, 2004).

Gary W. Reichard, Vice President for Academic Affairs, California State University at Long Beach, moderator

Gary W. Reichard has been Provost and Senior Vice President for Academic Affairs at California State University, Long Beach, since July 2002. Prior to assuming this position, he served for eight years as Associate Vice President for Academic Personnel, Planning, and Assessment. A specialist in recent United States History, he received his B.A. from The College of Wooster (Ohio), his M.A. from Vanderbilt University, and his Ph.D. from Cornell University. Before coming to Cal State Long Beach in 1994, he held faculty and administrative positions at The Ohio State University, the University of Delaware, the University of Maryland, and Florida Atlantic University. He was a member of the Faculty Policies Review Project (sponsored by the American Association of State Colleges and Universities and several other associations) in 1997-1998, and was for three years a member of the CSU System-wide bargaining team that engaged in collective bargaining with the California Faculty Association. He has chaired the Committee on Teaching of the Organization of American Historians, and is currently a member of the SAT II: U.S. History Subject Test Development Committee of the College Board.

### **Negotiations Behind Negotiations. Reaching Out to Constituents:**

Robert Zazzali, Associate Provost for Faculty Affairs, Rowan University

Robert Zazzali is the Associate Provost for Faculty Affairs at Rowan University. He has served as the administration's chief negotiator with the AFT Union since 1988. He has a B.A. and M.A. from Rowan University and an M.A. in Labor Studies and Industrial Relations from Rutgers University.

Bill Chabala, Spokesperson for Statewide Faculty Negotiations APSCUF, Mansfield University of Pennsylvania

William S. Chabala is an Associate Professor and Chairperson of the Department of Academic and Human Development at Mansfield University. He is currently Chair of the Association of Pennsylvania State College and University Faculty (APSCUF) Negotiations Team. He has served on three negotiations teams in addition to his role as Chairperson of APSCUF's Legislative Committee and has been President, Vice President, and Legislative Chair for his local campus. Bill's undergraduate and Master's Degrees are from Kutztown University with doctoral course work in counseling at Syracuse University.

Nicholas DiObilda, Former President, Federation of Rowan University Educators

Nicholas DiObilda is a professor in the College of Education at Rowan University. He teaches courses in reading and literacy development at the undergraduate and graduate levels. He recently completed a four term as President of AFT Local 2373. He has also served as Grievance Chairperson and has served as the local's representative to the Council of NJ State College Locals and to AFT conventions and conferences.

### **Pension and Health Benefits Under Political Pressure. Future Landscape:**

John Abraham, Deputy Director of Research, AFT

John Abraham, Deputy Director, came to the AFT Research & Information Services Department in 1989 from Blue Cross Blue Shield, where he managed the Bell Atlantic account. Prior to that, Mr. Abraham was associate director of research for the Communications Workers of America. He has an M.B.A. in finance from Loyola University of Chicago. Mr. Abraham is a Certified Employee Benefits Specialist (CEBS) who has taught CEBS courses on health insurance, economics and finance at George Washington University, Catholic University, and the George Meany Labor Center. Mr. Abraham advises locals and school districts on the purchase of health insurance, and works with state and federal lobbyists on health care and retirement policy issues. He is the author of several articles and papers, including a recent article on Defined Benefit/Defined Contribution Pension Pay-outs in *Employee Benefits Quarterly*.

Carolyn Widener, Executive Vice-President of the Los Angeles College Faculty Guild and Chairwoman of the California State Teachers' Retirement System

Carolyn Widener currently chairs the Teachers Retirement Board of the California State Teachers Retirement System. After her 2001 appointment to the Board, Ms. Widener was also elected to represent community college educators in 2004. CalSTRS is the third largest US public pension fund with \$128.9 billion in assets (June 30, 2005). It provides retirement, disability, and survivor benefits to California's public school teachers from kindergarten through community college, serving more than 755,000 members and their families. Also, since 1996, Carolyn has been the Executive Vice President of the Los Angeles College Faculty Guild, Local 1521/CFT/AFT, representing the faculty of the nine colleges of the Los Angeles Community College District. Her responsibilities include developing policy positions and activities for members on

retirement issues and representing the faculty on the District's Health Benefits Committee, which she founded and co-chaired for many years. She is a member of the Guild's negotiating team and delegate from the Guild to the Los Angeles County Federation of Labor. In addition to union activities, Carolyn Widener has counseled and taught in various colleges of the Los Angeles Community College District since 1970. At West Los Angeles College since 1989, she is a professor of English and former chair of the Language Arts Division. Ms. Widener earned a B.A. in History, with honors, from the University of California, Los Angeles and both an M.A. in Education: Counseling Psychology and a TESOL (Teaching English to Speakers of Other Languages) Certificate from the University of Southern California. Since 1984, Carolyn has lived in Venice, where she joins her neighbors in supporting *Jazz at Palms Court*, which annually raises funds for the Venice Low-Income Housing Corporation and in attending UCLA basketball games.

Mitch Vogel, President, Board of Trustees Illinois State University Retirement Systems

Mitch Vogel, President, Board of Trustees Illinois State University Retirement Systems-A public pension managing almost \$14 Billion Dollars. Former President, University Professionals of Illinois, Local 4100 AFT-The largest organization representing public university faculty and staff in Illinois. Professor Emeritus of Educational Leadership at Northeastern Illinois University, Editor of *American Academic* a higher education journal of the American Federation of Teachers, and President of the Board of Directors Illinois Citizen Action.

Raymond F. O'Brien, Director, Instructional Staff Labor Relations, City University of New York, moderator

Raymond F. O'Brien is Senior University Director of University Labor Relations for The City University of New York. An attorney specializing in labor relations, he has a Masters Degree in Education from Teachers College and a Juris Doctor Degree from Fordham University School of Law.

### **Best Practice Language. Hiring and Governance:**

Bill Newton, Director of Labor Relations, Minnesota State College Faculty

William L. Newton, Director of Labor Relations, Minnesota State College Faculty holds both a B.A. and M.A. Degree from Moorhead State University in Vocal Music and Speech. His additional graduate work was done at the University of Minnesota and Minnesota State University at Mankato. He taught Vocal Music for 18 years in the Minnesota public schools and has held the Director of Labor Relations position for the past 22 years. He is a former member of the NEA Board of Directors, MEA Board of Directors, Former Council Chair for Negotiations and Former Council Chair for Instruction and Professional Development of the Minnesota Education Association. Mr. Newton is also the founder of the NEA's Great Lakes Regional Bargaining Conference.

Larry Oveson, President, Minnesota State College Faculty

Larry Oveson has served as the President of the Minnesota State College Faculty for four years and as President of one of its predecessors for eight years. He has negotiated the statewide employment contract for the college faculty for twenty years. He came to this work from his position as Librarian and Geography Instructor at Rainy River Community College in International Falls, Minnesota.

Toni Munos, System Director of Personnel, Minnesota State Colleges and Universities

Toni Munos started her human resources career in higher education working for the Minnesota Community College Board Office in 1981 to 1983. After a short hiatus living in Sydney, Australia, Toni returned to Minnesota in 1984 to become the Human Resources Director for Normandale Community College, in Bloomington Minnesota. During this time Toni also served on many community college system-wide committees and task forces focused on a variety of human resources issues. On July 1, 1995 when Minnesota's higher education systems merged, the state universities, community colleges and technical colleges, Toni was recruited to work for the new merged system as System Director for Personnel - HRIS & State Colleges. Today, Toni is responsible for the leadership of the Minnesota State Colleges and Universities human resources information system, known as SCUPPS, and is responsible for the administration and implementation of the various articles of the Minnesota State College Faculty collective bargaining agreement.

Jeff Wade, System Director for Labor Relations, Minnesota Community, Technical, & Consolidated Colleges

Jeffrey O. Wade has been in the Labor Relations field for over 25 years. He has negotiated and administered over 15 collective bargaining agreements in fields ranging from the postal workers to nursing and secondary and post secondary education. He attended Northwestern University where he majored in anthropology and minored in economics.

Valerie Wilk, Higher Education Coordinator, NEA, moderator

Valerie Wilk is a higher education coordinator with the National Education Association in Washington, DC. She has been with the NEA for four years, and in that role assists state and local affiliates in organizing and representing higher education employees: faculty, academic professionals, graduate students, and education support professionals in two-year and four-year institutions. Before coming to the NEA, Valerie was the assistant director of public policy for the American Federation of State, County, and Municipal Employees (AFSCME). She has a Master of Science Degree from the University of Iowa in preventive medicine and environmental health.

## **Research Panel: The American Professoriate.**

Cathy Trower, Principal Investigator, Collaborative On Academic Careers in Higher Education (COACHE), Harvard Graduate School of Education

Cathy Trower, Ph.D. is Co-Principal Investigator and Research Associate at Harvard University, Graduate School of Education. Her current project, entitled the “Collaborative On Academic Career in Higher Education” primary purpose is to make the academy a more attractive and equitable place for pre-tenure faculty by giving voice to the quality of their work life and their level of satisfaction with the workplace including climate, clarity of tenure and promotion processes and criteria, professional development opportunities, and the equity of policies and practices. A secondary purpose of the project is to increase the recruitment, retention, status, success, and satisfaction of faculty of color and white women. Cathy has studied faculty employment issues, policy, and practices for the past twelve years during which she produced an edited volume, numerous book chapters, articles, and case studies. She has made over 30 presentations during the past two years on tenure policies and practices, faculty recruitment strategies, and the issues of women and minority faculty. Previously, Cathy served as a senior level administrator of business degree programs at Johns Hopkins University with responsibility for corporate and community alliances. She has an M.B.A. and a B.B.A. from the University of Iowa and earned a Ph.D. in higher education administration at the University of Maryland, College Park.

Alan H. Shiller, President, Non-Tenure Track Faculty Association, NEA, Southern Illinois University Edwardsville, discussant

For over thirty years Alan Shiller has been teaching speech communication courses at university level. After completing his graduate program at Purdue University, Alan accepted his first faculty appointment at the University of Georgia in Athens. In 1980 he was named Outstanding Professor of the Year. That same year he accepted an offer as an Assistant Professor in Speech at Lindenwood College in St. Charles, Missouri. As a tenured professor Alan designed a number of communication courses that become requirements for various departments on campus. In 1989 Lindenwood College declared financial exigency and his position was eliminated (even though he was tenured).

For the next ten years Alan taught at various colleges in the St. Louis area: St. Louis Community College at Meramec, Webster University, Maryville University and Deaconess College of Nursing. In 1999 he accepted a non-tenure track appointment at Southern Illinois University Edwardsville. In 2001 he was recognized by the university as Outstanding Professor of the year.

Recognizing that the non-tenure track instructors are treated as "second-class citizens" at SIUE, Alan responded to an organizing flyer from the Illinois Education Association. A plan was set in motion to unionize the non-tenure faculty. In the Fall of 2004 the Non-Tenure Track Faculty Association won the right to organize by a 70% majority vote. Shiller serves as president of the association. In 2005 he was named as one of 28 individuals to the National Education Association Emerging Leaders Academy.

Mr. Shiller has presented many workshops and seminars nation-wide. He is an outstanding keynote speaker. Among his clients are the St. Louis Metropolitan Police Department, Cooperating School Districts of St. Louis, Accenture, General American Life Insurance, Missouri Baptist Children's Home, and the Atlanta Regional Commission. He also makes presentations at the National Communication Association conventions.

Christopher J. Adams, Director of Event Management, Hofstra University, moderator

Christopher J. Adams, Ed.D. is the Director of Event Management at Hofstra University and is responsible for overseeing all University special events. Dr. Adams holds a doctorate in Educational Administration from the Department of Foundations, Leadership, and Policy Studies, and a Master's of Science in Counseling Education from the Department of Counseling, Research, Special Education, and Rehabilitation from Hofstra University. Dr. Adams dissertation research was an historical documentation on the origin and establishment of faculty collective bargaining at Hofstra University. Dr. Adams is an Adjunct Assistant Professor in the Higher Education Administration program at Baruch College and teaches Student Services in Higher Education and Collective Bargaining in Higher Education.

### **Raising a University through Collective Bargaining:**

Robert Avery, Vice President and General Counsel, Roger Williams University

Robert Avery, Operations & Legal Executive has substantive senior level experience and recognized expertise in matters of executive administration in higher education, including legal mandate and compliance organizational structure, trends, evaluation and development, institutional policy development, implementation and training, dispute resolution, consensus building, employment, labor relations, legislative trends and evaluation, impact analysis, intellectual property, contractual affiliation, compensation and classification, senior level staffing, and platform training. Prior to joining Roger Williams University he served at the NJ Institute of Technology as Vice President & General Counsel & Secretary to the Board of Trustees, Vice President & General Counsel, General Counsel, University Counsel & Executive Director of Employee Relations, and Director of Employee Relations and Training. He was also General Counsel to Ferris State University and an adjunct professor at both Ferris State University and NJIT. Mr. Avery holds a J.D. from Syracuse University.

### **The GATS treaty and its Implications for Higher Education in the US and Canada**

David Robinson, Associate Executive Director, Canadian Association of University Teachers

David Robinson is the Associate Executive Director of the Canadian Association of University Teachers, representing more than 48,000 academic and general staff across the country. Prior to joining CAUT in 1999, he was the senior economist with the

Vancouver office of the Canadian Centre for Policy Alternatives, Canada's leading progressive think-tank. He currently serves on the Centre's board of directors and is a member of the Advisory Board of *Our Schools/Our Selves*, a quarterly journal on education.

David has worked for a number of labour and community groups in Canada and has taught at Simon Fraser University in Burnaby, British Columbia, and Carleton University in Ottawa. He is a frequent media commentator on social, political and economic issues in Canada and is the co-author, with Andrew Jackson, of *Falling Behind: The State of Working Canada*.

Ann Shadwick, CTA/NEA, moderator

VirginiaAnn Shadwick is the Ethnic Studies Librarian at San Francisco State University. She is on the National Education Association Board of Directors and a NCSCBHEP Advisory Board member. Her previous positions include being on the California Teachers Association Board of Directors - Higher Education; President, National Council for Higher Education, NEA; President, California Faculty Association; as well as serving on Education International's Further and Higher Education Committee.

### **Legal Issues in Higher Education:**

Ann D. Springer, Esq., AAUP

Ann D. Springer is Associate Counsel at the American Association of University Professors (AAUP), where she presents, writes, and advises college and university faculty, administrators, lawyers, and others on higher education legal issues. Ms. Springer joined AAUP from the faculty of the Washington College of Law at American University, where she was Acting Director of the Women and the Law Clinic and a Practitioner-in-Residence. As such, she taught seminars on legal representation and trial practice while also supervising students as they represented indigent women. Previously, Ms. Springer practiced law at McCutchen, Doyle, Brown and Enersen in San Francisco, where in addition to a general employment litigation practice she specialized in representing colleges and universities on labor and employment issues. She also clerked with Judge Richard Cudahy of the Seventh Circuit Court of Appeals, and served as a Legislative Assistant to Senator Nancy Kassebaum, specializing in issues of the Senate Committee on Labor and Human Resources.

Nicholas DiGiovanni, Esq., Morgan, Brown & Joy

Nicholas DiGiovanni, Jr. is a partner in the Boston law firm of Morgan, Brown & Joy, a firm exclusively devoted to the practice of labor and employment law representing management. Throughout his career, Mr. DiGiovanni has specialized in representing institutions of higher education on labor and employment matters and is counsel to numerous institutions, including the University of Vermont, University System of New

Hampshire, Brandeis University, Providence College, Simmons College, and the Vermont State Colleges, among others. His work has included the negotiations of numerous faculty and staff collective bargaining agreements for various colleges and universities. He has been a regular speaker at this conference and also is a frequent speaker at the National Association of College and University Association conferences and workshops over the years. Mr. DiGiovanni holds a B.A. (summa cum laude) from Providence College (1970) and received his J.D. from Cornell University Law School in 1973.

Ed Brill, Esq., Proskauer Rose, moderator

Edward A. Brill is a partner in the Labor and Employment Law Department of Proskauer Rose LLP's New York office. Ed devotes a significant amount of time to representing higher education institutions in a wide variety of labor and employment matters, including employment litigation and cases before the NLRB, involving faculty, administrators, and other employees. His experience includes representing Yale University, New York University and Columbia University in connection with widely publicized disputes involving union efforts to organize graduate student teachers and research assistants. Ed is a graduate of Yale Law School and is a member of the National Association of College and University Attorneys.

**Contingent Faculty:** Recent Contractual Breakthroughs for Contingent Faculty. Negotiating for Academic Stability.

Elaine Bobrove, President, Camden County College Adjunct Faculty Federation/AFT

Elaine Bobrove is an adjunct professor at Camden County College and president of the CCC Adjunct Faculty Federation. She is also a board member of the NJSFT. She has been involved with both traditional negotiations and interest based negotiations.

**Contingent Faculty:** Contingent Bargaining Unit Equity

Elizabeth Hoffman, NEA/AAUP, CSU at Long Beach

Elizabeth Hoffman is Associate Vice President-Lecturers, a statewide officer of the California Faculty Association, which is affiliated with AAUP, SEIU, and NEA. She serves on the CFA Board of Directors, Contract Development/Bargaining Strategy Committee, and the current CFA bargaining team. She was on the joint statewide CFA/California State University/Academic Senate Workload Committee and the joint statewide committee charged with implementing ACR-73, a plan mandated by the California Legislature to increase the percentage of tenure-track faculty in the CSU. She is on the National Council of the American Association of University Professors. At California State University, Long Beach, she has been a Lecturer in the Department of English for twenty years and also serves as Lecturer Project Leader in the Faculty Center



for Professional Development. She is co-author of two editions of *A Guide to the Whole Writing Process* (Houghton Mifflin).

Mark Preble, Director of Human Resources, University of Massachusetts at Boston

Mark Preble is the Assistant Vice Chancellor for Human Resources & Employee Relations at the University of Massachusetts Boston. In that role, he negotiates collective bargaining agreements with all campus employees, including both tenure system and non-tenure system faculty. Prior to his present position, he served as an Administrative Law Judge, Deputy Chief Counsel, and Commissioner at the Massachusetts Labor Relations Commission. He has a B.A. in economics from UMass Boston and a J.D. from Suffolk University Law School.

Joe Berry, (RAFO) IEA/NEA, Roosevelt University and University of Illinois

Joe Berry is the author of *Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education* (Monthly Review Press, 2005), based upon his Ph.D. dissertation in Labor Studies from the Union Institute (Ohio). He teaches labor education at the University of Illinois Chicago Labor Education Program and history at Roosevelt University in Chicago, both as a contingent. He is chair of the Chicago Coalition of Contingent Academic Labor (COCAL) and serves on the Executive Committee of The Roosevelt Adjunct Faculty Organization (IEA/NEA). He has been an activist, officer, paid staffer/organizer for both AFT and NEA local and state unions. He is also on the Coordinating Committee of the North American Alliance for Fair Employment (NAFFE), the network of contingent worker groups in the US and Canada. He has taught as a contingent in CA, PA and IL.

Karen Thompson AAUP/AFT, Rutgers University, moderator

Karen Thompson has taught part-time at Rutgers University in the English Department since 1979. In the late 80's, she initiated the state-wide campaign to organize part-time lecturers (adjuncts) culminating in an overwhelming election victory and has since helped negotiate four collective bargaining agreements. She has served on national AAUP's Committee on Part-Time and Contingent Appointments from 1990 through the production of both the 1993 "The Status of Non-Tenure-Track Faculty" and the recent revision "Contingent Appointments and the Academic Profession." Karen chaired the AAUP Committee from 1994 until 2000. As a staff representative for the Rutgers AAUP-AFT in New Jersey, she represents full-time faculty, part-time lecturers, and teaching assistants. She writes and speaks on issues concerning contingent faculty, most recently "Contingent Faculty and Student Learning: Welcome to the Strativersity," a talk at the annual meeting of the American Association of State Colleges and Universities published in *Exploring the Role of Contingent Instructional Staff in Undergraduate Learning*, 2003.



**Roundtables (Sunday night)**

## **Future Strategies with the Public and Public Representatives:**

Jay Hershenson, Secretary of the Board of Trustees and Vice Chancellor for University Relations, City University of New York

Jay Hershenson is Secretary of the Board of Trustees and Vice Chancellor for University Relations of The City University of New York -- the leading public urban university system in the nation. His portfolio includes the development and implementation of CUNY's external relations program, including governmental, media and community relations, and the administration of the Board of Trustees' agenda. He has worked in senior level administrative positions for six CUNY Chancellors since the mid-1970's and with over 100 CUNY trustees. He has made a lifelong commitment to education and, in particular, to the use of higher education to positively transform lives. Jay previously served as a leader in non-profit organizations: as Executive Director of the Committee for Public Higher Education; New York City Regional Director of the New York Public Interest Research Group, Inc.; and as Unit Director of the United Fund of New York.

Hank Sheinkopf, political consultant, Sheinkopf Communications

Hank Sheinkopf has been a political, public affairs and governmental relations consultant for nearly 30 years. He has worked on political campaigns and issue campaigns in four continents, nine foreign nations, in addition to over six hundred domestic political and issue campaigns in forty six American states. Hank Sheinkopf was a member of President Clinton's re-election media team (1995-1996) producing ads for the only Democratic president re-elected since FDR. He has also served as a strategic advisor to scores of campaigns at every level in his home state including the upset victories of New York State Attorney General Elliot Spitzer, New York City Public Advocate Betsy Gotbaum and Comptroller William C. Thompson, and has been involved in electing nearly half of the New York City congressional delegation alone. On the international political scene, Sheinkopf served as consultant to Leonel Fernandez, President of the Dominican Republic in his two successful presidential campaigns (1996 and 2004). He also consulted with the German Social Democrats in the successful 1997 election. These are a small selection of many successful international efforts. Currently, Hank Sheinkopf is the president of Sheinkopf Communications, based in New York City, a full service strategic communications company providing media production & placement, direct marketing, public relations and crisis management services.



## **Workshops (Monday and Tuesday: Workshops are scheduled twice)**

### **Collective Bargaining Basics:**

Gena Glickman, Vice President of Instruction, Elgin College

Gena Glickman has been the vice president of instruction and student services at Elgin Community College, in the NW Chicago suburbs since June of 2004. She spent twenty-seven years in Maryland higher education as a faculty member and administrator in various community colleges and as an assistant dean and associate provost at the University of Baltimore. She holds a Bachelor's in fine arts from the Maryland Institute College of Art, a Masters Degree from Johns Hopkins University, and a Ph.D. in education policy and history from the University of Maryland College Park. Dr. Glickman has, on several occasions, served as an accreditation team chair and consultant for the Middle States Commission on Higher Education.

Rose DiGerlando, Assistant Vice President of Instruction and Student Services, Elgin Community College

Rose DiGerlando, currently the Assistant Vice President of Instruction and Student Services at Elgin Community College, has over eight years of community college administrative experience and several years experience in teacher training. She has provided training and staff development to adult education programs at the local, state, and national levels on such topics as program administration, faculty evaluation, curriculum and program development, student placement and assessment, and materials selection and development. As the associate dean of the ESL, ABE and GED departments, Ms. DiGerlando supervised the largest number of Unit Adjunct Faculty on campus and most recently served as a Board negotiator for a three-credit-hour faculty contract. She received her M.A. from the University of Illinois at Chicago.

Diane M. Petersen, Associate Director of Human Resources, Employee Relations, Elgin Community College

Diane Petersen is the Associate Director of Human Resources at Elgin Community College and has been with the college for 21 years. During her tenure at ECC she has been involved with contract and interim negotiations, grievances and various other employee relation issues since 1990. She has negotiated three contracts as a Union President and four contracts as a negotiator for the Board using both traditional and interest-based bargaining methods. Ms. Petersen earned her Bachelors Degree from Illinois State and her Senior Professional Human Resources certification from the Society of Human Resources Certification Institute.

Terrence T. Creamer, Esq., Franczek Sullivan, P.C.

Terrence T. Creamer, an attorney with Franczek Sullivan, P.C. in Chicago, counsels and litigates on behalf of employers on a wide spectrum of labor and employment issues. A large portion of Mr. Creamer's work involves traditional union matters such as mid-term bargaining obligations, unfair labor practice claims, collective bargaining issues and union representation campaigns. He also advises employers on employment discrimination laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Illinois Human Rights Act. He frequently

represents clients before the National Labor Relations Board, the Illinois State Labor Relations Board, the Illinois Department of Employment Security and the Illinois Educational Labor Relations Board. Mr. Creamer also advises and represents school districts on the elementary, high school, community college and university levels with regard to employment and education law matters.

**Interest Based Mutual Gains Bargaining:**

Debra Osofsky, Executive Director, AAUP-UMDNJ

Debra Osofsky is currently the Executive Director for AAUP-UMDNJ, which is the collective bargaining representative for 1,400 faculty members at the University of Medicine and Dentistry of New Jersey. Prior to coming to AAUP-UMDNJ, Ms. Osofsky was a Senior Contract Administrator for the Air Line Pilots Association for ten years, and prior to that, she was an attorney for a major D.C. law firm. Ms. Osofsky has a B.S. in Labor Relations from Cornell University and a J.D. from Harvard Law School. Ms. Osofsky has negotiated several collective bargaining agreements, as well as innumerable letters of agreement, which she has negotiated using both traditional and interest based methods.

**Benefits and Pensions Basics:**

Howard Bunsis, President AAUP, Eastern Michigan University

Howard Bunsis is a Professor of Accounting at his eighth year at Eastern Michigan University. He is the President of the Faculty Union (AAUP), Faculty Advisor for Beta Alpha Psi (student organization), and NCAA Faculty Athletic Representative. Dr. Bunsis' research concentration is in pensions and postretirement health care and State and local government accounting. Before coming to Eastern, Dr. Bunsis taught for seven years at SMU in Dallas. Dr. Bunsis is a licensed but not practicing attorney and CPA. He received a Ph.D. in accounting from the University of Chicago in 1993; his M.B.A from the University of Chicago in 1987, a J.D. from Fordham Law School (in New York City) in 1984; and his Undergraduate degree in accounting from the University of Pennsylvania. Dr. Bunsis was born and bred in New York.