35th Annual National Conference:

New Models:
A Joint Management/Labor Meeting

April 6, 7, 8, 2008

SUNDAY

**National Center Advisory Board Meeting**
10:00 AM - 3:00 PM  Affinia Dumont  5 hours

**Reception**
3:30 - 5:30 PM  Hospitality Suite  2 hours

**Buffet Dinner, Open Bar sponsored by the Segal Company**
6:00 - 9:00 PM  Banc Cafe  3 hours
431 3rd Ave.
New York, NY 10016
(Corner of 30th Street and Third Ave.)
Welcome
9:00 - 9:30 AM  Room 14-220  30 minutes
Jennifer J. Raab, President, Hunter College, City University of New York
Manfred Philipp, Chair, University Faculty Senate, Trustee, City University of New York
Barbara Bowen, President, Professional Staff Congress, City University of New York
Kelly Jones, Vice President, Higher Education Practice Leader, Segal | Sibson
Tim Lane, Managing Director, Institutional Client Relationships, TIAA-CREF
Richard Boris, Executive Director, National Center

Opening Address
9:30 - 10:30 AM  Room 14-220  1 hour
Matthew Goldstein, Chancellor, City University of New York
Marcia Keizs, President, York College, City University of New York, Introduction

10:30 - 10:45 AM  Room 14-220  15 minutes
William Scheuerman, President, National Labor College
Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors

Across the Table. Presidents: An Open Exchange
10:45 AM - 12:45 PM  Room 14-220  2 hours
Lillian Taiz, President, California Faculty Association/AAUP/CTA/NEA/SEIU
Juliette Romano, President, UCE of Fashion Institute of Technology/NYSUT/AFT/NEA
Joyce Brown, President, Fashion Institute of Technology
Angelo Armenti Jr., President, California University of Pennsylvania
David Adamany, Chancellor, Temple University
Jeff Cross, Associate Vice President, Academic Affairs, Eastern Illinois University*
Pat Heilman, President, APSCUF, Pennsylvania*

Salaries: Can the Academy Compete for the Best Young Minds?
10:45 AM - 12:45 PM  Room 14-270  2 hours
Robin Wilson, Reporter, Chronicle of Higher Education
Martin Finkelstein, Professor, Higher Education, College of Education, Seton Hall University
Steve London, First Vice President, Professional Staff Congress/City University of New York/AAUP/AFT/NYSUT
Gary Reichard, Executive Vice Chancellor and Chief Academic Officer, California State University System*

New Resource Models in Minority-Serving Institutions
10:45 AM - 12:45 PM  Room 14-285  2 hours
Leslie Richards, President, University of the District of Columbia Faculty Association/NEA
Ron Norton Reed, President, California Community College Association (CCA)/CTA/NEA
William L. Pollard, Vice President, Office of Access and the Advancement of Public Black Colleges and Universities
Allen Sessoms, President, Delaware State University
Jerald Posman, Vice President, Administrative Affairs, York College, City University of New York*

New Models of Contingent Faculty Inclusion
10:45 AM - 12:45 PM  Room 14-280  2 hours
Frank Cosco, President, Vancouver Community College Faculty Association
Roberta Elins, Professor, Advertising and Marketing Department, Vice President, UCE/Fashion Institute of Technology/NYSUT/AFT/NEA
Donna Munroe, Associate Vice President, Human Resources and Payroll Services, University of Connecticut
Deanna Dudley, Assistant Director, Labor Relations, University of California System
Joe Berry, Visiting Labor Education Specialist, University of Illinois, Urbana-Champaign*
Elizabeth Hoffman, Lecturer, California State University, Long Beach, Associate Vice President, Lecturers' Council, California Faculty Association/AAUP/CTA/NEA/SEIU*

Prospects for a National Public Sector Bargaining Law
10:45 AM - 12:45 PM  Room 14-269  2 hours
Ed Kelley, Pennsylvania State University
James Castagnera, Associate Provost, Rider University

LUNCH
12:45 PM  Room 14-220

Luncheon Speech:
1:00 - 1:45 PM  Room 14-220  45 minutes
Gary Nelson, President, American Association of University Professors
Susan Pearson, Associate Provost, Faculty Relations and Budget, University of Massachusetts, Amherst, Introduction
New Models of Public Advocacy for Public Higher Education
1:45 - 3:45 PM Room 14-270 2 hours
Terry Hartle, Senior Vice President, American Council on Education, Office of Government and Public Affairs
Alan Lubin, Executive Vice President, NYSUT/AFT/NEA
Lara Couturier, Researcher, Brown University
Max Page, President, Massachusetts Society of Professors/MTA/NEA, University of Massachusetts, Amherst
John Murphy, Executive Vice President, University Professionals of Illinois/AFT/AFT*

New Models for Achieving Diversity in Management, Unions, and the Professoriate
1:45 - 3:45 PM Room 14-285 2 hours
Andy Effrat, Associate Provost, Faculty Recruitment and Retention, University of Massachusetts
Raul A. Huerta, Director International Education, EOP Advisor, Morristown State College, United University
Phadra Williams, Organizational Specialist, National Education Association
Cecil Canton, Associate Vice President, Affirmative Action Council, California Faculty Association/AAUP/CTA/NEA/SEIU*

New Pension and Retirement Models
1:45 - 3:45 PM Room 14-269 2 hours
Valerie Martin Conley, Director Center for Higher Education, Ohio University
Larry Singer, SEGAL Company
Sharon Domier, Bargaining Team Member, Massachusetts Society of Professors/MTA/NEA, University of Massachusetts, Amherst
Ernesto Malave, Vice Chancellor Finance, City University of New York*

New Models of Accountability and Evaluation: Performance Metrics, Dashboard
1:45 - 3:45 PM Room 14-220 2 hours
Judith Eaton, President, Council for Higher Education Accreditation
F. King Alexander, President, California State University, Long Beach
Larry Gold, Director, AFT Higher Education, American Federation of Teachers*

Year in Higher Education (Annual Panel)
1:45 - 3:45 PM Room 14-280 2 hours
David Hochman, Consultant, Technology-Based Economic Development
Ann Marcus, Director, Steinhardt Institute for Higher Education Policy, New York University
Stephanie Miguéz-Gerard, Research Associate, Centre de Sociologie des Organizations, Paris, Sciences-Po/CNRS
Anna Neumann, Professor, Higher Education, Teachers College, Columbia University
Frederick Lane, Professor, School of Public Affairs, Baruch College, City University of New York*

Responding to Campus Crisis
3:45 - 5:45 PM Room 14-280 2 hours
Mark Farley, Vice President, Human Resources and Legislative Affairs, Delaware State University
Jane Falls, Instructional Technology Masters of Arts (ITMA), Program Admin., NEA Student Program Advisor, Virginia Tech
Marcus L. Martin, Vice Chair, Virginia Tech Review Panel, Assistant Dean, School of Medicine and Associate Vice President, Diversity and Equity, University of Virginia
Mike Mauer, Esq., Director, Organizing and Services, American Association of University Professors*

The TIAA-CREF Institute: Recruitment, Retention and Retirement in Higher Education
3:45 - 5:45 PM Room 14-269 2 hours
TIAA-CREF Institute

Innovative Models to Support Work/Life Balance
3:45 - 5:45 PM Room 14-285 2 hours
Karla Hayashi, Instructor, English, UHPA Executive Committee, Chair, Collective Bargaining Committee, UHPA/NEA, University of Hawaii, Hilo
Gail Brooks, Interim Vice Chancellor for Human Resources, California State University System
Jacques Samson, Project Director, Canadian Association of University Business Officers
Susan Pearson, Associate Provost, Faculty Relations and Budget, University of Massachusetts, Amherst*

3:45 - 5:45 PM Room 14-220 2 hours
Sandra Schroeder, President, AFT Washington
Ernst Benjamin, General Secretary, American Association of University Professors
John Travis, former President, California Faculty Association/AAUP/CTA/NEA/SEIU
Jim Johnsen, Vice President, Administration, University of Alaska System
Wilhelmina Reuben-Cooke, Provost and Vice President, Academic Affairs, University of the District of Columbia*

Workshop Preparing for Grievance Arbitration
3:45 - 5:45 PM Room 14-270 2 hours
Joe Ambash, Esq., Greenberg Traurig
Lee Weissinger, Esq., Staff Counsel, Massachusetts Teachers Association/NEA

Reception
6:30 - 8:00 PM Affinia Dumont Hotel Hospitality Suite
All Panels, Workshops, and Luncheon Speeches

**9:00 AM - 4:00 PM** Baruch College, Vertical Campus
55 Lexington Avenue, New York, NY 10010
(Entrance on corner of 24th Street and Lexington Avenue)

**New Models of Academic Freedom for Non-Tenured Instructional Faculty**

**9:00 - 11:00 AM** Room 14-285 2 hours
Hudson Rogers, Associate Provost and Associate Vice President, Academic Affairs, Florida Gulf Coast University
Susannah Miller, Associate Director, Human Resources, Florida State University
Augusta Goldstein, Instructor, ESL, City College of San Francisco, Executive Vice President, San Francisco Community College Federation of Teachers/AFT
Bonnie Halloran, President, Lecturers’ Employee Organization, University of Michigan/AFT

**Merit Pay: Current and Future Models**

**9:00 - 11:00 AM** Room 14-270 2 hours
Mike Malone, Dean, College of Engineering, University of Massachusetts
John Curtis, Director, Research and Public Policy, American Association of University Professors
Sean Spinello, Assistant Vice President, Academic Affairs, Rutgers University
Tom Auxter, President, United Faculty of Florida/FEA/AFT/NEA
Richard Nettell, Professor, English, UHPA Executive Committee, Chair, Legislative and Political Action Committee, UHPA/NEA, University of Hawaii, Manoa*

**New Technology: New Paradigms for Instruction**

**9:00 - 11:00 AM** Room 14-220 2 hours
Felice Nudelman, Director, Education, The New York Times
Scott Jaschik, Editor, Inside Higher Ed
Valerie Wilk, Higher Education Coordinator, National Education Association*

**Emerging Collective Bargaining Issues in Community Colleges**

**9:00 - 11:00 AM** Room 14-280 2 hours
Elliot Susseles, Senior Vice President, SEGAL Company, Public Sector Collective Bargaining and Compensation
Carl Friedlander, President, Community College Council, California Federation of Teachers/AFT
Barbara Vinia, Executive Director, Institute for Community College Development, Cornell University
Dan Jacoby, Harry Bridges Endowed Chair in Labor Studies, University of Washington, Bothell
Beverly Eugene Harrison, Associate Vice President, Human Resources and Labor Relations, Nassau Community College*

**Views from Our Community – U.K. Professional Staff Bargaining Perspectives**

**9:00 - 11:00 AM** Room 14-269 2 hours
Helen Fairfoul, Deputy Chief Executive of the Universities and Colleges Employers Association, UK
Tom Wilson, Head, Organisation and Services Department, Trade Union Congress, UK
Jon Richards, Senior National Officer, UNISON Education Workforce Unit, UK
Ann Shadwick, California Faculty Association/AAUP/CTA/NEA/SEIU*


**11:00 AM - 1:00 PM** Room 14-220 2 hours
Abigail Byman, General Counsel and University Secretary, University of Scranton
Goryne McSherry, Esq., Electronic Frontier Foundation
Diane White, President, Solano College Faculty Association/CCA/CTA/NEA
Cynthia Eaton, Assistant Professor, English, Suffolk County Community College/NYSUT/AFT/NEA
Valerie Wilk, Higher Education Coordinator, National Education Association*

**Models of Market Equity Based Salaries**

**11:00 AM - 1:00 PM** Room 14-270 2 hours
Sarama Robinson Thornton, Professor, Economics, Hampden-Sydney College/AAUP
Margaret Merryfield, Senior Director, Academic Human Resources, California State University System
Mark Preble, Director, Human Resources, University of Massachusetts, Boston
Laurie N. Sherwen, Dean, Schools of the Health Professions, Hunter College, City University of New York*
Negotiating Progressive and Innovative Contracts
11:00 AM - 1:00 PM  Room 14-285  2 hours
Mary Tiles, Professor, Philosophy, former UHPA President, UHPA/NEA, University of Hawaii, Manoa
Deane Neubauer, Political Science (Emeritus) and Globalization Research Center Fellow, former Interim Vice President, Academic Affairs, University Negotiator, University of Hawaii, Manoa
Karen Stubaus, Associate Vice President, Academic Affairs, Rutgers University
Patricia Parham, Associate Vice Chancellor, Human Resources, Ventura County Community College District
Connie Jenkins, Chief Negotiator, Ventura County Federation of College Teachers, AFT Local 1828
Lisa Klein, President, Rutgers University/AAUP/AFT*

Workshop  Community College Bargaining
11:00 AM - 1:00 PM  Room 14-269  2 hours
Garry A. Neil, Community College Consultant, Oregon Education Association/NEA
James Salt, President, Lane Community College Faculty Association/OEA/NEA

LUNCH
1:00 PM

Luncheon Speech:
1:15 - 2:00 PM  Room 14-220  45 minutes
James E. Lyons, Secretary, Higher Education, Maryland Higher Education Commission
James Rice, Professor, Quinsigamond Community College, Worcester, Massachusetts, President, National Council for Higher Education/NEA, Introduction

Legal Issues in Higher Education (Annual Panel)
2:00 - 4:00 PM  Room 14-220  2 hours
Nicholas DiGiovanni, Esq., Morgan, Brown and Joy
Rachel Levinson, Esq., Associate Counsel, American Association of University Professors
Michael Farrell, professeur et membre du conseil syndical, Département des sciences de la gestion, Université du Québec

*Moderator