

MONDAY

36th Annual National Conference:
Joint Labor/Management Meeting: Academic Bargaining in an Era of Constraint

All Panels, Workshops, and Luncheon Speeches

8:45 AM - 6:00 PM Baruch College, Vertical Campus
55 Lexington Avenue, New York, NY 10010
(Entrance on corner of 24th Street and Lexington Avenue)

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*
Larry Singer, *Senior Vice President, SEGALISIBSON*
Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*
Richard Boris, *Executive Director, National Center*

Plenary

9:45 - 10:45 AM Room 14-220 1 hour

Dennis Van Roekel, *President, NEA*
Salvatore Rotella, *Chancellor Emeritus, Riverside Community College District, introduction*

Break

10:45 - 11:00 AM 15 minutes

Concurrent Sessions

11:00 AM - 12:45 PM 1:45 hours

Session I: Pensions and Retirement Benefits in Tough Times

11:00 AM - 12:45 PM Room 14-270 1:45 hours

Analytical overview of the economic and political pressures on retirement benefits and pensions during this economic crisis. Future prospects for pensions and retirement benefits. Implications for collective bargaining.
Valerie Martin Conley, *Director of the Center for Higher Education, Ohio University*
P. Brett Hammond, *Managing Director, Head of Investment Strategy, TIAA-CREF*
Steve Grestorex, *Business Manager, Connecticut State University/AAUP*
Abigail Byman, *General Counsel, University of Scranton*
Gail Brooks, *Vice Chancellor, Human Resources, California State University system, moderator*

Session II: The Influence of Globalization on U.S. Higher Education

11:00 AM - 12:45 PM Room 14-220 1:45 hours

Andrew Ross, *Professor, Social and Cultural Analysis, New York University*
Bob Samuels, *President, University Council/AFT, University of California, commentator*
Fred Floss, *Vice President for Academics, United University Professions/NYSUT/AFT/NEA, moderator*

Session III: Representing Contingent Faculty: Can Separate be Equal?

11:00 AM - 12:45 PM Room 14-285 1:45 hours

Are contingent faculty interests best represented in joint bargaining units or in units distinct and separate from those of full-time faculty? Preferences of current administrators and union leaders.
Dee Montgomery-Smith, *Vice President, Chemeketa Faculty Association/OEA/NEA, Chemeketa Community College*
Stuart Steiner, *President, Genesee Community College, SUNY*
Sean Spinello, *Assistant Vice President, Academic Affairs, Rutgers University*
Connie Jenkins, *Ventura County Federation of Teachers/AFT*
Greg Mulcahy, *President, Minnesota State College Faculty/Education Minnesota/AFT/NEA*
Larry Gold, *Director, AFT Higher Education, American Federation of Teachers, panelist and moderator*

Session IV: Views from our Community: University Trustees

11:00 AM - 12:45 PM Room 14-280 1:45 hours

Leo Welch, *Trustee, Eastern Illinois University*
Marie Conley Lammando, *Secretary, Bloomsburg University of Pennsylvania's Council of Trustees*
J. Noah Brown, *President, CEO, Association of Community College Trustees*
Andy Lietz, *former Chair, University of New Hampshire Board of Trustees*
Valerie Wilk, *Organizational Specialist, Office of Higher Education, National Education Association, moderator*

Workshop: On Workload Models

11:00 AM - 12:45 PM Room 14-269 1:45 hours

Joann Campbell, *Associate Vice President for Academic Affairs, University of North Florida*
Gary Thompson, *President, Saginaw Valley State University Faculty Association/MEA/NEA*
Jack VanHoorelbeke, *Director of Human Resources and Contract Administrator, Saginaw Valley State University*

Food Service Begins

12:45 PM Room 14-220

LUNCH

1:00 PM Room 14-220

Journal of Collective Bargaining in the Academy: Status Report

1:05 - 1:15 PM Room 14-220 10 minutes

William Scheuerman, *President, National Labor College*
Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors*

Luncheon Address

1:15 - 2:00 PM Room 14-220 45 minutes

Randi Weingarten, *President, American Federation of Teachers*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York, introduction*

Break

2:00 - 2:15 PM 15 minutes

MONDAY
(continued)

**36th Annual National Conference:
Joint Labor/Management Meeting: Academic Bargaining in an Era of Constraint**

Concurrent Sessions

2:15 - 4:00 PM

1:45 hours

Session I: Impact of Presidential Election and New Congress on Public Higher Education

2:15 - 4:00 PM

Room 14-220

1:45 hours

Examination of new national administration and congress on all aspects of public higher education including funding, accountability, student loans, research support.

Alan Lubin, *Executive Vice President, New York State United Teachers*

Becky Timmons, *Assistant Vice President for Government Relations, Division of Government and Public Affairs, American Council on Education*

John Murphy, *Executive Vice President, University Professionals of Illinois/IFT/AFT*

David Walsh, *Professor, Political Science, Southern Connecticut State University, President, Connecticut State University/AAUP, moderator*

Session II: Higher Education Research This Year (Annual Panel)

2:15 - 4:00 PM

Room 14-270

1:45 hours

Using the COACHE database the presentation will highlight key differences between institutions with collective bargaining agreements and those without along the dimensions most critical to tenure-track faculty job satisfaction: tenure clarity and reasonableness of expectations, support for teaching and research, policy effectiveness, work-family balance, climate, compensation, and global satisfaction.

Cathy A. Trower, *Research Director, Collaborative On Academic Careers in Higher Education, Harvard University, Graduate School of Education*

Daniel Julius, *Vice President, Academic Affairs, University of Alaska system*

Session III: Under the Table: Race and Gender in Promotion and Tenure

2:15 - 4:00 PM

Room 14-280

1:45 hours

Karen Stubaus, *Associate Vice President, Academic Affairs, Rutgers University*

Kimberly King, *Associate Professor, Psychology, California State University, Los Angeles, Delegate to the Council on Affirmative Action, California Faculty Association/CTA/NEA/AAUP/SEIU*

David Dobbie, *Coordinator, Center for Labor Studies, Wayne State University*

Julian Madison, *Professor, History, Southern Connecticut State University, Connecticut State University/AAUP, moderator*

Session IV: The Economic Crisis: Health Care Impacts

2:15 - 4:00 PM

Room 14-285

1:45 hours

Analysis of current political and economic environment as well as prospective analysis of what will and will not be achievable in future negotiations.

Scott Sowulewski, *Director of Employee Relations, Michigan State University*

Patrica Parham, *Associate Vice Chancellor, Human Resources, Ventura County Community College District*

Burrell Brown, *Faculty Chair, Joint Health Care Cost Containment Committee, California University/APSCUF*

Rachel Quinn, *Assistant Director, Research and Information Services Department, American Federation of Teachers*

Larry Singer, *Senior Vice President, SEGALISIBSON, moderator*

Workshop: Arbitration I

2:15 - 4:00 PM

Room 14-269

1:45 hours

Joe Ambash, *Esq., Greenberg Traurig, LLP*

Alan Shapiro, *Esq., Sandulli Grace, P.C.*

Break With Snack

4:00 - 4:15 PM

15 minutes

Concurrent Sessions

4:15 - 6:00 PM

1:45 hours

Session I: Institutional Collaboration in Times of Fiscal Stress

4:15 - 6:00 PM

Room 14-220

1:45 hours

Case studies of successful collaborative efforts among all university constituents (administration, faculty governance, union, students) and external constituencies (government, business, etc) in the hunt for resources. Are there models here for current tough times?

Theodore Curry, *Associate Provost, Vice President, Academic HR, Michigan State University*

John Van Dyken, *Uniserv Director, Administrative Professional Association/MEA/NEA, Michigan State University*

Patrick Lenz, *Vice President, Budget, University of California system*

Lillian Taiz, *President, California Faculty Association/AAUP/CTA/NEA/SEIU*

Alex Kulenovic, *President, Public Higher Education Network of Massachusetts (PHENOM), student member, University of Massachusetts Board of Trustees*

Steve Cyboran, *Vice President, Consulting Actuary, SEGALISIBSON, moderator*

Session II: Erosion of Tenure: Implications for Collective Bargaining

4:15 - 6:00 PM

Room 14-270

1:45 hours

The panel will focus on how collective bargaining resolves tenure issues for all faculty and how it balances the tenure needs of full-time and contingent faculty. And panel will examine institutional impact of granting tenure to contingent faculty.

Ian Robinson, *Lecturer, Sociology, University of Michigan*

Ernst Benjamin, *former General Secretary, AAUP*

Edie N. Goldenberg, *former Dean, Arts and Sciences, Professor of Political Science and Public Policy, University of Michigan*

Margaret Merryfield, *Senior Director for Academic Human Resources, California State system*

Ron Norton Reel, *President, California Community College Association (CCA)/CTA/NEA, moderator*

Session III: Research Panel. The Community College Funding Crisis and Salaries in States With and Without Collective Bargaining: Issues and Implications for Policy and Practice

4:15 - 6:00 PM

Room 14-280

1:45 hours

The community college funding crisis and comparative impacts on faculty salaries in states with and without collective bargaining.

Stephen G. Katsinas, *Director, Education Policy Center, University of Alabama*

David E. Hardy, *Director of Research, Education Policy Center, University of Alabama*

Michael T. Miller, *Professor of Higher Education, University of Arkansas*

Workshop: Negotiations 101

4:15 - 6:00 PM

Room 14-269

1:45 hours

An introduction to negotiations for new practitioners.

Tony Wildman, *Director of Higher Education Services, New York State United Teachers*

Peter Ludden, *Labor Relations Specialist, New York State United Teachers*

Reception

6:30 - 8:00 PM

Hospitality Suite, Affinia Dumont Hotel

TUESDAY

36th Annual National Conference:
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All Panels, Workshops, and Luncheon Speeches

9:00 AM - 3:45 PM Baruch College, Vertical Campus
55 Lexington Avenue, New York, NY 10010
(Entrance on corner of 24th Street and Lexington Avenue)

Concurrent Sessions

9:00 - 10:45 AM **1:45 hours**

Session I: Roundtable on Legislative Strategies for Pensions and Retirement Benefits

9:00 - 10:45 AM Room 14-270 **1:45 hours**

Legislative specialists will lead the roundtable on practical strategies for lobbying and creative benefit models under current economic and political conditions.

Carl Shepro, *President, United Academics of Alaska, University of Alaska, Anchorage, AAUP/AFT*

Allen Brawer, *Policy Research Group*

Richard Winsten, *Esq., Meyer, Suozzi, English & Klein*

Sandra Schroeder, *President, AFT Washington, AFT Vice President, Chair, AFT Higher Education Program and Policy Council, moderator*

Session II: The Search for New Revenue Models

9:00 - 10:45 AM Room 14-280 **1:45 hours**

Successful local negotiations at Rowan University to totally revamp summer school and graduate offerings to make them more competitive, profit centered, which gave them a revenue sharing model for academic departments AND the faculty teaching them. Kent State University history of collaborative models. Experiences at Kent State University.

Robert Zazzali, *Associate Provost, Rowan University*

Karen T. Siefing, *Local President, Council of New Jersey State College Locals/AFT, Rowan University*

Bruce Caswell, *Local Negotiator, Council of New Jersey State College Locals/AFT, Rowan University*

Cheryl A. Casper, *Emerita Professor, Economics, Kent State University, former chair, AAUP-KSU, member, National Council AAUP*

James Moran, *Senior Associate Vice Chancellor, Chief Academic Officer, Pennsylvania State System of Higher Education, moderator*

Session III: Funding Public Higher Education in Tough Times

9:00 - 10:45 AM Room 14-220 **1:45 hours**

National public policy implications of continued reductions in funding of public higher education institutions. Prospective analysis of national budget and funding levels of public higher education.

James Palmer, *Professor, Educational Administration and Foundations, Illinois State University, Editor, Grapevine*

Gary Rhoades, *General Secretary, AAUP*

Ed Muir, *Associate Director, Research Department, American Federation of Teachers*

F. King Alexander, *President, California State University, Long Beach*

Ernesto Malave, *Vice Chancellor for Budget and Finance, City University of New York*

Phil Smith, *President, United University Professions/NYSUT/AFT/NEA, moderator*

Session IV: Faculty Diversity: Gender and Ethnicity

9:00 - 10:45 AM Room 14-285 **1:45 hours**

Diversity is more evident among community college contingent faculty than elsewhere in academe. This panel will survey current faculty demographics nationwide, analyze reasons for diversity challenges in four-year and graduate institutions.

Martin Finkelstein, *Professor, Higher Education, Seton Hall University*

Derryn Moten, *Associate Professor, Humanities, Alabama State University, co-President, Faculty-Staff Alliance/AFT*

Theresa Montaño, *President, California Faculty Association chapter, California State University-Northridge, NEA Board of Directors*

Raphael Rosa, *University Director, Workforce Compliance and Equity Management, Office of Recruitment and Diversity, City University of New York*

Andrew Effrat, *Associate Provost, Faculty Recruitment and Retention, University of Massachusetts, Amherst*

Eileen Landy, *Statewide Secretary, United University Professions/NYSUT/AFT/NEA, moderator*

Workshop: Negotiations 102

9:00 - 10:45 AM Room 14-269 **1:45 hours**

Advanced negotiations for current practitioners.

Tony Wildman, *Director of Higher Education Services, New York State United Teachers*

Peter Ludden, *Labor Relations Specialist, New York State United Teachers*

Break With Snack

10:45 - 11:00 AM **15 minutes**

Concurrent Sessions

11:00 AM - 12:45 PM **1:45 hours**

Session I: On the Pathway to the Presidency: Characteristics of Higher Education's Senior Leadership

11:00 AM - 12:45 PM Room 14-280 **1:45 hours**

Jacqueline King, *Assistant Vice President, Center for Policy Analysis, American Council on Education*

Madeleine Wing Adler, *President Emerita, West Chester University, Pennsylvania, Senior Associate, Penson Associates, Inc.*

Jim Renick, *former Senior Vice President of Programs and Research, ACE, Senior Associate, Penson Associates, Inc.*

Yvonne Williams, *Higher Education Consultant, Michigan Education Association/NEA, moderator*

Session II: At the Table: Negotiating Workload

11:00 AM - 12:45 PM Room 14-270 **1:45 hours**

A discussion of different approaches to negotiating workload, ranging from the strict accounting of the Florida or Pennsylvania models to the totally undefined model in Massachusetts.

Mark Smith, *Organizational Specialist, Office of Higher Education, National Education Association*

Rob Mutchnick, *APSCUF President, Indiana University of Pennsylvania*

Thomas M. Krapsho, *Acting Vice Chancellor, Human Resources, Pennsylvania State system*

Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*

Jim Rice, *President, National Council for Higher Education/National Education Association, moderator*

TUESDAY
(continued)

**36th Annual National Conference:
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Session III: At the Table: Bargaining during Tough Times. Strategies and Trade-offs

11:00 AM - 12:45 PM Room 14-285 1:45 hours

Practitioners, from both sides of the table, offer creative strategies to minimize impact of the economic downturn on contract negotiations.

Stanley Aronowitz, *Distinguished Professor, City University of New York, Professional Staff Congress/NYSUT/AFT/NEA/AAUP*

Bill Candella, *Senior Director, Collective Bargaining, California State University, Office of the Chancellor*

Howard Bunsis, *President, Eastern Michigan University/AAUP*

Frank Gerry, *Director of Labor Relations, University of Maine*

Anne-Marie Ryan-Guest, *Vice President, Liberal Arts, Minnesota State College Faculty/Education Minnesota/AFT/NEA*

Jeffrey Frumkin, *Assistant Provost and Senior Director, Academic Human Resources, University of Michigan, moderator*

Workshop: Arbitration II: Grievance and Arbitration Role Play

11:00 AM - 12:45 PM Room 14-269 1:45 hours

Howard Parish, *arbitrator, mediator, New Jersey Public Employment Relations Commission*

Rene Castro, *Senior Director, Academic Employee Relations, California State University, Long Beach*

C.J. Elder, *Director, Contract Department, APSCUF*

Food Service Begins

12:45 PM Room 14-220

LUNCH

1:00 PM Room 14-220

Second Edition, Directory of Faculty Contracts and Bargaining Agents: Status Report

1:05 - 1:15 PM Room 14-220 10 minutes

Joe Berry, *Visiting Labor Education Specialist, Labor Education Program, University of Illinois, Urbana-Champaign, editor*

Luncheon Address. Plenary: On the Economy. Another Sputnik Moment?

1:15 - 2:00 PM Room 14-220 45 minutes

(Interactive session between panelists and audience)

John Cassidy, *economics journalist, The New Yorker*

Garrick Utley, *broadcast journalist, President, The Levin Institute, SUNY*

Ann Shadwick, *California Faculty Association/AAUP/CTA/NEA/SEIU, introduction*

Legal Issues in Higher Education (Annual Panel)

2:00 - 3:45 PM Room 14-220 1:45 hours

Nicholas DiGiovanni, *Esq., Morgan, Brown and Joy*

Rachel Levinson, *Esq., Senior Counsel, AAUP*

Frederick Schaffer, *Esq., Senior Vice Chancellor for Legal Affairs and General Counsel, City University of New York, moderator*