MONDAY

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

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, SEGUISHBN
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 Greathouse, Business Manager, Connecticut State University/AACP
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 Professionals/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, Geneseo 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 Committee, 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
Joan Campell, Associate Vice President for Academic Affairs, University of North Florida
Gary Thompson, President, Saginaw Valley State University Faculty Association/MMEA/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

1:05 - 1:15 PM  Room 14-220  10 minutes
William Scheuerman, President, National Labor College
Jeff Gross, Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors

Luncheon Address
1:15 - 2:00 PM  Room 14-220  45 minutes
Randi Weisskerts, 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
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/AACP/AAU, 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. Trowe, 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 Stubaas, 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 Delhie, 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
Patricia 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, SEGAL/SIBSON, moderator

Workshop: Arbitration I

2:15 - 4:00 PM  
Room 14-269  
1:45 hours
Joe Ankhosh, Esq., Greenberg Traurig, LLP
Alan Shapiro, Esq., Sandalli Grace, PC.

Break With Snack

4:00 - 4:15 PM  
15 minutes

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.
Teddy Curry, Associate Provost, Vice President, Academic HR, Michigan State University
John Van Dyken, Unions Director, Administrative Professional Association/MEU/NEA, Michigan State University
Patrick Lenz, Vice President, Budget, University of California system
Lillian Taiz, President, California Faculty Association/AAUP/MEU/CTA/NEA/SEIU
Alex Kulemenov, President, Public Higher Education Network of Massachusetts (PHENOM), student member,
University of Massachusetts Board of Trustees
Steve Cyboran, Vice President, Consulting Actuary, SEGAL/SIBSON, 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. Goldberg, former Dean, Arts and Sciences, Professor of Political Science and Public Policy, University of Michigan
Margaret Merrifield, Senior Director for Academic Human Resources, California State system
Ron Norton Reel, President, California Community College Association (CCCA/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
All Panels, Workshops, and Luncheon Speeches

TUESDAY

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 Winston, 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. Siefring, 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, Emeritus Professor, Economics, Kent State University, former chair, AAUP-KSU, member, National Council AAUP
James Moran, Senior Associate Vice Chancellor, Chief Academic Officers, 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 Palments, Professor, Educational Administration and Foundations, Illinois State University, Editor, Grapevine
Gary Risboudes, General Secretary, AAUP
Ed Muiir, 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 Montañ, 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 Ellfit, 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 14-260 1:45 hours
Jacqueline King, Assistant Vice President, Center for Policy Analysis, American Council on Education
Madeleine Wing Adler, President Emerita, Wellesley College, 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
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

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/AFT/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