

MONDAY

**37th Annual National Conference:
A Joint Labor/Management Meeting Renewal and
Reinvestment in Higher Education: Implications for Academic Collective Bargaining**

All Panels, Workshops, and Luncheon Speeches

8:30 AM - 6:00 PM Baruch College, Vertical Campus
55 Lexington Avenue, New York, NY 10010
(Entrance on corner of 24th Street and Lexington Avenue)

Breakfast

8:30 - 9:00 AM Room 14-220 30 minutes

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*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Larry Singer, *Senior Vice President, SEGAL Company*
Tim Lane, *Senior Director, Institutional Business Development, TIAA-CREF*
Richard Boris, *Executive Director, National Center*

Plenary Sessions

9:30 AM - 3:00 PM 5 hours 30 minutes

Opening Address

9:30 - 10:15 AM Room 14-220 45 minutes

Wilma Liebman, *Chairman, National Labor Relations Board*
Michael Mauer, *Director, Department of Organizing & Services, American Association of University Professors, introduction*

Break

10:15 - 10:30 AM 15 minutes

Bridge Panel to Opening Address (Below)

**The Legal Framework of Labor Law:
Change, Continuity, and the Public Good**

10:30 AM - 12:00 PM Room 14-220 1 hour 30 minutes

Jim Castagnera, *Associate Provost/Associate Counsel, Rider University*
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania State System of Higher Education*
James Turk, *Executive Director, Canadian Association of University Teachers*
Phil Kugler, *Director, Organization and Membership Services, American Federation of Teachers*
Michael Mauer, *Director, Department of Organizing & Services, American Association of University Professors, Moderator*

Food Service Begins

12:00 PM Room 14-220

**Launch: Journal of Collective Bargaining in the Academy
Status Report: Directory of Faculty Contracts and Bargaining Agents**

12:10 - 12:20 PM Room 14-220 10 minutes

CBA, William Scheuerman, *President, National Labor College, co-editor*
CBA, Jeffrey Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University, co-editor*
Directory, Joe Berry, *Visiting Labor Education Specialist, Labor Education Program, School of Labor and Employment Relations, University of Illinois*
Directory, Michelle Savarese, *Administrator, National Center*

Luncheon Address.

Why Don't Universities Get Their Fair Share?

12:20 - 1:10 PM Room 14-220 50 minutes

Dean Baker, *Co-Director, Center for Economic and Policy Research*
Valerie Wilk, *Organizational Specialist, Office of Higher Education, National Education Association, Moderator*

Break

1:10 - 1:20 PM 10 minutes

Bridge Panel to Luncheon Speech (Below)

**Round Table: Advocacy for Higher Education.
How Can We Make a Compelling National Case?**

1:20 - 2:50 PM Room 14-220 1 hour 30 minutes

Jay Hershenson, *Senior Vice Chancellor for University Relations and Secretary of the Board of Trustees, City University of New York*
Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*
Gary Rhoades, *General Secretary, American Association of University Professors*
Terry Hartle, *Senior Vice President, American Council on Education, Office of Government and Public Affairs*
Scott Jaschik, *Editor, Inside Higher Ed*
Jim Rice, *President, National Council for Higher Education/NEA*
Valerie Wilk, *Organizational Specialist, Office of Higher Education, National Education Association, Moderator*

Break

2:50 - 3:00 PM 10 minutes

MONDAY
(continued)

**37th Annual National Conference:
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Concurrent Sessions

3:00 - 4:30 PM

1 hour 30 minutes

California: Our Future? California State, University of California

3:00 - 4:30 PM

Room 14-220

1 hour 30 minutes

Millie Garcia, *President, California State University, Dominguez Hills*
Patrick Lenz, *Vice President for Budget, University of California system*
Steve Teixeira, *Secretary, Academic Professionals of California*
Bob Samuels, *President, University Council/AFT, University of California*
John Halcon, *Professor, College of Education, California State University, San Marcos, Secretary, California Faculty Association/CTA/NEA/AAUP/SEIU*
Gail Brooks, *Vice Chancellor, Human Resources, California State University system, Moderator*

Workshop: Advocacy at the State Level

3:00 - 4:30 PM

Room 14-270

1 hour 30 minutes

Elsa Nuñez, *President, Eastern Connecticut State University*
David Walsh, *President, Connecticut State University/AAUP*
Tom Auxter, *President, United Faculty of Florida/FEA/AFT/NEA*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Theresa Montano, *President, California Faculty Association chapter, California State University-Northridge, NEA Board of Directors*

Workshop: Arbitration 101

3:00 - 4:30 PM

Room 14-269

1 hour 30 minutes

Howard Parish, *Arbitrator Mediator, New Jersey Public Employment Relations Commission*
Rene Castro, *Senior Director, Academic Employee Relations, California State University, Long Beach*

Workshop: Communications at the Table-and off

3:00 - 4:30 PM

Room 14-280

1 hour 30 minutes

Ed Hartfield, *Executive Director, National Center for Dispute Settlement*
Ellen Schuler-Mauk, *President, Suffolk County Community College/AFT*

Break

4:30 - 4:40 PM

10 minutes

Concurrent Sessions

4:40 - 6:00 PM

1 hour 20 minutes

California: Our Future? Community College System

4:40 - 6:00 PM

Room 14-220

1 hour 20 minutes

Ron Norton-Reel, *President, California Community College Association/CTA/NEA*
John Nixon, *President, Mount San Antonio College*
Carl Friedlander, *Community College Council President, CFT/AFT*
Thomas M. Fallo, *President, El Camino College*
Gail Brooks, *Vice Chancellor, Human Resources, California State University system, Moderator*

Post-Docs and Collective Bargaining: Issues and Trends

4:40 - 6:00 PM

Room 14-280

1 hour 20 minutes

Gayle Saxton, *Interim Director, Labor Relations, University of California, Office of the President*
Shaun Richman, *National Representative, American Federation of Teachers*
Sean Spinello, *Senior Assistant Vice President for Academic Affairs, Director, Office of Labor Relations, Rutgers University, Moderator*

Workshop: Arbitration 102

4:40 - 6:00 PM

Room 14-269

1 hour 20 minutes

Joe Ambash, *Attorney, Greenberg Traurig*
Alan Shapiro, *Attorney, Sandulli Grace*

Reception

6:15 - 7:30 PM

Affinia Dumont Hotel

Hospitality Suite

Co-sponsors: Harvard University Office of Labor Relations
Georgetown University
Rutgers Council of AAUP Chapters, AAUP-AFT
The Scheinman Institute on Conflict Resolution, Cornell University

TUESDAY

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Breakfast

8:30 - 9:00 AM Room 14-220 30 minutes

Concurrent Sessions

9:00 - 10:30 AM 1 hour 30 minutes

The Effect of State Budgets on Labor Relations between Contracts

9:00 - 10:30 AM Room 14-220 1 hour 30 minutes

Jim Moran, *Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education*
Angelo Armenti, Jr., *President, California University of Pennsylvania*
Greg Mulcahy, *President, Minnesota State College Faculty, Education Minnesota/AFT/NEA, Century Community and Technical College, Minnesota*
Ellie Sullivan, *President, University Professionals of Illinois/AFT*
Frank DeStefano, *President, State College and University Professional Association (SCUPA), PSEA/NEA*
Steve Hicks, *State President, Lock Haven University/Association of Pennsylvania State College and University Faculties, Panelist and Moderator*

Retirement in the 21st Century: Choices and Direction. Answers for (and Questions from) Decision-Makers

9:00 - 10:30 AM Room 14-266 1 hour 30 minutes

Tim Lane, *Senior Director, Institutional Business Development, TIAA-CREF*

Changing Funding Balance at Public Institutions of Higher Education

9:00 - 10:30 AM Room 14-270 1 hour 30 minutes

Jeffrey Frumkin, *Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan*
David E. Shulenburg, *Vice President, Academic Affairs, Association of Public and Land-grant Universities*
Phil Smith, *President, United University Professions/NYSUT/AFT/NEA*
Catherine Boudreau, *Vice President, National Council for Higher Education/NEA*
Steve Greatorex, *Business Manager, Connecticut State University, AAUP, Moderator*

Effects of Budget Crisis on Diversity and Collective Bargaining

9:00 - 10:30 AM Room 14-280 1 hour 30 minutes

Lori Trofemuk, *Office of Labor Relations, University of California, San Diego*
Cecil Canton, *Associate Vice President, California Faculty Association/AAUP/CTA/NEA/SEIU, Council for Affirmative Action*
Kimberly King, *Associate Professor, Psychology, California State University, Los Angeles, California Faculty Association/AAUP/CTA/NEA/SEIU, Delegate to the Council for Affirmative Action, Moderator*

Graduate Student Unionization

9:00 - 10:30 AM Room 14-285 1 hour 30 minutes

Ed Mitchell, *Executive Director, United Faculty of Florida/FEA/AFT/NEA*
Helen Ho, *former president, Graduate Employee Organization, University of Michigan; member, AFT higher education program and policy council; Vice President, AFT Michigan*
Susan L. Caulfield, *Professor of Sociology and Director of Academic Collective Bargaining, Office of the Provost, Western Michigan University*
Susannah C. Miller, *Director, Faculty Relations, Human Resources/Office of the Dean of the Faculties, Florida State University, Panelist and Moderator*

Workshop: Negotiations 101

9:00 - 10:30 AM Room 14-269 1 hour 30 minutes

Tony Wildman, *New York State United Teachers*
Daniel Esakoff, *Labor Relations Specialist/Organizing, New York State United Teachers*

Break

10:30 - 10:40 AM 10 minutes

Concurrent Sessions

10:40 - 12:10 PM 1 hour 30 minutes

Year in Higher Education (Annual Panel)

10:40 AM - 12:10 PM Room 14-220 1 hour 30 minutes

Dan Fogel, *President, University of Vermont, incoming President, Association of Public and Land-Grant Colleges and Universities*
Daniel Julius, *Vice President, Academic Affairs, University of Alaska system, Convener*

Healthy Campus Survey

10:40 AM - 12:10 PM Room 14-266 1 hour 30 minutes

Chris Calvert, *Vice President and Senior Health Consultant, Sibson Consulting, a division of SEGAL*
Larry Singer, *Senior Vice President, SEGAL Company, Panelist and Moderator*

Views from Our Community: De-marginalizing Contingent Faculty

10:40 AM - 12:10 PM Room 14-280 1 hour 30 minutes

Peter Brown, *Distinguished Service Professor, German, SUNY New Paltz, Executive Board member, UUP, Co-Founder & Board Member, New Faculty Majority (NFM): National Coalition for Adjunct & Contingent Equity (NCACE)*
Alan Trevithick, *Adjunct, Anthropology/Sociology, Fordham Univ., Westchester CC; founding member, NFM: NCACE*
Matt Williams, *Lecturer, Continuing Ed & Workforce Development, Univ. of Akron & Stark State Univ.; Chair, Univ. of Akron's PT Faculty Assoc.; founding member & VP, NFM: NCACE*
Maria Maisto, *Lecturer, English, Cuyahoga C.C.; President, Board of Directors, NFM: NCACE; Co-Chair, Ohio Conference AAUP State-wide committee on PT Faculty, Moderator*

TUESDAY
(continued)

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Labor and Employment Relations Association Higher Education Industry Council Panel: The Use and Effectiveness of Staff Councils in Institutional Governance

10:40 AM - 12:10 PM Room 14-285 **1 hour 30 minutes**

LaMarr Q. Billups, *Assistant VP, Business Policy & Planning, Georgetown University*
Barbara Johnson, *Associate Vice President, Human Resources, University of Vermont*
Mary Opperman, *Vice President, Human Resources, Cornell University*
Michael Loconto, *Associate Director, Labor Relations, Harvard University, Moderator*

Community College Budgets, Before and After Federal Infusion: National Assessment

10:40 AM - 12:10 PM Room 14-270 **1 hour 30 minutes**

Steve Katsinas, *Director, Education Policy Center, The University of Alabama*
Margaret Wong, *President, Quinsigamond Community College-MCCC/MTA/NEA, Moderator*

Workshop: New Presidents and Leaders: Collective Bargaining Principles

10:40 AM - 12:10 PM Room 14-269 **1 hour 30 minutes**

Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Howard Bunsis, *AAUP, Eastern Michigan University*

Food Service Begins

12:10 PM

Luncheon Address.

Round Table: Advocacy for Higher Education at the State Level: Challenges and Opportunities

12:30 - 1:20 PM Room 14-220 **50 minutes**

Robert C. Holub, *Chancellor, University of Massachusetts, Amherst*
John Cavanaugh, *Chancellor, Pennsylvania State System of Higher Education*
Paul Lingenfelter, *President, State Higher Education Executive Officers (SHEEO)*
Craig Smith, *Deputy Director, Higher Education, American Federation of Teachers, Panelist and Moderator*

Break

1:20 - 1:30 PM **10 minutes**

Concurrent Sessions

1:30 - 3:00 PM **1 hour 30 minutes**

Continuing Education and Professional Education: Collective Bargaining Issues

1:30 - 3:00 PM Room 14-280 **1 hour 30 minutes**

Kathleen Howley, *Associate Vice Chancellor for Academic & Student Affairs, PA State System of Higher Education*
Diana Yohe, *Professor, Bristol Community College, Massachusetts Community College Council/MTA/NEA*
Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Damon Davis, *President, United Faculty of Florida-Broward College/UFF/FEA/AFT/NEA, Moderator*

Looking in from the Outside

1:30 - 3:00 PM Room 14-270 **1 hour 30 minutes**

Kevin Carey, *Policy Director, EducationSector*
Gary Rhoades, *General Secretary, American Association of University Professors*

Salaries and Living Wages in Tough Times: What is Possible Today?

1:30 - 3:00 PM Room 14-285 **1 hour 30 minutes**

Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Rod Henry, *President, Inter Faculty Organization, Bemidji State University, Minnesota*
Sandra Schroeder, *President, AFT Washington, AFT Vice President, Chair, AFT Higher Education Program and Policy Council*
David Schneider, *Professor of Communication, Saginaw Valley State University, President, Michigan Association of Higher Education/MEA/NEA*
Robert Zazzali, *Associate Provost, Faculty Affairs, Rowan University, Moderator*

Workshop: Negotiations 102

1:30 - 3:00 PM Room 14-269 **1 hour 30 minutes**

Tony Wildman, *New York State United Teachers*
Daniel Esakoff, *Labor Relations Specialist/Organizing, New York State United Teachers*

Workshop: Modeling A Collaborative State Initiative

1:30 - 3:00 PM Room 14-266 **1 hour 30 minutes**

Karen Yelverton-Zamarripa, *Assistant Vice Chancellor, Advocacy and Institutional Relations, California State University*
Karen Stubaus, *Associate Vice President, Academic Affairs, Rutgers University*
Christine Domhoff, *Secretary/Treasurer, National Council for Higher Education/NEA, Board Member, Ohio Education Association*
Adrienne Eaton, *President, Rutgers University AAUP/AFT*
Mark F. Smith, *Senior Policy Analyst, Office of Higher Education, National Education Association, Moderator*

Legal Issues in Higher Education (Annual Panel)

1:30 - 3:00 PM Room 14-220 **1 hour 30 minutes**

Nicholas DiGiovanni, *Esq., Morgan, Brown & Joy*
Rachel Levinson, *Esq., Senior Counsel, American Association of University Professors*
Frederick Schaffer, *Vice Chancellor, Legal Affairs, City University of New York, Moderator*