

# Registration Form

Please reserve \_\_\_\_\_ place(s) at the 38th Annual National Conference on Collective Bargaining:

\_\_\_\_\_ @ membership rate \$385.00  
(includes one conference registration, 2006 Directory of Faculty Contracts, and 2011 edition upon completion)

\_\_\_\_\_ @ additional conference registration rate \$230.00  
(after payment of membership rate)

\_\_\_\_\_ @ non-member conference registration rate \$345.00

\_\_\_\_\_ @ special rates for graduate employees contingent faculty and postdoctorates  
(please contact The National Center)

For Credit Card Payment (payments will include bank service charge) go to: [www.hunter.cuny.edu/ncscbhpep](http://www.hunter.cuny.edu/ncscbhpep) and click on *Moving the Academy Forward through Collective Bargaining*; finally click on *Credit Card Payment*

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TITLE: \_\_\_\_\_

INSTITUTION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

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E-MAIL NAMES OF ADDITIONAL CONFERENCE PARTICIPANTS TO THE NCSCBHPEP

**Workshops require pre-registration. E-mail your choices to: [national.center@hunter.cuny.edu](mailto:national.center@hunter.cuny.edu)**

Make checks payable to: NCSCBHPEP-Hunter College

Please send the registration form & payment to: (NCSCBHPEP), Hunter College of The City University of New York, Brookdale Campus  
425 E. 25th Street, New York, NY 10010-2547

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**E**ducation and the  
**P**rofessions

National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHPEP)  
Hunter College of The City University of New York  
Brookdale Campus, Box 615  
425 E. 25th Street, New York, NY 10010-2547

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# 38th Annual National Conference: A Joint Labor/Management Meeting

**HUNTER**  
[www.hunter.cuny.edu](http://www.hunter.cuny.edu)

## Together at the Table: Moving the Academy Forward through Collective Bargaining

April 10, 11, 12, 2011  
in New York City at the CUNY Graduate Center

Underwritten by a grant from



FINANCIAL SERVICES FOR THE GREATER GOOD™

With additional funding by



and The Chronicle of Higher Education



## Sunday

**Reception Hospitality Suite** 3:00 - 5:00 pm  
**First-time Attendee Session** 4:00 - 5:00 pm  
*AFFINIA DUMONT HOTEL 150 E. 34th Street & Lexington Avenue*  
**Buffet Dinner, Open Bar** 5:30 - 8:30 pm  
*BANC CAFE 431 3rd Avenue & 30th Street*

## Monday

**All Panels, Workshops** 8:15 am - 6:00 pm  
*CUNY GRADUATE CENTER 365 Fifth Avenue (Fifth Ave. between 34th and 35th Streets)*  
**Reception** 6:30 - 8:00 pm  
*AFFINIA DUMONT HOTEL*

## Tuesday

**All Panels, Workshops** 8:15 am - 3:00 pm  
*CUNY GRADUATE CENTER*

## Welcome

**WELCOME**  
Jennifer J. Raab, *President, Hunter College, 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*  
Sandi Cooper, *Chair, University Faculty Senate, City University of New York*  
Richard Boris, *Executive Director, National Center*

## Panels and Presentations

**Plenary: Opening Conversation**  
Robert C. Holub, *Chancellor, University of Massachusetts, Amherst*  
Gary Rhoades, *General Secretary, American Association of University Professors*  
Commentary: Jeff Selingo, *editor, The Chronicle of Higher Education*  
Moderator: Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*  
**Dialoguing about Creative Tensions and Creative Solutions in Collective Bargaining**  
James McCormick, *Chancellor, Minnesota State Colleges and Universities*  
Greg Mulcahy, *President, Minnesota State College Faculty/Education Minnesota/AFT/NEA*  
Pamela Silverblatt, *Vice Chancellor, Labor Relations, CUNY*  
Barbara Bowen, *President, Professional Staff Congress, CUNY*  
Moderator: Cynthia Schneider, *Vice President, Administrative Professionals Association/MEA/NEA, Michigan State University*

## Panels and Presentations

**Roundtable: "Creative Tensions" Responses and Question and Answer with Audience**  
Bill Perry, *President, Eastern Illinois University*  
Ellie Sullivan, *President, University Professionals of Illinois/AFT*  
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania System of Higher Education*  
Elizabeth Russell, *Campus Representative, Community College Administrators Association/MEA/NEA, Eastern Maine C. C.*  
Moderator: Cynthia Schneider, *Vice President, Administrative Professionals Association/MEA/NEA, Michigan State University*

**Open Microphone Dialogue with "Creative Tensions and Solutions" Panel and Roundtable Participants**  
**Luncheon Greetings:**  
Tim Lane, *Senior Director, Institutional Business Development, TIAA-CREF*  
Kelly Jones, *Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company*  
Jeff Selingo, *editor, The Chronicle of Higher Education*

**Luncheon I:**  
Jamie Merisotis, *President and CEO, Lumina Foundation*  
Dewayne Matthews, *Vice President, Policy and Strategy, Lumina Foundation*  
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

**Luncheon II:**  
Cathy Boudreau, *NEA board member, Massachusetts, Vice President, National Council for Higher Education/NEA*

**Higher Education's "Message"**  
Scott Jaschik, *editor, Inside Higher Ed*  
Tom Milligan, *Vice President, Public Relations, Colorado State University*  
Facilitator/Moderator: Jerry Posman, *Vice President, Chief Operating Officer, York College, CUNY*

**Asserting Public Higher Education's Voice in the State and National Agendas**  
Susan Meisenhelder, *former President, California Faculty Association/AAUP/CTA/NEA/SEIU*  
Millie Garcia, *President, California State University, Dominguez Hills*  
Ellen Schuler-Mauk, *President, Suffolk County C.C. Faculty Association/NYSUT/AFT/NEA*  
Moderator: Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*

**The New Common Good? Racing to the Top: The Matrix between K-12 and Higher Education**  
John Cavanaugh, *Chancellor, Pennsylvania State System of Higher Education*  
Eduardo Padrón, *President, Miami Dade College*  
Mark Richard, *President, United Faculty of Miami Dade College/FEA/AFT/NEA*  
Ellen Schrecker, *Yeshiva University*  
Moderator: Tom Auxter, *President, United Faculty of Florida/FEA/AFT/NEA*

**Panel of Legislators and Political Consultants. Conversation: What is the Real Common Good of Public Higher Education?**  
Chapin Rose, *Member, Illinois General Assembly*  
Richard Grucela, *Representative, Pennsylvania House of Representatives*  
Joel Packer, *Consultant, The Raben Group*  
Eric Kelderman, *State Politics, The Chronicle of Higher Education*  
Moderator: Leo Welch, *Chair, Board of Trustees, Eastern Illinois University*

**Distance Learning; Proprietaries: Impact on Higher Education?**  
Gary Grossman, *President University Senate, Arizona State University*  
David S. Murphy, *Chair, Department of Accounting, Lynchburg College*  
Carlene Blake, *Dean, Business and New Media Technologies, Technical Career Institutes*  
Brent Cejda, *University of Nebraska-Lincoln*  
Moderator: Mark Smith, *Senior Policy Analyst, Office of Higher Education, NEA*

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# 38th Annual National Conference: Together at the Table: Moving the Academy Forward through Collective Bargaining

## Panels and Presentations

### Graduate Employee Unionization in the Private Sector

Ed Brill, Esq., *Proskauer Rose*  
Carl Levine, Esq., *Levy Ratner, P.C.*  
Nick Velluzzi, *International Representative, UAW*  
Jorge Cabrera, *Vice President, UAW Local 2865/Graduate Students, University of California*  
Moderator: Mike Mauer, Esq., *Director, Organizing and Services, AAUP*

### Future of Post-Doc Organizing

Susan Chinman, *Director, Administrative Services, Graduate School, University of Massachusetts, Amherst*  
Richelle Fiore, *National Representative, American Federation of Teachers*  
Kevin Finneran, *Director, Committee on Science, Engineering, and Public Policy, Editor-in-chief, Issues in Science and Technology, The National Academies*  
Xiaoqing Cao, *President, UAW Local 5810 Post-Docs, University of California*  
Moderator: Jeff Frumkin, *University of Michigan*

### Contingent Faculty: Issues at the Table

Holly Lawrence, *Secretary, Clerk, Massachusetts Society of Professors/Massachusetts Teachers Association/NEA, University of Massachusetts, Amherst*  
Audrey Williams June, *reporter, The Chronicle of Higher Education*  
Juliette Romano, *President, UCE of Fashion Institute of Technology/NYSUT/AFT/NEA*  
Alan Trevithick, *founding member, New Faculty Majority: National Coalition for Adjunct & Contingent Equity, Fordham University & Westchester C.C.*  
Manfred Philipp, *former Chair, University Faculty Senate, CUNY*  
Moderator: Caryl Schiff-Greatorex, *Director, Member Services, Connecticut State University/AAUP*

### Dual Labor System: Can Higher Education Endure with Such a System?

Mayra Besosa, *Lecturer Representative, Co-Chair, Committee on Contingency, CFA/AAUP/CTA/NEA/SEIU, CSU, San Marcos*  
Barbara Bowen, *President, Professional Staff Congress, CUNY*  
Robert Samuels, *President, University Council/AFT, University of California*  
Ron Norton Reel, *President, Community College Association of California/CTA/NEA*

Frank Brooks, *Treasurer, Roosevelt Adjunct Faculty Organization/IEA/NEA*  
Moderator: Larry Gold, *Director, AFT Higher Education, AFT*

### Employment: Tenure, Long-Term Contracts, Retirement

Naomi Schaefer Riley, *Former editor, Wall Street Journal, independent journalist and author*  
Gary Rhoades, *General Secretary, American Association of University Professors*  
Moderator: Steve Hicks, *President, APSCUF*

### Public Education/Private Funding

Steve Katsinas, *Director, Education Policy Center, University of Alabama*  
Angelo Armenti, *President, California University of Pennsylvania*  
Rod Henry, *Past President, Inter Faculty Organization, Minnesota State Universities*  
Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*  
Moderator: Gail Brooks, *Vice Chancellor, Human Resources, California State University System*

### Private Contractors/Consultants/Providers in the Higher Education Space

Cary Nelson, *President, American Association of University Professors*  
Tom Kriger, *Provost, National Labor College*  
George Mehaffy, *Vice President, Academic Leadership and Change, American Association of State Colleges and Universities*  
Cathy Boudreau, *NEA board member, Massachusetts, Vice President, National Council for Higher Education/NEA*  
Moderator: Jim Moran, *Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education*

### Working Together through Collective Bargaining: What True Collaboration Can Achieve

Jim Castagnera, *Associate Provost and Associate Counsel for Academic Affairs, Rider University*  
Jeffrey Halpern, *Contract Administrator and Chief Grievance Officer, AAUP, Rider University*

### International Perspectives

L.M. Farrell, *Université du Québec*  
David Wheeler, *editor-at-large for International, The Chronicle of Higher Education*  
Helen Fairfoul, *Universities and Colleges Employers Association, U.K.*  
Andrew Ross, *Professor, Social and Cultural Analysis, New York University*

Moderator: Valerie Wilk, *Higher Education Organizer, Office of Higher Education, NEA*

### How Can Collective Bargaining Foster Diversity in the Professoriate and in Union Leadership?

Carol Wright, *Research Associate, Project on CUNY and Race, Professional Staff Congress, City University of New York*  
Jennifer S. Rubain, Esq., *University Dean, Recruitment and Diversity, Office of Human Resources Management, City University of New York*  
John Halcon, *Secretary, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, San Marcos*  
Derryn Moten, *Co-President, Faculty-Staff Alliance/AFT, Alabama State University*  
Moderator: Kimberly King, *Delegate to the Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Los Angeles*

### Effects of Budget Cuts and University Policies on Diversity and Collective Bargaining in the California State University System

Steve Teixeira, *Secretary, Academic Professionals of California*  
Teri Yamada, *President, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Long Beach*  
Kimberly King, *Delegate to the Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Los Angeles*  
Moderator: Cecil Canton, *Chair, Council for Affirmative Action, CFA/AAUP/CTA/NEA/SEIU, California State University, Sacramento*

### Community Colleges and the Crisis

Ron Norton Reel, *President, California C.C. Association, CTA/NEA*  
Lisa Ossian, *Executive Board, Des Moines Area C.C. Higher Education Association/ISEA/NEA, NEA Thought & Action Review Panel*  
Damon Davis, *President, United Faculty of Florida-Broward College/FEA/AFT/NEA Panel in Formation*

### Labor and Employment Relations Association Higher Education Industry Council Panel (LERA): The Growing Use of Social Media in Bargaining and the Workplace

*Panel in Formation*

### What is the "Collective" in Collective Bargaining?

Susan Caulfield, *Professor, Sociology, and Director, Academic Collective Bargaining, Western Michigan University*  
Susannah Miller, *Director, Human Resources, Florida State University*  
Ed Mitchell, *Executive Director, United Faculty of Florida/FEA/AFT/NEA*  
Paul Wilson, *President, Western Michigan University/AAUP*

### Coalition Building

Richard Nettell, *UHPA Executive Committee, Chair, Legislative & Political Action Committee, UHPA/NEA, University of Hawaii, Manoa*  
Ramón Castellblanch, *President, California Faculty Association/AAUP/CTA/NEA/SEIU, San Francisco State University*  
Theresa Montano, *President, California Faculty Association chapter/AAUP/CTA/NEA/SEIU, California State University, Northridge*  
Joshua Pechtahl, *Vice President, United Teachers Los Angeles, President, UTLA/AFT Local 1021*  
Moderator: Phadra Williams Tuitt, *Organizational Specialist, Office of Higher Education, NEA*

### TIAA-CREF Panel: Bridge to Retirement

*Panel in Formation*

### SEGAL/SIBSON Panel: Succession Planning

Kelly Jones, *Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company*  
Robert Conlon, *Senior Vice President, Organization and Talent, Sibson Consulting*  
Peter Barnes, *Vice President, Human Resources, Emory University*

### Annual Panel: Year in Higher Education

Scott Jaschik, *editor, Inside Higher Ed*  
Neil Bucklew, *former President, University of West Virginia*  
Daniel Julius, *Vice President, Academic Affairs, University of Alaska system, convener*

### Annual Panel. Legal Issues in Higher Education: Year Review of Decisions, Cases\*

Nicholas DiGiovanni, Esq., *Morgan, Brown & Joy*  
Rachel Levinson, Esq., *Senior Counsel, AAUP*  
Frederick Schaffer, *Vice Chancellor, Legal Affairs, CUNY*

## Workshops

### How to Analyze University Budgets

Howard Bunsis, *AAUP, Eastern Michigan University*

### Workplace Dispute Resolution/Mediation\*

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

### Arbitration 101\*

Joe Ambash, Esq., *Greenberg Traurig*  
Alan Shapiro, Esq., *Sandull'i Grace, P.C.*

### Arbitration 102\*

Howard Parish, *Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey State Board of Mediation, American Arbitration Association Panel of Arbitrators*

### Negotiations 101: Preparing for Productive Negotiations in Good Times and Bad\*

Carl Levine, Esq., *Levy Ratner, P.C.*  
Scott Sommer, *Director, New York Sub-Regional Director UAW Region 9A, New York*

Holly Stern, *General Counsel, New Jersey Institute of Technology*

### Negotiations 102: Which Form Will Your Negotiations

**Take: Art, Drama, Combat, or Symphony? Why, When, and How to Exercise Each Option...and Sometimes More\***

Robert Ufberg, Esq., *Ufberg Sileo, LLP*

### Negotiations 103: Collective Bargaining in the Brave New World: Exploring the Impact of Electronic Media on Negotiations, Protected Activity, and Privacy in the Modern Workplace\*

Stuart Davidson, Esq., *Willig, Williams & Davidson*  
Amy Rosenberger, Esq., *Willig, Williams & Davidson*

### Negotiating a First Contract

Maria Osorio, Esq., *Labor & Employee Relations Manager, Pace University*  
Eric Marshall, *Labor Relations Specialist, New York State United Teachers/AFT/NEA*

### Media Savvy: Implementing Higher Education's Message

Peter Hogness, *editor, The Clarion, Professional Staff Congress, CUNY*  
Facilitator/Moderator: Jerry Posman, *Vice President, Chief Operating Officer, York College, CUNY*  
*In Formation*

### Classroom Issues at the Table

Jessica Morris, *Director, District A, California Community College Association/CTA/NEA*

### Communications On and Off the Table II

Ed Hartfield, *Executive Director, National Center for Dispute Settlement*  
Ellen Schuler-Mauk, *President, Suffolk County C.C. Faculty Association/ NYSUT/AFT/NEA*

\*CLE credit pending

## Journal of Collective Bargaining in the Academy: Announcement Volume II

William Scheuerman, *former President, United University Professions/NYSUT/AFT/NEA*

Jeff Cross, *Associate Vice President for Academic Affairs, Eastern Illinois University, co-editors*

## Where:

City University of New York  
Graduate Center  
365 Fifth Ave., New York, NY 10016

## Registration:

Registration fee includes all conference activities, Sunday evening buffet and Monday and Tuesday continental breakfast and lunch. Hotel accommodations and other meals are not included. Conference registration must be made by **March 18, 2011**. Any cancellations made after this date will not be reimbursed.

## Hotel:

### Affinia Dumont Hotel

150 E. 34th Street, New York, NY 10016

### Affinia Shelburne Murray Hill

303 Lexington Avenue, New York, NY 10016

Room rate \$279/night

For reservations call 1.866.233.4642, indicate the Affinia Dumont or Affinia Shelburne Murray Hill, and mention the group name National Center for the Study of Collective Bargaining. Conference rates are applicable from April 8 to April 13, 2011. Should an earlier or later stay need to be booked, two reservations are needed: one at the conference rate and one at the market rate.

Instructions for online reservations:

go to [www.hunter.cuny.edu/ncscbhpep](http://www.hunter.cuny.edu/ncscbhpep) then click on *Moving the Academy Forward through Collective Bargaining*; finally click on *Hotel Reservations*

Hotel reservations must be made by **March 18, 2011**

Computer Access will be provided in the CUNY Graduate Center Conference Facility and is available in individual rooms at the Affinia Hotels.

## CONTACT: (NCSCBHPEP) National Center for the Study of Collective Bargaining in Higher Education and the Professions

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