

MONDAY  
4/2/12

39th Annual National Conference:  
A Joint Labor/Management Meeting  
Academic Collective Bargaining Under Siege: Implications for a Public Good

**All Panels, Workshops, and Luncheon Speeches**

**8:30 AM - 5:40 PM** **CUNY Graduate Center, Concourse Level**  
**365 Fifth Ave., New York, NY 10016 (Entrance on Fifth Ave. between 34th and 35th St.)**

**Breakfast**

**8:15 - 9:00 AM** **Concourse Lobby** **45 minutes**

**Welcome**

**9:00 - 9:15 AM** **Proshansky Auditorium** **15 minutes**

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*

**Plenary. Overview: Financial Landscape of Public Higher Education**

**9:15 - 10:15 AM** **Proshansky Auditorium** **45 minutes**

Jane V. Wellman, *Executive Director, National Association of System Heads (NASHE), and Founding Director, Delta Project on Postsecondary Costs, Productivity & Accountability*  
Respondent: Angelo Armenti, *President, California University of Pennsylvania*  
Introduction: Marcia Keizs, *President, York College, City University of New York*

**Break**

**10:15 - 10:30 AM** **15 minutes**

**Panel and Workshop**

**10:30 - 11:45 AM** **1 hour 15 minutes**

**Strategies for Coping with Public Higher Education's Financial Landscape**  
**(Companion Panel to Opening Plenary)**

**10:30 - 11:45 AM** **Proshansky Auditorium** **1 hour 15 minutes**

Barbara Bowen, *President, Professional Staff Congress, City University of New York*  
F. King Alexander, *President, California State University, Long Beach*  
Moderator: Gail Brooks, *Vice Chancellor, Human Resources, California State University system*

**Workshop: Freedom of Information Law CLE Credit**

**10:30 - 11:45 AM** **Room 9207** **1 hour 15 minutes**

Kathi Westcott, *Senior Counsel, American Association of University Professors*

**Luncheon Food Service, Presentations, and Workshop**

**11:50 AM - 1:30 PM** **Concourse Lobby** **1 hour 40 minutes**

**Luncheon Greetings**

**12:10 - 12:15 PM** **Proshansky Auditorium** **5 minutes**

Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*  
Larry Singer, *Senior Vice President, Segal Company*

**Views from Our Community Roundtable: Senior Administrators Respond to the Crisis**

**12:15 - 1:00 PM** **Proshansky Auditorium** **45 minutes**

Joe Glover, *Provost and Senior Vice President for Academic Affairs, University of Florida*  
Chuck Staben, *Provost and Vice President for Academic Affairs, University of South Dakota*  
Linda Johnsrud, *Executive Vice President for Academic Affairs and Provost, University of Hawaii System*  
Moderator: Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*

**Lunch Bridge to Breakout Sessions: Questions for Our Colleagues in These Times**

**1:00 - 1:30 PM** **Proshansky Auditorium** **30 minutes**

Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*  
Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

**Workshop: Interest Based Bargaining CLE Credit**

**(Begins at same time as 1st Proshansky Auditorium Session during the Luncheon)**

**12:15 - 1:30 PM** **Room 9207** **1 hour 15 minutes**

Ed Hartfield, *Executive Director, The Hartfield Resolution Group*  
Robert Ufberg, *Esq., Senior Partner, Ufberg Sileo, LLP*

**Break**

**1:30 - 1:45 PM** **15 minutes**

**Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses**

**1:45 - 3:00 PM** **1 hour 15 minutes**

**I. Budget Issues**

**1:45 - 3:00 PM** **Room C201** **1 hour 15 minutes**

Tom Auxter, *President, United Faculty of Florida/AFT/NEA*  
Paul Lingenfelter, *President, State Higher Education Executive Officers (SHEEO)*  
Matt Sapienza, *Associate Vice Chancellor for Budget and Finance, City University of New York*  
Mark Smith, *Higher Education Policy Analyst/NEA*  
Moderator: Craig P. Smith, *Deputy Director, Higher Education, American Federation of Teachers*

**II. Legal Challenges to Collective Bargaining**

**1:45 - 3:00 PM** **Room C203** **1 hour 15 minutes**

David Jackson, *President, Bowling Green State University Faculty Organization/AAUP, Ohio*  
Gary A. Hamilton, *J.D., Special Assistant to the Provost and Vice President for Academic Affairs, Professor, Collins College, California State Polytechnic University, Pomona*  
Phil Hostak, *Esq., Office of the General Counsel/NEA*  
Moderator: Jim Moran, *Interim President, Edinboro University of Pennsylvania*

**III. Crisis Impact on Students, Families, Local Businesses**

**1:45 - 3:00 PM** **Room C198** **1 hour 15 minutes**

Steve Teixeira, *Secretary, Academic Professionals of California, California State system*  
Ellie Sullivan, *President, University Professionals of Illinois/AFT*  
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania State System of Higher Education*  
América Facundo, *Professor, Internal Medicine Department, University of Puerto Rico, School of Medicine*  
Lida Orta Anés, *Professor and Coordinator Industrial Hygiene Program, University of Puerto Rico, Graduate School of Public Health*  
Moderator: Leo Welch, *Trustee, Eastern Illinois University*

**IV. Best Practices to Avoid Crisis Impact on Diversity and Gender**

**1:45 - 3:00 PM** **Room C205** **1 hour 15 minutes**

Kimberly King, *Delegate to the Council for Affirmative Action, California State University, Los Angeles, California Faculty Association/AAUP/CTA/NEA/SEIU*  
Lisa Ossian, *Executive Board, NEA Thought & Action Review Panel, Des Moines Area Community College Higher Education Association/ISEA/NEA*  
Martha Garcia, *Grievance Officer, Imperial Valley College/CCA/CTA/NEA*  
Joel Martin, *Vice Provost, Academic Personnel & Dean of the Faculty, University of Massachusetts, Amherst*  
Moderator: John Rose, *Dean for Diversity, Hunter College, City University of New York*

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**V. Changing the Conversation: Fiscal Constraints—Responding to the Challenge?**

**1:45 - 3:00 PM** **Room C197** **1 hour 15 minutes**

Bill Perry, *President, Eastern Illinois University*  
Robert L. Miller, *General Counsel, Eastern Illinois University*  
Frances Cortez Funk, *President, Kutztown University State College University Professional Organization*  
Evelyn Nazario, *Assistant Vice Chancellor, Human Resources Management, California State University system*  
Panelist and Moderator: Len Zinnanti, *Chief Operating Officer, Hunter College, City University of New York*

**VI. Workshop: Negotiations 101 CLE Credit**

**1:45 - 3:00 PM** **Room 9207** **1 hour 15 minutes**

Joe Ambash, *Esq., Fisher & Phillips*  
Alan Shapiro, *Esq., Sandulli Grace, P.C.*  
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*

**Break**

**3:00 - 3:15 PM** **15 minutes**

**Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses II**

**3:15 - 4:30 PM** **1 hour 15 minutes**

**I. Collective Bargaining. The Crisis: Impact on Retirement, Tenure, Faculty Mobility and Health Care**

**3:15 - 4:30 PM** **Room C205** **1 hour 15 minutes**

Peter Schmidt, *Senior Writer, The Chronicle of Higher Education*  
Debbie Bell, *Executive Director, Professional Staff Congress, City University of New York*  
Tim Lane, *Managing Director, Institutional Relationships, TIAA-CREF*  
Larry Singer, *Senior Vice President, Segal Company*  
Moderator: Karen Stubaus, *Associate Vice President, Academic Affairs, Rutgers University, State University of New Jersey*

**II. The Nexus between Budget Conditions and Collective Bargaining Realities: What We Disagree and Agree Upon**

**3:15 - 4:30 PM** **Room C198** **1 hour 15 minutes**

Howard Bunsis, *AAUP, Eastern Michigan University*  
Patrick Lenz, *Vice President Budget, University of California*  
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

**III. Digital Instruction and Rights: Impact on Collective Bargaining Agreements and Contract Language**

**3:15 - 4:30 PM** **Room C197** **1 hour 15 minutes**

Cynthia Eaton, *Associate Professor, English, Suffolk County Community College/NYSUT/AFT/NEA*  
Diane White, *Past President, Solano College Faculty Association, CCA/CTA/NEA*  
Kathi Westcott, *Acting Senior Counsel, American Association of University Professors*  
Mark Farley, *Managing Consultant, InvOv8 Inc.*  
Jim Castagnera, *Associate Provost and Associate Counsel, Academic Affairs, Rider University*  
Moderator: Jeff Frumkin, *Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan*

**IV. Contingent Faculty: One System's Response**

**3:15 - 4:30 PM** **Room C201** **1 hour 15 minutes**

Ken Mash, *APSCUF Vice President, Professor, East Stroudsburg University*  
Jim Moran, *Interim President, Edinboro University of Pennsylvania*  
Moderator: Cindy Oliver, *President, Federation of Post-Secondary Educators, Vancouver, Canada*

**V. Faculty Entrepreneurship: Funding Source?**

**3:15 - 4:30 PM** **Room C203** **1 hour 15 minutes**

Gillian Small, *Vice Chancellor for Research, City University of New York*  
Gary Rhoades, *former General Secretary, AAUP, Professor, Higher Education, University of Arizona*  
Deborah Williams, *J.D., Vice-President, Johnson County Community College Faculty Association, Kansas NEA*  
Ira Blake, *Senior Vice President and Provost, Bloomsburg University of Pennsylvania*  
Moderator: Steve Greatorex, *Business Manager, Connecticut State University-AAUP*

**VI. Workshop: Negotiations 102 CLE Credit**

**3:15 - 4:30 PM** **Room 9207** **1 hour 15 minutes**

Stuart Davidson, *Esq., Willig, Williams & Davidson*  
Amy Rosenberger, *Esq., Willig, Williams & Davidson*  
Nicholas Anastasopoulos, *Esq., Mirick O'Connell LLP*  
Michael T. Loconto, *Associate Director of Labor Relations, Harvard University*

**Concurrent Sessions. The Crisis in Public Higher Education: Impacts/Responses III**

**4:30 - 5:40 PM** **1 hour 10 minutes**

**I. Collective Bargaining Contracts with Performance Metrics**

**4:30 - 5:40 PM** **Room C201** **1 hour 10 minutes**

Eric Mintz, *Chief Negotiator, Kent State University/AAUP*  
Mike Cheung, *Chief Negotiator, University of Akron/AAUP*  
Mike Sherman, *Provost, University of Akron*  
Sue Averill, *Associate Provost for Faculty Affairs, Kent State University*

**II. Views from Our Constituents: Union Coalition Building**

**4:30 - 5:40 PM** **Room C198** **1 hour 10 minutes**

Lillian Taiz, *President, California Faculty Association*  
Steve Hicks, *President, APSCUF*  
Gary Rhoades, *former General Secretary, AAUP; Professor, Higher Education, University of Arizona*

**III. Higher Education for Profit**

**4:30 - 5:40 PM** **Room C203** **1 hour 10 minutes**

Craig P. Smith, *Deputy Director, Higher Education, American Federation of Teachers*  
Gail Brooks, *Vice Chancellor, Human Resources, California State University system*  
Kimberly Sullivan, *Clark College, NEA Higher Education Emerging Leaders Academy*  
Moderator: Jim Rice, *President, National Council for Higher Education/NEA*

**IV. Union Coalition Bargaining: Faculty, Staff, Librarians, Contingent**

**4:30 - 5:40 PM** **Room C205** **1 hour 10 minutes**

Jim Weir, *Board of Directors, Community College Association/CTA*  
Cindy Oliver, *President, Federation of Post-Secondary Educators, Vancouver, Canada*  
Eileen Landy, *Statewide Secretary, United University Professions/NYSUT/AFT/NEA, State University of New York*  
Adrienne Eaton, *President, Rutgers University, AAUP/AFT*  
Trace Laux, *President, FT-NTT Unit/AAUP, Kent State University*  
Panelist and Moderator: Richard Nettell, *UHPA Executive Committee, Chair, Legislative and Political Action Committee, UHPA/NEA, University of Hawaii, Manoa*

**Reception**

**6:00 - 7:00 PM** **Affinia Dumont Hotel** **Hospitality Suite**

**TUESDAY**  
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**All Panels, Workshops, and Luncheon Speeches**

**8:30 AM - 1:30 PM** **CUNY Graduate Center Concourse Level**  
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**Breakfast**

**8:15 - 9:00 AM** **Concourse Lobby** **45 minutes**

**Panels and Workshop**

**9:00 AM - 9:45 AM** **45 minutes**

**9:00 AM - 10:15 AM** **1 hour 15 minutes**

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

**50 Year Retrospective: The Past and The Future**

**9:00 - 9:45 AM** **Proshansky Auditorium** **45 minutes**

Ernst Benjamin, *AAUP*  
Daniel Julius, *Vice President, Academic Affairs, University of Alaska system*  
Panelist and Moderator: Doug Lederman, *Editor, Inside Higher Ed*

**Break**

**9:45 - 10:00 AM** **15 minutes**

**Workshop: Negotiations 103 CLE Credit**

**(Begins at same time as 1st Proshansky Auditorium Session)**

**9:00 - 10:15 AM** **Room 9207** **1 hour 15 minutes**

Carl Levine, *Esq., Levy Ratner, P.C.*

**Perspectives: Challenges to Collective Bargaining in Ohio, Wisconsin, and Michigan**

**10:00 - 10:45 AM** **Proshansky Auditorium** **45 minutes**

Rudy Fichtenbaum, *Professor, Economics, Wright State University*  
Jeff Frumkin, *Assistant Provost and Senior Director, Academic Human Resources, University of Michigan*  
Bill Johnson, *Senior Director, Labor Relations and Policy Development, University of Cincinnati*  
Sara Kilpatrick, *Executive Director, Ohio Conference AAUP*  
Bryan Kennedy, *President, AFT Wisconsin*  
Joe McCartin, *Associate Professor, History, Georgetown University*  
Dan Clawson, *former President, Massachusetts Society of Professors/MTA/NEA; Professor, Sociology, University of Massachusetts, Amherst*  
Moderator: Pamela Silverblatt, *Vice Chancellor, Labor Relations, CUNY*

**Break**

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

**Concurrent Sessions: General Concerns**

**11:00 - 12:15 AM** **1 hour 15 minutes**

**I. Legal Issues in Higher Education: Annual Review of Decisions, Cases CLE Credit**

**11:00 AM- 12:15 PM** **Proshansky Auditorium** **1 hour 15 minutes**

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

**II. Where is the Research? Does Data Drive our Decisions?**

**11:00 AM- 12:15 PM** **Room C201** **1 hour 15 minutes**

Steve Katsinas, *Director, Education Policy Center, University of Alabama*  
Marty Finkelstein, *Professor, Higher Education, College of Education, Seton Hall University*  
Moderator: Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*

**III. What Case Can Public Higher Education Make that Will Resonate with Politicians?**

**11:00 AM- 12:15 PM** **Room C198** **1 hour 15 minutes**

Donna Cooper, *Senior Fellow, Economic Policy, Center for American Progress*  
Carl Friedlander, *President, CFT Community College Council/AFT*  
John Fincher, *Regional Director, Community College Association/CTA/NEA*  
Hon. Malcolm Smith, *New York State Senator*  
Hank Sheinkopf, *Political Consultant, Sheinkopf Communications*

**IV. The Collective Bargaining Landscape for Contingent Faculty**

**11:00 AM - 12:15 PM** **Room C203** **1 hour 15 minutes**

Alyssa Picard, *Organizing Director, AFT Michigan*  
Margaret Merryfield, *Senior Director, Academic Human Resources, California State University system*  
Joe Berry, *Labor Researcher, Labor Education Specialist, Author*  
Robert Zazzali, *Vice President for Employee and Labor Relations, Rowan University*  
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*  
Moderator: Jacquelyn Lloyd, *Contract Administrator, Graduate Employee Union, Michigan State University*

**Luncheon Food Service**

**12:15 - 12:45 PM** **Concourse Lobby** **30 minutes**

**Publication Report. Journal of Collective Bargaining in the Academy: Announcement Volume II**

**12:30 - 12:45 PM** **Proshansky Auditorium** **15 minutes**

Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University, co-editor*  
Steve Hicks, *President, APSCUF, co-editor*

**Lunch: What is Private/Public? Yeshiva Revisited**

**12:45 - 1:30 PM** **Proshansky Auditorium** **45 minutes**

Lafe Solomon, *Acting General Counsel, NLRB*  
Moderator: Mike Mauer, *Esq., Senior Labor Advisor, American Association of University Professors*