

NATIONAL CENTER

for the **Study of Collective Bargaining in Higher Education and the Professions**

HUNTER

The City University of New York

43rd Annual National Conference

**Our Future is Now
in Higher
Education**

**April 3, 4, 5, 2016
in New York City
at the CUNY Graduate Center**

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The City University of New York

April 3, 2016

Welcome Letter
Jennifer J. Raab

Welcome to Hunter College and the 43rd annual national conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions.

The National Center has been a CUNY labor-management research institution since 1972. Its mission is to examine collective bargaining and labor representation in higher education and the professions. It was created shortly after collective bargaining began in earnest at public and private colleges and universities. Throughout its existence, the National Center has played a key role in the national dialogue over collective bargaining and labor relations.

The growth in the number of new collective bargaining relationships over the past few years at many higher education institutions throughout the country has served to underscore the contemporary relevance of the work being done at the National Center. In the past year alone, the National Center has been cited in articles in the Wall Street Journal, the Chronicle of Higher Education, Inside Higher Ed, the Huffington Post, the Los Angeles Times, and the Chicago Tribune.

Hunter College is proud to be the home of the National Center, which helps us fulfill the Hunter motto: *Mihi Cura Futuri* – the care of the future is mine. It gives me great pleasure to acknowledge the people who work tirelessly throughout the year to make this conference – and all the work done at the Center – possible. Thanks go to Executive Director Bill Herbert and Administrator Michelle Saravese, whose dedication to the National Center is unparalleled; to the administrators and labor representatives who serve on the National Center's Board of Advisors and who are so very generous with their time and knowledge; and to the co-editors of the National Center's Journal of Collective Bargaining in the Academy, who, along with the journal contributors, provide fresh research and analysis regarding contemporary collective bargaining issues in higher education.

Over the course of this year's conference, you will have the opportunity to attend stimulating panel discussions and interactive workplace trainings on such varied subjects as shared governance; bargaining in right-to-work states; unionization and negotiations concerning graduate assistants and postdoctorates; LGBT issues in higher education labor relations, current issues under Title IX, best practices in labor-management committees, and effective advocacy on behalf of higher education.

Thank you for attending this year's conference.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer J. Raab".

Jennifer J. Raab
President

Hunter College of the City University of New York

Employment Law Answer Book

by Mark R. Filipp and James O. Castagnera

Getting accurate answers to employment law questions is crucial to establishing sound personnel policies and procedures in today's litigious environment. That's why thousands of employers, HR managers, attorneys, and business owners rely on **Employment Law Answer Book** in order to achieve compliance with ever-changing employment rules.



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- Sexual harassment
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NATIONAL CENTER **for the Study of Collective Bargaining in Higher** **Education and the Professions** **HUNTER** The City University of New York

April 3, 2016

Welcome to the 43rd annual national conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College.

The theme of this year's conference is The Future is Now in Higher Education. Consistent with that theme, we have organized a conference filled with stimulating and relevant panels and workshops on contemporary labor-management issues in higher education.

Since its inception, the National Center has been a labor-management research center. Its unique nature is reflected in the diverse labor-management composition of our Board of Advisors, which helps to guide our activities. Our Board of Advisors includes representatives from national and regional unions, as well as administrators from institutions of higher education.

As part of our mission, the National Center gathers data relating to collective bargaining representation in higher education, and publishes a directory of faculty contracts and bargaining agents. We also publish the *Journal of Collective Bargaining in the Academy*, an open access, peer-review online publication co-edited by Jeffrey Cross, Eastern Illinois University, and Steve Hicks, former president of the Association of Pennsylvania State Colleges and University Faculties, plus a monthly electronic newsletter.

The National Center and the annual conference would not be possible without the support of Hunter College President Jennifer J. Raab, and the City University of New York. This year's conference is being supported with a grant from TIAA-CREF, and additional support from Segal/Sibson. We thank the businesses, organizations, and law firms that have placed advertisements in this conference program, and we express our appreciation to the staff of Hunter College, the City University of New York, and the CUNY Graduate Center for their assistance.

Thank you for your participation in the conference. Following the conference, please respond to our on-line evaluation questionnaire to assist us in developing future programming.

William A. Herbert
Executive Director



FACULTY COMPENSATION SURVEY

The AAUP will release its 2016 *Annual Report on the Economic Status of the Profession* on April 11. The report will appear on the AAUP website and copies will be available for purchase at <http://www.aaup.org/bookstore>.

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UUP represents 35,000 academic and professional faculty on 29 SUNY campuses.

National Center Board of Advisors - 2016

The Board of Advisors is a labor-management board that meets semi-annually to provide guidance in the functioning of the National Center, to help maintain a cooperative dialogue among labor representatives and administrators in higher education, and to provide ideas and support for National Center initiatives.

Deborah Bell

Executive Director, PSC, CUNY

Juditra Burgess

Director, Labor Relations,
Boston University

James Castagnera

Associate Provost and Associate Counsel
Rider University

William Connellan

Director of Academic Support Services
University of Florida

Jeffrey Cross

Associate Vice President for Academic
Affairs, Eastern Illinois University

Malini Cadambi Daniel

Director for Higher Education, SEIU

Jeffrey Frumkin

Associate Provost and Senior Director,
Academic Human Resources, University of
Michigan

Steve Hicks

Associate Professor, Lock Haven University
Co-Editor, JCBA

Frederick E. Kowal

President, United University Professions

Risa L. Lieberwitz

General Counsel
American Association of University
Professors

Michael Mauer

Senior Labor Advisor
American Association of University
Professors

Theresa Montaño

Vice President, California Teachers
Association/NEA

Alyssa Picard

Acting Director of the Higher Education
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Jeanine Plottel

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DeWayne Sheaffer

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Pamela S. Silverblatt

Vice Chancellor, Labor Relations
City University of New York

Karen R. Stubaus

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Administration
Rutgers University

John Swarbrick

Chief Negotiator and Senior Labor
Relations Advisor, California State
University System

Phadra L. Williams

Organizational Specialist
Higher Education Program, NEA

Liesl K. Zwicklbauer

Assistant Vice Chancellor for
Employee Relations, SUNY




- The National Center's online peer-review journal
- Advancing research and scholarly thought in academic collective bargaining through:
 - Scholarly articles
 - Op-ed pieces
 - Practitioner perspectives
- Making relevant and pragmatic peer-reviewed research accessible to scholars and practitioners in the field
- Manuscripts may be submitted through the journal website: <http://thekeep.eiu.edu/jcba/>
- The Journal of Collective Bargaining is co-edited by Jeffrey Cross and Steve Hicks. It is supported in part by a generous contribution from TIAA-CREF and is hosted by Booth Library at Eastern Illinois University



Best Wishes to Our Friends at the National Center for the Study of Collective Bargaining in Higher Education and the Professions





COMMUNITY COLLEGE ASSOCIATION OF CALIFORNIA
Strength in Unity!

The Community College Association of California recognizes the National Center for Collective Bargaining in Higher Education and the Professions for its work in bringing us together to listen to each other.

CCA with CTA and NEA as our partners, advocates for faculty, empowers locals, builds strong and effective coalitions, and fights to preserve quality education.

CCA is the higher education affiliate of the California Teachers Association (CTA), the largest and most influential professional association of educators in the state with 325,000 members. CCA has become one of the most powerful voices for community colleges at the state level, striving to improve the working conditions of our members.

Nationally, CCA is affiliated with the National Education Association (NEA), the largest public employee association in the country with almost 3 million members.

www.cca4me.org

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43rd Annual National Conference

Our Future is Now in Higher Education

Underwritten by a grant by TIAA-CREF with additional funding by Segal Sibson
Preliminary Program (schedule is subject to change)

Sunday, April 3, 2016

CUNY Graduate Center

365 Fifth Avenue, New York, NY 10016

(Entrance on Fifth Avenue between 34th and 35th Street)

12:45 – 1:15 pm Concourse Lobby	Reception
1:00 – 1:10 pm Concourse Lobby	Announcement: Journal of Collective Bargaining in the Academy Jeffrey Cross, JCBA Co-editor, Associate Vice President for Academic Affairs, Eastern Illinois University
1:30 - 2:45 pm Proshansky Auditorium	Plenary: The History, State, and Future of Shared Governance M. Brian Blake, Executive Vice President for Academic Affairs and Provost, Drexel University Larry G. Gerber, former chair of the American Association of University Professors' Committee on College and University Governance and AAUP national vice president Barbara Lee, Senior Vice President for Academic Affairs, Rutgers University Scott Jaschik, editor, Inside Higher Ed, Moderator
2:45 – 3:00 pm	Break
3:00 – 4:15 pm Room C197	Research Panel: America's Public Regional Universities: Collective Bargaining Matters Stephen Katsinas, Director and Professor, University of Alabama Education Policy Center Theodore Curry, Associate Provost, Associate Vice President, Academic Human Resources; Professor, School of Human Resources and Labor Relations, Michigan State University, Commentator Fred Floss, Fiscal Policy Institute Senior Fellow, Commentator Gail Brooks, Vice Chancellor, Human Resources Emerita, CSU, Interim Vice President Human Resources and Diversity Inclusion CSU, Fullerton, Moderator
3:00 – 5:45 pm Room C198	Workshop Training: Advanced Collective Bargaining Training for Experienced Administrators Nick DiGiovanni, Morgan, Brown & Joy, LLP Joseph McConnell, Morgan, Brown & Joy, LLP Liesl Zwicklbauer, Assistant Vice Chancellor for Employee Relations, State University of New York, Moderator
3:00 – 5:45 pm Room C201-202	Workshop Training: Advanced Collective Bargaining Training for Experienced Faculty David Cecil, United Academics, AFT-AAUP Executive Director, University of Oregon Mike Mauer, American Association of University Professors Senior Labor Advisor Phadra Williams, NEA Organizational Specialist, Office of Higher Education, Moderator
4:45 – 6:00 pm Room C197	Panel: Higher Education Issues at Public Sector Labor Boards (CLE) Marjorie Wittner, Chair, Massachusetts Commonwealth Employment Relations Board Seth Agata, Chairperson, New York State Public Employment Relations Board Adam Rhynard, Oregon Employment Relations Board member Philip Maier, Arbitrator and Mediator, Moderator
6:00 – 9:00 pm Heartland Brewery	Buffet Dinner, Open Bar (Beer & Wine) – sponsored by Sibson Consulting, a Division of the Segal Company Featuring the Hunter College Jazz Trio 350 5th Avenue, New York, NY 10118 (Corner of Fifth Avenue and 34th Street: diagonally across from the CUNY Graduate Center; storefront level of the Empire State Building)

Monday, April 4, 2016

CUNY Graduate Center, Concourse Level
365 Fifth Avenue, New York, NY 10016
 (Entrance on Fifth Avenue between 34th and 35th Street)

8:30 – 9:00 am	Continental Breakfast
9:15 – 9:45 am Proshansky Auditorium	Welcoming Remarks Jennifer Raab, President, Hunter College, City University of New York DeWayne Sheaffer, NEA National Council for Higher Education President Karen Stubaus, Vice President, Academic Affairs and Administration, Rutgers University William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions
9:45 – 11:15 am Proshansky Auditorium	Plenary Session: <i>Friedrichs v. CTA: What the Future May Bring (CLE)</i> Cynthia Estlund, Catherine A. Rein Professor of Law, New York University School of Law Charlotte Garden, Seattle University School of Law Associate Professor and Litigation Director, Korematsu Center for Law and Equality Ruben Garcia, University of Nevada, Las Vegas Professor of Law Frederick Schaffer, General Counsel and Senior Vice Chancellor for Legal Affairs, CUNY, Moderator
11:15 – 11:30 am	Break
	Concurrent Sessions
11:30 am – 1:00 pm Proshansky Auditorium	Panel: Collective Bargaining and Labor Representation in a Right to Work Environment William Connellan, Director of Academic Support Services, University of Florida Thomas Auxter, former United Faculty of Florida President Sonya Alvarado, Staff Representative AFT Michigan David O.Woike, Assistant Vice President for Academic Affairs, Eastern Michigan University Mike Egan, Assistant Executive Director, CTA Negotiations and Organizational Development Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel, Moderator
11:30 am – 1:00 pm Room C197	Panel: Negotiating Over Job Security for Contingent Faculty Jonathan Karpf, Associate Vice President, CFA AVP Lecturer-North and Bargaining Team member, San Jose State University Alexandra Matish, Associate Director, Academic Human Resources, University of Michigan Anne McLeer, SEIU Local 500 Director of Higher Education and Strategic Planning John Bryan, Vice Provost for Academic Personnel, University of Massachusetts Amherst Judi Burgess, Boston University Director of Labor Relations, Moderator
11:30 am – 1:00 pm Room C198	Panel: The Future of Community Colleges Martha Kanter, Distinguished Visiting Professor of Higher Education and Senior Fellow, Steinhardt Institute of Higher Education Policy, New York University David Bergeron, Senior Fellow, Center for American Progress Lynette Nyagah, Community College Association CTA-NEA President Jack Quinn, Erie Community College President, Moderator
11:30 am – 1:00 pm Room C201-02	Panel: Graduate Assistants, Unionization, and Negotiations Michael Eagen, Director and Counsel, University of Connecticut Office of Faculty and Staff Labor Relations Kenneth Lang, UAW Region 9A International Representative Julie Kushner, UAW Region 9A Director Raymond L. Haines, Associate Vice Chancellor for Employee Relations, State University of New York James Castagnera, Associate Provost/Legal Counsel for Academic Affairs, Rider University, Moderator
11:30 am – 1:00 pm Room C204	Panel: Affordable Care Act Update Sara Sawyer, Director, Human Resources, Community College System of New Hampshire John Abraham, American Federation of Teachers Benefits Department Director Maria Maisto, Adjunct in English, Cuyahoga C.C., New Faculty Majority (NFM) President, OH PT FA co-founder Lawrence Singer, Senior Vice President, Segal Company, Panelist and Moderator

11:30 am – 1:00 pm Room 9206-07	Workshop Training: Improving Communication Skills for the Bargaining Table Michael E. Shay, Labor Management Consultant, Labor Management Project Tamara Robinson, Labor Management Consultant, Labor Management Project
1:00 – 2:00 pm Concourse Lobby	Lunch: Food Service
1:15 – 1:30 pm Concourse Lobby	Luncheon Greetings: Timothy E. Lane, Managing Director, TIAA-CREF Lawrence Singer, Senior Vice President, SEGAL/SIBSON
	Concurrent Sessions
2:00 – 3:30 pm Proshansky Auditorium	Panel: Faculty as Mandatory Reporters under Title IX Coleen Chin, Senior Attorney, U.S. Department of Education, Office of Civil Rights John Rose, Dean for Diversity, Hunter College, City University of New York Yael Wepman, Director of EEO & Title IX Coordinator, St. John's University Jeffery Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, Moderator
2:00 – 3:30 pm Room C197	Panel: LGBT Issues in Higher Education Labor Relations (CLE) Rosemary DiSavino, Senior Trial Attorney, U.S. Equal Employment Opportunity Commission Sean Robinson, Morgan State University Associate Professor of Higher Education Rachel V. See, National Labor Relations Board Elizabeth C. Payne, Interim Director, LGBT Social Science and Public Policy Center, Roosevelt House, Visiting Associate Professor, Hunter College, CUNY and Director, The Queering Education Research Institute, Moderator
2:00 – 3:30 pm Room C198	Panel: The Fair Labor Standards Act and Professional Employment on Campus (CLE) John S. Ho, Bond Schoeneck & King PLLC Ruben Garcia, University of Nevada, Las Vegas Professor of Law Erica Rafford-Noyes, SEIU Higher Education Research Coordinator Robert Zazzali, Senior Vice President for Community Affairs and Economic Development, Rowan University, Moderator
2:00 – 3:30 pm C201-C202	Panel: Brown University Redux (CLE) Wilma Liebman, Visiting Scholar, Rutgers University, School of Management and Labor Relations and former NLRB Chairman Joe Ambash, Fisher & Phillips LLP Paula Voos, Associate Dean and Director, Undergraduate and Master's Programs in Labor and Employment Relations, Rutgers University Harris Freeman, Professor, Legal Research and Writing, Western New England University; Massachusetts Commonwealth Employment Relations Board member, Moderator
2:00 – 3:30 pm Room C204	Panel: Multi-Employer Negotiations in Higher Education Scot Beckenbaugh, FMCS Deputy Director Lesley Burke-O'Flynn, Federation of Post-Secondary Educators Staff Representative David Rodich, SEIU Local 500 Executive Director Nicholas Anastasopoulos, Mirick O'Connell LLP Michael Loconto, College Counsel, Curry College, Moderator
2:00 – 4:45 pm Room 9206-07	Workshop Training: Data Analysis for Use During Collective Bargaining Howard Bunsis, Chair, AAUP Collective Bargaining Congress, Professor, Accounting, Eastern Michigan University Michael Nadol, Managing Director, Public Financial Management Inc. Len Polletta, Former Chair, New York State Unemployment Insurance Appeal Board, Moderator
3:30 – 3:45 pm	Break
	Concurrent Sessions
3:45 – 5:15 pm Proshansky Auditorium	Panel: Title IX, Academic Freedom and Due Process Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel Rana Jaleel, UC Davis, Committee W Suzanne B. Goldberg, Executive Vice President for University Life, Columbia University Peter Schmidt, Chronicle of Higher Education Senior Writer, Moderator

3:45 – 5:15 pm Room C197	Panel: Negotiating Over Technology in Contracts and Curriculum: Copyright or Copyleft? Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona Greg Saltzman, E. Maynard Aris Professor of Economics and Management, Albion College and Lecturer, School of Public Health, University of Michigan Michael W. Klein, Executive Director, N.J. Association of State Colleges and Universities Richard Novak, Vice President for Continuing Studies and Distance Education, Rutgers University, Moderator
3:45 – 5:15 pm Room C198	Panel: MICA: Negotiating a First Contingent Faculty Contract at an Art School David Rodich, SEIU Local 500 Executive Director Anne McLeer, SEIU Local 500 Director of Higher Education and Strategic Planning Jonathan C. Fritts, Morgan Lewis Doug Mann, MICA Vice President of Operations and Finance Leslie Shellow, MICA Bargaining Team Member Dan Harrington, Berklee Faculty Union MS1140 AFT – Massachusetts Executive Vice President, Moderator
3:45 – 5:15 pm Room C201-02	Workshop Training: Collective Bargaining and Labor Relations Training for New Administrators and New Union Representatives Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst Conrad Bowling, FMCS Commissioner Sheryl Barton, Negotiations Team Member, Minnesota State College Faculty/Education Minnesota/AFT/NEA, Moderator
3:45 – 5:15 pm Room C204	Panel: Career Technical Education for the Future Mark Smith, National Education Association Higher Education Policy Analyst Bryan Wilson, State Policy Director, National Skills Coalition Mollie Smith, Dean of Career Technical Education, Long Beach City College DeWayne Sheaffer, National Council for Higher Education/NEA President, Moderator
Comedy Central 513 W. 54th Street (between 10th & 11th Avenues) New York, NY 10019	
5:00 pm	The Nightly Show with Larry Wilmore To reserve free VIP guaranteed seating tickets, email viptickets@thenightlyshow.tv or call 212.649.6250.
Zinc Bar 82 West 3rd Street (between Thompson & Sullivan) New York, NY 10012 212-477-ZINC (9462)	
10:00 pm No Cover	VandoJam Opening-set featuring National Center panelist Danny Harrington and others

Tuesday, April 5, 2016

CUNY Graduate Center, Concourse Level
365 Fifth Avenue, New York, NY 10016
 (Entrance on Fifth Avenue between 34th and 35th Street)

8:30 – 9:15 am	Continental Breakfast
	Concurrent Sessions
9:15 – 10:45 am Proshansky Auditorium	Panel: State of Public Pensions and Its Impact on Collective Bargaining Diane Oakley, National Institute on Retirement Security Executive Director David Born, FMCS Regional Director Elliot Susseles, Senior Vice President, SEGAL Company, Public Sector Collective Bargaining and Compensation Michael McDermott, Illinois Education Association/NEA Uniserv Director, Panelist and Moderator
9:15 – 10:45 am Room C197	Panel: Effective Advocacy on Behalf of Higher Education Francine Newsome Pfeiffer, Rutgers, The State University of New Jersey Vice President for Federal Relations Robert Fernandez, Congress of Connecticut Community Colleges Political Director Barkak Nassirian, AASCU Director of Federal Relations and Policy Analysis Hank Sheinkopf, Sheinkopf Communications, Moderator
9:15 – 10:45 am Room C198	Panel: Collective Bargaining at Academic Medical Centers Karen Stubaus, Vice President, Academic Affairs and Administration, Rutgers University Ilyssa DeCasperis, AAUP-Biomedical Health Sciences of New Jersey, Rutgers University John Vander Weg, Wayne State University Associate Provost for Academic Personnel Diomedes Tsitouras, Executive Director, University of Connecticut Health Center AAUP Ray Dannenhoffer, Buffalo Health Sciences Center United University Professions Chapter President, Moderator
9:15 – 10:45 am Room C201	Panel: The Impact of Faculty Unit Composition on Collective Bargaining Robin Sowards, Organizer and Researcher, United Steelworkers, and Vice President, New Faculty Majority Loretta Ragsdell, City Colleges of Chicago Contingent Labor Organizing Committee Vice President and Grievance Chair/IEA/NEA James Burkel, Senior Academic Labor Relations Representative, University of Michigan Kenneth Doxsee, Vice Provost for Academic Affairs, University of Oregon Deborah Cooperstein, Adelphi University AAUP Chapter President, Moderator
9:15 – 10:45 am Room C202	Panel: Discrimination and Harassment Issues in Higher Education (CLE) Merrick Rossein, Professor of Law, City University of New York School of Law Jason Walta, Senior Counsel, National Education Association Jill Rosenberg, Orrick, Herrington & Sutcliffe LLP Malini Cadambi Daniel, SEIU Campaign Director, Higher Education, Moderator
9:15 – 10:45 am Room C204	Panel: Transforming the Collective Bargaining Process at Florida Gulf Coast University Ronald Toll, Provost and Vice President of Academic Affairs Tony Barringer, Associate Provost for Faculty Affairs Jennifer Baker, Director of Budget and Management Service, Academic Affairs and Chief Negotiator for Administration David Steckler, United Faculty of Florida, Chapter Grievance Chair and Negotiation Team Member Elizabeth M. Elliott, United Faculty of Florida, Chapter President and Chief Negotiator for Faculty Scott Jaschik, editor, Inside Higher Ed, Moderator
9:15 – 10:45 am Room 9206-07	Workshop Training: Best Practices in Labor-Management Committees in Higher Education Sally Klingel, Director, Labor-Management Programs, Scheinman Institute on Conflict Resolution ILR School, Cornell University Jamie Dangler, UUP Vice President for Academics, Moderator
10:45 – 11:00 am	Break

	Concurrent Sessions
11:00 am – 12:30 pm Proshansky Auditorium	Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE) Richard F. Griffin, NLRB General Counsel Mary Kay Klimesh, Seyfarth Shaw LLP Aaron Nisenson, AAUP Senior Counsel Kenneth Mash, Association of Pennsylvania State College and University Faculties President, Moderator
11:00 am – 12:30 pm Room C197	Panel: Collective Bargaining Issues Concerning Post-Doctorates Jerome J. Kukor, Dean, The Graduate School, Rutgers--New Brunswick Amy K. Lee, Diversity, University of California Labor and Employee Relations Director Karen Rosenber, UAW Region 9A International Representative Sayil Camacho, Graduate Student at the University of California, Los Angeles, School of Education and Information Studies Keith Micoli, NYU School of Medicine Postdoctoral Program Director, Moderator
11:00 am – 12:30 pm Room C198	Panel: Pensions and Health Insurance Savings for Contingent Faculty Timothy E. Lane, Managing Director, TIAA-CREF Scott Sommer, UAW Region 9A Sub-Regional Director Mark Brossman, Schulte Roth & Zabel PLLC William Shimer, Part-Time Lecturer, Northeastern University; member, SEIU Local 509 Esta Bigler, Director, Labor and Employment Law Programs, Cornell University ILR, Moderator
11:00 am – 12:30 pm Room C201	Annual Panel: Year in Higher Education Kenneth S. Hawkinson, President, Kutztown University Margaret E. Winters, Provost and Senior Vice President for Academic Affairs, Wayne State University Jerry M. Cutler, Vice President for Human Resources, Montclair State University Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator
11:00 am – 12:30 pm Room C202	Panel: Best Practices in Arbitration of Higher Education Issues Ira Lobel, Arbitrator and Mediator Susan T. Mackenzie, Arbitrator and Mediator Rosemary Townley, Arbitrator and Mediator Lisa Bonick, Director, Academic Labor Relations, Rutgers University, Moderator
11:00 am – 12:30 pm Room C204	Panel: Dual Credit and Enrollment Issues at Community Colleges Elisabeth A. Barnett, Senior Research Associate, Community College Research Center, Columbia University Alec Thomson, Schoolcraft College Faculty Forum President Kristin Klein Wheaton, Goldberg Segalla Andy Sako, Erie Community College Faculty Federation President Cynthia Eaton, Associate Professor, English, Suffolk County Community College, Moderator
11:00 am – 12:30 pm Room 9206-07	Workshop Training: Microaggressions and Implicit Bias on Campus (CLE) Barbara Diamond, Diamond Law Nicholas Brennan, National Center Intern and Hunter College Graduate Student, Moderator
12:30 – 1:30 pm	Lunch: Food Service
Comedy Central 513 W. 54th Street (between 10th & 11th Avenues) New York, NY 10019	
5:00 pm	The Nightly Show with Larry Wilmore To reserve free VIP guaranteed seating tickets, email viptickets@thenightlyshow.tv or call 212.649.6250.

SERIES II
Number Two

September 2012

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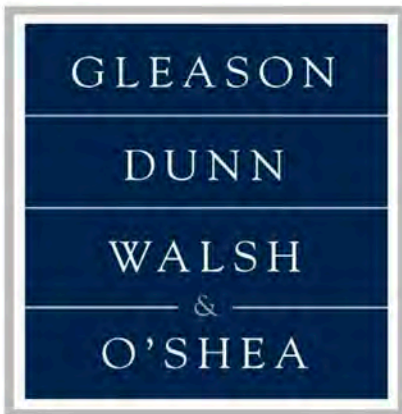
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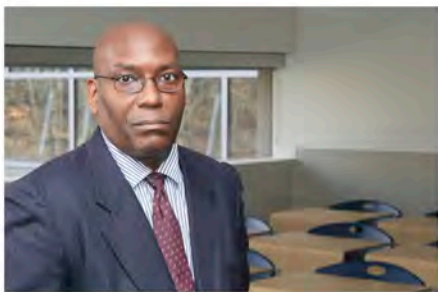
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The Australian Higher Education Industrial Association (AHEIA), Canada's Faculty Bargaining Services (FBS) and UK's Universities and Colleges Employers' Association (UCEA) are pleased to announce that the Third International Conference co-hosted by these three employer associations will be held in Sydney from May 1st - 5th 2017 (including study visits to Australian universities).

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Previous conference themes include *Managing the Academic Workforce: Global Challenges and Opportunities* (London 2012) and *In Pursuit of Institutional Success & Sustainability: Directions for Our Academic Workforce* (Vancouver 2014). The theme for Sydney 2017 will be confirmed in due course. The conference will provide an excellent opportunity to consider current issues and future directions in labour relations in Higher Education institutions from an international perspective. It is anticipated that delegates and speakers will be drawn from Australia, Canada and the United Kingdom, as well as from Europe and the United States, thereby enriching the conference experience.

To register your interest in receiving further information on the conference, when available, please email Nicole Raynal (nicole.raynal@iheia.edu.au) at AHEIA.



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