

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

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)

9:30 am – 12:30 pm Room C204	Advisory Board Meeting (members only)
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 Theresa Montaño, California Teachers Association/NEA Vice President, 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 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 Nyaggah, 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	Lunch: Food Service

Concourse Lobby	
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) Sharon Block, U.S. Department of Labor Principal Deputy Assistant Secretary John S. Ho, Bond Schoeneck & King PLLC 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, Deputy Director for Policy and Compliance, Harvard University, 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 John Swarbrick, Associate Vice Chancellor, Senior Labor Relations Advisor and Chief Negotiator, California State University System Jeffery Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, 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

	<p>Greg Saltzman, E. Maynard Aris Professor of Economics and Management, Albion College and Lecturer, School of Public Health, University of Michigan</p> <p>Michael W. Klein, Executive Director, N.J. Association of State Colleges and Universities</p> <p>Richard Novak, Vice President for Continuing Studies and Distance Education, Rutgers University, Moderator</p>
<p>3:45 – 5:15 pm Room C198</p>	<p>Panel: MICA: Negotiating a First Contingent Faculty Contract at an Art School</p> <p>David Rodich, SEIU Local 500 Executive Director</p> <p>Anne McLeer, SEIU Local 500 Director of Higher Education and Strategic Planning</p> <p>Jonathan C. Fritts, Morgan Lewis</p> <p>Doug Mann, MICA Vice President of Operations and Finance</p> <p>Leslie Shellow, MICA Bargaining Team Member</p> <p>Dan Harrington, Berklee Faculty Union MS1140 AFT – Massachusetts Executive Vice President, Moderator</p>
<p>3:45 – 5:15 pm Room C201-02</p>	<p>Workshop Training: Collective Bargaining and Labor Relations Training for New Administrators and New Union Representatives</p> <p>Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College</p> <p>Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst</p> <p>Conrad Bowling, FMCS Commissioner</p> <p>Sheryl Barton, Negotiations Team Member, Minnesota State College Faculty/Education Minnesota/AFT/NEA, Moderator</p>
<p>3:45 – 5:15 pm Room C204</p>	<p>Panel: Career Technical Education for the Future</p> <p>Mark Smith, National Education Association Higher Education Policy Analyst</p> <p>Bryan Wilson, State Policy Director, National Skills Coalition</p> <p>Mollie Smith, Dean of Career Technical Education, Long Beach City College</p> <p>DeWayne Sheaffer, National Council for Higher Education/NEA President, Moderator</p> <p>Panel in formation</p>

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)

<p>8:30 – 9:15 am</p>	<p>Continental Breakfast</p>
	<p>Concurrent Sessions</p>
<p>9:15 – 10:45 am Proshansky Auditorium</p>	<p>Panel: State of Public Pensions and Its Impact on Collective Bargaining</p> <p>Diane Oakley, National Institute on Retirement Security Executive Director</p> <p>David Born, FMCS Regional Director</p> <p>Elliot Susseles, Senior Vice President, SEGAL Company, Public Sector Collective Bargaining and Compensation</p> <p>Michael McDermott, Illinois Education Association/NEA Uniserv Director</p>
<p>9:15 – 10:45 am Room C197</p>	<p>Panel: Effective Advocacy on Behalf of Higher Education</p> <p>Robert Fernandez, Congress of Connecticut Community Colleges Political Director</p> <p>Barmak Nassirian, AASCU Director of Federal Relations and Policy Analysis</p> <p>Hank Sheinkopf, Sheinkopf Communications, Moderator</p> <p>Panel in formation</p>
<p>9:15 – 10:45 am Room C198</p>	<p>Panel: Collective Bargaining at Academic Medical Centers</p> <p>Karen Stubaus, Vice President, Academic Affairs and Administration, Rutgers University</p> <p>Ilyssa DeCasperis, AAUP-Biomedical Health Sciences of New Jersey, Rutgers University</p> <p>John Vander Weg, Wayne State University Associate Provost for Academic Personnel</p> <p>Diomedes Tsitouras, Executive Director, University of Connecticut Health Center AAUP</p> <p>Ray Dannenhoffer, Buffalo Health Sciences Center United University Professions Chapter President, Moderator</p>

9:15 – 10:45 am Room C201	<p>Panel: The Impact of Faculty Unit Composition on Collective Bargaining</p> <p>Robin Sowards, United Steelworkers member 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</p>
9:15 – 10:45 am Room C202	<p>Panel: Discrimination and Harassment Issues in Higher Education (CLE)</p> <p>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</p>
9:15 – 10:45 am Room C204	<p>Panel: Transforming the Collective Bargaining Process at Florida Gulf Coast University</p> <p>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 Panel in formation</p>
9:15 – 10:45 am Room 9206-07	<p>Workshop Training: Best Practices in Labor-Management Committees in Higher Education</p> <p>Sally Klingel, Director, Labor-Management Programs, Scheinman Institute on Conflict Resolution ILR School, Cornell University Jamie Dangler, UUP Vice President for Academics, Chief Negotiator, Moderator</p>
10:45 – 11:00 am	Break
	Concurrent Sessions
11:00 am -12:30 pm Proshansky Auditorium	<p>Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)</p> <p>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</p>
11:00 am -12:30 pm Room C197	<p>Panel: Collective Bargaining Issues Concerning Post-Doctorates</p> <p>Jerome J. Kukor, Dean, The Graduate School, Rutgers--New Brunswick Amy K. Lee, Diversity, University of California Labor and Employee Relations Director Karen Rosenberg, 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</p>
11:00 am -12:30 pm Room C198	<p>Panel: Pensions and Health Insurance Savings for Contingent Faculty</p> <p>Timothy E. Lane, Managing Director, TIAA-CREF Scott Sommer, UAW Region 9A Sub-Regional Director Sarah Slavick, Lesley University, SEIU Local 509 Carol Cantrell, Senior Vice President for Human Resources and Labor Relations, The New School Esta Bigler, Director, Labor and Employment Law Programs, Cornell University ILR, Moderator</p>
11:00 am -12:30 pm Room C201	<p>Annual Panel: Year in Higher Education</p> <p>Kenneth S. Hawkinson, President, Kutztown University Margaret E. Winters, Provost and Senior Vice President for Academic Affairs, Wayne State University Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, Moderator</p>
11:00 am -12:30 pm Room C202	<p>Panel: Best Practices in Arbitration of Higher Education Issues</p> <p>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</p>

<p>11:00 am -12:30 pm Room C204</p>	<p>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, Executive Vice President for Legal Affairs, Erie Community College Andy Sako, Erie Community College Faculty Federation President Cynthia Eaton, Associate Professor, English, Suffolk County Community College, Moderator</p>
<p>11:00 am -12:30 pm Room 9206-07</p>	<p>Workshop Training: Microaggressions and Implicit Bias on Campus Barbara Diamond, Diamond Law Nicholas Brennan, National Center Intern and Hunter College Graduate Student, Moderator</p>
<p>12:30 – 1:30 pm</p>	<p>Lunch: Food Service</p>