

# NATIONAL CENTER

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

## HUNTER

The City University of New York

# 44th Annual National Conference

## Creating Solutions in Challenging Times

**March 26, 27, 28, 2017  
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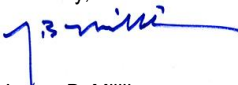
March 1, 2017

I am delighted to welcome all of you to the 44<sup>th</sup> annual conference of a highly valued CUNY institution, The National Center for the Study of Collective Bargaining in Higher Education and the Professions. The center, housed at Hunter College, has been a respected national leader in bringing labor leaders, scholars and administration representatives together to deepen understanding and enhance the effectiveness of labor relations in higher education. That mission is central to the smooth functioning of our universities, and certainly at CUNY, and I offer my warm appreciation of your participation in this important event and your efforts to build the durable bridges that help us achieve our highest goal, serving our students effectively by focusing on the mutual aims behind our common cause.

This is also the 50<sup>th</sup> anniversary of the enactment of New York State's landmark in labor relations, which has had a major impact on higher education, the Taylor Law. The framework created by the law, which led many other states to follow in our footsteps, affirmed the right of public employees to unionize and ensured that collective bargaining would be conducted in good faith. That is fundamental, and I appreciate very much that, despite the challenge of concluding a contract with CUNY's unions last year, we were able to work together in good faith and negotiate terms that strengthen our university and, I very much hope, the relationship with our unions. The Taylor Law remains as relevant as ever and CUNY's National Center has deepened the important work required to deliver fair results for all parties and, in the end, unite us in our educational mission.

Your theme this year, "Finding Solutions in Challenging Times," certainly hits the mark. The work of our universities, especially our great public universities, has never been more necessary to help our students succeed in the knowledge economy, but it has also grown more difficult to engage in the robust debate, deep intellectual probing and community-building that are essential elements in the best academic experiences. I wish you the best of luck in your deliberations and I look forward to the insightful ideas and solutions you offer, as you have at all of your annual gatherings.

Sincerely,



James B. Milliken

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March 26, 2017

Welcome to Hunter College and the 44th 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 center since 1972. Its traditional mission has been to examine collective bargaining and labor representation in higher education and the professions. Throughout its existence, the National Center has played a key role in the national dialogue over collective bargaining and labor relations. We look forward to the National Center extending its activities to other segments of the non-profit world including cultural institutions, and the medical industry.

The continued growth in collective bargaining relationships at higher education institutions throughout the country has served to underscore the contemporary relevance of the work being done at the National Center. The National Center's research found over 20 new private sector faculty bargaining units in 2016, and 12 new public sector units of faculty, department chairs, or graduate students. The National Center's research and analysis continues to be cited in articles in the Wall Street Journal, the Chronicle of Higher Education, Inside Higher Ed, Politico, 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 again go to Executive Director Bill Herbert and Administrator Michelle Savarese, 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 panels and interactive workplace trainings on a wide variety of subjects, from envisioning the faculty for the Twenty-First Century to responding to the student debt crisis.

Thank you for attending this year's conference.

Sincerely,

A handwritten signature in black ink that reads "Jennifer J. Raab". The signature is fluid and cursive, with the first and last names being the most prominent.

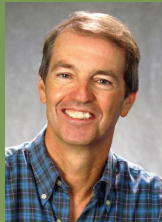
Jennifer J. Raab, President  
Hunter College, City University of New York

# Just released!

The latest on faculty salaries, retirement benefits, and state funding, plus advice around bargaining to protect academic freedom, and the transformation of the 21st campus library: It's all in the new **NEA 2017 Almanac of Higher Education**.

Find it at [nea.org/he](http://nea.org/he).

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Author Gary Rhodes



Author Valerie Conley



Author Hank Allen



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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

March 26, 2017

Welcome to the 44<sup>th</sup> annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York.

This year's conference theme is *Creating Solutions in Challenging Times*. The theme is reflective of the challenges and uncertainties we face today. It is also a reminder of the role collective bargaining can play in creating solutions based on our values and principles. Consistent with the theme, the plenary session will examine the impact of anti-intellectualism on higher education.

The conference agenda is broad and robust, covering many important subjects. Our keynote speakers, Acting NLRB Chairman Philip Miscimarra and NLRB Board Member Mark Pearce, will discuss issues under federal labor law. Other topics to be examined at our multi-disciplinary conference include the financing of higher education, community colleges and HBCUs, adjunct faculty and graduate student employees, and bargaining over health care. We are very pleased to present a special panel on Lincoln, Labor, and Race with three renowned Lincoln scholars.

The National Center has been a CUNY labor-management research center for over four decades. Our Board of Advisors includes higher education administrators and representatives from national and regional unions. As part of our research mission, we publish the *Journal of Collective Bargaining in the Academy*, co-edited by Jeffrey Cross, Eastern Illinois University, and Steve Hicks, Lock Haven University of Pennsylvania, and publish a monthly electronic newsletter.

Our annual conference would not be possible without the firm support of Hunter College President Jennifer J. Raab and the CUNY community. We thank TIAA for underwriting the conference with a grant and sponsorships by Segal/Sibson, NEA, SEIU, AFT, Morgan, Brown & Joy, LLP, and the Chronicle of Higher Education. We also thank the companies, law firms, and unions that have placed advertisements in this conference program. Finally, we must acknowledge the extraordinary planning and work by our Administrator Michelle Savarese and the assistance received from the staff of Hunter College, CUNY, and the CUNY Graduate Center.

Thank you for your participation in the 2017 conference.

William A. Herbert  
Executive Director



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The **American Federation of Teachers** salutes the **National Center for the Study of Collective Bargaining in Higher Education and the Professions** for its role in informing a labor movement that helps create **access to education for all**. The AFT's 1.6 million members stand with you.

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- Advancing research and scholarly thought in academic collective bargaining through:
  - Scholarly articles
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- 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



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Upcoming National Center Events,  
including the 2018 Annual Conference,  
Will Be Announced on Our Website  
and in Our Monthly E-Notes

Thank you!

# National Center Board of Advisors - 2017

**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.**

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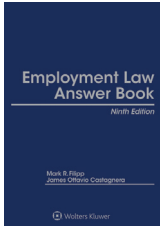
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### 44TH ANNUAL NATIONAL CONFERENCE

**Creating Solutions in Challenging Times**

**March 26, 27, 28, 2017**

**CUNY Graduate Center, New York City**

Underwritten by a grant by TIAA-CREF with additional sponsorships from AFT, NEA, SEIU, Sibson Consulting, The Chronicle of Higher Education, and Morgan, Brown & Joy, LLP

### Sunday, March 26, 2017

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

<b>9:30 am–12:30 pm</b> Room C197	<b>Advisory Board Meeting (members only)</b>
<b>12:45–1:15 pm</b>	<b>Reception</b>
<b>1:00–1:10 pm</b> Concourse Lobby	<b>Announcement: Journal of Collective Bargaining in the Academy</b> Jeffrey Cross, Associate Vice President for Academic Affairs, Eastern Illinois University, JCBA Co-editor and Steve Hicks, Associate Professor of English, Lock Haven University of Pennsylvania, JCBA Co-editor
<b>1:30–3:30 pm</b> Room C197	<b>Workshop Training on Interest Based Bargaining in Higher Education</b> Shelly Chabon, Vice Provost Academic Personnel and Leadership Development, Portland State University Janet Gillman, State Conciliator, OERB Conciliation Services Pam Miller, Immediate Past President PSU-AAUP Leanne Serbulo, Former VP Collective Bargaining and Current Bargaining Team Member, PSU-AAUP Phil Lesch, Executive Director, PSU-AAUP Liesl Zwicklbauer, Assistant Vice Chancellor for Employee Relations, State University of New York, Moderator
<b>3:30–3:45 pm</b>	<b>Break</b>
<b>1:30–5:45 pm</b> Room C198 <b>Break:</b> <b>3:30–3:45 pm</b>	<b>Workshop Training on Unionization and Collective Bargaining for Administrators</b> Nicholas DiGiovanni, Morgan, Brown & Joy, LLP Karen Stubaus, VP, Academic Affairs & Administration, Rutgers University Margaret E. Winters, Wayne State University
<b>1:30–5:45 pm</b> Room C201-202 <b>Break:</b> <b>3:30–3:45 pm</b>	<b>Workshop Training on Unionization and Collective Bargaining for Academic Labor</b> David Cecil, United Academics, AFT-AAUP Executive Director, University of Oregon Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College Larry Alcoff, SEIU Phadra Williams, NEA, Moderator and Facilitator

<p><b>1:30–5:45 pm</b> <b>Room C204-205</b></p> <p><b>Break:</b> <b>3:30–3:45 pm</b></p>	<p><b>Workshop Training on Financial Data Analysis in Higher Education</b> Howard Bunsis, Chair, AAUP Collective Bargaining Congress, Professor, Accounting, Eastern Michigan University Bradley Wells, California State University Associate Vice Chancellor for Business &amp; Finance Jeffery Frumkin, Associate Vice Provost and Senior Director, Academic Human Resources, University of Michigan, Moderator</p>
<p><b>3:45–5:45 pm</b> <b>Room C197</b></p>	<p><b>Workshop Training on Effective Use of Social Media in Higher Education</b> Ken Mash, APSCUF President Kathryn Morton, APSCUF Communication Director Jamie Tanner, Valdosta State University Employee Relations Manager and CUPA-HR's Southern Region Board of Directors Sheryl Barton, MSCF Negotiations Team Member, Moderator</p>
<p><b>6:00–9:00 pm</b> <b>Heartland Brewery</b></p>	<p><b>Buffet Dinner, Open Bar (Beer &amp; Wine) – Featuring the Hunter College Jazz Trio</b> 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)</p>
<p><b>Monday, March 27, 2017</b></p>	
<p><b>CUNY Graduate Center, Concourse Level</b> 365 Fifth Avenue, New York, NY 10016 Entrance on Fifth Avenue between 34th and 35th Street)</p>	
<p><b>8:30–9:00 am</b></p>	<p><b>Continental Breakfast</b></p>
<p><b>9:15–9:30 am</b> <b>Proshansky Auditorium</b></p>	<p><b>Welcome</b> William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY Juditra Burgess, Boston University Director, Labor Relations Alyssa Picard, Director, AFT Higher Education</p>
<p><b>9:30–11:15 am</b> <b>Proshansky Auditorium</b></p>	<p><b>Plenary: The Impact of Anti-Intellectualism on the State of Higher Education</b> Susan Jacoby, author, The Age of American Unreason Lynn Pasquerella, President, Association of American Colleges and Universities Hank Reichman, AAUP Vice President Frederick P. Schaffer, Chair, New York City Campaign Finance Board and former CUNY General Counsel and Senior Vice Chancellor for Legal Affairs, Moderator</p>
<p><b>11:15–11:30 am</b></p>	<p><b>Break</b></p>
<p><b>CONCURRENT SESSIONS</b></p>	
<p><b>11:30 am–1:00 pm</b> <b>Proshansky Auditorium</b></p>	<p><b>Panel: Graduate Student Employees: Collective Bargaining After the NLRB's Columbia University Decision (CLE)*</b> Joseph W. Ambash, Fisher &amp; Phillips, LLP Daniel Julius, Senior Vice-President and Provost, New Jersey City University Julie Kushner, UAW Region 9A Director Wilma Liebman, Visiting Scholar, Rutgers University, School of Management and Labor Relations and former NLRB Chair Melissa Korn, Reporter, Wall Street Journal, Moderator</p>



<p><b>11:30 am–1:00 pm</b> <b>Room C197</b></p>	<p><b>Panel: Current Issues at Historically Black Colleges and Universities</b> Ronald Mason, Jr., University of District of Columbia President John Brittain, Professor of Law, District of Columbia, David A. Clarke School of Law Elizabeth K. Davenport, Florida A&amp;M University United Faculty of Florida/AFT/NEA President Felecia Commodore, Assistant Professor, Educational Foundations &amp; Leadership, Old Dominion University, Moderator</p>
<p><b>11:30 am–1:00 pm</b> <b>Room C198</b></p>	<p><b>Panel: The Economics and Effect of College Sports on Campus</b> Chancellor Richard L. Edwards, Rutgers University-New Brunswick Gilbert M. Gaul, author of Billion-Dollar Ball Saranna Thornton, Professor of Economics, Hampden-Sydney College Michael Powell, reporter, New York Times, Moderator</p>
<p><b>11:30 am–1:00 pm</b> <b>Room C201-02</b></p>	<p><b>Panel: Envisioning the Faculty for the Twenty-First Century</b> Adrianna Kezar, Professor of Higher Education, University of Southern California Ian Robinson, President, Lecturers' Employee Organization, AFT, Local 6244, University of Michigan, Commentator Bonita Veysey, Professor and Vice Chancellor for Planning and Implementation, Rutgers School of Criminal Justice, Commentator Scott Jaschik, Editor, Inside Higher Ed, Moderator</p>
<p><b>11:30 am–1:00 pm</b> <b>Room C204</b></p>	<p><b>Panel: Multi-Institutional Labor-Management Committees for Contingent Faculty</b> David Rodich, Executive Director, SEIU Local 500 Nicholas Anastasopoulos, Mirick O'Connell LLP Scot Beckenbaugh, Deputy Director, FMCS Peter B. Doeringer, Labor Arbitrator &amp; Professor emeritus, Department of Economics, Boston University, Panelist and Moderator</p>
<p><b>11:30 am–1:00 pm</b> <b>Room C205</b></p>	<p><b>Panel: The Capital Markets and Higher Education</b> Susan Fitzgerald, Associate Managing Director, Moody's Investors Service Charlie Eaton, Postdoctoral Scholar, Stanford Graduate School of Education Tim Coffin, Senior Vice President, Breckinridge Capital Advisors Jake Apakarian, Assistant Professor, York College, CUNY, Moderator</p>
<p><b>1:00–2:00 pm</b> <b>Concourse Lobby</b></p>	<p><b>Lunch: Food Service</b></p>
<p><b>2:15–2:30 pm</b> <b>Proshansky Auditorium</b></p>	<p><b>Luncheon Greetings:</b> TIAA Representative Leslie Egan</p>
<p><b>2:30–3:30 pm</b> <b>Proshansky Auditorium</b></p>	<p><b>Keynote:</b> Philip A. Miscimarra, Acting National Labor Relations Board Chairman and Mark G. Pearce, Member, National Labor Relations Board</p>
<p><b>3:30–3:45</b></p>	<p><b>Break</b></p>
	<p><b>Concurrent Sessions</b></p>

<p><b>3:45 – 5:15 pm</b> <b>Proshansky Auditorium</b></p>	<p><b>Panel: NLRB 101: A Prima on National Labor Relations Board Procedures (CLE)*</b> Karen P. Fernbach, NLRB, Regional Director, Region 2 Kathy Drew King, NLRB Region Director, Region 29 John Walsh, NLRB Regional Director, Region 1 James O. Castagnera, Associate Provost and Legal Counsel for Academic Affairs, Rider University, Moderator</p>
<p><b>3:45 – 5:15 pm</b> <b>Room C197</b></p>	<p><b>Panel: Overtime Compensation and Pay Equity in Higher Education (CLE)*</b> John S. Ho, Cozen O'Connor Rosemary DiSavino, EEOC Senior Trial Attorney John Swarbrick, Associate Vice Chancellor, Senior Labor Relations Advisor and Chief Negotiator, California State University System Maria Maisto, New Faculty Majority President Mark Smith, NEA Higher Education Policy Analyst Barbara Bowen, Professional Staff Congress, CUNY President, Moderator</p>
<p><b>3:45–5:15 pm</b> <b>Room C198</b></p>	<p><b>Panel: Lincoln, Labor, and Race</b> Harold Holzer, Jonathan F. Fanton Director, Roosevelt House Public Policy Institute, Hunter College, Panelist and Moderator Edna Greene Medford, Chair, Howard University Department of History James Oakes, Distinguished Professor, CUNY Graduate Center</p>
<p><b>3:45–5:15 pm</b> <b>Room C201-C202</b></p>	<p><b>Panel: The Role of Endowments in Financing Higher Education</b> Peter M. Rup, Founder &amp; Chief Investment Officer, Artemis Wealth Advisors, LLC Kenneth Redd, Director, Research and Policy Analysis, NACUBO Elizabeth Parisian, Assistant Director, Research and Strategic Initiatives, AFT Danielle Douglas-Gabriel, Reporter, The Washington Post, Moderator</p>
<p><b>3:45–5:15 pm</b> <b>Room C204</b></p>	<p><b>Panel: Student Debt: We Pay for What We Value</b> George A. Davison, Federation of Post-Secondary Educators of B.C. and National Union of the Canadian Association of University Teachers President Stephen Katsinas, Director and Professor, University of Alabama Education Policy Center Daniel Forster, Vice President of Enrollment Management, Washington College Martha J. Kanter, Executive Director, Civic Nation, Moderator</p>
<p><b>3:45 – 5:15 pm</b> <b>Room C205</b></p>	<p><b>Panel: Unionization and the Development of Policies for Non-Tenure Track Faculty: A Comparative Study of Research Universities</b> Karen Halverson Cross, Professor of Law, The John Marshall Law School Christine Hughes, Vice President and General Counsel, Emerson College, Commentator Risa Lieberwitz, Professor, Labor and Employment Law, Cornell ILR, AAUP General Counsel, Commentator Lacey Wootton, Hurst Senior Professorial Lecturer, Dept. of Literature, American University, Commentator William Connellan, Chief Negotiator, University of Florida, Moderator</p>
<p><b>3:45–5:15 pm</b> <b>Room 9206-07</b></p>	<p><b>Panel: Creative Partnering with Community Colleges</b> Pamela Hampton Garland, UDC and Guilford Technical Community College Tim Haresign, Executive Director, NJ Council of State College Locals Sean Tvelia, Exec. V.P., Faculty Association, Suffolk County CC Paul Beaudin, Associate Vice President for Academic Affairs, Suffolk County Community College Robert Zazzali, Senior Vice President for Community Affairs and Economic Development, Rowan University, Panelist and Moderator</p>

## Tuesday, March 28, 2017

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

<b>8:30–9:15 am</b>	<b>Continental Breakfast</b>
	<b>CONCURRENT SESSIONS</b>
<b>9:15–10:45 am</b> <b>Proshansky Auditorium</b>	<p><b>Panel: Professional Development for Adjunct and Tenure-Track Faculty</b></p> <p>Gail Mellow, President, LaGuardia Community College, CUNY, author <i>Taking College Teaching Seriously, Pedagogy Matters!: Fostering Student Success Through Faculty-Centered Practice Improvement</i></p> <p>Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, Commentator</p> <p>Barbara Madeloni, Massachusetts Teachers Association President, Commentator</p> <p>Malini Cadambi-Daniel, SEIU, Moderator</p>
<b>9:15 – 10:45 am</b> <b>Room C197</b>	<p><b>Panel: Shared Governance and Collective Bargaining: The Line Between</b></p> <p>Michael Mauer, Senior Labor Advisor, AAUP Department of Organizing and Services</p> <p>Rene Castro, Assistant Vice Chancellor, Employee and Labor Relations, California State University System</p> <p>Joseph Fuxa, Labor Relations Manager, Eastern Washington University</p> <p>Steven Filling, Immediate Past Chair, Academic Senate, California State University</p> <p>Jeffrey F. Cross, Associate Vice President for Academic Affairs, University of Eastern Illinois, Moderator</p>
<b>9:15–10:45 am</b> <b>Room C198</b>	<p><b>Panel: Health Care and Bargaining in the Trump Era</b></p> <p>Larry Singer, Senior Vice President, Segal Company</p> <p>Shaun O'Brien, Assistant Policy Director for Health &amp; Retirement AFL-CIO</p> <p>Steven M. Bloom, Director, Government Relations, Government and Public Affairs, American Council on Education</p> <p>Steve Hicks, Associate Professor of English, Lock Haven University of Pennsylvania, Moderator</p>
<b>9:15–10:45 am</b> <b>Room C201</b>	<p><b>Panel: The Use of Mediation in Higher Education Contract Administration at Florida Gulf Coast University</b></p> <p>Ron Toll, Provost and Vice President of Academic Affairs</p> <p>Elizabeth Elliott, President, UFF Chapter</p> <p>David Steckler, Grievance Chair, UFF Chapter</p> <p>Tony Barringer, Associate Provost/Associate Vice President for Academic Affairs</p> <p>Kevin Flanigan, Director of Conciliation, NYS PERB, Moderator</p>
<b>9:15–10:45 am</b> <b>Room C202</b>	<p><b>Panel: Bargaining Issues for Academics and Professionals in Non-Teaching Roles</b></p> <p>Peter Chester, Director, Labor Relations, University of California</p> <p>Elizabeth Hough, Counsel to the President, United University Professions</p> <p>Gretchen Osterman, Assistant Dean of Students for Greek Affairs, Bloomsburg University of Pennsylvania</p> <p>Sharon Picus, Assistant Vice President for Human Resources, Kutztown University of Pennsylvania</p> <p>Michael W. Klein, Executive Director, N.J. Association of State Colleges &amp; Universities, Moderator</p>

<p><b>9:15–10:45 am</b> <b>Room C204</b></p>	<p><b>Panel: Age Discrimination Issues in Higher Education (CLE)*</b> Justin Mulaire, EEOC Supervisory Trial Attorney Jason Walta, NEA Senior Counsel Karen Bitar, Seyfarth Shaw LLP John T. Rose, Dean for Diversity, Hunter College, City University of New York, Moderator</p>
<p><b>9:15–10:45 am</b> <b>Room C205</b></p>	<p><b>Panel: Federal and State Funding: Shifting Patterns and Changing Strategies</b> Quinton T. Ross, Alabama State Senator Leo Welch, Legislative Officer, AAUP Illinois Conference Michael Fabricant, PSC Vice President and co-author of <i>Austerity Blues: Fighting for the Soul of Public Higher Education</i> Kara Perkins, Executive Budget Director, System Budget, California State University Frederick Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State and Fiscal Policy Institute Senior Fellow, Moderator</p>
<p><b>9:15–10:45 am</b> <b>Room 9206-07</b></p>	<p><b>Panel: Adjunct Faculty Unemployment Benefits Eligibility</b> Jayson Myers, Chief Administrative Law Judge, New York State Unemployment Appeals Board Nancy Cross, SEIU Local 1 Vice President Louis P. DiLorenzo, Bond, Schoeneck &amp; King, PLLC Maria Maisto, New Faculty Majority, Moderator</p>
<p><b>10:45–11:00 am</b></p>	<p><b>Break</b></p>
<p><b>CONCURRENT SESSIONS</b></p>	
<p><b>11:00 am–12:30 pm</b> <b>Proshansky Auditorium</b></p>	<p><b>Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)*</b> Richard F. Griffin, NLRB General Counsel John Wirenius, NYS Public Employment Relations Board Deputy Chairperson Aaron Nisenson, AAUP Senior Legal Counsel Kristin Klein Wheaton, Goldberg Segalla Juditra Burgess, Boston University Director of Labor Relations, Moderator</p>
<p><b>11:00 am–12:30 pm</b> <b>Room C197</b></p>	<p><b>Panel: International Perspectives on Collective Bargaining in Higher Education</b> James Butler, Director, Faculty Bargaining Services, CAUBO Lesley Burke-O'Flynn, Federation of Post-Secondary Educators of B.C. Annabell Segarra Marrero, Asociacion Puertorriquena de Profesores Universitarios (APPU), University of Puerto Rico Sara Slinn, Professor, Associate Professor, Osgoode Hall Law School, York University, Moderator</p>
<p><b>11:00 am–12:30 pm</b> <b>Room C198</b></p>	<p><b>Panel: Contingent Faculty Participation in Shared Governance</b> John D. Vander Weg, Associate Provost for Academic Personnel, Wayne State University Thomas Anderson, Vice President and lead negotiator, UPTF-AFT, Wayne State University Carl Levine, Levy Ratner, P.C. Karen Thompson, PT Lecturer, Rutgers University and New Brunswick PT Lecturers Senator Theodore Curry, Associate Provost, Associate Vice President, Academic Human Resources; Professor, School of Human Resources and Labor Relations, Michigan State University, Moderator</p>

<p><b>11:00 am–12:30 pm</b> <b>Room C201</b></p>	<p><b>Annual Panel: Year in Higher Education</b> Karen Stubaus, Vice President, Academic Affairs &amp; Administration, Rutgers University Lili Palacios-Baldwin, Associate General Counsel, Tufts University Mariann Hyland, Assistant Vice Provost for Academic Affairs, University of Oregon Peter Schmidt, The Chronicle of Higher Education, Moderator</p>
<p><b>11:00 am–12:30 pm</b> <b>Room C202</b></p>	<p><b>Research Panel Presentations:</b> <b>Grievance Handling and Problem Solving with Faculty and Librarians</b> Eve Weinbaum, Associate Professor, Labor Center and Sociology Department, University of Massachusetts Amherst Brandi Perri, Graduate Student, UMass Amherst Sociology Department <b>Department Chairs' Perceptions of Union Membership on Academic Human Resource Decision Making</b> Leigh Settlemoir Dzwik, Assistant Dean, Oakland University School of Education and Human Services Arlene King-Berry, Faculty Senate Chair, University of the District of Columbia, Moderator</p>
<p><b>11:00 am–12:30 pm</b> <b>Room C204</b></p>	<p><b>Panel: Addressing Contemporary Community College Labor-Management Issues</b> Sergio Guzman, President, Rio Hondo College Faculty Association/CCA/CTA/NEA Teresa Dreyfuss, Superintendent/President, Rio Hondo College Mary Ann Pacheco, President, Rio Hondo College Board of Trustees Lynette Nyaggah, President, Community College Association/CTA/NEA Kevin Drumm, President, SUNY Broome Community College, Moderator</p>
<p><b>12:30–1:30 pm</b></p>	<p><b>Lunch: Food Service</b></p>

**\*CLE Credits provided by Community Legal Resource Network at CUNY School of Law**

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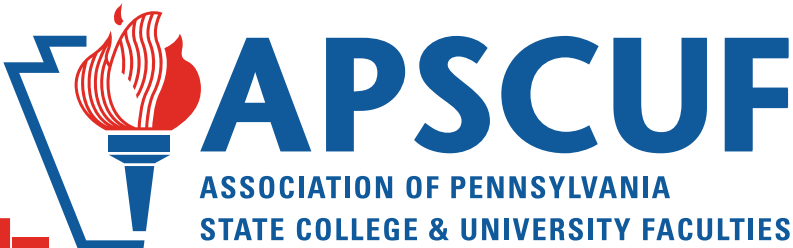
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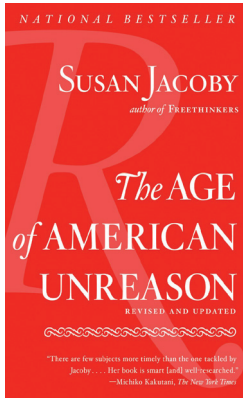
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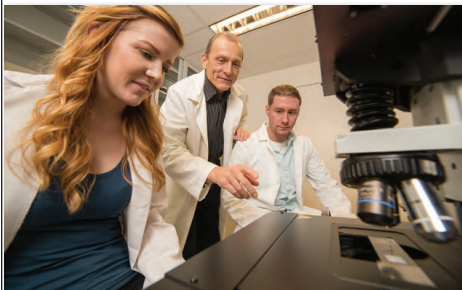
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