

NATIONAL CENTER

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

HUNTER

The City University of New York

46th Annual National Conference
Collective Bargaining after Janus

April 7, 8, 9, 2019
 CUNY Graduate Center
 New York City

Major support is provided by TIAA.
 Additional funding is provided by AFT, Humana Group Medicare, SEIU,
 and United Way Worldwide Labor Engagement.

Preliminary Program

Sunday, April 7, 2019	
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 C197	Advisory Board Meeting (members only)
12:45 – 1:15 pm	Reception
1:00 – 1:10 pm Concourse Lobby	<p>Welcoming Remarks: Theodore Curry, Associate Provost, Associate VP, Michigan State University and Risa Lieberwitz, Professor of Labor and Employment Law, Cornell ILR, and AAUP General Counsel</p> <p>Announcement: Journal of Collective Bargaining in the Academy Jeffrey Cross, Associate VP Academic Affairs - Emeritus, Eastern Illinois University, JCBA Co-editor, and Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, JCBA Co-editor</p>
1:30 - 5:30 pm Room C198	<p>Workshop Training: Collective Bargaining, and Contract Implementation for Administrators (<i>attendance at this workshop is limited to administrators</i>) Nicholas DiGiovanni, Morgan, Brown & Joy, LLP Karen Stubaus, Vice President for Academic Affairs, Rutgers, The State University of New Jersey Margaret Winters, former Provost, Professor Emerita - French and Linguistics, Wayne State University</p>
Break: 3:30 - 3:45 pm	
1:30 - 5:30 pm	<p>Workshop Training: Bargaining Healthcare in Higher Education Lawrence Singer, Senior Vice President, Segal Consulting Joel Solomon, Senior Policy Analyst, Collective Bargaining and Member</p>

Room C201-202 Break: 3:30 - 3:45 pm	Advocacy, NEA Earl Redding, Roemer Wallens Gold & Mineaux LLP Debbie Bell, Executive Director, Professional Staff Congress, CUNY, Moderator
1:30 - 5:30 pm Room Segal Theatre (First Floor) Break: 3:30 - 3:45 pm	Workshop Training: Union Membership Mobilization and Collective Bargaining in an Open Shop Environment <i>(attendance at this workshop is limited to labor representatives and union members)</i> Penny Lewis, Associate Professor of Labor Studies, CUNY School of Labor and Urban Studies, The Murphy Institute Jennifer Eagan, President, California Faculty Association Rudy Fichtenbaum, President, AAUP Noeleen McIlvenna, Professor of History, Contract Administration Officer, AAUP at Wright State University Ken Mash, President, APSCUF Kathryn Morton, Communications Director, APSCUF Bruce Nissen, is active in the United Faculty of Florida, chairs the union's statewide Contract Enforcement Committee and is a retired labor educator DeWayne Sheaffer, President, NEA National Council for Higher Education Kim Cook, Extension Associate Faculty, Cornell ILR
5:30 – 6:30 pm	Reception

Monday, April 8, 2019

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 – 9:30 am Proshansky Auditorium	Welcome Jennifer Raab, President, Hunter College, CUNY Jeffery Frumkin, Associate Vice Provost for Faculty Affairs, University of Michigan Jamie Dangler, Vice President for Academics, United University Professions William A. Herbert, Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY
9:30 – 11:15 am Proshansky Auditorium	Plenary: The History of Right to Work from the First Gilded Age to Janus Cedric de Leon, Director and Associate Professor, UMass Amherst Labor Center Elizabeth Tandy Shermer, Associate Professor, Loyola University Chicago Chad E. Pearson, Professor of History, Collin College Sophia Z. Lee, Professor of Law and History, University of Pennsylvania Law School, Presenter and Moderator

11:15 – 11:30 am	Break
	Concurrent Sessions
11:30 am – 1:00 pm Room C197	<p>Panel: The Economic Impact of Right to Work: What Does the Data Show? Fred Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State University and Fiscal Policy Institute Senior Fellow Heidi Shierholz, Senior Economist and Director of Policy, Economic Policy Institute Cherrie Bucknor, Ph.D. Student, Sociology, Harvard University Jeffery Frumkin, Associate Vice Provost for Faculty Affairs, University of Michigan, Moderator</p>
11:30 am – 1:00 pm Room C198	<p>Panel: We Need More Chairs! Expanding Seats at Higher Education Bargaining Tables and For Our Broader Communities: Bargaining for the Common Good in Higher Education Malini Cadambi Daniel, SEIU, Director for Higher Education Daniel J. Julius, Senior Vice President and Provost, New Jersey City University Barry Miller, Senior Policy Advisor on Labour Relations, Office of the Provost, York University Liz Perlman, Executive Director, AFSCME, University of California Employees, Local 3299 Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona Marilyn Sneiderman, Professor and Director, Center for Innovation in Worker Organization, Rutgers University School of Management and Labor Relations, Moderator</p>
11:30 am – 1:00 pm Room C201-02	<p>Panel: Sexual Harassment in Higher Education: Understanding Root Causes and Developing Labor-Management Solutions Eve Weinbaum, University of Massachusetts, Amherst Ana Avendaño, independent scholar, and former Assistant to the AFL-CIO President Janet Elie Faulkner, Faulkner Legal Frazier Benya, Senior Program Officer, Committee on Women in Science, Engineering, and Medicine, National Academies of Sciences, Engineering and Medicine Liesl Zwicklbauer, Associate Vice Chancellor for Employee Relations, SUNY, Moderator</p>
11:30 am – 1:00 pm Room C204	<p>Panel: Retirement Security for Precarious Employees Benny Goodman, TIAA Vice President, Annuity Central of Excellence Thomas Anderson, VP Union of Part-time Faculty, Wayne State University John Vander Weg, Former Associate Provost for Academic Personnel, Wayne State University Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA, Moderator</p>
11:30 am – 1:00 pm	<p>Panel: Book Session: Henry Reichman, The Future of Academic Freedom (Baltimore, MD: Johns Hopkins University Press, March 2019)</p>

Room C205	<p>Kent Syverud, Chancellor and President, Syracuse University</p> <p>Jennifer Eagan, President, California Faculty Association</p> <p>Lili Palacios-Baldwin, Associate General Counsel, Labor and Employment, Tufts University</p> <p>Donna E. Young, President William McKinley Distinguished Professor of Law and Public Policy, Albany Law School</p> <p>Henry Reichman, Chair, AAUP Committee on Academic Freedom and Tenure, Moderator</p>
11:30 am – 1:00 pm Room 9205	<p>Workshop by SUNY SAIL Institute: Discovering My Leadership Voice</p> <p>Scott Vinciguerra, Leadership Development Associate, SUNY Strategic and Academic Innovative Leadership Institute</p>
1:00 – 2:00 pm Concourse Lobby	<p>Lunch: Food Service</p>
2:15 – 2:30 pm Proshansky Auditorium	<p>Luncheon Greetings:</p> <p>Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA</p>
2:30 - 3:30 pm Proshansky Auditorium	<p>Keynote Presentation: Market Power and Wage Stagnation</p> <p>Introduction: Janet C. Gornick, Director, Stone Center on Socio-Economic Inequality, City University of New York</p> <p>Speaker: Paul Krugman, Distinguished Professor of Economics, City University of New York</p>
3:30 - 3:45	<p>Break</p>
	<p>Concurrent Sessions</p>
3:45 – 5:15 pm Room C197	<p>Panel: Shared Governance and Collective Bargaining following Janus (CLE)*</p> <p>Carl Levine, Levy Ratner, P.C.</p> <p>Holly Stern, General Counsel, New Jersey Institute of Technology</p> <p>Saerom Park, Associate General Counsel, SEIU</p> <p>Joe Ambash, Fisher & Phillips LLP</p> <p>Catherine Cleaver, Executive Director, AAUP, Adelphi University, Moderator</p>
3:45 – 5:15 pm Room C198	<p>Panel: Progressive State Responses to Janus (CLE)*</p> <p>Hon. Linda Greenstein, New Jersey State Senator</p> <p>ReNika Moore, New York Attorney General’s Office Labor Bureau Chief</p> <p>Maryann Parker, SEIU Associate General Counsel</p> <p>Nancy Walker, Pennsylvania Attorney General’s Office Chief Deputy Attorney General, Fair Labor Section</p> <p>Terri Gerstein, American Constitution Society and Harvard Law School Labor and Worklife Program, Moderator</p>

<p>3:45 – 5:15 pm Room C201-C202</p>	<p>Panel: Racial and Economic Equity in Higher Education Sara Goldrick-Rab, Professor, Higher Education Policy & Sociology, Temple University Catharine Bond Hill, Managing Director, Ithaca S+R and former President, Vassar College Mark Huelsman, Associate Director, Policy & Research, Demos Sameer Gadkaree, Senior Program Officer, the Joyce Foundation, Moderator</p>
<p>3:45 – 5:15 pm Room C204</p>	<p>Panel: Title IX Revisited John T. Rose, Dean of Diversity, Hunter College, CUNY Rana M. Jaleel, Assistant Professor in Gender, Sexuality, and Women's Studies, University of California, Davis Donna E. Young, President William McKinley Distinguished Professor of Law and Public Policy, Albany Law School Risa Lieberwitz, Professor of Labor and Employment Law, Cornell ILR, and AAUP General Counsel, Moderator</p>
<p>3:45 – 5:15 pm Room C205</p>	<p>Panel: Reaching First Graduate Student Contracts at Brandeis and Tufts Lisa Lynch, Provost, Brandeis University Matt Dauphin, Higher Education Coordinator, SEIU Local 509 Lili Palacios-Baldwin, Associate General Counsel, Labor and Employment, Tufts University Desiree Murphy, Morgan, Brown & Joy, LLP Vimal Patel, Chronicle of Higher Education, Moderator</p>
<p>3:45 – 5:15 pm Room 9204</p>	<p>Panel: Challenges and Opportunities of the Metro-Strategy in a Post-Janus World John C. Cavanaugh, President & CEO, Consortium of Universities of the Washington Metropolitan Area Anne McLeer, PhD, Director of Higher Education, SEIU Local 500 Patricia McGuire, President, Trinity Washington University Maria Figueroa, Director, Labor and Policy Research at the Worker Institute, ILR School, Cornell University, Moderator</p>
<p>3:45 – 5:15 pm Room 9205</p>	<p>Workshop by SUNY SAIL Institute: Assertive Communications: Leading Difficult Conversations on Campus Scott Vinciguerra, Leadership Development Associate, SUNY Strategic Academic and Innovative Leadership Institute</p>
<p>5:30 - 6:30 Pm Concourse Lobby</p>	<p>Reception with featured speaker Steven Greenhouse: Teachers and Other Workers: New Strategies for Progress Introduction: Barbara Bowen, President, Professional Staff Congress, CUNY Speaker: Steven Greenhouse is an award-winning journalist who served as labor and workplace correspondent for the <i>New York Times</i> and is the author of the soon to be published book, <i>Beaten Down, Worked Up: The Past, Present and Future of American Labor</i>.</p>

Tuesday, April 9, 2018

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
Room C197**

Panel: Mending Fences and Building Bridges: A Labor-Management Dialogue on Cultural and Institutional Change

Dan Greenstein, Chancellor, Pennsylvania State System of Higher Education
 Ken Mash, President, Association of Pennsylvania State College and University Faculties
 Scott Jaschik, Inside Higher Ed, Moderator

**9:15 – 10:45
am
Room C198**

Panel: Finding All Sides of the Truth: Investigating and Handling Employee Discipline (CLE)*

Letitia F. Silas, Associate General Counsel, Labor Relations, Howard University
 Joshua D. Nadreau, Fisher & Phillips LLP
 Kathy Sheffield, Director of Representation, California Faculty Association
 Pat Domaratz, Labor Relations Specialist, UUP
 Nancy E. Hoffman, Arbitrator, Moderator

**9:15 – 10:45
am
Room C201**

Panel: Community Colleges, Collective Bargaining, and "Right to Work"

Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College
 Terry Calaway, former President, Johnson County Community College
 Lee Cross, Trustee, Johnson County Community College
 Martin Balinsky, Vice President and Chief Negotiator, United Faculty of Florida-Tallahassee Community College
 DeWayne Sheaffer, President, NEA National Council for Higher Education, Moderator

**9:15 – 10:45
am
Room C202**

Panel: Transformational Bargaining: How the Lecturers' Union at the University of Michigan Built Sufficient Power to Dramatically Improve Member Compensation

Ian Robinson, President, Lecturers' Employee Organization, AFT, Local 6244, University of Michigan
 Kirsten Herold, Vice-President, Lecturers' Employee Organization, AFT, Local 6244, University of Michigan
 Michael Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Commentator
 Theodore Curry, Associate Provost, Associate VP, Michigan State University, Commentator
 David Cecil, Executive Director, United Academics, AFT-AAUP, University of Oregon, Moderator

<p>9:15 – 10:45 am Room C204</p>	<p>Panel: The Adjunct Faculty Experience: Is What We “Know” Correct? Paul Yakoboski, Senior Economist, TIAA Institute Maria Maisto, New Faculty Majority, Commentator Helen Fairfoul, Universities and Colleges Employers Association, Commentator Joseph Jelincic, Senior Manager of Labor Relations/Collective Bargaining, California State University, Moderator</p>
<p>9:15 – 10:45 am Room C205</p>	<p>Research Panel: Faculty Compensation in Public Higher Education Stephen G. Katsinas, Professor, Higher Education and Political Science Director, Education Policy Center, at the University Alabama Nathaniel J. Bray, Professor, Higher Education Administration and Associate Director, Education Policy Center at the University of Alabama Jacob Trull, Graduate Student, Education Policy Center at the University of Alabama Stephanie Paul, Graduate Student, Education Policy Center at the University of Alabama Michael Malley, Graduate Student, Education Policy Center at the University of Alabama Jacob Apkarian, Assistant Professor of Sociology, York College, CUNY, Moderator</p>
<p>10:45 – 11:00 am</p>	<p>Break</p>
	<p>Concurrent Sessions</p>
<p>11:00 am - 12:30 pm Proshansky Auditorium</p>	<p>Panel: Legal Issues in Higher Education: Annual Review of Court and Administrative Developments (CLE)* Aaron Nisenson, Senior Counsel, AAUP Natasha Baker, Hirschfeld Kraemer LLP Beth Margolis, Gladstein Reif & Meginniss Michael Loconto, College Counsel, Curry College, Moderator</p>
<p>11:00 am - 12:30 pm Room C197</p>	<p>Panel: Peer-Based Faculty Evaluation v. Student Evaluation of Teaching Leah Akins, Professor, Engineering & Technology, Dutchess Community College Laura Murphy, Professor of History, Dutchess Community College Henry Hornstein, Associate Professor, Business and Economics, Algoma University Sarah Zeller-Berkman, Academic Director, Youth Studies Program and Director of Intergenerational Change Initiative, CUNY School of Professional Studies and Director, Youth Studies Initiatives, John F. Kennedy, Jr. Institute for Worker Education Sharon Persinger, Associate Professor of Mathematics and Computer Science, Bronx Community College and Treasurer, Professional Staff Congress, Moderator</p>
<p>11:00 am - 12:30 pm</p>	<p>Panel: Investigating & Handling Cases Involving Discipline (CLE)*</p>

Room C198	Homer C. La Rue, Esq., Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law Haydeé Rosario, Esq., Labor Arbitrator and Mediator John Woods, Esq., Labor Arbitrator, Mediator, and Ombuds Sarah Miller Espinosa, Esq., Labor Arbitrator, Mediator, and Ombuds, Moderator
11:00 am - 12:30 pm Room C201	Panel: Organizing Outside the Law Ken Lang, UAW New York Sub-Regional Director Hailey Huget, Organizing Committee Member, Georgetown Alliance of Graduate Employees Karly Safar, Campaign Lead, Communications Workers of America Casey Williams, Graduate Student, Duke University Joseph van der Naald, PhD Candidate CUNY Graduate Center, Moderator
11:00 am - 12:30 pm Room C202	Research Panel: Variation in Women Attaining Full Professorship at Research Universities and Non-Tenured Faculty Systems in the US and Abroad Martin Finkelstein, Professor, College of Education, Seton Hall University Sandra Darkey, PhD Student, Seton Hall University Yiannis K. Floropoulos, PhD Student and Graduate Assistant, Seton Hall University Lisa Allen, Esq.
11:00 am - 12:30 pm Room C204	Panel: Conflict and Cooperation in the Neoliberal University: The Impact of Changing Labour Processes on Canadian Universities Stephanie Ross, Associate Professor, School of Labour Studies, McMaster University, Hamilton, Ontario Larry Savage, Professor, Department of Labour Studies, Brock University, St. Catharines, Ontario David Robinson, Executive Director, Canadian Association of University Teachers, Commentator Sara Slinn, Associate Professor, Osgoode Hall Law School, York University, Commentator
12:30 – 1:30 pm	Lunch: Food Service
1:30-2:30 pm C198	Meeting: LERA Higher Education Council

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

This CLE program is approved for both experienced and newly admitted attorneys. Under Continuing Legal Education regulations, CLE credit will be offered only to those attorneys completing entire sessions; attorneys attending only part of a session are not eligible for partial credit. Attorneys arriving late are welcome to attend the program but will not be eligible for credit.