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Higher Education Collective Bargaining Workshop and Training

September 14-15, 2023

University of Illinois-Chicago, Student Center East

Biographies of Panelists and Facilitators

Thursday, September 14, 2023

University of Illinois-Chicago Student Center East, Rooms B and C located on
Halsted Street just south of the Jane Byrne Interchange

9:00 – 9:50 AM

Illinois Room B

Introduction and Welcoming Remarks

William A. Herbert is a Distinguished Lecturer and Executive Director of CUNY’s National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College. Prior to joining the Hunter College faculty, Herbert was Deputy Chair of the New York State Public Employment Relations Board (PERB). Before his tenure at PERB, Bill practiced labor and employment law for two decades. His areas of scholarship include labor law, history, and policy. Herbert’s scholarship includes a chapter on public workers in New York City in Joshua Freeman’s *City of Workers, City of Struggle* (2019) and a chapter on graduate student employee unionization in Schulze-Cleven and Vachon’s *Revaluing Work(ers)* (2021). His latest chapter will be appearing in the forthcoming book *Contingent Faculty: A Labor History*, edited by Eric Fure-Slocum and Claire Goldstene, to be published by University of Illinois Press.

Thomas H. Riley, Jr. is the Executive Director of Labor and Special Counsel for the University of Illinois System. For over 35 years Riley has counseled and represented private and public-sector employers on all aspects of labor and employment law issues, including substantial experience handling complex labor matters in higher education. At the University of Illinois, Riley oversees negotiations, administration and strategy for the System’s 55 collective bargaining agreements across the three campuses in Urbana-Champaign, Chicago, and Springfield covering many of the approximately 30,000 employees in a wide range of bargaining units such as service and clerical, health care professionals, trades, police, nurses, faculty and graduate student unions. He counsels university administration to align human resource, budgetary and operational goals and routinely directs and advises on a multitude of labor issues, such as bargaining unit formation, compliance, strikes and picketing, retaliation, interest arbitration, labor litigation and agency

matters including unfair labor practice claims and union organizing, arbitration and mediation, and preventive strategies.

Robert Bruno is a Professor of Labor and Employment Relations at the University of Illinois' School of Labor and Employment Relations, Urbana-Champaign and Director of the university's Labor Education Program. He also directs the university's labor policy center, the Project for Middle Class Renewal and was a member of the Illinois Future of Work Task Force. He has taught numerous labor studies and labor relations courses, including for example labor history, labor and politics and collective bargaining. Bruno is the author of four books; *Steelworker Alley: How Class Works in Youngstown*, *Reforming the Chicago Teamsters: The Local 705 Story*, *Justified by Work: Identity and the Meaning of Faith in Chicago's Working-Class Churches* and co-author of *A Fight for The Soul of Public Education: The Chicago Teachers Strike*. He has also published over three-dozen journal articles on labor studies and has either authored or co-authored over seventy applied research reports on labor unions, and various employment and labor policies. His next book, *What Work Is* will be published January 9, 2024, by Illinois University Press. He is the Co-editor of *Labor Studies Journal* and is frequently recognized as an expert by national and local media on work, the workplace, labor unions and employment and labor policy.

Alexandra (Sascha) Matish was appointed Associate Vice Provost for Academic and Faculty Affairs and Senior Director of Academic Human Resources, University of Michigan in June 2019, after serving as interim director since October 2018. Matish joined Academic Human Resources in June of 2008, serving as senior academic labor relations representative, associate director, and most recently interim senior director. Sascha is a member of the National Center's Board of Advisors. Prior to coming to University of Michigan, Sascha worked as an assistant general counsel at Wayne State University, where she focused on labor and employment law and collective bargaining issues. Matish also worked as a union-side attorney in a law firm specializing in public sector labor law in educational settings. Sascha has a bachelor's degree in International Relations and Russian Language from James Madison College at Michigan State University and a Juris Doctor from University of Detroit Mercy School of Law.

Marcia Mackey is a professor of Sport Management & Aquatics at Central Michigan University. She serves on the National Education Association (NEA) Board of Directors, the National Council for Higher Education (NCHE) Executive Committee, the Michigan Education Association (MEA) Board of Directors, as President of the Michigan Association for Higher Education (MAHE), and the CMU Faculty Association Board of Directors. She is involved in committee service at the local, regional, state, national, and international levels. In terms of union activism, her experience is in the areas of

	<p>governance, policy development, and member advocacy. She is passionate about union activism at the local through the international level. Mackey teaches in the areas of sport governance, law, ethics, event management, and aquatics. Her research is in the areas of rights of the LGBTQ+ athlete, changes in higher education adult learners: their needs and expectations, and injury prevention in physical education programs.</p> <p>Don V. Villar became Chicago Federation of Labor Secretary-Treasurer in 2018. He was born into the labor movement and spirit of social justice. His father was on strike, fighting for better wages and benefits for bank workers in the Philippines, when he was born. His mother was a proud member of UNITE-HERE, working at O'Hare Airport to put her children through parochial school. Villar attended University of Illinois Chicago and graduated with a bachelor of arts Degree in Communications. In 1991, Villar became a member of NABET-CWA Local 41 – a union representing broadcast news and TV production workers. During his nearly 25-year broadcast journalism career at WLS-TV (ABC) Chicago, Villar won an Emmy Award for breaking news coverage. In 2010, Villar was elected Vice President of NABET-CWA Local 41 and then President in 2015. In this role, he focused on organizing, movement building and collective bargaining.</p>
<p>10:00 – 10:50 AM</p> <p>Illinois Room B</p>	<p>Panel Discussion: Best Practices in Collective Bargaining I</p> <p>Robb B. Craddock is the current Executive Director of Labor and Employee Relations at the Illinois Human Resources department of the University of Illinois Urbana-Champaign. Before joining the university, he was Deputy Director of Labor Relations at the Illinois Department of Central Management Services. Craddock's contributions to the field of labor relations have been recognized with the James Baird Leadership Award in 2013, presented by the Illinois Public Employer Labor Relations Association on behalf of the Illinois Department of Central Management Services. Furthermore, he serves as a member of the National Public Labor Relations Association and as a board member of the Illinois Public Employer Labor Relations Association. Craddock earned his Master of Public Administration with a graduate certification in Public Sector Labor Relations from the University of Illinois Springfield, and his bachelor of arts in Political Science from Western Illinois University.</p> <p>Stephen A. Yokich is a partner of the law firm Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich. Yokich graduated from Northwestern University in 1978 and cum laude from the University of Michigan Law School in 1981. He clerked for the Honorable George Edwards, the Chief Judge of the U. S. Court of Appeals for the Sixth Circuit from 1981 to 1982. Yokich served as the General Counsel for Labor for the Education and Labor Committee of the U. S. House of Representatives from 1993 to 1994. He worked as an Associate</p>

General Counsel for the International Union, UAW in the UAW's Washington D.C. office from 1995 to 1998 and held a half-time position with the UAW from 2001-2016. He was a partner at the union-side labor law firm of Cornfield and Feldman before joining the firm in 2015. Steve represents private and public sector labor unions in cases before state and federal labor relations boards and in state and federal trial and appellate courts.

Richard Fanning is an experienced labor and employment attorney and human resources executive. He represents a broad range of clients in collective bargaining, arbitrations, and unfair labor practice charge proceedings before the National Labor Relations Board and state bodies. He advises clients in all aspects of employment and labor law, and represents educational institutions in labor and employment, as well as student-related issues. Fanning is a Society for Human Resource Management (SHRM) Certified Senior Professional and was the director of employee relations at a large university. He served as chief negotiator and was responsible for labor and employee relations matters across campus. He also served as the Interim Associate Vice President for Human Resources. Fanning has his bachelor's and law degrees from the University of Michigan. He is a recognized authority on labor and employment law and is the current president of the Michigan Public Employer Labor Relations Association.

Mike Newman is the Deputy Director of AFSCME Council 31 and an AFSCME International Vice President. He is also a Vice President of the Illinois AFL-CIO. Newman joined Council 31 as Legislative Director in 1982, playing an important role in the passage of public sector collective bargaining laws. AFSCME Council 31 represents more than 90,000 active and retired employees of state, county and city governments, state universities, local school districts and nonprofit agencies across Illinois. Newman has been involved in every facet of the union's work, including overseeing the negotiation and administration of hundreds of collective bargaining agreements and supervising the union's legal and contract administration teams. Newman previously taught in the Labor Education Program at the University of Illinois where he also earned a Master of Labor and Industrial Relations degree. Prior to that, Newman was a union organizer in the garment industry in the Southeastern United States.

Theodore H. (Terry) Curry is Associate Provost and Associate Vice President for Academic Human Resources Emeritus and Professor Emeritus of Human Resources and Labor Relations at Michigan State University (MSU). He served from 2007 until 2020 as Associate Provost and Associate Vice President for Academic Human Resources at MSU with responsibility for faculty affairs issues for more 5700 faculty, academic staff, and executive managers. In his 13 years in the role, he managed the promotion and tenure process, reviewing more than 2,000 reappointment, promotion and tenure

	<p>dossiers. In collaboration with the Office of Employee Relations, he was responsible for contract negotiations and administration with the MSU non-tenure track teaching faculty and graduate teaching assistants. Professor Curry and his team worked closely with academic governance and the Council of Deans to revise and create policies to improve the quality, diversity and climate at MSU. Before his appointment as associate provost, Curry served for eight years as director of the School of Labor and Industrial Relations (now Human Resources and Labor Relations). He joined the faculty of the school in 1976 rising to full professor and associate director before his appointment as director from 1999 until 2007.</p>
<p>11:00 – 11:50 AM</p> <p>Illinois Room B</p>	<p>Panel Discussion: Best Practices in Collective Bargaining II</p> <p>Melissa Sortman is the Assistant Provost of Faculty and Academic Staff Affairs within the Office of the Associate Provost and Associate Vice President for Faculty and Academic Staff Affairs at Michigan State University. Sortman serves as a strategic partner on the leadership team in the Office of the Provost developing and implementing strategic plans for the University, academic human resources policies, and negotiating academic labor contracts. She collaborates with leadership across the university to improve the organizational culture of the working and learning environment with college, department, and unit leaders across the university on all academic human resources-related functions for 5,700 faculty, academic staff, and executive management. Prior to coming to MSU, she worked at the University of Michigan as the Associate Director of Academic Human Resources. Melissa holds a B.A. in English and Communications from Western Michigan University and an M.A. Degree in Higher, Adult, and Lifelong Education from Michigan State University.</p> <p>Diana Vallera is a fine artist with work shown in national and international galleries. Her current project concerns women, race, and work. Vallera is part time faculty in the photography department at Columbia College Chicago. As president of Columbia College Chicago Faculty Union (CFAC) local 6602, IFT/AFT/AFL-CIO, Vallera serves as chief negotiator and was instrumental in achieving what has been described as one of the best contracts in the country. Vallera serves as IIAAUP conference secretary and has presented on numerous panels concerning collective bargaining, AAUP, and women in leadership. She has been recognized for her leadership by NEA and presented with the Distinguished Service Award by AAUP for her leadership and commitment to academic freedom. She is the author of a chapter on collective bargaining and organizing in <i>Fighting Academic Repression and Neoliberal Education</i>. Diana's union work centers on bridging AAUP and union principles and the values of Diversity, Equity and Belonging.</p> <p>Mark Bennett is a partner in the firm of Laner Muchin, Ltd. Bennett joined Laner Muchin in 1997 and represents employers in labor relations and</p>

	<p>employment law issues. He regularly negotiates collective bargaining agreements on behalf of both private and public sector employers, including multiple universities, for bargaining units ranging from four (4) to approximately 37,000 employees. Bennett also represents employers in matters before the National Labor Relations Board, the Illinois Labor Relations Board, and the Illinois Educational Labor Relations Board, as well as before arbitrators in both grievance and interest arbitrations. Bennett has taught courses on labor relations, is a regular speaker on labor-related issues, and recently co-authored an Analysis of Interest Arbitration During Economic and Social Crisis published in the University of Illinois and Chicago-Kent College of Law's Illinois Public Employee Relations Report. In August 2021, Mark was recognized in Crain's Chicago Business's Notable LGBTQ Executives.</p> <p>Elizabeth Towell grew up in a strong labor family in Detroit, Michigan, where her mother was an active member of her union at Wayne County Community College. She attended University of Michigan in Ann Arbor and then Brooklyn Law School before joining the staff at SEIU Local 73 in Chicago. She represents a wide variety of workers (from janitors to non-tenure track professors) throughout the Chicagoland area. The thing that she likes most about negotiating contracts is seeing the improvements in the lives of union members, for example getting pictures from a professor on maternity leave who previously was unable to take any time off.</p> <p>Marcia Mackey is a professor of Sport Management & Aquatics at Central Michigan University. She serves on the National Education Association (NEA) Board of Directors, the National Council for Higher Education (NCHE) Executive Committee, the Michigan Education Association (MEA) Board of Directors, as President of the Michigan Association for Higher Education (MAHE), and the CMU Faculty Association Board of Directors. She is involved in committee service at the local, regional, state, national, and international levels. In terms of union activism, her experience is in the areas of governance, policy development, and member advocacy. She is passionate about union activism at the local through the international level. Mackey teaches in the areas of sport governance, law, ethics, event management, and aquatics. Her research is in the areas of rights of the LGBTQ+ athlete, changes in higher education adult learners: their needs and expectations, and injury prevention in physical education programs.</p>
<p>12:00 – 12:50 PM</p> <p>Illinois Room B</p>	<p>Panel: Legal Obligations under Public Sector Statutes and NLRA</p> <p>Angie Cowan Hamada is the Regional Director of Region 13 of the National Labor Relations Board. Prior to starting as Regional Director in July 2022, Director Hamada was a shareholder at Allison, Slutsky & Kennedy based in Chicago where she represented unions and employees in labor and employment law matters before state and federal agencies, courts, as well as in arbitration, mediation and negotiations. Hamada was also previously a</p>

Commissioner on the Cook County Human Rights Commission and Chaired that Commission. She graduated from Chicago Kent Law School in 2005 with a certificate in Labor and Employment Law. Director Hamada was previously the program co-chair of the ABA's Developing Labor Law Section and was on the Board of Editors of the treatise *The Developing Labor Law: The Board, the Courts and the National Labor Relations Act*.

Ellen M. Strizak is the General Counsel of the Illinois Educational Labor Relations Board. She began working for the Illinois Educational Labor Relations as a Board Writer in 2002. Strizak was Staff Counsel for the Illinois Labor Relations Board from 2006 until 2010. She returned to the Illinois Educational Labor Relations Board in 2010 as Associate General Counsel and became General Counsel in 2019. Ms. Strizak received her B.A. in Psychology from the University of Iowa. She earned her J.D. from the John Marshall Law School, which is now known as the University of Illinois Chicago School of Law. Prior to law school, Strizak organized tenants as an AmeriCorps VISTA volunteer in Austin, Texas.

Sidney McBride joined the staff of the Michigan Employment Relations in Michigan (MERC) in 2009 where he has held various positions including Elections Officer, Administrative Law Specialist, Labor Mediator, Mediation Director. In February, 2020, he began his current role as the agency's Bureau Director. During his time at MERC, McBride has performed key functions such as research and writing Commission decisions, conducting representation elections, administering the agency's Act 312 and Fact-Finding programs, spearheading special projects, training initiatives, rule-making projects and the recent acquisition of the agency's case management system. McBride is responsible for the agency's expanded use of advancing technology as evidenced in areas such as virtual mediation and training sessions; voluntary mediation ULP and election cases; as well as pilot programs such as e-signatures on show of interest documents and live-streaming of the monthly Commission meetings. Prior to MERC, McBride worked at the state's largest circuit court in management and labor roles where he was involved in activities such as collective bargaining, grievance arbitration matters, and MERC proceedings. Sidney is a licensed attorney and active member of the State Bar of Michigan Labor and Employment Law Section, Association of Labor Relations Agencies (ALRA) and Detroit LERA Chapter.

Alice Johnson is a highly accomplished attorney, licensed in the state of Illinois, with a strong focus on labor law. Serving as the General Counsel for the Cook County College Teachers Union, Johnson has established herself as a trusted legal advisor and advocate for the rights of faculty and staff in higher education. In her role as General Counsel, she has been instrumental in negotiating collective bargaining agreements that ensure fair and equitable treatment for union members. Her knowledge in labor law and collective

	<p>bargaining has enabled her to successfully navigate complex negotiations resulting in favorable outcomes for the union and its members. Outside of her professional endeavors, she actively engages in continuing education, and stays abreast of the latest developments in labor and employment law. Johnson is a member of the Union Lawyers Alliance and the Chicago Bar Association.</p>
<p>1:00 – 1:50 PM</p> <p>Illinois Room B</p>	<p>Lunch</p> <p>Ross Jordan, Interim Director and Curatorial Manager, Jane Addams Hull-House Museum, University of Illinois Chicago</p> <p>Ross Stanton Jordan is a curator interested in the confluence of politics, history, and visual culture. As Curatorial Manager at the Jane Addams Hull-House Museum, Jordan supports the production of exhibitions and programs that connect the social justice issues of the past to the present via collaboration with artists who work with community.</p> <p>Jordan holds dual master’s degrees in art history, and arts administration and policy from the School of the Art Institute of Chicago.</p>
<p>2:00 – 2:50 PM</p> <p>Facilitated Discussion</p> <p>Illinois Room B</p> <p>Labor</p>	<p>Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, Tactics and Strategies</p> <p>Facilitators:</p> <p>Nicholas Christen is the General Counsel and Director of Field and Organizing at the Illinois Federation of Teachers. He advises leaders and staff on issues affecting the 100,000+ members of the union, including collective bargaining, organizing, discipline, discrimination, organizing, healthcare, and retirement. Christen has successfully advocated before private and public sector labor boards, resolved difficult legislative and administrative roadblocks impacting workers’ rights, and has led negotiations for units large and small in high-stakes negotiations. He is also an adjunct professor at the University of Illinois School of Labor and Employment Relations.</p> <p>Robert Bruno is a Professor of Labor and Employment Relations at the University of Illinois’ School of Labor and Employment Relations, Urbana-Champaign and Director of the university’s Labor Education Program. He also directs the university’s labor policy center, the Project for Middle Class Renewal and was a member of the Illinois Future of Work Task Force. He has taught numerous labor studies and labor relations courses, including for example labor history, labor and politics and collective bargaining. Dr. Bruno is the author of four books; <i>Steelworker Alley: How Class Works in Youngstown</i>, <i>Reforming the Chicago Teamsters: The Local 705 Story</i>, <i>Justified by Work: Identity and the Meaning of Faith in Chicago’s Working-Class Churches</i> and</p>

	<p>co-author of <i>A Fight for The Soul of Public Education: The Chicago Teachers Strike</i>. He has also published over three-dozen journal articles on labor studies and has either authored or co-authored over seventy applied research reports on labor unions, and various employment and labor policies. His next book, <i>What Work Is</i> will be published January 9, 2024, by Illinois University Press. He is the Co-editor of <i>Labor Studies Journal</i> and is frequently recognized as an expert by national and local media on work, the workplace, labor unions and employment and labor policy.</p>
<p>2:00 – 2:50 PM</p> <p>Facilitated Discussion</p> <p>Illinois Room C Administrators</p>	<p>Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, Tactics and Strategies</p> <p>Facilitators:</p> <p>Alexandra (Sascha) Matish was appointed Associate Vice Provost for Academic and Faculty Affairs and Senior Director of Academic Human Resources, University of Michigan in June 2019, after serving as interim director since October 2018. Matish joined Academic Human Resources in June of 2008, serving as senior academic labor relations representative, associate director, and most recently interim senior director. Sascha is a member of the National Center’s Board of Advisors. Prior to coming to University of Michigan, Sascha worked as an assistant general counsel at Wayne State University, where she focused on labor and employment law and collective bargaining issues. Matish also worked as a union-side attorney in a law firm specializing in public sector labor law in educational settings. Sascha has a bachelor’s degree in International Relations and Russian Language from James Madison College at Michigan State University and a Juris Doctor from University of Detroit Mercy School of Law.</p> <p>Melissa Mlynski is the Associate Vice Chancellor of Human Resources at the University of Illinois Springfield (UIS), a position she has held since December of 2016. For ten years, she served as an Adjunct Assistant Professor at UIS teaching graduate courses in labor and administrative law. Previously, Ms. Mlynski was the Executive Director of the Illinois Labor Relations Board from June of 2012 through December of 2016. She has extensive experience representing public employers in collective bargaining, labor arbitrations and cases before the Illinois Labor Relations Board, including more than 10 years as labor relations counsel for the Department of Central Management Services. Ms. Mlynski also worked in private practice representing public employers in labor and employment law matters. Mlynski received her B.A. in English from the University of Illinois Urbana-Champaign and her J.D. from the University of Illinois Urbana-Champaign, College of Law.</p>

<p>3:00 – 3:50 PM</p> <p>Facilitated Discussion</p> <p>Illinois Room B</p> <p>Labor</p>	<p>Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length</p> <p>Facilitators:</p> <p>Rachel Tollett serves as the Higher Ed UniServ Director for Service Area HE (IEA-NEA) in Southern Illinois. Assisting locals at community colleges in the region as well as staff and faculty locals for the Southern Illinois University System she works with tenured/tenure-track and non-tenured faculty, professional and civil service staff, and graduate students. Before becoming a part of the IEA-NEA staff Tollett taught music, humanities, and media studies at various northern Illinois colleges and universities and was an active member of the International Association for Popular Music Studies in addition to being an officer in her local faculty union.</p> <p>Aaron Krall is the President of UIC United Faculty, Local 6456, the AFT and AAUP-affiliated union that represents tenure-system and full-time non-tenure-system faculty at the University of Illinois Chicago. He has been a union activist for over a decade, he has served on the UIC United Faculty Executive Board for the last seven years, and he served as Bargaining Co-Chair and lead negotiator for the union’s last two contract campaigns. He also serves as a Vice President for the Illinois Federation of Teachers. Krall is a Senior Lecturer in the Department of English at UIC where he teaches first-year writing and dramatic literature and writes about theater and the city. He holds his PhD in Modern Studies from the University of Wisconsin-Milwaukee, an MS in Theatre History from Illinois State University, and a BA in English from the University of St. Francis.</p> <p>Stephanie Fortado is a Teaching Assistant Professor at the University of Illinois Urbana-Champaign, in the School of Labor and Employment Relations, where she also co-directs the annual Regina V. Polk Women’s Labor Leadership Conference. She teaches a wide variety of classes for union members across Illinois, including collective bargaining, labor history, communications, and leadership. She is a historian who focuses on labor history, urban history, and African American working class and social movement history. Fortado is a 2022 recipient of the American Council of Learned Societies Fellowship, and recently was selected to participate in the 2023 National Endowment for the Humanities “<i>Reading, Writing and Teaching the Rust Belt</i>” Summer Institute. She is also a proud member and steward of her union NTFC 6546 (part of the Illinois Federation of Teachers) and is a delegate to the AFL-CIO of Champaign County.</p>
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<p>3:00 – 3:50 PM</p> <p>Facilitated Discussion</p> <p>Illinois Room C</p> <p>Administrators</p>	<p>Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length</p> <p>Facilitators:</p> <p>Dominick Fanelli has been with the University of Michigan for almost 10 years. Fanelli currently serves as the Director of Labor Relations for the University of Michigan Staff Human Resources. In his time with the University, Mr. Fanelli has participated in and been chief negotiator for labor contacts in Michigan Medicine, Academic Human Resources, and Staff Human Resources. Mr. Fanelli has over 15 years of labor relations experience including work with the New York City Office of Labor Relations and in the Office of the General Counsel for the New York State United Teachers union. Fanelli received his bachelor's degree from the University of Michigan ('05) and a Juris Doctorate from Widener University School of Law, Harrisburg ('08).</p> <p>Michelle Jackson, JD is Associate Director - Labor and Employee Relations at the University of Illinois Chicago (UIC). In this capacity she serves as chief negotiator and hearing officer for several collective bargaining agreements with UIC and the University of Illinois Health and Hospital System (UIH). She also assists in developing UIC's bargaining strategies, interprets collective bargaining agreements and counsels UIH administrators on employment matters pertaining to bargaining unit members. Jackson has extensive experience advising public officials, agency leaders, and operational managers on various employment and labor relations matters. Jackson has worked extensively in county and state legal departments handling employment claims and consulting on litigation. Before joining UIC she held numerous public service roles including director of human resources, general counsel, and chief administrative law judge in addition to various other operational leadership roles.</p>
<p>4:00 – 4:50 PM</p> <p>Joint Facilitated Discussion</p> <p>Illinois Room C</p>	<p>Facilitated Discussion: Post-Pandemic Remote Work and Technology Issues</p> <p>Facilitators:</p> <p>Keino R. Robinson is the Director of Labor and Employee Relations, University of Illinois Chicago (UIC) and is responsible for providing oversight of the UIC HR Office of Labor and Employee Relations including: directing and establishing the strategic direction of the labor and employee relations function at UIC; representing management in labor relations; and directing the negotiation of collective bargaining agreements. Prior to joining UIC, Robinson served as senior attorney for the Forest Preserves of Cook County where he oversaw labor and employee relations and served as the Preserve's FOIA Officer; worked for a Philadelphia plaintiffs class action law firm where he litigated civil and international human rights cases; and served as a law clerk</p>

	<p>for the Supreme Court of Pennsylvania. Robinson received his JD from Villanova University, an M.P.P. from the University of Michigan and a B.A. from Haverford College.</p> <p>Kate Birdsall is president and Chief Negotiator of the Michigan State University Union of Non-Tenure Track Faculty (UNTF). Birdsall teaches in the Department of Writing, Rhetoric, and American Cultures and has been a UNTF member since 2014. She served on the Contract Negotiating committee during the 2018 contract negotiations and became vice president in the General Election in spring of 2019. Prior to her work with UNTF, she served as a steward for GEU and is strongly committed to organized labor. Birdsall has taken the lead on communications with MSU in the wake of COVID-19 and has successfully obtained letters of agreement that will protect our members in the coming months and years.</p>
<p>4:00 – 4:50 PM</p> <p>Panel Discussion</p> <p>Illinois Room B</p>	<p>Panel: 10 Best Practice Tips from Experienced Labor Arbitrators</p> <p>Honorable Betty Rankin Widgeon is a past Chair of the State Bar of Michigan Alternative Dispute Resolution Section. In 2017, she was appointed to the Michigan Supreme Court Panel of Special Masters to preside over alleged judicial misconduct hearings. Hon. Widgeon is a former Chief Judge of the 14A District Court, Washtenaw County, MI. She is a member of the National Academy of Arbitrators and the National Academy of Distinguished Neutrals. She holds her B.A. and M.A.Ed. Degree in Education from Wake Forest University and her JD from the University of Michigan. Hon. Widgeon arbitrates labor, employment, commercial and consumer cases and mediates for private firms and corporations. She is on the labor, employment, and commercial arbitrator panels and rosters for the AAA, the FMCS, FINRA, and the National Mediation Board.</p> <p>Honorable Meeta A. Bass has shifted her judicial career focus toward arbitration, mediation, and conflict resolution. Her educational background includes a master's in Business Administration, a juris doctorate in Law, and a bachelor's in Political Science. Hon. Meeta is an Ohio licensed attorney, former adjunct professor, NAA arbitrator, mediator, and retired magistrate. She engaged in both private and public sector arbitrations since 2004. Hon. Meeta is on several permanent arbitration panels and rosters. Her specific areas of mediation practice encompass labor, employment, and special education. Meeta is a fact-finder and conciliator with the Ohio State Employees Relations Board. Meeta has actively participated in esteemed professional associations. She is the Immediate Past President of the Central Ohio Labor and Employment Relations Association and the current National Association of Railroad Referees President. Before her career in ADR, Meeta held the position of a Common Pleas Court Magistrate from 1996 to 2014.</p>

	<p>Cary Morgen has been a full-time Arbitrator and Mediator since 2011 specializing in labor-management disputes on a nationwide basis. He is listed on the rosters of FMCS, AAA, and NMB. He has handled cases in the public, private, and federal sectors regarding a wide variety of issues including matters of contract interpretation, just cause, and interest arbitration. He has arbitrated in a wide variety of industries and is a permanent member on a number of arbitration panels. In addition to an M.S. in Industrial Relations from Loyola University, he brings an extensive, diverse work background to his arbitration and mediation practice. His 26-year career with the Chicago Transit Authority included serving in senior management positions in Labor Relations, Operations, Schedules/Planning, and Human Resources. Morgen is a former member of the Amalgamated Transit Union. He was also a 20-year member of the American Federal of Musicians as a professional drummer and percussionist.</p>
<p>5:00 – 5:50 PM Illinois Room B</p>	<p>Introduction of Keynote Speaker: Thomas Riley, University of Illinois Executive Director of Labor and Special Counsel</p> <p>Keynote Speaker: Sameer Gadkaree, President, The Institute of College Access and Success</p> <p>Sameer Gadkaree has been a leader in college access and success for over a decade. Most recently, Gadkaree was a Senior Program Officer at the Joyce Foundation, where he led the philanthropy’s efforts on higher education. His portfolio focused on addressing racial and economic disparities in college access, including improving the longstanding racial disparities in access to public flagship universities, supporting graduation for community college students, supporting college access for rural students through regional public universities, and access for economically disadvantaged students at selective universities. Prior to his work at Joyce, Gadkaree was an Associate Vice Chancellor at the City Colleges of Chicago, the system of seven community colleges that serves the City of Chicago. He led the Adult Education division, with a focus on helping adults who were learning English or getting their high school equivalency get access to college level coursework. He also was on the strategy team, helping the system improve its retention and graduation outcomes.</p>

Friday, September 15, 2023

<p>9:00 – 9:50 AM</p> <p>Facilitated Discussion</p> <p>Illinois Room B</p> <p>Labor</p>	<p>Facilitated Discussion: Compensation and Workload</p> <p>Facilitators:</p> <p>Melinda Bunnage is the Director of Higher Education at Service Employees International Union Local 73 and she is the Chief Negotiator and representative for over 4,000 Civil Service employees working at the University of Illinois Chicago. Bunnage has been working with higher education labor organizations for over a decade. As an alumnus of Loyola University herself, she worked closely with Non-Tenure Track Faculty at Loyola in the formation of their union and the negotiation of their first contract in 2018. Since then, she helped coordinate large public sector labor contract campaigns at Chicago Public Schools, University of Illinois Chicago, and Cook County. In her current role at SEIU Local 73, Bunnage is dedicated to building an engaged organization of higher education workers, and fighting for all Illinois families to have access to the affordable quality education and good jobs they deserve.</p> <p>Gretchen McNamara is a Senior Lecturer of Music at Wright State University in Dayton, Ohio, a position she has held since 2007. Her responsibilities include teaching applied trombone, Brass Methods and Instrumental Music Education Methods to music education students. She also supervises Music Education Field Placements. McNamara has been active in the American Association of University Professors since 2012 and currently serves as the Chief Negotiator of AAUP-WSU. She is also the President of the Ohio Conference of AAUP. McNamara has earned a Doctor of Musical Arts Degree from the University of Cincinnati, College-Conservatory of Music, a Master of Music degree from Kent State University, and a Bachelor of Music degree from the University of Washington. Before beginning the DMA, McNamara was the director of bands at Patapsco High School and Center for the Arts in Baltimore, Maryland.</p>
<p>9:00 – 9:50 AM</p> <p>Facilitated Discussion</p> <p>Illinois Room C</p> <p>Administrators</p>	<p>Facilitated Discussion: Compensation and Workload</p> <p>Facilitators:</p> <p>Jeffery Frumkin retired from the University of Michigan (U-M), Office of the Provost in 2019. He served as the Director of Academic Human Resources (AHR). In this role Frumkin either led or directly supervised all academic labor relations, including graduate student instructors and lecturers. Tenure track faculty at U-M are not organized. In addition, AHR was responsible for the administration of all related to academic employees. His previous academic labor relations employment was at the University of California, Minnesota State Colleges & Universities and Eastern Michigan University. Frumkin earned his B.A., M.A. and Ph.D. at Michigan State University, where he was</p>

	<p>also the Associate Director for Student Affairs. Frumkin served for several years as a member of the Advisory Board for the Center for the Study of Collective Bargaining in Higher Education and the Professions.</p> <p>Benjamin M. Superfine is a professor in the Department of Educational Policy Studies at the University of Illinois Chicago (UIC). He received his J.D. and Ph.D. in Education Foundations and Policy from the University of Michigan. Before joining UIC, Superfine practiced law at Dow Lohnes PLLC in Washington, D.C. Superfine’s research focuses on the history of education law and policy, school finance reform, standards-based reform and accountability, research use in education law, and collective bargaining. He is a faculty affiliate in the Center for Urban Education Leadership and the Learning Sciences Research Institute at UIC. In addition, Superfine currently serves as the Assistant Vice Provost for Faculty Relations at UIC, focusing on labor and policy issues. In this role, Superfine was part of the UIC bargaining team in its recent negotiations with the UIC United Faculty union. He formerly served as department chair for eight years.</p>
<p>10:00 – 10:50 AM</p> <p>Illinois Room B</p>	<p>Community Colleges: Distinct Bargaining Issues and Challenges</p> <p>Shannon Alston is Director of Business, Legal & Human Resources, Michigan Education Association (MEA) and a former MEA UniServ Director. She has provided union representation/advocacy in negotiations for many years and has held several union offices/positions as a member of her own local/state/national unions.</p> <p>Rob Boonin is an attorney based in the Ann Arbor office of Dykema Gossett, a national law firm. For 45 years he has represented public and private sector employers on labor relations and other employment law matters. He frequently serves as the chief negotiator for state universities and community colleges, and handles their unfair labor practice, fact-finding, and grievance arbitration cases. Boonin is a past chair of the Michigan Council of School Attorneys, the national Wage and Hour Defense Institute, the Litigation Counsel of America, Michigan Bar Association’s Labor and Employment Law Section, and the ABA’s Federal Labor Standards Legislation Committee. He also serves an editor of two authoritative legal treatises, “The Fair Labor Standards Act,” and “Employment Discrimination.” He is regularly honored as a premier attorney in employment law by Chambers USA, Best Lawyer, and Michigan’s Super Lawyers, including numerous recognitions as Employment Lawyer of the Year. Boonin frequently presents at labor and employment law conferences. His J.D. is from the University of Michigan, masters in labor relations is from Michigan State, and B.S. in Economics is from the Wharton School of the University of Pennsylvania.</p> <p>Tony Johnston has been President of CCCTU since 2015. CCCTU is a federated local which represents 5,000 members in the 14 community</p>

	<p>colleges in Cook County, Illinois. CCCTU includes units of Full-Time Faculty, Adjunct Faculty, Classified and Support Staff, Full and Part-time Professional Staff and Security Officers. Prior to being President, he was Legislative Chair and Chapter Chair at Truman College for many years. His academic training is in Latin American and United States History. Apart from teaching History, he was the Coordinator of Tutoring at Truman College. Johnston is a Vice-President on the Executive Board of the Illinois Federation of Teachers and is on the Higher Education Program and Policy Council of the American Federation of Teachers.</p> <p>Andre’ L. Poplar is the Vice Chancellor for Human Resources and Diversity, Equity & Inclusion at Oakland Community College. He is a licensed attorney and has served as the Chief Bargaining Representative in collective bargaining negotiations at Oakland Community College. His previous roles included the Executive Director of Labor Relations and Benefits at the Detroit Public Schools Community District, and Labor and Employment Attorney for the Third Judicial Circuit Court (Wayne County, Michigan). In his various roles, Poplar has implemented and negotiated improved processes that increased the efficiency of both the HR and labor relations functions. He is recognized for his work in aligning people and culture initiatives to an organization’s strategic priorities and values. Poplar holds a bachelor of science degree from Eastern Michigan University and earned his juris doctorate from Indiana University – Maurer School of Law. He also holds a certificate in Labor Relations from Cornell University.</p> <p>Josh Welker is the Dean of Business Services and Institutional Effectiveness at John Wood Community College in Quincy, IL. Through his role, he serves as the Chief Financial Officer for the college and has served on the administrative negotiating team, including as the lead negotiator, since 2010. Welker has also served as an adjunct faculty member at several higher education institutions including John Wood Community College, Culver-Stockton College, and Quincy University. Other activities include board membership of the United Way of Adams County, Quincy Public Library Mary Weems Barton Foundation (current Board president), and past Canton R-V Board of Education director.</p>
<p>10:00 – 10:50 AM</p> <p>Facilitated Discussion</p> <p>Illinois Room C</p>	<p>Negotiating over Sick Leave, Childcare Leave, Union Leave, and General Wellness Provisions</p> <p>Facilitators</p> <p>Charitianne Williams is a Senior Lecturer in the University of Illinois Chicago (UIC) English Department. She has been an active member of UIC United Faculty Local 6456 since the union was certified in 2012. She has been an active member of the UICUF Bargaining Committee for three out of four negotiated contracts and is currently the Chair of UICUF Communications.</p>

	<p>Julie Dillard currently serves as Assistant Director for Labor and Employee Relations at the University of Illinois Urbana-Champaign. In this role, Dillard is responsible for labor relations and collective bargaining activities for multiple bargaining units, including 18 civil service units and four Academic units. Dillard serves as the chief negotiator, and also serves as the Chancellor's designee in grievance hearings. Prior to working at UIUC, Dillard worked at DuPont for 12 years as a Human Resources Consultant, where she served in a HR Generalist role for multiple manufacturing locations throughout the Midwest.</p> <p>Dillard holds a master of Human Resources and Industrial Relations from UIUC's School of Labor and Employment Relations. She received a bachelor of science in Business Management from Eastern Illinois University.</p>
<p>11:00 – 11:50 AM</p> <p>Illinois Room B</p>	<p>Panel: Academic Freedom and Free Speech Issues in Higher Education</p> <p>Hans-Joerg Tiede is director of the department of research and public policy at the American Association of University Professors. He conducts survey research on academic freedom, tenure, and governance. He has also written on the history of the AAUP and the development of academic freedom, tenure, and governance in the United States. Tiede is the editor of Policy Documents and Reports (the AAUP "Redbook") and author of <i>University Reform: The Founding of the American Association of University Professors</i> (both Johns Hopkins University Press, 2015).</p> <p>Thomas C. Bradley is of counsel at Lander Muchin. Bradley has been practicing law since 1988. He advises public sector employers on labor and employment issues, legislation, the Illinois constitution, the Illinois Public Labor Relations Act, and other state statutes, and represents them in arbitrations, administrative hearings, circuit court litigation, appeals, and other litigation. Bradley represents private sector employers in injunction actions and trials in state and federal court, including employers seeking to enforce trade secrets and rights under restrictive covenant agreements. He also provides employers with day-to-day counseling and strategy on labor and employment matters.</p> <p>Charlotte Garden joined the University of Minnesota Law School faculty in Fall 2022. She specializes in labor law, employment law, and constitutional law. Her interests include the intersection of workers' rights and the Constitution, and how law supports (or undermines) worker voice and power. Garden's scholarship has appeared in several leading law reviews, including the <i>University of Pennsylvania Law Review</i>, <i>Emory Law Journal</i>, <i>Boston University Law Review</i>, <i>George Washington Law Review</i>, <i>Fordham Law Review</i>, and the <i>William & Mary Law Review</i>. Garden's work for generalist audiences appears in outlets such as <i>SCOTUSBlog</i> and <i>OnLabor</i>. In 2019, Cambridge University Press published her edited volume, <i>The Cambridge</i></p>

	<p><i>Handbook of U.S. Labor Law For the Twenty-First Century</i> (co-edited with Rick Bales).</p> <p>William A. Herbert is a Distinguished Lecturer and Executive Director of CUNY's National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College. Prior to joining the Hunter College faculty, Herbert was Deputy Chair of the New York State Public Employment Relations Board (PERB). Before his tenure at PERB, Bill practiced labor and employment law for two decades. His areas of scholarship include labor law, history, and policy. Herbert's scholarship includes a chapter on public workers in New York City in Joshua Freeman's <i>City of Workers, City of Struggle</i> (2019) and a chapter on graduate student employee unionization in Schulze-Cleven and Vachon's <i>Revaluing Work(ers)</i> (2021). His latest chapter will be appearing in the forthcoming book <i>Contingent Faculty: A Labor History</i>, edited by Eric Fure-Slocum and Claire Goldstene, to be published by University of Illinois Press.</p>
<p>12:00 – 12:50 PM</p> <p>Illinois Room B</p>	<p>Panel: Collective Bargaining, Discrimination, Affirmative Action, and Title IX</p> <p>Karen R. Stubaus is Vice President for Academic Affairs and Administration at Rutgers. She is the university administrative officer for an array of academic, budgetary, and strategic matters at the university's campuses: New Brunswick, Newark, Camden, and Rutgers Biomedical and Health Sciences. Stubaus leads in the implementation of university-wide strategic planning. She is responsible for faculty and academic labor relations and interfaces between Academic Affairs and the General Counsel's Office on all faculty matters. Through her career Stubaus has led efforts to increase diversity of the faculty and to promote women's leadership of the institution. A Phi Beta Kappa graduate of Douglass College, Stubaus received her Ph.D. in seventeenth-century American History from Rutgers. She teaches whenever she is able in the School of Arts and Sciences Department of American Studies and in the Department of Women's and Gender Studies.</p> <p>Julie Miceli is a member of Husch Blackwell's Higher Education group and Managing Partner of the firm's Chicago office. Miceli's practice is dedicated to serving private and public institutions of higher education. Miceli has concentrated experience advising colleges, universities and academic medical centers on legal issues related to campus safety, including Title IX, the Clery Act, serving minors and emergency planning and response; financial aid, including Title IV compliance, loan servicing and collections; institutional transactions including changes of control, ownership, and structure, institutional mergers, and related diligence; as well as development matters, including fundraising, major gifts and permissible use of charitable contributions. Miceli also focuses on emerging legislative, regulatory and policy initiatives at the state and federal levels impacting institutions of higher</p>

education and accreditors through the development and review of policies, procedures and practices. As a team lead for the higher education practice group's accreditor practice, Miceli also works closely with accreditors to ensure federal compliance. Before joining Husch Blackwell, Miceli served as the deputy general counsel for higher education and federal student aid at the U.S. Department of Education, and prior to that, as the chief of staff and special counsel to the general counsel for that agency.

Augustus Wood is an Assistant Professor in the Labor Education Program at the University of Illinois Urbana-Champaign. He is a scholar of political economy and gentrification, labor, and social movements in modern African American urban history. He is the author of the forthcoming book, *Class Warfare in Black Atlanta: African American Grassroots Struggles, Resistance, and Repression Under Gentrification, 1966-2015*. He is also a member of the Editorial Board of Labor Studies Journal and Guest Editor of Special Issue of Labor Studies Journal, "More Expendable than Essential: Black Workers' Rights and Racial Class Struggles Under the COVID Crisis," Volume 47, No. 4, December 2022. He hosts the podcast, "Off the Shelf: Revolutionary Readings in Times of Crisis," and hosts the Radio Free Labor program on 90.1 FM WEFT Champaign Community Radio.

Risa L. Lieberwitz is General Counsel of the American Association of University Professors (AAUP). She is also the Academic Director of The Worker Institute at Cornell University and a Professor of Labor and Employment Law in the Cornell University School of Industrial and Labor Relations (ILR), where she has been on the faculty since 1982. From 1979 to 1982, she was a field attorney in Region 10 of the National Labor Relations Board. Her research and publications address issues of academic freedom in higher education, labor law, employment discrimination law, and freedom of speech and due process in the workplace context.

Ricky Baldwin joined his first union in Mississippi in 1990, the Mississippi Alliance of State Employees, MASE/CWA 3570, a black-led multiracial union without collective bargaining rights. There he saw working people stand up and win in ways he has never been able to unsee. Baldwin has been active in labor, environmental, feminist, anti-war, anti-racist, and human rights causes, including Jobs With Justice in two states. He attended the University of Mississippi and later Cornell University's Buffalo Labor Studies night school. Baldwin has worked for the Graduate Student Employees Union (GSEU) CWA 1188, the Alliance of Community Organizations for Reform Now (ACORN), Western New York Occupational Safety and Health (WNYCOSH), SEIU Local 200C, and now SEIU Local 73. He would settle every single contract negotiation with a strike if he could.