

MONDAY
4/11/11



Manuscript



Presentation



Handout

**38th Annual National Conference:
A Joint Labor/Management Meeting
Together at the Table: Moving the Academy Forward through Collective Bargaining**

All Panels, Workshops, and Luncheon Speeches

8:30 AM - 6:00 PM

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

Breakfast

8:15 - 9:00 AM

Concourse Lobby

45 minutes

Welcome

9:00 - 9:30 AM

Proshansky Auditorium

30 minutes

Jennifer J. Raab, *President, Hunter College, City University of New York*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Sandi Cooper, *Chair, University Faculty Senate, City University of New York*
Richard Boris, *Executive Director, National Center*

Opening Conversation

9:30 - 10:15 AM

Proshansky Auditorium

45 minutes

Robert C. Holub, *Chancellor, University of Massachusetts, Amherst*
Gary Rhoades, *General Secretary, American Association of University Professors*
(joint address)
Commentary: Jeff Selingo, *editor, The Chronicle of Higher Education*
Moderator: Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*

Open Microphone

10:15 - 10:45 AM

Proshansky Auditorium

30 minutes

Break

10:45 - 11:00 AM

15 minutes

Concurrent Sessions

11:00 AM - 12:30 PM

1 hour 30 minutes

Asserting Public Higher Education's Voice in the State and National Agendas

11:00 AM - 12:30 PM

Room 201

1 hour 30 minutes






Susan Meisenhelder, *former President, California Faculty Association/AAUP/CTA/NEA/SEIU*
Eileen Landy, *Statewide Secretary, United University Professions, State University of New York*
Ellen Schuler-Mauk, *President, Suffolk County Community College Faculty Association/ NYSUT/AFT/NEA*
Moderator: Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*

Public Education/Private Funding

11:00 AM - 12:30 PM

Room 198

1 hour 30 minutes



Steve Katsinas, *Director, Education Policy Center, University of Alabama*  
Angelo Armenti, *President, California University of Pennsylvania*  
Rod Henry, *Past President, Inter Faculty Organization, Minnesota State Universities* 
Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Moderator: Gail Brooks, *Vice Chancellor, Human Resources, California State University System*

Panel of Legislators and Political Consultants. Conversation: What is the Real Common Good of Public Higher Education?

11:00 AM - 12:30 PM

Room 202

1 hour 30 minutes

Bill Perry, *President, Eastern Illinois University* 
Joel Packer, *Consultant, The Raben Group*
Eric Kelderman, *State Politics, The Chronicle of Higher Education* 
Ken Mash, *State Vice President, East Stroudsburg University/APSCUF*
Moderator: Leo Welch, *Chair, Board of Trustees, Eastern Illinois University*

Working Together through Collective Bargaining: What True Collaboration Can Achieve

11:00 AM - 12:30 PM

Room 203

1 hour 30 minutes

Jim Castagnera, *Associate Provost and Associate Counsel for Academic Affairs, Rider University*
Jeffrey Halpern, *Contract Administrator and Chief Grievance Officer, AAUP, Rider University*

Workshop: How to Analyze University Budgets

11:00 AM - 12:30 PM

Room 204

1 hour 30 minutes

Howard Bunsis, *AAUP, Eastern Michigan University* 

Workshop: Negotiations 101: Preparing for Productive Negotiations in Good Times and Bad

11:00 AM - 12:30 PM

Room 205

1 hour 30 minutes

Carl Levine, *Esq., Levy Ratner, P.C.*  
Scott Sommer, *Director, New York Sub-Regional Director UAW Region 9A, New York*
Holly Stern, *General Counsel, New Jersey Institute of Technology* 

Luncheon and Luncheon Speech

12:30 - 2:00 PM

1 hour 30 minutes

Food Service Begins

12:30 - 12:50 PM

Concourse Lobby

20 minutes

Luncheon Greetings

12:50 - 1:05 PM

Concourse Lobby

15 minutes

Timothy Lane, *Managing Director, TIAA-CREF*
Kelly Jones, *Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company*
Jeff Selingo, *editor, The Chronicle of Higher Education*

Journal of Collective Bargaining in the Academy: Announcement Volume II

1:05 - 1:15 PM

Concourse Lobby

10 minutes

Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors* 

Luncheon Presentation I

1:15 - 2:00 PM

Proshansky Auditorium

45 minutes

Jamie Merisotis, *President and CEO, Lumina Foundation*
Dewayne Matthews, *Vice President, Policy and Strategy, Lumina Foundation*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

Breakout Session Open Microphone

2:00 - 2:30 PM

Room 198

30 minutes

Jamie Merisotis, *President and CEO, Lumina Foundation*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

MONDAY
(continued)

**38th Annual National Conference:
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Breakout Session Open Microphone

2:00 - 2:30 PM **Room 201** **30 minutes**

Dewayne Matthews, *Vice President, Policy and Strategy, Lumina Foundation*
Moderator: Richard Boris, *Director, National Center*

Break

2:30 - 2:45 PM **15 minutes**

Concurrent Sessions

2:45 - 4:15 PM **1 hour 30 minutes**

Dialoguing about Creative Tensions and Creative Solutions in Collective Bargaining

2:45 - 4:15 PM **Room 201** **1 hour 30 minutes**

James McCormick, *Chancellor, Minnesota State Colleges and Universities*
Greg Mulcahy, *President, Minnesota State College Faculty/Education Minnesota/AFT/NEA*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Moderator: Cynthia Schneider, *Vice President, Administrative Professionals Association/MEA/NEA, Michigan State University*

Higher Education's "Message"

2:45 - 4:15 PM **Room 198** **1 hour 30 minutes**

Scott Jaschik, *Editor, Inside Higher Ed*
Tom Milligan, *Vice President, Public Relations, Colorado State University*
Keith Parker, *Assistant Vice Chancellor, Government & Community Relations, University of California, Los Angeles*
Facilitator/Moderator: Jim Castagnera, *Associate Provost, Rider University*

The New Common Good? Racing to the Top: The Matrix between K-12 and Higher Education

2:45 - 4:15 PM **Room 202** **1 hour 30 minutes**

John Cavanaugh, *Chancellor, Pennsylvania State System of Higher Education*
Mark Richard, *President, United Faculty of Miami Dade College/FEA/AFT/NEA*
Moderator: Tom Auxter, *President, United Faculty of Florida/FEA/AFT/NEA*

Private Contractors/Consultants/Providers in the Higher Education Space

2:45 - 4:15 PM **Room 203** **1 hour 30 minutes**

Tom Kriger, *Provost, National Labor College*
George Mehaffy, *Vice President, Academic Leadership and Change, American Association of State Colleges and Universities*
Cathy Boudreau, *NEA board member, Massachusetts, Vice President, National Council for Higher Education/NEA*
Moderator: Jim Moran, *Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education*

Workshop: Negotiating a First Contract

2:45 - 4:15 PM **Room 204** **1 hour 30 minutes**

Maria Osorio, *Esq., Interim Director, Labor & Employee Relations, Pace University*
Eric Marshall, *Labor Relations Specialist, New York State United Teachers/AFT/NEA*

Workshop: Workplace Dispute Resolution/Mediation

2:45 - 4:15 PM **Room 205** **1 hour 30 minutes**

Rene Castro, *Senior Director, Academic Employee Relations, California State University, Long Beach*

Break

4:15 - 4:30 PM **15 minutes**

Concurrent Sessions

4:30 - 6:00 PM **1 hour 30 minutes**

Roundtable: "Creative Tensions" Responses and Question and Answer with Audience

4:30 - 6:00 PM **Room 198** **1 hour 30 minutes**

Bill Perry, *President, Eastern Illinois University*
Ellie Sullivan, *President, University Professionals of Illinois/AFT*
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania System of Higher Education*
Elizabeth Russell, *Campus Representative, Community College Administrators Association/MEA/NEA, Eastern Maine Community College*
Moderator: Cynthia Schneider, *Vice President, Administrative Professionals Association/MEA/NEA, Michigan State University*

Graduate Employee Unionization in the Private Sector

4:30 - 6:00 PM **Room 201** **1 hour 30 minutes**

Ed Brill, *Esq., Proskauer Rose*
Carl Levine, *Esq., Levy Ratner, P.C.*
Nick Velluzzi, *International Representative, UAW*
Adrienne Eaton, *President, Rutgers University, AAUP/AFT*
Sean Rogers, *Ph.D. Student, Industrial Relations & Human Resources, Rutgers University*
Moderator: Mike Mauer, *Esq., Director, Organizing and Services, AAUP*

Year in Higher Education (Annual Panel)

4:30 - 6:00 PM **Room 202** **1 hour 30 minutes**

Scott Jaschik, *editor, Inside Higher Ed*
Neil Bucklew, *Professor and Past President, West Virginia University*
Daniel Julius, *Vice President, Academic Affairs, University of Alaska system, convener*

Workshop: Arbitration 101

4:30 - 6:00 PM **Room 204** **1 hour 30 minutes**

Joe Ambash, *Esq., Greenberg Traurig*
Alan Shapiro, *Esq., Sandulli Grace, P.C.*

Workshop: Classroom Issues at the Table

4:30 - 6:00 PM **Room 205** **1 hour 30 minutes**

Jessica Crofoot, *Director, District A, California Community College Association/CTA/NEA*

Reception

6:30 - 8:00 PM **Affinia Dumont Hotel** **Hospitality Suite**

TUESDAY
4/12/11

**38th Annual National Conference:
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All Panels, Workshops, and Luncheon Speeches

8:30 AM - 3:00 PM CUNY Graduate Center Concourse Level
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Avenue between 34th and 35th Streets)

Breakfast

8:15 - 9:00 AM Concourse Lobby **45 minutes**

Concurrent Sessions

9:00 - 10:30 AM Breakout Room **1 hour 30 minutes**

Contingent Faculty: Issues at the Table

9:00 - 10:30 AM Room 201 **1 hour 30 minutes**

Holly Lawrence, *Secretary, Clerk, Massachusetts Society of Professors/Massachusetts Teachers Association/NEA*, 
University of Massachusetts, Amherst

Brenda Appleton, *Vice President, Vancouver Community College Faculty Association* 

Audrey Williams June, *reporter, The Chronicle of Higher Education*

Juliette Romano, *President, UCE of Fashion Institute of Technology/NYSUT/AFT/NEA* 

Alan Trevithick, *founding member, New Faculty Majority: National Coalition for Adjunct & Contingent Equity, Fordham University & Westchester C.C.*

Manfred Philipp, *former Chair, University Faculty Senate, CUNY*

Moderator: Caryl Schiff-Greatorex, *Director, Member Services, Connecticut State University/AAUP*

Distance Learning; Proprietaries: Impact on Higher Education?

9:00 - 10:30 AM Room 198 **1 hour 30 minutes**

Gary Grossman, *Associate Professor, President of the University Senate at Arizona State University*

Carlene Blake, *Dean of Institutional Development, Technical Career Institutes*

Brent Cejda, *College of Education and Human Sciences, University of Nebraska-Lincoln*

Moderator: Mark Smith, *Senior Policy Analyst, Office of Higher Education, NEA*

TIAA-CREF Panel: Solving Today's Public Pension Crisis

9:00 - 10:30 AM Room 202 **1 hour 30 minutes**


Timothy Lane, *Managing Director, TIAA-CREF*

Richard Hiller, *Vice President, TIAA-CREF*

How Can Collective Bargaining Foster Diversity in the Professoriate and in Union Leadership?

9:00 - 10:30 AM Room 203 **1 hour 30 minutes**

Carol Wright, *Research Associate, Project on CUNY and Race, Professional Staff Congress, City University of New York*

Jennifer S. Rubain, *Esq., University Dean, Recruitment and Diversity, Office of Human Resources Management, City University of New York* 


Derryn Moten, *Co-President, Faculty-Staff Alliance/AFT, Alabama State University*

Moderator: Kimberly King, *Delegate to the Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Los Angeles*

Workshop: Communications On and Off the Table II

9:00 - 10:30 AM Room 204 **1 hour 30 minutes**

Ed Hartfield, *Executive Director, National Center for Dispute Settlement*

Ellen Schuler-Mauk, *President, Suffolk County Community College Faculty Association/ NYSUT/AFT/NEA* 

Workshop: Arbitration 102: How Arbitrators Decide

9:00 - 10:30 AM Room 205 **1 hour 30 minutes**

Howard Parish, *Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey*  
State Board of Mediation, American Arbitration Association Panel of Arbitrators

Break

10:30 - 10:45 AM **15 minutes**

Concurrent Sessions

10:45 AM - 12:15 PM **1 hour 30 minutes**

Future of Post-Doc Organizing

10:45 AM - 12:15 PM Room 201 **1 hour 30 minutes**

Rich Moser, *Senior Staff Representative, Rutgers University, AAUP/AFT*

Kevin Finneran, *Director, Committee on Science, Engineering, and Public Policy, Editor-in-chief, Issues in Science and Technology, The National Academies*


Xiaoqing Cao, *President, UAW Local 5810 Post-Docs, University of California*

Moderator: Jeff Frumkin, *Assistant Provost and Senior Director, Academic Human Resources, University of Michigan*

Legal Issues in Higher Education: Year Review of Decisions, Cases (Annual Panel)

10:45 AM - 12:15 PM Proshansky Auditorium **1 hour 30 minutes**

Nicholas DiGiovanni, *Esq., Morgan, Brown & Joy* 

Rachel Levinson, *Esq., Senior Counsel, American Association of University Professors* 

Community Colleges and the Crisis

10:45 AM - 12:15 PM Room 198 **1 hour 30 minutes**

Ron Norton Reel, *President, California Community College Association, CTA/NEA*

Lisa Ossian, *Executive Board, Des Moines Area Community College Higher Education Association/ISEA/NEA, NEA Thought & Action Review Panel*

Damon Davis, *President, United Faculty of Florida-Broward College/FEA/AFT/NEA*

Jim Salt, *President, Lane Community College Faculty Association, OEA/NEA*

Moderator: James Rice, *President, National Council for Higher Education/NEA*

What is the "Collective" in Collective Bargaining?

10:45 AM - 12:15 PM Room 202 **1 hour 30 minutes**

Susan Caulfield, *Professor, Sociology, Director, Academic Collective Bargaining, Western Michigan University*

Susannah Miller, *Director, Human Resources, Florida State University*

Ed Mitchell, *Executive Director, United Faculty of Florida/FEA/AFT/NEA*

Paul Wilson, *President, Western Michigan University/AAUP*

Coalition Building

10:45 AM - 12:15 PM Room 203 **1 hour 30 minutes**

Richard Nettell, *UHPA Executive Committee, Chair, Legislative and Political Action Committee, UHPA/NEA, University of Hawaii, Manoa* 

Ramón Castellblanch, *Chapter President, California Faculty Association/AAUP/CTA/NEA/SEIU, San Francisco State University*

Theresa Montaña, *President, California Faculty Association chapter/AAUP/CTA/NEA/SEIU, California State University, Northridge*

Moderator: Phadra Williams Tuitt, *Organizational Specialist, Office of Higher Education, NEA*

TUESDAY
(continued)

**38th Annual National Conference:
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SEGAL/SIBSON Panel: Succession Planning

10:45 AM - 12:15 PM Room 204 1 hour 30 minutes

Kelly S. Jones, *Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company*
Robert Conlon, *Senior Vice President, Organization and Talent, Sibson Consulting*
Peter Barnes, *Vice President, Human Resources, Emory University*

Workshop: Negotiations 102: Which Form Will Your Negotiations Take: Art, Drama, Combat, or Symphony? Why, When, and How to Exercise Each Option... and Sometimes More

10:45 AM - 12:15 PM Room 205 1 hour 30 minutes

Robert Ufberg, *Esq., Ufberg Sileo, LLP*

Luncheon and Luncheon Speech

12:15 - 1:30 PM 1 hour 15 minutes

Food Service Begins

12:15 - 12:35 PM Concourse Lobby 20 minutes

Update on Directory of Faculty Contracts and Bargaining Agents

12:35 - 12:45 PM Concourse Lobby 10 minutes

Luncheon Conversation

12:45 - 1:30 PM Proshansky Auditorium 45 minutes

Jerry Posman, *Vice President, Chief Operating Officer, York College, City University of New York*
Tom Auxter, *President, United Faculty of Florida/FEA/AFT/NEA*
Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Moderator: Len Zinnanti, *Chief Operating Officer, Hunter College, City University of New York*

Concurrent Sessions

1:30 - 3:00 PM 1 hour 30 minutes

Downsizing the Public Good? Budget Cuts, Diversity and Collective Bargaining in the California State University System

1:30 - 3:00 PM Room 201 1 hour 30 minutes

Steve Teixeira, *Secretary, Academic Professionals of California*
Kimberly King, *Delegate to the Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Los Angeles*
Phil Smith, *President, United University Professions/NYSUT/AFT/NEA*
Moderator: Cecil Canton, *Chair, Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Sacramento*

Dual Labor System: Can Higher Education Endure with Such a System?

1:30 - 3:00 PM Room 202 1 hour 30 minutes

Mayra Besosa, *Campus Lecturer Representative, Co-Chair, Committee on Contingency and the Profession, CFA/AAUP/CTA/NEA/SEIU*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Robert Samuels, *President, University Council/AFT, University of California*
Ron Norton Reel, *President, Community College Association of California/CTA/NEA*
Frank Brooks, *Treasurer, Roosevelt Adjunct Faculty Organization/IEA/NEA*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

Employment: Tenure, Long-Term Contracts, Retirement

1:30 - 3:00 PM Room 198 1 hour 30 minutes

Naomi Schaefer Riley, *former editor, Wall Street Journal, independent journalist and author*
Gary Rhoades, *General Secretary, American Association of University Professors*
Moderator: Steve Hicks, *President, APSCUF*

International Perspectives

1:30 - 3:00 PM Room 203 1 hour 30 minutes

L.M. Farrell, *Université du Québec*
David Wheeler, *editor-at-large for International, The Chronicle of Higher Education*
Andrew Ross, *Professor, Social and Cultural Analysis, New York University*
Helen Fairfoul, *Universities and Colleges Employers Association, U.K.*
Mark Smith, *Senior Policy Analyst, Office of Higher Education, National Education Association*

Workshop: Messaging/Communications: Implementing the Message

1:30 - 3:00 PM Room 204 1 hour 30 minutes

Peter Hogness, *editor, The Clarion, Professional Staff Congress, CUNY*
Norman Adler, *Political consultant and principal, Bolton St. Johns (retired); former Political Director, District Council 37*

Workshop: Negotiations 103: Collective Bargaining in the Brave New World: Exploring the Impact of Electronic Media on Negotiations, Protected Activity, and Privacy in the Modern Workplace

1:30 - 3:00 PM Room 205 1 hour 30 minutes

Nicholas Anastasopoulos, *Esq., Mirick O'Connell LLP*
Stuart W. Davidson, *Esq., Willig, Williams & Davidson LLP*
Michael Loconto, *Esq., Associate Director, Labor & Employee Relations, Harvard University*
Amy L. Rosenberger, *Esq., Willig Williams & Davidson LLP*
Moderator: Larry Hunt, *Director of Human Resources, Smith College*