

FS: Howard Administration Pulls ‘Bait and Switch’

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Dear Colleagues,

Please see the following summary from the union faculty regarding the latest actions by the HU administration. As a reminder, the HU Faculty Senate Council voted to support the union's proposal. As a reminder, it was the Faculty Senate's view that the proposal strengthened tenure at HU.

Marcus Alfred
Chair, HU Faculty Senate

Howard Administration Pulls ‘Bait and Switch’

In December, the Howard administration proposed that the negotiations move away from positional bargaining (i.e., stick to your proposals without defining why or to whom they are important) to an interest-based approach (i.e., defining each sides’ interests and goals based on why and to whom they are important). We agreed with the hope that we could find common shared interests and make progress.

We laid out that our interests are first and foremost based on our commitment to Howard’s legacy, mission and the learning experience for Howard students. This is why we proposed more stable and longer appointments for effective NTT and adjunct teaching faculty and increased pay and support for those whose principal responsibility is teaching Howard students. You don’t treat good teachers who are committed to Howard in all respects as disposable because of some arcane corporate rules that Howard administration is wedded to.

But Howard administration was never committed to interest-based bargaining. They pulled the old ‘bait and switch’. They refused to explore proposals or identify common ground on establishing more stable employment and fair contracts for faculty. Instead they stated that there are no shared interests between faculty and the administration. They said the current structure works well for them, so they refuse to change it.

Howard administration’s approach to negotiations with Lecturers and adjuncts mirrors the administration’s disrespect, disregard and bad faith when they responded to student grievances in the Fall during the Blackburn Takeover.

Howard administration’s interests are driven by a corporate model that borrows from the playbook of Amazon and Walmart on how they treat employees – disposable, low paid, and an overuse of part-time very low paid, with no benefits, adjuncts. This is bad for workers and communities when used at Walmart and Amazon warehouses and it is just as bad at Howard for students, all faculty and the whole of the Howard community. It only works for those who put Howard’s bottom line ahead of its educational mission.

Our demand is to make Howard better. To make Howard’s policies toward teaching faculty consistent with Howard’s legacy and mission in the Black community. It is time that Howard

acknowledges the commitment of Lecturers and adjuncts to Howard by reciprocating with some commitment to these important members of Howard's faculty community.

Join your colleagues to stand up, take action and demand a better Howard for you and your students:

<https://act.seiu.org/a/howard-vote-yes-authorize-strike>

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