

Howard University Faculty Union Fact Sheet

In December 2017, Non-Tenure Track (NTT) Full Time Faculty voted to be represented by SEIU Local 500. Adjunct Faculty were already represented by Local 500 and negotiated a union contract in 2016. This contract was then extended through 2019. Both groups have been trying to negotiate an agreement for about three years.

Issues for NTT Faculty:

- Over 85% of Lecturers have one-year appointments and at the end of seven years of teaching, they are subject to an arbitrary rule that forces them to leave Howard University at that time. NTT Faculty want a system that ends this contingent employment by instituting multi-year contracts and allows effective teachers who are committed to Howard and its students to continue with longer appointments and beyond 7 years.
- Howard is the lowest paid university in DC for NTT Lecturers and 19th among HBCUs. Howard should raise NTT faculty salaries to the levels paid at their peer institutions.
- Howard used a comparison group for all other faculty that included 9 peer institutions. These included Georgetown, George Washington, Emory, Case Western, Tufts, Emory, Vanderbilt, Miami, Washington University, and St Louis University. Then based compensation on 90% of the median in these institutions specific to rank and discipline
- Unfortunately, Howard did not apply the same standard for the 350 non-tenure track Lecturers and adjunct faculty. They used 80% of the median of a much lower paid comparison group.
- Howard non-tenure track Lecturers pay the highest percentage of their salary toward housing costs any HBCU in the country. *This means when considering cost of living, Howard is the lowest paid HBCU in the US.*
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For Adjuncts:

- Adjuncts are paid far less compared to NTT faculty to teach a course while students pay the same tuition, get the same credits and the expectation of excellent teaching is the same whether the course is taught by a full-time NTT Lecturer or an adjunct. Adjuncts want equal pay for teaching courses as full-time professors.
- Adjuncts are among the lowest paid compared to four-year institutions in DC.
- Adjuncts want an opportunity for full-time NTT Lecturer positions that become available if they are qualified and apply. After all, they know the students, the curriculum, the program, and the tenured faculty know them.
- Many adjuncts and even full time NTT faculty must work second jobs to survive in the DC area. Adjuncts want the ability to teach 3 courses per semester so they can receive health insurance at Howard.

Facts about Howard and the faculty

- Howard non-tenure track Lecturers and adjunct faculty teach over 2,000 courses per year to Howard students
- Howard increased tuition by 19% since 2017 (Lecturers have not received a raise in over 5 years)
- Howard's President is paid \$1.649 Million (\$600,000 more than the American University President)
- Howard has hired Jackson-Lewis which is the largest and most notorious anti-union law firm in the country.