

**Ray Howe Papers**  
2.5 linear feet  
1959-1992 (bulk 1968-1974)

Walter P. Reuther Library, Wayne State University, Detroit, MI

Finding aid written by Daniel Golodner on December, 2010.

**Accession Number:** 2130

**Creator:** Ray Howe

**Acquisition:** Papers were deposited by Polly Howe in June 2000.

**Language:** Material entirely in English.

**Access:** Papers are open for research.

**Use:** Refer to the Walter P. Reuther Library *Rules for Use of Archival Materials*.

**Notes:** Citation style: "Ray Howe Papers, Box [#], Folder [#], Archives of Labor and Urban Affairs [or University Archives], Wayne State University"

**Copies:**

**Other Access Aids:**

**Related Material:** Michigan Federation of Teachers Collection, AFT State Federation Collection

**History**

Ray Howe was born 30 July 1921. He served in the World War II as an infantryman. When he was discharged from the Army he attended Western Michigan University graduating summa cum laude in 1949. He then attended Harvard University and received his MA in 1950. Immediately after graduating Howe served the US Army once again as an infantryman master Sergeant in the Korean War from 1950-1951. Upon his return from Korea he married and began teaching at Lowrey Junior High School in Dearborn Michigan and from 1955-1959 he taught at Edsel Ford High School in Dearborn.

In 1959 Howe was elected president of the Dearborn Federation of Teachers, Local 681, American Federation of Teachers and served till 1961. Over the years Howe served in various elected positions in the Michigan Federation of Teachers as well as the American Federation of

Teachers. During the mid 1960s Howe returned to school to receive his doctorate in philosophy from Wayne State University.

Dr. Howe began working for the Dearborn Public Schools in the late 1960s in various positions, from principal to deputy superintendent. He took positions also at Henry Ford Community College – ranging from executive dean of the college to division head of Social Sciences. He remained close to labor issues by negotiating for Dearborn public schools and for HFCC. His experience in higher education collective bargaining is reflected in his fifty plus articles and his consultant work throughout the United States and Canada. He also was an arbitrator in Michigan, Illinois and in Alaska. Howe was also Library commissioner of Dearborn for over twenty years.

Howe died in August 1999.

**Scope and Content:** Dr. Howe's papers contain information on various aspects of collective bargaining with a focus on higher education. His papers and speeches reflect his knowledge of both sides of the table with negotiations and the process of mediation and arbitration in the area of higher education with a focus on community colleges.

**Important Subjects:**

Collective bargaining--College employees—Michigan  
Collective bargaining--Teachers—Michigan  
Dearborn Public Schools  
Henry Ford Community College

**Important Names:**

John Dingell, Myron Liebermann

**Series I: College and Union work, 1964-1974**

Notes, college papers, workshop materials, articles, correspondence.

**Series II: Speeches and Articles, 1959-1992**

Notes, newspaper clippings, transcripts of speeches and full articles.

**Series III: Correspondence and Meeting Transcripts, 1965-1993**

Correspondence, notes, transcripts from national meetings.

## **Arrangement**

Arranged in three series – Series I Box 1 and Series III Box 4-5 arranged alphabetically. Series II Box 2-3 arranged chronologically.

### **Series I**

#### **Box 1**

1. Art and Skills of Negotiating; Workshop materials, undated
2. College Papers, 1964-1966
3. Collegiate Collective Bargaining: A practical primer, undated
4. Dearborn Federation of Teachers, undated
5. Dissertation Materials, 1974
6. Henry Ford Community College negotiating team, 1966-1974

### **Series II**

7. Speech notes, quotes, news clippings, 1962-1968
- 8-9. Speeches and Articles, undated

#### **Box 2**

1. Speeches and Articles, undated
2. Speeches and Articles, 1959-1967
3. Speeches and Articles, 1968
4. Speeches and Articles, 1969
5. Speeches and Articles, 1970

#### **Box 3**

1. Speeches, 1971
2. Speeches and papers, 1972
3. Speeches and articles, 1973-1976
4. Speeches and articles, 1977-1978
5. Speeches and articles, 1979-1992
6. Quotes and Cartoons

### **Series III**

#### **Box 4**

1. Academic Professional Development Association, 1971
2. Advisory Committee on Public Employee Relations report; February 1967
3. Association of Virginia Colleges, 1973
4. Association of Governing Boards of Universities and Colleges, 1975, 1980-1981
- 5-7. Campus Disorders and Students Unrest; Senate Committee Final Report, 1970
8. Collective Bargaining in Post Secondary Educational Institutions, March 1974
9. Collective Bargaining and the Law; School Law and Collective Negotiations conference, 1969

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10. Correspondence, 1970-1979
11. Council of North Central Junior colleges, October 1970

**Box 5**

1. Collective Bargaining in Higher Education, proceedings, 1976
2. Community College Board of Trustees and Negotiations, 1973
3. Dearborn Library Commission, 1971-1972
4. Dingell, John; 1965-1971
5. Drive-In Conference, April 5, 1968
6. Faculty Bargaining, State Government and Campus Autonomy: Experience in Eight States, 1976
7. Faculty Collective Bargaining in Post Secondary Institutions: Impact on the Campus and on the State, May 1972
8. Higher Education Executive Association, inc., 1993
9. Junior College Education, 49<sup>th</sup> Convention, 1969
10. Michigan Council of Community College Administrators; proceedings 1968
11. Michigan Public Employment Act and State's Colleges workshop on Public Act 379, April 1967
12. Michigan School Board Journal, February-March 1970
13. North Central Association quarterly, 1968 and 1973
14. Pennsylvania Community College Trustees report, 1970
15. Selden, David; 1971-1972
16. Stevens, Ray; Iowa Council of Area School Boards, 1971
17. Student and Collective Bargaining Conference, 1975