

2009 ECCFA Member Survey Results

1. Please rate how satisfied you are regarding the past performance of the ECCFA...

Very Satisfied (VS); Satisfied (S); Not Sure (NS); Dissatisfied (D); Very Dissatisfied (VD)

	VS	S	NS	D	VD
Relative to you personally	46	59	16	3	4
	36%	46%	13%	2%	3%
Relative to the college in general?	39	69	14	4	0
	31%	55%	11%	3%	0%
As an agent representing your professional needs	49	57	14	4	4
	38%	45%	11%	3%	3%

2. How much do you agree or disagree with the following statements?

Strongly Agree (SA); Agree (A); Not Sure (NS); Disagree (D); Strongly Disagree (SD)

	SA	A	NS	D	SD
The ECCFA negotiates equitable contracts with the college's Board of Trustees.	69	33	17	6	2
	54%	26%	13%	5%	2%
The ECCFA represents its members well during any disciplinary or grievance process.	45	32	48	2	1
	35%	25%	38%	2%	1%
The dues charged by the ECCFA are reasonable.	32	67	18	7	4
	25%	52%	14%	5%	3%
The dues charged by the IFT/AFT are reasonable.	20	49	39	13	7
	16%	38%	30%	10%	5%
Actions taken by the ECCFA are always in the best interest of its members.	30	46	38	11	2
	24%	36%	30%	9%	2%
Actions taken by the ECCFA are always for the benefit of ECC.	26	40	45	14	2
	20%	31%	35%	11%	2%
The ECCFA participates adequately in the academic affairs of ECC.	21	59	32	12	3
	17%	46%	25%	9%	2%
The ECCFA regularly informs its members of their benefits, rights, and obligations.	35	60	23	7	3
	27%	47%	18%	5%	2%

3. Rate the importance of each of the following current and/or possible future roles of the ECCFA.

Very Important (VI); Important (I); Somewhat Important (SI); Not at all Important (NI);

	VI	I	SI	NI
Negotiate equitable contracts for its members.	112 88%	15 12%	0 0%	0 0%
Represent members during the disciplinary and/or grievance process.	107 84%	19 15%	1 1%	0 0%
Organize social events for members.	9 7%	27 21%	57 45%	33 26%
Offer professional development opportunities for faculty	37 29%	46 36%	32 25%	12 9%
Organize members for political action.	37 29%	43 34%	31 24%	16 13%
Coordinate community service events on campus and in the community	21 17%	39 31%	51 40%	16 13%
Make recommendations to the administration in the formulation of academic policies and procedures.	83 65%	38 30%	4 3%	2 2%
Disseminate IFT/AFT information (re: benefits, for example).	58 46%	53 43%	10 8%	3 2%

4. Involvement

Very Involved (VI); Involved (I); Somewhat Involved (SI); Not at all Involved (NI)

	VI	I	SI	NI
How involved have you been in ECCFA activities during your time as a member?	15 12%	24 19%	57 45%	30 24%
How involved do you expect (hope, plan) to be in ECCFA activities in the future?	15 12%	46 37%	48 39%	15 12%

5. In addition to the purpose and objectives, as stated in the ECCFA Constitution, what do you believe the role of the ECCFA should be?

- doing what we need now.
- The stated purpose and objectives are comprehensive and open to expansive interpretation.
- We need to present stronger voices in the academic policies and planning of the campus and its policies.
- To support the ECCFA
- To continue to support teachers who strive to achieve superior academic standards and practices for ECC.
- maintain high wages, benefits for all and vigorously defend academic freedom.
- Objectives are fine, but too many resources are spent on Section 5 and 6 to the exclusion of the other objectives, particularly Sections 1, 2, 4 and 8.
- Equitable pay and benefits for adjuncts, especially insurance.

- Continue to support membership and defend the constitution. Also to take part in some student activities to show support.
- The primary role is to make the collective bargaining agreement is carried out.
- The union is to negotiate the details of the contract (negotiate), ensure enforcement (meet with admin, grievance, meet with coordinators, etc), inform constituents (contract, website, e-mail, opening day).
- Develop working relationships with the Board and administration.
Consider the student services faculty when making decisions and using resources.
- I'm not sure, but I would like to see more involvement in academic issues—but that is not our decision solely. I like to see a stronger social aspect—it breeds familiarity—a very good thing for such a varied group—build cohesiveness and respect among members.
- To develop a positive, productive atmosphere on campus.
- Our voice
- I'd like to see ECCFA lead in changing the culture here at ECC by treating all members the same. UAF are often treated as 'less than' their full time counterparts by FT teachers. The only difference between what I do and what FT faculty does are two additional classes per semester yet I do not get included when a new textbook is written or department decisions are made, etc. There is tremendous inequity in pay and benefits considering the only tangible difference is a couple of classes each semester and a few extra office hours. ECCFA has lead the fight for equity, we have made progress; the feeling is that it just isn't enough until real equity is achieved and that maybe the result of a FT faculty who doesn't know or maybe even care about UAF.
- None
- Strongly make a statement concerning the status of inequalities and diversity in campus.
- I believe we should consider expanding our roles to include more professional development (academically - not ULI) and community involvement.
- ECCFA leadership, as voice of faculty, should see itself as part of the entire college community more so than it tends to at the moment.
- Support members
Procure good contracts
- Show solidarity with other unions, social and social engagement with the community.
- The role of ECCFA is to protect and work with its members to ensure a safe, nurturing working environment.
- Due to my limited understanding of what the ECCFA does and should do, I feel inadequate in a way to respond cohesively to these questions. I do feel there is an area of political favoritism at the college that probably will never go away. I'm not sure how much, if at all, the ECCFA feeds into this.
- to properly represent adjunct faculty and not screw them!
- ECCFA has the ability to negotiate for the faculty, but also to help determine the future direction of the college. It is after all our college and we know its students the best. I worry that we focus too much on financials and on faculty rights but too little on vision.
- Promoting professionalism among faculty, creating a strong learning environment and safeguarding academic freedom.
- They should be there for the faculty and to represent them the best they can. Also to get faculty involved.
- Protect the the role of the college professor.
- Keep on keeping us informed. We appreciate all of your hard work!

- As advocate of students as well as faculty
- unless we change the constitution, I believe it states our purpose and objectives
- To maintain the professionalism of the faculty by reminding members of their contractual responsibilities.
- I believe it should be not only a “political body” but an “academic body”.
- Equity for all.
- 1.) the voice of the faculty;
- 2.) “on guard” for what is going on at ECC before it’s too late for a voice in the planning stage of something.
- 3.)see below.
- A “face” for the faculty. A way for us to get our messages out to the press when warranted.
- Currently ECCFA is a labor organization. If it is to assume a greater role in Academic Policy (say being constituted as an Academic Senate), this would require a major overhaul - in perspective, ideas, concepts, maybe personnel.

6. What are the challenges that you believe face the ECCFA in the coming years?

- constrained budgets for eccfa and for the school
- State budget concerns will have an impact on the negotiations process for future contracts.
- Maintaining academic freedoms of content and methods of instruction is the biggest challenge. Example: not being forced to use D2L is a priority.
- Economy
- Lack of involvement by many members
- meetneeds of part time adjunct faculty more realistically
- Due to current economic struggles in education, maintaining professional development funds may be challenging in the coming years.
- Incrwsingly, the mind-set and and personnel at the ollege resemble a secondary school. Big mistake to think of this place as 13th and 14th grades. unfortunately, there les and less collegiate about this pace every day.
- Leadership Void
Complacency
Loss of Institutional Memory
Influence of Special Interests
Loss of contact with general membership
- The worsening economy, and the public’s perception of teachers, what they do, and how much they should get paid. Also the referendum.
- Most immediately: the board elections and forming a strong relationship with new board members.
- Making sure that newer faculty understand the importance of the union and what worklife would be like at ECC without it. We also must work to attract stronger citizens to run for the Board.
- The hand of the state of IL in higher education and unions.
- Student services faculty, Counseling specifically, will need a lot of support from ECCFA.
- Growing pains—the ECCFA is becoming “very young”, not only in terms of ages of members, but years in the profession, It is also getting larger and we need new ways to address the size.
- Contrat renewal
- Contracts

- Equal pay for equal work between full time and part time faculty. Securing equitable health insurance benefits for UAF.
- The next contract negotiation.
- Inequalities and diversity
 - Funding a bonus for retired faculty Initiatives for additional steps and more money?
 - Insurances vs. cost of insurances
- Get more people involved in the ECCFA
- ECCFA will have to work to eliminate the “us” vs “them” mentality that sometimes effects work for the entire college.
- Apathy. We’re losing experienced members, and we have yet to see an influx of new members get involved. It’s quite possible that the union could completely lose its effectiveness on campus if we don’t recruit and encourage more involvement.
- Internal divisiveness
- I believe one of the challenges will be the number of retirees and the information they will be taking with them.
- Budgetary challenges for the lack of money invested in to supporting educational institutions.
- The current economy will really dictate future negotiations for the ECCFA. If things do not get better over the next few years, I believe the college will start to try to trim some of the benefits we have now, and for the future.
- Contract negotiations in a difficult economic climate.
- The college trying to eliminate jobs to save money.
- Dues. Full Time faculty and Part Time faculty should pay their fair share. Having Full Time faculty pay extra to cover Part Time faculty dues is wrong.
- I feel adjunct instructors should have the option of medical, dental and life insurance.
- Negotiating a new contract
 - to get equal pay for adjunct faculty
- Group think. Then, when someone disagrees with the majority, they are treated poorly. A small group of individuals can easily dominate the way things operate. It becomes a power trip as opposed to truly helping the membership.
- Obviously balancing financials with this economy, but also style of classes (in-person, online, virtual, etc); maintaining an adequate number of full time faculty to ensure quality; helping to define quality through feedback loops; and ahlping to define the nature of a community college.
- The school is willing to spend money buying equipment, but won’t provide competent staff to support it.
 - There is increased surveillance activities on campus with ever increasing “security” initiatives. I’m concerned it will begin to infringe on the overall learning environment and possibly encroach on civil liberties.
 - Classrooms are not factories, core competencies of faculty should be reflected in course assignments, not simply personal preferences for schedules based on seniority.
 - There are barriers to efficacy and innovation created by an entrenched bureaucracy at ECC.
- Staying positive with new administration, maintaining current benifits for all faculty
- Faculty being too busy to get involved with ECCFA. Too many faculty are teaching way more hours than they possibly should.
- Address conflicts of interest between part-time and full-time teachers.
- Keeping the contract negotiations worked out in hard economic times.
- increasing or even maintaining salaries and benefits in a declining economy
- continuing to plan/prepare leadership to fill future roles

- Insurance issues are complex and ever-changing. I applaud the unions efforts to stay updated and proactive. That will be a huge challenge for the foreseeable future.
- The need for new leadership.
- Finding members who are willing to serve in leadership positions. Also, finding NEW members to serve, not just the same handful of people.
- Training new leadership
- Increasing enrollment & decreasing edonomy.
- Building trust with faculty and also trust with administration.
Helping everyone truly understand that the faculty carry out the ECC mission everyday and are the closest to the student everyday...
- Continuing to keep our health benefits.
Continuing to make/hold gains for our adjunct members.
- flexibility in scheduling to meet student needs, professional development & growth activities
- Deciding if it is primarily a labor organization or an academic senate. It has served incredibly well as a labor organization so I'm not necessarily advocating that it needs to change.

7. How do you propose that the ECCFA prepare to meet the challenges of the future?

- continue to foster positive and constructive working relationship with school administration. Be prepared in case relationship deteriorates
- Continue to do our homework and be able to mobilize for political action.
- Negotiate greater influence and power in academics.
- meetings to formulate plans.
- I believe providing professional development opportunities and funding of such will have to be a priority. Teachers must be able to continually learn about best practices in education.
- in a tanking economy tde money for power and control over our jobs. Negotiate more aggressively.
- Increase participation of the general membership.
Same sort of outreach to Part-timers as occurs with full time faculty.
- Get more information out to the public. We also need to somehow figure out how to get more faculty, especially adjuncts, involved.
- Continue to choose strong senate leadership and executives to help guide.
- Recruit more faculty to take the IFT's ULI workshops.
- Devlop a way to identify and train future leaders.
- Attain feedback and suggestions from student services faculty.
- Encourage more member involvement in a wide variety of issues and events (ULI, social, academic, political,)so the incoming generation of faculty can be well prepared to marshall a healthy, well organized, strong faculty assoc & union.
- We need to start preparing now.
- Continue to be progressive! Continue to be bold!
- Get educated and keep informed about other college's faculty contracts in order to have a sense of what is realistic. It is not too early to start gathering information and disseminating it to constituents.
- Training
Retreives
and more training camps
- Newer members will have to be allowed to be mentored so that they can fill leadership

positions in the future.

- Be more inclusive. Broaden our horizons. Think bigger. Continue to be open and try to break the perception of a closed group. Be willing to listen to those who have contrary opinions.
- Listen to all members and be willing to change.
Lose the attitude.
- By reminding its members how important their participation in political and educational issues is.
- Staying strong and unified in our goals will be a good starting point for the ECCFA as we go about taking on the challenges in the future.
- Prepare early for upcoming negotiations.
- None! Adjuncts should leave this union!
- Get new people involved in the organization. Board members hold each other accountable if one seems to dominate.
- Discussion with membership; salons, blogs, study groups, etc. I don't think we should wait and react to what administration comes up with.
- It's not just about pay, it's also about the quality of the work environment.
Be more inclusive of faculty that are not traditionally aligned with ECCFA.
Committee work could be better apportioned.
Don't enable bureaucrats to disable education.
- Negotiating skills training
Positive media often and early
- Have short information sessions when needed to help with the faculty's time situation.
- We need a separate union for part-time teachers and also one for full-time teachers.
- Use the best leadership possible. Stay in tune with the College Board.
- increase fight against declining state funding
- continue to balance new and experienced Senators and leadership roles
- As I stated above, the union seems to be taking the appropriate steps. Good job.
- By allowing new people to participate and learn without being told that their ideas won't work and they don't understand the issues.
- Be more open with what goes on what is perceived to be "closed doors".
- Make sure instructors have adequate materials, office, and classroom space.
- Always ask at every decision point, at every meeting, everywhere at ECC... "What is the impact of that decision on the student?" No one is asking that question soon enough.

8. What specific suggestions do you have for improving our organization?

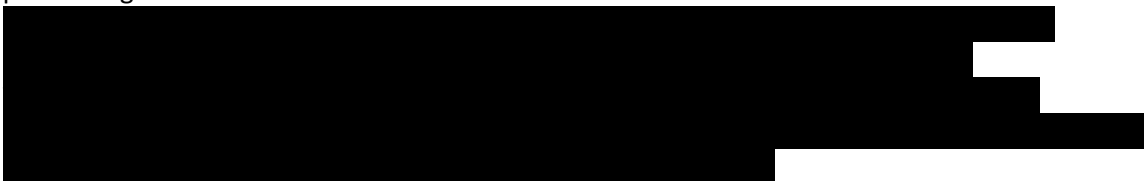
- More contact with members....
- would like to know others in organization better
- The organization's website should be fine tuned and more interactive.
- I think it is great now. I am relatively new to ECC, but am learning.
- I do not have any suggestions at this time.
- I would like each Senator to bring and introduce a different constituent to each Senate meeting. Preferably someone who was not a former senator.
- None at this time
- Work with the administration where we can. Work to defend the contract and its principles when we must.

- Make sure that the individuals are being heard, and represented, especially minority opinions. If an entire division has a problem, that is obviously priority over one individual having a problem. But, get to the individual claim, make sure they are “heard”.
- stated above.
- Summary of all of the above.
- Develop a more positive, inclusive environment.
- Break down the barriers of disrespect and indifference that separate FT from UAF and pit us against each other.
- For the leadership to take a more team work attitude with administration and a less dictatorial and adversarial one. Let the constituents be aware of pending contract negotiation and updates on progress.
- I would like to see a less combative and a more collaborative/cooperative stance. I have been dismayed in recent years by the implied “oh goody” every time we saw an opportunity to “get” one of the administrators who have, in our opinion, taken a mis-step.
- More transparency
more communication with the members
- Continue the open communication between the senate and the membership.
- Improve communication with members.
Lead without controlling outcome.
- We need more social events and more participation with our city, county and state elected officials. We need to do more politics involvement outside ecc’s politics.
- None so far.
- I like it the way it is.
- The representatives have to represent the instructors. Half the time, one feels that they’re working for the administration, at least, in my department
- Somehow we need to do more to educate adjunct faculty of their rights and obligations.
- Adjuncts should leave this union!
- See above.
- I think it is great as it is. I deeply admire those who are involved.
- Better, more fluid communication. Our organization can be rather stodgy and humorless. Thank goodness for the occasional feather boa.
- Set up different union for part-time teachers and for full-time teachers.
- bring more members from other colleges or other union affiliates to speak at meetings as you did from COD last time as it is enlightening to learn what others are going through
- continue open communication; continue positive relationship with admin and Board
- Allow new members to participate without the concern that they will be dismissed for not having the context or experience of the last twenty years.
- As always, more communication with the general membership, perhaps more informal communication with senators and officers---a coffee, an open forum, etc.
- Disseminate more information about which committees will have openings with enough time for people who might be interested to talk it over. Most committee nominations are pre-determined, partially because there is no avenue to really get involved unless you are sought out by the people in the know. I’d like to see that change.
- part-timers need to be better informed of benefits and classifications. Wasn’t there a pamphlet being developed? What happened to it?
- More informal contact with union reps at social mini-events aimed at the various segments of the instructional day.

- academic freedom
- In-person communication visits to the faculty groups by senators.
Be fully honest with faculty at negotiation time so what we are saying yes and no to.
- Continue to encourage new representatives in the Senate - new ideas are good. Also - it helps more people to understand just what goes on. Long time core is important but we need some change from time to time.
- Senators need to be reminded to communicate more with constituents.

9. Other comments you would like to make.

- Thanks to all officers and senators for excellent work.
- I would like to see ECCFA sponsor a teaching award based strictly upon classroom teaching, having nothing to do with publications or committee work.
- Undercurrent of mistrust between different faculty groups/cliques. A belief that people are acting on their self-interest at the expense of other faculty groups.
- N/A
- Socials and community service are very highly regarded. They are “nice”, but not what I require from the union. Although I rated them low on the priority list, they are “above and beyond”, although not necessary, but worthy. Just make sure that bases are covered with the necessary work of the college first.
- In some of the questions i.e. dues... we do not really know what is “reasonable” when we have nothing to compare it to.
- Nursing lab instructors should be considered as adjunct members.
- We are lucky to have such a strong union. I’m proud to be a part of it!
- A union is a wonderful thing; ECCFA has my support. Thanks for the current contract which turned out to be an excellent one in these economic hard times. At the risk of sounding greedy, ECC is growing rapidly and the administration should realize that the teachers are its greatest asset. At the same time we do not want to suck up so many resources as to prohibit the facilities from being upgraded.
- Please, get ready for this new contract.
- please notify members that their national cope funds can be donated to a charity. Most members do not know this and are not in agreement in supporting all candidates running for national office.
- The question regarding political action is too vague. It would depend on what kind of political action.
- Being just hired full time, I am very happy to be part of the ECCFA, and look forward to being more involved once my tenure process is complete.
- I wasn’t sure where to put this comment. I believe there should be some statement that prohibits personal harassment by faculty and/or administration. There is a written statement about sexual harassment, but nothing about personal harassment. I have personally seen it on campus with faculty toward students and administration toward faculty.
It is real and exists at ECC and it should stop. It will continue until there is a written statement prohibiting such behavior.



- this union does not represent the needs of adjunct faculty.
- There are committees I would be involved in but never the senate. Too old and not nearly enough patience.
- It is like most organizations, the same people are involved doing the same thing. Thank goodness for those dedicated people.
- Thanks for the survey
- ECCFA is very fortunate to have had strong leaders in the past and to continue to have selfless, intelligent faculty who give so much of their time
- I know a lot of these things have been tried before; however, there are many new members in the last few years, so perhaps we should recycle some ideas in hopes of renewing.
- Sell afl-cio t-shirts.
- It is so clear to me that the employees outside the faculty group have no idea what the faculty do...
- focus on relationships and communication skills... some behaviors may feel like attacks and belittle contributions of others... inhibiting others from contributing

10. Number of years as an ECCFA member.

0-4 Years	36	28%
5-9 Years	37	29%
10-14 Years	22	17%
15+ Years	32	25%

11. I am/have been

Full Time	73	54%
UAF II	37	27%
UAF I	25	19%

12. I have served on the following committees

Senate	29	24%
Grievance	6	5%
Constitution and Bylaws Amendments	5	4%
Elections	13	11%
Sick Bank	5	4%

Scholarship	11	9%
Academic Affairs	8	7%
Negotiating Team	11	9%
Insurance	2	2%
Membership	8	7%
Instructional Coordinator	23	19%