

District Faculty Council August 2015 Survey

The following report summarizes the results of the August 2015 full-time faculty survey, which was open from August 10th through August 21st. A more detailed report will be shared with FC4 at the September 23rd meeting. All faculty are welcome to attend that meeting. Also, a breakdown of each college's answers to key items is publically available, and a more detailed report specific to a given college can be made available upon request by that college's Faculty Council.

Key Findings

The survey revealed considerable faculty concern with the current direction of the City Colleges of Chicago. 86% of respondents identified as "dissatisfied" with the current direction of the City Colleges, most frequently citing a lack of shared governance or a concern that the institution is moving away from its mission as a system of community-based colleges. The survey indicated that faculty would be more likely to participate with both College and District Faculty Council if they had an improved sense that these bodies had the power to influence both College and District decisions. 90% of respondents reported that they would be likely to participate in a town hall meeting. Thus, District Faculty Council made a formal request to the Board that a cross-college town hall meeting be organized this semester.

Respondents

Total Respondents — The survey's 306 respondents represent 52% of district-wide full-time faculty.¹ This allowed us to calculate a confidence level of 95+% that the survey is representative of full-time faculty opinion.

By College — We also looked at percentages by college to make sure we had representation from each college. 278 of the 306 respondents (91%) reported their college affiliation. The breakdown for those who reported their college is as follows:

- Daley: 29 of 61 full-time faculty members = 48% response rate
- Harold Washington: 65 of 117 full-time faculty members = 56 % response rate
- Kennedy-King: 27 of 72 full-time faculty members = 38% response rate
- Malcolm X: 29 of 84 full-time faculty members = 35% response rate
- Olive-Harvey: 18 of 53 full-time faculty members = 34% response rate
- Truman: 54 of 91 full-time faculty members = 59% response rate
- Wright: 56 of 108 full-time faculty members = 52% response rate

¹ The survey link was emailed only to full-time faculty members. Because survey responses were not linked to specific email addresses, we cannot verify that everyone who took the survey was a full-time faculty member. To arrive at a response rate of 52% as well as the specific response rates by college, the numbers of full-time faculty members at each college were calculated using the "CCC District-wide Quick Reference Guide -- June 2015" provided by District Office, with one correction made by the Truman FC President.

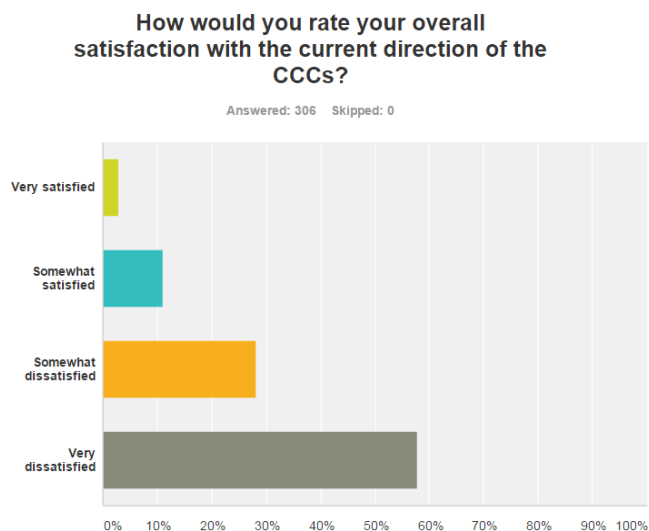
Findings for First Three Questions

Question 1: “How would you rate your overall satisfaction with the current direction of the CCCs?”

100% of respondents answered the first question. Fourteen percent of respondents identified as “satisfied” and 86% identified as “dissatisfied.” The answers broke down as follows:

- Very Satisfied: 9/306 = 2.94%
- Somewhat Satisfied: 34/306 = 11.11%
- Somewhat Dissatisfied: 86/306 = 28.10%
- Very Dissatisfied: 177/306 = 57.84%

These results were shared with the Board of Trustees and included in the September 2015 Board Report.



A statistical analysis revealed that there was a slight but significant correlation indicating that faculty who had been at the City Colleges longer were more likely to select “dissatisfied” than those who had been with the City Colleges fewer years.

79% of respondents included comments with their rating. Two main themes were identified in the commentary:

- Concerns regarding a lack of shared governance and lack of faculty and/or student input in decision-making; and
- Concerns that the CCCs are losing their community focus and/or that the mission of the institution is coming into question.²

Question 2: “List 1-3 changes at the district level that have been made in the last year that you think are GOOD CHANGES that will better allow us to serve our students and fulfill our mission.”

Nearly half of the respondents (140 of 306) answered this question.³ Responses ranged widely and didn’t fall into easily identifiable categories. The largest four positive themes were as follows:

² Broad themes were identified first through performing a word frequency analysis. Comments were then read and categorized based on meaning.

³ 234 respondents completed this question. However, of these 234 answers, 94 (40%) answered with “N/A,” “none,” “I can’t think of any” or similar responses, leaving 140 respondents who identified positive changes.

- technological improvements (including online registration, online grade submissions, and additional technology in classrooms) = 20 responses
- support services (including the “Wellness Center” or “Advising”) = 15 responses
- “TAP” or “tenure” = 14 responses
- “shuttle” or “bus” = 10 responses

Question 3: “List 1-3 changes at the district level that have been made in the last year that you think are BAD/PROBLEMATIC CHANGES that will better allow us to serve our students and fulfill our mission.”

Ninety percent (274 of the 306) of respondents answered this question, and it garnered 237% more text than the previous question (6,804 total words versus 2,903 total words), thus reflecting that the vast majority of the faculty who responded to the survey had considerable concerns to share.⁴ Three major themes emerged:

- Moving, consolidating, or centralizing programs = 131 responses
- Change in tuition structure = 94 responses
- Change in registration date = 68 responses

Many of the respondents who explained their concern about the change in registration date specifically referred to the last-minute nature of the change. Similar concerns regarding lack of faculty input, lack of timely and clear communication, or questionable reasoning behind changes were mentioned in many answers. These comments indicate that the concern may lie less in the decisions themselves than it does with the decision-making process currently employed by the District.

Note: Answers to the remaining survey questions will be discussed at the upcoming FC4 meeting, September 23rd. All faculty members are welcome to attend to learn more about specific answers. College-specific reports are available upon request by the College Faculty Council.

Next Steps

Due to the overwhelming support for a town hall meeting (52% of respondents stated that they were “very likely to attend and 38% stated that they were “somewhat likely” to attend), FC4 has made a formal request both to Executive Vice Chancellor Lynnerup and to the Board of Trustees that a cross-college town hall meeting be organized for this semester. We have requested the attendance of the Chancellor and have invited the Board of Trustees. We have also requested a third party moderator. FC4 will be working with local faculty councils to organize and prioritize questions to ensure that the town hall addresses key issues.

⁴ Only one respondent answered with “none.”

Final Thoughts

The below word cloud, which was created using the word frequency from Question 4: “the values you would like to see as CORE VALUES for the CCCs,” captures many of the themes that were repeated throughout this survey. The image acts as a reminder that students are always at the center of all we do. We hope that this survey and those to follow are a step in the direction of creating a stronger City Colleges of Chicago, where faculty and administrators work together to realize our mission and best serve our students and our community.



Respectfully submitted,
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Jeni Meresman, Vice President of FC4

Special thanks to Phillip Vargas from the Harold Washington Physical Science Department for assistance with the statistical analysis and the creation of the above word cloud.