



## CCFT Council Minutes

November 14, 2011

2:30 - 4:30 pm

Sesnon House, room 1804

**Present:** Toni Alderson, Maya Bendotoff, Debora Bone, Enrique Buelna, Arturo Cantu, Michelle Chao, Claudia Close, Vicki Fabbri, John Govsky, Paul Harvell, Eric Hoffman, Brian Legakis, Julio Leal, Anne Lucero, Belita Magee, Jason Malone, Michael Mangin, Robyn Marshall, Lisa McAndrews, Michael McCarthy, Robin McFarland, Beth McKinnon, Martha Orr, Jo-Ann Panzardi, Michael Pebworth, Barbara Shultz Perez, Sadie Reynolds, Conrad Scott-Curtis, Yaming Shen, Debra Spencer, Susan Stuart, Nancy Stucker, Sharon Took-Zozaya, Merritt Tucker, Rachel Van Dessel, Elissa Wagner, Sylvia Winder

**Absent:** Bridgete Clark, Jefferson Hancock, Skye Gentile, Francisco Iniguez, Calais Ingel, Peter Shaw

- I. Approval of Minutes & Agenda
  - A. 10/24/11 ➤ **Approved**
  
- II. Leadership Teams
  - A. Solidarity and Community: COPE drive report
    - i. Report (18 new members, 3 members increased contributions)
    - ii. Plug to continue COPE drive
    - iii. Prizes awarded—more to come for those who sign up the greatest number of COPE members before 12/5/11
  - B. Faculty Dialog and Input Team: Outreach to faculty  
Purpose and plan; goals for conversations; rap questions
    - i. Training today will focus on doing one-on-one work with members.
    - ii. Use interview questions on handout distributed.
    - iii. You will be asked to talk with 2 members by 12/5/11.
    - iv. Primary focus on FTers now, will follow up with PTers in next round.
  
- III. One-on-one Organizing, Sandra Weese
  - A. Packet distribution, review “Rap” document.
  - B. Successes & challenges with COPE
    - i. What worked well in those conversations?
      1. Meeting face-to-face
      2. Setting the amount low (\$2)
      3. Guilt: I felt guilty not being a COPE member
    - ii. What was challenging
      1. One faculty had a negative view of some of the issues COPE has supported in the past.
        - a. Approach: emphasized broad strokes and need now to build political power.
      2. Two said they donate to their own political causes and they’re not interested.

- a. Approach: emphasized the local nature of some of COPE's work, upcoming elections.
  - 3. One person wanted to pay a flat rate, small donations add up.
  - 4. It's uncomfortable asking for money.
    - a. Approach: remember this is a way we can really make a difference.
- C. Dialog with FT faculty (some Reps may interview PTERS)
  - i. Goals of survey conversations
    - 1. To enable us to better represent faculty
    - 2. Education and information about political issues
    - 3. Help create stronger member engagement, sense of efficacy and ownership of the college and union
    - 4. Buy-in for whatever is negotiated
    - 5. Opportunity to think through priorities and views → clarity
  - ii. KEY:
    - 1. Write down on the bottom of your interview sheet to get their contact information.
    - 2. Put the completed interview sheets in VF's mailbox or bring to next Council meeting.
  - iii. Model role play
    - 1. Question: what do we mean by "involved"? We should come up with a list beforehand. Ideas:
      - a. Committee seats
      - b. All faculty forums
      - c. Rallies
      - d. Board election
      - e. Precinct walking/phonebanking
      - f. Burrito bash
      - g. Telephone tree
    - 2. Comments
      - a. By being active and influencing the budget process we reject being victims.
      - b. What other work can we do through COPE that doesn't involve shredding the budget?
      - c. We have a revenue problem, CFT is spearheading a progressive tax initiative CFT now that will be a basis for mass action, and a talking point here.
  - iv. Role plays and report back
    - 1. What worked well
      - a. I was approached by someone who said they wanted to hear my views.
      - b. We have familiarity and trust with our members.
      - c. I enjoyed hearing some facts about Board, etc.
      - d. My interviewer rallied and opened up to me—good conversation.
    - 2. What was difficult
      - a. What would I say if someone says, "what do you mean personal priorities?"
        - i. Could restate the question, what are your concerns now?

ii. Keep the conversation open-ended for now.

3. Comments

- a. Do the recruiting process throughout.
- b. This is just a script, you all will make it your own.
- c. Key goal: LISTEN. It may be the most difficult part, but focus on listening more than giving FAQs.

IV. Identify Target Faculty (meet by divisions)

A. What makes a good target?

- i. The faculty members I see the least, or hear the least from
- ii. The faculty I see often
- iii. “The middle”—their voice needs to be heard
- iv. Less engaged members
- v. PCs—especially those not engaged in shared governance
- vi. Newer faculty
- vii. Adjuncts

B. Breakout groups

- i. Division reps split lists—two faculty to interview per each rep.

V. Negotiations

A. Recommend membership ratification of Article 11, Workload

- i. Announced

B. SL on Sabbaticals: freezes steps for next year (funding has already been suspended)

- i. Distributed

VI. Action Items and Announcements

A. Contribution to Social Justice Conference (\$300 proposed)

- i. Motion to approve **➤Approved**

B. Resolution re. Occupy Wall Street

- i. Motion to approve **➤Approved**

C. Approval of Sarah Albertson as VAPA rep for spring 2012

- i. Motion to approve **➤Approved**

D. Dec. 5 Council meeting:

- i. Start early? – 2:15
- ii. Location: Room 506
- iii. White elephant gift exchange