Restoration Priorities for BOR Resolution

The Board of Regents passed a *Resolution Concerning Student Services at CT State Community College* on September 6, 2024. The resolution is intended to restore student services across CT State and repair the harm caused to students when student services were reduced or eliminated due to deficit mitigation in the 23-24 academic year.

We surveyed our members to hear directly from them about the harm caused to our students due to the service cuts and position reductions caused by deficit mitigation last year. It is important to state that the service cuts in 2023-2024, compounded years of prior cuts, understaffing, and under-service to our students.

Below is a summary of the priorities identified by our union members across our campuses. These priorities are a response to the BOR Resolution, and also a response to long-standing inequities in student service positions that existed even prior to the drastic and painful cuts in summer and fall 2023.

Please note that while the priorities below are numbered, they are not ranked, nor listed in priority order. Each position below is critically needed to begin to alleviate chronic understaffing in CT State and begin to ensure we provide equitable access to student services on every CT State campus.

Asnuntuck
1. Science Lab - EA (17 hours), 1 position
2. IT - EAs (17 hours), 2 positions
3. Library - EAs (17 hours), 1 position (search in place)
4. Food pantry - EAs (17 hours), 2 positions

Capital
1. Director of Career Services - FT, 1 position
2. IT Positions - FT, 3 positions
3. Saturday Tutoring Services – Restore EA hours
4. Library Services - Restore Evening hours
5. Continuing Education Program Coordinator - FT, 2 positions
6. Learning Specialist - FT, 1 position
7. ESOL Administrator - FT, 1 position

Gateway
1. Science Labs - EAs (17 hours), 2 positions
2. Restore 26 EA hours for the Library

3. Increase Remediation Specialist hours from 7 to 35
4. Bursar's office - FT, 1 position
5. Dual enrollment - EA (17 hours), 1 position
6. ESL tutor - EA (17 hours), 1 position
7. Enrollment management specialist - FT, 2 positions

Housatonic
1. Recruiter - FT, 1 position
2. Marketing - FT, 1 position
3. Librarian - FT, 1 position
4. Administrative assistant – FT, 1 position

Manchester
1. Recruiter – FT, 1 position
2. Administrative support - FT, 4 positions
3. IT Tech – FT, 2 positions
4. Counselor - FT, 1 position
5. ESOL tutor - EA (10 hours), 1 position

Middlesex
1. Restore cafeteria
2. Employment coordinator - EA, 1 position
3. Enrollment management specialist - FT, 2 positions

Naugatuck Valley - Waterbury
1. Enrollment management specialist - FT, 2 positions
2. Tutoring – EAs, 5 position
3. Placement coordinator - FT, 1 position
4. IT – FT, 1 position
5. Science Labs - EAs + Student assistants (248 hours)
6. GPA - FT, 1 position
7. Restore cafeteria hours

Naugatuck Valley - Danbury
1. EMS - FT, 1 position
2. Administrative Assistant - FT, 1 position
3. IT - FT, 1 position
4. Bursar's Office - FT, 1 position
5. Librarian - FT, 1 position
6. GPA - FT, 1 position
7. Testing – EA, 1 position
8. Student activities - FT, 1 position
9. Financial aid - FT, 1 position

Norwalk
1. Administrative Assistants for GPAs - EAs (17 hours), 2 positions
2. Enrollment management specialist - FT, 1 position
3. TRIO Coordinator/Counselor - FT, 1 position (search in place)
4. Restore cafeteria services on East campus

Northwestern
1. Restore cafeteria services
2. Tutoring - EAs, 2 positions

Quinebaug Valley
1. Restore cafeteria services
2. Guided Pathway Advisor - FT 1 position
3. Director of Student Activities - FT 1 position
4. Dual Enrollment Coordinator - PT 1 position
5. Director of Career Services - 1 FT position (search in place)

Quinebaug Valley - Willimantic
1. Director - FT 1 position

Three Rivers
1. Increase student workers budget by $44k
2. Library - EA (17 hours), 1 position
3. Tutoring – Full time EA for subject tutoring (1 position) and Full time STEM tutor (1 position)
4. Welcome center - EAs (17 hours), 4 positions
5. Restore cafeteria hours
6. Guided path advisors - FT, 2 positions

Tunxis
1. English Lab - EA Tutor (17 hours), 2 positions
2. Math/Algebra Lab – EA Tutor (17 hours), 2 positions
3. Proctors – EAs (17 hours), 2 positions
4. Librarian – FT, 1 position
5. Bilingual GPA - FT, 1 position
6. ESOL Administrator - FT, 1 position
7. ESOL tutors - EAs (17 hours), 2 positions
8. IT - FT, 1 position
9. Admin. Staff - FT