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| **Research Report** |
| Fall 2016 |
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| This report was prepared and presented to the MCCC BOD by the Research Coordinator. The content is mainly about the MCCC membership numbers and trends. |
|  |
| **Hilaire** |
| **1/20/2017** |
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**DCE and full-time unit member Seniority Lists**

The August 15 DCE and October 15, 2016 full-time seniority lists were collected from the colleges and forwarded to the web master to be posted online. Therefore, anyone who needs a seniority list can easily go to the MCCC’s website to download that information.

**Full-time hiring practices at the community colleges as of fall 2016**

The spreadsheet below shows that the numbers of full-time Non-Unit Professionals (NUPs) at MassBay, Mount Wachusett, and Roxbury were higher than those ofunit full-time faculty members at the same institutions for fall 2016. The same chart also illustrates that all the colleges had more Non-Unit Professionals than full-time professional staff, with the exception of Bunker Hill.

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| **Year 2016** | **Full-time Faculty** | **FT Professional Staff** | **NUP** |  |  |
| **Berkshire** | **53** | **20** | **51** |  |  |
| **Bristol** | **126** | **51** | **80** |  |  |
| **Bunker Hill** | **150** | **92** | **90** |  |  |
| **Cape Cod** | **65** | **30** | **50** |  |  |
| **Greenfield** | **58** | **19** | **38** |  |  |
| **Holyoke** | **128** | **66** | **80** |  |  |
| **MassBay** | **74** | **31** | **80** |  |  |
| **Massasoit** | **126** | **57** | **66** |  |  |
| **Middlesex** | **122** | **93** | **136** |  |  |
| **Mount Wachusett** | **73** | **49** | **112** |  |  |
| **North Shore** | **122** | **65** | **93** |  |  |
| **Northern Essex** | **107** | **46** | **102** |  |  |
| **Quinsigamond** | **141** | **65** | **105** |  |  |
| **Roxbury** | **39** | **19** | **50** |  |  |
| **Springfield** | **150** | **43** | **91** |  |
| **Total for fall 2016** | **1534** | **746** | **1224** |  |  |

**A look at the working hours of part-time professionals in the college system**

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| Based on the updated part-time professional staff lists the college system reported to the MCCC on October 15, 2016,  |  |
| 92% of the unit part-time professionals had working hours at or below18.5 hours per week and were not eligible to receive any benefits. On the other hand, Northern Essex, Springfield, Cape Cod, and Middlesex were among the colleges that offered prorated benefitsto part-timers who worked over 18.5 hours per week on average. It's also worth mentioning that colleges such as Bunker Hill,Bristol, and Cape Cod did not provide prorated benefits to some of their part-timers although they were eligible for them. |  |  |
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| **A look at the working hours of part-time professionals in the college system** |  |  |  |
| **College Names** | **Total PT UPS** | **Average # of hours worked** | **# of PT UPS W<=18.5** | **# of PT UPS W >18.5** | **% of working hrs <=18.5/week** | **% of working hrs > 18.5 /week** | **Comments** |
| **Berkshire Community College** | **6** | **673** | **5** | **1** | **83%** | **17%** | **hours per year, 13 hours / week on averagepro-rated benefits for the one part-timer exceeding 18.5 hrs per week** |
| **Bristol Community College** | **62** | **+-14** | **50** | **12** | **81%** | **19%** | **average hour per week, 14 hours / week on average12 part-timers worked over 18.5 hrs/week but did not get any pro-rated benefits** |
| **Bunker Hill Community College** | **55** | **15** | **51** | **4** | **93%** | **7%** | **hours per week, 15 hrs per week on average no benefits for 4 part-timers exceeding 18.5 hrs per week** |
| **Cape Cod Community College** | **114** | **271** | **110** | **4** | **96%** | **4%** | **hours per semester, 18 hrs /week on averagesome part-timers get pro-rated benefits and others don't although eligible for them** |
| **Greenfield Community College** | **12** | **20** | **5** | **7** | **42%** | **58%** | **hours per week, 20 hrs /week on averagepro-rated benefits for the part-timers exceeding 18.5 hrs per week** |
| **Holyoke Community College** | **118** | **281** | **118** | **0** | **100%** | **0%** | **hours per year, 5 hrs /week on averagepart-timer hours are at or below 18.5 hrs per week -- no benefits are required** |
| **MassBay Community College** | **41** | **10** | **41** | **0** | **100%** | **0%** | **hours per week, 10 hrs per week on averageall part-timers were kept at no more than 18.5 hrs per week -- no benefits are required** |
| **Massasoit Community College** | **73** | **225** | **73** | **0** | **100%** | **0%** | **hours per year, 4 hrs /week on averagepart-timers working hours were at or below 18.5 hrs per week -- no benefits required** |
| **Middlesex Community College** | **126** | **383** | **113** | **13** | **90%** | **10%** | **hours per year, 7 hrs/week on average, pro-rated benefits for part-timers exceeding 18.5 hrs per week** |
| **Mount Wachusett Community College** | **63** | **75** | **63** | **0** | **100%** | **0%** | **hours per year, 5 hrs /week on average, part-timers working hours were at or below 18.5 per week-- no benefits required** |
| **North Shore Community College** | **73** | **183** | **55** | **18** | **75%** | **25%** | **hours per semester, 12 hrs per week on average; no benefits for part-timers exceeding 18.5 hrs per semester** |
| **Northern Essex Community College** | **72** | **15** | **54** | **18** | **75%** | **25%** | **hours per year, 15 hrs per week on average, pro-rated beneftis for part-timers exceeding 18.5 hrs per week** |
| **Quinsigamond Community College** | **117** | **152** | **116** | **1** | **99%** | **1%** | **hours per semester, 10 hrs per week on averageNo part-timers exceeded 18.5 hrs per week but 1 and did not get benefits** |
| **Roxbury Community College** | **29** | **206** | **29** | **0** | **100%** | **0%** | **hours per semester, 14 hrs per week on averageno part-timers exceeded 18.5 hours per week-- no benefits required** |
| **Springfield Community College** | **5** | **1200** | **3** | **2** | **60%** | **40%** | **hours per year, 23 hrs per week on averagepro-rated benefits for part-timers exceeding 18.5 hrs per week** |
| **Total** | **966** |  | **886** | **80** | **92%** | **8%** |  |

**Snapshot of Day part-time faculty and professional staff in fall 2016**The graph below summarizes the numbers of part-time faculty and professional staff reported by the community colleges as of October 2016. It is worth noting that Middlesex, Holyoke, Quinsigamond, and Cape Cod had 49% of the total number of part-time professional staff in the college system last fall.

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| **College Names** | **Number of Day Part-time FacultyFall 2016** | **Number of Part-timeProfessional staffFall 2016** |
| Berkshire Community College | 0 | 6 |
| Bristol Community College | 0 | 62 |
| Bunker Hill Community College | 0 | 55 |
| Cape Cod Community College | 31 | 114 |
| Greenfield Community College | 0 | 12 |
| Holyoke Community College | 0 | 118 |
| MassBay Community College | 0 | 41 |
| Massasoit Community College | 20 | 73 |
| Middlesex Community College | 0 | 126 |
| Mount Wachusett Community College | 0 | 63 |
| North Shore Community College | 1 | 73 |
| Northern Essex Community College | 35 | 72 |
| Quinsigamond Community College | 0 | 117 |
| Roxbury Community College | 0 | 29 |
| Springfield Community College | 2 | 5 |
|  TOTAL | 89 | 966 |
|   |   | ***source: info from the colleges*** |

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| **Snapshot of DCE members in the college system as of fall 2016** |  |  |
| Please note these numbers do not include Day full-time faculty and professional staff who also taught DCE courses in fall 2016. Compared to last fall, the numbers of pure adjuncts in the college system declined by 4% in fall 2016.

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| **College Names** | **# of DCE Membersfall 2016** | **# of DCE Agencyfall 2016** | **Total DCE for fall 2016** |
| **Berkshire Community College** | **59** | **60** | **119** |
| **Bristol Community College** | **306** | **150** | **456** |
| **Bunker Hill Community College** | **307** | **232** | **539** |
| **Cape Cod Community College** | **97** | **63** | **160** |
| **Greenfield Community College** | **55** | **47** | **102** |
| **Holyoke Community College** | **150** | **91** | **241** |
| **MassBay Community College** | **117** | **73** | **190** |
| **Massasoit Community College** | **183** | **102** | **285** |
| **Middlesex Community College** | **206** | **145** | **351** |
| **Mount Wachusett Community College** | **122** | **77** | **199** |
| **North Shore Community College** | **187** | **121** | **308** |
| **Northern Essex Community College** | **142** | **61** | **203** |
| **Quinsigamond Community College** | **234** | **119** | **353** |
| **Roxbury Community College** | **59** | **68** | **127** |
| **Springfield Community College** | **109** | **69** | **178** |
|  **TOTAL** | **2333** | **1478** | **3811** |
|   |  | Source: info from MCCC invoice membership |

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**Full-time Non-Unit Professionals and DCE courses: Fall 2016**

As of fall 2016, the community colleges had 1,224 Non-Unit Professionals. Eighty-six (86) of those NUP's taught DCEcourses in that semester.

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| --- | --- | --- |
| **Colleges** | **Fall 2016# of FT Non-unit Professionals** | **Fall 2016NUP's teaching DCE courses** |
| **Berkshire** | **51** | **4** |
| **Bristol** | **80** | **17** |
| **Bunker Hill**  | **90** | **6** |
| **Cape Cod** | **50** | **2** |
| **Greenfield**  | **38** | **1** |
| **Holyoke** | **80** | **1** |
| **Massasoit** | **66** | **10** |
| **MassBay** | **80** | **5** |
| **Middlesex**  | **136** | **16** |
| **Mount Wachusett** | **112** | **6** |
| **North Shore** | **93** | **3** |
| **Northern Essex** | **102** | **5** |
| **Quinsigamond** | **105** | **6** |
| **Roxbury** | **50** | **1** |
| **Springfield** | **91** | **3** |
| **TOTAL** | **1224** | **86** |
|  |  | **source: info from the colleges** |

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| **Percentage of DCE v.s full-time faculty in the college system: Fall 2016** |  |
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| The table below shows that DCE faculty members accounted for 71% of the instructional staff as of last fall. It is worth noting that Bunker Hill, Bristol, Roxbury, and Middlesex had respectively |
| the highest percentages of DCE members compared to full-timers. |  |
| It is also important to note the part-time members used in this comparison only taught DCE courses.

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| --- | --- | --- | --- |
| **College Names** | **Total full-time facultyFall 2016** | **Total DCE for fall 2016** | **Total DCE for fall 2016** |
| **Berkshire Community College** | **53** | **119** | **69%** |
| **Bristol Community College** | **126** | **456** | **78%** |
| **Bunker Hill Community College** | **150** | **539** | **78%** |
| **Cape Cod Community College** | **65** | **160** | **71%** |
| **Greenfield Community College** | **58** | **102** | **64%** |
| **Holyoke Community College** | **128** | **241** | **65%** |
| **MassBay Community College** | **74** | **190** | **72%** |
| **Massasoit Community College** | **126** | **285** | **69%** |
| **Middlesex Community College** | **122** | **351** | **74%** |
| **Mount Wachusett Community College** | **73** | **199** | **73%** |
| **North Shore Community College** | **122** | **308** | **72%** |
| **Northern Essex Community College** | **107** | **203** | **65%** |
| **Quinsigamond Community College** | **141** | **353** | **71%** |
| **Roxbury Community College** | **39** | **127** | **77%** |
| **Springfield Community College** | **150** | **178** | **54%** |
|  **TOTAL** | **1534** | **3811** | **71%** |
|   |   | Source: Data from the college system |   |

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| **Numbers of full-time faculty and professional staff with dual unit status: Fall 2016** |  |
| As can be seen in the table below, 998 full-time faculty and professional staff unit members also taught DCE courses in fall 2016. It is also worth noting that 88% of those full-timers with dual unit status were faculty members. |
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| --- | --- | --- | --- |
| **College Names** | **Dual UnitStatus/FT Fac.** | **Dual UnitStatus/FT Prof.** | **Total FT withdual unit status** |
| **Berkshire Community College** | **25** | **4** | **29** |
| **Bristol Community College** | **94** | **20** | **114** |
| **Bunker Hill Community College** | **93** | **22** | **115** |
| **Cape Cod Community College** | **35** | **4** | **39** |
| **Greenfield Community College** | **18** | **1** | **19** |
| **Holyoke Community College** | **55** | **6** | **61** |
| **MassBay Community College** | **43** | **5** | **48** |
| **Massasoit Community College** | **93** | **7** | **100** |
| **Middlesex Community College** | **74** | **16** | **90** |
| **Mount Wachusett Community College** | **40** | **7** | **47** |
| **North Shore Community College** | **64** | **5** | **69** |
| **Northern Essex Community College** | **70** | **3** | **73** |
| **Quinsigamond Community College** | **99** | **10** | **109** |
| **Roxbury Community College** | **9** | **3** | **12** |
| **Springfield Community College** | **68** | **5** | **73** |
|  **TOTAL** | **880** | **118** | **998** |
|  |  |  | **source: info from the colleges** |

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**Snapshot of full-time unit members in the college system as of fall 2016**

The total full-time unit members in the colleges increased by 14 percent in fall 2016 compared to last fall. The graph below also shows that Middlesex, Bunker Hill, and Quinsigamond respectively had the highest numbers of full-timers at that time.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **# FT FacultyFall 2016** | **# FT Prof. StaffFall 2016** | **# FT Unit MembersFall 2016** |
| **Berkshire Community College** | **53** | **20** | **73** |
| **Bristol Community College** | **126** | **51** | **177** |
| **Bunker Hill Community College** | **150** | **92** | **242** |
| **Cape Cod Community College** | **65** | **30** | **95** |
| **Greenfield Community College** | **58** | **19** | **77** |
| **Holyoke Community College** | **128** | **66** | **194** |
| **MassBay Community College** | **74** | **31** | **105** |
| **Massasoit Community College** | **126** | **57** | **183** |
| **Middlesex Community College** | **122** | **93** | **215** |
| **Mount Wachusett Community College** | **73** | **49** | **122** |
| **North Shore Community College** | **122** | **65** | **187** |
| **Northern Essex Community College** | **107** | **46** | **153** |
| **Quinsigamond Community College** | **141** | **65** | **206** |
| **Roxbury Community College** | **39** | **19** | **58** |
| **Springfield Community College** | **150** | **43** | **193** |
|  **TOTAL** | **1534** | **746** | **2280** |
|  |  |  |  |
|  |  |  | **source: info from the colleges** |

**Classification and Point-Calculation Forms**

From January to December 2016, one hundred eighty-four (184) point-calculation forms were received from the community college system. 71% of those new full-timers were hired at the salary grid; 21 percent of the hiring salaries were above the salary grid, and 8 percent of the forms received had salaries that were slightly or significantly below the classification system. It is worth noting that the salaries below the grid also include pro-rated or part-time positions. Some unit members continue to receive $10,000 or more above the classified salaries, especially nursing faculty members. Another interesting trend from the classification forms received over that period of time was that 5% of the 184 new hires had doctorate degrees. The table below illustrates the analysis of the classification forms for new hires.

**M002/M004’s Received from January through December 2016**

|  |  |  |  |
| --- | --- | --- | --- |
| Numbers of M002/M004’s | Total Forms (184) | Criteria | Percentage |
| Number of forms matching the salary grid | 131 | Salary difference =$ 0 | 71% |
| Number of forms above the salary grid | 38 | Greater than $0 | 21% |
| Number of forms below the salary grid | 15 | Less than zero | 8% (also include PT positions) |

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| **Trust and grant-funded positions at the college system: Fall 2016** |  |  |
| The table below shows the college system had 469 part-time and 147 full-time trust and/or grant-funded positions for fall 2016. |
| **College Names** | **# of Unit Part-timeGrant-funded** | **# of Unit Full-timeGrant-funded** |
| **Berkshire Community College** | **2** | **3** |
| **Bristol Community College** | **17** | **11** |
| **Bunker Hill Community College** | **14** | **6** |
| **Cape Cod Community College** | **18** | **10** |
| **Greenfield Community College** | **2** | **1** |
| **Holyoke Community College** | **4** | **18** |
| **Massasoit Community College** | **67** | **6** |
| **MassBay Community College** | **66** | **1** |
| **Middlesex Community College** | **115** | **33** |
| **Mount Wachusett Community College** | **53** | **30** |
| **North Shore Community College** | **12** | **11** |
| **Northern Essex Community College** | **28** | **4** |
| **Quinsigamond Community College** | **12** | **5** |
| **Roxbury Community College** | **6** | **1** |
| **Springfield Community College** | **53** | **7** |
|  **TOTAL** | **469** | **147** |
|  |  | Source: Data from the college system |
| ***List of courses commencing at 4:00pm or later*** |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| College | Course Title | Course Code | Faculty First Name | Faculty Last Name | Start time | End time | Day(s) |  |  |  |  |  |
| RCC | NURSING ACROSS THE LIFE SPAN |  | Lynn | Doyle | 4:00 PM | 6:30 PM | M | T |  |  |  |  |
|  | NURSING ACROSS THE LIFE SPAN |  | Lynn | Doyle | 4:00 PM | 11:30 PM |  |  | W | R | F |  |
|  | NURSING IN HEALTH & ILLNESS I |  | Jennifer | Verstreken | 4:00 PM | 6:30 PM | M | T |  |  |  |  |
|  | NURSING IN HEALTH & ILLNESS I |  | Jennifer | Verstreken | 4:00 PM | 11:30 PM |  |  | W | R |  |  |
|  | INTRO TO STATISTICS (Start 9/26) |  | Binslas | Anilus | 4:15 PM | 5:50 PM |  | T |  | R |  |  |
|  | INTRO TO STATISTICS |  | Binslas | Anilus | 6:00 PM | 8:45 PM |  |  | W |  |  |  |
|  | INTRO TO STATISTICS PILOT |  | Binslas | Anilus | 6:00 PM | 8:45 PM |  |  | W |  |  |  |
|  | GENERAL PSYCHOLOGY |  | Tesfay | Aradom | 6:00 PM | 8:45 PM | M |  |  |  |  |  |
|  | HUMAN GROWTH AND DEVELOPMENT |  | Tesfay | Aradom | 6:00 PM | 8:45 PM |  | T |  |  |  |  |
|  | INTRO ALGEBRA WITH MYMATHLAB |  | Alex | Asare | 6:00 PM | 8:45 PM |  | T |  |  |  |  |
|  | INTRO ALGEBRA WITH MYMATHLAB |  | Alex | Asare | 6:00 PM | 8:45 PM |  |  |  | R |  |  |
|  | ACCESSING THE WAN |  | Valerie | Atherley | 6:00 PM | 8:45 PM | M |  | W |  |  |  |
|  | CHILD GROWTH & DEV |  | Michelle | Harrell | 6:00 PM | 8:45 PM | M |  |  |  |  |  |
|  | APPLIED GRAMMAR I (LEV-C) |  | Veronica | McCormack | 6:00 PM | 8:45 PM |  |  | W |  |  |  |
|  | PRE-CALCULUS |  | Javad | Moulai | 6:00 PM | 7:45 PM | M |  | W |  |  |  |
|  | ENGLISH COMPOSITION I |  | Everest | Onuoha | 6:00 PM | 8:45 PM |  |  | W |  |  |  |
|  | ENGLISH COMPOSITION II |  | Everest | Onuoha | 6:00 PM | 8:45 PM |  |  |  | R |  |  |
|  | INTRO INTL RELATIONS |  | Everest | Onuoha | 6:00 PM | 8:45 PM | M |  |  |  |  |  |
|  | NURSING IN HEALTH & ILLNESS I |  | Jennifer | Verstreken | 7:00 PM | 10:00 PM | M |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| QCC | PRACTICAL NURSING 1 LAB | PNP 101L | Bosworth & Macharia | Rozanski | 4:00PM | 10:00PM |  | T |  |  |  |  |
|  | BIOETHICS | IDS 215 | Opeyemi | Odewale | 4:00PM | 6:50PM |  | T |  |  |  |  |
|  | COMPUTER HARDWARE & SUPPORT | CSC 233 | Dean | Polnerow | 5:00PM | 10:00PM |  |  |  | R |  |  |
|  | Manufacturing Quality: Assurance & Control Technique  | MINT 106 | Lee | Duerden | 5:00PM | 10:00PM |  |  |  | R |  |  |
|  | MEDICAL MICROBIOLOGY | BIO 232 | Opeyemi | Odewale | 5:00PM  | 9:50PM |  |  | W |  |  |  |
|  | PRACTICAL NURSING 1 | PNP 101 | Bosworth & Macharia | Rozanski | 6:00PM | 10:PM | M |  | W |  |  |  |
|  | GROWTH & DEVELOPMENT OF THE YOUNG CHILD | ECE 102 | Tanzil  | Khan | 6:00PM | 8:50PM |  |  | W |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| GCC | Spoken English -High Intermediate Level | ESL 114 | Cristin | Carpenter | 5:00pm | 7:50pm | M |  |  |  |  |  |
|  | ELEMENTARY SPANISH II | SPA 102 | Norma | Quesada | 7:00pm | 9:15pm |  | T |  | R |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| MWCC | Introduction to Early Childhood Education | ECE 101 | Maureen | Provost            | 6:00PM | 8:40PM |  | T |  |  |  |  |
|  | Home, School, and Community | ECE103 | Maureen | Provost            | 6:00PM | 8:40PM | M |  |  |  |  |  |
|  | Psychiatric Nursing | NUR230 | Lisa | Gendron                     | 5:00PM | 7:10PM |  | T |  |  |  |  |
|  | Psychiatric Nursing | NUR 230 | Michelle | McGrath            | 5:00PM | 7:10PM |  | T |  |  |  |  |
|  | Med Surg | NUR 220 | Lisa | Gendron                     | 5:00PM | 8:00PM | M |  |  |  |  |  |
|  | Med Surg | NUR 220 | Michelle | McGrath            | 5:00PM | 8:00PM | M |  |  |  |  |  |
|  | FOUNDATIONS OF NURSING | NUR 111 | Victoria | Lopriore               | 5:00PM | 7:30PM | M |  |  | R |  |  |
|  | FOUNDATIONS OF NURSING | NUR 111 | Nancy | Wada                       | 5:00PM | 7:30PM | M |  |  | R |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| NECC | BASIC DIAGNOSIS CODING | MRT117-IH1 | Sandra | Guy | 5:00PM |  |  |  |  |  |  |  |
|  | PROCEDURE CODING SYSTEMS | MRT118-IH1 | Sandra | Guy | 4:00PM |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| MICC | NO COURSES |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| HCC | NO COURSES |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| MBCC | ENGINEERING DESIGN W/CAD I | MN103-750L | Marina | Bograd | 5:00pm | 6:00pm |  |  | w |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| BHCC | NO COURSES |  |  |  |  |  |  |  |  |  |  |  |
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