



# Research Report

Fall 2017

This report is prepared and presented to the MCCC BOD by the Research Coordinator. The content is mainly about MCCC membership numbers and trends.

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## **DCE and full-time unit members seniority lists**

The August 15 DCE and October 15, 2017 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.

## **Adjunct members within the following ranges based on length of service**

The table below depicts the length of service of adjuncts within different ranges in the community college system. A quick overview of that table will lead to the following conclusion:

- 42 percent of adjuncts fall within the range of zero to 5 years of service.
- 26% of adjuncts are within the range of 5 to 10 years of service.
- 15% of adjuncts have a length of service that falls within 15 to 30 years.
- 14% have a length of service anywhere between 10 and 15 years.
- A small percentage of about 2.60% of those adjuncts have over 30 years of college service.

Colleges / Years of Service	0 to 5 years	5 - 10 years	10 - 15 years	15 - 20 Years	20 - 25 Years	25 - 30 Years	30 - 35 Years	35+ Years
Berkshire	75	35	27	10	10	4	1	0
Bristol	686	416	223	95	74	56	35	16
Bunker Hill	355	230	87	39	30	23	9	7
Cape Cod	264	68	34	22	18	13	1	1
Greenfield	93	50	20	10	3	2	2	1
Holyoke	134	117	75	42	18	10	3	0
Massasoit	239	160	117	51	38	30	9	15
MassBay	299	139	75	23	16	10	2	1
Middlesex	197	164	80	38	24	17	6	4
Mount Wachuset	172	114	50	18	11	7	3	9
North shore	75	86	56	31	21	10	8	7
Northern Essex	226	116	82	37	30	14	3	7
Quinsigamond	532	298	125	65	24	24	24	18
Roxbury	28	64	28	16	9	9	2	1
Springfield	49	64	64	29	21	12	9	3
<b>TOTAL</b>	<b>3424</b>	<b>2121</b>	<b>1143</b>	<b>526</b>	<b>347</b>	<b>241</b>	<b>117</b>	<b>90</b>

## DCE course sections including intercessions offered at the colleges in Spring 2015, 2016, and 2017

Compared to 2016, the number of DCE course offerings decreased by 7.95% on average in 2017. It should be noted that fall FTE student enrollment also declined over that same period of time. With the exception of Northern Essex that had 14.56% increase in DCE course offering, the remaining colleges had a sharp decline in DCE courses taught in 2017 as illustrated in the table below.

<b>College Names</b>	<b>Spring 2015</b>	<b>Spring 2016</b>	<b>Spring 2017</b>	<b>% change 2016 to 2017</b>
<b>Berkshire</b>	<b>364</b>	<b>364</b>	<b>326</b>	<b>-10.44%</b>
<b>Bristol</b>	<b>1971</b>	<b>1882</b>	<b>1708</b>	<b>-9.25%</b>
<b>Bunker Hill</b>	<b>1440</b>	<b>1450</b>	<b>1316</b>	<b>-9.24%</b>
<b>Cape Cod</b>	<b>470</b>	<b>476</b>	<b>436</b>	<b>-8.40%</b>
<b>Greenfield</b>	<b>343</b>	<b>318</b>	<b>279</b>	<b>-12.26%</b>
<b>Holyoke</b>	<b>967</b>	<b>923</b>	<b>799</b>	<b>-13.43%</b>
<b>MassBay</b>	<b>1023</b>	<b>1065</b>	<b>939</b>	<b>-11.83%</b>
<b>Massasoit</b>	<b>900</b>	<b>869</b>	<b>763</b>	<b>-12.20%</b>
<b>Middlesex</b>	<b>834</b>	<b>949</b>	<b>925</b>	<b>-2.53%</b>
<b>Mount Wachusett</b>	<b>749</b>	<b>739</b>	<b>688</b>	<b>-6.90%</b>
<b>North Shore</b>	<b>891</b>	<b>775</b>	<b>727</b>	<b>-6.19%</b>
<b>Northern Essex</b>	<b>651</b>	<b>577</b>	<b>661</b>	<b>14.56%</b>
<b>Quinsigamond</b>	<b>1130</b>	<b>1064</b>	<b>956</b>	<b>-10.15%</b>
<b>Roxbury</b>	<b>524</b>	<b>536</b>	<b>520</b>	<b>-2.99%</b>
<b>Springfield</b>	<b>1100</b>	<b>1002</b>	<b>913</b>	<b>-8.88%</b>
<b>Total</b>	<b>13357</b>	<b>12989</b>	<b>11956</b>	<b>-7.95%</b>

## Membership per Chapter as of Fall 2017

The chart below shows a total membership of 6,512 unit members, which can be broken down into 2,261 full-timers and 2,451 adjuncts. It is worth noting the numbers of adjuncts also include the different categories of part-timers in the college system. Bunker Hill, Quinsigamond, and Bristol have respectively the highest percentages of membership per chapter.

College Names/ Count per Unit	# FT Unit Members Fall 2017	# of Adjunct Members Fall 2017	# of DCE agency fee Payers Fall 2017	Total membership per chapter	% membership per chapter
Berkshire	78	51	53	182	2.79%
Bristol	180	290	164	634	9.74%
Bunker Hill	243	290	251	784	12.04%
Cape Cod	101	110	137	348	5.34%
Greenfield	77	63	54	194	2.98%
Holyoke	193	180	167	540	8.29%
MassBay	98	121	98	317	4.87%
Massasoit	172	192	120	484	7.43%
Middlesex	179	230	200	609	9.35%
Mount Wachusett	117	111	125	353	5.42%
North Shore	192	172	97	461	7.08%
Northern Essex	171	145	66	382	5.87%
Quinsigamond	212	267	164	643	9.87%
Roxbury	60	71	85	216	3.32%
Springfield	188	108	69	365	5.61%
<b>Total</b>	<b>2261</b>	<b>2401</b>	<b>1850</b>	<b>6512</b>	<b>100.00%</b>

## Percentage of DCE v.s full-time faculty in the college system in Fall 2017

The table below shows that DCE faculty members accounted for 69% of the instructional staff as of fall 2017. Compared to fall 2016, the number of DCE instructors relative to full-timers plummeted by 1% in 2017. That small decline in DCE staff is partly due to a low enrollment across the community college system. It should be noted that Bunker Hill, Roxbury, and Bristol respectively had the highest percentages of DCE members who taught DCE courses compared to full-timers in fall 2017. It is also worth mentioning the part-time members used in this comparison only taught DCE courses.

College Names	Total full-time faculty Fall 2017	Total DCE for fall 2017	Total DCE for fall 2017
Berkshire Community College	58	104	64%
Bristol Community College	129	392	75%
Bunker Hill Community College	147	473	76%
Cape Cod Community College	69	131	66%
Greenfield Community College	56	110	66%
Holyoke Community College	128	223	64%
MassBay Community College	70	171	71%
Massasoit Community College	113	297	72%
Middlesex Community College	123	338	73%
Mount Wachusett Community College	74	176	70%
North Shore Community College	124	268	68%
Northern Essex Community College	98	209	68%
Quinsigamond Community College	141	328	70%
Roxbury Community College	37	118	76%
Springfield Community College	143	175	55%
<b>TOTAL</b>	<b>1510</b>	<b>3513</b>	<b>69%</b>

### Snapshot of full-time unit members in the college system as of fall 2017

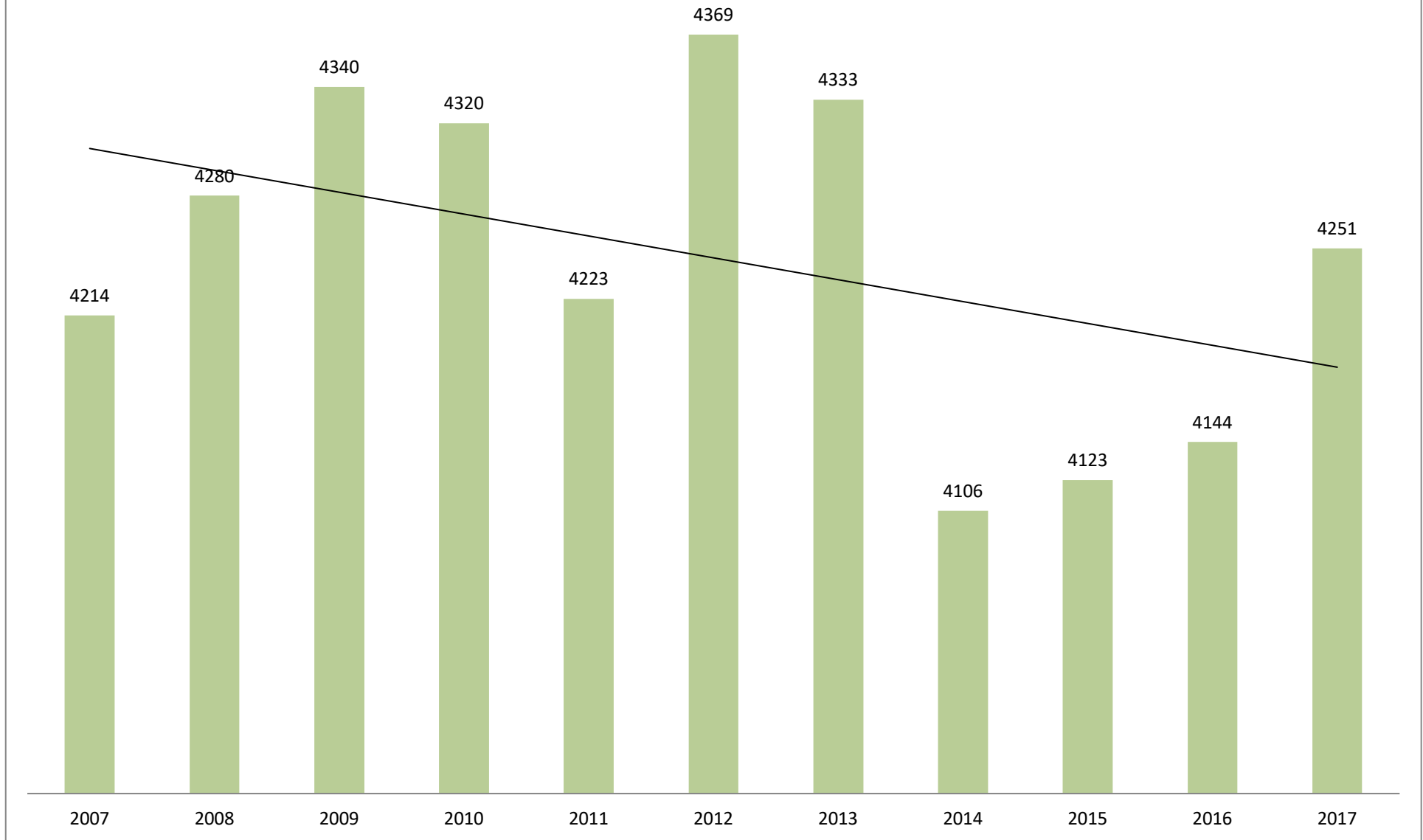
The total full-time unit members in the college system is relatively stable compared to fall 2016. As can be seen in the table below, Bunker Hill and Quinsigamond respectively had the highest numbers of full-timers in the community college system.

College Names	# FT Faculty Fall 2017	# FT Prof. Staff Fall 2017	# FT Unit Members Fall 2017
Berkshire Community College	58	20	78
Bristol Community College	129	51	180
Bunker Hill Community College	147	96	243
Cape Cod Community College	69	32	101
Greenfield Community College	56	21	77
Holyoke Community College	128	65	193
MassBay Community College	70	28	98
Massasoit Community College	113	59	172
Middlesex Community College	123	56	179
Mount Wachusett Community College	74	43	117
North Shore Community College	124	68	192
Northern Essex Community College	98	73	171
Quinsigamond Community College	141	71	212
Roxbury Community College	37	23	60
Springfield Community College	143	45	188
<b>TOTAL</b>	<b>1510</b>	<b>751</b>	<b>2261</b>

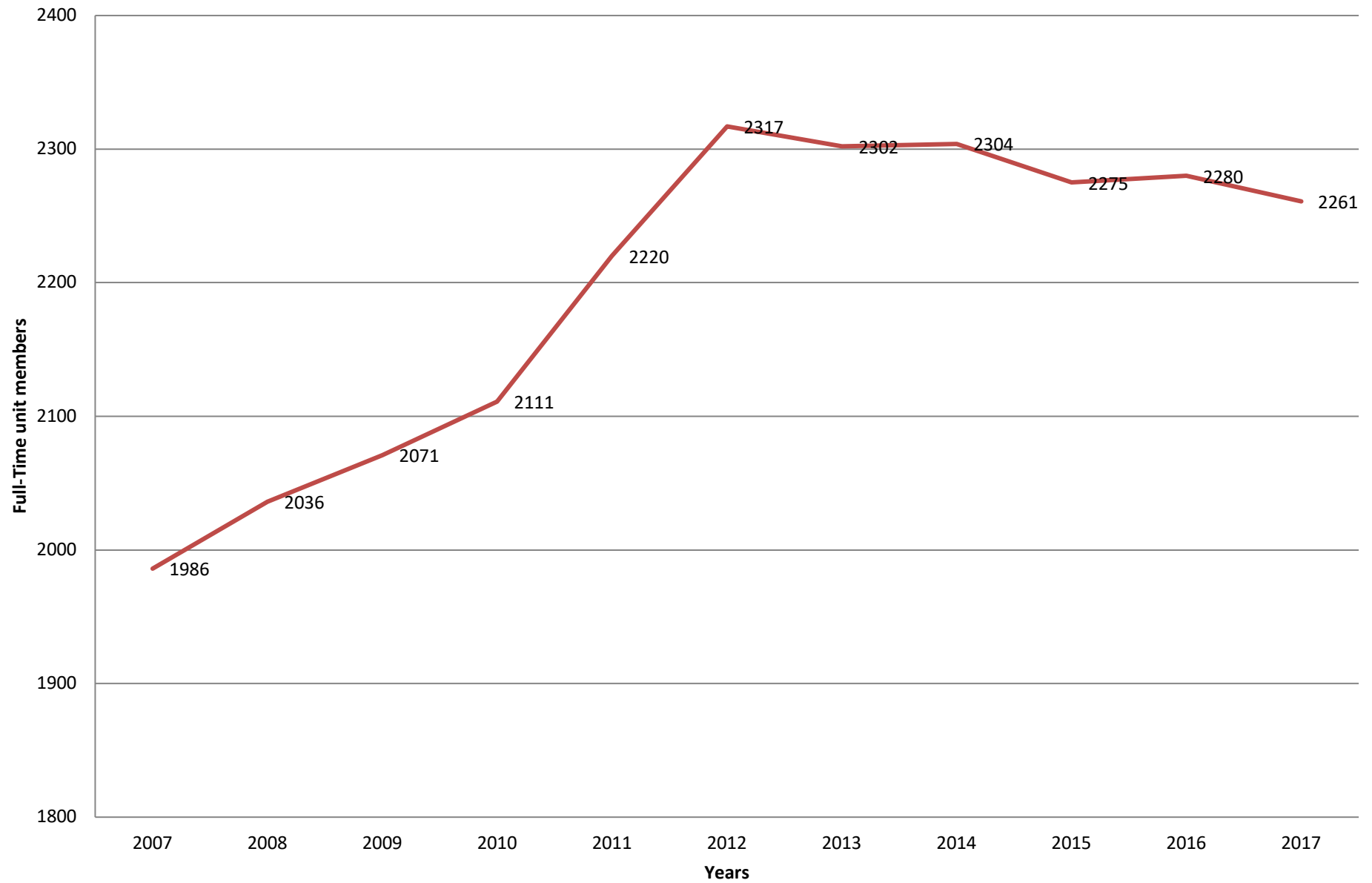
source: info from the colleges			



## Adjuncts Membership Trends 2007 to 2017



## Full-time Membership Trends from 2007 to 2017



## Snapshot of unit part-time professionals in the college system in fall 2017

<b>College Names</b>	<b>Total Part-Time Unit Professional</b>
<b>Berkshire</b>	<b>6</b>
<b>Bristol</b>	<b>62</b>
<b>Bunker Hill</b>	<b>55</b>
<b>Cape Cod</b>	<b>114</b>
<b>Greenfield</b>	<b>12</b>
<b>Holyoke</b>	<b>118</b>
<b>MassBay</b>	<b>41</b>
<b>Massasoit</b>	<b>73</b>
<b>Middlesex</b>	<b>126</b>
<b>Mount Wachusett</b>	<b>63</b>
<b>North Shore</b>	<b>73</b>
<b>Northern Essex</b>	<b>72</b>
<b>Quinsigamond</b>	<b>117</b>
<b>Roxbury</b>	<b>29</b>
<b>Springfield</b>	<b>5</b>
<b>Total</b>	<b>966</b>

## Classification and Point-Calculation Forms

From January to December 2017, one hundred ninety-six (196) point-calculation forms were received from the community college system. 30% of those new full-timers were hired at the salary grid; 65 percent of the hiring salaries were above the salary grid, and only 5 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 9% of the 196 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 2017

Numbers of M002/M004's	Total Forms (196)	Criteria	Percentage
Number of forms matching the salary grid	59	Salary difference = \$ 0	30%
Number of forms above the salary grid	127	Greater than \$0	65%
Number of forms below the salary grid	10	Less than zero	5% (also include PT positions)

## Numbers of full-time faculty and professional staff with dual unit status in fall 2017

As can be seen in the table below, 963 full-time faculty and professional staff members also taught DCE courses in fall 2017. It is also worth noting that 88% of the full-timers with dual unit status were faculty members.

College Names	Dual Unit Status/FT Fac.	Dual Unit Status/FT Prof.	Total FT with dual unit status
Berkshire Community College	22	4	26
Bristol Community College	81	15	96
Bunker Hill Community College	90	22	112
Cape Cod Community College	34	5	39
Greenfield Community College	18	3	21
Holyoke Community College	62	5	67
MassBay Community College	35	4	39
Massasoit Community College	77	12	89
Middlesex Community College	70	17	87
Mount Wachusett Community College	32	5	37
North Shore Community College	63	2	65
Northern Essex Community College	62	4	66
Quinsigamond Community College	103	9	112
Roxbury Community College	18	3	21
Springfield Community College	80	6	86
<b>TOTAL</b>	<b>847</b>	<b>116</b>	<b>963</b>
			source: info from the colleges