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| **Research Report** |
| Fall 2019 |
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| 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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| **2/21/2020** |
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**Seniority lists of DCE and full-time unit members**

The August 15 DCE and October 15, 2019 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.

**Classification and Point-Calculation Forms**

From January to December 2019, two hundred ten (210) point-calculation forms were received from the community college system. 62% of those new full-timers were hired approximately at the classification salary; 35 percent of the hiring salaries were above the classification salary; and only 3 percent of the new hires had salaries that were slightly or significantly below the classification system. It is worth noting that the salaries below the classification system 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. It's also worth noting that 31% of the 210 classification forms were sent with letters of explanation for new hires with salaries above the classification system. Another interesting trend observed from the classification forms received over that period of time was that 12% of the 210 new hires had doctorate degrees. The tables below illustrate the analysis of the classification forms for new hires.

**M002/M004’s Received from January through December 2019**

|  |  |  |  |
| --- | --- | --- | --- |
| Numbers of M002/M004’s | Total Forms (210) | Criteria | Percentage |
| Number of forms matching the classification | 130 | Salary difference >=$ 0 and less than $1000 | 62% |
| Number of forms above the classification salary | 73 | Salary difference >=$1000 and >=$10,000 | 35% |
| Number of forms below the classified salary | 7 | Less than zero | 3% (also include PT positions) |

 **Source: Info from the colleges**

**DCE course sections including intercessions offered at the colleges since spring 2015**

The chart below illustrates that the spring course offerings have been plummeting since 2015 throughout the college system. Compared to spring 2018, the number of DCE course offerings declined by 5.53% on average in spring 2019. It should be mentioned that fall FTE student enrollment also declined over that same period of time. However, QCC, MWCC, CCCC and BHCC had a small gain in course offerings in spring 2019 compared to spring 2018. Five colleges had a sharp decline in DCE courses taught in spring 2019 as illustrated in the table below. Roxbury had the highest drop in course offerings among all the colleges last spring.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **College Names** | **Spring 2015** | **Spring 2016** | **Spring 2017** | **Spring 2018** | **Spring 2019** | **% change/Spring2018 to 2019** |
| **Berkshire**  | **364** | **364** | **326** | **326** | **330** | **1.23%** |
| **Bristol**  | **1971** | **1882** | **1708** | **1708** | **1503** | **-12.00%** |
| **Bunker Hill**  | **1440** | **1450** | **1316** | **1197** | **1250** | **4.43%** |
| **Cape Cod**  | **470** | **476** | **436** | **412** | **439** | **6.55%** |
| **Greenfield**  | **343** | **318** | **279** | **246** | **249** | **1.22%** |
| **Holyoke**  | **967** | **923** | **799** | **752** | **645** | **-14.23%** |
| **MassBay** | **1023** | **1065** | **939** | **819** | **812** | **-0.85%** |
| **Massasoit**  | **900** | **869** | **763** | **893** | **871** | **-2.46%** |
| **Middlesex**  | **834** | **949** | **925** | **919** | **755** | **-17.85%** |
| **Mount Wachusett** | **749** | **739** | **688** | **526** | **559** | **6.27%** |
| **North Shore**  | **891** | **775** | **727** | **629** | **584** | **-7.15%** |
| **Northern Essex**  | **651** | **577** | **661** | **582** | **535** | **-8.08%** |
| **Quinsigamond** | **1130** | **1064** | **956** | **964** | **1111** | **15.25%** |
| **Roxbury**  | **524** | **536** | **520** | **388** | **262** | **-32.47%** |
| **Springfield**  | **1100** | **1002** | **913** | **919** | **751** | **-18.28%** |
| **Total** | **13357** | **12989** | **11956** | **11280** | **10656** | **-5.53%** |

 **Source: Information reported by the colleges**

**Percentage of DCE v.s full-time faculty in the college system inFall 2019**

The table below illustrates that DCE faculty members accounted for 68% of the instructional staff in the college system as of fall 2019. Compared to fall 2018, the percentage of DCE instructors relative to full-timers was constant in fall 2019. It should be added that Bunker Hill, Mount Wachusett and Roxburyrespectively had the highest percentages of DCE members who taught courses compared to full-timers in fall 2019. It is also worth mentioning the part-time instructors used in this comparison strictly taught DCE courses.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **Total full-time facultyFall 2019** | **Total DCE facultyFall 2019** | **% DCE to full-time faculty** |
| **Berkshire Community College** | **52** | **73** | **58%** |
| **Bristol Community College** | **125** | **324** | **72%** |
| **Bunker Hill Community College** | **146** | **483** | **77%** |
| **Cape Cod Community College** | **70** | **134** | **66%** |
| **Greenfield Community College** | **49** | **97** | **66%** |
| **Holyoke Community College** | **118** | **188** | **61%** |
| **MassBay Community College** | **67** | **166** | **71%** |
| **Massasoit Community College** | **113** | **302** | **73%** |
| **Middlesex Community College** | **121** | **318** | **72%** |
| **Mount Wachusett Community College** | **65** | **181** | **74%** |
| **North Shore Community College** | **120** | **217** | **64%** |
| **Northern Essex Community College** | **87** | **166** | **66%** |
| **Quinsigamond Community College** | **136** | **365** | **73%** |
| **Roxbury Community College** | **39** | **109** | **74%** |
| **Springfield Community College** | **133** | **157** | **54%** |
|  **TOTAL** | **1441** | **3280** | **68%** |

 Source: Information from MCCC central office

**Snapshot of full-time unit members in the college system as of fall 2019**

The total full-time unit members in the college system is relatively stable in fall 2019compared to fall 2018. As can be seen in the table below, Bunker Hill, Springfield, and Quinsigamond respectively had the highest numbers of full-timers in the community college system last semester.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **# FT FacultyFall 2019** | **# FT Prof. StaffFall 2019** | **# FT Unit MembersFall 2019** |
| **Berkshire Community College** | **52** | **22** | **74** |
| **Bristol Community College** | **125** | **50** | **175** |
| **Bunker Hill Community College** | **146** | **96** | **242** |
| **Cape Cod Community College** | **70** | **24** | **94** |
| **Greenfield Community College** | **49** | **26** | **75** |
| **Holyoke Community College** | **118** | **56** | **174** |
| **MassBay Community College** | **67** | **30** | **97** |
| **Massasoit Community College** | **113** | **59** | **172** |
| **Middlesex Community College** | **121** | **55** | **176** |
| **Mount Wachusett Community College** | **65** | **51** | **116** |
| **North Shore Community College** | **120** | **62** | **182** |
| **Northern Essex Community College** | **87** | **54** | **141** |
| **Quinsigamond Community College** | **136** | **67** | **203** |
| **Roxbury Community College** | **39** | **23** | **62** |
| **Springfield Community College** | **133** | **90** | **223** |
|  **TOTAL** | **1441** | **765** | **2206** |

Source: Info from the colleges

**Snapshot of Daypart-time faculty and professional staff in the college system as of fall 2019**

As can be seen in the chart below, there was an increase of about 37% in the numbers of Day part-time faculty and a 4% drop of professional staff members in fall 2019 compared to fall 2018 throughout the community college system.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **College Names** | **Number of Day Part-time FacultyFall 2018** | **Number of Day Part-time FacultyFall 2019** | **Number of Part-timeProfessional staffFall 2018** | **Number of Part-timeProfessional staffFall 2019** |
| **Berkshire Community College** | **0** | **0** | **6** | **4** |
| **Bristol Community College** | **0** | **0** | **62** | **49** |
| **Bunker Hill Community College** | **0** | **0** | **55** | **25** |
| **Cape Cod Community College** | **49** | **60** | **114** | **81** |
| **Greenfield Community College** | **0** | **0** | **12** | **14** |
| **Holyoke Community College** | **0** | **0** | **118** | **127** |
| **MassBay Community College** | **0** | **0** | **41** | **52** |
| **Massasoit Community College** | **31** | **21** | **73** | **90** |
| **Middlesex Community College** | **0** | **20** | **126** | **89** |
| **Mount Wachusett Community College** | **0** | **0** | **63** | **83** |
| **North Shore Community College** | **0** | **0** | **73** | **76** |
| **Northern Essex Community College** | **35** | **14** | **72** | **56** |
| **Quinsigamond Community College** | **0** | **0** | **117** | **122** |
| **Roxbury Community College** | **0** | **0** | **29** | **29** |
| **Springfield Community College** | **2** | **45** | **5** | **29** |
|  **TOTAL** | **117** | **160** | **966** | **926** |

 **Source: Info from the colleges**

**Full-time faculty and professional staff with dual unit status as of fall 2019**

As can be seen in the table below, 962 full-time faculty and professional staff members also taught DCE courses in fall 2019. It is also worth noting that 93% of the full-timers with dual unit status were faculty members. In fall 2018, 942 full-timers had dual unit status in the college system.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **Dual UnitStatus/FT Fac.** | **Dual UnitStatus/FT Prof.** | **Total FT withdual unit status** |
| **Berkshire Community College** | **21** | **4** | **25** |
| **Bristol Community College** | **86** | **12** | **98** |
| **Bunker Hill Community College** | **93** | **11** | **104** |
| **Cape Cod Community College** | **39** | **3** | **42** |
| **Greenfield Community College** | **21** | **3** | **24** |
| **Holyoke Community College** | **44** | **4** | **48** |
| **MassBay Community College** | **41** | **4** | **45** |
| **Massasoit Community College** | **97** | **10** | **107** |
| **Middlesex Community College** | **63** | **16** | **79** |
| **Mount Wachusett Community College** | **34** | **2** | **36** |
| **North Shore Community College** | **65** | **3** | **68** |
| **Northern Essex Community College** | **54** | **4** | **58** |
| **Quinsigamond Community College** | **110** | **18** | **128** |
| **Roxbury Community College** | **10** | **2** | **12** |
| **Springfield Community College** | **81** | **7** | **88** |
|  **TOTAL** | **859** | **103** | **962** |
|  |  |  | **source: info from the colleges** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **College** | **Position/Dept.** | **Rank** | **Points** | **Points Value** | **Class Salary** | **Hiring Salary** | **Difference** | **receipt date** |
| BHCC | Veterans Affairs Advising | Special Programs Coordinator | 87 | $26.27 | $51,996.49 | $52,244.00 | $247.51 | 2/6/2019 |
| BHCC | Advising and Lifemap | Academic Counselor | 70 | $29.04 | $56,988.80 | $57,947.00 | $958.20 | 2/12/2019 |
| BHCC | Student Central | Special Programs Coordinator | 127 | $26.27 | $53,047.29 | $53,558.00 | $510.71 | 2/12/2019 |
| BHCC | Academic Support & College Pathways | Special Programs Coordinator | 21 | $26.27 | $50,268.97 | $50,332.00 | $63.03 | 2/20/2019 |
| BHCC | ABE | Special Programs Coordinator | 63 | $26.27 | $51,366.01 | $51,559.00 | $192.99 | 4/26/2019 |
| BHCC | Academic Support & College Pathways | Senior Staff Assistant | 190 | $23.70 | $49,355.00 | $49,709.00 | $354.00 | 2/22/2019 |
| BHCC | Advising & Life Map | Transfer Counselor | 104 | $29.04 | $57,976.16 | $58,940.00 | $963.84 | 5/2/2019 |
| BHCC | High School & Commiunity Partnership | Senior Staff Assistant | 136 | $23.70 | $48,075.20 | $48,483.00 | $407.80 | 5/2/2019 |
| BHCC | Advising & Life Map | Transfer Counselor | 79 | $29.04 | $57,244.35 | $57,947.00 | $702.65 | 2-May |
| BHCC | Enrollment Management & Life Map | Sr. Special Programs Coordinator | 142 | $29.04 | $59,091.30 | $59,405.00 | $313.70 | 5/17/2019 |
| BHCC | Student Services | Special Programs Coordinator | 58 | $26.27 | $51,245.17 | $51,769.00 | $523.83 | 5/17/2019 |
| BHCC | Libray and Learning Commons | Librarian | 58 | $29.04 | $56,640.32 | $57,232.00 | $591.68 | 6/12/2019 |
| BHCC | Learning Specialist | CSDL | 48 | $29.04 | $56,338.30 | $56,525.00 | $186.70 | 6/12/2019 |
| BHCC | Staff Assistant  | Community-Based Initiatives | 46 | $20.91 | $40,523.86 | $40,557.00 | $33.14 | 6/12/2019 |
| BHCC | Physics & Engineering | Assistant Professor | 167 | $53.95 | $53,883.65 | $54,504.00 | $620.35 | 6/28/2019 |
| BHCC | Behavioral & Social Studies | Assistant Professor | 50 | $53.95 | $47,679.40 | $47,742.00 | $62.60 | 7/9/2019 |
| BHCC | Biology & Chemistry | Associate Professor | 239 | $53.95 | $57,768.05 | $57,987.00 | $218.95 | 7/9/2019 |
| BHCC | Admissions | Admission Counselor | 126 | $31.64 | $63,925.64 | $64,140.00 | $214.36 | 8/29/2019 |
| BHCC | Foreign Languages | Assistant Professor | 191 | $53.95 | $55,178.55 | $58,123.00 | $2,944.45 | 8/29/2019 |
| BHCC | Computer Science | Assistant Professor | 40 | $53.95 | $47,032.00 | $53,515.00 | $6,483.00 | 8/29/2019 |
| BHCC | Enrollment Management & Life Map | Academic Coordinator | 139 | $31.64 | $64,343.29 | $68,552.00 | $4,208.71 | 10/16/2019 |
| BHCC | Career Development and Internships | Academic Coordinator | 70 | $31.34 | $62,167.60 | $63,348.00 | $1,180.40 | 11/6/2019 |
| BHCC | Advising & Life Map | Academic Counselor | 104 | $26.27 | $57,976.16 | $58,082.00 | $105.84 | 11/6/2019 |
| BHCC | High School Pathway | Senior Special Programs Coordinator | 57 | $29.04 | $56,598.50 | $58,082.00 | $1,483.50 | 12/6/2019 |
| BHCC | Workforce & Economic Development | Senior Special Programs Coordinator | 200 | $29.04 | $60,764.00 | $61,321.00 | $557.00 | 12/6/2019 |
| BHCC | Workforce & Economic Development | Special Programs Coordinator | 155 | $26.27 | $53,782.85 | $61,489.00 | $7,706.15 | 12/6/2019 |
| BHCC | Workforce & Economic Development | Special Programs Coordinator | 201 | $26.27 | $54,984.97 | $61,489.00 | $6,504.03 | 12/6/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$38,339.12*** |  |
| BRCC | Health Sciences | Assistant Professor | 130 | $53.95 | $51,887.50 | $55,417.00 | $3,529.50 | 5/16/2019 |
| BRCC | Admissions | Senior Admission Counselor | 74 | $26.27 | $51,643.40 | $51,769.00 | $125.60 | 5/16/2019 |
| BRCC | Health Sciences | Special Programs Coordinator | 129 | $26.27 | $53,094.58 | $53,558.00 | $463.42 | 5/16/2019 |
| BRCC | Health Sciences | Assistant Professor | 194 | $53.95 | $55,340.30 | $55,417.00 | $76.70 | 5/16/2019 |
| BRCC | Financial Aid | Special Programs Coordinator | 50 | $26.27 | $51,019.61 | $51,599.00 | $579.39 | 5/16/2019 |
| BRCC | Title III Cares Grant | Sr. Special Programs Coordinator | 54 | $29.04 | $56,524.16 | $56,525.00 | $0.84 | 5/16/2019 |
| BRCC | Arts and Humanities | Sr. Special Programs Coordinator | 38 | $29.04 | $56,059.52 | $56,525.00 | $465.48 | 5/16/2019 |
| BRCC | Title III Cares Grant | Sr. Special Programs Coordinator | 85 | $29.04 | $57,424.00 | $57,947.00 | $523.00 | 5/16/2019 |
| BRCC | College Access | Senior Special Programs Coordinator | 273 | $29.04 | $62,892.63 | $51,398.44 | -$11,494.19 | 7/23/2019 |
| BRCC | STEM | Recruitment Counselor | 73 | $23.70 | $46,572.62 | $47,137.00 | $564.38 | 7/23/2019 |
| BRCC | Wellness Center  | Coordinator Health Services | 93 | $31.64 | $62,881.52 | $62,993.00 | $111.48 | 7/23/2019 |
| BRCC | Counseling  | Special Programs Coordinator | 117 | $26.27 | $52,779.76 | $53,072.00 | $292.24 | 7/23/2019 |
| BRCC | Counseling  | Senior Academic Counselor | 206 | $31.64 | $66,469.50 | $67,250.00 | $780.50 | 7/23/2019 |
| BRCC | Lash Division for Teaching & Learning | Coordinator Career Plan & Placement | 109 | $31.64 | $63,387.76 | $63,990.00 | $602.24 | 9/9/2019 |
| BRCC | Math, Science, and Engineering | Assistant Professor | 174 | $53.95 | $54,272.09 | $60,198.00 | $5,925.91 | 9/9/2019 |
| BRCC | Health Sciences | Assistant Professor | 146 | $53.95 | $52,750.70 | $60,452.00 | $7,701.30 | 9/9/2019 |
| BRCC | Arts and Humanities | Assisstant professor | 283 | $53.95 | $60,141.65 | $60,198.00 | $56.35 | 9/9/2019 |
| BRCC | Health Sciences | Assistant Professor | 155 | $53.95 | $53,254.23 | $54,057.00 | $802.77 | 9/9/2019 |
| BRCC | Business & Information Technology | Assistant Professor | 229 | $53.95 | $57,228.55 | $57,521.00 | $292.45 | 9/9/2019 |
| BRCC | Health Sciences | Assisant professor | 139 | $53.95 | $52,373.05 | $60,452.00 | $8,078.95 | 9/9/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$19,478.31*** |  |
| CCCC | Allied Health/EMS Program | Special Programs Coordinator | 167 | $26.27 | $54,095.99 | $54,227.00 | $131.01 | 3/12/2019 |
| CCCC | Health Siciences/PN Nursing | Assistant Professor | 204 | $53.95 | $55,901.38 | $62,484.00 | $6,582.62 | 9/10/2019 |
| CCCC | Health Sciences, Nursing | Assistant Professor | 214 | $53.95 | $56,419.30 | $60,719.00 | $4,299.70 | 9/10/2019 |
| CCCC | Business | Assistant Professor | 206 | $53.19 | $55,987.70 | $60,443.00 | $4,455.30 | 9/10/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$15,468.63*** |  |
| GCC | Information Technology | Coordinator Instructional Technology | 222 | $34.43 | $72,808.59 | $77,469.00 | $4,660.41 | 1/18/2019 |
| GCC | Criminla Justice/Political Science | Instructor | 204 | $53.95 | $55,901.38 | $56,582.00 | $680.62 | 1/18/2019 |
| GCC | Admissions | Recruitment Counselor | 198 | $23.70 | $49,535.12 | $49,930.00 | $394.88 | 4/17/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$5,735.91*** |  |
| HCC |  | Special Programs Coordinator | 116 | $26.27 | $52,758.32 | $42,651.20 | -$10,107.12 | 2/7/2019 |
| HCC | Business & Technology | Instructor | 16 | $53.95 | $45,737.20 | $46,003.00 | $265.80 | 2/22/2019 |
| HCC | Financial Aid | Financial Aid Counselor | 15 | $23.70 | $45,207.50 | $45,413.00 | $205.50 | 7/5/2019 |
| HCC | STEM | Assistant Professor | 303 | $53.95 | $61,220.85 | $61,973.00 | $752.15 | 9/13/2019 |
| HCC | Health Sciences Division | Coordinator of Learning Resources | 66 | $29.04 | $56,872.64 | $52,651.92 | -$4,220.72 | 9/26/2019 |
| HCC | Health Sciences | Instructor | 96 | $53.95 | $50,053.80 | $58,249.00 | $8,195.20 | 9/26/2019 |
| HCC | Health Sciences | Instructor | 74 | $53.95 | $48,666.30 | $58,000.00 | $9,333.70 | 9/26/2019 |
| HCC | Social Sciences & Integrated Lng. | Assistant Professor | 162 | $53.95 | $53,613.90 | $53,831.00 | $217.10 | 9/26/2019 |
| HCC | Gateway  | Learning Specialist | 50 | $29.04 | $56,408.00 | $56,525.00 | $117.00 | 10/22/2019 |
| HCC | STRIVE | Learning Specialist | 47 | $29.04 | $56,320.88 | $48,267.15 | -$8,053.73 | 10/22/2019 |
| HCC | ITD | Coordinator Instructional Technology | 200 | $34.43 | $72,047.00 | $72,538.00 | $491.00 | 10/30/2019 |
| HCC |  | Senior Community/Outreach Counsel | 156 | $26.27 | $53,809.12 | $54,399.00 | $589.88 | 12/23/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***-$2,214.24*** |  |
| MASC | Vereran's Affairs | Academic Coordinator | 76 | $29.04 | $62,352.50 | $62,420.00 | $67.50 | 4/26/2019 |
| MASC | TV/Radio/Media Services | Coordinator TV Programming | 175 | $23.70 | $48,999.50 | $49,538.00 | $538.50 | 5/17/2019 |
| MASC | Math and Science | Instructor | 72 | $53.95 | $48,758.40 | $48,951.00 | $192.60 | 8/13/2019 |
| MASC | Academic & Student affairs/Arts & Scie | Academic Coordinator | 195 | $31.64 | $66,118.17 | $67,547.00 | $1,428.83 | 8/29/2019 |
| MASC | Advising & Career/Transfer Center | Senior Academic Counselor | 229 | $31.64 | $67,182.79 | $67,250.00 | $67.21 | 9/13/2019 |
| MASC | Nursing and Allied Health | Instructor | 88 | $53.95 | $49,603.11 | $67,894.00 | $18,290.89 | 9/10/2019 |
| MASC | Nursing and Allied Health | Assistant Professor | 154 | $53.95 | $53,201.72 | $72,234.00 | $19,032.28 | 9/10/2019 |
| MASC | Advising, Career, and Transfer Center | Academic Coordinator | 189 | $31.34 | $65,930.35 | $66,420.00 | $489.65 | 11/4/2019 |
| MASC | Admissions | Senior Admission Counselor | 140 | $26.27 | $53,393.42 | $53,558.00 | $164.58 | 11/4/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$40,272.04*** |  |
| MBCC | Business & Professional Studies | Assistant Professor | 128 | $53.95 | $51,779.60 | $52,080.00 | $300.40 | 1/18/2019 |
| MBCC | Business & Professional Studies | Assistant Professor | 190 | $53.95 | $55,124.50 | $55,185.00 | $60.50 | 1/18/2019 |
| MBCC | Health Siciences/PN Nursing | Assistant Professor | 87 | $53.95 | $49,872.93 | $71,342.00 | $21,469.07 | 1/25/2019 |
| MBCC | Admissions | Sr Special Programs Coordinator | 200 | $29.04 | $60,764.00 | $61,178.00 | $414.00 | 4/22/2019 |
| MBCC | Admisisons | Senior Admission Counselor | 87 | $26.27 | $51,996.49 | $54,244.00 | $2,247.51 | 4/26/2019 |
| MBCC | Automotive Technology | Learning Specialist | 182 | $29.04 | $60,241.28 | $60,698.00 | $456.72 | 7/12/2019 |
| MBCC | Automotive Technology | Assistant Professor | 143 | $53.95 | $49,335.85 | $49,520.00 | $184.15 | 8/27/2019 |
| MBCC | STEM --Chemistry | Assistant Professor | 120 | $53.95 | $51,348.00 | $51,908.00 | $560.00 | 9/23/2019 |
| MBCC | STEM | Assisstant professor | 181 | $53.95 | $54,638.95 | $65,668.00 | $11,029.05 | 9/5/2019 |
| MBCC | English | Assistant Professor | 36 | $53.95 | $46,816.20 | $51,267.00 | $4,450.80 | 8/29/2019 |
| MBCC | Health Sciences-Nursing | Assistant Professor | 97 | $53.95 | $50,107.15 | $73,137.00 | $23,029.85 | 9/5/2019 |
| MBCC | Nursing | Assistant Professor | 218 | $53.95 | $56,635.10 | $73,137.00 | $16,501.90 | 9/5/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  |  |  |
| MICC | Multicultural Affairs/ASEAN Student | Coordinator Multicultural Center | 30 | $29.04 | $55,827.20 | $55,827.20 | $0.00 | 1/29/2019 |
| MICC | Nursing | Assistant Professor | 135 | $53.95 | $52,139.27 | $52,731.00 | $591.73 | 1/29/2019 |
| MICC | Library Services | Coordinator Library Services | 110 | $31.64 | $63,418.51 | $63,990.00 | $571.49 | 7/29/2019 |
| MICC | Social Sciences, IDS & Online/wk | Special Programs Coordinator | 128 | $26.27 | $53,073.56 | $53,314.00 | $240.44 | 7/29/2019 |
| MICC | Science | Assistant Professor | 176 | $53.95 | $54,394.38 | $54,505.00 | $110.62 | 9/16/2019 |
| MICC | Computer Science | Assistant Professor | 123 | $53.95 | $51,491.87 | $52,080.00 | $588.13 | 9/16/2019 |
| MICC | Student Affairs | Special Programs Coordinator | 87 | $26.27 | $52,009.36 | $52,417.00 | $407.64 | 9/16/2019 |
| MICC | Social Sciences | Assistant Professor | 150 | $53.95 | $52,966.50 | $53,382.00 | $415.50 | 9/16/2019 |
| MICC | Nursing | Associate Professor | 259 | $53.95 | $58,865.03 | $58,959.00 | $93.97 | 9/16/2019 |
| MICC | Science | Assistant Professor | 183 | $53.95 | $54,728.87 | $55,185.00 | $456.13 | 9/16/2019 |
| MICC | Nursing | Assistant Professor | 133 | $53.95 | $52,049.35 | $52,080.00 | $30.65 | 9/16/2019 |
| MICC | Math | Assistant Professor | 81 | $53.95 | $49,243.94 | $49,555.00 | $311.06 | 9/16/2019 |
| MICC | Dental Hygiene | Assistant Professor | 206 | $53.95 | $55,987.70 | $56,070.00 | $82.30 | 9/16/2019 |
| MICC | Student Affairs | Senior Special Programs Coordinator | 140 | $29.04 | $59,021.60 | $59,405.00 | $383.40 | 12/11/2019 |
| MICC | Placement Department | Assessment Officer | 83 | $26.27 | $51,903.18 | $52,417.00 | $513.82 | 12/11/2019 |
| MICC | Career Development  | Coordinator Cooperative Education | 114 | $26.27 | $52,705.78 | $53,072.00 | $366.22 | 12/11/2019 |
| MICC | Enrollment Management | Enrollment Counselor | 94 | $23.70 | $47,079.80 | $60,132.00 | $13,052.20 | 12/11/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$18,215.30*** |  |
| MWCC | Liberal Arts, Humanities, Education, and Communications | Assistant Professor | 140 | $53.95 | $52,427.00 | $52,972.00 | $545.00 | 9/18/2019 |
| MWCC | Marketing | Coordinator College Graphics | 29 | $23.70 | $45,539.30 | $49,880.00 | $4,340.70 | 9/18/2019 |
| MWCC | TRIO SSS Program | Recruitment Counselor | 22 | $23.70 | $45,381.29 | $44,852.00 | -$529.29 | 9/18/2019 |
| MWCC | Liberal Arts, Humanities, Education, and Communications | Assistant Professor | 168 | $53.95 | $53,919.69 | $54,504.00 | $584.31 | 9/18/2019 |
| MWCC | Access & Transition /Diversity Pipeline | Academic Counselor | 36 | $29.04 | $56,001.44 | $45,220.00 | -$10,781.44 | 9/18/2019 |
| MWCC | Adult Basic Education | Career Development Counselor | 84 | $26.27 | $51,926.42 | $55,165.50 | $3,239.08 | 9/18/2019 |
| MWCC | school of business science & tech | Assistant Professor | 104 | $4.00 | $50,467.54 | $51,034.00 | $566.46 | 9/18/2019 |
| MWCC | Health professions/ Public Service Programs etc. | Assistant Professor | 171 | $53.95 | $54,124.99 | $54,505.00 | $380.01 | 9/18/2019 |
| MWCC | Student Success | Academic Counselor | 67 | $29.04 | $56,911.37 | $57,232.00 | $320.63 | 11/27/2019 |
| MWCC | Student Success | Transfer Counselor | 147 | $29.04 | $59,215.22 | $59,405.00 | $189.78 | 11/27/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  |  |  |
| NECC | Nursing | Assistant Professor | 126 | $57.68 | $52,141.68 | $52,731.00 | $589.32 | 2/26/2019 |
| NECC | Sleep Technology Health Sciences | Instructor | 111 | $53.95 | $47,609.45 | $47,715.00 | $105.55 | 10/11/2019 |
| NECC | Dental Assisting | Assistant Professor | 94 | $53.95 | $46,692.30 | $47,119.00 | $426.70 | 10/11/2019 |
| NECC | Respiratory Care Program | Instructor | 63 | $53.95 | $45,019.85 | $22,701.00 | -$22,318.85 | 10/11/2019 |
| NECC | Nurse | Instructor | 118 | $53.95 | $51,240.10 | $51,445.00 | $204.90 | 10/11/2019 |
| NECC | Division of Health Professions | Assistant Professor | 221 | $53.95 | $56,796.95 | $57,280.00 | $483.05 | 10/11/2019 |
| NECC | MassHire | Career Development Counselor | 31 | $23.70 | $45,586.70 | $45,980.00 | $393.30 | 10/11/2019 |
| NECC | MassHire | Career Development Counselor | 47 | $23.70 | $45,965.90 | $45,980.00 | $14.10 | 10/11/2019 |
| NECC | Academic Advising | Academic Counselor | 47 | $29.04 | $56,330.17 | $56,525.00 | $194.83 | 10/11/2019 |
| NECC | Academic Advising | Transfer Counselor | 140 | $29.04 | $59,022.30 | $59,405.00 | $382.70 | 10/11/2019 |
| NECC | Student Life | Special Programs Coordinator | 112 | $26.27 | $52,661.65 | $54,647.00 | $1,985.35 | 10/11/2019 |
| NECC | Financial Aid | Financial Aid Counselor | 79 | $23.70 | $46,724.30 | $47,137.00 | $412.70 | 10/11/2019 |
| NECC |   | Career Vetaffairs Counselor | 127 | $26.27 | $53,047.29 | $53,314.00 | $266.71 | 10/11/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***-$16,859.64*** |  |
| NSCC | Student Engagement | Asst. Coordinator Student Activities | 34 | $23.70 | $45,666.33 | $45,980.00 | $313.67 | 1/3/2019 |
| NSCC | Nurse Education | Assistant Professor | 93 | $53.95 | $49,910.77 | $55,426.00 | $5,515.23 | 1/28/2019 |
| NSCC | Teacher Education  | Assistant Professor | 208 | $53.95 | $56,095.60 | $56,565.00 | $469.40 | 1/28/2019 |
| NSCC | Adult Career Pathway | Special Programs Coordinator | 98 | $26.27 | $52,287.51 | $53,558.00 | $1,270.49 | 2/5/2019 |
| NSCC | Sudent support and Advising | Academic Counselor | 210 | $29.04 | $61,054.40 | $61,168.00 | $113.60 | 4/16/2019 |
| NSCC | Financial Aid | Coordiantor of Financial Aid | 85 | $31.64 | $62,632.20 | $63,200.00 | $567.80 | 7/23/2019 |
| NSCC | Admissions | Senior Admission Counselor | 79 | $26.27 | $51,790.90 | $52,244.00 | $453.10 | 9/20/2019 |
| NSCC | Student Support & Services | Academic Counselor | 93 | $29.04 | $57,660.20 | $57,947.00 | $286.80 | 9/20/2019 |
| NSCC | Student Support & Services | Transfer Counselor | 104 | $29.04 | $57,976.16 | $58,940.00 | $963.84 | 9/20/2019 |
| NSCC | Financial Aid | Financial Aid Counselor | 86 | $29.04 | $57,465.06 | $57,947.00 | $481.94 | 9/20/2019 |
| NSCC | Upward Bound Program | Special Programs Coordinator | 48 | $26.27 | $50,971.96 | $51,130.00 | $158.04 | 9/20/2019 |
| NSCC | Funeral Services Program | Assisant professor | 154 | $53.95 | $53,201.72 | $57,513.00 | $4,311.28 | 9/30/2019 |
| NSCC | Computer Science | Instructor | 108 | $53.95 | $50,683.34 | $55,679.00 | $4,995.66 | 9/30/2019 |
| NSCC | Engineering | Instructor | 88 | $53.95 | $49,638.86 | $55,243.00 | $5,604.14 | 9/30/2019 |
| NSCC | Paralegal Program | Assisstant professor | 171 | $53.95 | $54,099.45 | $56,573.00 | $2,473.55 | 9/30/2019 |
| NSCC | Occupational Therapy Assistant | Instructor | 100 | $53.95 | $50,279.79 | $55,426.00 | $5,146.21 | 9/30/2019 |
| NSCC | Student Financial Services | Academic Counselor | 154 | $29.04 | $59,435.13 | $60,147.00 | $711.87 | 10/28/2019 |
| NSCC | TRIO talent Search Program | Special Programs Coordinator | 39 | $26.27 | $50,735.53 | $50,962.00 | $226.47 | 12/11/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$34,063.09*** |  |
| QCC | Nursing A.D.N Day Program | Associate Professor | 352 | $53.95 | $63,864.40 | $77,812.00 | $13,947.60 | 2/7/2019 |
| QCC | Nursing A.D.N Evening Program | Associate Professor | 239 | $53.95 | $57,768.05 | $75,903.00 | $18,134.95 | 2/7/2019 |
| QCC | Nursing A.D.N Day Program | Instructor | 98 | $53.95 | $50,161.10 | $59,214.00 | $9,052.90 | 2/7/2019 |
| QCC | Early College Initiatives | Special Programs Coordinator | 109 | $26.27 | $52,574.43 | $53,064.00 | $489.57 | 4/17/2019 |
| QCC | Nursing A.D.N Evening Program | Professor | 240 | $53.95 | $57,804.02 | $76,840.00 | $19,035.98 | 4/11/2019 |
| QCC | Academic Affairs-A.D.N evening Healthcare | Assistant Professor | 115 | $53.95 | $51,096.23 | $59,214.00 | $8,117.77 | 4/11/2019 |
| QCC | Healthcare | Assistant Professor | 61 | $53.95 | $48,164.95 | $48,304.00 | $139.05 | 6/12/2019 |
| QCC | Healthcare | Professor | 341 | $53.95 | $63,270.95 | $81,764.00 | $18,493.05 | 6/12/2019 |
| QCC | Healthcare | Professor | 426 | $53.95 | $67,856.70 | $93,736.00 | $25,879.30 | 7/9/2019 |
| QCC | Enrollment Services/Registrar's office | Academic Counselor | 77 | $29.04 | $57,192.08 | $57,232.00 | $39.92 | 7/9/2019 |
| QCC | Student Success Center | Academic Counselor | 154 | $29.04 | $59,428.16 | $60,147.00 | $718.84 | 7/9/2019 |
| QCC | Student Success Center | Academic Counselor | 59 | $29.04 | $56,175.68 | $56,525.00 | $349.32 | 7/9/2019 |
| QCC | Career Service  | Senior Special Programs Coordinator | 253 | $29.04 | $62,303.12 | $62,431.00 | $127.88 | 7/9/2019 |
| QCC | Center for Academic Excellence | Coordinator Instructional Technology | 158 | $34.43 | $70,600.90 | $71,316.00 | $715.10 | 7/9/2019 |
| QCC | Career | Senior Special Programs Coordinator | 286 | $29.04 | $63,261.64 | $64,002.00 | $740.36 | 7/9/2019 |
| QCC | Academic Affairs/Healthcare | Professor | 429 | $53.95 | $68,018.35 | $96,736.00 | $28,717.65 | 8/6/2019 |
| QCC | Academic Affairs/Healthcare | Professor | 390 | $53.95 | $65,932.48 | $82,786.00 | $16,853.52 | 8/6/2019 |
| QCC | Academic Affairs/Healthcare | Professor | 543 | $53.95 | $74,168.85 | $83,821.00 | $9,652.15 | 8/27/2019 |
| QCC | Nurse Education A.D.N Program Day | Assistant Professor | 131 | $53.95 | $52,080.00 | $65,401.00 | $13,321.00 | 8/27/2019 |
| QCC | Healthcare | Professor | 363 | $53.95 | $64,457.85 | $78,773.00 | $14,315.15 | 8/27/2019 |
| QCC | Healthcare | Associate Professor | 220 | $53.95 | $56,743.00 | $73,126.00 | $16,383.00 | 8/27/2019 |
| QCC | Academic Affairs/Healthcare | Professor | 363 | $53.95 | $64,457.85 | $72,212.00 | $7,754.15 | 8/27/2019 |
| QCC | Healthcare | Assistant Professor | 137 | $53.95 | $44,874.00 | $59,214.00 | $14,340.00 | 8/27/2019 |
| QCC | Academic Affairs /Healthcare | Assistant Professor | 231 | $53.95 | $57,336.45 | $59,214.00 | $1,877.55 | 8/27/2019 |
| QCC | Healthcare | Assistant Professor | 158 | $53.95 | $44,874.00 | $59,214.00 | $14,340.00 | 8/27/2019 |
| QCC | Academic Affairs / Healthcare | Assistant Professor | 86 | $53.95 | $49,524.49 | $59,214.00 | $9,689.51 | 8/27/2019 |
| QCC | Academic Affairs / Healthcare | Instructor | 50 | $53.95 | $44,340.08 | $44,842.00 | $501.92 | 8/27/2019 |
| QCC | Academic Affairs/Human Service Dept. | Assistant Professor | 116 | $53.95 | $51,132.20 | $51,437.00 | $304.80 | 8/27/2019 |
| QCC | Academic Affairs | Assistant Professor | 118 | $53.95 | $51,240.10 | $51,437.00 | $196.90 | 8/27/2019 |
| QCC | Nursing/ LPN Program Day(Healthcare) | Assistant Professor | 128 | $53.95 | $52,080.00 | $64,593.00 | $12,513.00 | 10/18/2019 |
| QCC | Nursing Program | Assistant Professor | 179 | $53.95 | $54,725.00 | $67,884.00 | $13,159.00 | 10/18/2019 |
| QCC | Nursing / LPN Day | Assisant professor | 119 | $53.95 | $51,276.07 | $64,593.00 | $13,316.93 | 10/18/2019 |
| QCC | PN Evening Healthcare | Associate Professor | 285 | $53.95 | $60,231.77 | $63,786.00 | $3,554.23 | 10/18/2019 |
| QCC | Healthcare | Professor | 630 | $53.95 | $78,862.50 | $94,908.00 | $16,045.50 | 10/18/2019 |
| QCC | AND Day Healthcare | Associate Professor | 218 | $53.95 | $56,635.10 | $71,332.00 | $14,696.90 | 10/18/2019 |
| QCC | Healthcare | Professor | 578 | $53.95 | $76,057.00 | $94,908.00 | $18,851.00 | 10/18/2019 |
| QCC |  | Instructor | 86 | $53.95 | $46,260.70 | $46,544.00 | $283.30 | 10/31/2019 |
| QCC | Student Success Center Generalist | Enrollment Counselor | 39 | $23.70 | $45,776.30 | $45,980.00 | $203.70 | 11/12/2019 |
| QCC | Student Success Center | Enrollment Counselor | 63 | $23.70 | $46,345.10 | $56,555.00 | $10,209.90 | 11/12/2019 |
| QCC | Student Success Center | Enrollment Counselor | 120 | $23.70 | $47,705.48 | $47,884.00 | $178.52 | 11/12/2019 |
| QCC | Student Success Center | Enrollment Counselor | 138 | $29.04 | $58,963.52 | $59,405.00 | $441.48 | 11/12/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$367,682.35*** |  |
| RCC | Science Labs | Biology Lab Technician | 33 | $20.91 | $41,241.03 | $41,368.00 | $126.97 | 9/16/2019 |
| RCC | Student Life | Coordinator Student Activities | 53 | $29.04 | $57,880.74 | $58,184.00 | $303.26 | 9/16/2019 |
| RCC | Admissions | Admissions Counselor | 67 | $23.70 | $47,560.90 | $53,103.00 | $5,542.10 | 9/16/2019 |
| RCC | Financial Aid | Financial Aid Assistant | 42 | $21.90 | $41,533.77 | $42,079.00 | $545.23 | 9/16/2019 |
| RCC | Science | Assistant Professor | 127 | $53.95 | $52,847.65 | $53,831.00 | $983.35 | 9/16/2019 |
| RCC | Psychology | Assistant Professor | 90 | $53.95 | $50,851.50 | $51,437.00 | $585.50 | 9/16/2019 |
| RCC | Information Systems Technology | Assistant Professor | 199 | $53.95 | $56,732.05 | $60,703.00 | $3,970.95 | 9/16/2019 |
| RCC | English | Assistant Professor | 146 | $53.95 | $53,872.20 | $53,879.00 | $6.80 | 9/16/2019 |
| RCC | English | Assistant Professor | 118 | $53.95 | $52,362.10 | $52,517.00 | $154.90 | 9/16/2019 |
| RCC | Admissions | Admissions Counselor | 93 | $23.70 | $48,177.10 | $48,681.00 | $503.90 | 9/16/2019 |
| RCC | Nursing | Assistant Professor | 85 | $53.95 | $50,581.75 | $61,153.00 | $10,571.25 | 9/16/2019 |
| RCC | Nursing | Assistant Professor | 106 | $53.95 | $51,714.70 | $61,153.00 | $9,438.30 | 9/16/2019 |
| RCC |  | Librarian | 58 | $29.04 | $58,025.94 | $60,119.00 | $2,093.06 | 10/18/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$34,825.57*** |  |
| STCC | OTA | Assistant Professor | 81 | $53.95 | $49,269.13 | $49,555.00 | $285.87 | 4/1/2019 |
| STCC |  | Assistant Professor | 50 | $53.95 | $47,593.08 | $47,742.00 | $148.92 | 4/12/2019 |
| STCC | Academic Affairs | Assistant Professor | 209 | $53.95 | $56,149.55 | $57,280.00 | $1,130.45 | 6/10/2019 |
| STCC | Technical Specialist | Information Technology | 159 | $29.04 | $59,579.17 | $59,949.00 | $369.83 | 6/14/2019 |
| STCC | ABE/ESOL | Library Specialist/Special Education | 112 | $26.27 | $52,653.24 | $53,072.00 | $418.76 | 8/27/2019 |
| STCC | Nursing | Assistant Professor | 78 | $53.95 | $49,082.10 | $94,177.00 | $45,094.90 | 8/28/2019 |
| STCC | Nursing | Assistant Professor | 136 | $53.95 | $52,229.18 | $94,177.00 | $41,947.82 | 8/28/2019 |
| STCC | Nursing | Assistant Professor | 137 | $53.95 | $52,272.34 | $58,240.00 | $5,967.66 | 8/30/2019 |
| STCC | Nursing | Assistant Professor | 70 | $53.95 | $48,672.08 | $57,521.00 | $8,848.92 | 8/30/2019 |
| STCC | Advising and Transfer Center | Academic Counselor | 204 | $29.04 | $60,891.78 | $60,899.00 | $7.22 | 8/30/2019 |
| STCC | ABE/Workforce Development | Academic Counselor | 100 | $29.04 | $57,856.75 | $57,947.00 | $90.25 | 9/5/2019 |
|  | ***Cost to Hire above the Classification*** |  |  |  |  |  | ***$104,310.60*** |  |