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| **Research Report** |
| Fall 2020 |
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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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| **Hilaire Jean-Gilles** |
| **1/22/2020** |
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**The Impact of COVID 19 on Higher Education**

The coronavirus pandemic has drastically changed the way colleges and universities operate and altered the college experience for students. The impact of this pandemic will be felt in many sectors of the nation’s economy, including certain parts of the local infrastructure for the years to come. The reductions in state appropriations forecasted for future years will trigger job cuts in some higher education institutions. Even though the colleges recently received $20 billion in COVID recovery from congress, some institutions are still inclined to lay off workers or terminate some positions at the colleges. The MCCC’s grassroot campaigns were effectively used to thwart Springfield Community College’s attempt in that direction.

**Classification and Point-Calculation Forms**

From January to December 2020, one hundred twelve (112) point-calculation forms were received from the community college system. 54% of those new full-timers were hired approximately at the classification salary; 43 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 letters of explanation were provided for most of the new hires who received salaries above the classification system. Another interesting trend observed from the classification forms received was that 14% of the 112 new hires had doctorate degrees. The table below illustrates the analysis of the classification forms received last year for the new hires.

**M002/M004’s Received from January through December 2020**

|  |  |  |  |
| --- | --- | --- | --- |
| Numbers of M002/M004’s | Total Forms (112) | Criteria | Percentage |
| Number of forms matching the classification | 61 | Salary difference >=$ 0 and less than $1000 | 54% |
| Number of forms above the classification salary | 48 | Salary difference >=$1000 and >=$10,000 | 43% |
| Number of forms below the classified salary | 3 | Less than zero | 3% (also include PT positions) |

 **Source: Info from the colleges**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **College** | **Position/Dept.** | **Rank** | **Faculty** | **Points** | **Points Value** | **Class Salary** | **Hiring Salary** | **Difference** |
| BHCC | Center for Self-Directed Learning | Learning Specialist | Prof. Staff | 104 | $29.04 | $54,964.54 | $58,082.00 | $3,117.46 |
| BHCC | Student Services | Senior Special Programs Coordinator | Prof. Staff | 62 | $29.04 | $56,756.48 | $58,082.00 | $1,325.52 |
| BHCC | English | Assistant Professor | Faculty | 198 | $53.95 | $55,556.10 | $56,000.00 | $443.90 |
| BHCC | English | Assistant Professor | Faculty | 223 | $53.95 | $56,904.85 | $57,423.00 | $518.15 |
| BHCC | Professional Studies  | Special Programs Coordinator | Prof. Staff | 62 | $26.27 | $51,334.70 | $51,719.00 | $384.30 |
| BHCC | Career Planning & Internship Programs | Academic Coordinator | Prof. Staff | 74 | $31.64 | $62,280.36 | $63,348.00 | $1,067.64 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$6,856.97** |
|  |  |  |  |  |  |  |  |  |
| BRCC | Teaching & Learning  | Sr. Special Programs Coordinator | Prof. Staff | 139 | $29.04 | $60,172.30 | $67,977.00 | $7,804.70 |
| BRCC | Advising | Academic Coordinator | Prof. Staff | 149 | $31.64 | $65,952.46 | $66,575.00 | $622.54 |
| BRCC | Health Sciences | Assistant Professor | Faculty | 221 | $53.95 |  | $65,008.00 | $65,008.00 |
| BRCC | Science, Technology, Engineering & Math | Assistant Professor | Faculty | 155 | $53.95 | $54,133.25 | $57,126.00 | $2,992.75 |
| BRCC | Behavioral, Social Science & Education | Assistant Professor | Faculty | 239 | $53.95 | $58,665.05 | $59,295.00 | $629.95 |
| BRCC | Arts & Humanities | Assistant Professor | Faculty | 106 | $53.95 | $51,511.28 | $57,126.00 | $5,614.72 |
| BRCC | Behavioral, Social Science & Education | Assistant Professor | Faculty | 191 | $53.95 | $56,075.45 | $57,126.00 | $1,050.55 |
| BRCC | Behavioral, Social Science & Education | Assistant Professor | Faculty | 198 | $53.95 | $56,453.10 | $56,658.00 | $204.90 |
| BRCC | Health Sciences | Assistant Professor | Faculty | 165 | $53.95 | $54,690.73 | $55,268.00 | $577.27 |
| BRCC | Health Sciences | Assistant Professor | Faculty | 210 | $53.95 | $57,100.50 | $63,359.00 | $6,258.50 |
| BRCC | Health Sciences | Assistant Professor | Faculty | 110 | $53.95 | $51,705.50 | $61,042.00 | $9,336.50 |
| BRCC | Health Sciences | Assistant Professor | Faculty | 102 | $53.95 | $51,252.32 | $51,598.00 | $345.68 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$100,446.06** |
|  |  |  |  |  |  |  |  |  |
| GCC | Career Pathways Grant | Career Placement Counselor | Prof. Staff | 119 | $26.80 | $52,843.43 | $55,468.00 | $2,624.57 |
| GCC | Education/Career Pathway Grant | Academic Counselor | Prof. Staff | 82 | $29.62 | $58,490.77 | $58,809.00 | $318.23 |
| GCC | Microbiology, Anatomy, and Physiology | Assistant Professor | Faculty | 113 | $53.95 | $53,054.25 | $57,126.00 | $4,071.75 |
| GCC | Practical Nurse Program | Instructor | Faculty | 91 | $53.95 | $47,351.66 | $47,587.00 | $235.34 |
| GCC | ABE | Sr. Special Programs Coordinator | Prof. Staff | 200 | $29.62 | $61,979.12 | $62,548.00 | $568.88 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$7,818.77** |
|  |  |  |  |  |  |  |  |  |
| HCC | Financial Aid | Senior Financial Aid Counselor | Prof. Staff | 111 | $26.80 | $53,679.80 | $53,684.00 | $4.20 |
| HCC | Health Sciences | Instructor | Faculty | 109 | $53.95 | $50,194.90 | $58,000.00 | $7,805.10 |
| HCC | SALC | Career Development Counselor | Prof. Staff | 99 | $26.80 | $53,358.20 | $42,947.20 | -$10,411.00 |
| HCC | Health Sciences | Instructor | Faculty | 101 | $53.95 | $51,220.43 | $51,565.00 | $344.57 |
| HCC | Business & Digital Learning | Coordinator of Instructional Technology | Prof. Staff | 86 | $35.12 | $69,484.32 | $70,245.00 | $760.68 |
| HCC | Social Science and Integrative Learning | Assistant Professor | Faculty | 100 | $53.95 | $51,166.00 | $57,126.00 | $5,960.00 |
| HCC | Arts and Humanities Division | Instructor | Faculty | 138 | $53.95 | $53,216.10 | $53,498.00 | $281.90 |
| HCC | Health Science Division | Instructor | Faculty | 48 | $53.95 | $48,360.60 | $58,819.00 | $10,458.40 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$15,203.85** |
|  |  |  |  |  |  |  |  |  |
| MASC | Early Childhood Education | Instructor | Faculty | 161 | $53.95 | $54,474.00 | $55,120.00 | $646.00 |
| MASC | Center for basic needs support | Sr. Special Programs Coordinator | Prof. Staff | 146 | $29.04 | $60,378.69 | $61,041.00 | $662.31 |
| MASC | Diesel | Instructor | Faculty | 62 | $53.95 | $49,115.90 | $49,392.97 | $277.07 |
| MASC | Early Childhood Education | Instructor | Prof. Staff | 159 | $53.95 | $52,496.95 | $52,596.65 | $99.70 |
| MASC | Allied Health | Instructor | Faculty | 81 | $53.95 | $46,842.37 | $46,998.78 | $156.41 |
| MASC | Early College Access | Sr. Special Programs Coordinator | Prof. Staff | 54 | $29.65 | $57,654.60 | $59,224.06 | $1,569.46 |
| MBCC | Health Sciences Nursing | Assistant Professor | Faculty | 159 | $53.95 | $53,452.05 | $74,051.00 | $20,598.95 |
| MBCC | Advising | Academic Counselor | Prof. Staff | 94 | $29.04 | $58,839.40 | $59,554.00 | $714.60 |
| MBCC | Stem | Assistant Professor | Faculty | 36 | $53.95 | $47,713.20 | $58,083.00 | $10,369.80 |
| MBCC | Practical Nurse Program | Assistant Professor | Faculty | 134 | $53.95 | $53,000.03 | $68,547.00 | $15,546.97 |
| MBCC | EMS | Assistant Professor | Faculty | 91 | $53.95 | $50,680.45 | $72,940.00 | $22,259.55 |
| MBCC | STEM | Assistant Professor | Faculty | 143 | $53.95 | $53,485.85 | $57,126.00 | $3,640.15 |
| MBCC | EMS | Assistant Professor | Faculty | 140 | $53.95 | $50,006.00 | $50,628.00 | $622.00 |
| MBCC | English | Assistant Professor | Faculty | 71 | $53.95 | $49,583.47 | $50,039.00 | $455.53 |
| MBCC | Nursing | Assistant Professor | Faculty | 163 | $53.95 | $54,584.65 | $73,303.00 | $18,718.35 |
| MBCC | Nursing | Assistant Professor | Faculty | 163 | $53.95 | $54,564.85 | $73,303.00 | $18,738.15 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$115,075.00** |
|  |  |  |  |  |  |  |  |  |
| MICC | Nursing | Assistant Professor | Faculty | 186 | $53.95 | $55,805.70 | $55,959.00 | $153.30 |
|  |  | **Cost to hire above the classified salary** |  |  |  |  |  | **$153.30** |
|  |  |  |  |  |  |  |  |  |
| MWCC | Student Success | Coord. Of Carreer Plan & Placement | Prof. Staff | 143 | $32.27 | $65,764.01 | $66,575.00 | $810.99 |
| MWCC | Adult Basic Education | Career Development Counselor | Prof. Staff | 93 | $26.80 | $53,200.57 | $53,860.00 | $659.43 |
| MWCC |  | Special Programs Coordinator | Prof. Staff | 49 | $26.80 | $52,009.48 | $52,539.00 | $529.52 |
| MWCC | School of Liberal Arts, Humanities, communications and education | Assistant Professor | Faculty | 158 | $53.95 | $54,296.18 | $54,405.00 | $108.82 |
| MWCC | School of business and technology | Assistant Professor | Faculty | 131 | $53.95 | $49,502.02 | $50,003.00 | $500.98 |
| MWCC |  | Financial Aid Counselor | Prof. Staff | 71 | $24.17 | $47,465.11 | $47,597.00 | $131.89 |
| MWCC | Library & Academic Support | Coordinator Library Services | Prof. Staff | 119 | $32.27 | $64,976.16 | $66,230.00 | $1,253.84 |
| MWCC | School of Science, Engineering & Math | Assistant Professor | Faculty | 113 | $53.95 | $51,885.15 | $51,939.00 | $53.85 |
| MWCC | School of Health profession, Social Sciences | Assistant professor | Faculty | 159 | $53.95 | $54,367.03 | $54,585.00 | $217.97 |
| MWCC | Admission & Enrollment | Sr. Admissions Counselor | Prof. Staff | 113 | 26.8 | $53,742.55 | $53,860.00 | $153.30 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$4,420.59** |
|  |  |  |  |  |  |  |  |  |
| NECC | Health Professions Nursing | Professor | Faculty | 326 | $53.95 | $62,443.57 | $62,611.00 | $167.43 |
| NECC | Health Professions/Nursing | Instructor | Faculty | 66 | $53.95 | $48,417.44 | $51,028.00 | $2,610.56 |
| NECC | Essex County Corrections | Learning Specialist | Prof. Staff | 159 | $29.04 | $59,560.58 | $60,288.00 | $727.42 |
| NECC | Center for Adult Education | Learning Specialist | Prof. Staff | 66 | $29.04 | $56,785.52 | $57,176.00 | $390.48 |
| NECC | Enrollment Services  | Staff Assistant | Prof. Staff | 66 | $20.91 | $44,942.06 | $41,813.00 | -$3,129.06 |
| NECC | enrollment Services | Special Programs Coordinator | Prof. Staff | 42 | $26.27 | $50,823.01 | $51,719.00 | $895.99 |
| NECC | Center for Adult Education | Learning Specialist | Prof. Staff | 69 | $29.04 | $56,969.05 | $58,082.00 | $1,112.95 |
| NECC | Center for Adult Education | Learning Specialist | Prof. Staff | 100 | $29.04 | $57,860.00 | $62,854.00 | $4,994.00 |
| NECC | Center for Adult Education | Librarian | Prof. Staff | 104 | $29.04 | $57,986.61 | $66,640.00 | $8,653.39 |
| NECC | Center for Adult Education | Learning Specialist  | Prof. Staff | 78 | $29.04 | $57,221.15 | $58,082.00 | $860.85 |
| NECC | Learning Accommodations | Staff Assistant | Prof. Staff | 67 | $20.91 | $40,957.12 | $41,813.00 | $855.88 |
| NECC | Enrollment Services | Staff Assistant | Prof. Staff | 33 | $20.91 | $40,257.38 | $41,813.00 | $1,555.62 |
| NECC | Center for Adult Education | Senior Special Programs Coordinator | Prof. Staff | 96 | $29.04 | $57,743.84 | $58,377.00 | $633.16 |
| NECC | Enrollment Services | Academic Counselor | Prof. Staff | 153 | $29.04 | $59,408.65 | $59,544.00 | $135.35 |
| NECC | Enrollment Services | Learning Specialist | Prof. Staff | 172 | $29.04 | $59,950.88 | $61,321.00 | $1,370.12 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$21,834.14** |
|  |  |  |  |  |  |  |  |  |
| NSCC | Nurse Education | Associate Professor | Faculty | 223 | $53.95 | $56,891.90 | $63,522.00 | $6,630.10 |
| NSCC | Ctr for Teaching/Learning & Innovation | Sr. Learning Specialist/Critical Thinking | Prof. Staff | 124 | $31.64 | $63,858.56 | $71,260.00 | $7,401.44 |
| NSCC | Talent Search | Special Programs Coordinator | Prof. Staff | 73 | $26.80 | $52,654.12 | $53,196.00 | $541.88 |
| NSCC | Library | Refercance Librarian | Prof. Staff | 114 | $29.62 | $59,434.17 | $59,844.00 | $409.83 |
| NSCC | Financial Aid | Academic Counselor | Prof. Staff | 125 | $29.62 | $59,752.88 | $60,089.00 | $336.12 |
| NSCC | Admissions | Recruitment Counselor | Prof. Staff | 16 | $24.17 | $46,130.76 | $46,664.00 | $533.24 |
| NSCC | CAS | Assessment Officer | Prof. Staff | 84 | $26.80 | $52,950.79 | $62,718.00 | $9,767.21 |
| NSCC | CAS | Assessment Officer | Prof. Staff | 169 | $26.80 | $53,234.42 | $55,629.00 | $2,394.58 |
| NSCC | Practical Nurse Program | Instructor | Faculty | 69 | $53.95 | $49,479.88 | $50,047.00 | $567.12 |
| NSCC | Medical Assisting | Instructor | Faculty | 49 | $53.95 | $45,113.81 | $48,784.00 | $3,670.19 |
| NSCC | Occupational Therapy Assistant | Instructor | Faculty | 89 | $53.95 | $50,566.08 | $53,920.00 | $3,353.92 |
| NSCC | Practical Nurse Program | Assistant Professor | Faculty | 126 | $53.95 | $52,570.86 | $52,588.00 | $17.14 |
| NSCC | Biology, Natural Sciences | Professor | Faculty | 175 | $53.95 | $55,212.25 | $60,018.00 | $4,805.75 |
| NSCC | Funeral Services Program | Assistant Professor | Faculty | 135 | $53.95 | $53,075.83 | $58,809.00 | $5,733.17 |
| NSCC | Dental | Associate Professor | Faculty | 182 | $53.95 | $55,589.90 | $55,590.00 | $0.10 |
| NSCC | Radiology/Technology Program | Instructor | Faculty | 50 | $53.95 | $45,189.00 | $48,784.00 | $3,595.00 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$49,756.79** |
|  |  |  |  |  |  |  |  |  |
| QCC |  | Special Programs Coordinator | Prof. Staff | 112 | $26.27 | $52,658.49 | $53,072.00 | $413.51 |
| QCC | A.D.N Day Healthcare | Assistant Professor | Faculty | 96 | $53.95 | $50,053.20 | $59,214.00 | $9,160.80 |
| QCC | A.D.N Day Healthcare | Assistant Professor | Faculty | 52 | $53.95 | $47,679.40 | $47,742.00 | $62.60 |
| QCC | Student Success Center Generalist | Enrollment Counselor | Prof. Staff | 79 | $24.17 | $47,658.43 | $47,838.00 | $179.57 |
| QCC | Enrollment Services-Financial Aid Office | Sr. Financial Aid Counselor | Prof. Staff | 92 | $26.80 | $53,165.46 | $53,685.00 | $519.54 |
| QCC | Healthcare Respiratory Care | Assistant Professor | Faculty | 194 | $53.95 | $56,237.30 | $56,658.00 | $420.70 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$10,756.72** |
|  |  |  |  |  |  |  |  |  |
| RCC | Academic Affairs | Coordinator Instructional Technology | Prof. Staff | 362 | $35.12 | $79,963.61 | $82,211.00 | $2,579.39 |
| RCC | Academic Affairs- History | Assistant Professor | Faculty | 257 | $53.95 | $59,636.15 | $60,036.00 | $399.85 |
| RCC | Business Department | Assistant Professor | Faculty | 184 | $53.95 | $55,708.59 | $57,126.00 | $1,417.41 |
| RCC | Early Childhood Education | Instructor | Faculty | 210 | $53.95 | $57,100.50 | $57,177.00 | $76.50 |
| RCC | English | Assistant Professor | Faculty | 140 | $53.95 | $53,324.00 | $57,126.00 | $3,802.00 |
| RCC | Math | Instructor | Faculty | 96 | $53.95 | $50,960.99 | $51,532.00 | $571.01 |
| RCC | Business Department | Instructor | Faculty | 134 | $53.95 | $53,021.88 | $54,405.00 | $1,383.12 |
| RCC | Mathematics | Instructor | Faculty | 82 | $53.95 | $51,194.90 | $54,405.00 | $3,210.10 |
| RCC | Academic Advising | Academic Counselor | Prof. Staff | 53 | $29.65 | $57,630.90 | $59,244.00 | $1,613.10 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$15,052.48** |
|  |  |  |  |  |  |  |  |  |
| STCC | Computer Information Technology | Assistant Professor | Faculty | 100 | $53.95 | $51,166.00 | $51,198.00 | $32.00 |
| STCC | OTA | Instructor | Faculty | 80 | $53.95 | $45,937.00 | $58,000.00 | $12,063.00 |
| STCC | Energy Systems | Instructor | Faculty | 43 | $53.95 | $44,754.84 | $42,453.00 | -$2,301.84 |
| STCC | Psychology | Assistant Professor | Faculty | 50 | $53.95 | $57,564.31 | $54,405.00 | -$3,159.31 |
| STCC | ABE | Literary Specialist/Adult Education | Prof. Staff | 137 | $24.60 | $54,382.39 | $54,757.00 | $374.61 |
| STCC | Instructional Design | Coordinator of Instructional Technology | Prof. Staff | 128 | $35.12 | $70,945.53 | $71,123.00 | $177.47 |
| STCC | Mechanical Engineering | Assistant Professor | Faculty | 80 | $53.95 | $46,769.00 | $46,991.00 | $222.00 |
| STCC | Health Instruction Technology | Instructor | Faculty | 80 | $53.95 | $46,418.00 | $57,334.00 | $10,916.00 |
| STCC | ABE | Literary Specialist/Adult Education | Prof. Staff | 15 | $26.27 | $51,107.22 | $52,754.00 | $1,646.78 |
|  |  | **Cost to hire above the classified salaries** |  |  |  |  | **$19,970.71** |

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

The chart below shows that the spring course offerings have been plummeting since 2015 throughout the college system. Compared to spring 2019, the numbers of DCE course offerings declined by 2% on average in spring 2020. It should be noted that fall FTE student enrollment also declined over that same period. While some colleges made significant gains in course offerings from 2019 to 2020, others had sharp declines in DCE course offerings over that same time. Among the colleges that had significant improvements in course offerings were NECC, GCC, and MICC. On the other hand, RCC, MWCC, and STCC experienced sharp declines in their DCE courses from spring 2019 to spring 2020. Just like in spring 2019, Roxbury had the highest drop in course offerings among all the colleges in spring 2020.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **College Names** | **Spring 2015** | **Spring 2016** | **Spring 2017** | **Spring 2018** | **Spring 2019** | **Spring 2020** | **% change 2019 to 2020** |
| **Berkshire**  | **364** | **364** | **326** | **326** | **330** | **332** | **0.61%** |
| **Bristol**  | **1971** | **1882** | **1708** | **1708** | **1503** | **1497** | **-0.40%** |
| **Bunker Hill**  | **1440** | **1450** | **1316** | **1197** | **1250** | **1134** | **-9.28%** |
| **Cape Cod**  | **470** | **476** | **436** | **412** | **439** | **440** | **0.23%** |
| **Greenfield**  | **343** | **318** | **279** | **246** | **249** | **289** | **16.06%** |
| **Holyoke**  | **967** | **923** | **799** | **752** | **645** | **625** | **-3.10%** |
| **MassBay**  | **1023** | **1065** | **939** | **819** | **812** | **834** | **2.71%** |
| **Massasoit**  | **900** | **869** | **763** | **893** | **871** | **796** | **-8.61%** |
| **Middlesex**  | **834** | **949** | **925** | **919** | **755** | **876** | **16.03%** |
| **Mount Wachusett**  | **749** | **739** | **688** | **526** | **559** | **446** | **-20.21%** |
| **North Shore**  | **891** | **775** | **727** | **629** | **584** | **535** | **-8.39%** |
| **Northern Essex**  | **651** | **577** | **661** | **582** | **535** | **719** | **34.39%** |
| **Quinsigamond**  | **1130** | **1064** | **956** | **964** | **2746** | **2741** | **-0.18%** |
| **Roxbury**  | **524** | **536** | **520** | **388** | **262** | **98** | **-62.60%** |
| **Springfield**  | **1100** | **1002** | **913** | **919** | **751** | **644** | **-14.25%** |
| **Total** | **13357** | **12989** | **11956** | **11280** | **12291** | **12006** | **-2.32%** |

 **Source: Information reported by the colleges**

**Full-time faculty regular workload and DCE assignments**

The chart below is a snapshot of the numbers of courses taught by full-time faculty as part of their full-time workload, along with the extra DCE assignments they received in fall 2020. The percentage of DCE assignments to the full-time regular workload shows that NECC, Bristol, and Middlesex are respectively the institutions where faculty taught the highest numbers of DCE courses compared to their regular full-time workload. It’s also interesting to note that, in general, full-time faculty have on average a DCE workload that’s almost equivalent to half of their regular full-time assignments as of fall 2020.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **# of regular courses taughtby FT Faculty-Fall 2020** | **# of DCE courses taughtby FT Faculty-Fall 2020** | **% of DCE assignments to FT Workload** |
| **Berkshire Community College** | **207** | **42** | **20%** |
| **Bristol Community College** | **207** | **195** | **94%** |
| **Bunker Hill Community College** | **491** | **189** | **38%** |
| **Cape Cod Community College** | **202** | **69** | **34%** |
| **Greenfield Community College** | **148** | **42** | **28%** |
| **Holyoke Community College** | **403** | **83** | **21%** |
| **Massasoit Community College** | **478** | **129** | **27%** |
| **MassBay Community College** | **266** | **86** | **32%** |
| **Middlesex Community College** | **302** | **211** | **70%** |
| **Mount Wachusett Community College** | **251** | **88** | **35%** |
| **North Shore Community College** | **418** | **95** | **23%** |
| **Northern Essex Community College** | **246** | **387** | **157%** |
| **Quinsigamond Community College** | **494** | **276** | **56%** |
| **Roxbury Community College** | **120** | **13** | **11%** |
| **Springfield Community College** | **487** | **218** | **45%** |
|  **TOTAL** | **4720** | **2123** | **45%** |

**Source: Information reported by the colleges**

**Snapshot of DCE members and non-members in the college system as of fall 2020**

As of fall 2020, 2601 pure DCE members and non-members were identified in the college system. It should be mentioned that those 2601 part-time faculty were only teaching DCE courses. Compared to fall 2019, the numbers of pure adjuncts decreased by about 20.73% in fall 2020. Such a decline was largely due to the pandemic which triggered a lower student enrollment collegewide. The graph below provides a breakdown of pure DCE members and non-members in the community college system in fall 2020.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **DCE members** | **DCE non-members** | **Total DCE members and non-members** |
| **Berkshire Community College** | **16** | **24** | **40** |
| **Bristol Community College** | **164** | **81** | **245** |
| **Bunker Hill Community College** | **217** | **195** | **412** |
| **Cape Cod Community College** | **61** | **40** | **101** |
| **Greenfield Community College** | **41** | **34** | **75** |
| **Holyoke Community College** | **93** | **60** | **153** |
| **MassBay Community College** | **111** | **61** | **172** |
| **Massasoit Community College** | **103** | **70** | **173** |
| **Middlesex Community College** | **191** | **97** | **288** |
| **Mount Wachusett Community College** | **78** | **59** | **137** |
| **North Shore Community College** | **102** | **79** | **181** |
| **Northern Essex Community College** | **87** | **33** | **120** |
| **Quinsigamond Community College** | **205** | **120** | **325** |
| **Roxbury Community College** | **30** | **36** | **66** |
| **Springfield Community College** | **63** | **50** | **113** |
|  **TOTAL** | **1562** | **1039** | **2601** |

**Full-time members and non-members in the college system as of fall 2020**

In fall 2020, the college system had a total of 2213 full-time members and non-members. Compared to fall 2019, the number of full-timers was relatively stable in 2020 despite the pandemic as illustrated in the snapshot provided below.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **Full-time members** | **Full-time Non-members** | **Total Full-time members and non-members** |
| **Berkshire Community College** | **64** | **12** | **76** |
| **Bristol Community College** | **161** | **26** | **187** |
| **Bunker Hill Community College** | **188** | **53** | **241** |
| **Cape Cod Community College** | **89** | **4** | **93** |
| **Greenfield Community College** | **78** | **5** | **83** |
| **Holyoke Community College** | **164** | **17** | **181** |
| **MassBay Community College** | **76** | **28** | **104** |
| **Massasoit Community College** | **152** | **14** | **166** |
| **Middlesex Community College** | **171** | **3** | **174** |
| **Mount Wachusett Community College** | **110** | **12** | **122** |
| **North Shore Community College** | **166** | **15** | **181** |
| **Northern Essex Community College** | **133** | **42** | **175** |
| **Quinsigamond Community College** | **187** | **6** | **193** |
| **Roxbury Community College** | **50** | **16** | **66** |
| **Springfield Community College** | **159** | **12** | **171** |
|  **TOTAL** | **1948** | **265** | **2213** |

Source: Information from MCCC central office

**Percentage of DCE v.s full-time faculty in the college system in Fall 2020**

As illustrated in the table below, DCE faculty members accounted for 62% of the instructional staff in the college system as of fall 2020. Compared to fall 2019, the percentage of DCE instructors declined by 6% in fall 2020. That’s the biggest decline we have seen in a long time, and it’s mainly due to a lower student enrollment triggered by the ongoing pandemic of COVID 19. The colleges with the highest ratios of DCE to full-time instructors in fall 2020 are respectively Bunker Hill, Middlesex, Quinsigamond, and MassBay. It should be noted that the part-time instructors used in this comparison strictly taught DCE courses.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **Total full-time facultyFall 2020** | **Total DCE Fall 2020** | **% DCE to full-time faculty** |
| **Berkshire Community College** | **57** | **40** | **41%** |
| **Bristol Community College** | **116** | **245** | **68%** |
| **Bunker Hill Community College** | **148** | **412** | **74%** |
| **Cape Cod Community College** | **67** | **101** | **60%** |
| **Greenfield Community College** | **51** | **75** | **60%** |
| **Holyoke Community College** | **116** | **153** | **57%** |
| **MassBay Community College** | **72** | **172** | **70%** |
| **Massasoit Community College** | **106** | **173** | **62%** |
| **Middlesex Community College** | **111** | **288** | **72%** |
| **Mount Wachusett Community College** | **61** | **137** | **69%** |
| **North Shore Community College** | **119** | **181** | **60%** |
| **Northern Essex Community College** | **79** | **120** | **60%** |
| **Quinsigamond Community College** | **135** | **325** | **71%** |
| **Roxbury Community College** | **40** | **66** | **62%** |
| **Springfield Community College** | **124** | **113** | **48%** |
|  **TOTAL** | **1402** | **2601** | **62%** |

 Source: Information from MCCC central office

**Snapshot of full-time faculty and professional staff in the college system as of fall 2020**

The total number of full-timers in the college system was relatively stable in fall 2020 compared to fall 2019. As can be seen in the graph below, Bunker Hill, Springfield, and Quinsigamond respectively had the highest numbers of full-timers in the community college system in fall 2020. In fall 2020, there was a loss of 41 full-time faculty compared to fall 2019. On the other hand, there was a gain of 46 professional staff in fall 2020 compared to fall 2019.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **# FT Faculty****Fall 2020** | **# FT Prof. Staff****Fall 2020** | **# Full-timers****Fall 2020** |
| **Berkshire Community College** | **57** | **23** | **80** |
| **Bristol Community College** | **116** | **61** | **177** |
| **Bunker Hill Community College** | **148** | **99** | **247** |
| **Cape Cod Community College** | **67** | **26** | **93** |
| **Greenfield Community College** | **51** | **24** | **75** |
| **Holyoke Community College** | **116** | **57** | **173** |
| **MassBay Community College** | **72** | **32** | **104** |
| **Massasoit Community College** | **106** | **54** | **160** |
| **Middlesex Community College** | **111** | **60** | **171** |
| **Mount Wachusett Community College** | **61** | **57** | **118** |
| **North Shore Community College** | **119** | **62** | **181** |
| **Northern Essex Community College** | **79** | **67** | **146** |
| **Quinsigamond Community College** | **135** | **58** | **193** |
| **Roxbury Community College** | **40** | **23** | **63** |
| **Springfield Community College** | **124** | **108** | **232** |
|  **TOTAL** | **1402** | **811** | **2213** |

Source: Info from the MCCC Central Office

**Snapshot of Day part-time faculty and professional staff in the college system as of fall 2020**

|  |  |  |
| --- | --- | --- |
| **College Names** | **# of Part-Time Prof. Staff****Fall 2020** | **# Day Part-Time Faculty****Fall 2020** |
| **Berkshire**  | **2** | **0** |
| **Bristol**  | **39** | **0** |
| **Bunker Hill**  | **24** | **0** |
| **Cape Cod**  | **72** | **62** |
| **Greenfield**  | **9** | **0** |
| **Holyoke**  | **90** | **0** |
| **MassBay**  | **49** | **0** |
| **Massasoit**  | **126** | **33** |
| **Middlesex**  | **49** | **8** |
| **Mount Wachusett** | **78** | **0** |
| **North Shore**  | **71** | **0** |
| **Northern Essex**  | **46** | **7** |
| **Quinsigamond**  | **123** | **0** |
| **Roxbury**  | **0** | **0** |
| **Springfield**  | **51** | **2** |
| **Total** | **829** | **112** |

 **Source: Info from the colleges**

**Full-time faculty and professional staff with dual unit status as of fall 2020**

As can be seen in the table below, 907 full-time faculty and professional staff members also taught DCE courses in fall 2020. It is also worth noting that 91% of the full-timers with dual unit status were faculty members. In fall 2019, 962 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** | **3** | **24** |
| **Bristol Community College** | **86** | **19** | **105** |
| **Bunker Hill Community College** | **91** | **7** | **98** |
| **Cape Cod Community College** | **23** | **3** | **26** |
| **Greenfield Community College** | **20** | **1** | **21** |
| **Holyoke Community College** | **51** | **3** | **54** |
| **MassBay Community College** | **34** | **4** | **38** |
| **Massasoit Community College** | **71** | **2** | **73** |
| **Middlesex Community College** | **90** | **9** | **99** |
| **Mount Wachusett Community College** | **37** | **2** | **39** |
| **North Shore Community College** | **63** | **1** | **64** |
| **Northern Essex Community College** | **43** | **2** | **45** |
| **Quinsigamond Community College** | **107** | **16** | **123** |
| **Roxbury Community College** | **13** | **2** | **15** |
| **Springfield Community College** | **77** | **6** | **83** |
|  **TOTAL** | **827** | **80** | **907** |

 Source: Info from the colleges

**Full-time college administrators v.s Full-time faculty in fall 2020**

I have attached herewith a spreadsheet with a comparison of college administrators versus full-time faculty for fall 2020. In general, there were more full-time faculty than full-time college administrators. However, some colleges reported a higher number of college administrators than full-time faculty. I will continue to monitor that trend in other reports.

|  |  |  |  |
| --- | --- | --- | --- |
| **College Names** | **# FT FacultyFall 2020** | **# of FT College AdministratorsFall 2020** | **% of FT College Admin to FT Faculty** |
| **Berkshire Community College** | **57** | **33** | **58%** |
| **Bristol Community College** | **116** | **75** | **65%** |
| **Bunker Hill Community College** | **148** | **110** | **74%** |
| **Cape Cod Community College** | **67** | **58** | **87%** |
| **Greenfield Community College** | **51** | **33** | **65%** |
| **Holyoke Community College** | **116** | **80** | **69%** |
| **MassBay Community College** | **72** | **91** | **126%** |
| **Massasoit Community College** | **106** | **81** | **76%** |
| **Middlesex Community College** | **111** | **115** | **104%** |
| **Mount Wachusett Community College** | **61** | **103** | **169%** |
| **North Shore Community College** | **119** | **84** | **71%** |
| **Northern Essex Community College** | **79** | **110** | **139%** |
| **Quinsigamond Community College** | **135** | **112** | **83%** |
| **Roxbury Community College** | **40** | **59** | **148%** |
| **Springfield Community College** | **124** | **25** | **20%** |
| **TOTAL** | **1402** | **1169** | **83%** |