**Research Coordinator Report**

 **Spring 2018**

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**State Funding and Faculty Salaries across the nation**

Nationally, state support for higher education has been gradually declining. According to the 2018 NEA Higher Education Advocate, Massachusetts state funding increased by 1.3% for fiscal year of FY2017 to FY 2018. On the other hand, there was an increase in state funding of 1.6% on average throughout most of the states for that same fiscal year.

**Full-time faculty salaries analysis for public 2-year institutions in MA and nationwide**

In 2016-2017, the public 2-year institutions with the highest salaries for full-time faculty were respectively California with an average pay of $89,420 and Wisconsin where faculty earned an average of $80,163. The public 2-year colleges with the lowest pay for full-time faculty during that same period were Louisiana and Arkansas.

The NEA 2018 Almanac of higher education pointed out that faculty at public institutions with collective agreements continue to earn, on average, about $7,000 more than colleagues at non-bargaining institutions. The gap between bargaining and non-bargaining institutions is more pronounced at the public 2-year institutions. For instance, at the community college level, faculty with contract earned nearly $18,000 more than the ones at other institutions in the same states without faculty contracts.

It’s worth noting that full-time faculty average pay has been gaining grounds for the past few years to the point where those salaries almost hit the pre-recessionary levels. Massachusetts full-time faculty salaries at the community college system are no exception. However, as those numbers are examined closer, it appears that some full-time professors are doing better than others depending on their ranks. An in-depth look at three years of data in the table below displays a more nuanced picture for the full-time faculty pay in Massachusetts.

**Average full-time faculty salaries by rank in the community college system of Massachusetts: Spring 2018**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***Rank*** | ***Average full-time faculty pay spring 2016*** | ***Average full-time faculty spring 2017*** | ***Average full-time faculty pay spring 2018*** | ***% Changespring 17-18*** |
| Professor | $72,283  | $75,068  | $74,285  | ***-1.04%*** |
| Associate Professor | $59,154  | $61,144  | $60,871  | ***-0.45%*** |
| Assistant Professor | $54,138  | $57,058  | $56,389  | ***-1.17%*** |
| Instructor | $49,582  | $54,387  | $54,800  | ***0.76%*** |

**Average and median full-time faculty salaries across all ranks for the community colleges of Massachusetts**

The table below is a snapshot of average & median salaries for full-time faculty per college.

As of spring 2018, the average salary for a full-time faculty in the college system was $67,426 versus

anational average of $67,092. Mount Wachusett has the highest average salary as of spring 2018.

The chart below also shows that, in general, the median salary among faculty members is not substantially less than the average salaries. In other words, the distribution of faculty members by salary level is not highly skewed.

|  |  |  |
| --- | --- | --- |
| **Colleges** | **Average Salariesfor FT Faculty** | **Media Salariesfor FT Faculty** |
| **Berkshire Community College** | **$66,293** | **$65,110** |
| **Bristol Community College** | **$65,430** | **$62,507** |
| **Bunker Hill Community College** | **$68,073** | **$67,902** |
| **Cape Cod Community College** | **$65,439** | **$64,837** |
| **Greenfield Community College** | **$66,045** | **$63,261** |
| **Holyoke Community College** | **$64,835** | **$62,278** |
| **Massasoit Community College** | **$66,963** | **$63,384** |
| **MassBay Community College** | **$70,833** | **$70,469** |
| **Middlesex Community College** | **$66,741** | **$64,316** |
| **Mount Wachusett Community College** | **$71,561** | **$69,437** |
| **Northern Essex Community College** | **$64,023** | **$61,442** |
| **North Shore Community College** | **$64,303** | **$62,738** |
| **Quinsigamond Community College** | **$68,527** | **$65,648** |
| **Roxbury Community College** | **$66,828** | **$64,722** |
| **Springfield Technical Community College** | **$67,975** | **$64,051** |

**Full-time Faculty Salaries 75th Percentile in the community college system**

The table below shows the faculty salaries 75th percentile for 2016-2017 using AAUP and IPEDS data as benchmarks. The DMG method was used to calculate the percentiles for all the states considered, except Massachusetts that used the actual average.

As of December 2017, full-time faculty salaries for the community colleges at Massachusetts were $6,378 below the national 75th percentile. In order to bridge this gap, Massachusetts’ public two-year full-time faculty salaries should increase by 9.61%.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75thPercentile |  |  |  |  |  |  |  |  |
|  | IPEDS | IPEDS | IPEDS | IPEDS | IPEDS | IPEDS | IPEDS | IPEDS | IPEDS |
|   | 07-08 | 08-09 | 09-10 | 10-11 | 12-13 | 13-14 | 14-15 | 15-16 | 16-17 |
| Texas | $54,724 | $56,234 | $55,839 | $55,269 | $58,336 | $57,524 | $62,883 | $61,182 | $59,250 |
| Florida |  61,693  |  62,136  |  62,107  |  62,388  |  63,653  |  59,830  |  65,829  |  66,552  | 65,302 |
| Washington |  54,251  |  57,214  |  57,362  |  57,626  |  57,300  |  57,035  |  58,650  |  60,481  | 59,231 |
| Ohio |  68,765  |  70,968  |  71,073  |  73,584  |  76,217  |  77,830  |  76,493  |  76,052  | 70,264 |
| Pennsylvania |  57,880  |  58,716  |  60,317  |  61,881  |  64,275  |  62,591  |  64,232  |  63,479  | 61,896 |
| New York |  79,671  |  80,344  |  72,584  |  73,684  |  73,684  |  79,952  |  83,787  |  85,155  | 83,918 |
| Illinois |  72,747  |  72,644  |  78,779  |  81,060  |  79,470  |  79,171  |  78,180  |  79,939  | 82,552 |
| New Jersey |  70,108  |  70,730  |  70,851  |  73,267  |  72,330  |  64,922  |  73,891  |  76,328  | 71,753 |
| Michigan |  74,105  |  77,504  |  83,250  |  84,170  |  84,170  |  76,752  |  87,334  |  84,947  | 78,950 |
| California |  82,450  |  85,246  |  87,904  |  89,112  |  93,126  |  91,136  |  90,598  |  89,077  | 94,466 |
| Average |  67,639  |  69,174  |  70,007  |  71,204  |  72,256  |  70,674  |  74,188  |  74,319  | 72,759 |
|   |   |   |   |   |   |   |   |   |   |
| Massachusetts | $63,052 | $59,550 | $59,762 | $59,565 | $62,904 | $64,205 | $63,154 | $66,665 | $66,381 |

**Tuition at Massachusetts community college system from 2008 to 2018**

The tuition for the community colleges, which is approved by the board of higher education, has been

flat over the years. The numbers on the table below are based on 15-credit course per semester.

For instance, the tuition rate for 2018 academic year at Roxbury has been set to $26 per credit.

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **1 Year % Change** |
| Berkshire | $780 | $780 | $780 | $780 | $780 | $780 | $780 | $780 | $780 | $781 | $781 | 0% |
| Bristol | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Bunker Hill | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Cape Cod | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Greenfield | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 0% |
| Holyoke | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Mass Bay | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Massasoit  | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Middlesex | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Mount Wachusett | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 0% |
| North Shore | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 0% |
| Northern Essex | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 0% |
| Quinsigamond | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 720 | 0% |
| Roxbury | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 780 | 0% |
| Springfield | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 0% |
| **CC Averages** | $740 | $740 | $740 | $740 | $740 | $740 | $740 | $740 | $740 | $740 | $740 | $0 |

**Fee rates for the Massachusetts community college system: 2008 - 2018**

College fees continue to be the reason why the cost of attending community colleges

at Massachusetts has been soaring over the years. From spring 2017 to 2018, the fee rate at the colleges increased by 5% on average.

The 2 colleges with the highest fee increases from 2017 to 2018 are Bunker Hill and Mount Wachusett.

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | 1 Year % Change |
| Berkshire | $3,046 | $3,150 | $3,900 | $4,410 | $4,820 | $5,030 | $5,030 | $5,030 | $5,240 | $5,420 | $5,670 | 5% |
| Bristol | 3,030 | 3,120 | 3,734 | 3,734 | 4,334 | 4,484 | 4,484 | 4,484 | 4,724 | 4,934 | 5,174 | 5% |
| Bunker Hill | 2,460 | 2,760 | 3,060 | 3,210 | 3,510 | 3,510 | 3,510 | 3,510 | 3,750 | 4,140 | 4,560 | 10% |
| Cape Cod | 3,226 | 3,360 | 3,600 | 3,810 | 4,190 | 4,370 | 4,370 | 4,546 | 4,546 | 4,682 | 4,952 | 6% |
| Greenfield | 3,708 | 3,858 | 4,038 | 4,578 | 4,938 | 5,238 | 5,238 | 5,388 | 5,702 | 5,852 | 6,182 | 6% |
| Holyoke | 2,708 | 2,838 | 3,078 | 3,330 | 3,570 | 3,700 | 3,700 | 4,030 | 4,430 | 4,850 | 5,040 | 4% |
| Mass Bay | 2,930 | 3,890 | 3,890 | 3,890 | 4,580 | 4,580 | 4,580 | 4,580 | 4,880 | 5,270 | 5,640 | 7% |
| Massasoit  | 2,610 | 2,790 | 3,390 | 3,930 | 3,930 | 4,650 | 4,650 | 4,670 | 4,890 | 5,130 | 5,130 | 0% |
| Middlesex | 3,140 | 3,290 | 3,830 | 4,130 | 4,430 | 4,610 | 4,610 | 4,760 | 4,910 | 5,180 | 5,270 | 2% |
| Mount Wachusett | 3,670 | 3,790 | 4,240 | 4,690 | 4,840 | 4,990 | 4,990 | 5,200 | 5,350 | 5,500 | 6,050 | 10% |
| North Shore | 2,880 | 3,000 | 3,360 | 3,900 | 4,110 | 4,320 | 4,320 | 4,920 | 4,920 | 5,410 | 5,530 | 2% |
| Northern Essex | 2,580 | 2,760 | 3,120 | 3,480 | 3,660 | 3,960 | 4,110 | 4,970 | 5,110 | 5,380 | 5,650 | 5% |
| Quinsigamond | 3,150 | 3,240 | 3,840 | 4,020 | 4,620 | 4,710 | 4,710 | 5,420 | 5,680 | 5,820 | 6,000 | 3% |
| Roxbury | 2,880 | 2,970 | 3,210 | 3,530 | 4,122 | 4,130 | 4,130 | 4,130 | 4,690 | 4,690 | 4,700 | 0% |
| STCC | 2,826 | 2,946 | 3,186 | 3,636 | 4,026 | 4,356 | 4,356 | 4,356 | 4,686 | 4,986 | 5,316 | 7% |
| **CC Averages** | $2,990 | $3,184 | $3,565 | $3,885 | $4,245 | $4,443 | $4,453 | $4,666 | $4,901 | $5,150 | $5,391 | 5% |

**Cost of attending community colleges at Massachusetts from 2008 to 2018**

The graph below shows that the cost of attending community colleges has been on the rise since 2008.From 2017 to 2018, the cost of enrolling in a community college as a full-time student went up by 4% percent on average. It should also be noted that Bunker Hill and Mount Wachusetthavethe highest total cost increases from 2017 to 2018.

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **One Year % Change** |
| Berkshire | $3,826 | $3,930 | $4,680 | $5,190 | $5,600 | $5,810 | $5,810 | $5,810 | $6,020 | $6,200 | $6,450 | 4% |
| Bristol | 3,750 | 3,840 | 4,454 | 4,454 |  5,054  | 5,204 | 5,204 | 5,204 | 5,444 | 5,654 | 5,894 | 4% |
| Bunker Hill | 3,180 | 3,480 | 3,780 | 3,930 |  4,230  | 4,230 | 4,230 | 4,230 | 4,470 | 4,860 | 5,280 | 9% |
| Cape Cod | 3,946 | 4,080 | 4,320 | 4,530 |  4,910  | 5,090 | 5,090 | 5,266 | 5,266 | 5,402 | 5,672 | 5% |
| Greenfield | 4,488 | 4,638 | 4,818 | 5,358 |  5,718  | 6,018 | 6,018 | 6,168 | 6,482 | 6,632 | 6,962 | 5% |
| Holyoke | 3,428 | 3,558 | 3,798 | 4,050 |  4,290  | 4,420 | 4,420 | 4,750 | 5,150 | 5,570 | 5,760 | 3% |
| Mass Bay | 3,650 | 4,796 | 4,610 | 4,610 |  5,300  | 5,300 | 5,300 | 5,300 | 5,600 | 5,990 | 6,360 | 6% |
| Massasoit  | 3,330 | 3,510 | 4,110 | 4,650 |  4,650  | 5,370 | 5,370 | 5,390 | 5,610 | 5,850 | 5,850 | 0% |
| Middlesex | 3,860 | 4,010 | 4,550 | 4,850 |  5,150  | 5,330 | 5,330 | 5,480 | 5,630 | 5,900 | 5,990 | 2% |
| Mount Wachusett | 4,420 | 4,540 | 4,990 | 5,440 |  5,590  | 5,740 | 5,740 | 5,950 | 6,100 | 6,250 | 6,800 | 9% |
| North Shore | 3,630 | 3,750 | 4,110 | 4,650 |  4,860  | 5,070 | 5,070 | 5,910 | 5,670 | 6,160 | 6,280 | 2% |
| Northern Essex | 3,330 | 3,510 | 3,870 | 4,230 |  4,410  | 4,710 | 4,860 | 5,720 | 5,860 | 6,130 | 6,400 | 4% |
| Quinsigamond | 3,870 | 3,960 | 4,560 | 4,740 |  5,340  | 5,430 | 5,430 | 5,430 | 6,400 | 6,540 | 6,720 | 3% |
| Roxbury | 3,660 | 3,750 | 3,990 | 4,310 |  4,902  | 4,910 | 4,910 | 4,910 | 5,470 | 5,470 | 5,480 | 0% |
| STCC | 3,576 | 3,696 | 3,936 | 4,386 |  4,776  | 5,106 | 5,106 | 5,106 | 5,436 | 5,736 | 6,066 | 6% |
| **CC Averages** | $3,730 | $3,937 | $4,305 | $4,625 | $4,985 | $5,183 | $5,193 | $5,375 | $5,641 | $5,890 | $6,131 | 4% |
|  |  |  |  |  |  |  | Source: Department of higher ed. |  |  |  |

**Numbers of Job Titles within the Classification System as of Spring 2018**

The top three job titles in the classification system are respectively Academic Counselor, Learning Specialist, and Special Programs Coordinator.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Classification Specification**  | **Grade**  | **Job code**  | **Tally** |  | **Classification Specification** | **Grade** | **Job code** | **Tally** |
| [Academic Coordinator](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Academic%20Coordinator%20-%20HB%201402.doc)  | 6 | HB1402  | 41 |  | [Enrollment Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Enrollment%20Counselor%20-%20HB%202122.doc)  | 3 | HB2122  | 6 |
| [Academic Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Academic%20Counselor%20-%20HB%201051.doc)  | 5 | HB1051  | 130 |  | [ESL Skills Specialist](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/ESL%20Skills%20Specialist%20-%20HB%201049.doc)  | 4 | HB1049  | 0 |
| [Admissions Coordinator](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Admissions%20Coordinator%20HB0601%209-05.doc)  | 6 | HB0601  | 9 |  | [Financial Aid Assistant](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Financial%20Aid%20Assistant%20-%20HB%201155.doc)  | 2 | HB1155  | 2 |
| [Admissions Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Admissions%20Counselor%20-%20HB%201181.doc)  | 3 | HB1181  | 9 |  | [Financial Aid Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Financial%20Aid%20Counselor%20-%20HB%201069.doc)  | 2 | HB1069  | 6 |
| [Assessment Assistant](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Assessment%20Assistant%20-%20HB%201905.doc)  | 3 | HB1905  | 1 |  | [Fitness Center Coordinator](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Fitness%20Center%20Coordinator%20-%20HB%202306.doc)  | 2 | HB2306  | 1 |
| [Assessment Officer](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Assessment%20Officer%20-%20HB%201100.doc)  | 4 | HB1100  | 7 |  | [Grants Writer](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Grants%20Writer%20-%20HB%201084.doc)  | 4 | HB1084  | 3 |
| [Assist Coord. Student Activ](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Assistant%20Coordinator%20of%20Student%20Activities%20-%20HB%201132.doc) | 3 | HB1132  | 2 |  | [Health Care Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Health%20Care%20Counselor%20-%20HB%201190.doc)  | 3 | HB1190  | 2 |
| [Assistant Librarian](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Assistant%20Librarian%20-%20HB%201203.doc)  | 3 | HB1203  | 1 |  | [Help Desk Technician](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Help%20Desk%20Technician%20-%20HB%201630.doc)  | 2 | HB1630  | 4 |
| [Assistant Registrar](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Assistant%20Registrar%20-%20HB%201430.doc)  | 2 | HB1430  | 0 |  | [Instructional Support Tech](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Instructional%20Support%20Technician%20-%20HB%201218.doc)  | 2 | HB1218  | 3 |
| [Biology Laboratory Technician](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Biology%20Laboratory%20Technician%20-%20HB%201210.doc)  | 2 | HB1210  | 9 |  | [Lead Teacher/Children Center](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Lead%20Teacher%20-%20HB%201242.doc)  | 3 | HB1242  | 5 |
| [Career Development Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Career%20Development%20Counselor%20-%20HB%201109.doc)  | 4 | HB1109  | 10 |  | [Learn DisabSpecl/Transition](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Learning%20Disabilities%20Specialist-Transition%20-%20HB%202140.doc)  | 6 | HB2140  | 4 |
| [Career Placement Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Career%20Placement%20Counselor%20-%20HB%201108.doc)  | 3 | HB1108  | 9 |  | [Learn. Specialist Disability Srvs](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Learning%20Specialist%20-%20Disability%20Services%20-%20HB%201119.doc) | 5 | HB1119  | 8 |
| [Career Services Representative](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Career%20Services%20Representative%20-%20HB%202100.doc)  | 2 | HB2100  | 0 |  | [Learning Specialist](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Learning%20Specialist%20-%20HB%20UPS5.doc)  | 5 | HB1106  | 95 |
| [Career/VetsAffairs Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Career%20Development-Veterans%20Affairs%20Counselor%20-%20HB%201161.doc)  | 4 | HB1161  | 4 |  | [Librarian](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Librarian%20-%20HB%201114.doc)  | 5 | HB1114  | 14 |
| [Community/Outreach Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Community-Outreach%20Counselor%20-%20HB%201820.doc)  | 9 | HB1820  | 9 |  | [Literary Specialist/Adult Educ](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Literary%20Specialist%20-%20Adult%20Eduation%20-%20HB%202014.doc) | 4 | HB2014  | 5 |
| [Coord. Alternative Studies](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Alternative%20Studies%20-%20HB%201528.doc)  |  | HB1528  | 2 |  | [Programmer](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Programmer%20-%20HB%201608.doc)  | 4 | HB1608  | 0 |
| [Coord. Career Plan & Placement](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Career%20Planning%20%26%20Placement%20-%20HB%201446.doc)  | 6 | HB1446  | 14 |  | [Programmer/Analyst\*](http://www.mass.edu/foremployees/classificationspecs/classspecs-mccc.asp#note)  | 5 | HB1607  | 1 |
| [Coord. Cooperative Education](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Cooperative%20Education%20-%20HB%201316.doc)  | 4 | HB1316  | 1 |  | [Publications Coordinator](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Publications%20Coordinator%20-%20HB%201118.doc)  | 2 | HB1118  | 0 |
| Coord. Returning Adults Center | 5 | HB1648 | 0 |  | [Recruitment Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Recruitment%20Counselor%20-%20HB%201142.doc)  | 3 | HB1142  | 6 |
| [Coordinator Academic Computing](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Academic%20Computing%20-%20HB%201208.doc)  | 6 | HB1208  | 2 |  | [Reference Librarian](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Reference%20Librarian%20-%20HB%201135.doc)  | 5 | HB1135  | 14 |
| [Coordinator Athletics](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Athletics%20-%20HB%201121.doc)  | 6 | HB1121  | 3 |  | [Senior Academic Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Academic%20Counselor%20-%20HB%201125.doc)  | 6 | HB1125  | 27 |
| [Coordinator College Graphics](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20College%20Graphics%20-%20HB%201196.doc)  | 3 | HB1196  | 2 |  | [Senior Admissions Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Admissions%20Counselor%20-%20HB%201120.doc)  | 4 | HB1120  | 13 |
| [Coordinator Disability Srvs](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Disability%20Services%20-%20HB%201148.doc) | 6 | HB1148  | 18 |  | [Senior Financial Aid Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Financial%20Aid%20Counselor%20-%20HB%201192.doc)  | 4 | HB1192  | 9 |
| Coordinator Financial Aid | 6 | HB0602 | 10 |  | [Senior Learning Specialist/Critical Thinking](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Learning%20Specialist%20-%20Critical%20Thinking%20-%20HB%201147.doc)  | 5 | HB1147 | 3 |
| [Coordinator Fine Arts Center](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Fine%20Arts%20Center%20-%20HB%201227.doc)  | 6 | HB1227  | 0 |  | [Senior Programmer](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Programmer%20-%20HB%201614.doc)  | 6 | HB1614  | 3 |
| [Coordinator Forensic Lab.](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Forensic%20Laboratory%20-%20HB%201143.doc)  | 6 | HB1143  | 2 |  | [Senior Special Programs Coord.](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Special%20Programs%20Coordinator%20-%20HB%201104.doc)  | 5 | HB1104  | 50 |
| [Coordinator Health Services](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Health%20Services%20-%20HB%201124.doc)  | 6 | HB1124  | 7 |  | [Senior Staff Assistant](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Staff%20Assistant%20-%20HB%201212.doc)  | 3 | HB1212  | 11 |
| [Coordinator Instructional Tech](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Instructional%20Technology%20-%20HB%201111.doc)  | 7 | HB1111  | 11 |  | [Senior Technical Specialist\*](http://www.mass.edu/foremployees/classificationspecs/classspecs-mccc.asp#note) | 6 | HB1639  | 5 |
| [Coordinator Learning Resources](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Learning%20Resources%20-%20HB%201088.doc)  | 5 | HB1088  | 14 |  | [Special Programs Coordinator](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Special%20Programs%20Coordinator%20-%20HB%201112.doc)  | 4 | HB1112  | 75 |
| Coordinator Library Services | 6 | HB0603 | 29 |  | [Sr Community/Outreach Counsel](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Senior%20Community-Outreach%20Counselor%20-%20HB%201404.doc) | 4 | HB1404  | 2 |
| [Coordinator MultiCulturalCntr](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Multicultural%20Center%20-%20HB%201226.doc) | 5 | HB1226  | 3 |  | [Staff Assistant](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Staff%20Assistant%20-%20HB%201160.doc)  | 2 | HB1160  | 26 |
| [Coordinator Student Activities](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Student%20Activities%20-%20HB%201116.doc)  | 5 | HB1116  | 11 |  | [Student Activity Officer](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Student%20Activity%20Officer%20-%20HB%202220.doc)  | 2 | HB2220  | 3 |
| [Coordinator Student Assessment](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Student%20Assessment%20-%20HB%201232.doc)  | 6 | HB1232  | 11 |  | [Teacher/Children Center](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Teacher%20-%20HB%201244.doc)  | 2 | HB1244  | 5 |
| [Coordinator of Transfer and Articulation](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Transfer%20Affairs%20-%20HB%200604%20-%2011-23-2008.doc) | 6 | HB0604 | 0 |  | [Technical Services Librarian](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Technical%20Services%20Librarian%20-%20HB%201122.doc)  | 5 | HB1122  | 1 |
| [Coordinator TV Programming](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Coordinator%20of%20Television%20Programming%20-%20HB%201248.doc)  | 3 | HB1248  | 1 |  | [Technical Specialist](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Technical%20Specialist%20-%20HB%201158.doc)  | 5 | HB1158  | 10 |
| [Disabilities Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Disabilities%20Coordinator%20-%20HB%201128.doc)  | 5 | HB1128  | 7 |  | [Transfer Counselor](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Transfer%20Counselor%20-%20HB%201126.doc)  | 5 | HB1126  | 7 |
|  |  |  |  |  | [Travel Agent Program Coordinator](http://www.mass.edu/shared/documents/classificationspecs/specsmccc/Travel%20Agent%20Program%20Coordinator%20-%20HB%201826.doc)  | 2 | HB1826  | 0 |

**Full-time faculty and average age as of spring 2018**

The table below is a snapshot of the average age of full-time faculty members per college.

|  |  |
| --- | --- |
| **Colleges** | **Average age per chapter** |
| **Berkshire Community College** | **56** |
| **Bristol Community College** | **53** |
| **Bunker Hill Community College** | **52** |
| **Cape Cod Community College** | **55** |
| **Greenfield Community College** | **53** |
| **Holyoke Community College** | **52** |
| **Massasoit Community College** | **55** |
| **MassBay Community College** | **58** |
| **Middlesex Community College** | **53** |
| **Mount Wachusett Community College** | **55** |
| **Northern Essex Community College** | **53** |
| **North Shore Community College** | **52** |
| **Quinsigamond Community College** | **54** |
| **Roxbury Community College** | **53** |
| **Springfield Technical Community College** | **55** |