



Research Coordinator Report

Spring 2019

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Community Colleges with official designations of "Early College" in Massachusetts as of Spring 2019

The early college program is the result of a collaboration between the Board of Higher Education (BHE) and the Elementary and Secondary Education (BESE) in order to foster the early college efforts in Massachusetts. This program is designed for all students, specifically first-generation and those traditionally underrepresented in postsecondary education. High school students who part-take in this program will have the opportunity to study college-level courses and obtain credits before graduating high school. The State of Massachusetts currently has seven (7) community colleges with the official designation of early college. These colleges include Bunker Hill, Holyoke, Massasoit, Northern Essex, Middlesex, North Shore, and Quinsigamond. According to BHE, It was projected that 1,500 students would be enrolled in the designated early college program around the state in 2018-2019. Enrollments were also projected to jump to 2,280 in 2019-2020.

Funding for Early College

BHE initially estimated the state support per enrolled student at \$700 -\$900. The early college is primarily a grant-funded program. BHCC, for instance, was recently awarded \$140,000 grant to support early college programs.

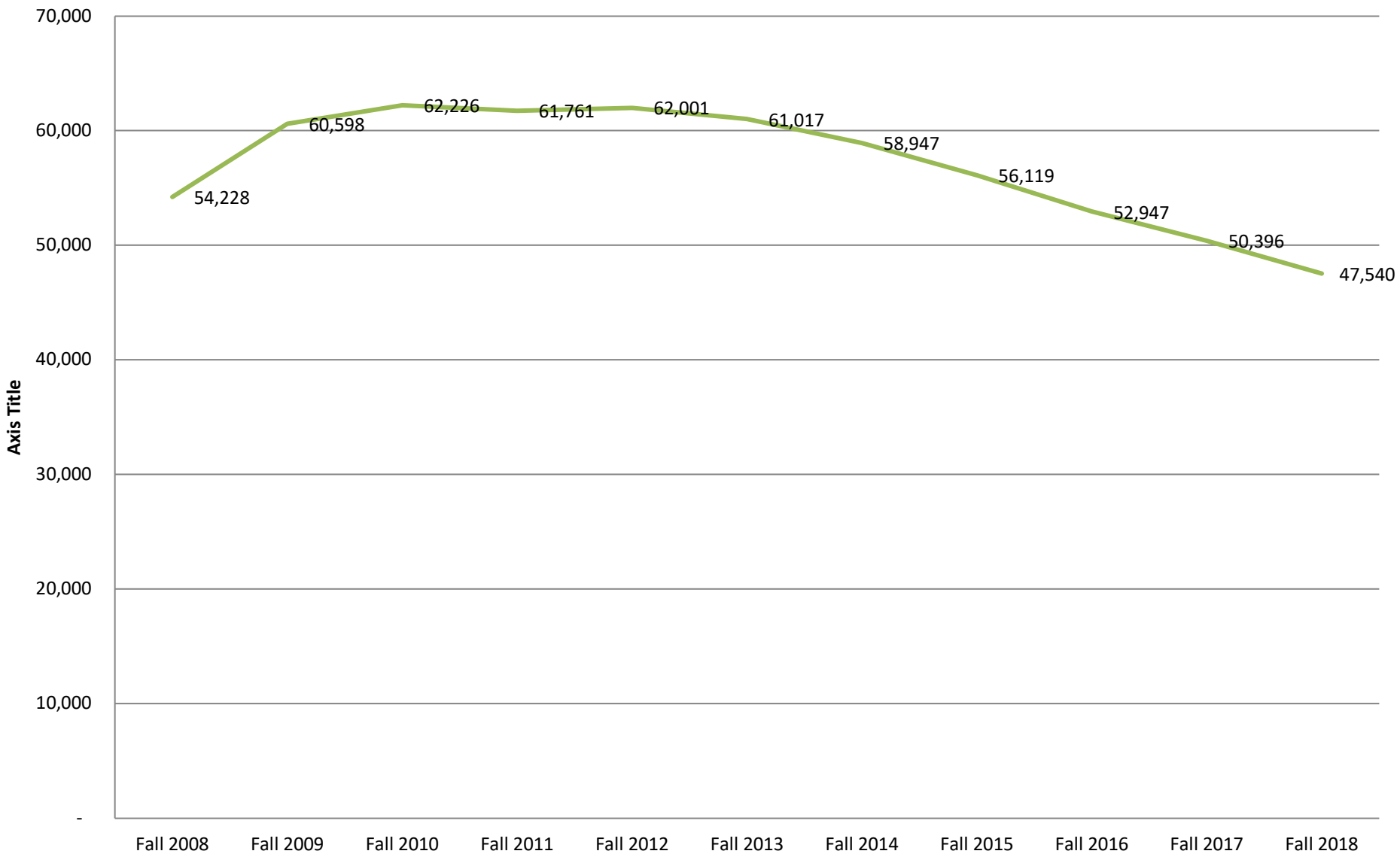
Fall Credit Full-time Enrollment (FTE) at Massachusetts Community Colleges

College enrollment has been declining for the past few years both in the state of Massachusetts and nationally. Research shows that our community colleges are seriously impacted by this downturn. According to the national clearing house research center, enrollment in the 2-year school dropped plummeted by more than 3% across the country last year compared to 2017. The state department of higher education estimates those drop-offs were even steeper in Massachusetts with enrollment dipping more than 4%. The causes of the downturn are due to demographics and the actual state of economy, which is almost at its full employment level.

The table below illustrates that the fall 2018 FTE enrollment decreased by 5.67% on average compared to fall 2017. The chart also shows that the fall student FTE has been dropping since 2013. Such a decline could be the result of students who opt for work in good economic time and a decrease in student age population. In fall 2018, Northern Essex has the highest drop in student FTE followed by Cape Cod, Berkshire, and Holyoke respectively.

Institution	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	% change of FTE fall 2017-fall 2018
Berkshire	1,413	1,556	1,634	1,557	1,501	1,379	1,295	1,237	1,127	1,058	967	-8.56%
Bristol	5,059	5,545	5,629	5,729	5,793	6,009	5,978	5,789	5,559	4,874	4,574	-6.17%
Bunker Hill	5,282	6,228	6,925	7,366	7,683	7,936	7,953	7,677	7,540	7,511	7,223	-3.83%
Cape Cod	2,537	2,711	2,628	2,454	2,362	2,286	2,101	2,032	1,827	1,837	1,669	-9.14%
Greenfield	1,366	1,562	1,617	1,547	1,485	1,345	1,268	1,224	1,147	1,039	1,036	-0.31%
Holyoke	4,458	5,074	5,006	4,822	4,829	4,560	4,371	4,197	3,833	3,648	3,339	-8.47%
Mass Bay	3,146	3,483	3,525	3,308	3,323	3,270	3,201	2,842	2,837	2,700	2,543	-5.81%
Massasoit	4,526	4,876	4,966	5,069	5,074	5,121	4,915	4,745	4,602	4,411	4,180	-5.23%
Middlesex	5,133	5,834	5,921	5,873	5,816	5,778	5,640	5,486	5,127	4,897	4,599	-6.09%
Mt. Wachusett	2,689	2,912	3,055	2,957	2,965	2,941	2,739	2,561	2,514	2,337	2,272	-2.81%
North Shore	4,454	5,023	5,099	4,970	4,847	4,776	4,421	4,127	3,714	3,601	3,380	-6.14%
Northern Essex	4,152	4,493	4,523	4,255	4,482	4,413	4,127	3,951	3,606	3,425	3,080	-10.06%
Quinsigamond	4,499	5,283	5,594	5,654	5,601	5,248	5,156	4,896	4,680	4,484	4,352	-2.95%
Roxbury	1,477	1,710	1,667	1,734	1,679	1,455	1,435	1,347	1,214	1,142	1,158	1.38%
Springfield Technical	4,039	4,310	4,439	4,468	4,562	4,500	4,348	4,011	3,620	3,433	3,169	-7.68%
Total	54,228	60,598	62,226	61,761	62,001	61,017	58,947	56,119	52,947	50,396	47,540	-5.67%

Massachusetts Community Colleges / Fall Student FTE Trends from 2008 to 2018



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 2019

<i>Rank</i>	<i>Average full-time faculty salaries spring 2016</i>	<i>Average full-time faculty salaries spring 2017</i>	<i>Average full-time faculty salaries spring 2018</i>	<i>Average full-time faculty salaries spring 2019</i>	<i>Percentage change spring 2018 to 2019</i>
Professor	\$72,283	\$75,068	\$74,285	\$73,183	-1.48%
Associate Professor	\$59,154	\$61,144	\$60,871	\$60,571	-0.49%
Assistant Professor	\$54,138	\$57,058	\$56,389	\$56,317	-0.13%

Instructor	\$49,582	\$54,387	\$54,800	\$54,920	0.22%
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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 2019, the average salary for a full-time faculty in the college system was \$66,070 versus a national average of \$67,092. Mount Wachusett has the highest average salary in spring 2019.

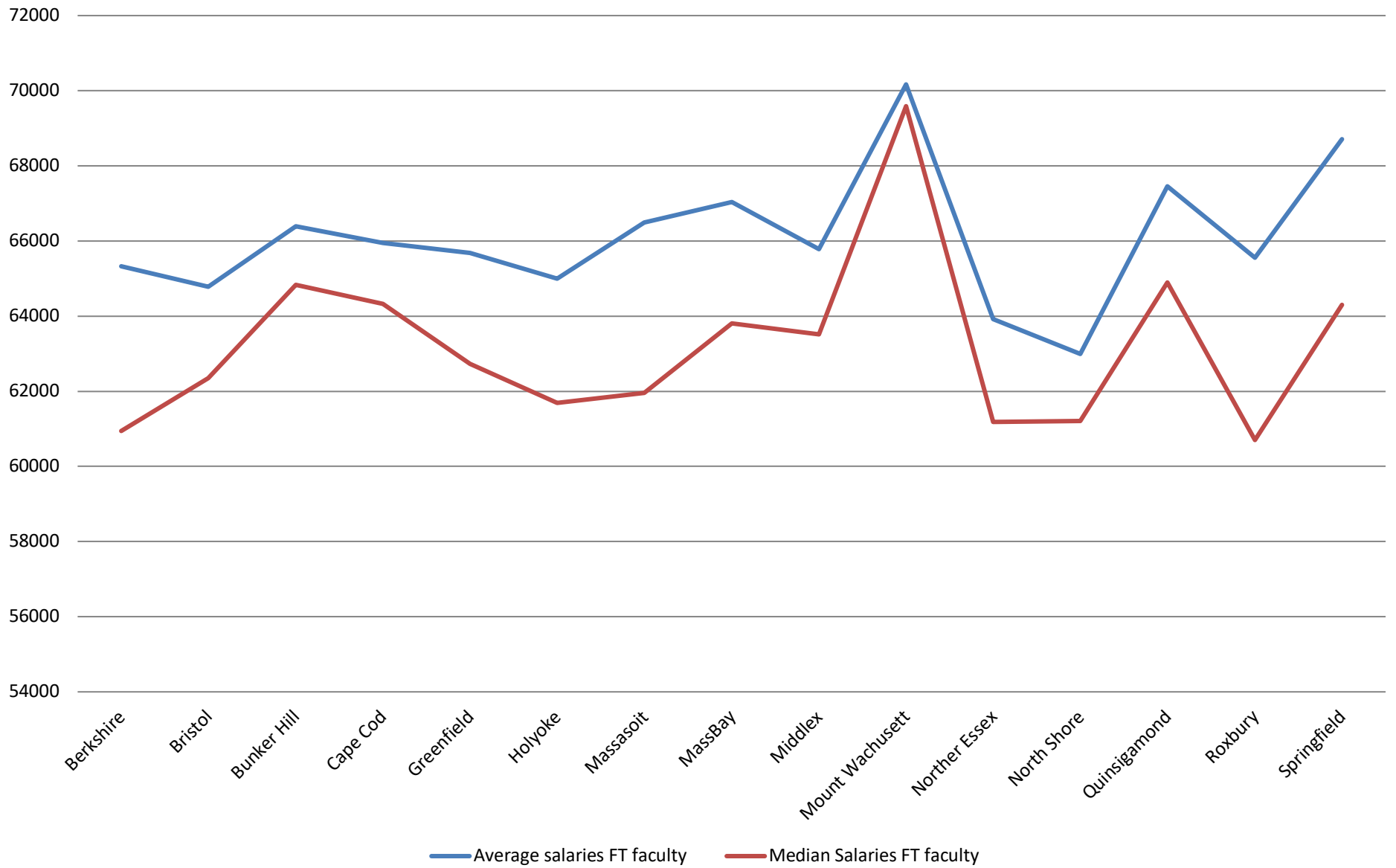
The chart below also shows that, in general, the median salary among faculty members is not substantially less than the average salaries. In other words, the distribution of faculty members by salary level is not highly skewed.

Colleges	Average Salaries for FT Faculty	Median Salaries for FT Faculty
Berkshire Community College	\$65,321	\$60,942
Bristol Community College	\$64,787	\$62,351
Bunker Hill Community College	\$66,390	\$64,837
Cape Cod Community College	\$65,942	\$64,328
Greenfield Community College	\$65,682	\$62,728
Holyoke Community College	\$64,992	\$61,694
Massasoit Community College	\$66,497	\$61,963
MassBay Community College	\$67,038	\$63,803
Middlesex Community College	\$65,780	\$63,512
Mount Wachusett Community College	\$70,168	\$69,588
Northern Essex Community College	\$63,922	\$61,184
North Shore Community College	\$62,994	\$61,207
Quinsigamond Community College	\$67,461	\$64,895

Roxbury Community College	\$65,555	\$60,703
Springfield Technical Community College	\$68,715	\$64,306

Source: HR/CMS payroll

Average and Median Salaries for Full-time Faculty



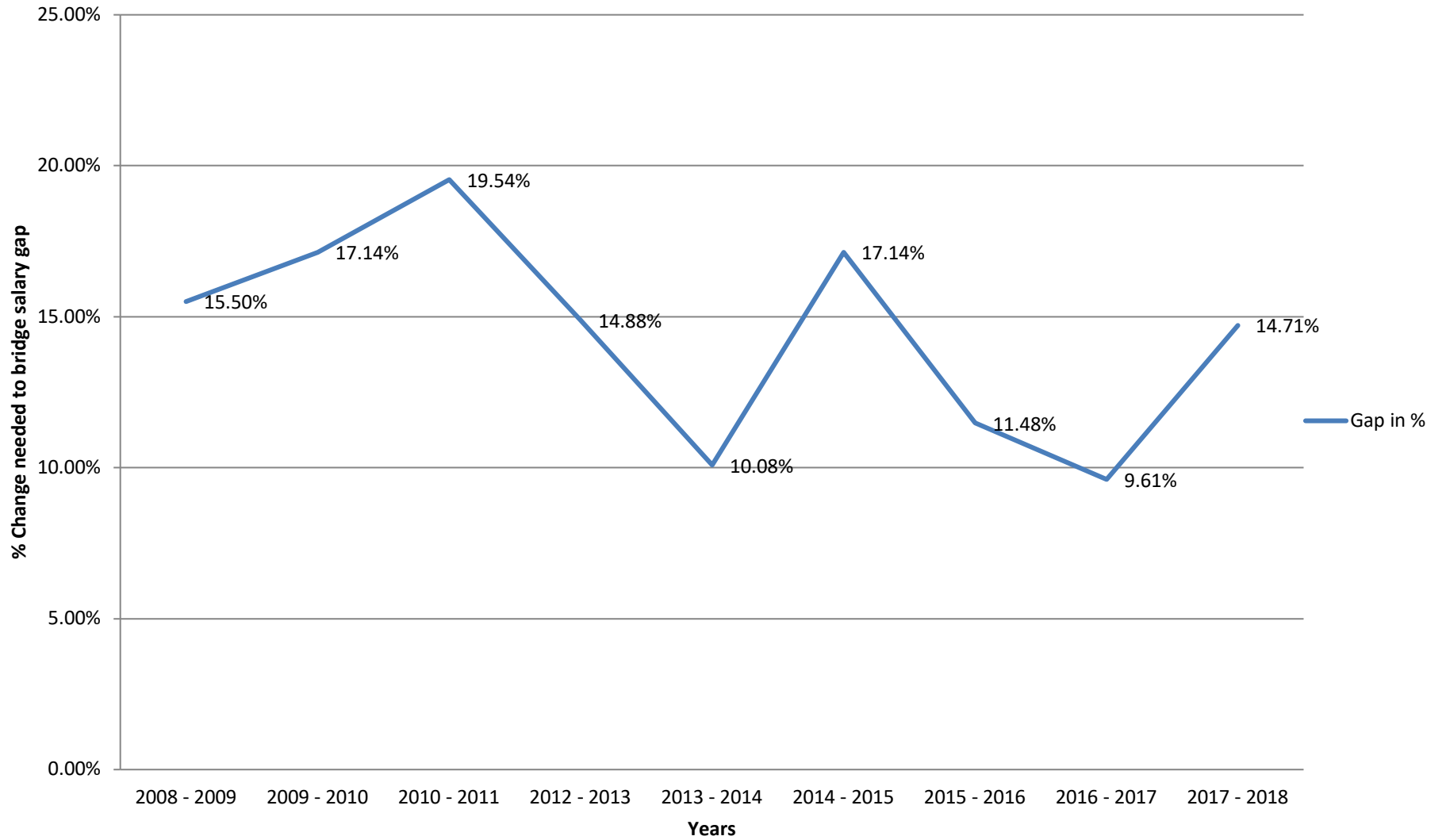
Full-time Faculty Salaries 75th Percentile in the community college system

The table below shows the faculty salaries 75th percentile for 2017-2018 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.

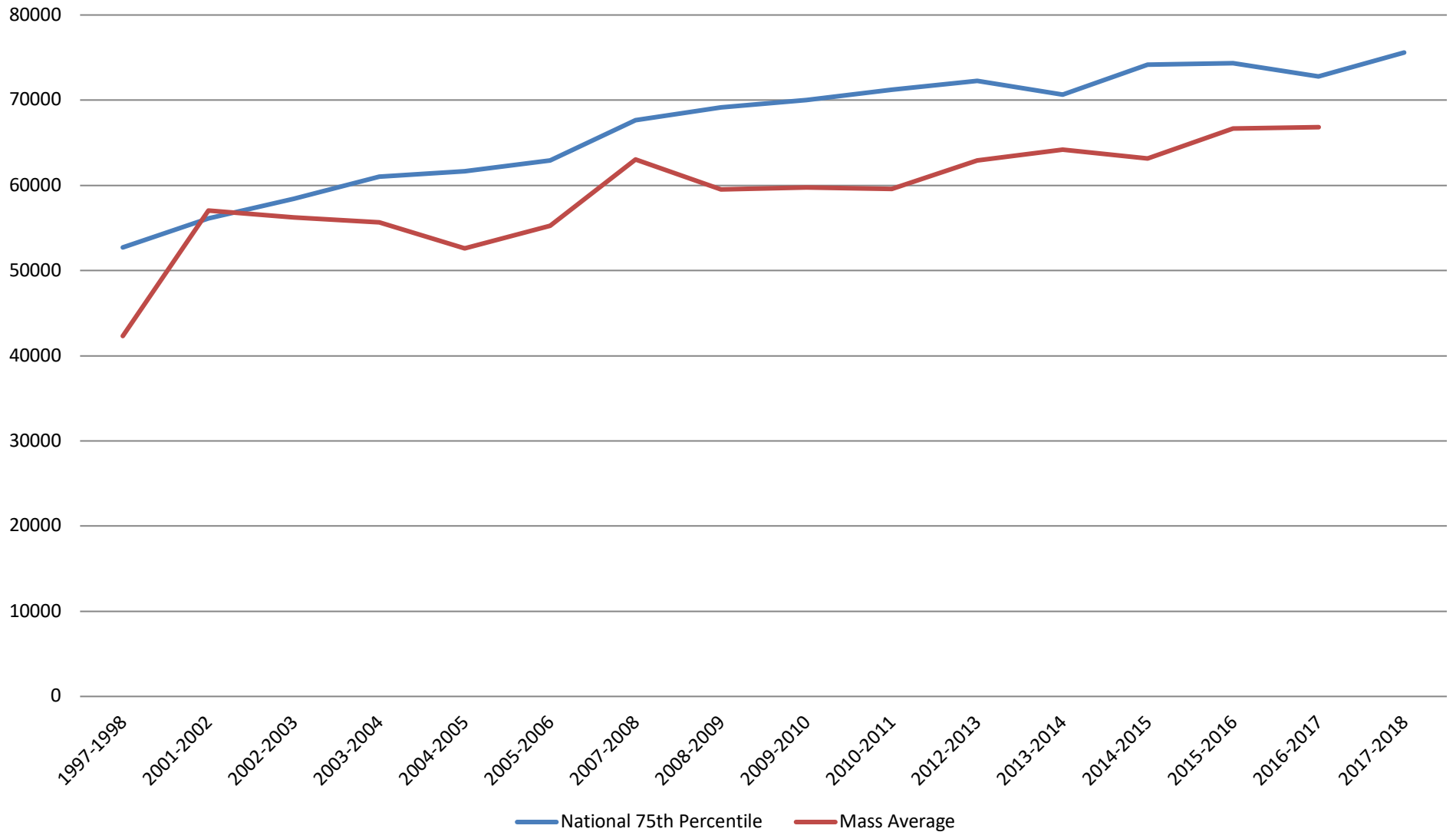
As of December 2018, full-time faculty salaries for the community colleges at Massachusetts were \$9,695 below the national 75th percentile. In order to bridge this gap, Massachusetts' public two-year faculty salaries should increase by 14.71%.

75th Percentile Year	IPEDS 07-08	IPEDS 08-09	IPEDS 09-10	IPEDS 10-11	IPEDS 12-13	IPEDS 13-14	IPEDS 14-15	IPEDS 15-16	IPEDS 16-17	IPEDS 17-18
Texas	\$54,724	\$56,234	\$55,839	\$55,269	\$58,336	\$57,524	\$62,883	\$61,182	\$59,250	\$61,353
Florida	61,693	62,136	62,107	62,388	63,653	59,830	65,829	66,552	65,306	65,104
Washington	54,251	57,214	57,362	57,626	57,300	57,035	58,650	60,481	59,231	64,402
Ohio	68,765	70,968	71,073	73,584	76,217	77,830	76,493	76,052	70,264	69,153
Pennsylvania	57,880	58,716	60,317	61,881	64,275	62,591	64,232	63,479	61,896	65,872
New York	79,671	80,344	72,584	73,684	73,684	79,952	83,787	85,155	83,918	85,126
Illinois	72,747	72,644	78,779	81,060	79,470	79,171	78,180	79,939	82,552	84,805
New Jersey	70,108	70,730	70,851	73,267	72,330	64,922	73,891	76,328	71,753	72,075
Michigan	74,105	77,504	83,250	84,170	84,170	76,752	87,334	84,947	78,950	82,219
California	82,450	85,246	87,904	89,112	93,126	91,136	90,598	89,077	94,466	105,823
Average	67,639	69,174	70,007	71,204	72,256	70,674	74,188	74,319	72,759	75,593
Massachusetts	\$63,052	\$59,550	\$59,762	\$59,565	\$62,904	\$64,205	\$63,154	\$66,665	\$66,831	\$65,898

% Changes in MCCC's average FT faculty pay - v.s - comparable states 75 th percentile: 2008 - 2018



National 75th percentile v.s. Massachusetts average salaries



Tuition at Massachusetts community college system from 2009 to 2019

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 2019 academic year at Roxbury has been set to \$26 per credit.

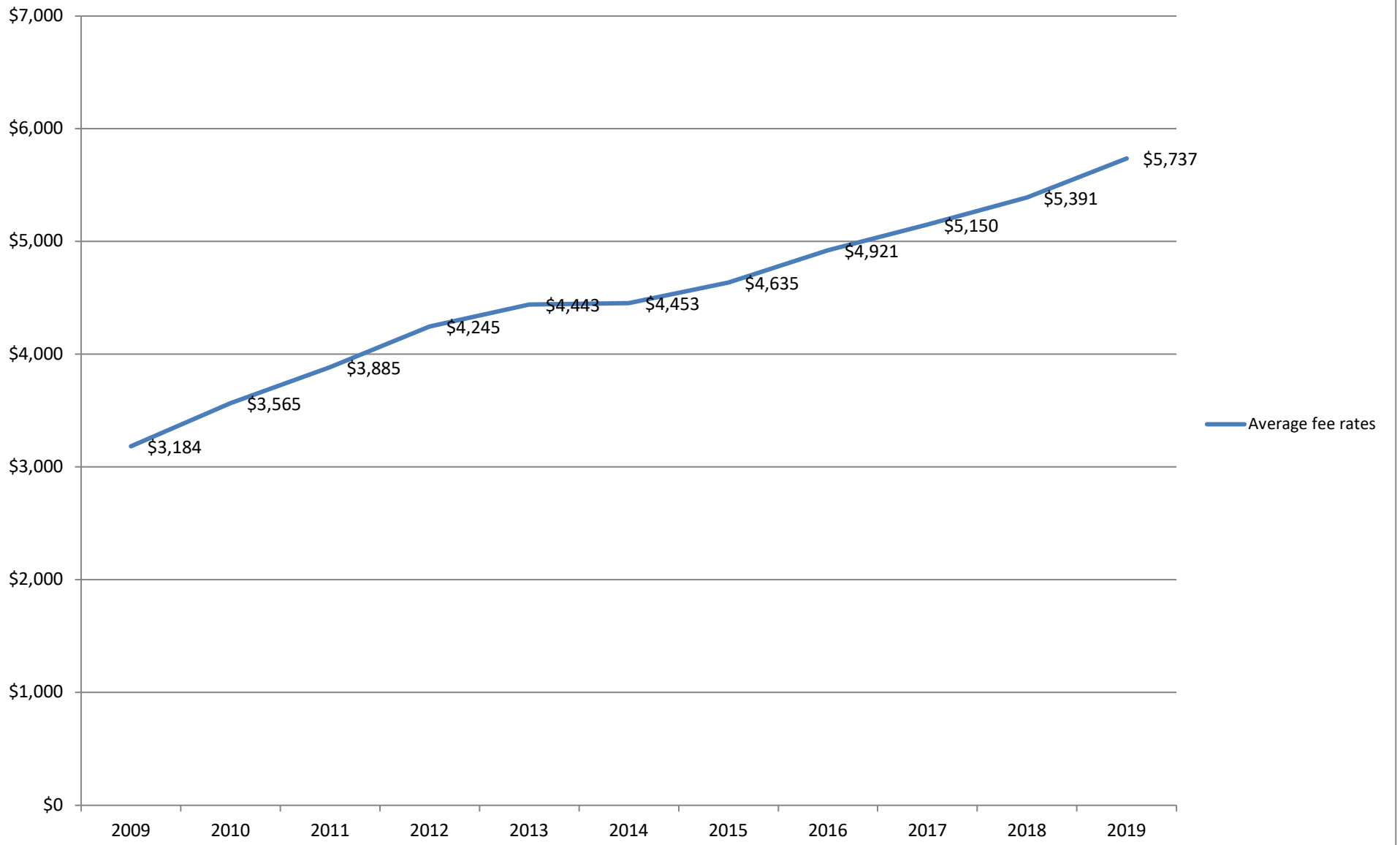
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	1 Year % Change
Berkshire	\$780	\$780	\$780	\$780	\$780	\$780	\$780	\$780	\$781	\$781	\$781	0%
Bristol	720	720	720	720	720	720	720	720	720	720	720	0%
Bunker Hill	720	720	720	720	720	720	720	720	720	720	720	0%
Cape Cod	720	720	720	720	720	720	720	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: 2009 - 2019

College fees continue to be the reason why the cost of attending community colleges at Massachusetts has been soaring over the years. From spring 2018 to 2019, the fee rate at the colleges increased by 6% on average. The three colleges with the highest fee increases from 2018 to 2019 are respectively Middlesex, Roxbury, and Cape Cod.

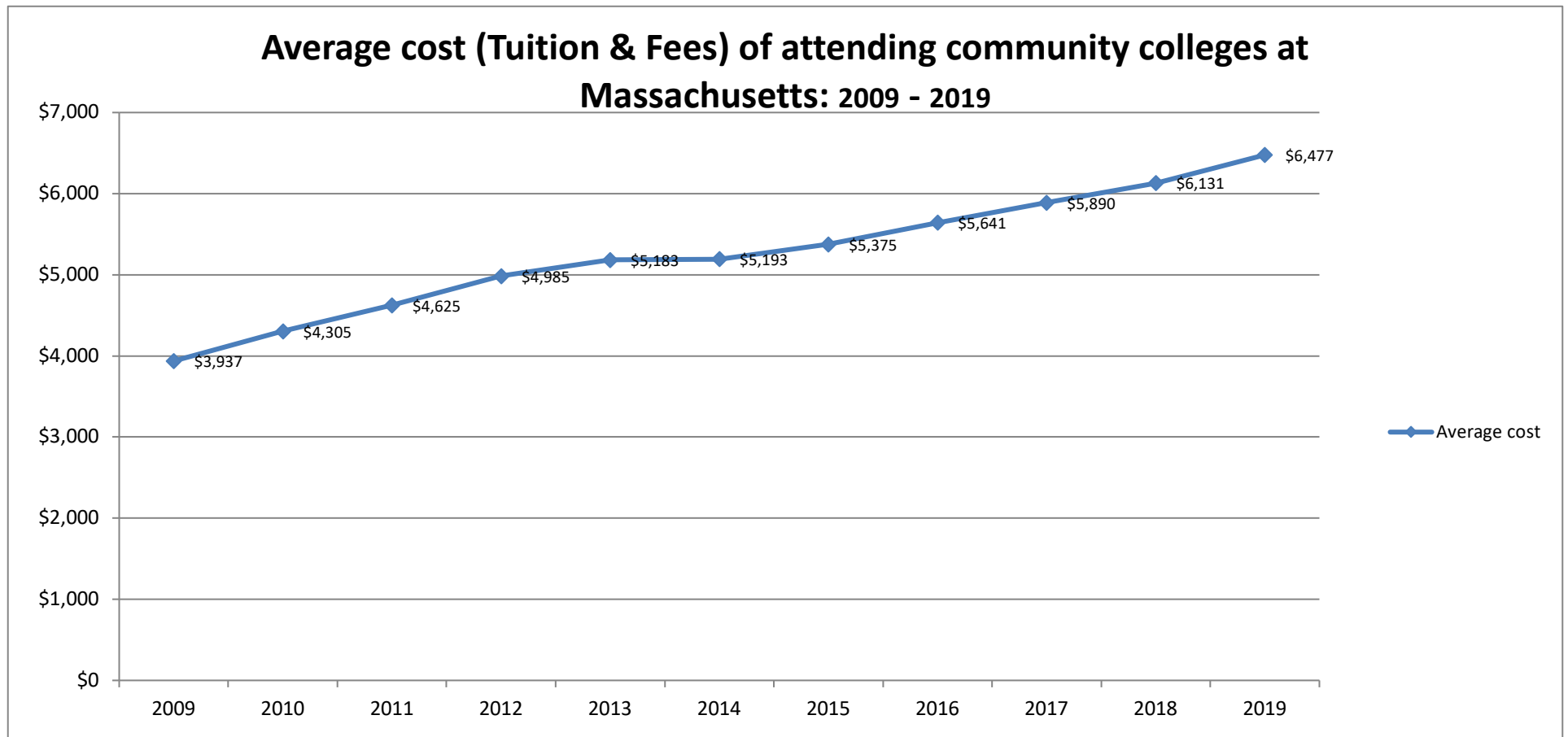
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	1 Year % Change
Berkshire	\$3,150	\$3,900	\$4,410	\$4,820	\$5,030	\$5,030	\$5,030	\$5,240	\$5,420	\$5,670	\$5,970	5%
Bristol	3,120	3,734	3,734	4,334	4,484	4,484	4,484	4,724	4,934	5,174	5,324	3%
Bunker Hill	2,760	3,060	3,210	3,510	3,510	3,510	3,510	3,750	4,140	4,560	4,900	7%
Cape Cod	3,360	3,600	3,810	4,190	4,370	4,370	4,546	4,546	4,682	4,952	5,610	13%
Greenfield	3,858	4,038	4,578	4,938	5,238	5,238	5,388	5,702	5,852	6,182	6,152	0%
Holyoke	2,838	3,078	3,330	3,570	3,700	3,700	4,030	4,430	4,850	5,040	5,340	6%
Mass Bay	3,890	3,890	3,890	4,580	4,580	4,580	4,580	4,880	5,270	5,640	5,640	0%
Massasoit	2,790	3,390	3,930	3,930	4,650	4,650	4,670	4,890	5,130	5,130	5,310	4%
Middlesex	3,290	3,830	4,130	4,430	4,610	4,610	4,760	4,910	5,180	5,270	6,680	27%
Mount												
Wachusett	3,790	4,240	4,690	4,840	4,990	4,990	5,200	5,350	5,500	6,050	6,200	2%
North Shore	3,000	3,360	3,900	4,110	4,320	4,320	4,920	4,920	5,410	5,530	5,800	5%
Northern												
Essex	2,760	3,120	3,480	3,660	3,960	4,110	4,970	5,110	5,380	5,650	5,810	3%
Quinsigamond	3,240	3,840	4,020	4,620	4,710	4,710	5,420	5,680	5,820	6,000	6,060	1%
Roxbury	2,970	3,210	3,530	4,122	4,130	4,130	4,130	4,690	4,690	4,700	5,710	21%
STCC	2,946	3,186	3,636	4,026	4,356	4,356	4,356	4,686	4,986	5,316	5,556	5%
CC Averages	\$3,184	\$3,565	\$3,885	\$4,245	\$4,443	\$4,453	\$4,666	\$4,901	\$5,150	\$5,391	\$5,737	6%

Average fees for community colleges at Massachusetts: 2009- 2019



Cost of attending community colleges at Massachusetts from 2009 to 2019

The graph below shows that the cost of attending community colleges has been on the rise since 2009. From 2018 to 2019, the cost of enrolling in a community college as a full-time student went up by 6 percent on average. It should also be noted that Middlesex, Roxbury, and Cape Cod have respectively the highest total cost increases from 2018 to 2019.



Numbers of Job Titles within the Classification System as of Spring 2019

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	6	HB1402	41		Enrollment Counselor	3	HB2122	6
Academic Counselor	5	HB1051	130		ESL Skills Specialist	4	HB1049	0
Admissions Coordinator	6	HB0601	9		Financial Aid Assistant	2	HB1155	2
Admissions Counselor	3	HB1181	9		Financial Aid Counselor	2	HB1069	6
Assessment Assistant	3	HB1905	1		Fitness Center Coordinator	2	HB2306	1
Assessment Officer	4	HB1100	7		Grants Writer	4	HB1084	3
Assist Coord. Student Activity	3	HB1132	2		Health Care Counselor	3	HB1190	2
Assistant Librarian	3	HB1203	1		Help Desk Technician	2	HB1630	4
Assistant Registrar	2	HB1430	0		Instructional Support Tech	2	HB1218	3
Biology Laboratory Technician	2	HB1210	9		Lead Teacher/Children Center	3	HB1242	5
Career Development Counselor	4	HB1109	10		Learn Disabilities Special/Transition	6	HB2140	4
Career Placement Counselor	3	HB1108	9		Learn. Specialist Disability Services	5	HB1119	8
Career Services Representative	2	HB2100	0		Learning Specialist	5	HB1106	95
Career/Vets Affair Counselor	4	HB1161	4		Librarian	5	HB111	14

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Community/Outreach Counselor	9	HB1820	9		Literary Specialist/Adult Education	4	HB2014	5
Coord. Alternative Studies		HB1528	2		Programmer	4	HB1608	0
Coord. Career Plan & Placement	6	HB1446	14		Programmer/Analyst*	5	HB1607	1
Coord. Cooperative Education	4	HB1316	1		Publications Coordinator	2	HB1118	0
Coord. Returning Adults Center	5	HB1648	0		Recruitment Counselor	3	HB1142	6
Coordinator Academic Computing	6	HB1208	2		Reference Librarian	5	HB1135	14
Coordinator Athletics	6	HB1121	3		Senior Academic Counselor	6	HB1125	27
Coordinator College Graphics	3	HB1196	2		Senior Admissions Counselor	4	HB1120	13
Coordinator Disability Services	6	HB1148	18		Senior Financial Aid Counselor	4	HB1192	9
Coordinator Financial Aid	6	HB0602	10		Senior Learning Specialist/Critical Thinking	5	HB1147	3
Coordinator Fine Arts Center	6	HB1227	0		Senior Programmer	6	HB1614	3
Coordinator Forensic Lab.	6	HB1143	2		Senior Special Programs Coord.	5	HB1104	50
Coordinator Health Services	6	HB1124	7		Senior Staff Assistant	3	HB1212	11
Coordinator Instructional Tech	7	HB1111	11		Senior Technical Specialist*	6	HB1639	5
Coordinator Learning Resources	5	HB1088	14		Special Programs Coordinator	4	HB1112	75
Coordinator Library Services	6	HB0603	29		Sr Community/Outreach Counsel	4	HB1404	2

Coordinator MultiCulturalCntr	5	HB1226	3		Staff Assistant	2	HB116 0	26
Coordinator Student Activities	5	HB1116	11		Student Activity Officer	2	HB222 0	3
Coordinator Student Assessment	6	HB1232	11		Teacher/Children Center	2	HB124 4	5
Coordinator of Transfer and Articulation	6	HB0604	0		Technical Services Librarian	5	HB112 2	1
Coordinator TV Programming	3	HB1248	1		Technical Specialist	5	HB115 8	10
Disabilities Counselor	5	HB1128	7		Transfer Counselor	5	HB112 6	7
					Travel Agent Program Coordinator	2	HB182 6	0

