



# Research Report

Fall 2023

This report has been 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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**9/4/2024**

## Classification and Point-Calculation Forms

From January to December 2023, one hundred-ninety-one (191) point-calculation forms were received from the community college system. 59% of those new full-timers were hired approximately at the classification salary; 40 percent of the hiring salaries were above the classification salary; and only 1 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. The table below illustrates the analysis of the classification forms for new hires.

### M002/M004's Received from January through December 2023

Numbers of M002/M004's	Total Forms (190)	Criteria	Percentage
Number of forms matching the classification	112	Salary difference $\geq$ \$ 0 and less than \$1000	59%
Number of forms above the classification salary	76	Salary difference $\geq$ \$1000	40%
Number of forms below the classified salary	3	Less than zero	1% (also include PT positions)

Source: Info from the colleges

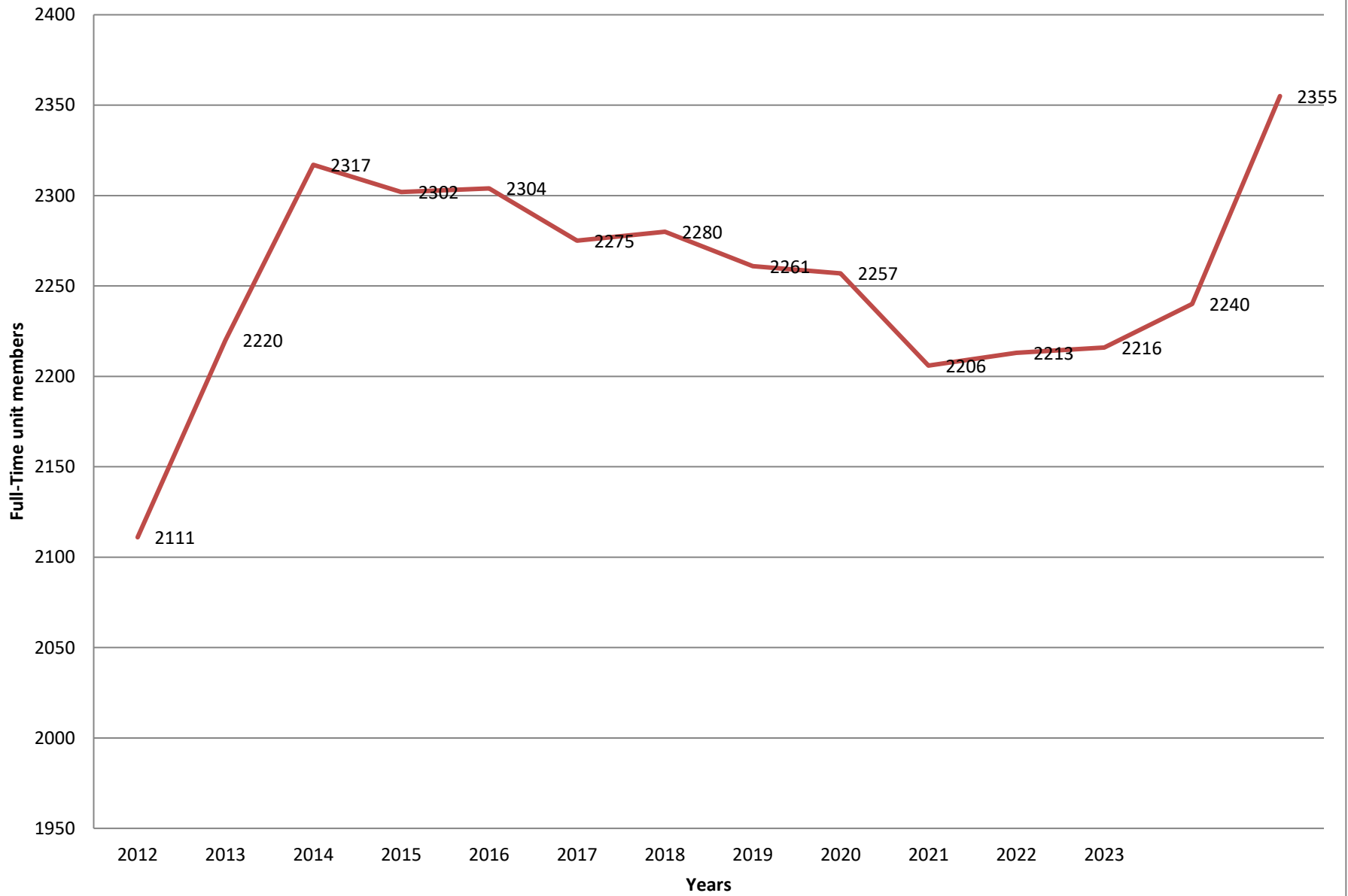
## Full-time members and non-members in the college system from fall 2021 to fall 2023

The table below is a breakdown of full-time members and non-members per college. Compared to fall 2022, the total of full-time members and non-members increased by 5% in fall 2023. It's worth noting that the upward trend in the total full-time members is largely due to a modest increase in full-time non-members since fall 2020.

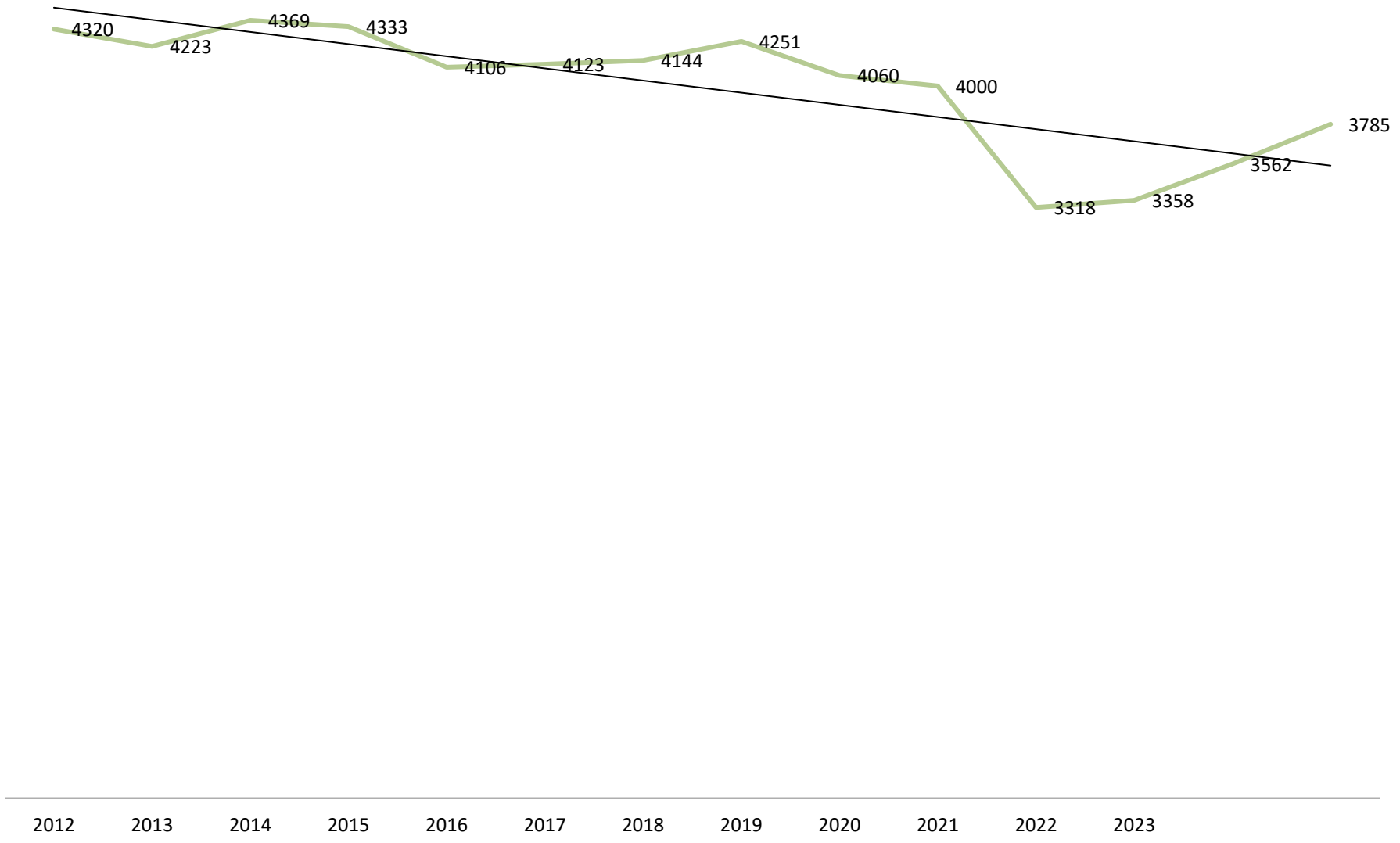
	Fall 2021			Fall 2022			Fall 2023		
College names	FT Union	Non-Union	Total	FT Union	Non-Union	Total	FT Union	Non-Union	Total
Berkshire	68	14	82	64	20	84	61	31	92
Bristol	156	33	189	148	40	188	143	42	185
Bunker Hill	183	52	235	174	59	233	171	63	234
Cape Cod	87	9	96	84	19	103	86	17	103
Greenfield	75	14	89	74	6	80	77	17	94
Holyoke	149	23	172	137	33	170	140	47	187
MassBay	72	35	107	71	50	121	71	63	134
Massasoit	147	17	164	129	24	153	138	24	162
Middlesex	165	3	168	157	4	161	161	5	166
Mount Wachusett	114	11	125	122	10	132	128	23	151
North Shore	159	25	184	144	47	191	142	57	199
Northern Essex	121	46	167	123	53	176	116	72	188
Quinsigamond	185	15	200	177	22	199	176	31	207
Roxbury	50	15	65	59	18	77	58	21	79
Springfield Tech.	158	15	173	147	25	172	149	25	174
<b>TOTAL</b>	<b>1889</b>	<b>327</b>	<b>2216</b>	<b>1810</b>	<b>430</b>	<b>2240</b>	<b>1817</b>	<b>538</b>	<b>2355</b>

Source: Information from MCCC central office

# Full-time Trends from 2012 to 2023



# Adjuncts Trends 2012 to 2023



## Full-time College Administrators to Faculty Ratios from 2010 to 2023

The chart below illustrates the hiring practices of the colleges when it comes to full-time administrators and faculty. As can be seen, Mount Wachusett, Middlesex, MassBay and Roxbury have respectively the highest full-time college administrator to faculty ratios despite the adjustment made in the computations of those numbers. Springfield has the lowest full-time college administrator to faculty ratios following the exclusion of the non-managerial NUP positions.

	Bunker Hill				Berkshire		
Year	FT Faculty	FT Admin	Admin to Faculty Ratios	FT Faculty	FT NUP	Admin to Faculty Ratios	
2010	140	62	44%	54	43	80%	
2011	140	67	48%	51	46	90%	
2012	142	77	54%	53	45	85%	
2013	155	85	55%	52	47	90%	
2014	156	83	53%	56	47	84%	
2015	157	84	54%	56	47	84%	
2016	150	90	60%	53	51	96%	
2017	147	91	62%	58	49	84%	
2018	183	98	54%	52	42	81%	
2019	146	107	73%	52	35	67%	
2020	148	110	74%	57	33	58%	
2021	143	113	79%	54	33	61%	
2022	143	115	80%	49	28	57%	
2023	133	80	60%	48	35	73%	
<b>Average Admin to Fac Ratio</b>			<b>57.36%</b>			<b>77.92%</b>	

	Bristol			Cape Cod		
Year	FT Faculty	FT Admin	Admin to Faculty Ratios	FT Faculty	FT NUP	Admin to Faculty Ratios
2010	110	74	67%	74	48	65%
2011	118	84	71%	71	46	65%
2012	125	91	73%	72	50	69%
2013	131	98	75%	73	53	73%
2014	137	75	55%	68	49	72%
2015	127	80	63%	67	50	75%

2016	126	80	63%	65	50	77%
2017	129	79	61%	69	55	80%
2018	126	75	60%	71	52	73%
2019	125	68	54%	70	55	79%
2020	116	75	65%	67	58	87%
2021	115	79	69%	64	55	86%
2022	110	75	68%	65	58	89%
2023	107	77	72%	66	34	52%
<b>Average Admin to Fac Ratio</b>			<b>65.43%</b>			<b>74.29%</b>

	Greenfield			Holyoke		
Year	FT Faculty	FT Admin	Admin to Faculty Ratios	FT Faculty	FT NUP	Admin to Faculty Ratios
2010	59	36	61%	131	94	72%
2011	62	38	61%	131	85	65%
2012	60	37	62%	129	81	63%
2013	62	36	58%	125	81	65%
2014	56	36	64%	126	82	65%
2015	60	38	63%	131	81	62%
2016	58	38	66%	128	80	63%
2017	56	31	55%	128	86	67%
2018	50	31	62%	124	91	73%
2019	49	34	69%	118	88	75%
2020	51	33	65%	116	80	69%
2021	45	40	89%	107	78	73%
2022	41	41	100%	103	56	54%
2023	44	49	111%	100	60	60%
<b>Average Admin to Fac Ratio</b>			<b>70.49%</b>			<b>66.07%</b>

	MassBay			Massasoit		
Year	FT Fac	FT Admin	Admin to Faculty Ratios	FT Fac	FT NUP	Admin to Faculty Ratios
2010	82	82	100%	117	82	70.09%
2011	90	88	98%	111	86	77.48%
2012	85	88	104%	116	90	77.59%

2013	85	93	109%	125	92	73.60%
2014	78	43	55%	128	104	81.25%
2015	76	43	57%	127	53	41.73%
2016	74	80	108%	126	66	52.38%
2017	70	83	119%	113	64	56.64%
2018	70	80	114%	115	57	49.57%
2019	67	82	122%	113	90	79.65%
2020	72	81	113%	106	96	90.57%
2021	69	83	120%	102	87	85.29%
2022	71	84	118%	98	78	79.59%
2023	74	89	120%	99	83	83.84%
<b>Average Admin to Fac Ratio</b>			<b>104.08%</b>			<b>71.38%</b>

Year	Middlesex			Mt. Wachusett		
	FT Fac	FT Admin	Admin to Faculty Ratios	FT Fac	FT NUP	Admin to Faculty Ratios
2010	121	148	122%	73	110	151%
2011	124	141	114%	74	108	146%
2012	123	154	125%	73	112	153%
2013	125	157	126%	74	123	166%
2014	133	159	120%	78	117	150%
2015	126	152	121%	75	116	155%
2016	222	136	61%	73	112	153%
2017	123	109	89%	74	112	151%
2018	118	115	97%	72	108	150%
2019	121	117	97%	65	104	160%
2020	111	115	104%	61	103	169%
2021	104	110	106%	63	90	143%
2022	101	109	108%	67	87	130%
2023	104	99	95%	60	61	102%
<b>Average Admin to Fac Ratio</b>			<b>105.97%</b>			<b>148.50%</b>

Year	North Shore			Northern Essex		
	FT Fac	FT Admin	Admin to Faculty Ratios	FT Fac	FT NUP	Admin to Faculty Ratios





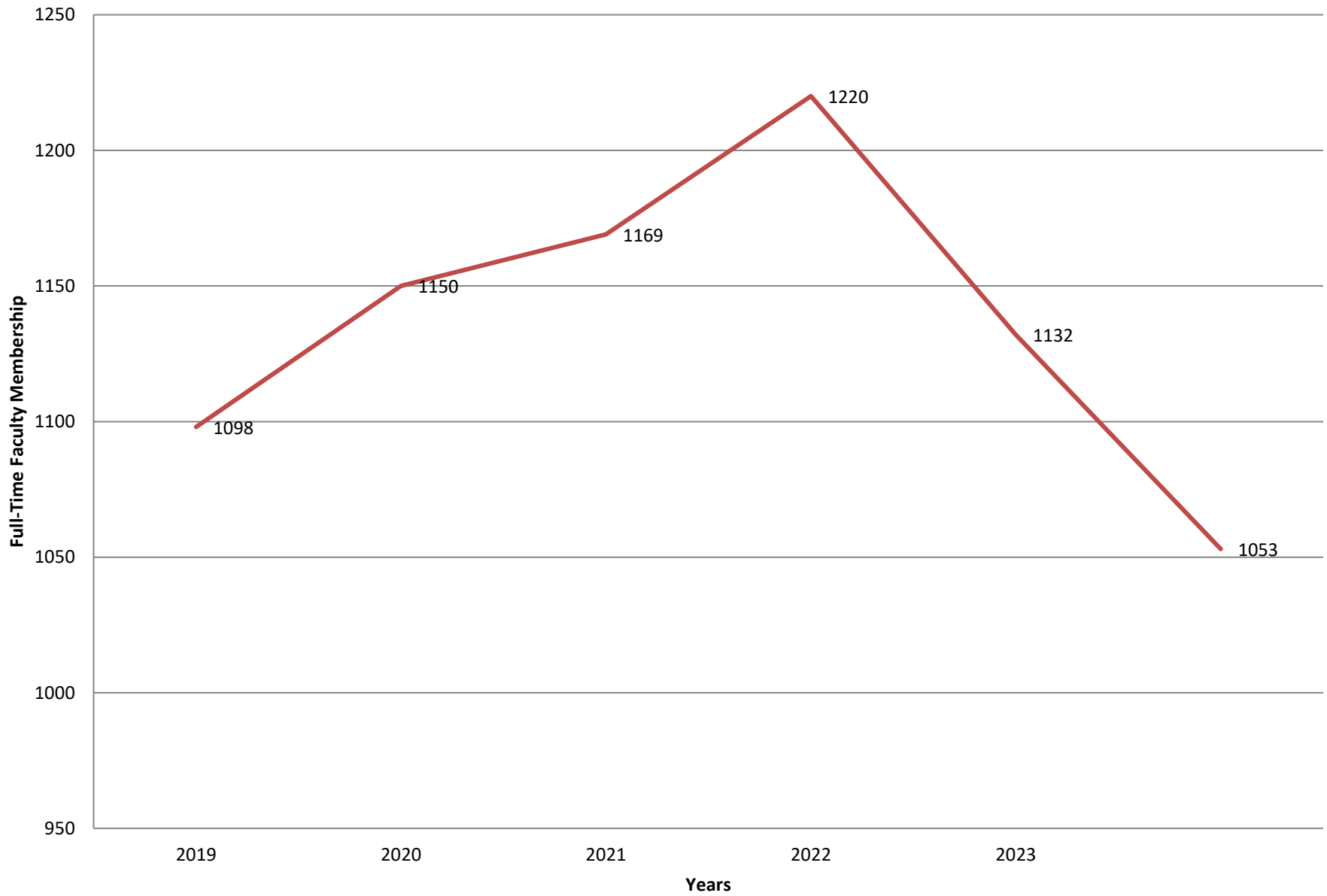
	Roxbury		
Year	FT Fac	FT Admin	Admin to Faculty Ratios
2010	128	103	80.47%
2011	127	101	79.53%
2012	136	106	77.94%
2013	135	115	85.19%
2014	136	115	84.56%
2015	139	119	85.61%
2016	141	105	74.47%
2017	37	51	137.84%
2018	37	31	83.78%
2019	39	47	120.51%
2020	40	59	147.50%
2021	38	46	121.05%
2022	38	46	121.05%
2023	41	63	153.66%
<b>Average Admin to Fac Ratio</b>			<b>103.80%</b>

## Full-time college administrator in the college system since 2019

According to the chart below, the numbers of full-time college administrators declined by 7% on average in fall 2023 to stop a growing trend since 2019. Perhaps the decline is due to the way colleges were asked to count the numbers of college administrators hired since 2022. This will have to be monitored in the future before a firm conclusion can be made.

College names	# FT College Administrators Fall 2019	# FT College Administrators Fall 2020	# FT College Administrators Fall 2021	# FT College Administrators Fall 2022	# FT College Administrators Fall 2023	# FT College Administrators % change Fall 2022 to Fall 2023
Berkshire	35	33	33	28	35	25%
Bristol	68	75	79	75	77	3%
Bunker Hill	107	110	113	125	80	-36%
Cape Cod	55	58	55	58	34	-41%
Greenfield	34	33	40	41	49	20%
Holyoke	88	80	78	56	60	7%
Massasoit	90	91	87	78	83	6%
MassBay	82	81	83	84	89	6%
Middlesex	117	115	110	109	104	-5%
Mount Wachusett	104	103	90	87	61	-30%
North Shore	83	84	83	91	98	8%
Northern Essex	110	110	114	74	48	-35%
Quinsigamond	115	112	118	123	124	1%
Roxbury	47	59	46	46	63	37%
Springfield Tech.	15	25	91	57	48	-16%
<b>TOTAL</b>	<b>1150</b>	<b>1169</b>	<b>1220</b>	<b>1132</b>	<b>1053</b>	<b>-7%</b>

## Full-time Administrators Trends from 2019 to 2023

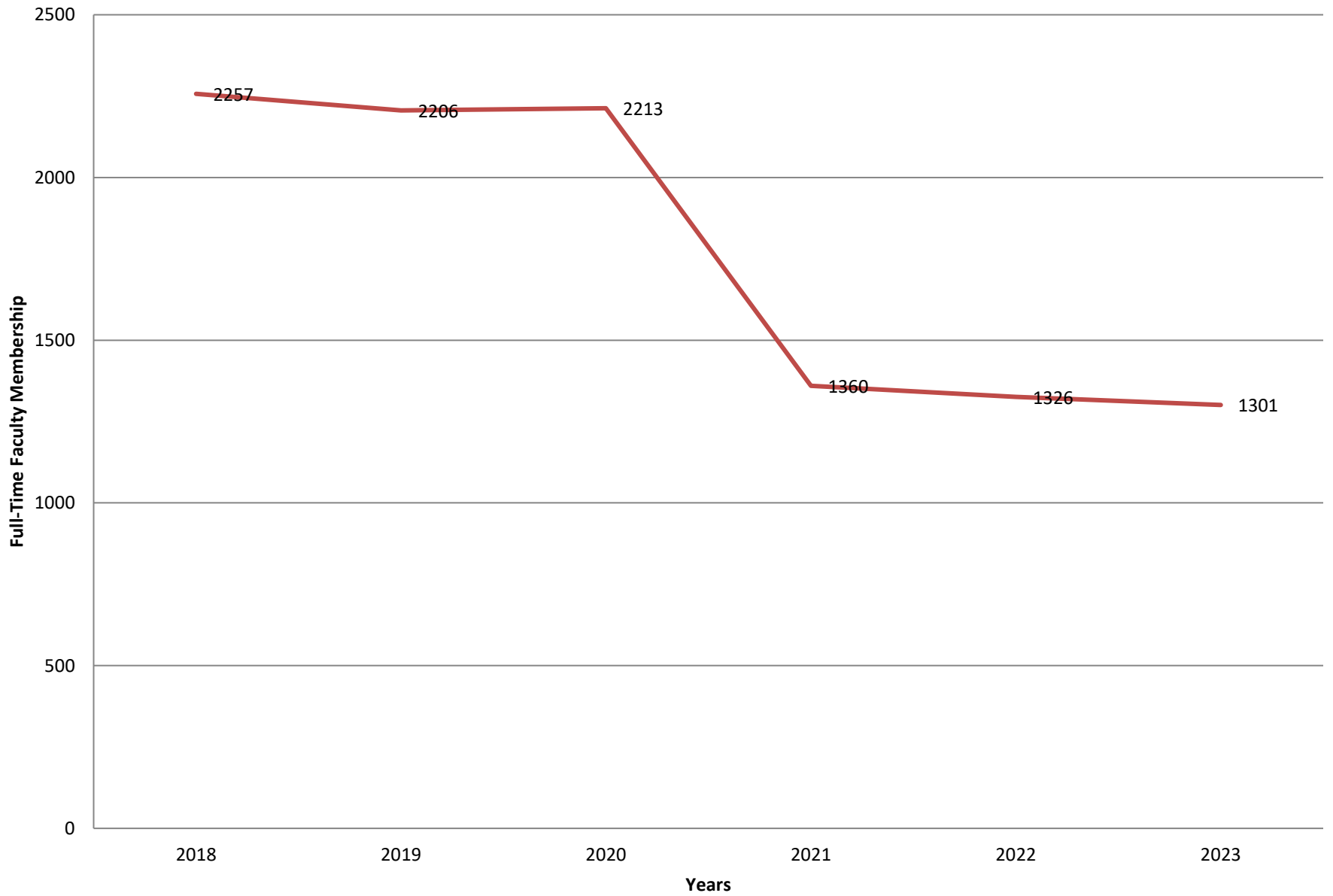


## Full-time faculty in the college system since 2018

The table below shows that the numbers of full-time faculty members have been systematically declining for the past six years. It appears that COVID 19 has taken a toll on the full-time faculty hiring throughout the college system. From fall 2022 to fall 2023, the number of full-time faculty in the college system declined by 2% on average.

College Names	# FT Faculty Fall 2018	# FT Faculty Fall 2019	# FT Faculty Fall 2020	# FT Faculty Fall 2021	# FT Faculty Fall 2022	# FT Faculty Fall 2023	% change in # FT Faculty Fall 2022 to Fall 2023
Berkshire	52	52	57	54	49	48	-2%
Bristol	126	125	116	115	110	107	-3%
Bunker Hill	183	146	148	143	143	133	-7%
Cape Cod	71	70	67	64	65	66	2%
Greenfield	50	49	51	45	41	44	7%
Holyoke	124	118	116	107	103	100	-3%
Mass Bay	70	67	72	69	71	74	4%
Massasoit	115	113	106	102	98	99	1%
Middlesex	118	121	111	104	101	99	-2%
Mount Wachusett	72	65	61	63	67	60	-10%
North Shore	122	120	119	117	116	111	-4%
Northern Essex	95	87	79	84	79	79	0%
Quinsigamond	134	136	135	134	130	128	-2%
Roxbury	37	39	40	38	38	41	8%
Springfield Tech.	138	133	124	121	115	112	-3%
<b>TOTAL</b>	<b>1507</b>	<b>1441</b>	<b>1402</b>	<b>1360</b>	<b>1326</b>	<b>1301</b>	<b>-2%</b>

## Full-time Faculty Trends from 2018 to 2023

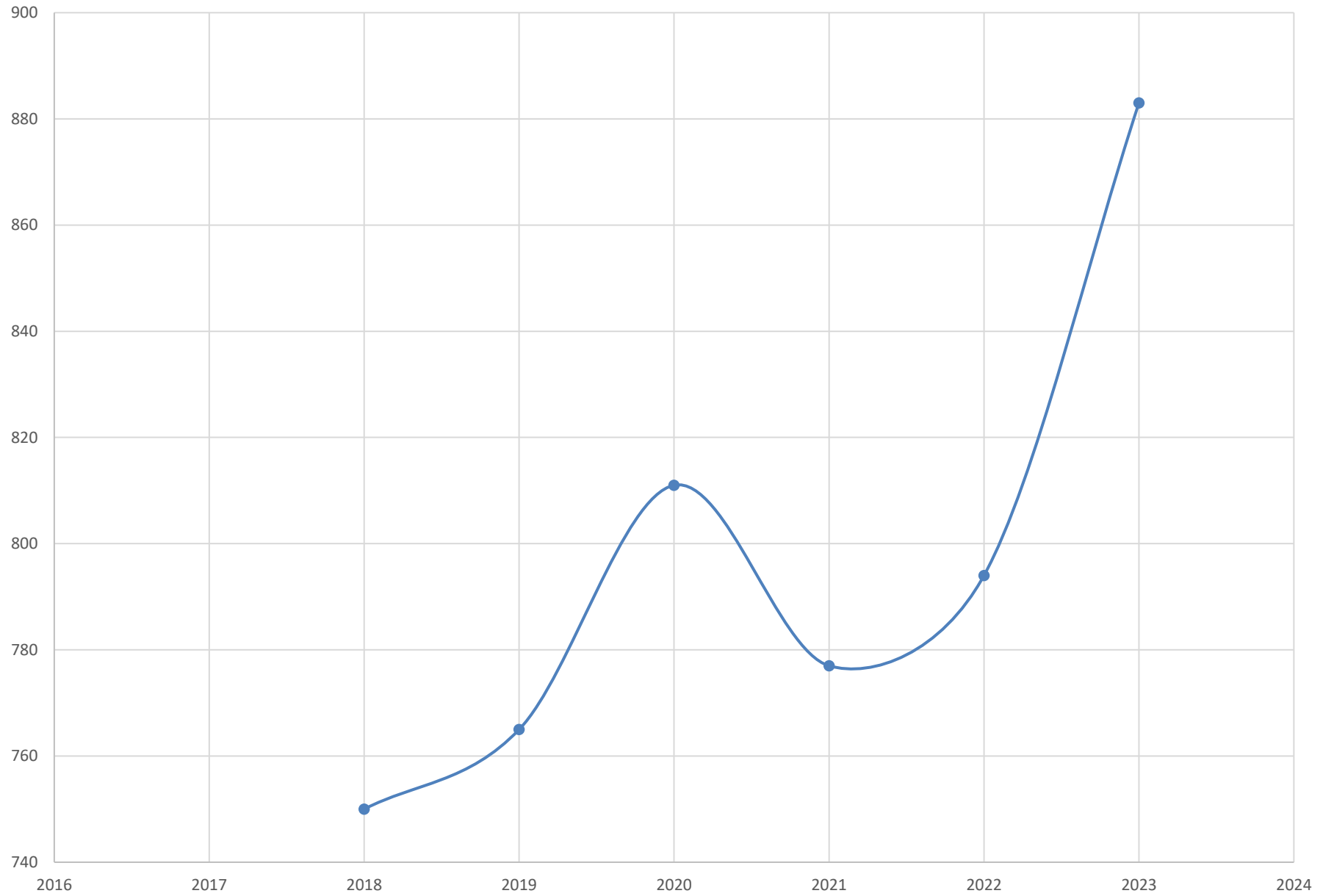


## Full-time professional staff in the college system since 2018

The graph below shows that when compared to fall 2022, the numbers of full-time professional staff rose by 11% in fall 2023. Overall, full-time professional staff hiring has reached its highest point in the college system since 2018.

College names	# FT Prof. Staff Fall 2018	# FT Prof. Staff Fall 2019	# FT Prof. Staff Fall 2020	# FT Prof. Staff Fall 2021	# FT Prof. Staff Fall 2022	# FT Prof. Staff Fall 2023	% change in # FT Prof. Staff Fall 2022 to Fall 2023
Berkshire	22	22	23	34	29	39	34%
Bristol	49	50	61	67	72	64	-11%
Bunker Hill	86	96	99	94	92	87	-5%
Cape Cod	26	24	26	23	38	36	-5%
Greenfield	23	26	24	36	35	41	17%
Holyoke	57	56	57	60	60	70	17%
Mass Bay	32	30	32	32	41	48	17%
Massasoit	58	59	54	58	48	54	13%
Middlesex	57	55	60	60	59	63	7%
Mount Wachusett	44	51	57	60	63	84	33%
North Shore	63	62	62	61	64	62	-3%
Northern Essex	55	54	67	58	65	83	28%
Quinsigamond	65	67	58	70	67	66	-1%
Roxbury	21	23	23	23	23	29	26%
Springfield Tech.	92	90	108	41	38	57	50%
<b>TOTAL</b>	<b>750</b>	<b>765</b>	<b>811</b>	<b>777</b>	<b>794</b>	<b>883</b>	<b>11%</b>

*Full-time Professional Staff Trends from 2018 to 2023*





## Student FTE to Full-time Faculty ratio for fall 2022 & fall 2023

The tables below show on average an increase in the numbers of student to faculty ratios collegewide from fall 2022 to fall 2023. Among all the colleges, MassBay has the highest ratio of student to faculty in fall 2023, followed respectively by MWCC, RCC, and BHCC. On the other hand, MASCC has the lowest student to faculty ratio over that same time period.

	Student FTE Fall 2022	Full-time Faculty Fall 2022	Student to Faculty Ratio Fall 2022		Student FTE Fall 2023	Full-time Faculty Fall 2023	Student to Faculty Ratio Fall 2023
Berkshire	734	49	15:1	Berkshire	817	48	17:1
Bristol	3447	110	31:1	Bristol	3602	107	34:1
Bunker Hill	4907	143	34:1	Bunker Hill	5221	133	39:1
Cape Cod	1297	65	20:1	Cape Cod	1437	66	22:1
Greenfield	762	41	19:1	Greenfield	836	44	19:1
Holyoke	2065	103	20:1	Holyoke	2170	100	22:1
Massasoit	2739	98	28:1	Massasoit	2298	99	23:1
MassBay	1956	71	28:1	MassBay	2829	74	38:1
Middlesex	3540	101	35:1	Middlesex	3672	99	37:1
Mount Wachusett	1630	67	24:1	Mount Wachusett	1857	60	31:1
North Shore	2383	116	21:1	North Shore	2543	111	23:1
Northern Essex	2341	79	30:1	Northern Essex	2463	79	31:1
Quinsigamond	3561	130	27:1	Quinsigamond	3752	128	29:1
Roxbury	668	38	18:1	Roxbury	986	41	24:1
Springfield	2462	115	21:1	Springfield	2833	112	25:1

Source: Information reported by the colleges

## DCE v.s Non-DCE members in the college system from fall 2019 to 2023

The graph below provides a snapshot of pure DCE members and non-members in the community college system over the last five years. It should be noted that pure DCE mainly referred to adjuncts who only taught DCE courses. In fall 2023, the total number of pure adjuncts increased by 15% compared to the previous year.

	Fall 2019			Fall 2020			Fall 2021			Fall 2022			Fall 2023		
College names	DCE	Non-DCE	Total	DCE	Non-DCE	Total	DCE	Non-DCE	Total	DCE	Non-DCE	Total	DCE	Non-DCE	Total
Berkshire	33	40	73	16	24	40	26	33	59	25	40	65	34	53	87
Bristol	232	92	324	164	81	245	163	82	245	164	88	252	171	108	279
Bunker Hill	260	223	483	217	195	412	224	170	394	204	146	350	219	190	409
Cape Cod	85	49	134	61	40	101	70	48	118	61	42	103	51	50	101
Greenfield	50	47	97	41	34	75	34	34	68	40	37	77	41	45	86
Holyoke	114	74	188	93	60	153	80	63	143	70	64	134	78	86	164
MassBay	106	60	166	111	61	172	86	45	131	80	43	123	90	57	147
Massasoit	175	127	302	103	70	173	117	72	189	112	64	176	118	84	202
Middlesex	210	108	318	191	97	288	181	104	285	163	107	270	170	150	320
Mount Wachusett	105	76	181	78	59	137	89	56	145	84	54	138	85	65	150
North Shore	140	77	217	102	79	181	122	82	204	117	87	204	110	101	211
Northern Essex	112	54	166	87	33	120	88	34	122	83	39	122	96	54	150
Quinsigamond	228	137	365	205	120	325	203	127	330	167	127	294	154	162	316
Roxbury	57	52	109	30	36	66	31	26	57	36	27	63	44	40	84
Springfield Tech.	100	57	157	63	50	113	66	58	124	58	51	109	77	69	146
<b>TOTAL</b>	<b>2007</b>	<b>1273</b>	<b>3280</b>	<b>1562</b>	<b>1039</b>	<b>2601</b>	<b>1580</b>	<b>1034</b>	<b>2614</b>	<b>1464</b>	<b>1016</b>	<b>2480</b>	<b>1538</b>	<b>1314</b>	<b>2852</b>

Source: Central office data

## Percentage of DCE v.s full-time faculty in the college system: Fall 2023

The table below shows that DCE faculty members accounted for 67% of the instructional staff as of fall 2023.

It is worth noting that Middlesex, Bunker Hill and Bristol had respectively the highest percentages of DCE members compared to full-timers.

It is also important to note the part-time members used in this comparison only taught DCE courses.

College Names	Total full-time faculty Fall 2023	Total DCE Fall 2023	% DCE to full-time faculty
Berkshire Community College	48	87	64%
Bristol Community College	107	279	72%
Bunker Hill Community College	133	409	75%
Cape Cod Community College	66	101	60%
Greenfield Community College	44	86	66%
Holyoke Community College	100	164	62%
MassBay Community College	74	147	67%
Massasoit Community College	99	202	67%
Middlesex Community College	99	320	76%
Mount Wachusett Community College	60	150	71%
North Shore Community College	111	211	66%
Northern Essex Community College	79	150	66%
Quinsigamond Community College	128	316	71%
Roxbury Community College	41	84	67%
Springfield Community College	112	146	57%
<b>TOTAL</b>	<b>1301</b>	<b>2852</b>	<b>67%</b>
		Source: Data from the central office	

### Numbers of full-time faculty and professional staff with dual unit status: Fall 2023

As can be seen in the table below, 928 full-time faculty and professional staff unit members also taught DCE courses in fall 2023.

It is also worth noting that 88% of those full-timers with dual unit status were faculty members.

College Names	Dual Unit Status/FT Fac.	Dual Unit Status/FT Prof.	Total FT with dual unit status
Berkshire Community College	23	2	25
Bristol Community College	75	17	92
Bunker Hill Community College	93	33	126
Cape Cod Community College	31	2	33
Greenfield Community College	23	3	26
Holyoke Community College	36	5	41
MassBay Community College	42	3	45
Massasoit Community College	66	4	70
Middlesex Community College	69	8	77
Mount Wachusett Community College	34	1	35
North Shore Community College	58	3	61
Northern Essex Community College	53	5	58
Quinsigamond Community College	96	12	108
Roxbury Community College	19	2	21
Springfield Community College	102	8	110
<b>TOTAL</b>	<b>820</b>	<b>108</b>	<b>928</b>
			source: info from the colleges

## Snapshot of Day part-time faculty and professional staff in the college system from 2020 to 2023

The table below provides three years of data on part-time professional staff and Day part-time faculty. The key point is that part-time professional staff numbers that have been declining since fall 2020 seem to bounce back in fall 2023. On the other hand, the numbers of Day part-time faculty have been relatively stable over the years.

College Names	# of PT				# of Day PT Fall 2020	# of Day PT Faculty Fall 2021	# of Day PT Faculty Fall 2022	# of Day PT Faculty Fall 2023
	Prof. Staff Fall 2020	# of PT Prof. Staff Fall 2021	# of PT Prof. Staff Fall 2022	# of PT Prof. Staff Fall 2023				
Berkshire	2	5	5	8	0	0	0	0
Bristol	39	41	37	48	0	0	0	0
Bunker Hill	24	49	58	77	0	0	0	0
Cape Cod	72	68	63	78	62	68	62	68
Greenfield	9	7	3	5	0	0	0	0
Holyoke	90	94	130	115	0	0	0	0
MassBay	49	43	46	43	0	0	0	0
Massasoit	126	111	87	42	33	64	79	30
Middlesex	49	48	58	59	8	9	11	8
MT. Wachusett	78	72	85	121	0	0	0	0
North Shore	71	69	55	56	0	0	0	0
Northern Essex	46	36	32	9	7	5	5	2
Quinsigamond	114	104	91	125	0	0	0	0
Roxbury	0	0	0	44	0	0	0	0
Springfield	51	64	52	63	2	2	2	2
<b>Total</b>	<b>820</b>	<b>811</b>	<b>802</b>	<b>893</b>	<b>112</b>	<b>148</b>	<b>159</b>	<b>110</b>

Source: Info from the colleges

