



Research Report

Fall 2024

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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6/11/2025

Full-time College Administrators to Faculty Ratios from 2010 to 2024

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, RCC, MassBay and Middlesex 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%
2024	137	143	104%	51	45	88%
Average Admin to Fac Ratio			57.36%			78.60%

	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%
2024	106	79	75%	71	39	55%
Average Admin to Fac Ratio			66.03%			73.00%

	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%
2024	49	49	100%	95	66	69%
Average Admin to Fac Ratio			72.46%			66.30%

	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%
2024	78	102	131%	98	82	83.67%
Average Admin to Fac Ratio			105.86%			72.19%

	Middlesex			Mt. Wachusett		
Year	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%
2024	99	112	113%	57	58	102%
Average Admin to Fac Ratio			106.44%			145.38%

	North Shore			Northern Essex		
Year	FT Fac	FT Admin	Admin to Faculty Ratios	FT Fac	FT NUP	Admin to Faculty Ratios
2010	132	91	69%	106	86	81%
2011	137	94	69%	108	86	80%
2012	135	98	73%	113	93	82%
2013	133	100	75%	107	95	89%
2014	134	93	69%	115	107	93%
2015	129	94	73%	113	100	88%
2016	122	93	76%	107	102	95%
2017	124	89	72%	98	109	111%
2018	122	85	70%	95	108	114%
2019	120	83	69%	87	110	126%
2020	119	84	71%	79	110	139%
2021	117	83	71%	84	114	136%
2022	116	91	78%	79	74	94%
2023	111	98	88%	79	48	61%
2024	111	104	94%	79	76	96%
Average Admin to Fac Ratio			74.43%			99.04%

	Quinsigamond			Springfield		
Year	FT Fac	FT Admin	Admin to Faculty Ratios	FT Fac.	FT NUP	Admin to Faculty Ratios
2010	128	103	80.47%	148	69	46.62%
2011	127	101	79.53%	147	70	47.62%
2012	136	106	77.94%	147	71	48.30%
2013	135	115	85.19%	146	81	55.48%

2014	136	115	84.56%	145	81	55.86%
2015	139	119	85.61%	147	42	28.57%
2016	141	105	74.47%	150	91	60.67%
2017	141	119	84.40%	143	18	12.59%
2018	134	107	79.85%	138	18	13.04%
2019	136	115	84.56%	133	15	11.28%
2020	135	112	82.96%	124	25	20.16%
2021	134	118	88.06%	121	91	75.21%
2022	130	123	94.62%	115	57	49.57%
2023	128	124	96.88%	112	48	42.86%
2024	133	128	96.24%	108	41	37.96%
Average Admin to Fac Ratio			85.02%			40.39%

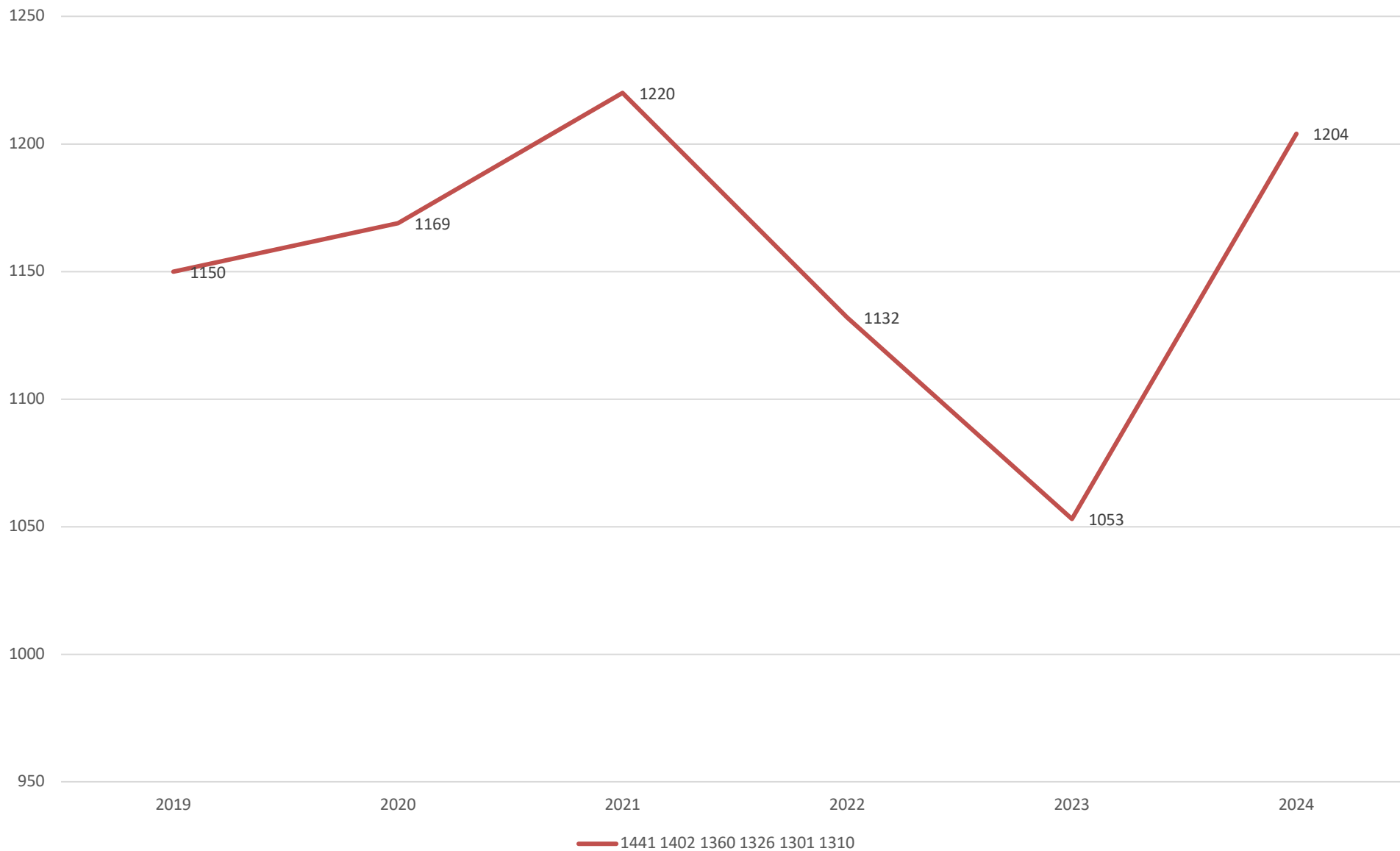
	Roxbury		
Year	FT Fac	FT Admin	Admin to Faculty Ratios
2010	128	103	80.47%
2011	127	101	79.53%
2012	136	106	77.94%
2013	135	115	85.19%
2014	136	115	84.56%
2015	139	119	85.61%
2016	141	105	74.47%
2017	37	51	137.84%
2018	37	31	83.78%
2019	39	47	120.51%
2020	40	59	147.50%
2021	38	46	121.05%
2022	38	46	121.05%
2023	41	63	153.66%
2024	38	80	210.53%
Average Admin to Fac Ratio			110.91%

Full-time college administrators in the college system since 2019

According to the chart below, the total of full-time college administrators rose by 14% on average in fall 2024 compared to fall 2023.

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 Fall 2024	# FT College Administrators % change Fall 2023 to Fall 2024
Berkshire	35	33	33	28	35	45	29%
Bristol	68	75	79	75	77	79	3%
Bunker Hill	107	110	113	125	80	143	79%
Cape Cod	55	58	55	58	34	39	15%
Greenfield	34	33	40	41	49	49	0%
Holyoke	88	80	78	56	60	66	10%
Massasoit	90	91	87	78	83	82	-1%
MassBay	82	81	83	84	89	102	15%
Middlesex	117	115	110	109	104	112	8%
Mount Wachusett	104	103	90	87	61	58	-5%
North Shore	83	84	83	91	98	104	6%
Northern Essex	110	110	114	74	48	76	58%
Quinsigamond	115	112	118	123	124	128	3%
Roxbury	47	59	46	46	63	80	27%
Springfield Tech.	15	25	91	57	48	41	-15%
TOTAL	1150	1169	1220	1132	1053	1204	14%

Full-time College Administrators 2019 to 2024

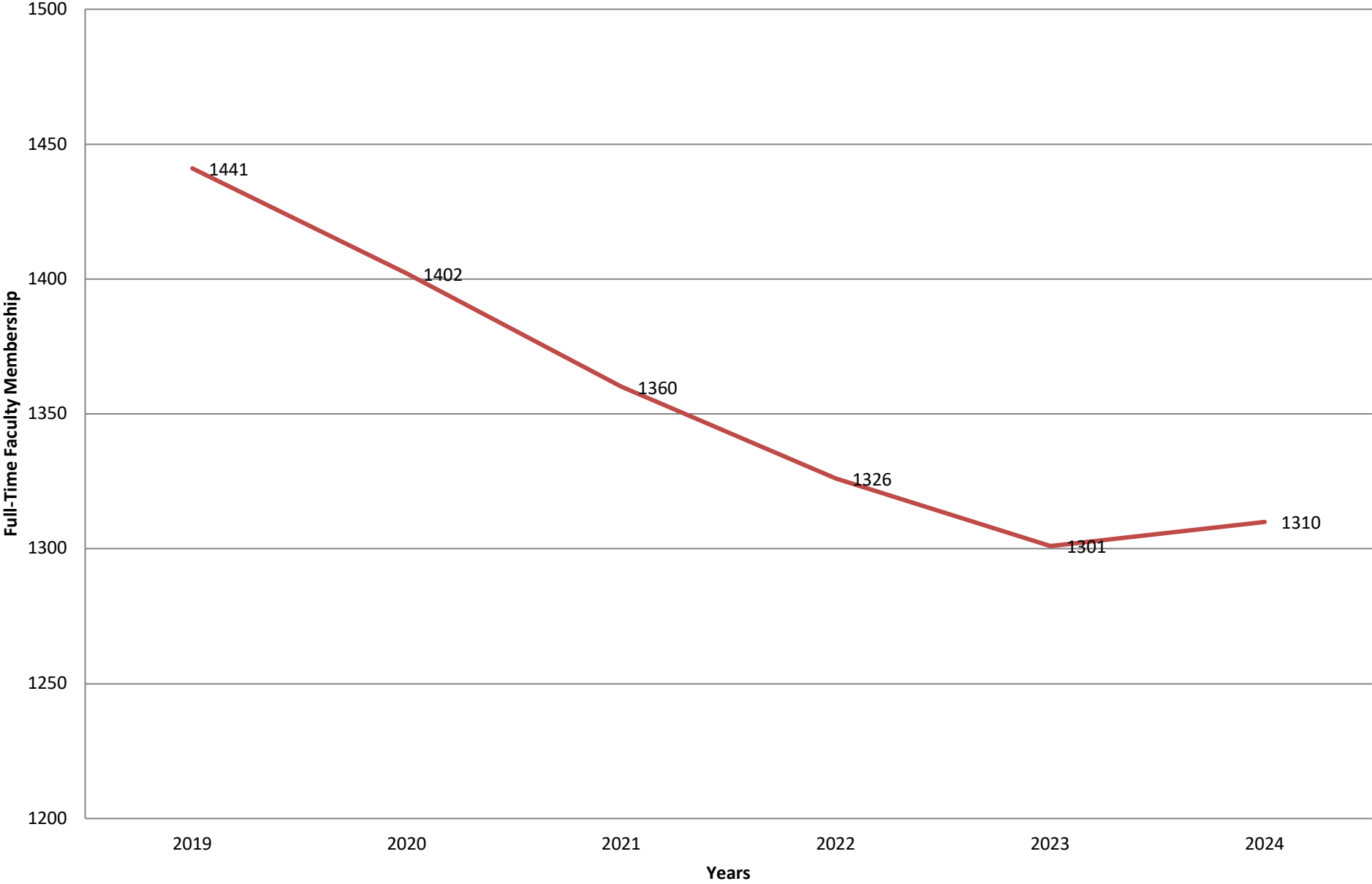


Full-time faculty in the college system since 2019

The table below shows that the numbers of full-time faculty have been systematically declining for the past six years, although it went up by 1% in fall 2024 compared to fall 2023. It appears that COVID 19 has taken a toll on the full-time faculty hiring throughout the college system. It should be noted that while the number of full-time faculty has been declining, student full-time enrollment continues to soar mainly due to MassReconnect which allows students to attend community colleges free of charge.

College Names	# FT Faculty Fall 2019	# FT Faculty Fall 2020	# FT Faculty Fall 2021	# FT Faculty Fall 2022	# FT Faculty Fall 2023	# FT Faculty Fall 2024	% change in # FT Faculty Fall 2023 to Fall 2024
Berkshire	52	57	54	49	48	51	6%
Bristol	125	116	115	110	107	106	-1%
Bunker Hill	146	148	143	143	133	137	3%
Cape Cod	70	67	64	65	66	71	8%
Greenfield	49	51	45	41	44	49	11%
Holyoke	118	116	107	103	100	95	-5%
Mass Bay	67	72	69	71	74	78	5%
Massasoit	113	106	102	98	99	98	-1%
Middlesex	121	111	104	101	99	99	0%
Mount Wachusett	65	61	63	67	60	57	-5%
North Shore	120	119	117	116	111	111	0%
Northern Essex	87	79	84	79	79	79	0%
Quinsigamond	136	135	134	130	128	133	4%
Roxbury	39	40	38	38	41	38	-7%
Springfield Tech.	133	124	121	115	112	108	-4%
TOTAL	1441	1402	1360	1326	1301	1310	1%

Full-time Faculty Trends from 2019 to 2024

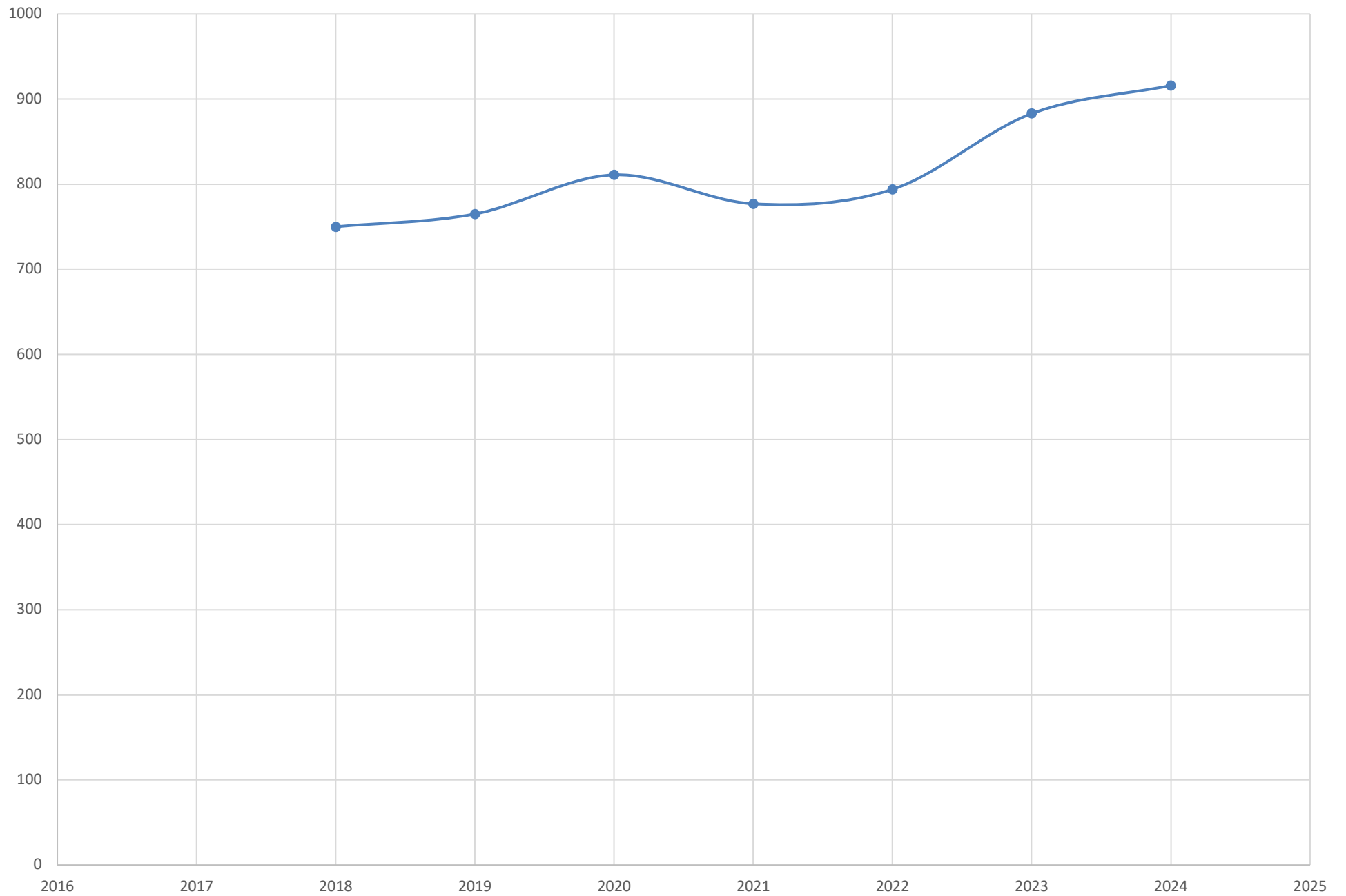


Full-time professional staff in the college system since 2018

The graph below shows that when compared to fall 2023, the numbers of full-time professional staff rose by 4% in fall 2024. Overall, full-time professional staff hiring reached its lowest point in the college system in 2018. Bunker Hill, Cape Cod, and Mass Bay have respectively hired more professional staff in fall 2024 compared to fall 2023. Springfield full-time professional staff hiring was the lowest in fall 2024 compared to fall 2023.

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	# FT Prof. Staff Fall 2024	% change in # FT Prof. Staff Fall 2023 to Fall 2024
Berkshire	22	22	23	34	29	39	38	-3%
Bristol	49	50	61	67	72	64	67	5%
Bunker Hill	86	96	99	94	92	87	111	28%
Cape Cod	26	24	26	23	38	36	45	25%
Greenfield	23	26	24	36	35	41	35	-15%
Holyoke	57	56	57	60	60	70	72	3%
Mass Bay	32	30	32	32	41	48	55	15%
Massasoit	58	59	54	58	48	54	58	7%
Middlesex	57	55	60	60	59	63	68	8%
Mount Wachusett	44	51	57	60	63	84	90	7%
North Shore	63	62	62	61	64	62	60	-3%
Northern Essex	55	54	67	58	65	83	81	-2%
Quinsigamond	65	67	58	70	67	66	71	8%
Roxbury	21	23	23	23	23	29	28	-3%
Springfield Tech.	92	90	108	41	38	57	37	-35%
TOTAL	750	765	811	777	794	883	916	4%

Full-time Professional Staff Trends from 2018 to 2024



DCE v.s Non-DCE members in the college system from fall 2021 to 2024

The graph below provides a snapshot of pure DCE members and non-members in the community college system over the last four years. It should be noted that pure DCE mainly refers to adjuncts who only teach DCE courses. In fall 2024, the total number of pure adjuncts increased by 12% compared to fall 2023.

		Fall 2021			Fall 2022			Fall 2023			Fall 2024	
College names	DCE	Non-DCE	Total	DCE	Non-DCE	Total	DCE	Non-DCE	Total	DCE	Non-DCE	Total
Berkshire	26	33	59	25	40	65	34	53	87	35	41	76
Bristol	163	82	245	164	88	252	171	108	279	169	149	318
Bunker Hill	224	170	394	204	146	350	219	190	409	217	235	452
Cape Cod	70	48	118	61	42	103	51	50	101	61	57	118
Greenfield	34	34	68	40	37	77	41	45	86	38	53	91
Holyoke	80	63	143	70	64	134	78	86	164	81	127	208
MassBay	86	45	131	80	43	123	90	57	147	86	84	170
Massasoit	117	72	189	112	64	176	118	84	202	127	93	220
Middlesex	181	104	285	163	107	270	170	150	320	153	183	336
Mount Wachusett	89	56	145	84	54	138	85	65	150	82	108	190
North Shore	122	82	204	117	87	204	110	101	211	109	114	223
Northern Essex	88	34	122	83	39	122	96	54	150	89	58	147
Quinsigamond	203	127	330	167	127	294	154	162	316	177	205	382
Roxbury	31	26	57	36	27	63	44	40	84	39	52	91
Springfield Tech.	66	58	124	58	51	109	77	69	146	81	84	165
TOTAL	1580	1034	2614	1464	1016	2480	1538	1314	2852	1544	1643	3187

Percentage of DCE v.s full-time faculty in the college system in Fall 2024

The table below shows that DCE faculty members accounted for 71% of the instructional staff as of fall 2024. It's worth noting that Mount Wachusett, Middlesex, and Bunker Hill had respectively the highest percentages of DCE members compared to full-timers. It's also important to note the part-time members used in this comparison only taught DCE courses.

College Names	Total full-time faculty Fall 2024	Total DCE Fall 2024	% DCE to full- time faculty
Berkshire Community College	51	76	60%
Bristol Community College	106	318	75%
Bunker Hill Community College	137	452	77%
Cape Cod Community College	71	118	62%
Greenfield Community College	49	91	65%
Holyoke Community College	95	208	69%
MassBay Community College	78	170	69%
Massasoit Community College	98	220	69%
Middlesex Community College	99	336	77%
Mount Wachusett Community College	57	190	77%
North Shore Community College	111	223	67%
Northern Essex Community College	79	147	65%
Quinsigamond Community College	133	382	74%
Roxbury Community College	38	91	71%
Springfield Community College	108	165	60%
TOTAL	1310	3187	71%

Source: data from the MCCC's central office

Full-time faculty and professional staff with dual unit status in Fall 2024

As can be seen in the table below, 980 full-time faculty and professional staff unit members also taught DCE courses in fall 2024. It is worth noting that about 90% 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	21	3	24
Bristol Community College	82	15	97
Bunker Hill Community College	95	24	119
Cape Cod Community College	43	2	45
Greenfield Community College	18	1	19
Holyoke Community College	45	5	50
MassBay Community College	55	4	59
Massasoit Community College	68	3	71
Middlesex Community College	65	11	76
Mount Wachusett Community College	57	3	60
North Shore Community College	65	1	66
Northern Essex Community College	55	5	60
Quinsigamond Community College	104	12	116
Roxbury Community College	42	1	43
Springfield Community College	72	3	75
TOTAL	887	93	980

Source: info from the colleges

Snapshot of Day part-time faculty and professional staff in the college system from 2020 to 2024

The table below provides four 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 have bounced back for two consecutive years. On the other hand, the numbers of Day part-time faculty have been relatively stable over the past four years.

College Names	# of PT Prof. Staff Fall 2020	# of PT Prof. Staff Fall 2021	# of PT Prof. Staff Fall 2022	# of PT Prof. Staff Fall 2023	# of PT Prof. Staff Fall 2024	# of Day PT Faculty Fall 2020	# of Day PT Faculty Fall 2021	# of Day PT Faculty Fall 2022	# of Day PT Faculty Fall 2023	# of Day PT Faculty Fall 2024
Berkshire	2	5	5	8	4	0	0	0	0	0
Bristol	39	41	37	48	44	0	0	0	0	0
Bunker Hill	24	49	58	77	77	0	0	0	0	0
Cape Cod	72	68	63	78	78	62	68	62	68	68
Greenfield	9	7	3	5	7	0	0	0	0	0
Holyoke	90	94	130	115	112	0	0	0	0	0
MassBay	49	43	46	43	68	0	0	0	0	0
Massasoit	126	111	87	42	83	33	64	79	30	23
Middlesex	49	48	58	59	55	8	9	11	8	13
M.Wachusett	78	72	85	121	83	0	0	0	0	0
North Shore	71	69	55	56	67	0	0	0	0	0
North. Essex	46	36	32	9	11	7	5	5	2	2
Quinsigamond	114	104	91	125	105	0	0	0	0	0
Roxbury	0	0	0	44	32	0	0	0	0	0
Springfield	51	64	52	63	77	2	2	2	2	2
Total	820	811	802	893	903	112	148	159	110	108

Source: Info from the colleges

