

Board of Trustees
Human Resources / Labor Relations Committee

April 24, 2023

1:00 PM

ZOOM – No Physical Location is Available

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found the Board website: <https://www.maine.edu/board-of-trustees/>

AGENDA

1:00-1:35

Executive Session

The Human Resources & Labor Relations Committee will enter Executive Session under the provisions of: 1 MRSA Section 405 6-A & 6-D.

1:35-2:25

Public Meeting Agenda

- TAB 1 UMS Hiring Policies & Procedures Review Update
- TAB 2 March Board of Trustees Citizen's Comment Update
- TAB 3 2022 Workforce Profile Report
- TAB 4 2022 Turnover Analysis Report

Action items within the Committee purview are noted in green.

Items for Committee decisions and recommendations are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic.

An item may be brought

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: UMS Hiring Policies & Procedures Review Update

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

At the July 2022 Board of Trustees meeting Chancellor Malloy presented a summary of a preliminary UMS Employment Search Process Review. Following the July meeting, the Chair of the Board tasked the Human Resources & Labor Relations Committee to work with System Staff to complete a review of all UMS hiring policies and procedures and report back to the Board with findings and recommendations upon completion of the review. A review of the initial findings and associated report were presented by Acting Vice Chancellor of Strategic Initiatives (VCSI), Carolyn Dorsey at the February 27th meeting of the Board of Trustees Human Resource and Labor Relations Committee.

VCSI Dorsey, will provide an update on additional work completed to date on the UMS employment search process review.

4/13/2023

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: March BOT Citizen's Comment Update

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

At the March 2023 Board of Trustees meeting several guest speakers presented information during the Citizen's Comment portion of the meeting regarding retiree health insurance and graduate student workers' concerns. Acting Vice Chancellor for Strategic Initiatives, Carolyn Dorsey, will provide an update on these topics and inquiry performed since the meeting.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: 2022 Workforce Profile Report

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

HRIS Analyst Jacob Foster will present the findings of this Annual Report created to inform both management and the Board of Trustees of specific demographics as pertains to the composition of the UMS workforce.

2022 WORKFORCE PROFILE

OFFICE OF HUMAN RESOURCES



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Workforce Profile Highlights

The Workforce Profile is an overview of the UMS workforce, reflecting full-time and part-time regular employees. This represents the 4,521 regular employees that were actively receiving a paycheck as of October 31, 2022. Additionally, there were 854 part time faculty members teaching in the Fall 2022 semester.

Count and Gender by Category

- Of the 4,521 UMS employees reported: 1.9% are administrators, 27.0% are faculty, 45.2% are salaried staff, and 25.9% are hourly paid staff.
- Overall, between the seven campuses, women make up a slight minority of full-time faculty at 49.2% of the population. UMA, UMF, Maine Law and USM have women comprise the majority of full-time faculty at their locations.
- 61.9% of the administrators are women.
- There are 84 administrators, 67 of whom are in the Management Group. In the Management Group women make up a slight majority at 52.3% of the cohort.
- Most of the regular hourly employee cohort consists of women at 52.0% of the population.
- Salaried employee cohort majority consists of women at 59.3%.

Average Salary by Category

- The average annual salary for administrators is \$ 164,086; \$88,716 for faculty; \$61,764 for salaried staff; and \$41,212 for hourly staff.
- Most faculty are appointed on an academic year basis and the annual salary is rated for the nine-month appointment.

Age

- The average age by employee category is: Administrators 55, faculty 51, salaried 45, and hourly employees average age is 50. These averages have held steady with little variation over the past few years.
- A significant proportion of administrators (55.0%) are 55 or older.
- A slight majority of faculty and hourly employees are under the age of 55 with faculty at 59.4% and hourly at 51.8%.
- A large majority of salaried employees (73.0%) are under the age of 55.

Highest Degree

- As would be expected, a high number of faculty (79.5%) hold doctoral degrees. Administrators (53.3%) also hold a significant number of terminal degrees.
- 39.4% of hourly staff have self-reported a baccalaureate or higher degree. 89.4% of salaried employees report holding a baccalaureate or higher degree.
- Education level was not reported by 16.0% of employees.

Race and Ethnicity

- There is limited diversity as measured in the federal ethnicity categories. Overall, 7.7% of employees system wide report a minority race/ethnicity. This is an increase over 7.1% minority self-reported last year.
- The University of Southern Maine at 8.9% and the University of Maine at 8.8% have the highest reported minority populations.
- The University of Maine reports the highest quantity of minority employees with 196 employees followed by the University of Southern Maine with 90 employees identifying as such.

Years of Service/Average Years of Service

- UMS has many long-service employees. Average length of service ranges from 9.3 years for salaried staff to 13.0 years for administrators.
- 40.1% of faculty and more than 41.4% of administrators have 15 or more years of service.
- The University of Maine at Machias has the highest average years of service for all employment categories at 13.8 years. The University of Maine at Augusta has the lowest average years of service at 9.9 years.

Part-Time Faculty

- In the Fall 2022 semester, there were approximately 835 Part-Time Faculty teaching 4637 credit hours of course work. The University of Southern Maine employs the most Part-Time Faculty with 361 (21.60%), followed by the University of Maine with 215 (12.87%) and then the University of Maine at Augusta with 127 (7.60%).

UMS - OHR

Category Definitions

All UMS positions are categorized as administrator, faculty, salaried, or hourly depending upon the primary type of work performed. The categories, as defined by the IPEDS (Integrated Postsecondary Education Data System) Fall Staff Survey submitted biennially by colleges and universities to the National Center for Education Statistics, U.S. Department of Education, are defined below.

Administrators

All employees whose assignments require management of the institution, or a customarily recognized department or subdivision. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. This category includes employees holding the following titles who meet the above criteria: president, vice president (including assistant and associate), dean (including assistant and associate if their only activity is administrative and does not include a faculty workload), director (including assistant and associate), department head (including assistant and associate if their only activity is administrative and does not include a faculty workload). Employees in this category are in the management group.

Faculty

All individuals employed for the primary purpose of instruction, research, and/or public service and who hold academic rank of professor, associate professor, assistant professor, instructor, lecturer or the equivalent. These individuals may also hold titles such as associate dean, assistant dean, chairperson, and director if they also have a faculty work assignment. This report includes faculty in Cooperative Extension; the Tenure Report excludes faculty in this department.

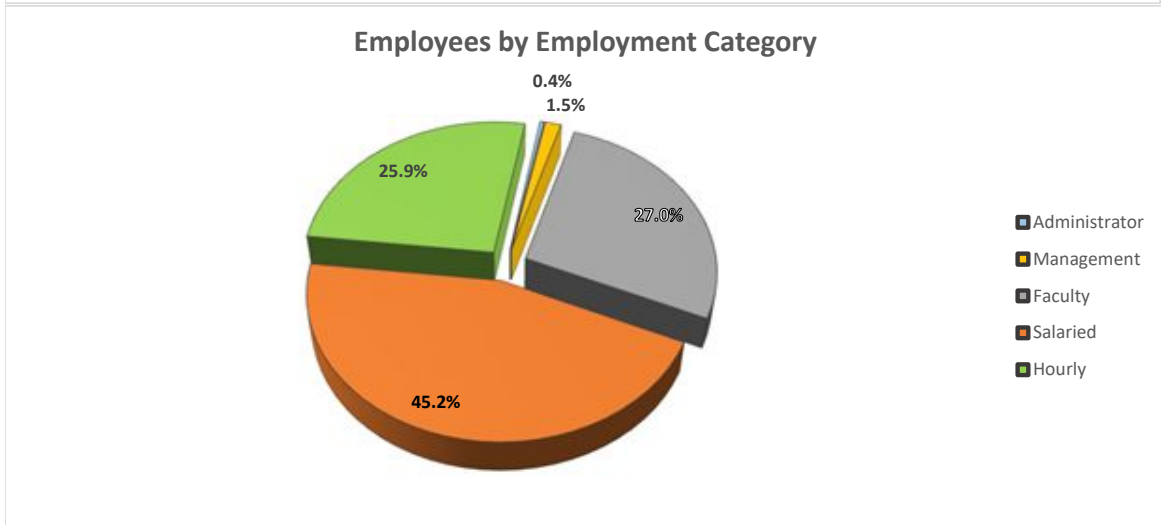
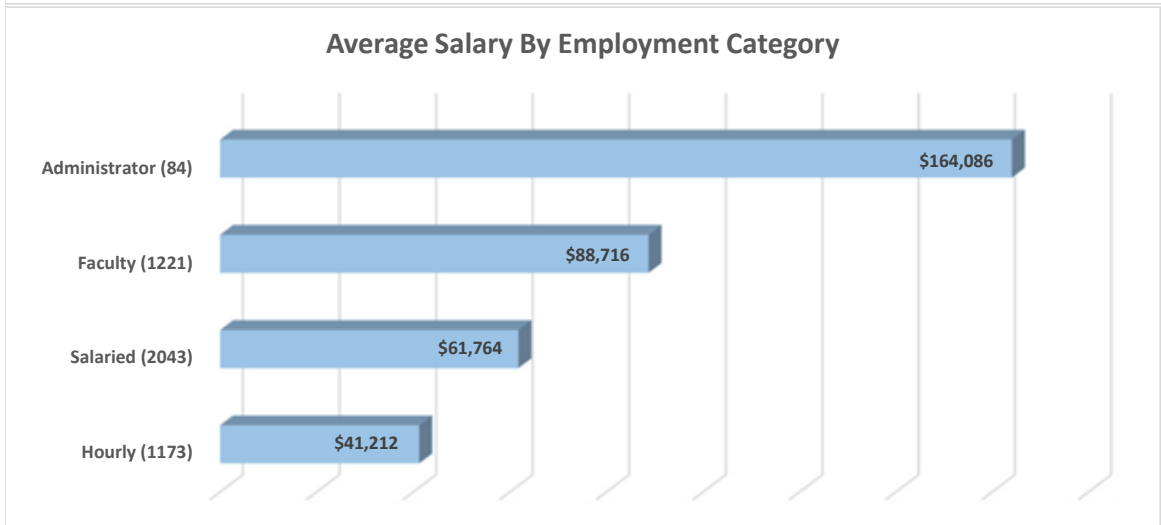
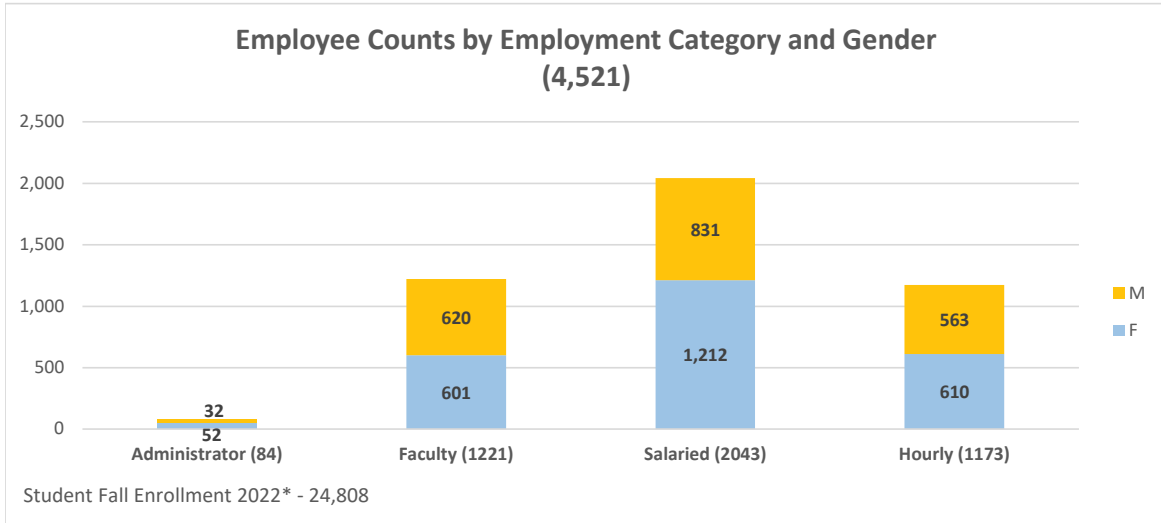
Salaried

All individuals employed for the primary purpose of performing academic support, student service and institutional support, whose assignments require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Includes employees with job titles such as: Business Operations Specialist, Financial Specialist, Accountant, Budget Analyst, Admissions or Financial Aid Counselor, Computer Specialist, Computer Analyst, Database Administrator, Librarian, Resident Director.

Hourly Staff

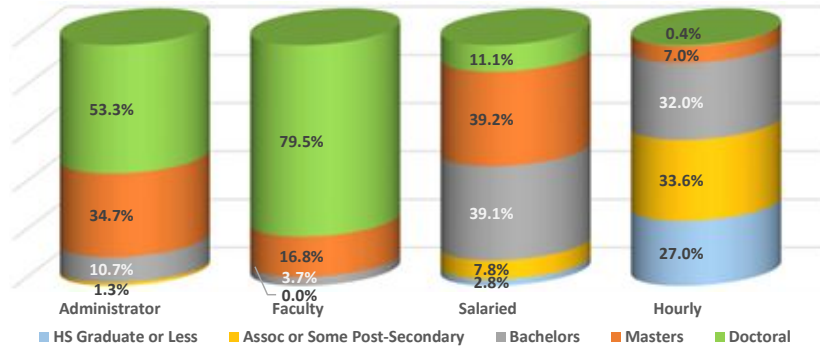
All employees whose assignments:

- Are technical or paraprofessional in nature (requires specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma). Includes such titles as Research or Laboratory Technician, Audiovisual Technician, Personnel Assistant. Or;
- Are associated with clerical or secretarial activities (responsible for internal and external communications, recording and retrieving data and/or information, and other paperwork required in an office). Includes such titles as Secretary, Administrative Assistant, Records Technician, Bookkeeper, Library Assistant. Or;
- Involve skilled crafts work (typically requires special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs). Includes such titles as Electrician, HVAC Technician, Printer, Garage Mechanic. Or;
- Involve service/maintenance work (requires limited degrees of previously acquired skills and knowledge, performs duties that result in or contribute to the comfort, convenience and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property). Includes such titles as Custodian, Building & Grounds Maintenance Worker, Police Officer, Security Guard, Cook.



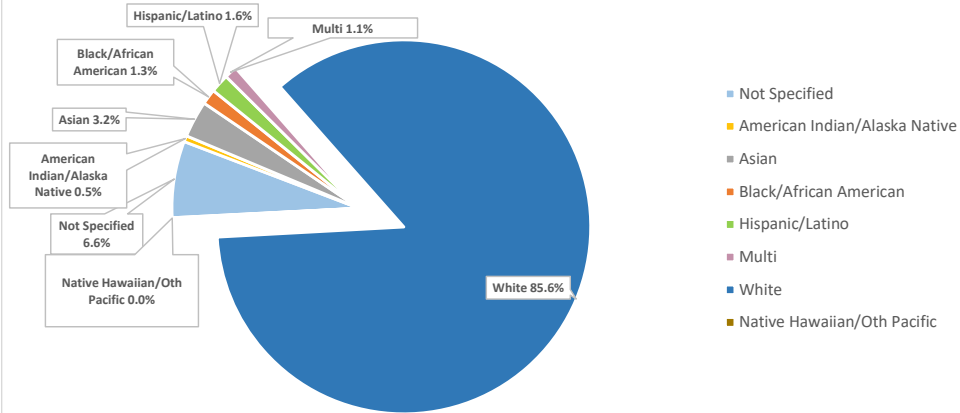
* Student Fall Enrollment 2022 includes undergraduate and graduate students. The source is Fall 2022 Enrollment Report - The University of Maine System, Fall Semester Headcount by Campus
 UMS Early College student headcount is no longer reported together with student headcount

Highest Degree by Employment Category *

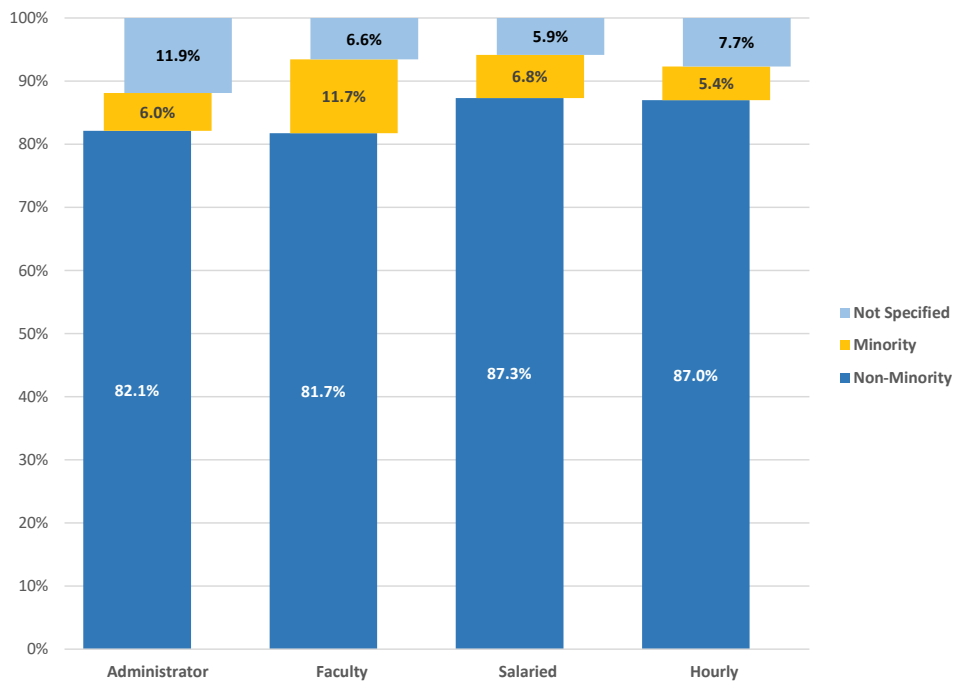


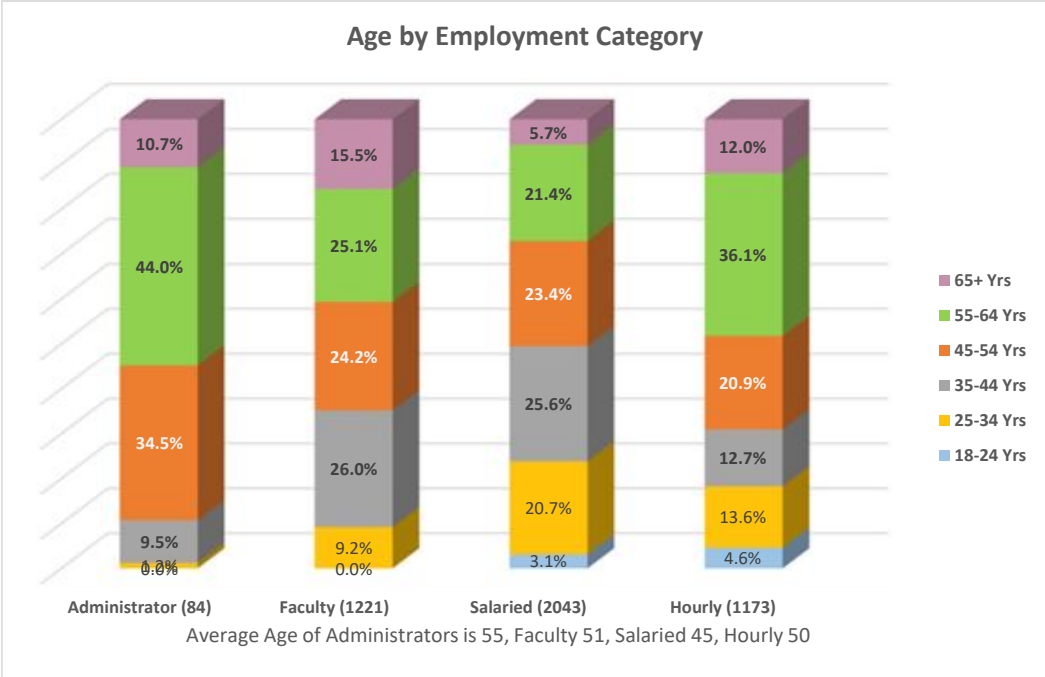
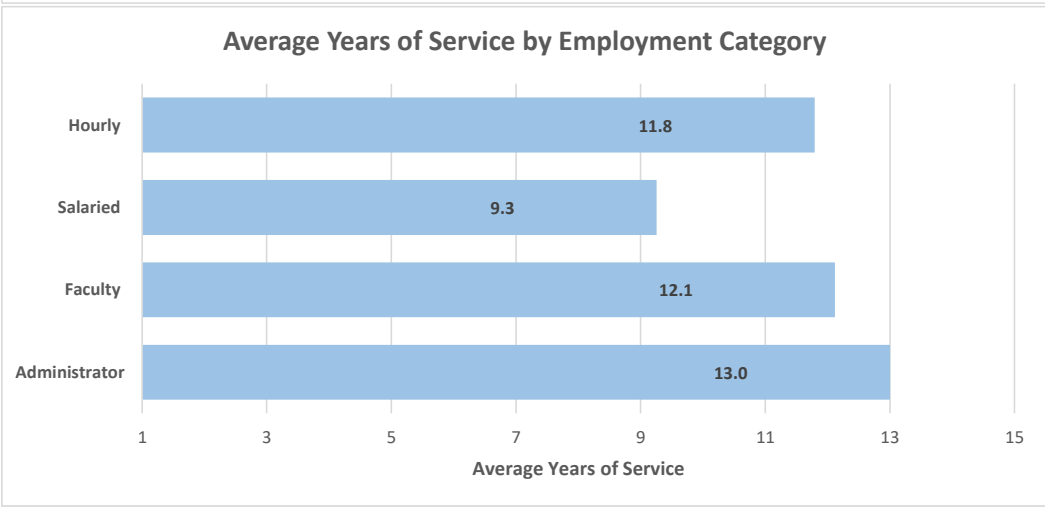
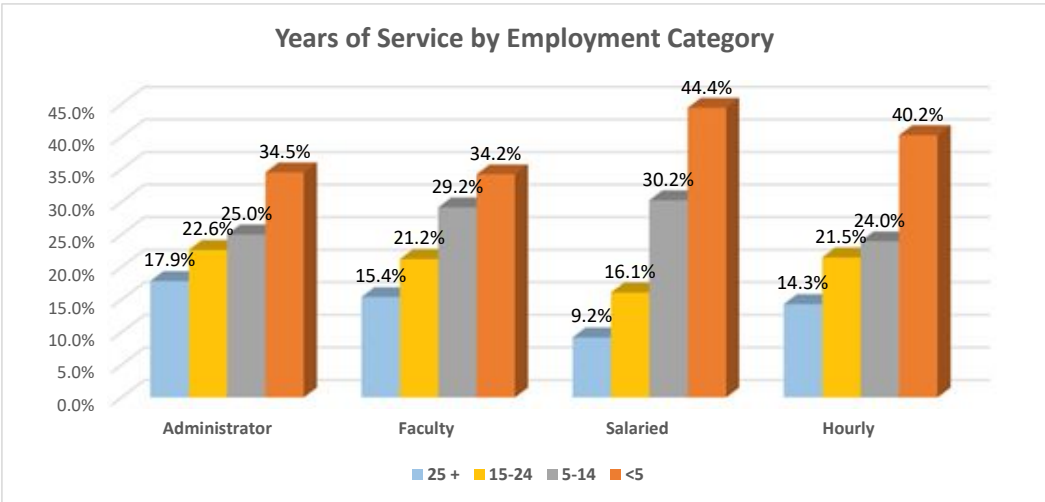
* Percentage shown for Highest Degree is a percent of the total employees who reported education level; 725 employees did not indicate.

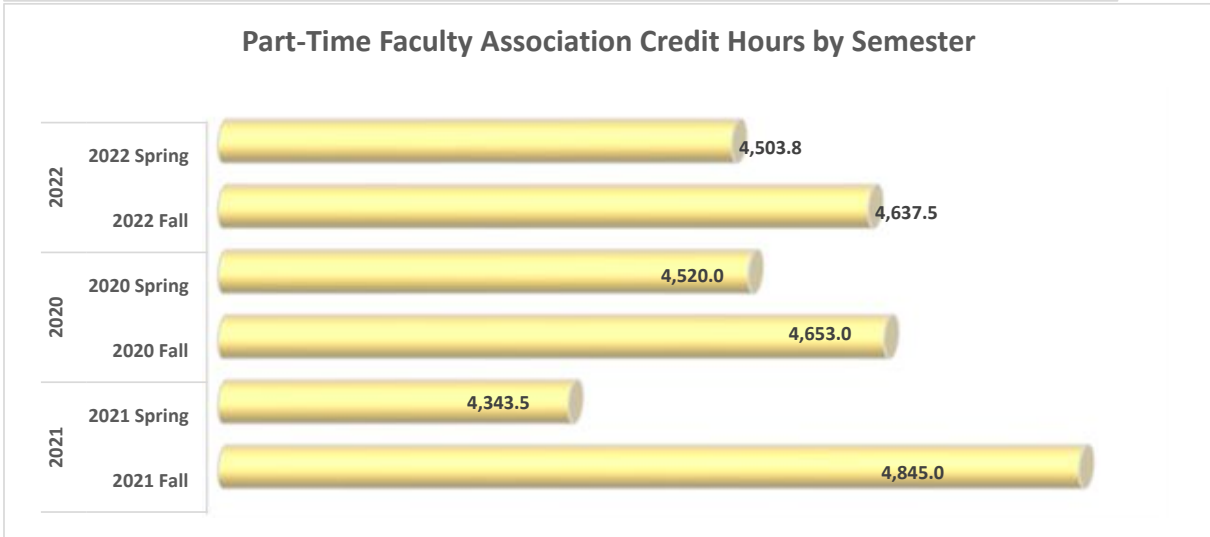
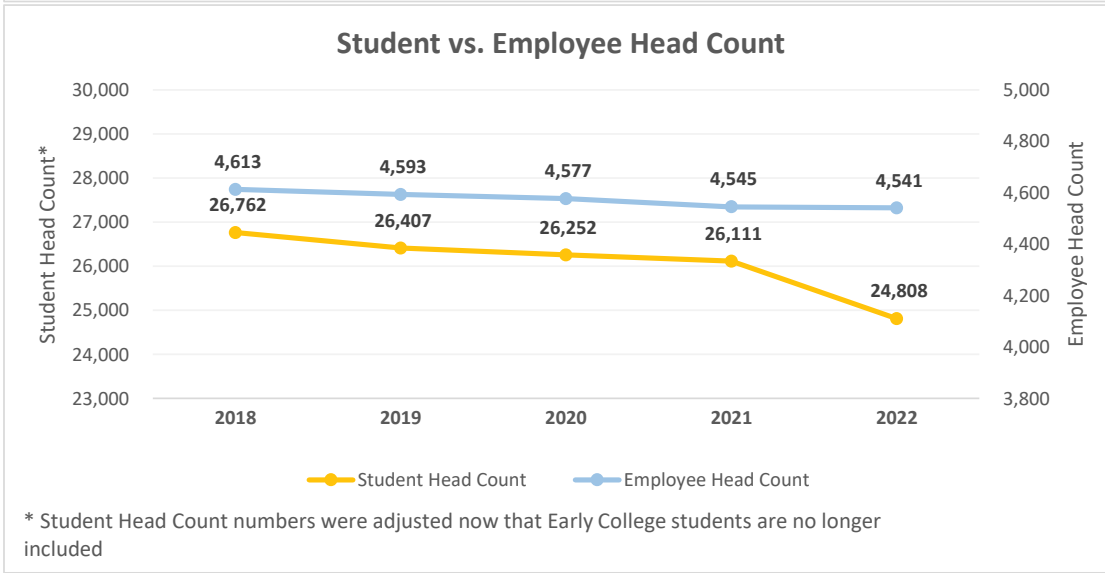
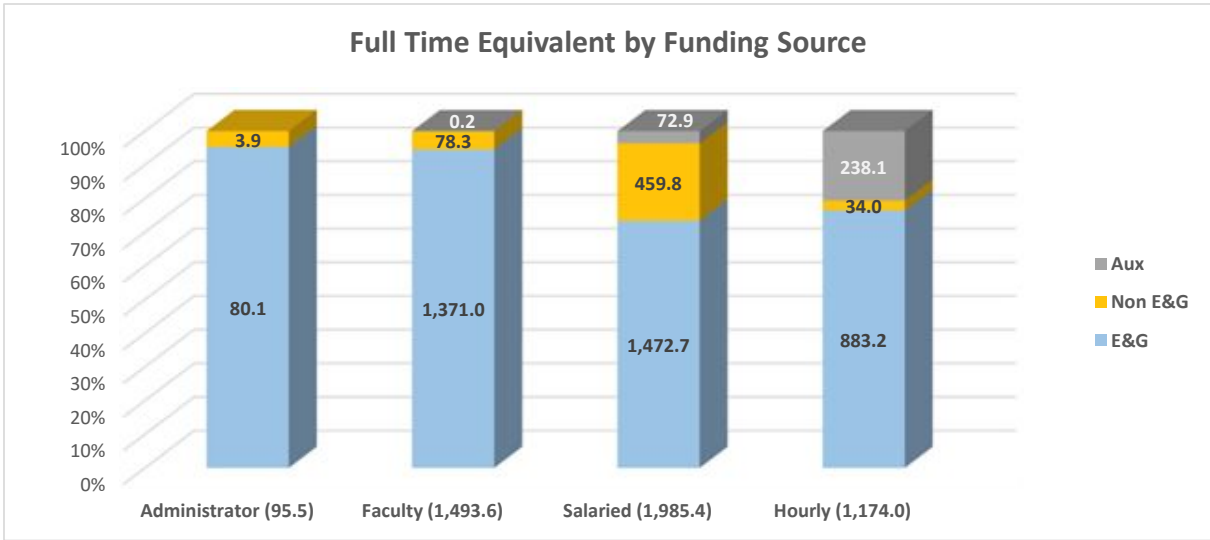
Race and Ethnicity



Employee Minority Grouping by Employee Category







Counts by Employment Category and Gender

	University of Maine System				University of Maine				University of Maine at Augusta				University of Maine at Farmington				University of Maine at Fort Kent			
	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count
Administrators	52	32	0	84	12	9	0	21	4	2	0	6	3	3	0	6	2	1	0	3
Faculty	601	620	0	1,221	274	366	0	640	63	34	0	97	62	37	0	99	12	16	0	28
Salaried	1,212	831	0	2,043	495	434	0	929	76	42	0	118	54	36	0	90	23	11	0	34
Hourly	610	563	0	1,173	313	312	0	625	41	37	0	78	45	46	0	91	17	13	0	30
Total	2,475	2,046	0	4,521	1,094	1,121		2,215	184	115		299	164	122		286	54	41		95
Student Enrollment	24,808				10,993				3,266				1,536				725			

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				Maine Law			
	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count
Administrators	0	0	0	0	4	2	0	6	8	6	0	14	7	5	0	12	9	3	0	12	3	1	0	4
Faculty	10	12	0	22	15	20	0	35	153	124	0	277	0	0	0	0	0	0	0	0	12	11	0	23
Salaried	17	1	0	18	43	17	0	60	337	131	0	468	1	0	0	1	146	156	0	302	20	3	0	23
Hourly	7	5	0	12	17	18	0	35	124	106	0	230	0	0	0	0	45	26	0	71	1	0	0	1
Total	34	18		52	79	57		136	622	367		989	8	5		13	200	185		385	36	15		51
Student Enrollment	477				1,263				6,283								265							

* Student Enrollment counts from the University of Maine System - Fall 2022 Enrollment Report, Fall Semester Headcount by Campus.

Average Salary by Employment Category

	University of Maine System		University of Maine		University of Maine at Augusta		University of Maine at Farmington		University of Maine at Fort Kent	
	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary
Administrators	84	164,086	21	175,303	6	125,552	6	122,638	3	138,382
Faculty	1,221	88,716	640	96,798	97	68,862	99	72,291	28	67,787
Salaried	2,043	61,764	929	62,894	118	53,596	90	50,577	34	47,048
Hourly	1,173	41,212	625	41,343	78	38,792	91	40,245	30	42,383
Total	4,521	61,927	2,165	63,739	307	53,164	302	54,312	106	51,780

	University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services		Maine Law	
	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary
Administrators	0	0	6	116,088	14	158,622	12	205,754	12	181,822	4	157,349
Faculty	22	73,589	35	75,690	277	86,468	0	0	0	0	23	105,086
Salaried	18	49,726	60	50,124	468	61,073	1	77,250	302	70,482	23	62,241
Hourly	12	41,201	35	42,395	230	41,357	0	0	71	42,751	1	17,320
Total	55	52,872	136	53,795	1,012	61,426	14	189,478	391	62,534	45	84,571

Average Age by Employment Category

3.1

	University of Maine System		University of Maine		University of Maine at Augusta		University of Maine at Farmington		University of Maine at Fort Kent	
	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age
Administrators	84	55	21	55	6	57	6	59	3	55
Faculty	1,221	51	640	49	97	53	99	53	28	51
Salaried	2,043	45	929	43	118	48	90	44	34	42
Hourly	1,173	50	625	51	78	50	91	54	30	54
Total	4,521	49	2,165	48	307	51	302	51	106	48

	University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services		Maine Law	
	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age
Administrators	0	0	6	51	14	56	12	55	12	56	4	54
Faculty	22	56	35	56	277	52	0	0	0	0	23	52
Salaried	18	50	60	46	468	45	1	55	302	49	23	48
Hourly	12	55	35	58	230	47	0	0	71	46	1	62
Total	55	52	136	51	1,012	48	14	55	383	49	45	51

Age by Employment Category*

University of Maine System	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	1	0.0%	8	0.2%	29	0.6%	37	0.8%	9	0.2%	84	1.9%
Faculty	112	2.5%	318	7.0%	295	6.5%	307	6.8%	189	4.2%	1,221	27.0%
Salaried	487	10.8%	524	11.6%	479	10.6%	437	9.7%	116	2.6%	2,043	45.2%
Hourly	214	4.7%	149	3.3%	245	5.4%	424	9.4%	141	3.1%	1,173	25.9%
Total	814	18.0%	999	22.1%	1,048	23.2%	1,205	26.7%	455	10.1%	4,521	100.0%
University of Maine	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	1	0.0%	1	0.0%	8	0.4%	8	0.4%	3	0.1%	21	0.9%
Faculty	81	3.7%	198	8.9%	134	6.0%	144	6.5%	83	3.7%	640	28.9%
Salaried	268	12.1%	254	11.5%	181	8.2%	179	8.1%	47	2.1%	929	41.9%
Hourly	100	4.5%	79	3.6%	145	6.5%	235	10.6%	66	3.0%	625	28.2%
Total	450	20.3%	532	24.0%	468	21.1%	566	25.6%	199	9.0%	2,215	100.0%
University of Maine at Augusta	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	0.3%	1	0.3%	3	1.0%	1	0.3%	6	2.0%
Faculty	3	1.0%	26	8.7%	24	8.0%	25	8.4%	19	6.4%	97	32.4%
Salaried	17	5.7%	25	8.4%	34	11.4%	35	11.7%	7	2.3%	118	39.5%
Hourly	12	4.0%	14	4.7%	16	5.4%	21	7.0%	15	5.0%	78	26.1%
Total	32	10.7%	66	22.1%	75	25.1%	84	28.1%	42	14.0%	299	100.0%
University of Maine at Farmington	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	0	0.0%	1	0.3%	4	1.4%	1	0.3%	6	2.1%
Faculty	2	0.7%	23	8.0%	28	9.8%	31	10.8%	15	5.2%	99	34.6%
Salaried	25	8.7%	24	8.4%	19	6.6%	19	6.6%	3	1.0%	90	31.5%
Hourly	8	2.8%	7	2.4%	22	7.7%	43	15.0%	11	3.8%	91	31.8%
Total	35	12.2%	54	18.9%	70	24.5%	97	33.9%	30	10.5%	286	100.0%
University of Maine at Fort Kent	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	0	0.0%	2	2.1%	1	1.1%	0	0.0%	3	3.2%
Faculty	4	4.2%	2	2.1%	10	10.5%	9	9.5%	3	3.2%	28	29.5%
Salaried	9	9.5%	11	11.6%	6	6.3%	8	8.4%	0	0.0%	34	35.8%
Hourly	3	3.2%	4	4.2%	4	4.2%	14	14.7%	5	5.3%	30	31.6%
Total	16	16.8%	17	17.9%	22	23.2%	32	33.7%	8	8.4%	95	100.0%
University of Maine at Machias	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Faculty	1	1.9%	3	5.8%	5	9.6%	8	15.4%	5	9.6%	22	42.3%
Salaried	2	3.8%	4	7.7%	6	11.5%	3	5.8%	3	5.8%	18	34.6%
Hourly	1	1.9%	1	1.9%	2	3.8%	7	13.5%	1	1.9%	12	23.1%
Total	4	7.7%	8	15.4%	13	25.0%	18	34.6%	9	17.3%	52	100.0%

Age by Employment Category*

3.1

University of Maine at Presque Isle	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	0.7%	2	1.5%	3	2.2%	0	0.0%	6	4.4%
Faculty	2	1.5%	2	1.5%	11	8.1%	10	7.4%	10	7.4%	35	25.7%
Salaried	15	11.0%	13	9.6%	17	12.5%	11	8.1%	4	2.9%	60	44.1%
Hourly	1	0.7%	4	2.9%	4	2.9%	19	14.0%	7	5.1%	35	25.7%
Total	18	13.2%	20	14.7%	34	25.0%	43	31.6%	21	15.4%	136	100.0%
University of Southern Maine	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	2	0.2%	3	0.3%	8	0.8%	1	0.1%	14	1.4%
Faculty	19	1.9%	56	5.7%	77	7.8%	76	7.7%	49	5.0%	277	28.0%
Salaried	114	11.5%	115	11.6%	117	11.8%	92	9.3%	30	3.0%	468	47.3%
Hourly	67	6.8%	31	3.1%	38	3.8%	64	6.5%	30	3.0%	230	23.3%
Total	200	20.2%	204	20.6%	235	23.8%	240	24.3%	110	11.1%	989	100.0%
University Governance	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	7.7%	6	46.2%	4	30.8%	1	7.7%	12	92.3%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	1	7.7%
Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0.0%	1	7.7%	6	46.2%	5	38.5%	1	7.7%	13	100.0%
University Services	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	0.3%	4	1.0%	6	1.6%	1	0.3%	12	3.1%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	35	9.1%	72	18.7%	89	23.1%	85	22.1%	21	5.5%	302	78.4%
Hourly	22	5.7%	9	2.3%	14	3.6%	20	5.2%	6	1.6%	71	18.4%
Total	57	14.8%	82	21.3%	107	27.8%	111	28.8%	28	7.3%	385	100.0%
Maine Law	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	2.0%	2	3.9%	0	0.0%	1	2.0%	4	7.8%
Faculty	0	0.0%	8	15.7%	6	11.8%	4	7.8%	5	9.8%	23	45.1%
Salaried	2	3.9%	6	11.8%	10	19.6%	4	7.8%	1	2.0%	23	45.1%
Hourly	0	0.0%	0	0.0%	0	0.0%	1	2.0%	0	0.0%	1	2.0%
Total	2	3.9%	15	29.4%	18	35.3%	9	17.6%	7	13.7%	51	100.0%
* Note - Due to rounding the % of Total in the Total column may not equal the sum of the percents in each age category.												

Highest Degree by Employment Category

University of Maine System	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	9	0.2%	0	0.0%	1	0.0%	8	0.2%	26	0.6%	40	0.9%	84	1.9%
Faculty	28	0.6%	0	0.0%	0	0.0%	44	1.0%	200	4.4%	949	21.0%	1,221	27.0%
Salaried	274	6.1%	49	1.1%	138	3.1%	692	15.3%	694	15.4%	196	4.3%	2,043	45.2%
Hourly	414	9.2%	205	4.5%	255	5.6%	243	5.4%	53	1.2%	3	0.1%	1,173	25.9%
Total	725	16.0%	254	5.6%	394	8.7%	987	21.8%	973	21.5%	1,188	26.3%	4,521	100.0%

University of Maine	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	0.4%	12	0.5%	21	0.9%
Faculty	24	1.1%	0	0.0%	0	0.0%	28	1.3%	93	4.2%	495	22.3%	640	28.9%
Salaried	102	4.6%	29	1.3%	56	2.5%	302	13.6%	329	14.9%	111	5.0%	929	41.9%
Hourly	243	11.0%	113	5.1%	133	6.0%	109	4.9%	26	1.2%	1	0.0%	625	28.2%
Total	369	16.7%	142	6.4%	189	8.5%	439	19.8%	457	20.6%	619	27.9%	2,215	100.0%

University of Maine at Augusta	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.0%	3	1.0%	6	2.0%
Faculty	1	0.3%	0	0.0%	0	0.0%	5	1.7%	32	10.7%	59	19.7%	97	32.4%
Salaried	16	5.4%	2	0.7%	9	3.0%	35	11.7%	45	15.1%	11	3.7%	118	39.5%
Hourly	40	13.4%	7	2.3%	11	3.7%	18	6.0%	1	0.3%	1	0.3%	78	26.1%
Total	57	19.1%	9	3.0%	20	6.7%	58	19.4%	81	27.1%	74	24.7%	299	100.0%

University of Maine at Farmington	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.7%	4	1.4%	6	2.1%
Faculty	1	0.3%	0	0.0%	0	0.0%	1	0.3%	16	5.6%	81	28.3%	99	34.6%
Salaried	9	3.1%	1	0.3%	1	0.3%	39	13.6%	31	10.8%	9	3.1%	90	31.5%
Hourly	20	7.0%	31	10.8%	22	7.7%	15	5.2%	3	1.0%	0	0.0%	91	31.8%
Total	30	10.5%	32	11.2%	23	8.0%	55	19.2%	52	18.2%	94	32.9%	286	100.0%

University of Maine at Fort Kent	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.2%
Faculty	0	0.0%	0	0.0%	0	0.0%	4	4.2%	7	7.4%	17	17.9%	28	29.5%
Salaried	7	7.4%	0	0.0%	1	1.1%	16	16.8%	9	9.5%	1	1.1%	34	35.8%
Hourly	6	6.3%	11	11.6%	6	6.3%	6	6.3%	1	1.1%	0	0.0%	30	31.6%
Total	15	15.8%	11	11.6%	7	7.4%	26	27.4%	17	17.9%	19	20.0%	95	100.0%

University of Maine at Machias	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	7.7%	18	34.6%	22	42.3%
Salaried	2	3.8%	1	1.9%	4	7.7%	6	11.5%	5	9.6%	0	0.0%	18	34.6%
Hourly	2	3.8%	3	5.8%	5	9.6%	2	3.8%	0	0.0%	0	0.0%	12	23.1%
Total	4	7.7%	4	7.7%	9	17.3%	8	15.4%	9	17.3%	18	34.6%	52	100.0%

Highest Degree by Employment Category

University of Maine at Presque Isle	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	1	0.7%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	4	2.9%	6	4.4%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	8.8%	23	16.9%	35	25.7%
Salaried	13	9.6%	1	0.7%	4	2.9%	24	17.6%	16	11.8%	2	1.5%	60	44.1%
Hourly	9	6.6%	13	9.6%	7	5.1%	6	4.4%	0	0.0%	0	0.0%	35	25.7%
Total	23	16.9%	14	10.3%	11	8.1%	30	22.1%	29	21.3%	29	21.3%	136	100.0%

University of Southern Maine	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	2	0.2%	0	0.0%	0	0.0%	1	0.1%	4	0.4%	7	0.7%	14	1.4%
Faculty	2	0.2%	0	0.0%	0	0.0%	5	0.5%	36	3.6%	234	23.7%	277	28.0%
Salaried	48	4.9%	6	0.6%	15	1.5%	152	15.4%	200	20.2%	47	4.8%	468	47.3%
Hourly	72	7.3%	22	2.2%	50	5.1%	66	6.7%	19	1.9%	1	0.1%	230	23.3%
Total	124	12.5%	28	2.8%	65	6.6%	224	22.6%	259	26.2%	289	29.2%	989	100.0%

University Governance	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	3	23.1%	0	0.0%	1	7.7%	1	7.7%	3	23.1%	4	30.8%	12	92.3%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	1	7.7%
Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	3	23.1%	0	0.0%	1	7.7%	2	15.4%	3	23.1%	4	30.8%	13	100.0%

University Services	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	1	0.3%	0	0.0%	0	0.0%	5	1.3%	4	1.0%	2	0.5%	12	3.1%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	76	19.7%	9	2.3%	46	11.9%	110	28.6%	54	14.0%	7	1.8%	302	78.4%
Hourly	22	5.7%	5	1.3%	21	5.5%	20	5.2%	3	0.8%	0	0.0%	71	18.4%
Total	99	25.7%	14	3.6%	67	17.4%	135	35.1%	61	15.8%	9	2.3%	385	100.0%

Maine Law	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	1	2.0%	0	0.0%	3	5.9%	4	30.8%
Faculty	0	0.0%	0	0.0%	0	0.0%	1	2.0%	0	0.0%	22	43.1%	23	176.9%
Salaried	1	2.0%	0	0.0%	2	3.9%	7	13.7%	5	9.8%	8	15.7%	23	176.9%
Hourly	0	0.0%	0	0.0%	0	0.0%	1	2.0%	0	0.0%	0	0.0%	1	7.7%
Total	1	2.0%	0	0.0%	2	3.9%	10	19.6%	5	9.8%	33	64.7%	51	392.3%

Race and Ethnicity by Employment Category

	University of Maine System				University of Maine				University of Maine at Augusta				University of Maine at Farmington				University of Maine at Fort Kent			
	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %
Administrators	0.1%	1.5%	0.2%	1.9%	0.0%	0.9%	0.0%	0.9%	0.0%	2.0%	0.0%	2.0%	0.0%	2.1%	0.0%	2.1%	0.0%	1.1%	2.1%	3.2%
Faculty	3.2%	22.1%	1.8%	27.0%	4.0%	22.5%	2.4%	28.9%	1.0%	30.1%	1.3%	32.4%	2.1%	31.8%	0.7%	34.6%	3.2%	26.3%	0.0%	29.5%
Salaried	3.1%	39.5%	2.7%	45.2%	3.6%	35.8%	2.6%	41.9%	2.0%	35.1%	2.3%	39.5%	0.7%	29.4%	1.4%	31.5%	2.1%	26.3%	7.4%	35.8%
Hourly	1.4%	22.6%	2.0%	25.9%	1.3%	24.0%	2.9%	28.2%	0.7%	23.7%	1.7%	26.1%	0.7%	30.4%	0.7%	31.8%	1.1%	28.4%	2.1%	31.6%
Total	7.7%	85.6%	6.6%	100.0%	8.8%	83.2%	8.0%	100.0%	3.7%	91.0%	5.4%	100.0%	3.5%	93.7%	2.8%	100.0%	6.3%	82.1%	11.6%	100.0%

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				Maine Law			
	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %
Administrators	0.0%	0.0%	0.0%	0.0%	0.7%	2.9%	0.7%	4.4%	0.1%	1.1%	0.2%	1.4%	23.1%	53.8%	15.4%	92.3%	0.0%	2.9%	0.3%	3.1%	0.0%	5.9%	2.0%	7.8%
Faculty	3.8%	36.5%	1.9%	42.3%	1.5%	23.5%	0.7%	25.7%	3.7%	22.4%	1.8%	28.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	39.2%	2.0%	45.1%
Salaried	0.0%	34.6%	0.0%	34.6%	1.5%	40.4%	2.2%	44.1%	3.2%	41.8%	2.3%	47.3%	0.0%	7.7%	0.0%	7.7%	4.2%	69.6%	4.7%	78.4%	0.0%	45.1%	0.0%	45.1%
Hourly	1.9%	21.2%	0.0%	23.1%	2.9%	21.3%	1.5%	25.7%	1.8%	20.2%	1.2%	23.3%	0.0%	0.0%	0.0%	0.0%	1.6%	16.4%	0.5%	18.4%	0.0%	2.0%	0.0%	2.0%
Total	5.8%	92.3%	1.9%	100.0%	6.6%	88.2%	5.1%	100.0%	8.9%	85.5%	5.6%	100.0%	23.1%	61.5%	15.4%	100.0%	5.7%	88.8%	5.5%	100.0%	3.9%	92.2%	3.9%	100.0%

Years of Service by Employment Category

University of Maine System		Years of Service			
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	29	21	19	15	84
Faculty	418	356	259	188	1,221
Salaried	908	618	329	188	2,043
Hourly	472	281	252	168	1,173
Total	1,827	1,276	859	559	4,521

University of Maine		Years of Service			
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	9	5	4	3	21
Faculty	213	201	129	97	640
Salaried	477	250	119	83	929
Hourly	230	152	144	99	625
Total	929	608	396	282	2,215

University of Maine at Augusta		Years of Service			
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	1	2	3	0	6
Faculty	43	23	21	10	97
Salaried	53	30	21	14	118
Hourly	37	26	9	6	78
Total	134	81	54	30	299

University of Maine at Farmington		Years of Service			
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	1	1	2	2	6
Faculty	21	30	29	19	99
Salaried	43	25	12	10	90
Hourly	28	18	29	16	91
Total	93	74	72	47	286

University of Maine at Fort Kent		Years of Service			
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	2	0	1	0	3
Faculty	11	8	5	4	28
Salaried	16	11	5	2	34
Hourly	11	7	6	6	30
Total	40	26	17	12	95

University of Maine at Machias		Years of Service			
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	0	0	0	0	-
Faculty	2	7	7	6	22
Salaried	6	10	0	2	18
Hourly	4	1	6	1	12
Total	12	18	13	9	52

Years of Service by Employment Category

3.1

University of Maine at Presque Isle	Years of Service				
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count
Administrators	2	1	2	1	6
Faculty	8	11	10	6	35
Salaried	29	15	12	4	60
Hourly	12	13	5	5	35
Total	51	40	29	16	136

University of Southern Maine	Years of Service				
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count
Administrators	6	2	3	3	14
Faculty	108	73	51	45	277
Salaried	196	148	92	32	468
Hourly	114	50	36	30	230
Total	424	273	182	110	989

University Governance	Years of Service				
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count
Administrators	3	6	1	2	12
Faculty	0	0	0	0	0
Salaried	0	1	0	0	1
Hourly	0	0	0	0	0
Total	3	7	1	2	13

University Services	Years of Service				
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count
Administrators	3	3	2	4	12
Faculty	0	0	0	0	-
Salaried	78	122	63	39	302
Hourly	36	13	17	5	71
Total	117	138	82	48	385

Maine Law	Years of Service				
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count
Administrators	2	1	1	0	4
Faculty	12	3	7	1	23
Salaried	10	6	5	2	23
Hourly	0	1	0	0	1
Total	24	11	13	3	51

Average Years of Service by Employment Category

	University of Maine System	University of Maine	University of Maine at Augusta	University of Maine at Farmington	University of Maine at Fort Kent	University of Maine at Machias	University of Maine at Presque Isle	University of Southern Maine	University Governance	University Services	Maine Law
Administrators	13.0	12.1	13.3	19.3	9.7	0.0	13.2	12.8	11.3	15.6	7.8
Faculty	12.1	12.0	10.6	14.7	11.1	18.5	13.9	11.7	0.0	0.0	7.9
Salaried	9.3	8.5	10.3	9.3	7.6	8.5	8.1	9.2	5.0	11.8	8.2
Hourly	11.8	12.6	8.3	14.4	15.0	13.3	12.3	9.9	0.0	9.4	14.0
Average Yrs Svc	10.8	10.7	9.9	13.0	11.0	13.8	10.9	10.1	10.8	11.5	8.1

Count of Employment Category with Management Group

	University of Maine System	University of Maine	University of Maine at Augusta	University of Maine at Farmington	University of Maine at Fort Kent	University of Maine at Machias	University of Maine at Presque Isle	University of Southern Maine	University Governance	University Services	Maine Law
Administrators	67	14	5	4	3	0	6	10	12	10	3
Management Grp	17	7	1	2	0	0	0	4	0	2	1
Faculty	1,221	640	97	99	28	22	35	277	0	0	23
Salaried	2,043	929	118	90	34	18	60	468	1	302	23
Hourly	1,173	625	78	91	30	12	35	230	0	71	1
Total	4,521	2,215	299	286	95	52	136	989	13	385	51

Full Time Equivalent by Funding Source

	University of Maine System				University of Maine				University of Maine at Augusta				University of Maine at Farmington				University of Maine at Fort Kent			
	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total
Administrators	80.1	3.9	0.0	84.0	20.8	0.2	0.0	21.0	5.1	1.0	0.0	6.0	6.0	0.0	0.0	6.0	3.0	0.0	0.0	3.0
Faculty	1,371.0	78.3	0.2	1,449.5	651.1	58.7	0.0	709.8	131.9	2.2	0.0	134.1	105.3	3.3	0.2	108.8	36.0	1.0	0.0	37.0
Salaried	1,472.7	459.8	72.9	2,005.4	642.2	216.9	49.6	908.6	82.3	30.6	1.0	113.9	68.4	12.2	6.5	87.1	28.8	3.2	1.5	33.5
Hourly	883.2	34.0	238.1	1,155.3	427.7	15.7	175.8	619.2	71.3	4.1	1.0	76.3	62.7	1.5	22.9	87.1	24.6	0.0	5.0	29.6
Total	3,806.9	576.1	311.2	4,694.2	1,741.8	291.4	225.4	2,258.5	290.5	37.8	2.0	330.3	242.4	17.0	29.6	289.0	92.4	4.2	6.5	103.1

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				Maine Law			
	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total
Administrators	0.0	0.0	0.0	0.0	5.5	0.5	0.0	6.0	12.8	1.3	0.0	14.0	12.0	0.0	0.0	12.0	11.9	0.1	0.0	12.0	3.0	1.0	0.0	4.0
Faculty	33.4	0.2	0.0	33.6	53.0	2.4	0.0	55.4	340.3	9.1	0.0	349.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	19.9	1.5	0.0	21.4	
Salaried	16.6	0.0	1.0	17.6	43.0	13.5	1.3	57.9	270.1	176.4	12.0	458.5	1.0	0.0	0.0	1.0	299.9	4.0	0.0	303.8	20.5	3.0	0.0	23.5
Hourly	10.8	0.0	2.0	12.8	31.0	1.5	2.0	34.5	185.6	10.1	29.4	225.0	0.0	0.0	0.0	0.0	69.1	1.3	0.0	70.4	0.5	0.0	0.0	0.5
Total	60.8	0.2	3.0	64.0	132.5	17.9	3.3	153.7	808.7	196.9	41.4	1,047.0	13.0	0.0	0.0	13.0	380.8	5.3	0.0	386.2	43.9	5.5	0.0	49.4

Part-Time Faculty by University

	University of Maine System			University of Maine			University of Maine at Augusta			University of Maine at Farmington			University of Maine at Fort Kent		
	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught
Spring 2020	869	4,520.0	1,601	218	1,080.5	395	134	708.0	242	49	334.0	81	48	294.5	89
Fall 2020	836	4,653.0	1,643	193	1,011.0	369	131	749.0	258	48	294.0	81	52	346.0	94
Spring 2021	804	4,343.5	1,553	201	1,110.5	409	117	587.0	202	50	319.0	91	40	231.0	76
Fall 2021	854	4,845.0	1,691	201	1,034.5	386	126	727.0	244	54	375.0	94	43	252.5	70
2022 Fall	835	4,637.5	1,649	215	1,025.0	382	127	667.0	229	47	258.0	71	31	174.0	49
2022 Spring	789	4,503.8	1,594	211	1,067.3	406	120	645.0	219	47	324.0	79	25	141.0	44

	University of Maine at Machias			University of Maine at Presque Isle			University of Southern Maine			Maine Law		
	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught
Spring 2020	31	117.0	43	44	272.0	89	358	1,708.0	661	1	6.0	1
Fall 2020	25	138.0	45	39	311.0	101	365	1,801.0	694	1	3.0	1
Spring 2021	25	133.0	44	41	329.0	108	342	1,620.0	619	3	14.0	4
Fall 2021	25	143.5	50	49	432.0	142	372	1,877.5	704	1	3.0	1
2022 Fall	23	113.0	40	55	620.0	202	359	1,775.5	674	2	5.0	2
2022 Spring	27	143.0	49	46	499.0	163	334	1,684.5	634	0	0.0	0

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: 2022 Turnover Analysis Report

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

HRIS Analyst Jacob Foster will present the findings of this Annual Report, created to educate and inform management and the Board of Trustees of turnover in the UMS workforce for the annual time frame indicated.

2021 - 2022 Turnover Analysis

Jacob Foster, HRIS Analyst

March 29, 2023

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

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UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

INTRODUCTION

This report includes only regular staff and primary position records for employees in an active, leave with pay or leave without pay status. Regular staff in the Part-Time Faculty bargaining unit are included; temporary staff in the Part-Time Faculty unit are excluded.

The report covers the period from November 1, 2021, through October 31, 2022.

The population is determined by averaging the number of staff active, on leave, or on leave without pay on November 1, 2021, and October 31, 2022.

Resignations, voluntary retirements, failure to return from leave, death, and disability are considered voluntary separations. All other separation reasons are considered involuntary separations. Separations due to death or disability were included with involuntary terminations in reports prior to 2014.

New hires are hired from outside the University and do not include staff who are already employees. The new hire and rehire statistics do not include employees who have taken a secondary job or transferred within the University System. Rehires include employees moving from temporary to regular positions and/or have had a separation from the University of Maine System. Internal hires and transfers are isolated and included for reference.

Key to bargaining groups:

AFUM - Associated Faculties of the Universities of Maine, MEA/NEA

UMPSA - Universities of Maine Professional Staff Association, MEA/NEA

COLT - Associated C.O.L.T. (Clerical, Office, Laboratory and Technical) Staff of the Universities of Maine, MEA/NEA

Service & Maintenance - Teamsters Union Local #340

University Supervisors

Police - Fraternal Order of Police Lodge #100

PATFA - Part-Time Faculty Association, MFT/AFT, AFL-CIO

Law Faculty

Non-Represented Hourly

Non-Represented Salaried

Non-Represented Faculty

Data Source: PeopleSoft HRPRD Database; the University of Maine System.

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

HIGHLIGHTS

- From November 1, 2021 through October 31, 2022 the number of employee separations for all reasons was 15.0% of the average population of regular employees. Of this, voluntary resignations made up 9.1%, and retirements accounted for 4.3%. The remaining 1.6% involuntary separations resulted from end of term appointments, layoff, and termination. (Totals may be slightly off due to rounding)
- The turnover rate of 15.0% is up from last year's rate of 12.5% due to an increase in year-over-year retirements and voluntary separations.
- External benchmarking UMS' turnover rate, CUPA-HR Data-On-Demand gives an average turnover rate of 14.3% for institutions with student enrollment FTE greater than 8,654 between November 1, 2021 to October 31, 2022.
- The total number of separations for all reasons is 682, which is 114 more than last year for the same period; an increase of 20.1%.
- Separation rates vary among universities from a high of 24.3% for University of Maine Machias to 12.7% for University Services.
- The average years-of-service for resignations is 4.4 years, 27.9 years for retirements, and 2.9 for involuntary separations.
- There were 62 new hires with minority status. Of this number 31% left during their first year of employment. Comparing this metric to those with non-minority status, 24% left during their first year, indicating a disproportionate separation within the first year of employment.
- Retention of employees at all Universities is 85.0%, a decrease from last year's 87.8%.
- The turnover rates for the represented and non-represented as a percentage of the bargaining unit vary with a high of 18.7% for the Non-Represented Hourly unit to 11.1% in the University Supervisors unit. Separation rates in other represented bargaining units are: AFUM: 11.7%, UMPSA: 16.4%, ACSUM: 16.3%, S&M: 16.8%, Police: 13.5%, Non-Represented Salaried: 15.7%, Non-Represented Faculty: 13.2%, PATFA: 11.8%, Law Faculty: 11.4%.

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

HEADCOUNT**Average Headcount – Regular Staff**

Campus	Headcount October 31, 2021	Headcount October 31, 2022	Average Headcount	Percent of Total Headcount
University of Maine	2,223	2,176	2,200	48.4%
University of Maine Augusta	300	308	304	6.7%
University of Maine Farmington	288	302	295	6.5%
University of Maine Fort Kent	95	104	100	2.2%
University of Maine Machias	52	55	54	1.2%
University of Maine Presque Isle	137	138	138	3.0%
University of Southern Maine	993	1,014	1,004	22.1%
Maine Law	52	44	48	1.1%
Governance	13	14	14	0.3%
University Services	386	386	386	8.5%
Total	4,539	4,541	4,540	100%

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

SEPARATIONS**Reasons for Separations – Regular Staff**

Campus	Death	Dis-charge	End of Appt / Contract	Proba-tionary Period	Resign-ation	Retire-ment	Soft Money Disconti-nuance	Staff Reduc-tion	Total
University of Maine	4	5	15	7	183	102	2		318
University of Maine Augusta	1	1			30	19		1	52
University of Maine Farmington	1	1	4		21	16			43
University of Maine Fort Kent		1	2		13	2			18
University of Maine Machias		1	1		8	3			13
University of Maine Presque Isle	1		1		10	6		2	20
University of Southern Maine	3	3	5	3	91	39	12	1	157
Maine Law			1		8				9
Governance					3				3
University Services	2	2	1		36	8			49
Total	12	14	30	10	403	195	14	4	682
Percent Total	1.8%	2.1%	4.4%	1.5%	59.1%	28.6%	2.1%	0.6%	100%

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

TURNOVER**Turnover by Campus**

Campus	Average Headcount	Separations	Turnover
University of Maine	2,200	318	14.5%
University of Maine Augusta	304	52	17.1%
University of Maine Farmington	295	43	14.6%
University of Maine Fort Kent	100	18	18.1%
University of Maine Machias	54	13	24.3%
University of Maine Presque Isle	138	20	14.5%
University of Southern Maine	1,004	157	15.6%
Maine Law	48	9	18.8%
Governance	14	3	22.2%
University Services	386	49	12.7%
Total	4,540	682	15.0%

Turnover Benchmarking 2016 - 2022

	2016	2017	2018	2019	2020	2021	2022
University of Maine System	11.80%	11.00%	10.30%	11.80%	10.10%	12.50%	15.00%
CUPA Benchmark	10.40%	10.70%	11.70%	11.40%	10.10%	12.70%	14.30%

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

SEPARATION DETAILS

Separations by Type

Campus	Involuntary	Retirement	Voluntary	Total
University of Maine	29	102	187	318
University of Maine Augusta	2	19	31	52
University of Maine Farmington	5	16	22	43
University of Maine Fort Kent	3	2	13	18
University of Maine Machias	2	3	8	13
University of Maine Presque Isle	3	6	11	20
University of Southern Maine	24	39	94	157
Maine Law	1		8	9
Governance			3	3
University Services	3	8	38	49
Total	72	195	415	682
Percent of Average Headcount	1.6%	4.3%	9.1%	15.0%

Average Years of Service Prior to Separation by Type

Campus	Involuntary	Retirement	Voluntary
University of Maine	1.7	28.3	4.1
University of Maine Augusta	7.2	32.8	5.6
University of Maine Farmington	2.2	24.7	5.4
University of Maine Fort Kent	11.3	13.0	4.1
University of Maine Machias	1.9	29.9	1.7
University of Maine Presque Isle	3.1	23.8	4.4
University of Southern Maine	3.1	27.2	4.3
Maine Law	1.0		5.4
Governance			8.3
University Services	3.9	25.5	4.1
Total	2.9	27.9	4.4

Separations by Years of Service, by Gender, by Minority Status

	Less Than One Year	One Year	Two Years	Three Years	Four Years	Over Five Years
Number of Terminations	140	64	71	38	25	344
Female	67	43	44	14	13	181
Male	73	21	27	24	12	163
Minority	19	7	6	8	2	17
Non-minority	121	57	65	30	23	327

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

Separations by Years of Service, by Gender, by Minority Status (Percentages)

	Less Than One Year	One Year	Two Years	Three Years	Four Years	Over Five Years
Number of Terminations	21%	9%	10%	6%	4%	50%
Female	48%	67%	62%	44%	44%	53%
Male	52%	33%	38%	56%	46%	47%
Totals	100%	100%	100%	100%	100%	100%
Minority	14%	11%	8%	21%	8%	5%
Non-minority	86%	89%	92%	79%	92%	95%
Totals	100%	100%	100%	100%	100%	100%

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

RETENTION

Retention – Regular Staff

Campus	Headcount October 31, 2021	Headcount October 31, 2022	Number of Separations	Retention
University of Maine	2,223	2,176	318	86.6%
University of Maine Augusta	300	308	52	81.6%
University of Maine Farmington	288	302	43	83.1%
University of Maine Fort Kent	95	104	18	77.4%
University of Maine Machias	52	55	13	72.9%
University of Maine Presque Isle	137	138	20	85.1%
University of Southern Maine	993	1,014	157	83.3%
Maine Law	52	44	9	89.6%
Governance	13	14	3	74.1%
University Services	386	386	49	87.3%
Total	4,539	4,541	682	85.0%

4.1

Hires as a Percent of Average Headcount

Campus	Average Headcount	Hires	Percent of Total Headcount
University of Maine	2,223	305	13.9%
University of Maine Augusta	300	37	12.2%
University of Maine Farmington	288	28	9.5%
University of Maine Fort Kent	95	8	8.0%
University of Maine Machias	52	8	15.0%
University of Maine Presque Isle	137	14	10.2%
University of Southern Maine	993	124	12.4%
Maine Law	52	14	29.2%
Governance	13	0	0.0%
University Services	386	37	9.6%
Total	4,539	575	12.7%

New Appointments as a Percent of Average Headcount

Campus	Average Headcount	New Appointments	Percent of Average Headcount
University of Maine	2,223	204	13.9%
University of Maine Augusta	300	40	12.2%
University of Maine Farmington	288	23	9.5%
University of Maine Fort Kent	95	7	8.0%
University of Maine Machias	52	5	15.0%
University of Maine Presque Isle	137	11	10.2%
University of Southern Maine	993	80	12.4%
Maine Law	52	2	29.2%
Governance	13	2	0.0%
University Services	386	42	9.6%
Total	4,539	416	9.2%

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

Hires by Gender and Minority Status

Campus	Female	Male	Total	Minority	Non-minority	Total
University of Maine	165	140	305	40	265	305
University of Maine Augusta	14	23	37	4	33	37
University of Maine Farmington	17	11	28	2	26	28
University of Maine Fort Kent	5	3	8	0	8	8
University of Maine Machias	4	4	8	1	7	8
University of Maine Presque Isle	9	5	14	1	13	14
University of Southern Maine	79	45	124	8	116	124
Maine Law	10	4	14	2	12	14
Governance	0	0	0	0	0	0
University Services	13	24	37	4	33	37
Total	316	259	575	57	513	575

Hires by Gender and Minority Status (Percentages)

Campus	Female	Male	Total	Minority	Non-minority	Total
University of Maine	54%	46%	100%	13%	87%	100%
University of Maine Augusta	38%	62%	100%	11%	89%	100%
University of Maine Farmington	61%	39%	100%	7%	93%	100%
University of Maine Fort Kent	63%	37%	100%	0%	100%	100%
University of Maine Machias	50%	50%	100%	13%	87%	100%
University of Maine Presque Isle	64%	36%	100%	7%	93%	100%
University of Southern Maine	64%	36%	100%	6%	94%	100%
Maine Law	71%	29%	100%	14%	86%	100%
Governance	0%	0%	0%	0%	0%	0%
University Services	35%	65%	100%	11%	89%	100%
Total	55%	45%	100%	11%	89%	100%

Less Than One Year Separations vs Hires by Gender and Minority Status

	Number of Separations	Hires	Percent of Separations vs Hires
Female	67	316	21%
Male	73	259	28%
Minority	19	62	31%
Non-minority	121	513	24%

4.1

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

TURNOVER METRICS BY BARGAINING UNITS

Average Headcount – Regular Staff

Bargaining Unit	Headcount October 31, 2021	Headcount October 31, 2022	Average Headcount	Percent of Total Headcount
AFUM	1,057	1,074	1,066	23.5%
UMPSA	1,699	1,653	1,676	36.9%
ACSUM	534	545	540	11.9%
Service and Maintenance	481	482	482	10.6%
University Supervisors	97	102	100	2.2%
Police	37	37	37	0.8%
PATFA	17	17	17	0.4%
Law Faculty	15	20	18	0.4%
Non-Represented Hourly	37	38	38	0.8%
Non-Represented Salaried	425	440	433	9.5%
Non-Represented Faculty	140	133	137	3.0%
Total	4,539	4,541	4,540	100.0%

4.1

Reasons for Separations – Regular Staff

Bargaining Unit	Death	Dis-charge	End of Appt / Contract	Proba- tionary Period	Resign- ation	Retire- ment	Soft Money Disconti- nuance	Staff Reduc- tion	Total
AFUM	5		10		37	73			125
UMPSA	2	2	12	4	192	49	12	2	275
ACSUM	2		2	2	59	19	2	2	88
Service and Maintenance	1	7		4	50	19			81
University Supervisors	1	2				8			11
Police					4	1			5
PATFA						2			2
Law Faculty			1		1				2
Non-Represented Hourly					7				7
Non-Represented Salaried	1	3	1		42	21			68
Non-Represented Faculty			4		11	3			18
Total	12	14	30	10	403	195	14	4	682
Percent Total	1.8%	2.1%	4.4%	1.5%	59.1%	28.6%	2.1%	0.6%	100.0%

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

Turnover by Bargaining Unit

Bargaining Unit	Average Headcount	Separations	Turnover
AFUM	1,066	125	11.7%
UMPSA	1,676	275	16.4%
ACSUM	540	88	16.3%
Service and Maintenance	482	81	16.8%
University Supervisors	100	11	11.1%
Police	37	5	13.5%
PATFA	17	2	11.8%
Law Faculty	18	2	11.4%
Non-Represented Hourly	38	7	18.7%
Non-Represented Salaried	433	68	15.7%
Non-Represented Faculty	137	18	13.2%
Total	4,540	682	15.0%

4.1

Separations by Type

Bargaining Unit	Involuntary	Retirement	Voluntary	Total
AFUM	10	73	42	125
UMPSA	32	49	194	275
ACSUM	8	19	61	88
Service and Maintenance	11	19	51	81
University Supervisors	2	8	1	11
Police		1	4	5
PATFA		2		2
Law Faculty	1		1	2
Non-Represented Hourly			7	7
Non-Represented Salaried	4	21	43	68
Non-Represented Faculty	4	3	11	18
Total	72	195	415	682
Percent of Average Headcount	1.6%	4.3%	9.1%	15.0%

Average Years of Service Prior to Separation by Type

Bargaining Unit	Involuntary	Retirement	Voluntary
AFUM	2.9	30.2	7.0
UMPSA	2.6	26.7	4.1
ACSUM	3.6	23.5	3.8
Service and Maintenance	1.1	22.9	2.4
University Supervisors	1.6	31.2	40.3
Police		43.5	1.7
PATFA		14.0	
Law Faculty	1.0		20.0
Non-Represented Hourly			0.9
Non-Represented Salaried	10.3	29.9	5.5
Non-Represented Faculty	2.8	30.2	4.6
Total	2.9	27.9	4.4

UNIVERSITY OF MAINE SYSTEM – 2021-2022 TURNOVER ANALYSIS

4.1

Retention – Regular Staff

Bargaining Unit	Headcount October 31, 2021	Headcount October 31, 2022	Number of Separations	Retention
AFUM	1,057	1,074	125	87.5%
UMPSA	1,699	1,653	275	85.0%
ACSUM	534	545	88	82.7%
Service and Maintenance	481	482	81	83.1%
University Supervisors	97	102	11	86.4%
Police	37	37	5	86.5%
PATFA	17	17	2	88.2%
Law Faculty	15	20	2	74.3%
Non-Represented Hourly	37	38	7	80.0%
Non-Represented Salaried	425	440	68	82.5%
Non-Represented Faculty	140	133	18	89.4%
Total	4,539	4,541	682	85.0%

Hires as a Percent of Average Headcount

Bargaining Unit	Average Headcount	Hires	Percent of Average Headcount
AFUM	1,066	79	7.4%
UMPSA	1,676	233	13.9%
ACSUM	540	106	19.6%
Service and Maintenance	482	71	14.7%
University Supervisors	100	10	10.1%
Police	37	6	16.2%
PATFA	17	2	11.8%
Law Faculty	18		0.0%
Non-Represented Hourly	38	14	37.3%
Non-Represented Salaried	433	36	8.3%
Non-Represented Faculty	137	17	13.2%
Total	4,540	575	12.7%

New Appointments as a Percent of Average Headcount

Bargaining Unit	Average Headcount	New Appointments	Percent of Average Headcount
AFUM	1,066	59	5.5%
UMPSA	1,676	214	12.8%
ACSUM	540	52	9.6%
Service and Maintenance	482	30	6.2%
University Supervisors	100	6	6.0%
Police	37	4	10.8%
PATFA	17	2	11.8%
Law Faculty	18		0.0%
Non-Represented Hourly	38	7	18.7%
Non-Represented Salaried	433	36	8.3%
Non-Represented Faculty	137	5	3.7%
Total	4,540	416	9.2%