

Board of Trustees
Human Resources & Labor Relations Committee
April 27, 2026
Zoom Meeting

Present: **Committee Members:** Patrick Flood, Chair; Trish Riley; David MacMahon; Michael Michaud; and Lisa Eames. **System Staff:** Chancellor Malloy, Carolyn Dorsey, Jeffrey St. John, Amon Purinton, Susan Cameron, Amie Parker, Ryan Whitlock & Elizabeth Stickler. **Presidents:** Joan Ferrini-Mundy

Committee Members Absent: None

Trustee Flood, Chair, called the meeting to order. The Clerk performed a roll call of the Committee members present.

Executive Session

On a motion by Trustee Michaud, which was seconded by Trustee Eames, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.
- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Eames, which was seconded by Trustee Riley, and approved by a vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session

PUBLIC SESSION

Welcome from Committee Chair

Committee Chair Flood welcomed everyone to the public meeting, noted that the Committee had three public topics and thanked the staff and administrators for working through a busy season of committee work, administrative workload, graduations, negotiations, and related matters. Chair Flood also noted the upcoming commencement activities and the next Board meeting in Fort Kent. Vice Chancellor Carolyn Dorsey and Chief Human Resources Officer Amie Parker indicated that they had no additional opening updates.

Labor Relations Update

Vice Chancellor Dorsey and Chief Human Resources Officer Parker had no substantive updates beyond Chair Flood's opening comments.

2024-2025 UMS Turnover Analysis Report

Chief Human Resources Officer Amie Parker presented the 2024-2025 UMS Turnover Analysis Report and the connected 2025 Workforce Profile Report. She noted that the turnover report covers the period from November 1, 2024, through October 31, 2025. She thanked Susan Spencer, HR Manager, for developing the turnover report, and Jacob Foster for creating the workforce profile report used as source material.

The CHRO reported that the systemwide turnover rate was 11.4%, down from 11.9% the prior year and approximately 1.25 percentage points below the CUPA-HR peer institution benchmark of 12.63%. Total separations numbered 506, a decrease of 23 headcount, or approximately 4.25%, from the prior year. The System's retention rate was 88.12%, compared with 87.9% the prior year. Voluntary resignations accounted for 6.7% of average headcount, retirements for 2.3%, and involuntary separations for 2.3%.

The CHRO noted that employees who resigned voluntarily had an average of 3.8 years of service, while retirees averaged 25.3 years of service. Early-tenure attrition was highlighted as an area for continued focus, noting that 32.6% of all separations occurred within the first two years of service, including 18% within the first year and 14% after one year but before two years. It was also noted that 24% of minority hires with less than one year of service separated during the period, compared with 18% for non-minority hires, and said the HR team will continue to monitor whether targeted support is needed.

The CHRO reviewed turnover by bargaining unit and employment group. It was noted that the regular part-time faculty category showed a high turnover rate because the regular population is very small, while typical part-time faculty are temporary employees and not included in that turnover report. The law faculty group had zero separations. The police unit had a turnover rate of 30%, which the CHRO noted but not surprising given law enforcement staffing transitions across the state. Larger represented units included AFUM at 6.2%, UMSA at 11.8%, ACSUM at 15.6%, and Service and Maintenance at approximately 14.5%. No major surprises in the employment-group statistics.

It was reported that the University made 470 total hires during the reporting period, approximately 10.5% of average headcount. Of those, 215 were new appointments, representing approximately 4.8% of average headcount. The CHRO reported that 63 hires, or 13.5% of total hires, identified as having minority status, women made up approximately 40% of hires, and approximately 29-30% of hires did not specify gender. The University of Maine at Presque Isle had the highest hire rate at approximately 22%, and governance had no external hires during the period.

2024-2025 UMS Workforce Profile Report

The CHRO reported that, as of October 31, 2025, the University of Maine System employed 4,444 regular employees actively receiving a paycheck, with an additional 815 part-time faculty members teaching during the fall 2025 semester. Women made up a slight majority of the workforce at approximately 53.3% to 54%, and faculty were split approximately equally by gender. It was noted that administrators who are women represented 53.3%, down from 58.7% the prior year, and salaried staff who are women represented approximately 57%, down from 59% in 2024. The CHRO noted the differences were not significant but should continue to be monitored.

The CHRO reported that approximately 9% of employees systemwide self-reported a minority race or ethnicity. The three campuses with the highest reported minority populations were the University of Southern Maine at approximately 10%, the University of Maine at approximately 10%, and the University of Maine at Presque Isle at 8.6%. It was noted that race and ethnicity are self-reported, that some employees choose not to disclose that information, and that Maine's general population is approximately 91% white and non-Hispanic, providing context for the workforce profile.

The CHRO reported that approximately 75% of faculty hold doctoral degrees, and approximately 70% of all employees hold a baccalaureate degree or higher. It was noted that 18% of employees did not report educational level, up from 16% the prior year, and said HR will continue encouraging employees to update profiles. One highlight was the University of Southern Maine's work to update educational records, noting that USM at one point achieved 100% reporting of employee educational level.

The CHRO reviewed age and tenure data. The average age of administrators was approximately 55, faculty 51, salaried staff 45, and hourly staff 49. It was noted that 57% of administrators are age 55 or older, slightly improved from 61% in 2024, and said that nearly six in ten senior leaders are at or approaching retirement age, making succession planning important. Average years of service were approximately 13 years for administrators, 12 years for faculty, 11 years for hourly staff, and 8.7 years for salaried staff. Approximately 47% of salaried staff and 45% of hourly staff had fewer than five years of service. The CHRO noted that the University of Maine at Farmington had the highest average years of service across employment categories at approximately 13.5 years, while the University of Maine at Presque Isle had the lowest at approximately seven years, reflecting recent growth and hiring activity.

The CHRO summarized that the two reports present a broadly positive picture, with turnover improved, resignations remaining the largest driver of separations, gender distribution relatively balanced, workforce diversity ahead of Maine's general population, and continued work needed to increase employee reporting of educational level.

Chair Flood thanked CHRO Amie Parker and said the documents were thorough, easy to follow, and well structured. Vice Chancellor Dorsey thanked the CHRO and the team, noting that they

had incorporated prior trustee feedback and provided improved context related to peers and institutions. Chancellor Malloy thanked the HR team, stating that the team had made significant progress and that the System knows how to measure itself.

Adjournment

There being no further business, Chair Flood thanked the participants and declared the meeting adjourned.

Additional information about the meeting can be found on the Board of Trustees website:
<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/>

Kayla Flewelling for

Elizabeth Stickler, Clerk