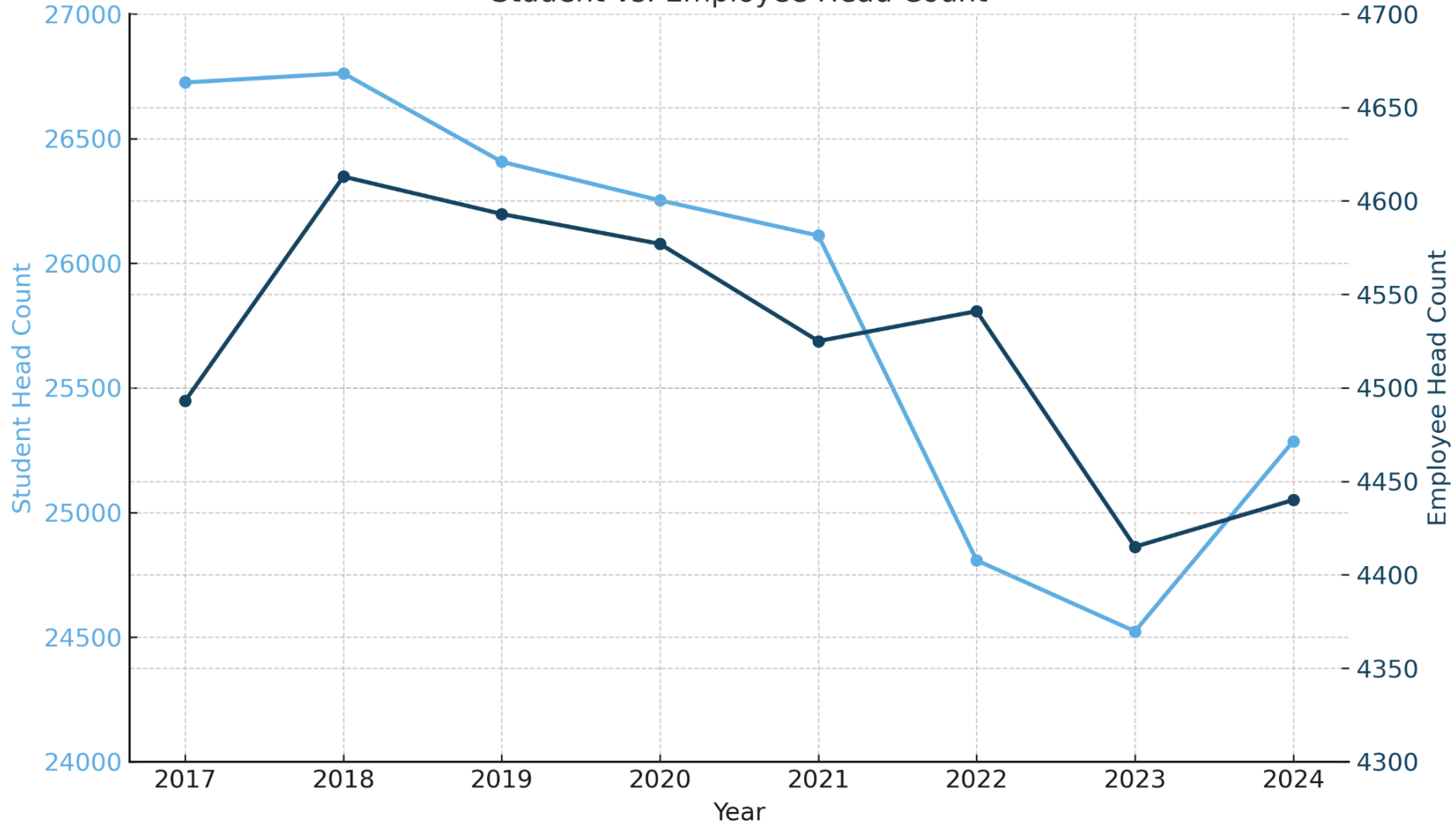




2024 Workforce Profile Summary

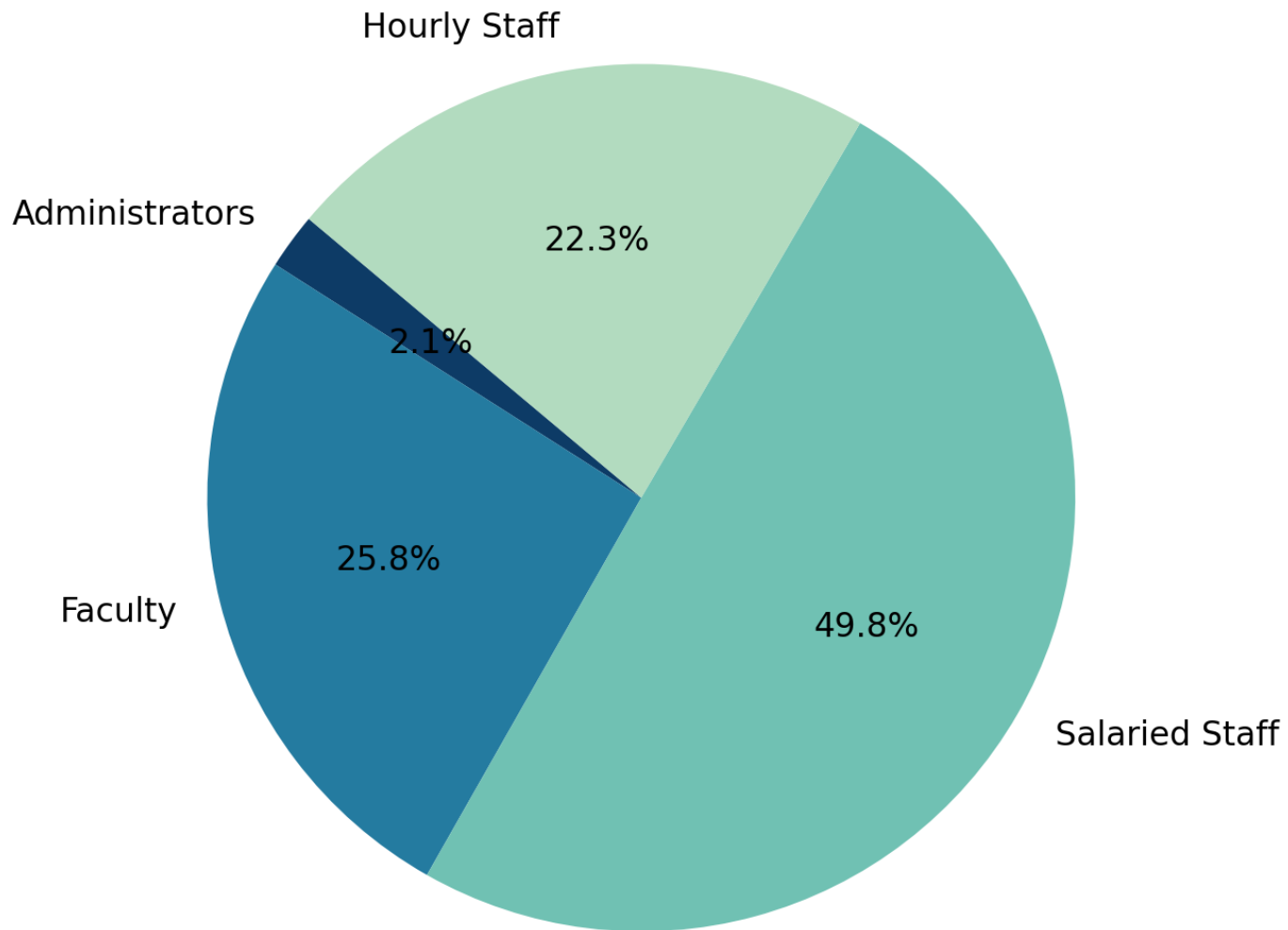
- Data prepared by Jacob Foster, Compensation Manager
- Presented by Amie Parker, CHRO

Student vs. Employee Head Count

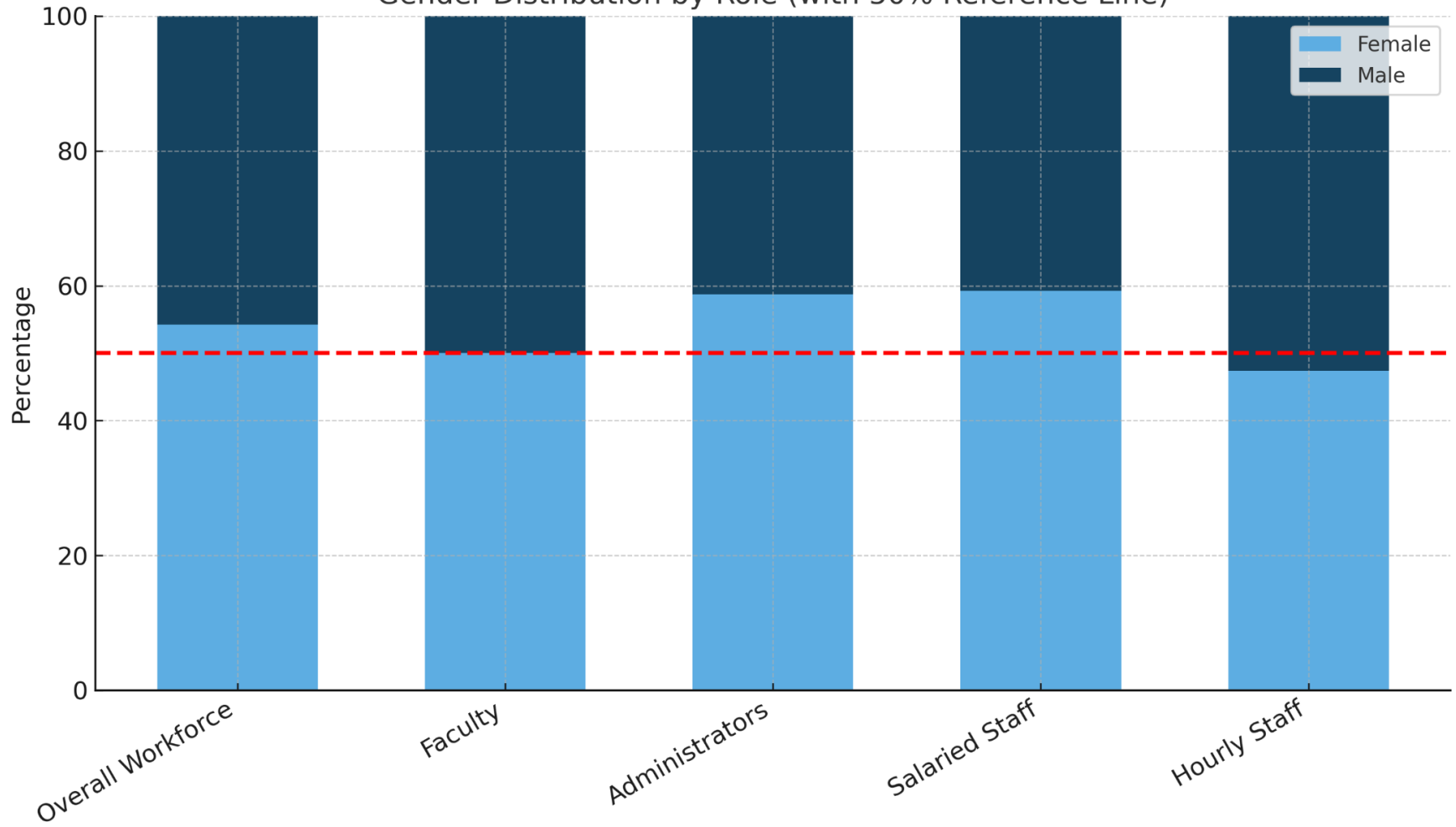


* Student Head Count numbers were adjusted to match 2024 Fall Enrollment Report counts now that Early College students are no longer included.

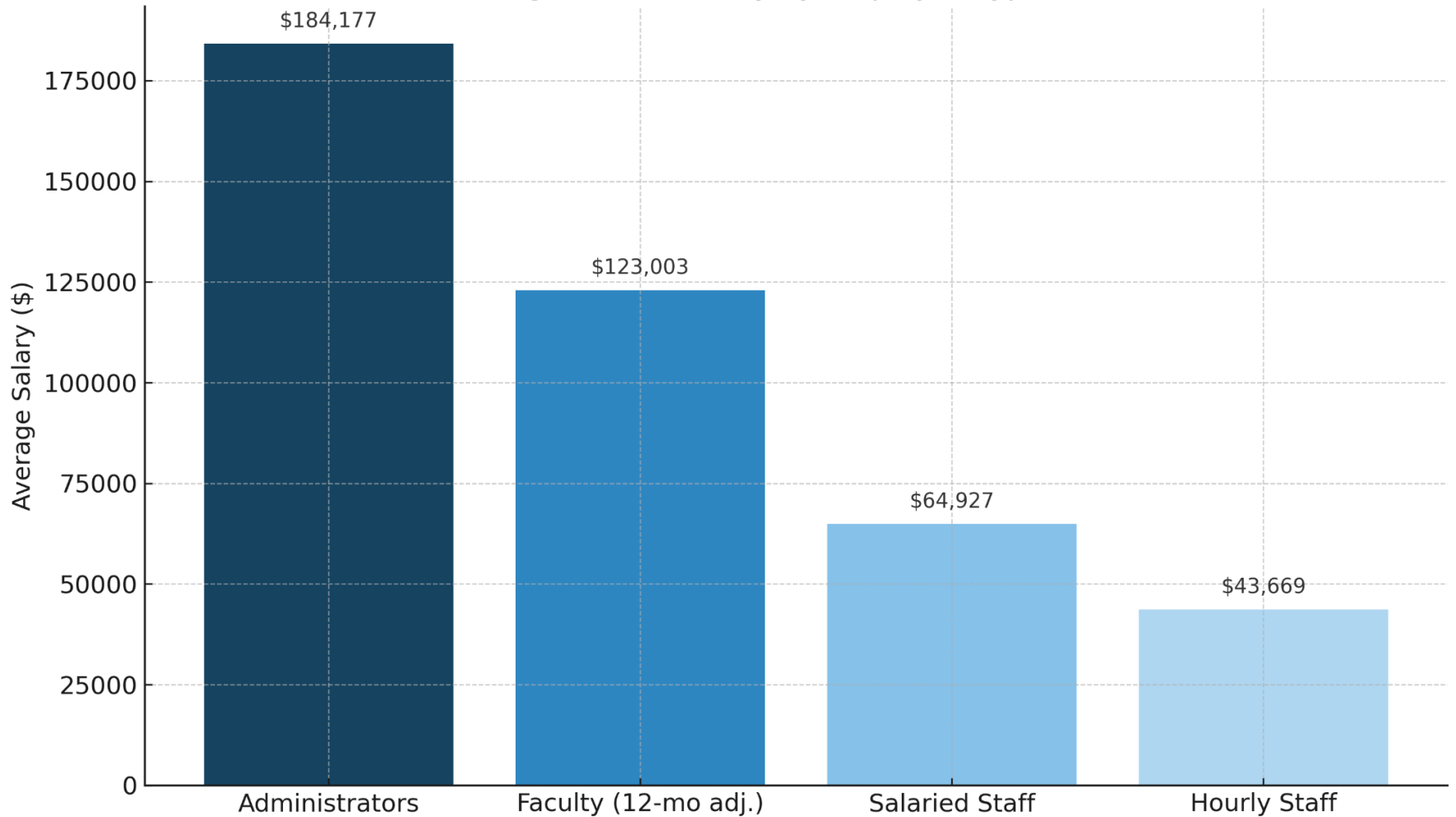
Workforce Composition by Role



Gender Distribution by Role (with 50% Reference Line)

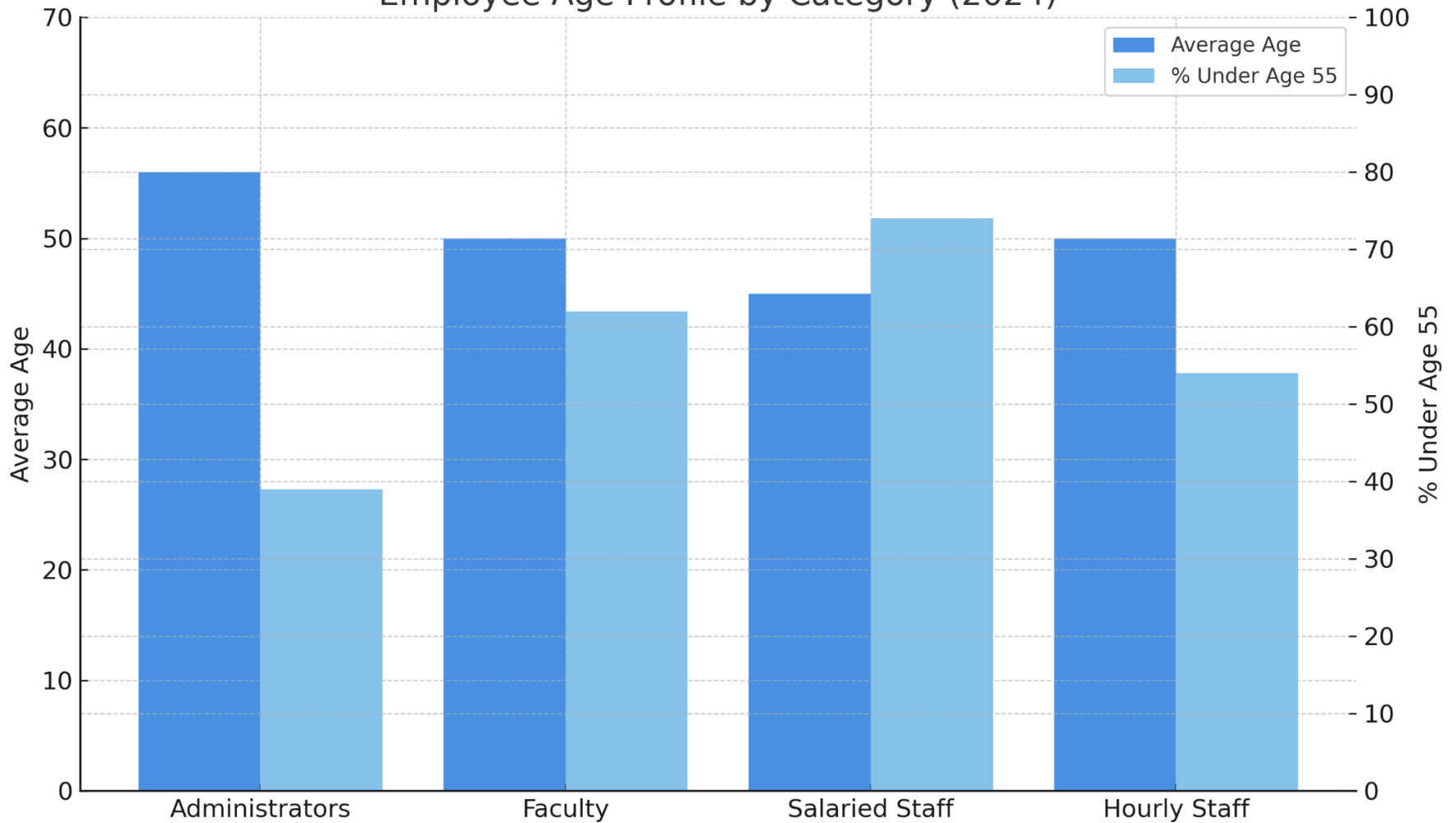


Average Annual Salary by Employee Type (2024)



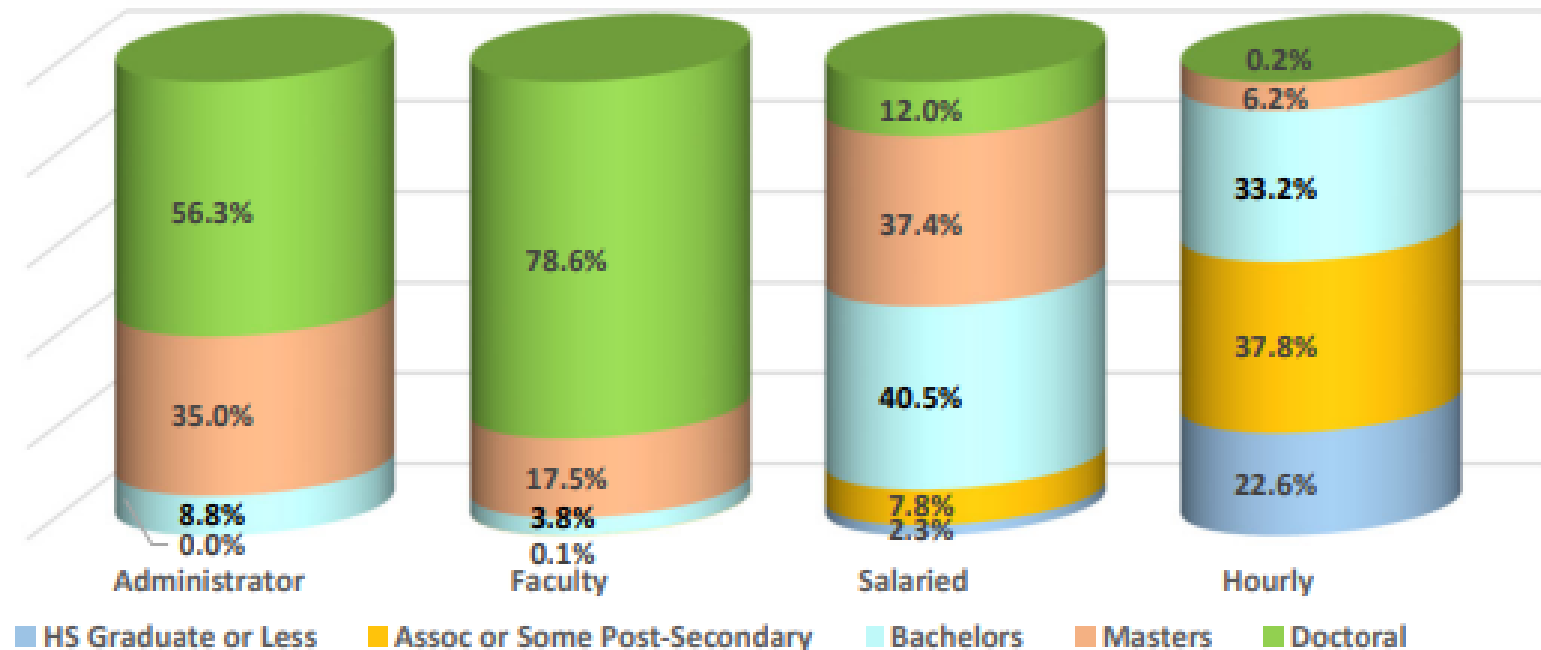
Note: Faculty salary shown is the 12-month equivalent of the 9-month academic year appointment.

Employee Age Profile by Category (2024)



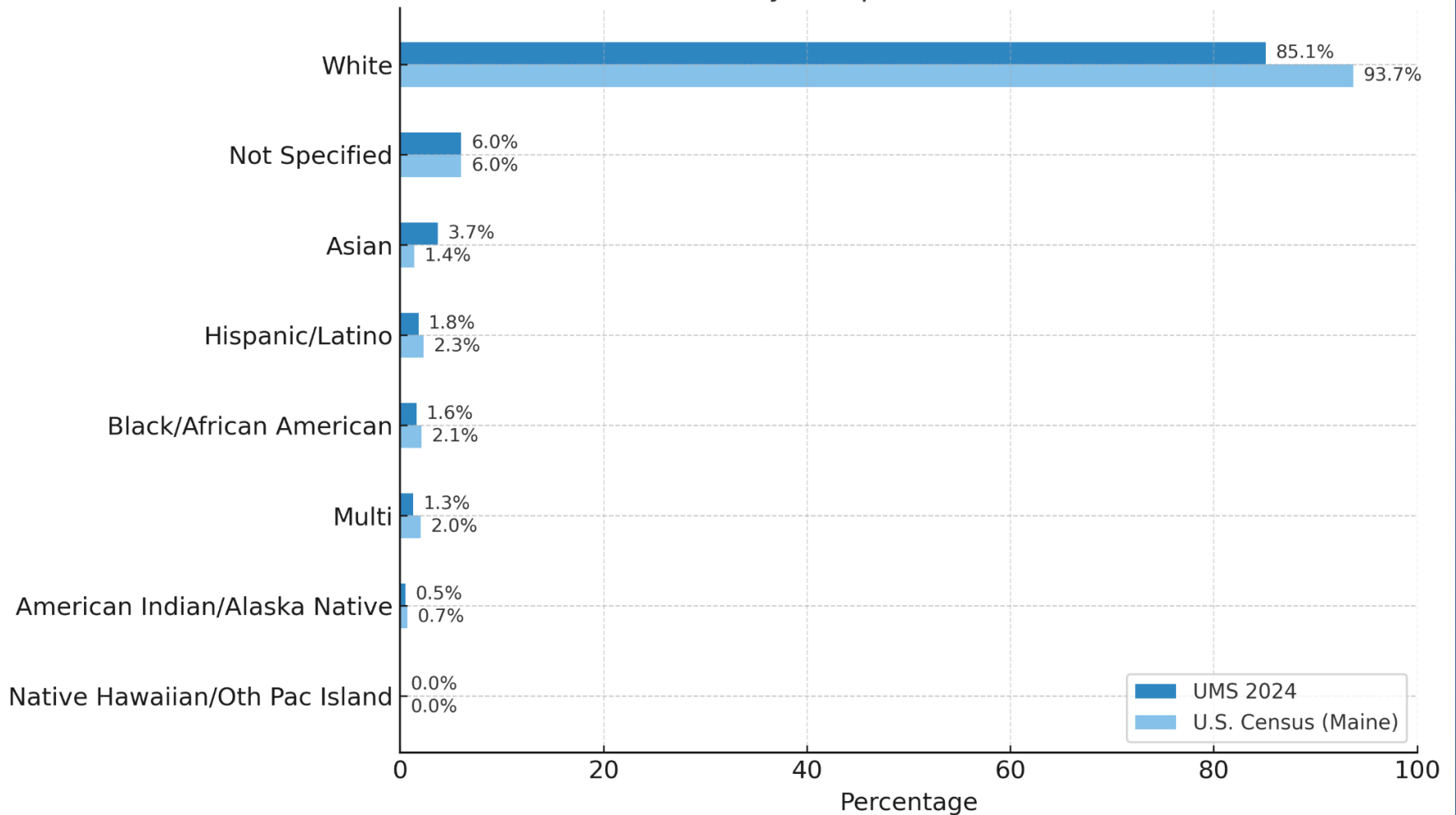
Note: Average ages have remained stable over time. 61% of administrators are 55 or older.

Highest Degree by Employment Category *



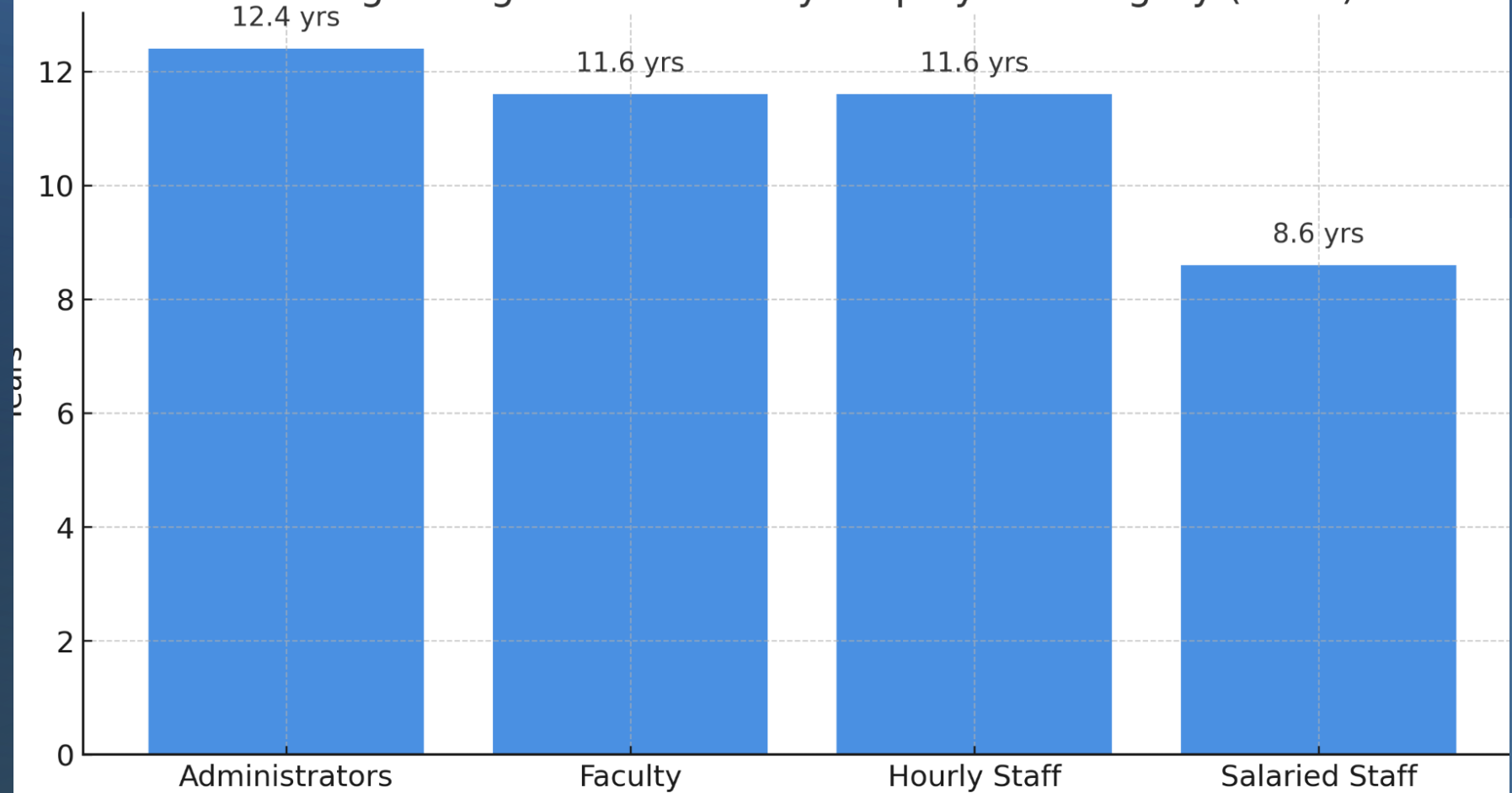
* Percentage shown for Highest Degree is a percent of the total employees who reported education level; 712 employees did not indicate.

Race and Ethnicity Comparison: UMS vs. Maine (2024)



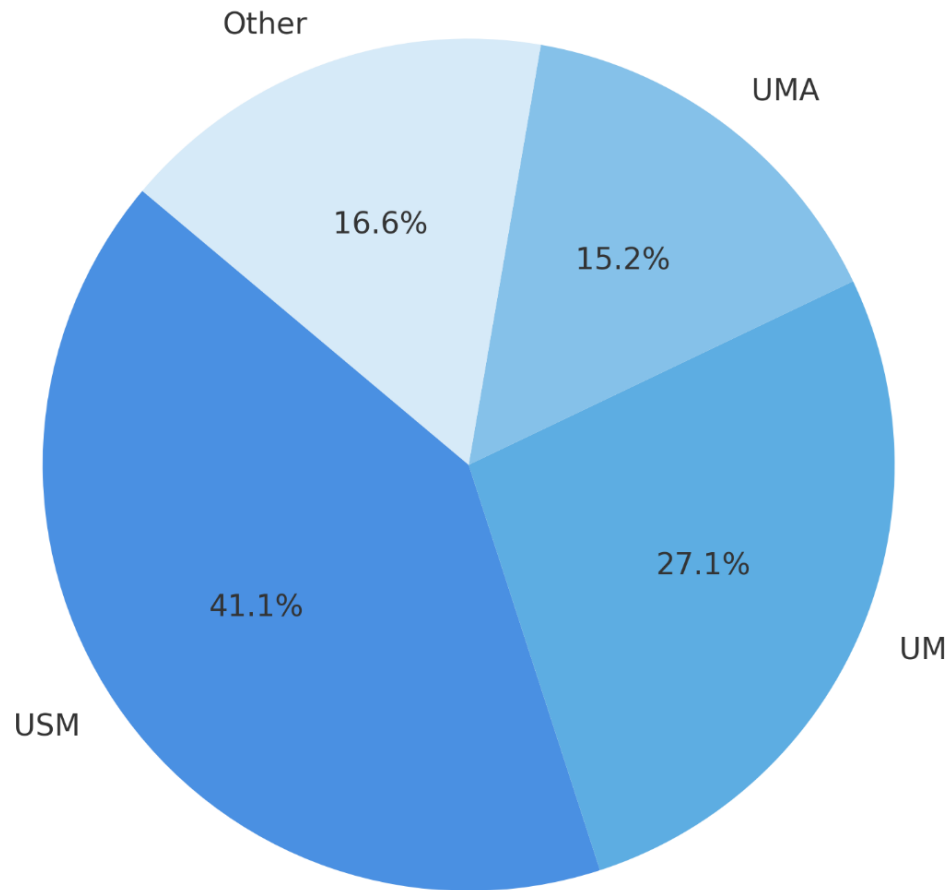
Note: U.S. Census national data is available for comparison. Source: United States Census Bureau.

Average Length of Service by Employee Category (2024)



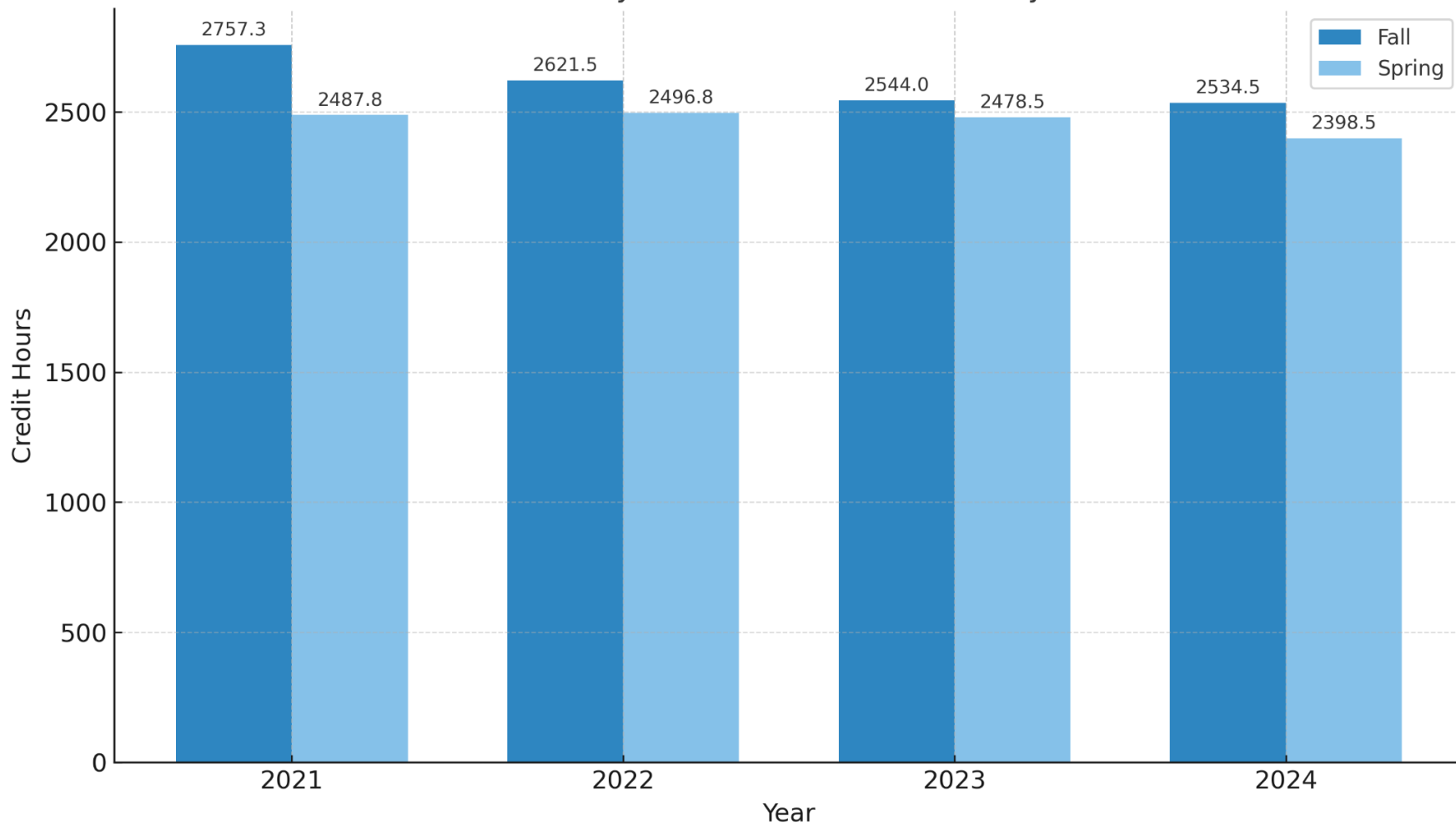
32% of faculty and 40% of administrators have 15 or more years of service.
47.5% of salaried and 40.4% of hourly staff have 5 or fewer years of service.
UMF has the highest average years of service at 13.1 years; UMPI the lowest at 7.7 years.

Distribution of Part-Time Faculty by Campus (Fall 2024)



Total of 793 part-time faculty taught 2,534 credit hours in Fall 2024.

Part-Time Faculty Association Credit Hours by Semester



Observations & Considerations

Succession
planning needed
for aging
leadership

Continued focus
on workforce
diversity

Monitor trends in
gender balance,
especially hourly
roles

Address increase
in unreported
education levels

Continue to
evaluate workforce
stability across
part-time faculty