



Montgomery College Personnel Profile

OFFICE OF HUMAN RESOURCES AND STRATEGIC TALENT MANAGEMENT
March 2023

PERSONNEL PROFILE

Introduction

This publication serves to provide an overview of Montgomery College's workforce data. It includes data on faculty, staff, and administrators such as gender, race, ethnicity, compensation, length of service, turnover, enrollment in health and welfare plans, and retirement eligibility. It serves as a resource for information requests, fiscal year budget preparation, and workforce planning.

The data contained in the profile is derived as of November 1, 2022 from the College's HR Information System, Workday.

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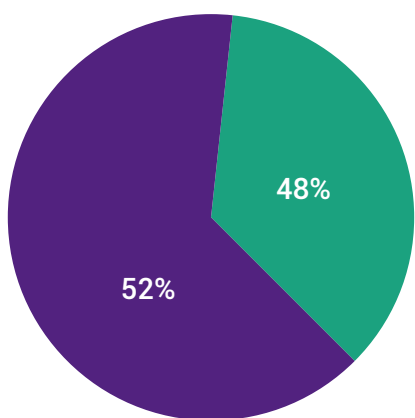
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SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE ALL EMPLOYEE DEMOGRAPHICS†

Regular and Contingent Employees



■ BUDGETED POSITIONS ■ NON-BUDGETED/CONTINGENT EMPLOYEES

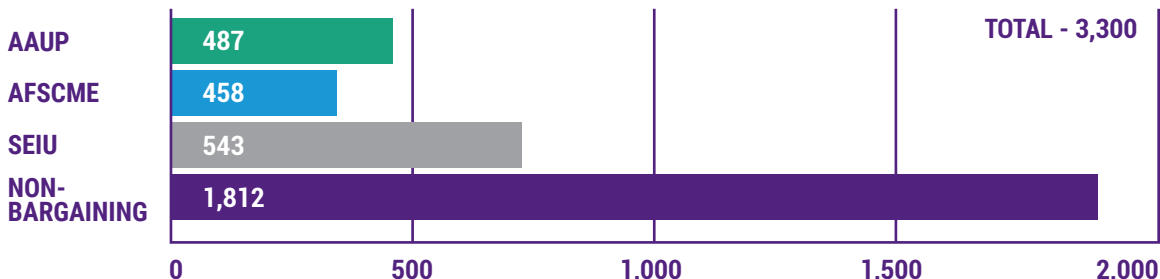
- Montgomery College employs 1,727 benefits-eligible employees that are in budgeted, "regular" positions. This group consists of administrator, full-time faculty, full and part-time staff positions.
- Our 1,573 non-budgeted employees (generally referred to as "contingent" or "seasonal" employees) primarily consist of part-time/adjunct faculty, temporary staff (e.g., administrative/clerical, short-term grant, ASL interpreters, art models), and student workers.

All Employee Headcounts by Race, Ethnicity, and Gender

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
ADMINISTRATORS	40	32	4	6	0	0	0	82	35	47
CASUAL TEMPORARY	69	30	11	8	1	0	1	120	35	85
CREDIT PART-TIME FACULTY	377	178	53	98	0	2	9	717	297	420
FULL-TIME FACULTY**	309	119	33	58	4	0	10	533	207	326
STAFF***	391	350	174	176	11	3	7	1,112	486	626
STUDENT WORKERS	68	134	92	87	0	1	10	392	160	232
WDCE PART-TIME FACULTY	184	88	37	25	0	1	9	344	165	179
TOTAL	1,438	931	404	458	16	7	46	3,300	1,385	1,915

Full-time Faculty counts include department chairs. *Staff counts include temporary staff with benefits. The abbreviation for Native Hawaiian and Pacific Islander is NHPI.

Employees by Bargaining Unit Eligibility



- American Association of University Professors (AAUP) represents full-time faculty.
- American Federation of State, County, and Municipal Employees (AFSCME) represents non-professional administrative, maintenance, housekeeping, clerical, and technical staff.
- Service Employees International Union, Local 500 (SEIU) represents part-time faculty who have taught at least nine (9) equivalent semester hours (ESH) of credit hours over two (2) academic years.

*The data presented is derived as of November 1, 2022.

SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE COMPENSATION FOR ALL EMPLOYEES[†]

Full-time Faculty Salary

The salary range for the 2022-2023 academic year is \$62,319 - \$120,117.

Part-time Faculty Compensation Schedule

Regular Benefits-Eligible

	ACADEMIC YEAR 2022-2023
18 ESH	\$30,885
20.5 ESH	\$35,175
23 ESH	\$39,465
PER ESH RATE	\$1,715

Equivalent Semester Hours (ESH) = credit hours

Non Benefits-Eligible

	ACADEMIC YEAR 2022-2023
LECTURER	\$1,375 PER ESH
ADJUNCT I	\$1,490 PER ESH
ADJUNCT II	\$1,595 PER ESH
ADJUNCT II+	\$1,610 PER ESH

Equivalent Semester Hours (ESH) = credit hours

Adjunct II+- A part-time faculty member who has been employed at the Adjunct II level for three (3) academic years and who has completed nine (9) hours of professional development training while at the Adjunct II level.

Staff (Bargaining and Non-bargaining), Department Chair, and Administrator Fiscal Year 2023 Salary Schedule

GRADE	SALARY STRUCTURE (ANNUAL)			SALARY STRUCTURE (HOURLY)		
	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
S1	\$162,600	\$223,600	\$284,600	\$78.17	\$107.50	\$136.83
41	\$141,370	\$194,398	\$247,425	\$67.97	\$93.46	\$118.95
39	\$122,993	\$169,102	\$215,212	\$59.13	\$81.30	\$103.47
37	\$106,926	\$147,036	\$187,147	\$51.41	\$70.69	\$89.97
35	\$93,001	\$127,876	\$162,752	\$44.71	\$61.48	\$78.25
33	\$80,945	\$111,300	\$141,654	\$38.92	\$46.52	\$68.10
31	\$74,445	\$96,768	\$119,091	\$35.79	\$53.51	\$57.26
29	\$67,639	\$87,942	\$108,244	\$32.52	\$42.28	\$52.04
27	\$61,529	\$79,977	\$98,424	\$29.58	\$38.45	\$47.32
25	\$55,907	\$72,657	\$89,407	\$26.88	\$34.93	\$42.98
23	\$50,847	\$66,091	\$81,334	\$24.45	\$31.77	\$39.10
21	\$46,219	\$60,063	\$73,907	\$22.22	\$28.88	\$35.53
19	\$43,659	\$54,573	\$65,488	\$20.99	\$26.24	\$31.48
17	\$40,473	\$50,591	\$60,709	\$19.46	\$24.32	\$29.29
15	\$37,459	\$46,823	\$56,188	\$18.01	\$22.51	\$27.01
13	\$34,703	\$43,379	\$52,055	\$16.68	\$20.86	\$25.03
11	\$32,120	\$40,150	\$48,180	\$15.44	\$19.30	\$23.16

Effective July 1, 2022

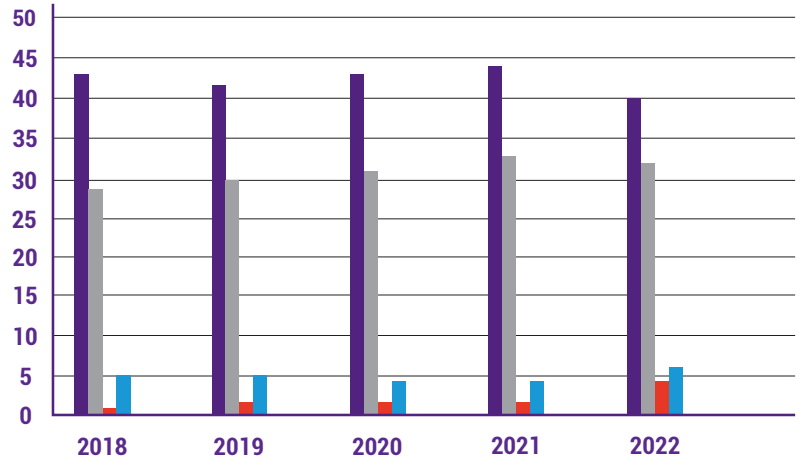
*The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES ADMINISTRATOR DEMOGRAPHICS[†]

Race, Ethnicity, and Gender



- Administrator headcount has been consistent from 2018 to 2022 with slight variations due to vacancies at the time of reporting.
- Administrators identifying as White have decreased by 6 percentage points from 55% in 2018 to 49% in 2022.
- Administrators identifying as Black have increased by 2 percentage points from 37% in 2018 to 39% in 2022.
- Administrators identifying as Asian have increased by 1 percentage points from 6% in 2018 to 7% in 2022.
- Administrators identifying as Hispanic have increased by 4 percentage points from 1% in 2018 to 5% in 2022.
- Administrators identifying as female have increased by 4 percentage points from 53% in 2018 to 57% in 2022.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
2018	43	29	1	5	0	-	-	78	37	41
2019	42	30	2	5	0	-	-	79	37	42
2020	43	31	2	4	0	-	-	80	36	44
2021	44	33	2	4	0	-	-	83	36	47
2022	40	32	4	6	0	0	0	82	35	47

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the Banner system. The added categories are Native Hawaiian/Pacific Islander (NHPI) and Two or More.

Age and Years of Service

YEARS OF SERVICE								
AGE IN 2022	AGE	<10	10-14	15-19	20-24	25-29	30+	TOTAL
	<36	1	0	0	0	0	0	0
36-40	2	0	0	0	0	0	0	2
41-45	2	2	3	0	0	0	0	7
46-50	7	2	2	1	1	0	0	13
51-55	8	1	3	4	0	1	1	17
56-60	8	0	3	3	1	1	1	16
61-65	7	2	3	0	1	2	1	15
66+	2	1	2	2	1	3	1	11
TOTAL	37	8	16	10	4	7	82	

Years of service includes complete years of creditable service as of December 31, 2022. May include early service in the public school system.

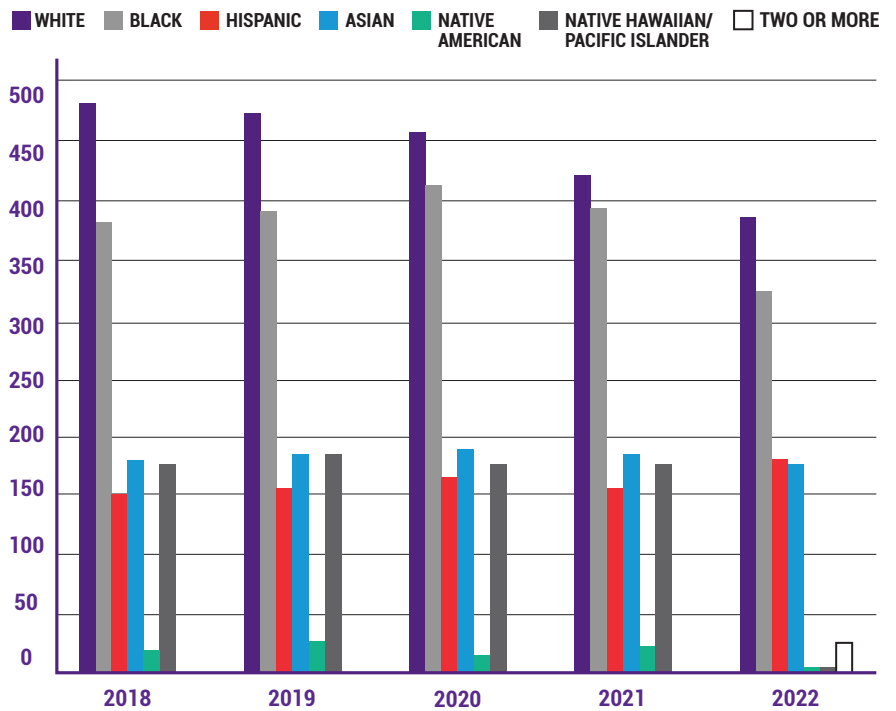
- 12% of administrators are younger than 46 years of age.
- 37% of administrators are between 46 and 55 years of age.
- 32% of administrators are over 60 years of age.
- 55% of administrators have fewer than 15 years of service.
- 26% of administrators have 20 or more years of service.
- 13% of administrators have 25 or more years of service.

*The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES STAFF DEMOGRAPHICS†

Race, Ethnicity, and Gender

- The overall staff headcount has decreased by 1 percentage points between 2018 and 2022.
- Staff identifying as White have decreased by 5 percentage points from 40% in 2018 to 35% in 2022.
- Staff identifying as Hispanic have increased by 3 percentage points from 13% in 2018 to 16% in 2022.
- Staff identifying as Asian have increased by 1 percentage points from 14% in 2018 to 15% in 2022.
- In 2022, 2% of the staff identify as two or more races/ethnicities.
- Staff identifying as female have increased by 4 percentage points from 53% in 2018 to 57% in 2022.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
2018	476	380	150	171	10	-	-	1,187	547	640
2019	463	385	151	175	12	-	-	1,186	540	646
2020	457	408	158	176	8	-	-	1,207	540	667
2021	423	397	151	175	11	-	-	1,157	516	641
2022	391	347	174	172	3	3	22	1,112	486	626

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the Banner system. The added categories are Native Hawaiian/Pacific Islander (NHPI) and Two or More.

Age and Years of Service

		YEARS OF SERVICE							
AGE		<10	10-14	15-19	20-24	25-29	30+	TOTAL	
AGE IN 2022	<36	123	8	0	0	0	0	131	
	36-40	73	20	6	2	0	0	101	
	41-45	67	33	21	9	0	0	130	
	46-50	84	24	31	14	4	0	157	
	51-55	59	32	25	25	11	5	157	
	56-60	72	30	36	27	13	14	192	
	61-65	37	24	30	24	9	22	146	
	66+	28	13	18	12	9	18	98	
	TOTAL	543	184	167	113	46	59	1,112	

Years of service includes complete years of creditable service as of December 31, 2022. May include early service in the public school system.

- 33% of staff are younger than 46 years of age.
- 28% of staff are between 46 and 55 years of age.
- 22% of staff are over 60 years of age.
- 65% of staff have fewer than 15 years of service.
- 20% of staff have 20 or more years of service.
- 9% of administrators have 25 or more years of service.

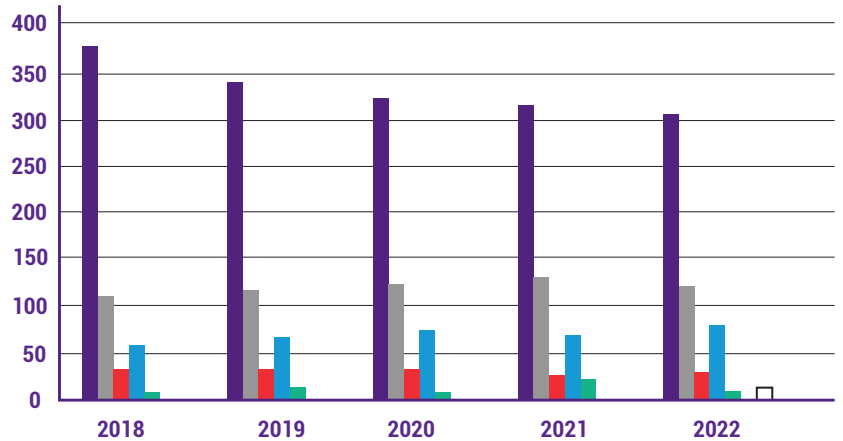
*The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES FULL-TIME FACULTY DEMOGRAPHICS†

Race, Ethnicity, and Gender

■ WHITE
 ■ BLACK
 ■ HISPANIC
 ■ ASIAN
 ■ NATIVE AMERICAN
 ■ NATIVE HAWAIIAN/PACIFIC ISLANDER
 TWO OR MORE

- Full-time identifying as White has decreased by 6 percentage points, from 64% in 2018 to 58% in 2022.
- Full-time faculty identifying as Black has increased by 3 percentage points, from 19% in 2018 to 22% in 2022.
- Full-time faculty identifying as Asian has increased by 2 percentage points, from 9% in 2018 to 11% in 2022.
- In 2022, 2% of the full-time faculty identify as two or more races/ethnicities.
- Full-time faculty identifying as female has decreased by 1 percentage points, from 62% in 2018 to 61% in 2022.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
2018	367	111	34	52	6	-	-	570	216	354
2019	348	116	34	55	7	-	-	560	215	345
2020	345	122	34	57	6	-	-	564	211	353
2021	324	126	32	56	9	-	-	547	209	338
2022	309	119	33	58	4	0	10	533	207	326

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the Banner system. The added categories are Native Hawaiian/Pacific Islander (NHPI) and Two or More.

Age and Years of Service

YEARS OF SERVICE								
AGE IN 2022	AGE	<10	10-14	15-19	20-24	25-29	30+	TOTAL
	<36	18	0	0	0	0	0	0
36-40	34	7	0	0	0	0	0	41
41-45	45	17	4	0	0	0	0	66
46-50	33	23	23	2	0	0	0	81
51-55	31	25	30	13	2	0	0	101
56-60	20	16	24	15	8	5	0	88
61-65	13	5	15	24	5	9	0	71
66+	6	5	13	17	8	18	0	67
TOTAL	200	98	109	71	23	32	0	533

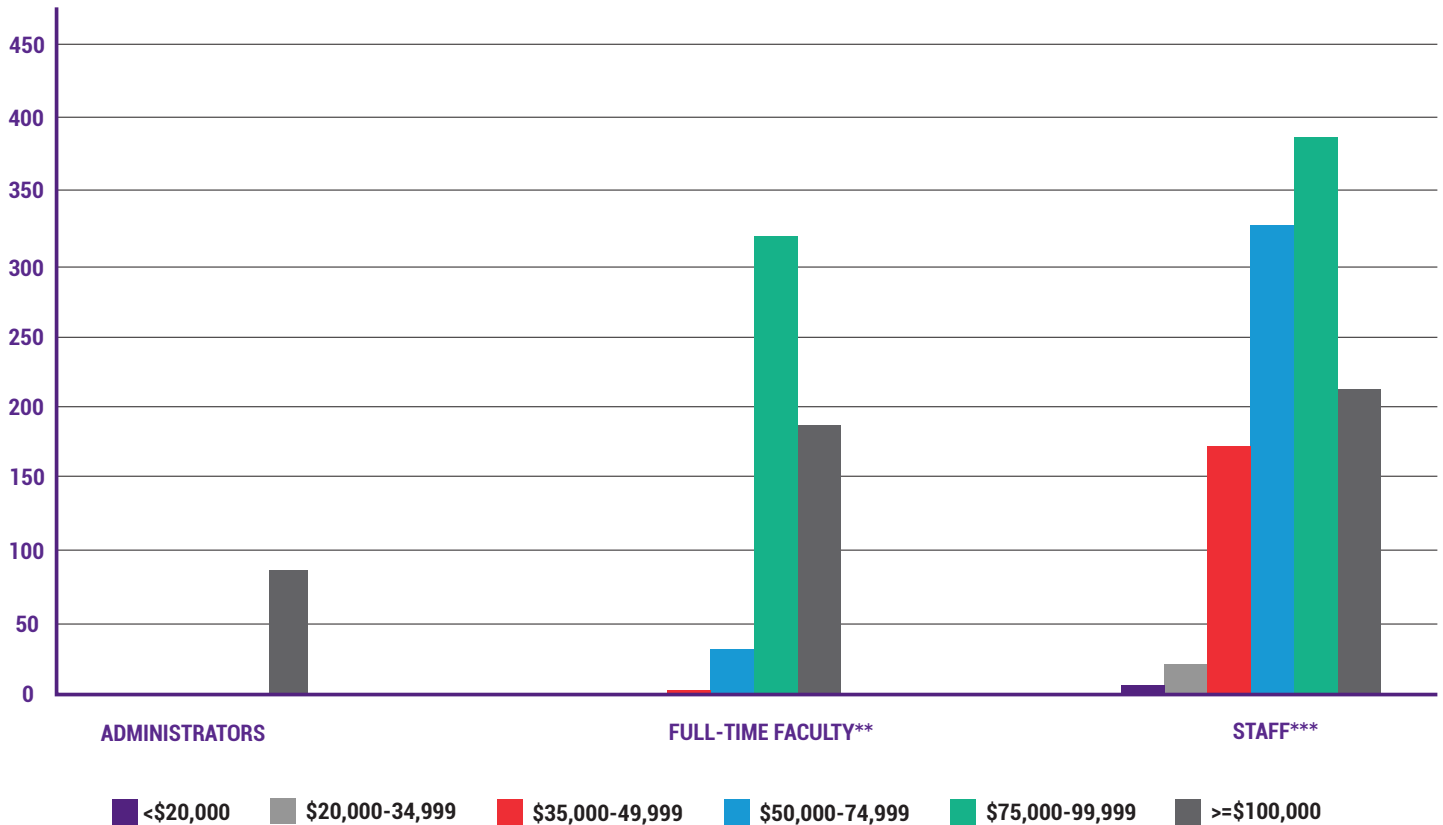
Years of service includes complete years of creditable service as of December 31, 2022. May include early service in the public school system.

- 23% of full-time faculty are younger than 46 years of age.
- 34% of full-time faculty are between 46 and 55 years of age.
- 26% of full-time faculty are over 60 years of age.
- 56% of full-time faculty have fewer than 15 years of service.
- 24% of full-time faculty have 20 or more years of service.
- 10% of full-time have 25 or more years of service.

*The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES COMPENSATION DISTRIBUTION†

Employee Type



Annual Salary

	<\$20,000	\$20,000-34,999	\$35,000-49,999	\$50,000-74,999	\$75,000-99,999	>=\$100,000	TOTAL
ADMINISTRATORS	0	0	0	0	0	82	82
FULL-TIME FACULTY**	0	0	1	21	323	188	533
STAFF***	2	17	163	331	387	212	1,112

Full-time Faculty counts include department chairs. *Staff counts include temporary staff with benefits.

- Staff members earning less than \$35,000 are primarily in part-time budgeted/regular positions.
- Full-time faculty earning less than \$50,000 are on a reduced workload schedule.
- 11% of employees in budgeted/regular positions are earning less than \$50,000.
- 20% of employees in budgeted/regular positions are earning between \$50,000 up to \$75,000.
- 41% of employees in budgeted/regular positions are earning between \$75,000 to \$99,999.
- 28% of employees in budgeted/regular positions are earning \$100,000 or more.

*The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES COMPENSATION DISTRIBUTION[†]

Race, Ethnicity, and Gender

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
<\$20,000	*	*	*	*	*	*	*	2	*	*
\$20,000-34,999	5	6	*	*	*	*	*	17	5	12
\$35,000-49,999	23	57	63	18	*	*	*	164	81	83
\$50,000-74,999	101	136	50	58	*	*	6	352	157	195
\$75,000-99,999	334	199	61	97	*	*	15	710	271	439
>=\$100,000	277	100	34	60	*	*	7	482	213	269
TOTAL	740	498	211	236	7	3	32	1,727	728	999

The abbreviation for Native Hawaiian and Pacific Islander is NHPI.

- Employees earning less than \$35,000 are primarily in part-time budgeted/regular positions.
- Of the employees earning \$50,000 or above annually, 46% identify as White and 54% identify as Black, Hispanic, Asian, Native American, Native Hawaiian/Pacific Islander, or Two or More races/ethnicities.
- 20% of the employees in budgeted/regular positions earn between \$50,000 - \$75,000 annually.
- 69% of the employees in budgeted/regular positions earn \$75,000 or more annually.
- Female employees in budgeted/regular positions make up 58% earning above \$50,000 annually.

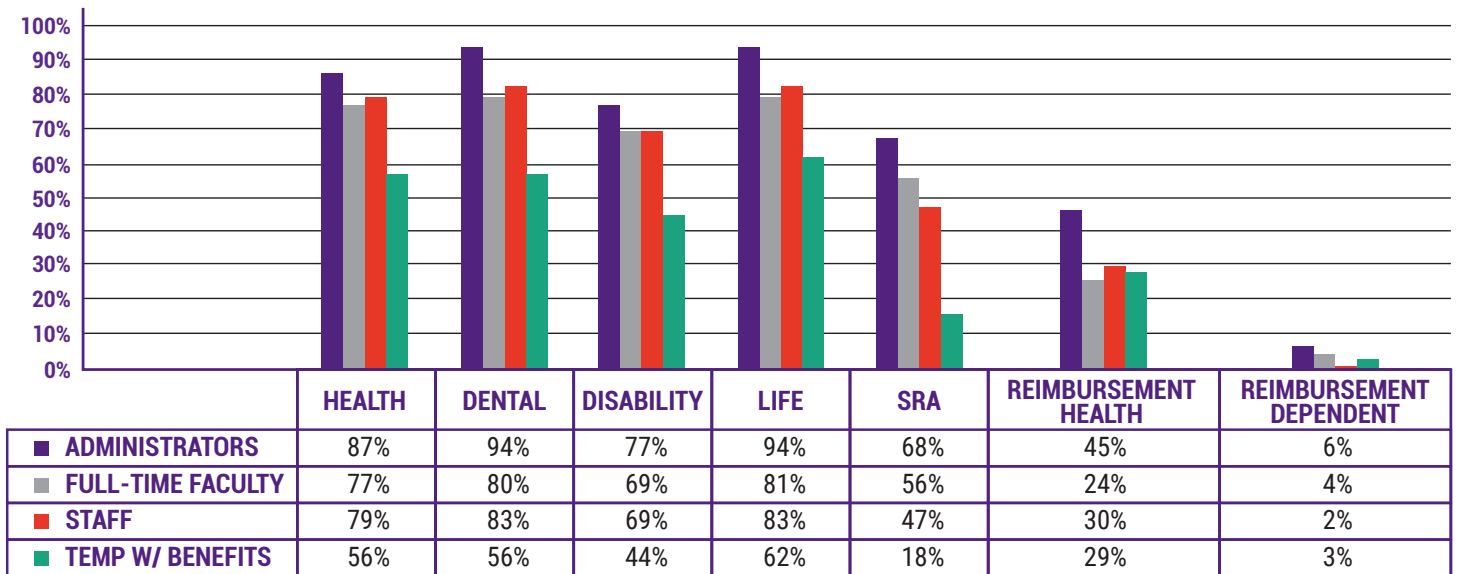
Salary by Age

SALARY	<36	36-40	41-45	46-50	51-55	56-60	61-65	66+	TOTAL
<\$20,000	*	*	*	*	*	*	*	*	2
\$20,000-34,999	5	*	*	*	*	*	*	*	17
\$35,000-49,999	43	17	20	18	13	24	14	15	164
\$50,000-74,999	74	43	42	45	40	55	26	27	352
\$75,000-99,999	24	67	111	121	146	110	81	50	710
>=\$100,000	*	16	30	64	74	105	109	81	482
TOTAL	150	144	203	251	275	296	232	176	1,727

- 23% of employees in budgeted/regular positions under the age of 41 earn less than \$50,000.
- Of the employees in budgeted/regular positions earning \$49,999 or less:
 - 36.6% are 40 years or younger
 - 30.6% are between 41 and 55 years
 - 32.7% are 56% years or older
- Of the employees in budgeted/regular positions earning \$50,000 or more:
 - 14.7% are 40 years or younger
 - 43.5% are between 41 and 55 years
 - 41.7% are 56 years or older

SECTION II: BUDGETED/REGULAR EMPLOYEES GROUP INSURANCE[†]

Employee Type



Percentages are based on participation within employee group.

Montgomery College Offers

Three Health Plan Options

- High-Deductible Plan with Health Savings Account (HSA).
- Point of Service Plan.
- Centralized Managed Care Plan.
- The College contributes 75% of the total cost.

Two Dental Plan Options

- Indemnity/Preferred Provider Plan, Dental Exclusive Provider Option Plan.
- The College contributes 75% of the total cost.

Basic Life, Accidental Death & Dismemberment, Long Term Disability Coverage

- The College contributes 75% of the total cost of each of the above.

Vision Care and Group Legal coverage are available to employees who pay 100% of the total cost.

Four Deferred Compensation Plans - 457(B)

- AXA Equitable, Corebridge Financial, TIAA, Voya.
- Eligible Employees may participate in both 457(B) and 403(B).

Four Supplemental Retirement Annuities (SRA) - 403(B)

- AXA Equitable, Corebridge Financial, TIAA, Voya.
- Part-time faculty and temporary workers became eligible for these plans on January 1, 2008.

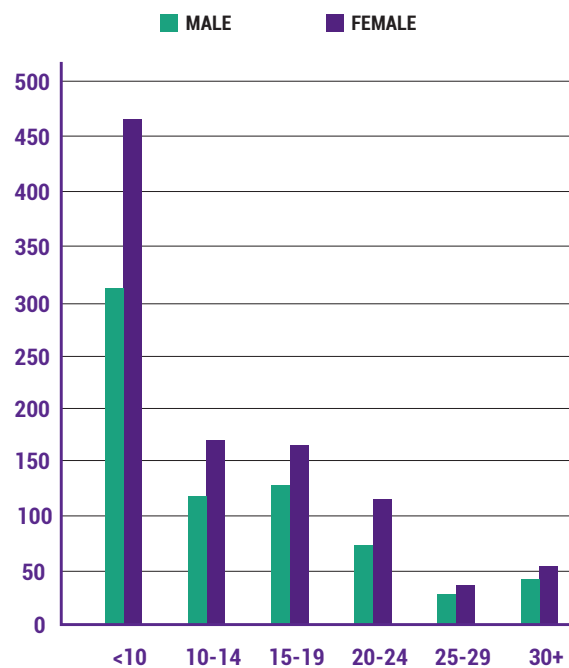
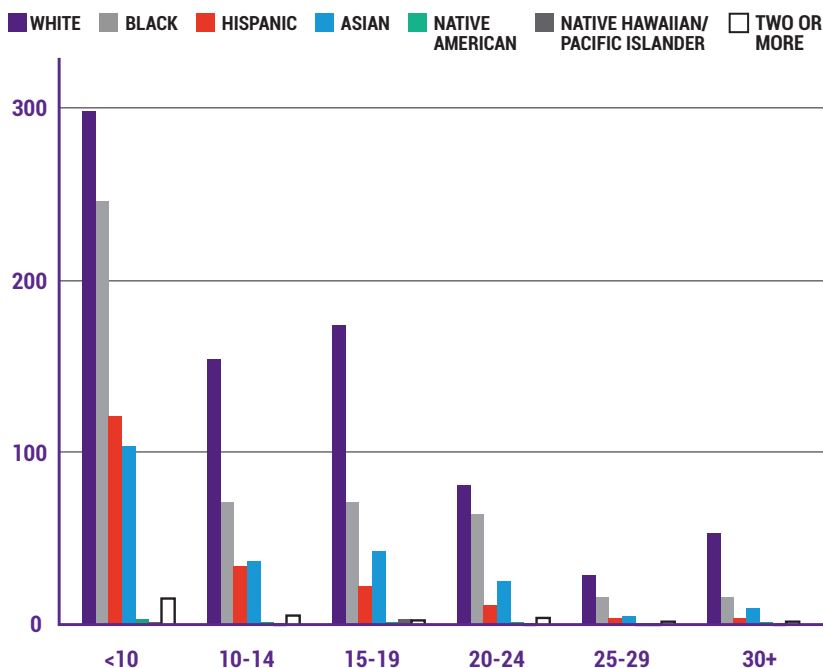
Reimbursement Accounts

- Health/Dependent Care/Parking/Mass Transportation Reimbursement Accounts.
- Funds withheld on a pretax basis to pay for unreimbursed medical, dependent care, mass transportation, and parking expenses. These funds are exempt from federal, state, and FICA taxes.

[†]The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES YEARS OF SERVICE†

Race, Ethnicity, and Gender



Race, Ethnicity, and Gender

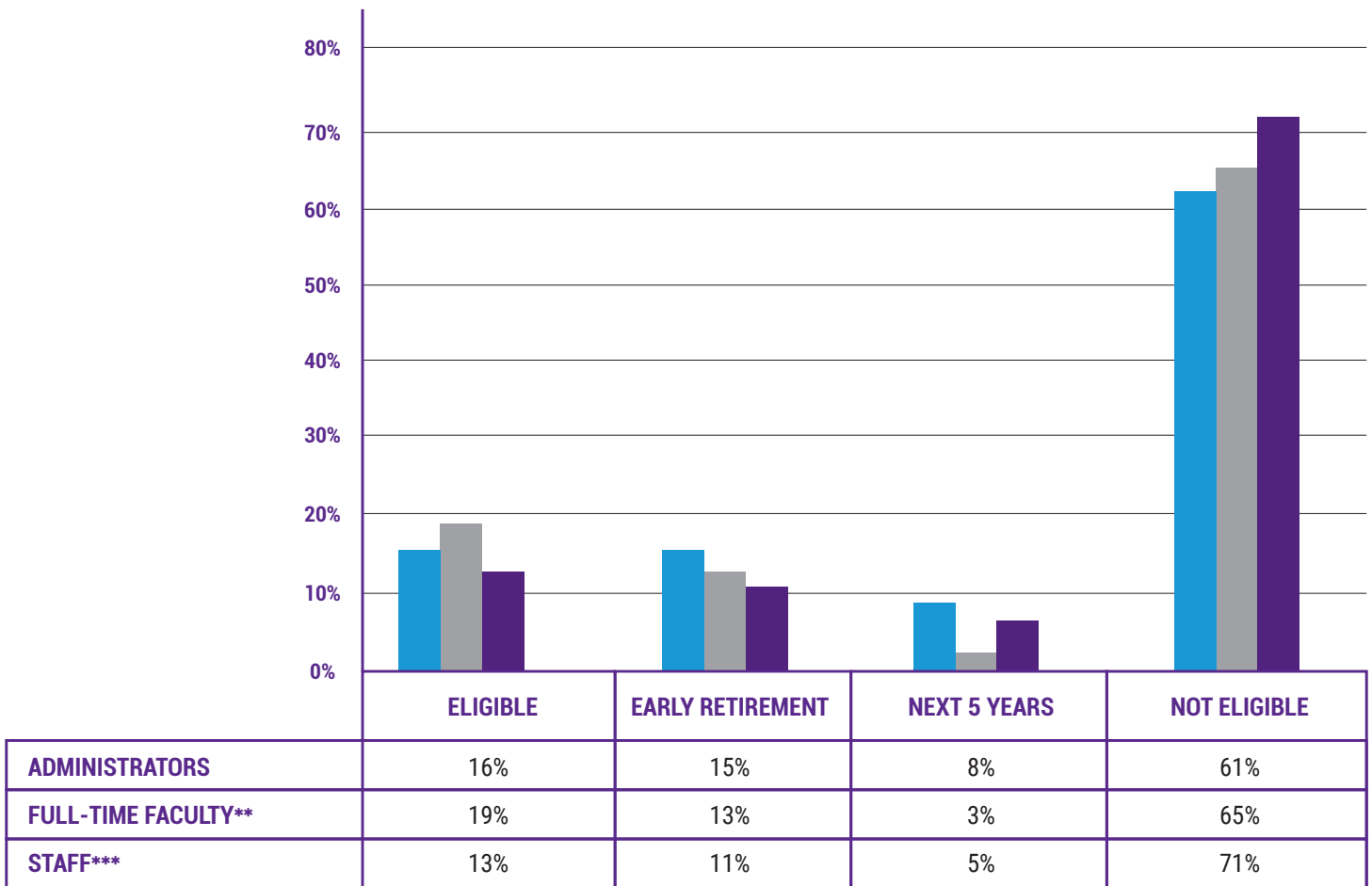
	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
<10 YEARS	299	246	111	102	3	1	18	780	315	465
10-14 YEARS	129	77	39	40	1	0	4	290	126	164
15-19 YEARS	134	77	33	43	1	2	2	292	131	161
20-24 YEARS	83	54	16	34	1	0	6	194	77	117
25-29 YEARS	37	22	6	7	0	0	1	73	33	40
30+ YEARS	58	22	6	10	1	0	1	98	46	52
TOTAL	740	498	211	236	7	3	32	1,727	728	999

Years of service includes complete years of creditable service as of December 31, 2022. May include early service in the public school system. The abbreviation for Native Hawaiian and Pacific Islander is NHPI.

- 45% of employees in budgeted/regular positions have been at the College less than 10 years.
- 45% of employees in budgeted/regular positions have been at the College between 10 and 24 years.
- 10% of employees in budgeted/regular positions have been at the College more than 25 years.

SECTION II: BUDGETED/REGULAR EMPLOYEES RETIREMENT ELIGIBILITY†

Employee Type



Full-time Faculty counts include department chairs. *Staff counts include temporary staff with benefits.

■ ADMINISTRATORS ■ FULL-TIME FACULTY ■ STAFF

- 31% of administrators are currently eligible for early retirement or service retirement.
- 32% of full-time faculty are currently eligible for early retirement or service retirement.
- 24% of staff are currently eligible for early retirement or service retirement.
- In aggregate, 16% of the College's employees currently not eligible for retirement will become eligible within the next 5 years.

SECTION II: BUDGETED/REGULAR EMPLOYEES RETIREMENT ELIGIBILITY†

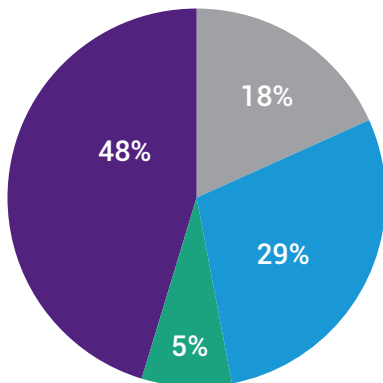
Montgomery College employees are enrolled in either the Maryland State Pension plan or the Optional Retirement Plan. The Optional Retirement Plan is available to faculty members and professional staff employees whose positions require a minimum of a bachelor’s degree. The Maryland State Retirement Plan has been closed to new enrollment since January 1, 1980.

Significant changes were made to the State Pension Plan effective July 1, 2011. Contributions were increased from 5 percent to 7 percent for all employees. Vesting and retirement eligibility were increased for employees hired after July 1, 2011.

The information presented below provides retirement eligibility information for each of the plans. In aggregate, 15 percent of all College employees are currently eligible for service retirement, 12 percent are eligible for early retirement and an additional 5 percent are eligible, for either service or early retirement, within the next five years.

Additionally, there are three (3) employees that are not eligible for participation in the Maryland State Retirement program as Montgomery College employees.

Optional Retirement Plan



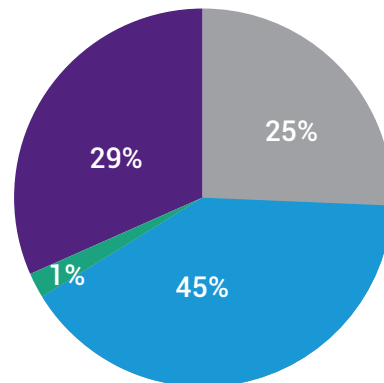
■ EARLY RETIREMENT ■ SERVICE RETIREMENT

Plan Participants: 624 (36%)

- Defined Contribution Plan
- 7.25% State Contribution
- Option available to professional staff/administrators and faculty

Teachers and Employees Pension Plan

(Hired prior to July 1, 2011)



■ ELIGIBLE WITHIN 5 YEARS ■ NOT ELIGIBLE

Plan Participants: 575 (33%)

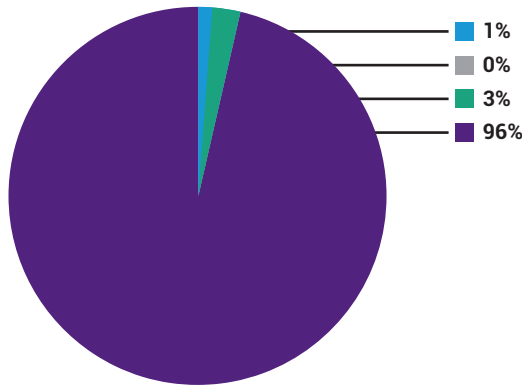
- Defined Benefit Plan
- Effective January 1, 1980
- Mandatory 7% Contribution
- Service retirement at age 62 with 5 years of service or with 30 years of service
- COLA included after retirement
- Includes a death benefit and disability provision

*The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES RETIREMENT ELIGIBILITY BY PLAN[†]

Teachers and Employees Pension Plan

(Hired prior to July 1, 2011)

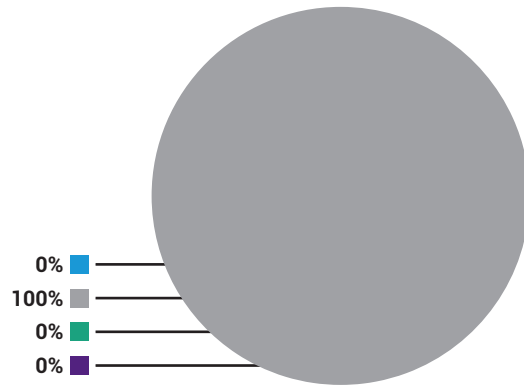


■ EARLY RETIREMENT

■ SERVICE RETIREMENT

Teachers and Employees Retirement Plan

(Hired prior to July 1, 1980, Closed Plan)



0% ■

100% ■

0% ■

0% ■

■ ELIGIBLE WITHIN 5 YEARS

■ NOT ELIGIBLE

Plan Participants: 524 (30%)

- Defined Benefit Plan
- Effective July 1, 2011
- Mandatory 7% contribution
- Service retirement: "The Rule of 90" combined age and years of service must total 90
- Active members with 10 years of service become eligible at age 65
- Early retirement at 60 with 15 years of service
- COLA included after retirement
- Includes a death benefit and disability provision

Plan Participants: 1 (<1%)

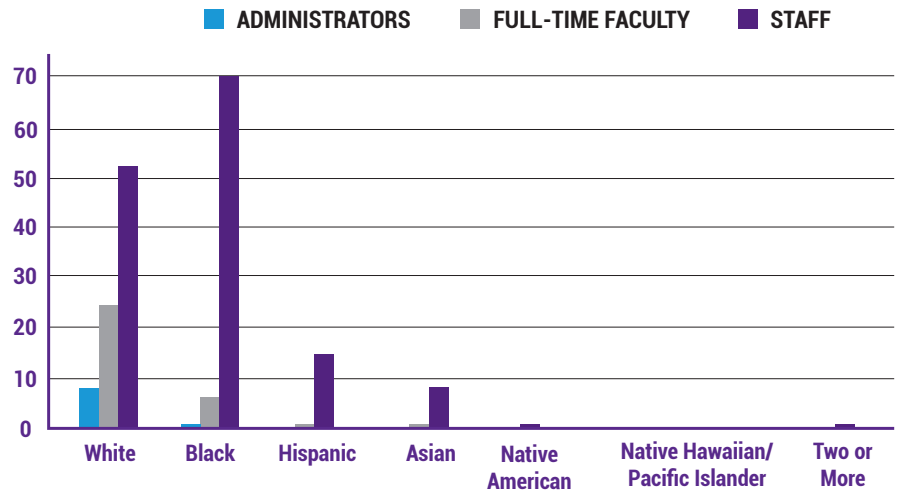
- Defined Benefit Plan
- Enrollment limited to employment before January 1, 1980
- Service retirement at age 60 or 30 years of service
- Early retirement at 25 years of service
- COLA included after retirement
- Includes a death benefit and disability provision

[†]The data presented is derived as of November 1, 2022.

SECTION II: BUDGETED/REGULAR EMPLOYEES EMPLOYEE SEPARATIONS[†]

Race, Ethnicity, and Gender

- Separations include retirements, resignations, involuntary terminations, and death.
- A total of 189 employees separated from the College, resulting in a 11% turnover rate in 2022. This is an increase of 4 percentage points when compared to last year.
- Separations in 2022 consist of 78% staff, 17% full-time faculty, and 5% administrators.
- Females represent 55% of the employees that separated from the College in 2022.



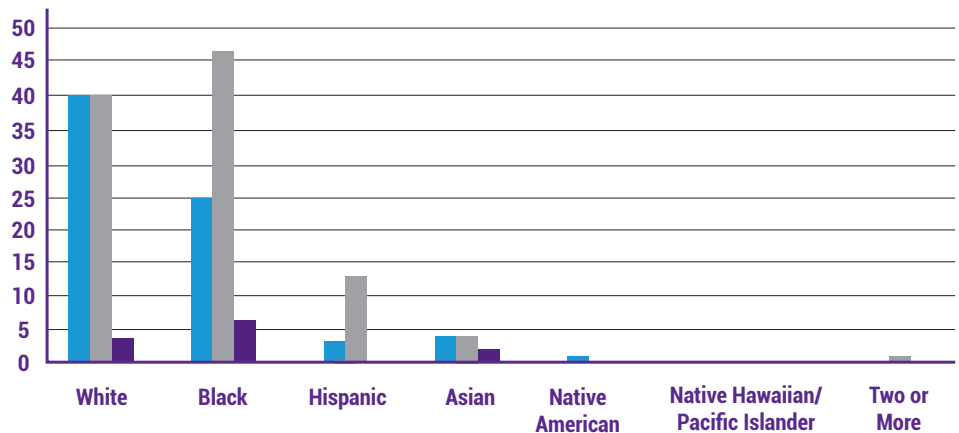
EMPLOYEE	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
ADMINISTRATORS	8	1	0	0	0	0	0	9	5	4
FULL-TIME FACULTY**	24	6	1	1	0	0	0	32	10	22
STAFF***	52	70	15	9	1	0	1	148	70	78
TOTAL	84	77	16	10	1	0	1	189	85	104

Full-time Faculty counts include department chairs. *Staff counts include temporary staff with benefits. The abbreviation for Native Hawaiian and Pacific Islander is NHPI.

Types of Separations

- Retirements make up 39% of the separations for 2022.
- 55% of the separations are due to resignations.
- 6% of the separations are for other reasons.

■ RETIREMENTS
■ RESIGNATIONS
■ OTHER



EMPLOYEE	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
RETIREMENTS	40	25	3	4	1	0	0	73	29	44
RESIGNATIONS	40	46	13	4	0	0	1	104	48	56
OTHER	4	6	0	2	0	0	0	12	8	4
TOTAL	84	77	16	10	1	0	1	189	85	104

The abbreviation for Native Hawaiian and Pacific Islander is NHPI.

*The data presented is derived as of November 1, 2022.

MC MONTGOMERY
COLLEGE