WORKFORCE PROFILE

FOR

FULL TIME REGULAR EMPLOYEES

JANUARY 2008
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University of Maine System
Full Time Regular Employees
Employee Counts by Employment Category and Gender

UMF

UMFK

UMM

UMS-OHR
January 2, 2008
University of Maine System
Full Time Regular Employees
Employee Counts by Employment Category and Gender

UMPI

USM

SWS/UCO

UMS-OHR
January 2, 2008
University of Maine System
Full Time Regular Employees
Average Salary by Employment Category and University

University of Maine System

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators</td>
<td>$99,214</td>
</tr>
<tr>
<td>Faculty</td>
<td>$67,776</td>
</tr>
<tr>
<td>Professional</td>
<td>$46,744</td>
</tr>
<tr>
<td>Hourly</td>
<td>$27,731</td>
</tr>
</tbody>
</table>

Average Salary

UM

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators</td>
<td>$104,941</td>
</tr>
<tr>
<td>Faculty</td>
<td>$73,092</td>
</tr>
<tr>
<td>Professional</td>
<td>$46,011</td>
</tr>
<tr>
<td>Hourly</td>
<td>$27,646</td>
</tr>
</tbody>
</table>

Average Salary

UMA

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators</td>
<td>$78,249</td>
</tr>
<tr>
<td>Faculty</td>
<td>$57,085</td>
</tr>
<tr>
<td>Professional</td>
<td>$41,519</td>
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<tr>
<td>Hourly</td>
<td>$29,533</td>
</tr>
</tbody>
</table>

Average Salary

UMS-OHR
January 2, 2008
University of Maine System
Full Time Regular Employees
Average Salary by Employment Category and University

UMPI

- Administrators: $70,337
- Faculty: $54,311
- Professional: $37,776
- Hourly: $26,437

Average Salary

USM

- Administrators: $115,018
- Faculty: $71,489
- Professional: $48,830
- Hourly: $28,320

Average Salary

SWS/UCO

- Administrators: $133,170
- Professional: $54,484
- Hourly: $26,698

Average Salary

UMS-OHR
January 2, 2008
University of Maine System
Full Time Regular Employees
Age by Employment Category and University

**UMPI**

<table>
<thead>
<tr>
<th>Category</th>
<th>65+</th>
<th>55-64</th>
<th>45-54</th>
<th>35-44</th>
<th>&lt;=34</th>
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</thead>
<tbody>
<tr>
<td>Administrators</td>
<td>7.1%</td>
<td>64.3%</td>
<td>25.4%</td>
<td>6.6%</td>
<td>6%</td>
</tr>
<tr>
<td>Faculty</td>
<td>6.8%</td>
<td>40.7%</td>
<td>20.3%</td>
<td>4.6%</td>
<td>31.0%</td>
</tr>
<tr>
<td>Professional</td>
<td>28.6%</td>
<td>11.9%</td>
<td>38.0%</td>
<td>15.5%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Hourly</td>
<td>31.0%</td>
<td>39.7%</td>
<td>15.5%</td>
<td>8.6%</td>
<td>7.2%</td>
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</tbody>
</table>

**USM**

<table>
<thead>
<tr>
<th>Category</th>
<th>65+</th>
<th>55-64</th>
<th>45-54</th>
<th>35-44</th>
<th>&lt;=34</th>
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</thead>
<tbody>
<tr>
<td>Administrators</td>
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<td>46.9%</td>
<td>30.1%</td>
<td>20.5%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Faculty</td>
<td>7.5%</td>
<td>38.0%</td>
<td>30.0%</td>
<td>19.9%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Professional</td>
<td>1.4%</td>
<td>24.7%</td>
<td>28.1%</td>
<td>19.0%</td>
<td>20.8%</td>
</tr>
<tr>
<td>Hourly</td>
<td>3.4%</td>
<td>26.7%</td>
<td>28.1%</td>
<td>20.8%</td>
<td>20.8%</td>
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</table>

**SWS/UCO**

<table>
<thead>
<tr>
<th>Category</th>
<th>65+</th>
<th>55-64</th>
<th>45-54</th>
<th>35-44</th>
<th>&lt;=34</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators</td>
<td>0.3%</td>
<td>50.0%</td>
<td>33.4%</td>
<td>8.3%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Faculty</td>
<td>2.3%</td>
<td>25.4%</td>
<td>33.9%</td>
<td>24.6%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Professional</td>
<td>1.7%</td>
<td>23.3%</td>
<td>38.4%</td>
<td>18.3%</td>
<td>18.3%</td>
</tr>
<tr>
<td>Hourly</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

UMS-OHR
January 2, 2008
University of Maine System
Full time Regular Employees
Highest Degree by Employment Category and University

University of Maine System

UM

UMA

\[\text{HS Graduate or Less} \quad \text{Assoc Degree or Some Post Secondary} \quad \text{Bachelor's Degree} \quad \text{Master's Degree} \quad \text{Doctoral Degree}\]
University of Maine System
Full Time Regular Employees
Average Years of Service by Employment Category and University

UMF

- Administrators: 18.2
- Faculty: 11.3
- Professional: 9.6
- Hourly: 11.4

UMFK

- Administrators: 14.6
- Faculty: 10.1
- Professional: 6.8
- Hourly: 13.5

UMM

- Administrators: 13.3
- Faculty: 13.6
- Professional: 6.8
- Hourly: 11.5

UMS-OHR
January 2, 2008
University of Maine System
Full Time Regular Employees
Average Years of Service by Employment Category and University

UMPI

Administrators: 15.5
Faculty: 13.0
Professional: 6.5
Hourly: 13.1

USM

Administrators: 13.7
Faculty: 13.7
Professional: 8.9
Hourly: 8.8

SWS/UCO

Administrators: 15.5
Faculty: 
Professional: 12.1
Hourly: 10.1

UMS-OHR
January 2, 2008