Compensation Philosophy

The University of Maine System (UMS) values faculty and staff as the most vital resource for advancing its missions and programs. The UMS seeks to attract and retain well-qualified, productive employees through a total compensation philosophy. Within fiscal resources and in compliance with all applicable rules and laws, the goal is to provide compensation that is competitive with similar positions in the relevant labor markets and is internally equitable.

The following principles underlie the UMS compensation philosophy:

♦ The missions, needs and values of the UMS and each university guide the compensation plans and related practices.

♦ Total compensation includes pay and benefits and is used to determine market competitiveness.

♦ The compensation plans reflect the relevant labor markets in which the universities compete for positions. These markets vary depending on the position and may be local, state, regional, national, or international and include comparable institutions as well as relevant private sector organizations.

♦ Competitive compensation must be sensitive to the need to maintain student tuition and fees at levels that are accessible to Maine students.

♦ The compensation plans and pay delivery methods will be as responsive as possible to the UMS priorities and individual university needs, while maintaining fairness and consistency.

♦ To achieve their goals, the UMS compensation plans must be clearly communicated to all employees.

♦ Individual employee salaries may recognize exceptional performance, as documented in performance reviews; professional development and qualifications; and the value of individual contributions.

♦ The compensation plans will be reviewed periodically to assess market competitiveness and effectiveness in attracting and retaining employees.