WORKFORCE PROFILE

FOR
FULL-TIME REGULAR EMPLOYEES

APRIL 2009
# Table of Contents

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highlights</td>
<td>3</td>
</tr>
<tr>
<td>Employee Counts by Category and Gender</td>
<td>4</td>
</tr>
<tr>
<td>Average Salary by Category and University</td>
<td>7</td>
</tr>
<tr>
<td>Age by Category and University</td>
<td>10</td>
</tr>
<tr>
<td>Highest Degree by Category and University</td>
<td>13</td>
</tr>
<tr>
<td>Ethnicity by University</td>
<td>16</td>
</tr>
<tr>
<td>Years of Service by Category and University</td>
<td>19</td>
</tr>
<tr>
<td>Average Years Service by Category and University</td>
<td>22</td>
</tr>
<tr>
<td>Category Definitions</td>
<td>25</td>
</tr>
</tbody>
</table>
Workforce Profile

Highlights

The Workforce Profile is an overview of the UMS workforce, reflecting full-time regular employees. This represents about 4,712 employees, as of December 2008. There are an additional 460 part-time regular employees and 811 part-time temporary faculty not included in these tables.

Count and Gender by Category
- Of the 4,712 full-time regular employees of UMS 3% are administrators, 28.7% are faculty, 34.2% are salaried professional staff, and 34.1% are hourly paid staff.
- The number of full-time regular employees is 138 (2.8%) fewer than last years report.
- The percentage of women among full-time faculty has increased steadily for more than twenty-five years. Women now comprise just over 40% of the full-time faculty. Women are a minority of the full-time faculty at all universities except UMA and UMF.
- Women are well represented among administrators.
- Approximately 60% of hourly paid employees are women. Many positions in this group are heavily male or female dominated, though the overall number doesn’t show this.

Average Salary by Category
- These graphs show the difference in salaries of faculty and administrators among the universities, reflecting different scope and mission.
- There is less variation across the universities in average salaries of professional and hourly staff because of greater similarity of jobs and because salary and wage programs establish pay levels.
- Most faculty are appointed on an academic year basis and the annual salary is for the nine-month appointment.

Age
- A significant proportion of faculty (46.3%) and administrators (58.3%) are 55 and older.

Highest degree
- As would be expected, a high number of faculty (74.9%) and administrators (46.8%) hold terminal degrees.
- All staff groups are well educated: more than 20% of hourly staff have a baccalaureate or higher degree. More than 40% of professional staff have a master’s degree or higher.

Ethnicity
- There is very little diversity as measured in the federal ethnicity categories. There is also little variation in this among categories of employment, so graphs are not by presented for each category.

Years of Service/Average Years of Service
- UMS has many long-service employees. Average length of service ranges from 10 years for professional staff to 16 years for administrators.
- The greatest employment turnover is in the first five years among professional and hourly staff.
- More than 20% of faculty and more than 25% of administrators have 25 or more years of service.
University of Maine System
Full Time Regular Employees
Average Salary by Employment Category and University

University of Maine System

Administrators
$104,654

Faculty
$70,891

Professional
$48,976

Hourly
$28,868

Average Salary

UM

Administrators
$108,195

Faculty
$76,490

Professional
$48,272

Hourly
$28,699

Average Salary

UMA

Administrators
$93,621

Faculty
$58,852

Professional
$45,095

Hourly
$27,735

Average Salary

UMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Average Salary by Employment Category and University

UMF

Administrators $82,477
Faculty $56,473
Professional $43,006
Hourly $28,377

Average Salary

UMFK

Administrators $95,781
Faculty $54,654
Professional $42,172
Hourly $29,252

Average Salary

UMM

Administrators $102,099
Faculty $53,647
Professional $40,209
Hourly $27,432

Average Salary
University of Maine System
Full Time Regular Employees
Average Salary by Employment Category and University

UMPI

Administrators $73,278
Faculty $56,398
Professional $39,137
Hourly $29,764

Average Salary

USM

Administrators $120,746
Faculty $74,759
Professional $51,398
Hourly $29,610

Average Salary

SWS/UCO

Administrators $136,645
Faculty
Professional $58,468
Hourly $30,453

Average Salary

UMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Age by Employment Category and University

University of Maine System

Administrators
Faculty
Professional
Hourly

UM

Administrators
Faculty
Professional
Hourly

UMA

Administrators
Faculty
Professional
Hourly

UMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Highest Degree by Employment Category and University

University of Maine System

Administrators  Faculty  Professional  Hourly

- HS Graduate or Less
- Assoc or Some Post secondary
- Bachelor's Degree
- Master's Degree
- Doctoral Degree

UM

Administrators  Faculty  Professional  Hourly

- HS Graduate or Less
- Assoc Degree or Some Post secondary
- Bachelor's Degree
- Master's Degree
- Doctoral Degree

UMA

Administrators  Faculty  Professional  Hourly

- HS Graduate or Less
- Assoc Degree or Some Post secondary
- Bachelor's Degree
- Master's Degree
- Doctoral Degree

April 23, 2009
University of Maine System
Full Time Regular Employees
Highest Degree by Employment Category and University

UMPI

Administrators  Faculty  Professional  Hourly

HS Graduate or Less  Assoc Degree or Some Post Secondary  Bachelor's Degree  Master's Degree  Doctoral Degree

USM

Administrators  Faculty  Professional  Hourly

HS Graduate or Less  Assoc Degree or Some Post Secondary  Bachelor's Degree  Master's Degree  Doctoral Degree

SWS/UCO

Administrators  Faculty  Professional  Hourly

HS Graduate or Less  Assoc Degree or Some Post Secondary  Bachelor's Degree  Master's Degree  Doctoral Degree

April 23, 2009
University of Maine System
Full Time Regular Employees
Ethnicity by University

University of Maine System

- American Indian/Alaska Native: 1%
- Asian: 1%
- Black/African American: 1%
- Hispanic/Latino: 1%
- Native Hawaiian/Other Pacific: 0%
- White: 96%

UM

- American Indian/Alaska Native: 2%
- Asian: 1%
- Black/African American: 1%
- Hispanic/Latino: 1%
- Native Hawaiian/Other Pacific: 0%
- White: 95%

UMA

- American Indian/Alaska Native: 0%
- Asian: 0%
- Black/African American: 0%
- Hispanic/Latino: 0%
- Native Hawaiian/Other Pacific: 0%
- White: 100%

UMS-OHR

April 23, 2009
University of Maine System
Full Time Regular Employees
Ethnicity by University

UMPI

- American Indian/Alaska Native: 1%
- Asian: 1%
- Black/African American: 3%
- Hispanic/Latino: 1%
- Native Hawaiian/Other Pacific: 1%
- White: 94%

USM

- American Indian/Alaska Native: 2%
- Asian: 1%
- Black/African American: 0%
- Hispanic/Latino: 0%
- Native Hawaiian/Other Pacific: 1%
- White: 96%

SWS/UCO

- American Indian/Alaska Native: 5%
- Asian: 1%
- Black/African American: 1%
- Hispanic/Latino: 1%
- Native Hawaiian/Other Pacific: 1%
- White: 93%

UMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Years Service by Employment Category and University

UMF

UMFK

UMM
University of Maine System
Full Time Regular Employees
Years Service by Employment Category and University

UMPI

USM

SWS/UCO

UMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Average Years of Service by Employment Category and University

University of Maine System

Average Years of Service

Administrators: 16.3
Faculty: 14.3
Professional: 10.1
Hourly: 11.4

UM

Administrators: 15.6
Faculty: 14.7
Professional: 9.7
Hourly: 12.3

UMA

Administrators: 24.0
Faculty: 15.9
Professional: 13.2
Hourly: 8.9

UMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Average Years of Service by Employment Category and University

**UMF**

- Administrators: 19.3
- Faculty: 12.1
- Professional: 10.6
- Hourly: 11.4

**UMFK**

- Administrators: 14.5
- Faculty: 11.1
- Professional: 7.4
- Hourly: 13.8

**UMM**

- Administrators: 14.3
- Faculty: 13.5
- Professional: 8.4
- Hourly: 11.1

UOMS-OHR
April 23, 2009
University of Maine System
Full Time Regular Employees
Average Years of Service by Employment Category and University

UMPI

Administrators: 14.2
Faculty: 12.5
Professional: 8.8
Hourly: 13.7

USM

Administrators: 13.1
Faculty: 14.4
Professional: 9.7
Hourly: 9.5

SWS/UCO

Administrators: 15.3
Faculty: 12.3
Professional: 11.2

UMS-OHR
April 23, 2009
Category Definitions

All UMS positions are categorized as administrator, faculty, professional, or hourly depending upon the primary type of work performed. The categories, as defined by the IPEDS (Integrated Postsecondary Education Data System) Fall Staff Survey submitted biennially by colleges and universities to the National Center for Education Statistics, U.S. Department of Education, are defined below.

Administrators
All employees whose assignments require management of the institution, or a customarily recognized department or subdivision. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. This category includes employees holding the following titles who meet the above criteria: president, vice president (including assistant and associate), dean (including assistant and associate if their only activity is administrative and does not include a faculty workload), director (including assistant and associate), department head (including assistant and associate if their only activity is administrative and does not include a faculty workload).

Faculty
All individuals employed for the primary purpose of instruction, research, and/or public service who hold academic rank of professor, associate professor, assistant professor, instructor, lecturer or the equivalent. These individuals may also hold titles such as associate dean, assistant dean, chairperson, and director if they also have a faculty work assignment.

Professionals
All individuals employed for the primary purpose of performing academic support, student service and institutional support, whose assignments require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Includes employees with job titles such as: Business Operations Specialist, Financial Specialist, Accountant, Budget Analyst, Admissions or Financial Aid Counselor, Computer Specialist, Computer Analyst, Database Administrator, Librarian, Resident Director.
Hourly Staff

All employees whose assignments:

- Are technical or paraprofessional in nature (requires specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma). Includes such titles as Research or Laboratory Technician, Audiovisual Technician, Personnel Assistant. Or;

- Are associated with clerical or secretarial activities (responsible for internal and external communications, recording and retrieving data and/or information, and other paperwork required in an office). Includes such titles as Secretary, Administrative Assistant, Records Technician, Bookkeeper, Library Assistant. Or;

- Involve skilled crafts work (typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs). Includes such titles as Electrician, HVAC Technician, Printer, Garage Mechanic. Or;

- Involve service/maintenance work (requires limited degrees of previously acquired skills and knowledge, workers perform duties that result in or contribute to the comfort, convenience and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property). Includes such titles as Custodian, Building & Grounds Maintenance Worker, Police Officer, Security Guard, Cook.