

Board of Trustees
Human Resources / Labor Relations Committee

May 2, 2022 at 1:00 PM
ZOOM - No Physical Location

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found on the Board website: <https://www.maine.edu/board-of-trustees/>

AGENDA

Executive Session

The Human Resources & Labor Relations Committee will enter Executive Session under the provisions of: 1 MRSA Section 405 6-A & 6-D.

Following the executive session the committee will reconvene to discuss the following items:

TAB 1 [2021 Turnover Analysis Report](#)

TAB 2 [2021 Workforce Profile Report](#)

Items for Committee decisions and recommendations are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic. An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: 2021 Turnover Analysis Report

INITIATED BY: Sven P. Bartholomew, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Interim Director of Compensation James Clark will present the findings of this Annual Report, created to educate and inform management and the Board of Trustees of turnover in the UMS workforce for the annual time frame indicated.

4/20/22



TURNOVER ANALYSIS

SEPARATIONS, RETENTION, AND HIRING STATISTICS

FOR
REGULAR EMPLOYEES

November 1, 2020 - October 31, 2021

April 15, 2022
UMS Office of Human Resources



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

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Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Methodology

This report includes only regular staff and primary position records for employees in an active, leave with pay or leave without pay status. Regular staff in the Part-Time Faculty bargaining unit are included; temporary staff in the Part-Time Faculty unit are excluded.

The report covers the period from November 1, 2020 through October 31, 2021.

The population is determined by averaging the number of staff active, on leave, or on leave without pay on November 1, 2020 and October 31, 2021.

Resignations, voluntary retirements, failure to return from leave, death, and disability are considered voluntary separations. All other separation reasons are considered involuntary separations. Separations due to death or disability were included with involuntary terminations in reports prior to 2014.

New hires are hired from outside the University and do not include staff who are already employees. The new hire and rehire statistics do not include employees who have taken a secondary job or transferred within the University System. Rehires include employees moving from temporary to regular positions and/or have had a separation from the University of Maine System. Internal hires and transfers are isolated and included for reference.

Key to bargaining groups:

AFUM - Associated Faculties of the Universities of Maine, MEA/NEA
 UMPSA - Universities of Maine Professional Staff Association, MEA/NEA
 COLT - Associated C.O.L.T. (Clerical, Office, Laboratory and Technical) Staff of the Universities of Maine, MEA/NEA
 Service & Maintenance - Teamsters Union Local #340
 University Supervisors
 Police – Fraternal Order of Police Lodge #100
 Non-Represented Hourly
 Non-Represented Salaried
 Non-Represented Faculty - Includes Law Faculty, Chairs at some Universities
 PATFA Regular - Part-Time Faculty Association, MFT/AFT, AFL-CIO



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Turnover Highlights

1. University Highlights

- A. From November 1, 2020 through October 31, 2021 the number of employee separations for all reasons was 12.5% of the average population of regular employees. Of this, voluntary resignations made up 7.9%, and retirements accounted for 3.1%. The remaining 1.4% involuntary separations resulted from end of term appointments, layoff, and termination. (Totals may be slightly off due to rounding)
- B. The turnover rate of 12.5% is up from last year's rate of 10.1% due to an increase in year-over-year voluntary separations.
- C. Externally benchmarking UMS' turnover rate, CUPA-HR Data On Demand gives an average turnover rate of 11.7% for institutions with student enrollment FTE greater than 8,732 between November 1, 2020 to October 31, 2021.
- D. The turnover rate reported for all education services by the Bureau of Labor Statistics shows an increasing trend of total annual separations despite dropping from last year's level. The University of Maine System's separation rate continues to trend downward since peaking in 2015 even with this year's rise in rate.
- E. The number of separations due to position elimination/staff reduction is 17. This is 8 more than last year for the same period.
- F. The rate of voluntary separations as a percent of the total UMS population is 11.0%.
- G. 88.3% of the 568 total separations are due to voluntary resignations and retirements. Retirements alone account for 24.8% of the 568 total separations.
- H. Separation rates vary among universities from a high of 26.1% for University of Maine Machias to 8.7% with University Services.
- I. The average years of service for resignation is 5.1 years, 27.4 years for voluntary retirements, and 5.7 years for involuntary separations.



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

- J. There were 59 new hires with minority status. Of this number 20% left during their first year of employment. Comparing this metric to those with non-minority status, 13% left during their first year, indicating a disproportionate separation within the first year of employment.
- K. Retention of employees at all Universities is 87.8%.

2. Bargaining Group Highlights

- A. The percent of separations for the represented and non-represented as a percentage of the bargaining unit vary with a high of 34.1% for the Non-Represented Hourly unit to 7.4% in the AFUM unit. Separation rates in other represented bargaining units are: UMPSA: 12.5%, ACSUM: 18.2%, S&M: 17.1%, University Supervisors: 12.5%, Police: 23.4%, NR Sal: 9.7%, NR Fac: 9.8%, PATFA Regular: 12.1%, Law Faculty: 10.8%.
- B. The UMPSA bargaining unit is 35.6% of the population and accounts for 35.7% of the separations; 85.2% of UMPSA separations are voluntary resignations.
- C. The percent of new hires/rehires at Universities as a percent of Campus population varies among the campuses with a high of 13.3% at University of Maine School of Law to 0.0% for University Governance.
- D. The percent of total UMS new hires/rehires (434) in represented and non-represented units vary from a high of 48.0% (207) in the UMPSA unit to a low of 0.0% (0) in the Law Faculty unit.
- E. The Non-Represented Hourly group had the lowest level of retention at 79.5%.



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Average Headcount - Regular Staff by University										
UM	UMA	UMF	UMFK	UMM	UMPI	USM	M LAW	U GOV	U SERV	TOTAL
Num	Num	Num	Num	Num	Num	Num	Num	Num	Num	Num
2,171	313	308	105	58	138	1,016	45	15	390	4,556

Headcount is an average of the number of regular staff on October 31, 2020 and October 31, 2021.

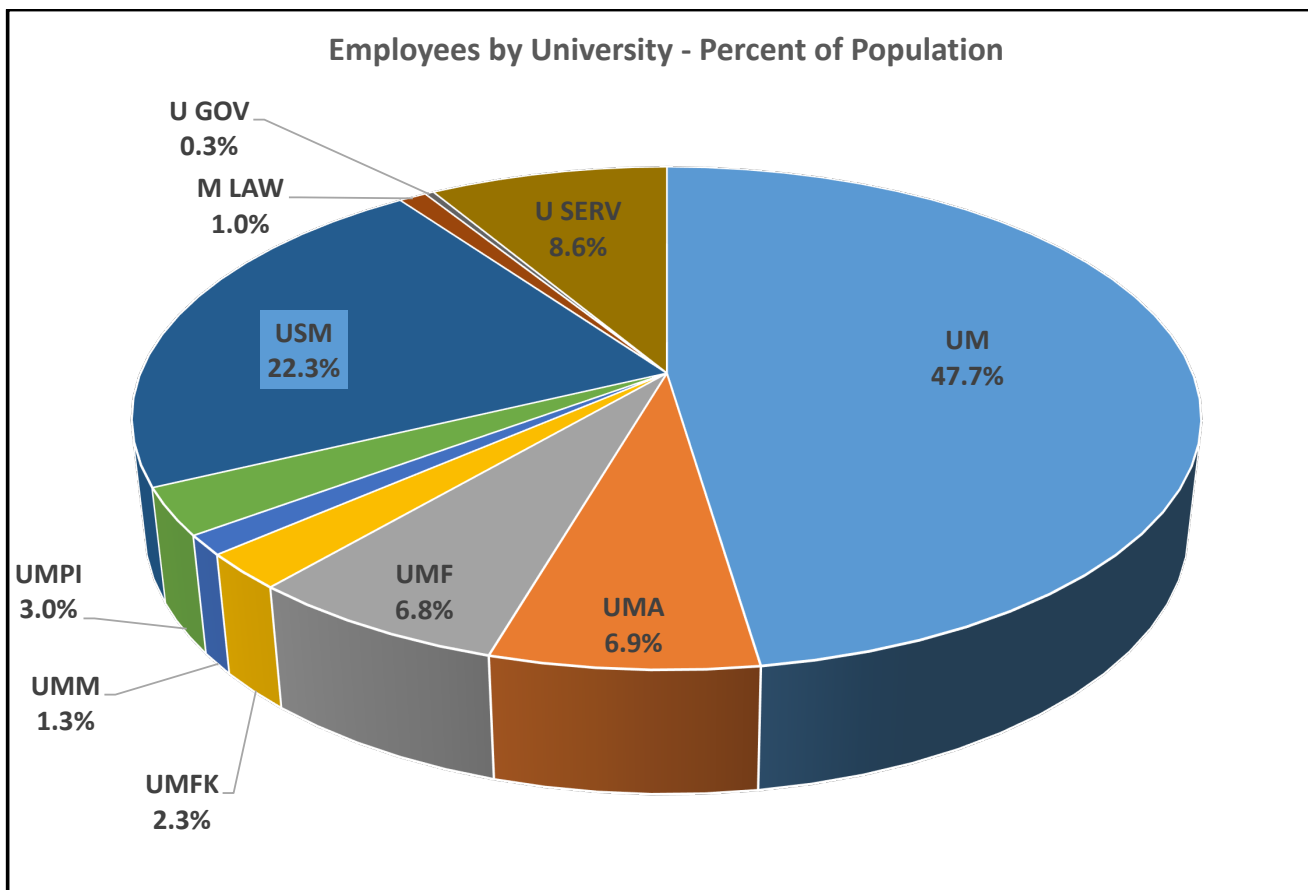
Turnover Formula

$$\frac{\# \text{ of separations}}{\text{average employee population}} \times 100 = \frac{568}{4,556} = 12.5\%$$

Employee by University - Percent of Population										
UM	UMA	UMF	UMFK	UMM	UMPI	USM	M LAW	U GOV	U SERV	TOTAL
Per	Per	Per	Per	Per	Per	Per	Per	Per	Per	Per
47.7%	6.9%	6.8%	2.3%	1.3%	3.0%	22.3%	1.0%	0.3%	8.6%	100.0%



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021





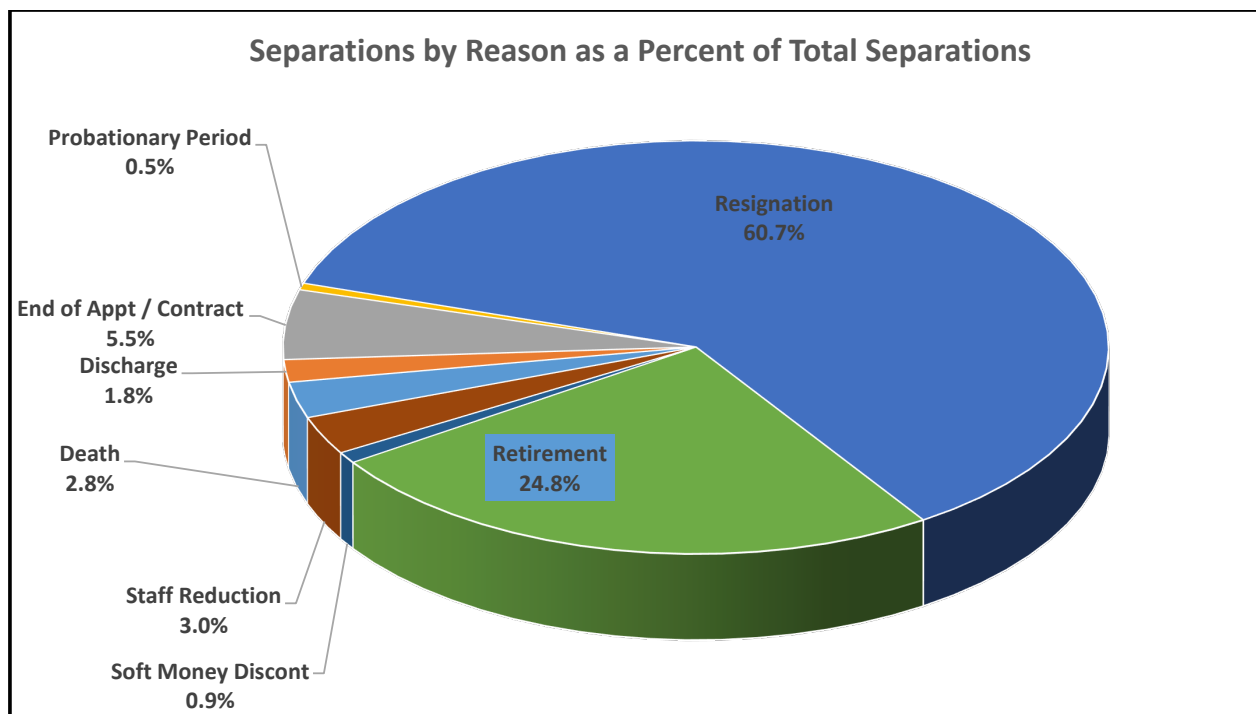
Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Separations by Reason by University									
Campus	Death	Discharge	End of Appt / Contract	Probationary Period	Resignation	Retirement	Soft Money Discont	Staff Reduction	Total
UM	9	4	14	2	166	71	1	5	272
UMA	1		3	1	18	12		3	38
UMF			2		21	13			36
UMFK			3		6	5		2	16
UMM			1		9			5	15
UMPI	2		3		11	1			17
USM	4	6	5		78	33	3	2	131
M LAW					6	1			7
U GOV					1	1			2
U SVC					29	4	1		34
Total	16	10	31	3	345	141	5	17	568



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

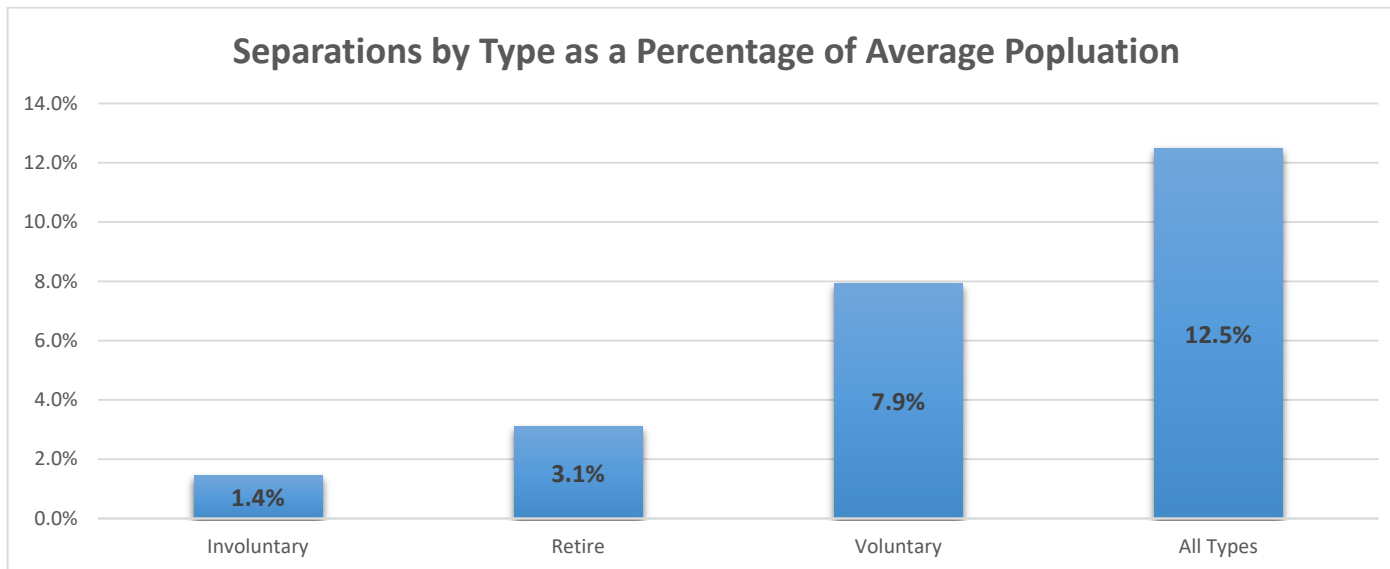
Separations by Reason as a Percent of Total Separations							
Death	Discharge	End of Appt / Contract	Probationary Period	Resignation	Retirement	Soft Money Discont	Staff Reduction
2.8%	1.8%	5.5%	0.5%	60.7%	24.8%	0.9%	3.0%





Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Separation Rate - Resignations and Total Separations as a Percent of University Population											
UM		UMA		UMF		UMFK		UMM		UMPI	
Resig	All	Resig	All	Resig	All	Resig	All	Resig	All	Resig	All
7.6%	12.5%	5.8%	12.2%	6.8%	11.7%	5.7%	15.2%	15.7%	26.1%	8.0%	12.4%
USM		M LAW		U GOV		U SERV		TOTAL			
Resig	All	Resig	All	Resig	All	Resig	All	Resig	All		
7.7%	12.9%	13.3%	15.6%	6.9%	13.8%	7.4%	8.7%	7.6%	12.5%		





Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

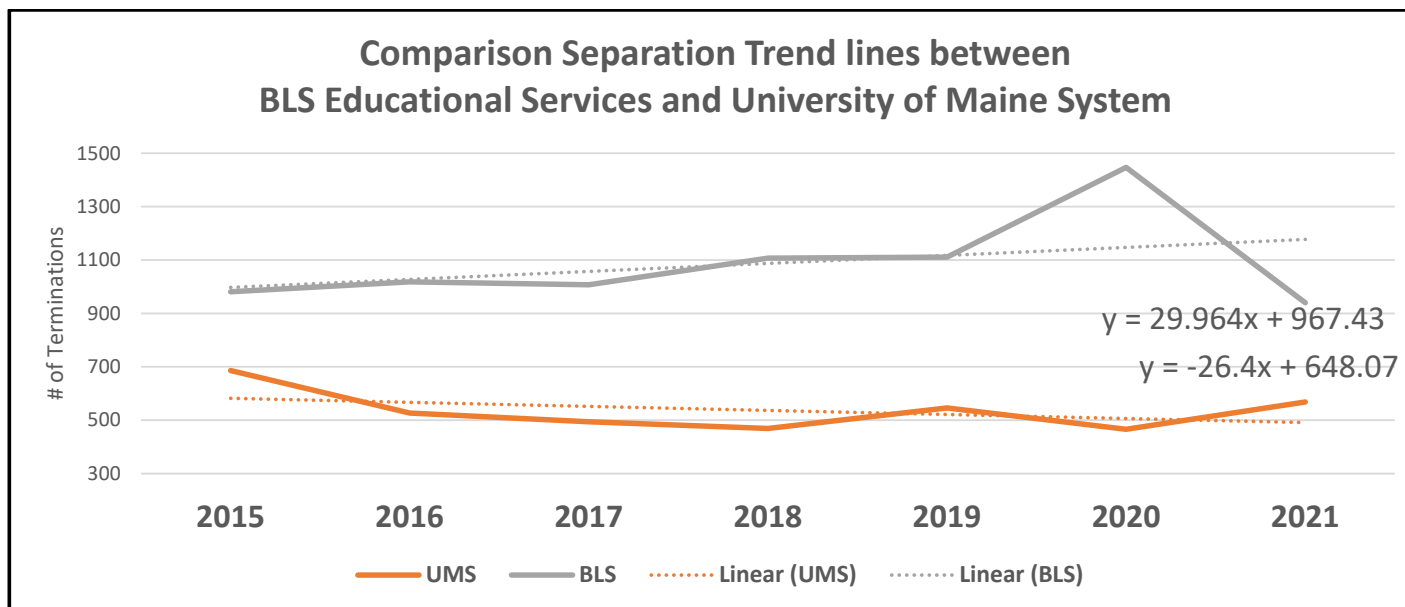
Average Years of Service Prior to Separation by University											
	UM	UMA	UMF	UMFK	UMM	UMPI	USM	M LAW	U GOV	U SERV	Total
	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs
Involuntary	5.2	11.9	4.5	2.9	5.1	11.6	3.9			4.0	5.7
Retirement	30.0	20.9	29.5	19.6		46.4	23.1	45.4	32.9	29.4	27.4
Voluntary	5.3	7.1	4.8	9.1	2.6	9.4	3.5	4.7	1.1	3.8	5.0
Total	11.7	12.4	13.7	10.4	3.6	12.0	8.5	10.5	17.0	6.9	10.6

Terminations by Years of Service, by Gender, and by Minority Status														
	Less Than One Year		One Year		Two Years		Three Years		Four Years		Over Five Years		Totals	
	Num	Per	Num	Per	Num	Per	Num	Per	Num	Per	Num	Per	Num	Per
# of Terminations	62	11%	74	13%	56	10%	50	9%	44	8%	282	50%	568	100%
Female	23	37%	41	55%	34	61%	33	44%	23	44%	163	58%	317	56%
Male	39	63%	33	45%	22	39%	17	56%	21	56%	119	42%	251	44%
Minority	12	19%	11	15%	8	14%	1	2%	0	0%	16	6%	48	8%
Non-minority	50	81%	63	85%	48	86%	49	98%	41	93%	266	94%	517	91%

Less Than One Year Terminations vs New Hires by Gender and by Minority Status			
	# of Terminations	New Hires	% Terminations vs New Hires
Female	23	229	10%
Male	39	205	19%
Minority	12	59	20%
Non-minority	50	375	13%



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021





Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

$$\text{Retention} = \frac{(\text{final \# of employees} - \text{\# separations})}{\text{initial \# of employees}} \times 100$$

Retention by University as Percent of Campus Population																					
UM		UMA		UMF		UMFK		UMM		UMPI		USM		M LAW		U GOV		U SERV		TOTAL	
Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%
1,894	87.2%	279	89.3%	277	90.1%	90	85.7%	45	78.3%	120	87.3%	886	87.2%	39	86.7%	13	89.7%	359	92.2%	4,002	87.8%

New Hires and Rehires by Number and Percent of Campus Population																					
UM		UMA		UMF		UMFK		UMM		UMPI		USM		M LAW		U GOV		U SERV		TOTAL	
Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%
226	10.4%	22	7.0%	22	7.2%	12	11.4%	6	10.4%	11	8.0%	104	10.2%	6	13.3%	0	0.0%	25	6.4%	434	9.5%

New Appointments and Transfers by Number and Percent of Campus Population																					
UM		UMA		UMF		UMFK		UMM		UMPI		USM		M LAW		U GOV		U SERV		TOTAL	
Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%
165	7.6%	17	5.4%	10	3.3%	6	5.7%	4	7.0%	10	7.3%	46	4.5%	1	2.2%	2	13.8%	13	3.3%	274	6.0%

New Hires and Rehires by University																					
UM		UMA		UMF		UMFK		UMM		UMPI		USM		M LAW		U GOV		U SERV		TOTAL	
Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%
226	52.1%	22	5.1%	22	5.1%	12	2.8%	6	1.4%	11	2.5%	104	24.0%	6	1.4%	0	0.0%	25	5.8%	434	100.0%

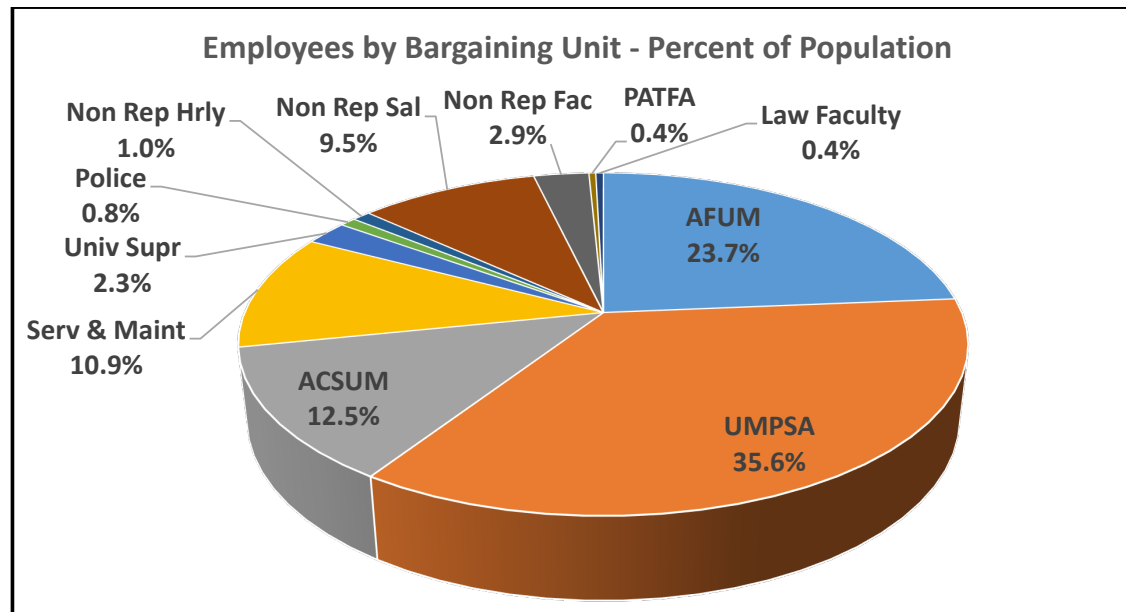
New Hires and Rehires by University by Gender and Minority Status																						
	UM		UMA		UMF		UMFK		UMM		UMPI		USM		M LAW		U GOV		U SERV		TOTAL	
	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%
Female	108	48%	14	64%	14	64%	8	67%	4	67%	7	64%	59	57%	5	83%	0	0%	10	40%	229	53%
Male	118	52%	8	36%	8	36%	4	33%	2	33%	4	36%	45	43%	1	17%	0	0%	15	60%	205	47%
Minority	36	16%	0	0%	1	5%	0	0%	0	0%	2	18%	15	14%	1	17%	0	0%	1	4%	56	13%
Non-minority	190	84%	22	100%	21	95%	11	100%	4	100%	9	82%	89	86%	5	83%	0	0%	24	96%	375	87%



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Average Headcount - Regular Staff by Bargaining Unit											
AFUM	UMPSA	ACSUM	Serv & Maint	Univ Suprv	Police	Non Rep Hrly	Non Rep Sal	Non Rep Fac	PATFA	Law Faculty	Total
Num	Num	Num	Num	Num	Num	Num	Num	Num	Num	Num	Num
1,078	1,620	572	499	104	39	44	433	133	17	19	4,556

Employees by Bargaining Unit - Percent of Population											
AFUM	UMPSA	ACSUM	Serv & Maint	Univ Supr	Police	Non Rep Hrly	Non Rep Sal	Non Rep Fac	PATFA	Law Faculty	Total
Per	Per	Per	Per	Per	Per	Per	Per	Per	Per	Per	Per
23.7%	35.6%	12.5%	10.9%	2.3%	0.8%	1.0%	9.5%	2.9%	0.4%	0.4%	100.0%





Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Separations by Reason by Bargaining Unit											
Union	Death	Discharge	End of Appt / Contract	Failure to Return from Leave	Probationary Period	Resignation	Retirement	Soft Money Discot	Staff Reduction	Non-Reappt	Total
AFUM	7	1	5			24	42		1		80
UMPSA	1	1	13		1	143	29	5	10		203
ACSUM	3	3	3		2	65	24		4		104
Serv & Maint	4	4	2			55	20				85
Univ Supr			1			6	6				13
Police		1				7	1				9
Non Rep Hrly						13	2				15
Non Rep Sal			3			22	15		2		42
Non Rep Fac	1		4			6	2				13
PATFA						2					2
Law Faculty						2					2
Total	16	10	31	0	3	345	141	5	17	0	568



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

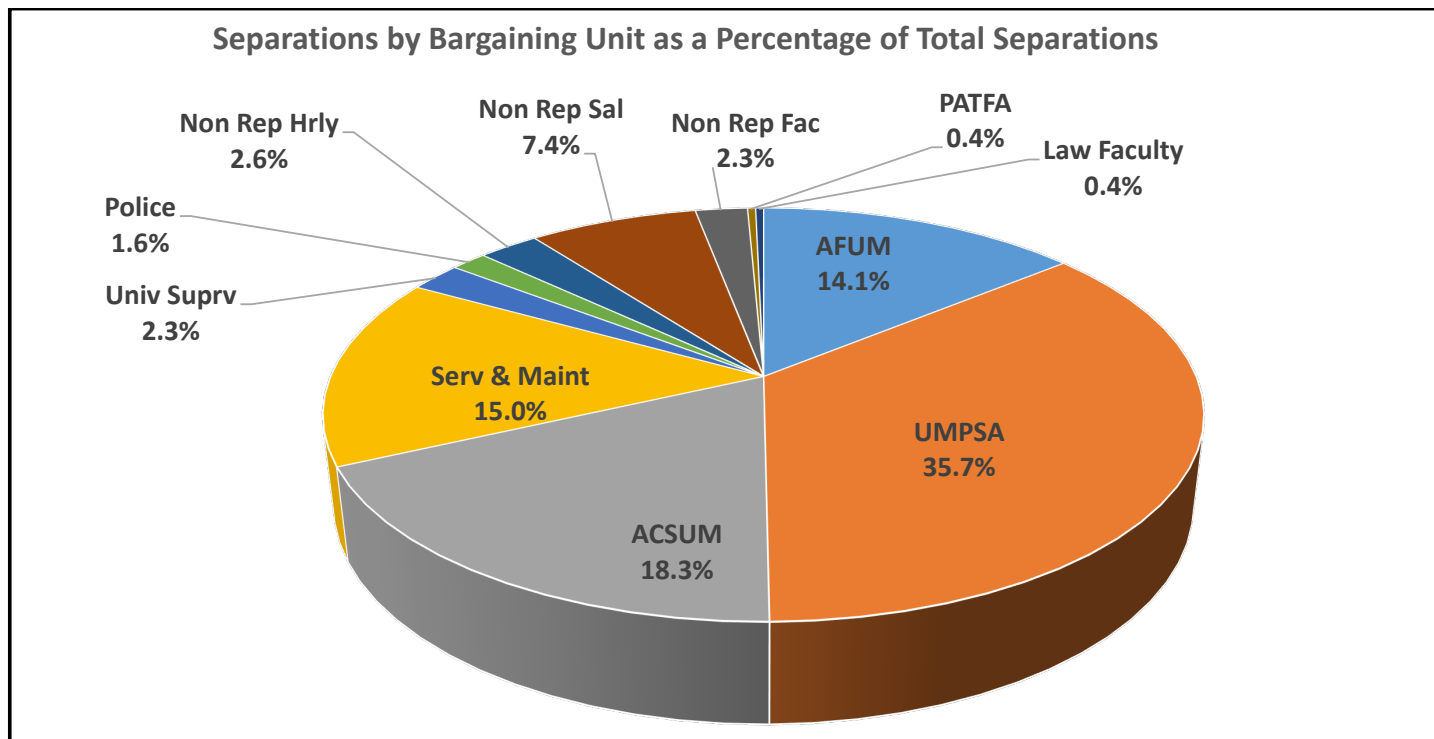
Separation Rate - Resignations and Total Separations as a Percent of Bargaining Unit Population											
AFUM		UMPSA		ACSUM		Serv & Maint		Univ Suprv		Police	
Resig	All	Resig	All	Resig	All	Resig	All	Resig	All	Resig	All
2.2%	7.4%	8.8%	12.5%	11.4%	18.2%	11.0%	17.1%	5.8%	12.5%	18.2%	23.4%
Non Rep Hrly		Non Rep Sal		Non Rep Fac		PATFA		Law Faculty		Total	
Resig	All	Resig	All	Resig	All	Resig	All	Resig	All	Resig	All
29.5%	34.1%	5.1%	9.7%	4.5%	9.8%	12.1%	12.1%	10.8%	10.8%	7.6%	12.5%

Average Years of Service by Separation Reason by Bargaining Unit											
	AFUM	UMPSA	ACSUM	Serv & Maint	Univ Suprv	Police	Non Rep Hrly	Non Rep Sal	Non Rep Fac	PATFA	Law Faculty
	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs	Yrs
Involuntary	3.9	4.1	9.7	1.3	0.5	1.0		14.8	6.4		
Retire	27.5	25.1	27.5	26.7	35.7	33.0	36.9	28.7	20.4		
Voluntary	9.5	4.1	4.6	5.8	9.1	4.0	2.7	5.3	4.2	5.3	6.2
Total	18.4	7.1	10.5	10.4	20.7	6.9	7.3	14.8	7.4	5.3	6.2



Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Separations by Bargaining Unit as a Percentage of Total Separations											
AFUM	UMPSA	ACSUM	Serv & Maint	Univ Suprv	Police	Non Rep Hrly	Non Rep Sal	Non Rep Fac	PATFA	Law Faculty	Total
Per	Per	Per	Per	Per	Per	Per	Per	Per	Per	Per	Per
14.1%	35.7%	18.3%	15.0%	2.3%	1.6%	2.6%	7.4%	2.3%	0.4%	0.4%	100.0%





Turnover Analysis
Nov. 1, 2020 – Oct. 31, 2021

Retention by Bargaining Unit by Number and Percent											
AFUM		UMPSA		ACSUM		Serv & Maint		Univ Suprv		Police	
Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct
1,002	92.9%	1,384	85.4%	494	86.4%	430	86.3%	93	89.4%	31	80.5%
Non Rep Hrly		Non Rep Sal		Non Rep Fac		PATFA		Law Faculty		Total	
Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct
35	79.5%	384	88.7%	120	90.2%	14	84.8%	15	81.1%	4,002	87.8%

New Hires and Rehires by Number and Percent of Bargaining Unit Population											
AFUM		UMPSA		ACSUM		Serv & Maint		Univ Suprv		Police	
Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct
53	12.3%	207	48.0%	63	14.6%	49	11.4%	2	0.5%	6	1.4%
Non Rep Hrly		Non Rep Sal		Non Rep Fac		PATFA		Law Faculty		Total	
Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct
11	2.6%	30	7.0%	8	1.9%	2	0.5%	0	0.0%	431	100.0%

New Appointments and Transfers by Number and Percent of Bargaining Unit Population											
AFUM		UMPSA		ACSUM		Serv & Maint		Univ Suprv		Police	
Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct
44	16.1%	114	41.6%	37	13.5%	27	9.9%	5	1.8%	3	1.1%
Non Rep Hrly		Non Rep Sal		Non Rep Fac		PATFA		Law Faculty		Total	
Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct
5	1.8%	29	10.6%	2	0.7%	8	2.9%	0	0.0%	274	100.0%

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: 2021 Workforce Profile Report

INITIATED BY: Sven P. Bartholomew, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Interim Director of Compensation James Clark will present the findings of this Annual Report created to inform both management and the Board of Trustees of specific demographics as pertains to the composition of the UMS workforce.

4/20/22

2021 Workforce Profile

Office of Human Resources

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Workforce Profile Highlights

The Workforce Profile is an overview of the UMS workforce, reflecting full-time and part-time regular employees. This represents the 4,525 regular employees that were actively receiving a paycheck as of October 31, 2021. Additionally, there were 854 part time faculty members teaching in the Fall 2021 semester.

Count and Gender by Category

- Of the 4,525 UMS employees reported: 2.2% are administrators, 27.4% are faculty, 44.1% are salaried staff, and 26.3% are hourly paid staff.
- Overall, between the seven campuses, women make up a slight minority of full-time faculty at 48.1% of the population. UMA, UMF, Maine Law and USM have women comprise the majority of full-time faculty at their locations.
- 51.0% of the administrators are women.
- There are 99 administrators, 74 of whom are in the Management Group. In the Management Group women make up a slight majority at 54.0% of the cohort.
- Most of the regular hourly employee cohort consists of women at 51.8% of the population.

Average Salary by Category

- The average annual salary for administrators is \$ 153,543; \$83,617 for faculty; \$59,186 for salaried staff; and \$36,381 for hourly staff.
- Most faculty are appointed on an academic year basis and the annual salary is rated for the nine-month appointment.

Age

- The average age by employee category is: Administrators average age is 55, faculty 52, salaried 46, and hourly employees average age is 51. These averages have held steady with little variation over the past few years.
- A significant proportion of administrators (50.0%) are 55 or older.
- Almost half of the faculty (44.0%) and hourly (50.0%) are 55 or older while a slight majority is under that range.
- A large majority of salaried employees (71.0%) are under the age of 55.

Highest Degree

- As would be expected, a high number of faculty (78.1%) hold doctoral degrees. Administrators (53.8%) also hold a significant number of terminal degrees.
- 37.5% of hourly staff have self-reported a baccalaureate or higher degree. 88.9% of salaried employees report holding a baccalaureate or higher degree.
- Education level was not reported by 18.4% of employees.

Race and Ethnicity

- There is limited diversity as measured in the federal ethnicity categories. Overall, 7.4% of employees system wide report a minority race/ethnicity. This is an increase over 6.9% minority self-reported last year.
- The University of Southern Maine at 9.6% and the University of Maine at 8.3% have the highest reported minority populations.
- The University of Maine reports the highest quantity of minority employees with 183 employees followed by the University of Southern Maine with 97 employees identifying as such.

Years of Service/Average Years of Service

- UMS has many long-service employees. Average length of service ranges from 9.8 years for salaried staff to 13.7 years for administrators.
- 40.1% of faculty and more than 41.4% of administrators have 15 or more years of service.
- The University of Maine at Farmington has the highest average years of service for all employment categories at 13.5 years. The University of Southern Maine have the lowest average years of service at 10.4 years.

Part-Time Faculty

- In the Fall 2021 semester, there were approximately 854 Part-Time Faculty teaching 4845 credit hours of course work. The University of Southern Maine employs the most Part-Time Faculty with 372 (43.6%), followed by the University of Maine with 201 (23.5%) and then the University of Maine at Augusta with 126 (14.8%).

UMS - OHR

Category Definitions

All UMS positions are categorized as administrator, faculty, salaried, 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). Employees in this category are in the management group.

Faculty

All individuals employed for the primary purpose of instruction, research, and/or public service and 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. This report includes faculty in Cooperative Extension; the Tenure Report excludes faculty in this department.

Salaried

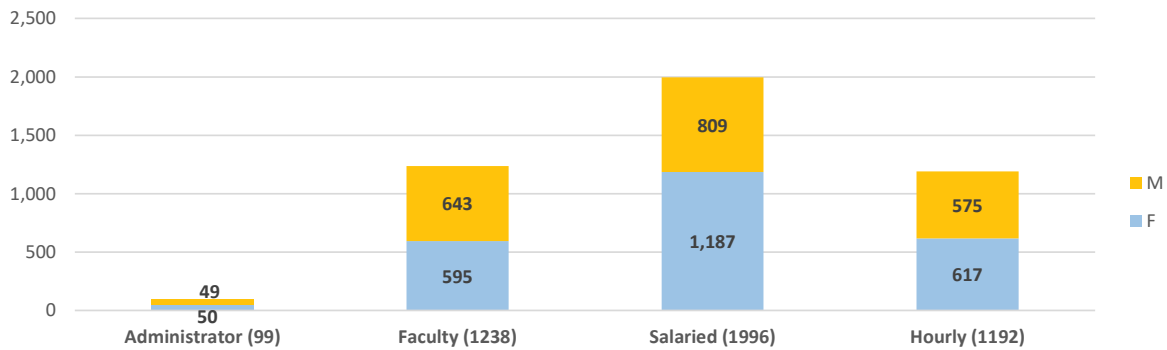
All individuals employed for the primary purpose of performing academic support, student service and institutional support, whose assignments require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Includes employees with job titles 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:

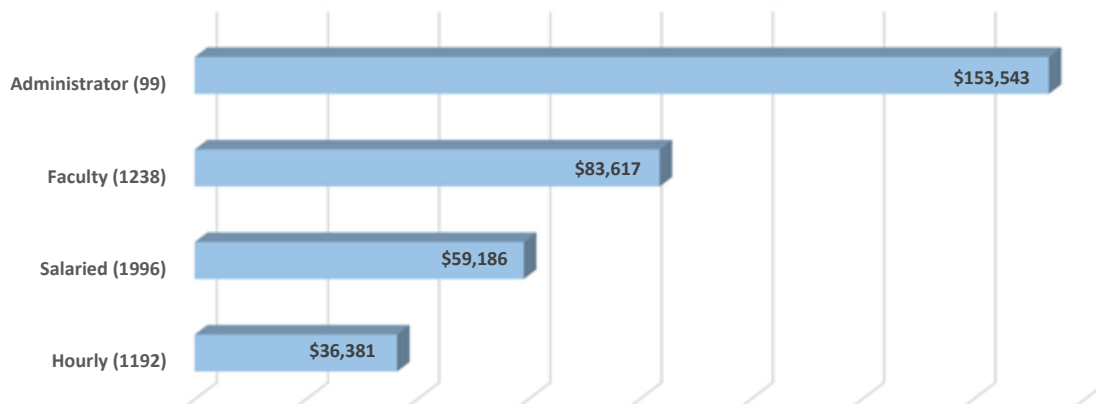
- Are technical or paraprofessional in nature (requires specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma). Includes such titles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

Employee Counts by Employment Category and Gender (4,525)

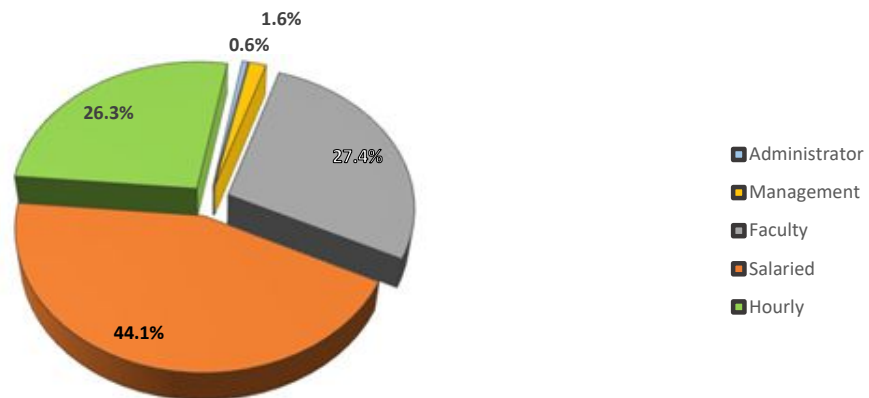


Student Fall Enrollment 2021* - 26,111

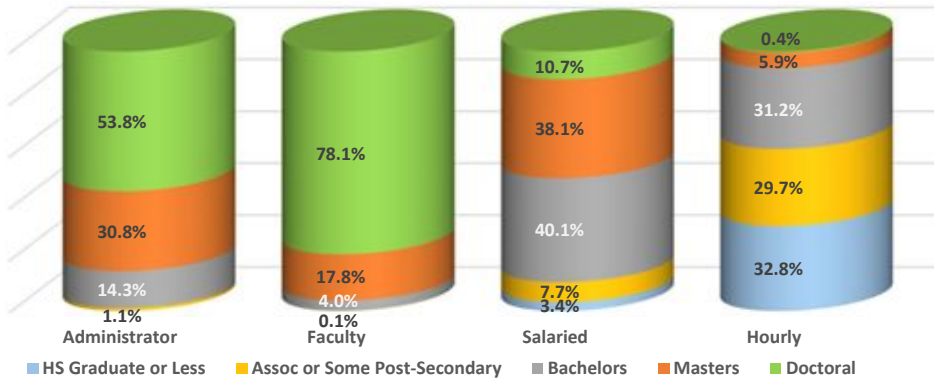
Average Salary By Employment Category



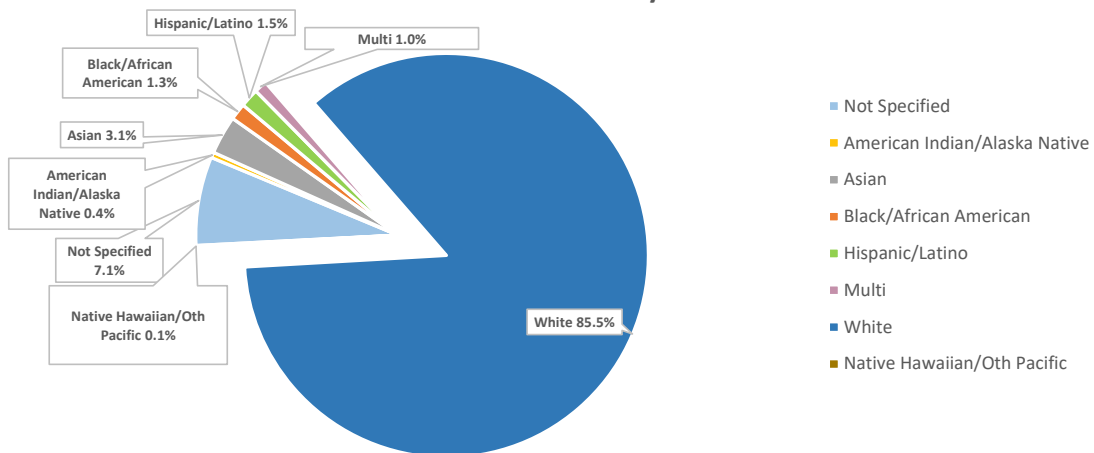
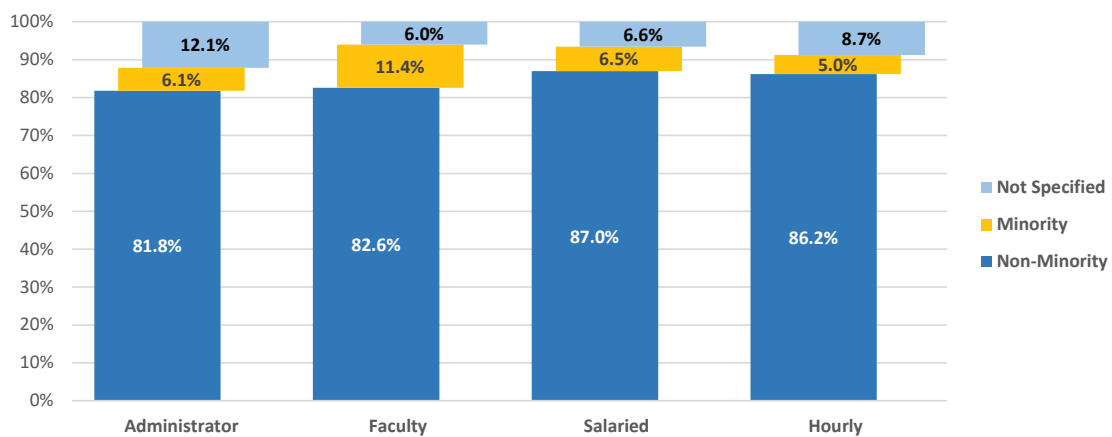
Employees by Employment Category



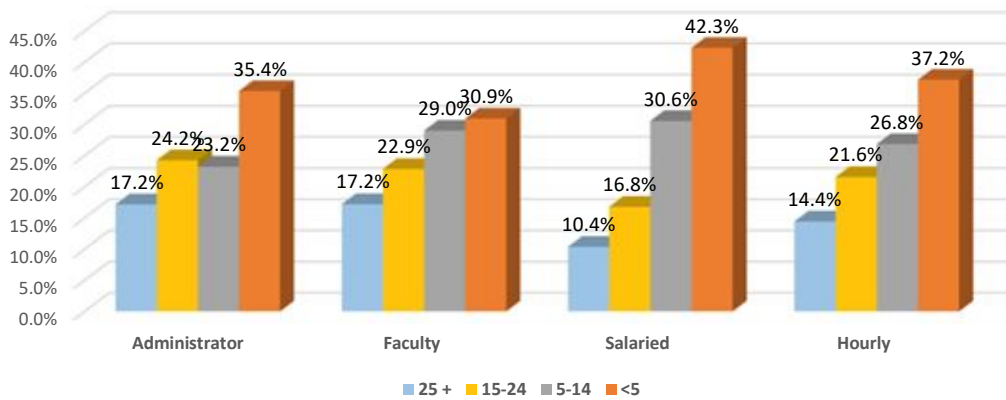
* Student Fall Enrollment 2021 includes undergraduate and graduate students. The source is Fall 2021 Enrollment Report - The University of Maine System, Fall Semester Headcount by Campus
UMS Early College student headcount is no longer reported together with student headcount

Highest Degree by Employment Category *

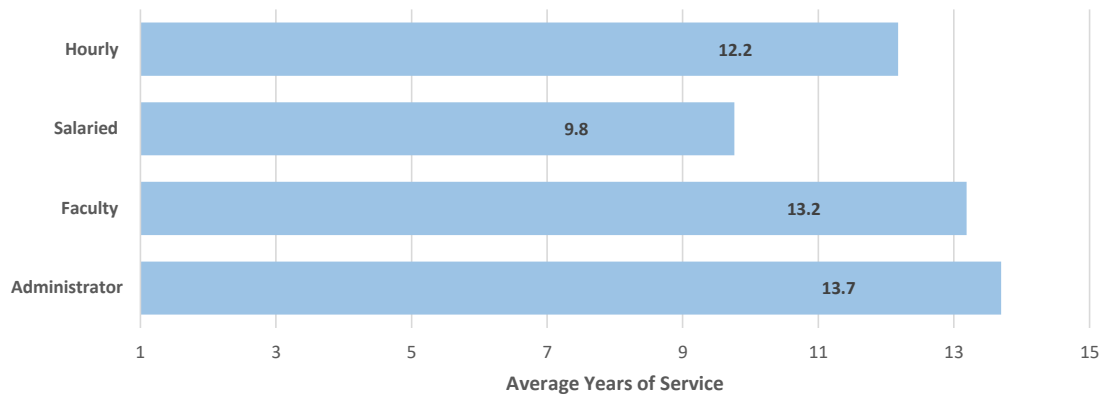
* Percentage shown for Highest Degree is a percent of the total employees who reported education level; 833 employees did not indicate.

Race and Ethnicity**Employee Minority Grouping by Employee Category**

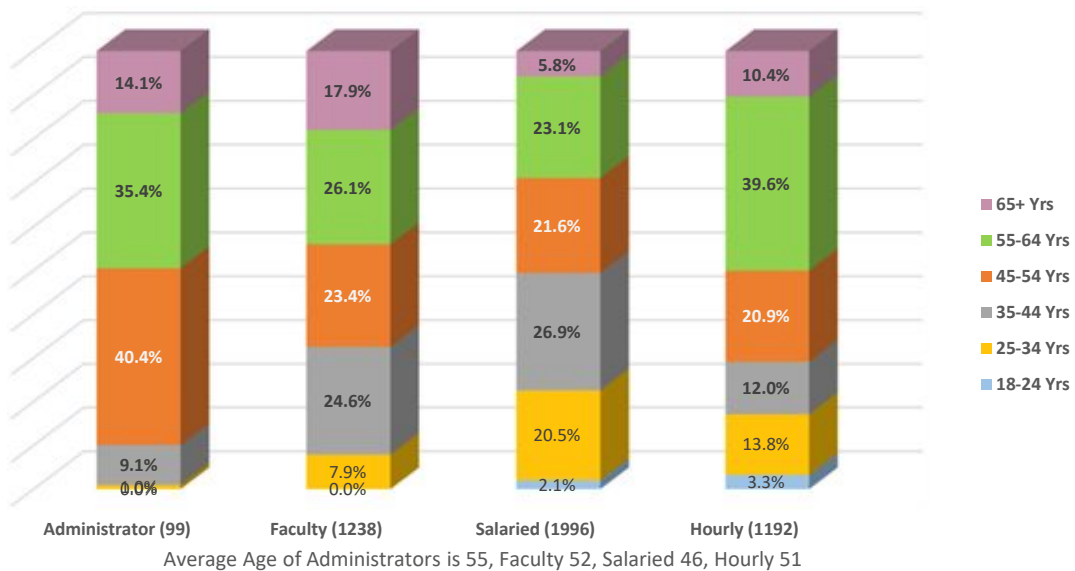
Years of Service by Employment Category



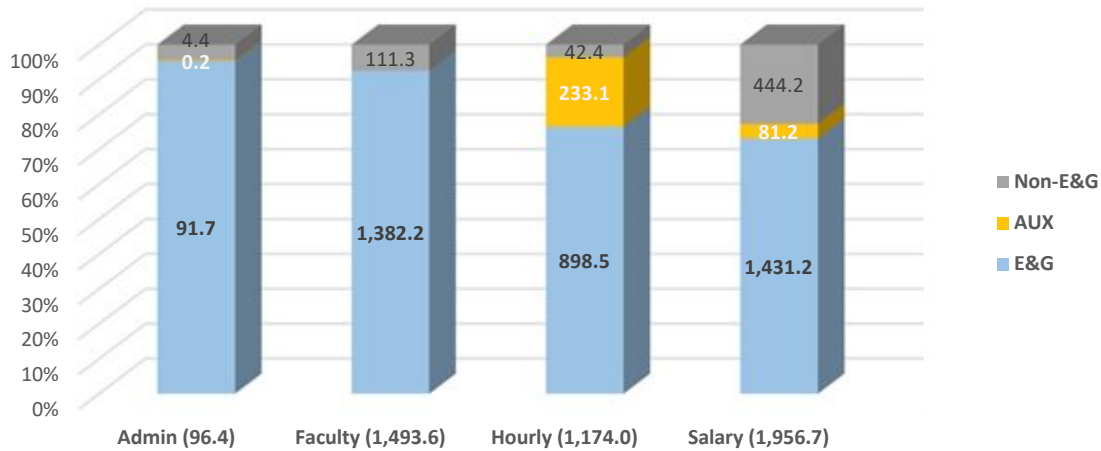
Average Years of Service by Employment Category



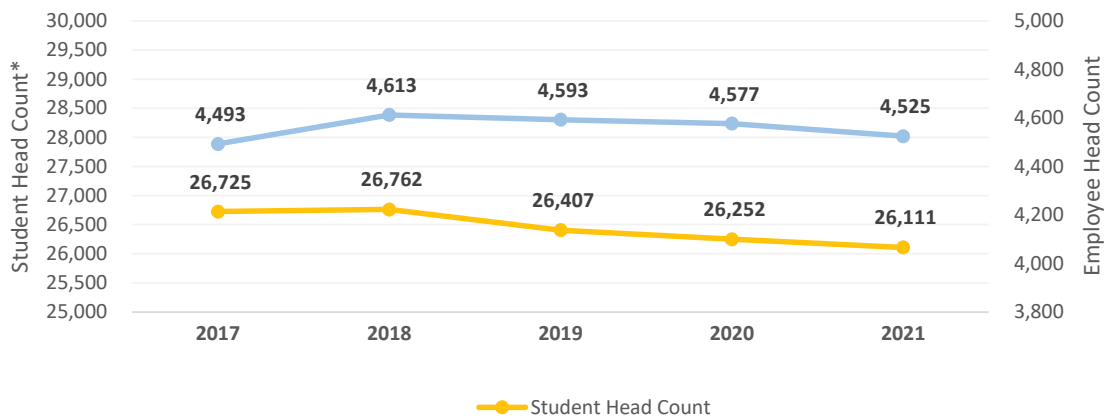
Age by Employment Category



Full Time Equivalent by Funding Source

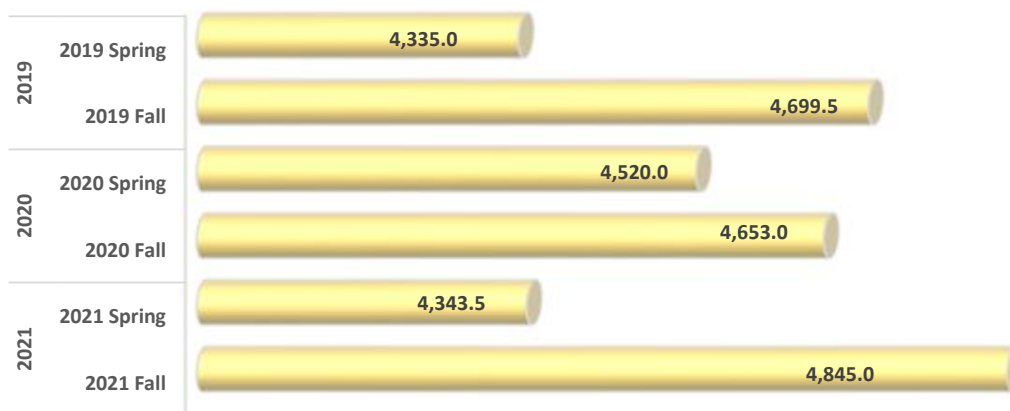


Student vs. Employee Head Count



* Student Head Count numbers were adjusted to match 2021 Fall Enrollment Report counts now that Early College students are no longer included

Part-Time Faculty Association Credit Hours by Semester



Counts by Employment Category and Gender

	University of Maine System				University of Maine				University of Maine at Augusta				University of Maine at Farmington				University of Maine at Fort Kent			
	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count
Administrators	50	49	0	99	14	15	0	29	5	2	0	7	3	5	0	8	3	1	0	4
Faculty	595	643	0	1,238	264	365	0	629	63	36	0	99	67	46	0	113	14	15	0	29
Salaried	1,187	809	0	1,996	464	410	0	874	78	39	0	117	59	35	0	94	25	16	0	41
Hourly	617	575	0	1,192	318	315	0	633	50	34	0	84	42	45	0	87	19	13	0	32
Total	2,449	2,076	0	4,525	1,060	1,105	0	2,165	196	111	0	307	171	131	0	302	61	45	0	106
Student Enrollment	25,111				11,593				3,366				1,711				867			

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				Maine Law			
	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count	F	M	U	Count
Administrators	0	1	0	1	3	3	0	6	4	10	0	14	6	7	0	13	9	4	0	13	3	1	0	4
Faculty	10	12	0	22	15	21	0	36	151	139	0	290	0	0	0	0	0	0	0	0	11	9	0	20
Salaried	16	1	0	17	38	17	0	55	343	134	0	477	0	1	0	1	146	155	0	301	18	1	0	19
Hourly	8	7	0	15	19	20	0	39	118	113	0	231	0	0	0	0	41	28	0	69	2	0	0	2
Total	34	21	0	55	75	61	0	136	616	396	0	1,012	6	8	0	14	196	187	0	383	34	11	0	45
Student Enrollment	505				114				6,693												262			

* Student Enrollment counts from the University of Maine System - Fall 2021 Enrollment Report, Fall Semester Headcount by Campus.

Average Salary by Employment Category

	University of Maine System		University of Maine		University of Maine at Augusta		University of Maine at Farmington		University of Maine at Fort Kent	
	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary
Administrators	99	153,543	29	161,239	7	127,936	8	113,903	4	132,153
Faculty	1,238	83,617	629	91,472	99	66,263	113	67,829	29	61,979
Salaried	1,996	59,186	874	60,067	117	51,677	94	49,264	41	48,132
Hourly	1,192	36,381	633	36,786	84	33,566	87	36,730	32	37,164
Total	4,525	61,927	2,165	63,739	307	53,164	302	54,312	106	51,780

	University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services		Maine Law	
	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary
Administrators	1	144,200	6	104,912	14	152,387	13	196,471	13	164,845	4	146,300
Faculty	22	67,486	36	71,532	290	82,123	0	0	0	0	20	104,178
Salaried	17	44,917	55	48,524	477	58,187	1	98,567	301	68,417	19	58,292
Hourly	15	34,365	39	36,990	231	36,619	0	0	69	35,205	2	14,683
Total	55	52,872	136	53,795	1,012	61,426	14	189,478	391	62,534	45	84,571

Average Age by Employment Category

	University of Maine System		University of Maine		University of Maine at Augusta		University of Maine at Farmington		University of Maine at Fort Kent	
	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age
Administrators	99	55	29	56	7	58	8	56	4	52
Faculty	1,238	52	629	50	99	55	113	54	29	51
Salaried	1,996	46	874	44	117	49	94	44	41	41
Hourly	1,192	51	633	51	84	50	87	55	32	53
Total	4,525	49	2,165	48	307	51	302	51	106	48

	University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services		Maine Law	
	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age
Administrators	1	54	6	55	14	55	13	54	13	55	4	53
Faculty	22	58	36	55	290	53	0	0	0	0	20	51
Salaried	17	48	55	45	477	45	1	67	301	49	19	50
Hourly	15	48	39	56	231	48	0	0	69	47	2	60
Total	55	52	136	51	1,012	48	14	55	383	49	45	51

Age by Employment Category*

University of Maine System		Age Group											
		<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators		1	0.0%	9	0.2%	40	0.9%	35	0.8%	14	0.3%	99	2.2%
Faculty		98	2.2%	305	6.7%	290	6.4%	323	7.1%	222	4.9%	1,238	27.4%
Salaried		451	10.0%	536	11.8%	432	9.5%	462	10.2%	115	2.5%	1,996	44.1%
Hourly		204	4.5%	143	3.2%	249	5.5%	472	10.4%	124	2.7%	1,192	26.3%
Total		754	16.7%	993	21.9%	1,011	22.3%	1,292	28.6%	475	10.5%	4,525	100.0%

University of Maine		Age Group											
		<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators		1	0.0%	2	0.1%	10	0.5%	10	0.5%	6	0.3%	29	1.3%
Faculty		67	3.1%	189	8.7%	123	5.7%	155	7.2%	95	4.4%	629	29.1%
Salaried		237	10.9%	234	10.8%	167	7.7%	185	8.5%	51	2.4%	874	40.4%
Hourly		91	4.2%	76	3.5%	144	6.7%	264	12.2%	58	2.7%	633	29.2%
Total		396	18.2%	501	23.1%	444	20.5%	614	28.4%	210	9.7%	2,165	100.0%

University of Maine at Augusta		Age Group											
		<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators		0	0.0%	1	0.3%	1	0.3%	3	1.0%	2	0.7%	7	2.3%
Faculty		4	1.3%	19	6.2%	27	8.8%	20	6.5%	29	9.4%	99	32.2%
Salaried		14	4.6%	31	10.1%	30	9.8%	33	10.7%	9	2.9%	117	38.1%
Hourly		18	5.9%	9	2.9%	19	6.2%	25	8.1%	13	4.2%	84	27.4%
Total		36	11.8%	60	19.5%	77	25.1%	81	26.4%	53	17.3%	307	100.0%

University of Maine at Farmington		Age Group											
		<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators		0	0.0%	0	0.0%	4	1.3%	3	1.0%	1	0.3%	8	2.6%
Faculty		1	0.3%	23	7.6%	33	10.9%	37	12.3%	19	6.3%	113	37.4%
Salaried		21	6.9%	28	9.3%	23	7.6%	19	6.3%	3	1.0%	94	31.1%
Hourly		5	1.7%	8	2.6%	20	6.6%	48	15.9%	6	2.0%	87	28.8%
Total		27	8.9%	59	19.5%	80	26.5%	107	35.4%	29	9.6%	302	100.0%

University of Maine at Fort Kent		Age Group											
		<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators		0	0.0%	0	0.0%	3	2.8%	1	0.9%	0	0.0%	4	3.8%
Faculty		3	2.8%	4	3.8%	10	9.4%	8	7.5%	4	3.8%	29	27.4%
Salaried		14	13.2%	12	11.3%	8	7.5%	7	6.6%	0	0.0%	41	38.7%
Hourly		3	2.8%	7	6.6%	2	1.9%	16	15.1%	4	3.8%	32	30.2%
Total		20	18.9%	23	21.7%	23	21.7%	32	30.2%	8	7.5%	106	100.0%

University of Maine at Machias		Age Group											
		<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators		0	0.0%	0	0.0%	1	1.8%	0	0.0%	0	0.0%	1	1.8%
Faculty		0	0.0%	4	7.3%	4	7.3%	8	14.5%	6	10.9%	22	40.0%
Salaried		3	5.5%	4	7.3%	3	5.5%	4	7.3%	3	5.5%	17	30.9%
Hourly		4	7.3%	1	1.8%	2	3.6%	7	12.7%	1	1.8%	15	27.3%
Total		7	12.8%	9	16.4%	10	18.2%	19	34.5%	10	18.2%	55	100.0%

Age by Employment Category*

University of Maine at Presque Isle	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	0	0.0%	3	2.2%	3	2.2%	0	0.0%	6	4.4%
Faculty	2	1.5%	4	2.9%	13	9.6%	8	5.9%	9	6.6%	36	26.5%
Salaried	13	9.6%	17	12.5%	10	7.4%	10	7.4%	5	3.7%	55	40.4%
Hourly	2	1.5%	3	2.2%	8	5.9%	22	16.2%	4	2.9%	39	28.7%
Total	17	12.5%	24	17.6%	34	25.0%	43	31.6%	18	13.2%	136	100.0%
University of Southern Maine	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	2	0.2%	5	0.5%	5	0.5%	2	0.2%	14	1.4%
Faculty	21	2.1%	55	5.4%	73	7.2%	84	8.3%	57	5.6%	290	28.7%
Salaried	114	11.3%	133	13.1%	96	9.5%	109	10.8%	25	2.5%	477	47.1%
Hourly	63	6.2%	24	2.4%	46	4.5%	66	6.5%	32	3.2%	231	22.8%
Total	198	19.6%	214	21.1%	220	21.7%	264	26.1%	116	11.5%	1,012	100.0%
University Governance	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	7.1%	7	50.0%	4	28.6%	1	7.1%	13	92.9%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	1	7.1%
Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0.0%	1	7.1%	7	50.0%	4	28.6%	2	14.2%	14	100.0%
University Services	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	2	0.5%	4	1.0%	6	1.6%	1	0.3%	13	3.4%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	34	8.9%	74	19.3%	87	22.7%	89	23.2%	17	4.4%	301	78.6%
Hourly	18	4.7%	15	3.9%	8	2.1%	22	5.7%	6	1.6%	69	18.0%
Total	52	13.6%	91	23.8%	99	25.8%	117	30.5%	24	6.3%	383	100.0%
Maine Law	Age Group											
	<= 34		35 - 44		45 - 54		55 - 64		65 Plus		Total	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Administrators	0	0.0%	1	2.2%	2	4.4%	0	0.0%	1	2.2%	4	8.9%
Faculty	0	0.0%	7	15.6%	7	15.6%	3	6.7%	3	6.7%	20	44.4%
Salaried	1	2.2%	3	6.7%	8	17.8%	6	13.3%	1	2.2%	19	42.2%
Hourly	0	0.0%	0	0.0%	0	0.0%	2	4.4%	0	0.0%	2	4.4%
Total	1	2.2%	11	24.4%	17	37.8%	11	24.4%	5	11.1%	45	100.0%

* Note - Due to rounding the % of Total in the Total column may not equal the sum of the percents in each age category

Highest Degree by Employment Category

University of Maine System		Degree													
		Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators		8	0.2%	0	0.0%	1	0.0%	13	0.3%	28	0.6%	49	1.1%	99	2.2%
Faculty		50	1.1%	0	0.0%	1	0.0%	47	1.0%	212	4.7%	928	20.5%	1,238	27.4%
Salaried		324	7.2%	57	1.3%	129	2.9%	670	14.8%	637	14.1%	179	4.0%	1,996	44.1%
Hourly		451	10.0%	243	5.4%	220	4.9%	231	5.1%	44	1.0%	3	0.1%	1,192	26.3%
Total		833	18.4%	300	6.6%	351	7.8%	961	21.2%	921	20.4%	1,159	25.6%	4,525	100.0%
University of Maine		Degree													
		Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators		1	0.0%	0	0.0%	0	0.0%	1	0.0%	11	0.5%	16	0.7%	29	1.3%
Faculty		39	1.8%	0	0.0%	0	0.0%	30	1.4%	97	4.5%	463	21.4%	629	29.1%
Salaried		109	5.0%	36	1.7%	57	2.6%	276	12.7%	295	13.6%	101	4.7%	874	40.4%
Hourly		257	11.9%	143	6.6%	108	5.0%	99	4.6%	25	1.2%	1	0.0%	633	29.2%
Total		406	18.8%	179	8.3%	165	7.6%	406	18.8%	428	19.8%	581	26.8%	2,165	100.0%
University of Maine at Augusta		Degree													
		Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators		0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.0%	4	1.3%	7	2.3%
Faculty		0	0.0%	0	0.0%	0	0.0%	5	1.6%	37	12.1%	57	18.6%	99	32.2%
Salaried		23	7.5%	3	1.0%	8	2.6%	30	9.8%	39	12.7%	14	4.6%	117	38.1%
Hourly		48	15.6%	8	2.6%	10	3.3%	15	4.9%	2	0.7%	1	0.3%	84	27.4%
Total		71	23.1%	11	3.6%	18	5.9%	50	16.3%	81	26.4%	76	24.8%	307	100.0%
University of Maine at Farmington		Degree													
		Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators		0	0.0%	0	0.0%	0	0.0%	1	0.3%	2	0.7%	5	1.7%	8	2.6%
Faculty		4	1.3%	0	0.0%	0	0.0%	0	0.0%	16	5.3%	93	30.8%	113	37.4%
Salaried		14	4.6%	1	0.3%	3	1.0%	39	12.9%	31	10.3%	6	2.0%	94	31.1%
Hourly		21	7.0%	33	10.9%	16	5.3%	14	4.6%	3	1.0%	0	0.0%	87	28.8%
Total		39	12.9%	34	11.3%	19	6.3%	54	17.9%	52	17.2%	104	34.4%	302	100.0%
University of Maine at Fort Kent		Degree													
		Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators		2	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.9%	4	3.8%
Faculty		1	0.9%	0	0.0%	1	0.9%	6	5.7%	7	6.6%	14	13.2%	29	27.4%
Salaried		9	8.5%	0	0.0%	2	1.9%	19	17.9%	10	9.4%	1	0.9%	41	38.7%
Hourly		7	6.6%	12	11.3%	5	4.7%	7	6.6%	1	0.9%	0	0.0%	32	30.2%
Total		19	17.9%	12	11.3%	8	7.5%	32	30.2%	18	17.0%	17	16.0%	106	100.0%
University of Maine at Machias		Degree													
		Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.8%	1	1.8%
Faculty		2	3.6%	0	0.0%	0	0.0%	0	0.0%	4	7.3%	16	29.1%	22	40.0%
Salaried		2	3.6%	1	1.8%	3	5.5%	7	12.7%	4	7.3%	0	0.0%	17	30.9%
Hourly		4	7.3%	3	5.5%	7	12.7%	1	1.8%	0	0.0%	0	0.0%	15	27.3%
Total		8	14.5%	4	7.3%	10	18.2%	8	14.5%	8	14.5%	17	30.9%	55	100.0%

Highest Degree by Employment Category

University of Maine at Presque Isle	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	1	0.7%	1	0.7%	4	2.9%	6	4.4%
Faculty	2	1.5%	0	0.0%	0	0.0%	0	0.0%	15	11.0%	19	14.0%	36	26.5%
Salaried	15	11.0%	1	0.7%	1	0.7%	23	16.9%	14	10.3%	1	0.7%	55	40.4%
Hourly	11	8.1%	13	9.6%	9	6.6%	6	4.4%	0	0.0%	0	0.0%	39	28.7%
Total	28	20.6%	14	10.3%	10	7.4%	30	22.1%	30	22.1%	24	17.6%	136	100.0%

University of Southern Maine	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	1	0.1%	0	0.0%	0	0.0%	1	0.1%	6	0.6%	6	0.6%	14	1.4%
Faculty	1	0.1%	0	0.0%	0	0.0%	5	0.5%	36	3.6%	248	24.5%	290	28.7%
Salaried	60	5.9%	5	0.5%	14	1.4%	162	16.0%	192	19.0%	44	4.3%	477	47.1%
Hourly	77	7.6%	25	2.5%	47	4.6%	72	7.1%	9	0.9%	1	0.1%	231	22.8%
Total	139	13.7%	30	3.0%	61	6.0%	240	23.7%	243	24.0%	299	29.5%	1,012	100.0%

University Governance	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	2	14.3%	0	0.0%	1	7.1%	2	14.3%	3	21.4%	5	35.7%	13	92.9%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.1%
Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	3	21.4%	0	0.0%	1	7.1%	2	14.3%	3	21.4%	5	35.7%	14	100.0%

University Services	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	2	0.5%	0	0.0%	0	0.0%	6	1.6%	2	0.5%	3	0.8%	13	3.4%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	90	23.5%	10	2.6%	38	9.9%	107	27.9%	49	12.8%	7	1.8%	301	78.6%
Hourly	26	6.8%	6	1.6%	18	4.7%	16	4.2%	3	0.8%	0	0.0%	69	18.0%
Total	118	30.8%	16	4.2%	56	14.6%	129	33.7%	54	14.1%	10	2.6%	383	100.0%

Maine Law	Degree													
	Not Indicated		HS Graduate		Associates		Bachelor's		Master's		Doctoral		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Administrators	0	0.0%	0	0.0%	0	0.0%	1	2.2%	0	0.0%	3	6.7%	4	28.6%
Faculty	1	2.2%	0	0.0%	0	0.0%	1	2.2%	0	0.0%	18	40.0%	20	142.9%
Salaried	1	2.2%	0	0.0%	3	6.7%	7	15.6%	3	6.7%	5	11.1%	19	135.7%
Hourly	0	0.0%	0	0.0%	0	0.0%	1	2.2%	1	2.2%	0	0.0%	2	14.3%
Total	2	4.4%	0	0.0%	3	6.7%	10	22.2%	4	8.9%	26	57.8%	45	321.4%

Race and Ethnicity by Employment Category

	University of Maine System				University of Maine				University of Maine at Augusta				University of Maine at Farmington				University of Maine at Fort Kent			
	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %
Administrators	0.1%	1.8%	0.3%	2.2%	0.0%	1.3%	0.0%	1.3%	0.0%	2.3%	0.0%	2.3%	0.3%	2.3%	0.0%	2.6%	0.0%	1.9%	1.9%	3.8%
Faculty	3.1%	22.6%	1.6%	27.4%	4.0%	22.8%	2.3%	29.1%	1.0%	30.0%	1.3%	32.2%	1.7%	35.1%	0.7%	37.4%	1.9%	24.5%	0.9%	27.4%
Salaried	2.9%	38.4%	2.9%	44.1%	3.1%	34.1%	3.1%	40.4%	1.0%	35.8%	1.3%	38.1%	0.7%	29.1%	1.3%	31.1%	2.8%	29.2%	6.6%	38.7%
Hourly	1.3%	22.7%	2.3%	26.3%	1.2%	24.2%	3.8%	29.2%	0.7%	25.4%	1.3%	27.4%	0.7%	27.8%	0.3%	28.8%	0.9%	27.4%	1.9%	30.2%
Total	7.4%	85.5%	7.1%	100.0%	8.3%	82.4%	9.2%	100.0%	2.6%	93.5%	3.9%	100.0%	3.3%	94.4%	2.3%	100.0%	5.7%	83.0%	11.3%	100.0%

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				Maine Law			
	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %	Minority %	Non Minority %	Not Specified %	Total %
Administrators	0.0%	1.8%	0.0%	1.8%	0.7%	3.7%	0.0%	4.4%	0.1%	1.1%	0.2%	1.4%	21.4%	50.0%	21.4%	92.9%	0.0%	2.6%	0.8%	3.4%	0.0%	6.7%	2.2%	8.9%
Faculty	1.8%	38.2%	0.0%	40.0%	2.9%	22.8%	0.7%	26.5%	3.9%	23.3%	1.5%	28.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	37.8%	4.4%	44.4%
Salaried	0.0%	30.9%	0.0%	30.9%	1.5%	37.5%	1.5%	40.4%	3.7%	40.8%	2.7%	47.1%	0.0%	0.0%	7.1%	7.1%	3.7%	70.2%	4.7%	78.6%	0.0%	42.2%	0.0%	42.2%
Hourly	3.6%	23.6%	0.0%	27.3%	2.9%	24.3%	1.5%	28.7%	2.0%	19.8%	1.1%	22.8%	0.0%	0.0%	0.0%	0.0%	0.8%	16.7%	0.5%	18.0%	0.0%	4.4%	0.0%	4.4%
Total	5.5%	94.5%	0.0%	100.0%	8.1%	88.2%	3.7%	100.0%	9.6%	85.0%	5.4%	100.0%	21.4%	50.0%	28.6%	100.0%	4.4%	89.6%	6.0%	100.0%	2.2%	91.1%	6.7%	100.0%

Years of Service by Employment Category

University of Maine System					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	35	23	24	17	99
Faculty	383	359	283	213	1,238
Salaried	844	610	335	207	1,996
Hourly	443	320	257	172	1,192
Total	1,705	1,312	899	609	4,525

University of Maine					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	10	7	7	5	29
Faculty	184	192	145	108	629
Salaried	403	252	123	96	874
Hourly	208	175	153	97	633
Total	805	626	428	306	2,165

University of Maine at Augusta					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	3	0	2	2	7
Faculty	36	23	21	19	99
Salaried	46	37	19	15	117
Hourly	38	30	8	8	84
Total	123	90	50	44	307

University of Maine at Farmington					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	2	0	3	3	8
Faculty	23	36	31	23	113
Salaried	38	32	15	9	94
Hourly	25	15	30	17	87
Total	88	83	79	52	302

University of Maine at Fort Kent					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	2	1	1	0	4
Faculty	11	10	5	3	29
Salaried	22	10	5	4	41
Hourly	10	9	7	6	32
Total	45	30	18	13	106

University of Maine at Machias					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	0	1	0	0	1
Faculty	3	7	6	6	22
Salaried	7	7	1	2	17
Hourly	7	2	5	1	15
Total	17	17	12	9	55

Years of Service by Employment Category

University of Maine at Presque Isle					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	1	1	3	1	6
Faculty	6	14	12	4	36
Salaried	24	17	11	3	55
Hourly	12	16	7	4	39
Total	43	48	33	12	136

University of Southern Maine					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	4	4	4	2	14
Faculty	111	72	58	49	290
Salaried	206	141	89	41	477
Hourly	111	52	34	34	231
Total	432	269	185	126	1,012

University Governance					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	5	6	1	1	13
Faculty	0	0	0	0	0
Salaried	0	1	0	0	1
Hourly	0	0	0	0	0
Total	5	7	1	1	14

University Services					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	6	2	2	3	13
Faculty	0	0	0	0	-
Salaried	92	106	67	36	301
Hourly	31	20	13	5	69
Total	129	128	82	44	383

Maine Law					
	Years of Service				
	< 5 Years Svc	5 - 14 Yrs	15 - 24 Yrs	25 Plus Yrs	Total
	Count	Count	Count	Count	Count
Administrators	2	1	1	0	4
Faculty	9	5	5	1	20
Salaried	6	7	5	1	19
Hourly	1	1	0	0	2
Total	18	14	11	2	45

Average Years of Service by Employment Category

	<div>University of Maine System</div> <div>University of Maine</div> <div>University of Maine at Augusta</div> <div>University of Maine at Farmington</div> <div>University of Maine at Fort Kent</div> <div>University of Maine at Machias</div> <div>University of Maine at Presque Isle</div> <div>University of Southern Maine</div> <div>University Governance</div> <div>University Services</div> <div>Maine Law</div>										
Administrators	13.7	13.6	17.3	20.6	9.3	13.0	17.8	13.7	10.6	12.5	6.8
Faculty	9.8	9.4	10.6	9.8	7.8	8.6	8.2	9.4	6.0	11.8	10.1
Salaried	12.2	13.1	8.9	15.3	14.8	10.1	11.6	10.4	0.0	9.4	6.5
Hourly	13.2	13.4	13.7	14.7	10.4	18.7	13.9	12.1	0.0	0.0	9.1
Average Yrs Srvc	11.4	11.7	11.3	13.5	10.6	13.1	11.1	10.4	10.3	11.4	9.2

Count of Employment Category with Management Group

	University of Maine System		University of Maine		University of Maine at Augusta		University of Maine at Farmington		University of Maine at Fort Kent		University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services		Maine Law	
Administrators	25	9	1	3	1	0	1	5	0	3	2											
Management Grp	74	20	6	5	3	1	5	9	13	10	2											
Faculty	1,238	629	99	113	29	22	36	290	0	0	20											
Salaried	1,996	874	117	94	41	17	55	477	1	301	19											
Hourly	1,192	633	84	87	32	15	39	231	0	69	2											
Total	4,525	2,165	307	302	106	55	136	1,012	14	383	45											

Full Time Equivalent by Funding Source

	University of Maine System				University of Maine				University of Maine at Augusta				University of Maine at Farmington				University of Maine at Fort Kent			
	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total
Administrators	91.7	5.7	0.2	97.7	27.3	1.7	0.0	29.0	6.0	1.2	0.0	7.3	8.0	0.0	0.0	8.0	3.0	0.0	0.0	3.0
Faculty	1,382.2	118.6	0.0	1,500.9	584.2	105.7	0.0	689.8	142.9	1.0	0.0	143.9	125.6	1.8	0.0	127.3	37.7	1.0	0.0	38.7
Salaried	1,431.3	554.4	81.3	2,067.0	591.9	310.7	59.6	962.2	83.5	26.6	1.0	111.1	71.7	12.0	6.5	90.2	35.7	2.7	1.0	39.4
Hourly	899.5	46.1	236.1	1,181.8	434.7	25.5	173.8	633.9	76.7	4.3	1.0	81.9	58.9	1.7	23.4	84.0	26.1	1.0	4.0	31.1
Total	3,804.8	724.8	317.7	4,847.3	1,638.1	443.5	233.4	2,315.0	309.1	33.1	2.0	344.2	264.2	15.4	29.9	309.5	102.5	4.7	5.0	112.2

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				Maine Law			
	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total	E&G	Non E&G	Aux	Total
Administrators	1.0	0.0	0.0	1.0	4.9	0.5	0.0	5.4	12.5	1.2	0.2	14.0	13.0	0.0	0.0	13.0	13.9	0.1	0.0	14.0	2.0	1.0	0.0	3.0
Faculty	29.8	0.2	0.0	29.8	48.8	1.3	0.0	50.1	396.9	7.6	0.0	404.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.4	0.1	0.0	16.5
Salaried	15.9	0.0	1.0	16.9	42.3	11.4	1.2	54.9	274.9	183.5	11.0	469.4	1.0	0.0	0.0	1.0	295.4	6.0	0.0	301.4	19.0	1.5	0.0	20.5
Hourly	12.3	0.0	2.0	14.3	32.6	1.4	4.3	38.3	190.5	10.5	27.7	228.6	0.0	0.0	0.0	0.0	67.4	1.3	0.0	68.7	0.5	0.5	0.0	1.0
Total	59.0	0.2	3.0	62.0	128.6	14.6	5.5	148.6	874.8	202.9	38.9	1,116.5	14.0	0.0	0.0	14.0	376.7	7.3	0.0	384.1	37.9	3.1	0.0	41.0

Part-Time Faculty by University

	University of Maine System			University of Maine			University of Maine at Augusta			University of Maine at Farmington			University of Maine at Fort Kent		
	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught
Spring 2019	861	4,335.0	1,547	211	1,090.0	398	132	708.0	242	42	255.0	70	38	256.5	73
Fall 2019	875	4,699.5	1,652	205	1,108.0	388	138	774.0	262	52	304.0	85	56	404.0	110
Spring 2020	869	4,520.0	1,601	218	1,080.5	395	134	708.0	242	49	334.0	81	48	294.5	89
Fall 2020	836	4,653.0	1,643	193	1,011.0	369	131	749.0	258	48	294.0	81	52	346.0	94
Spring 2021	804	4,343.5	1,553	201	1,110.5	409	117	587.0	202	50	319.0	91	40	231.0	76
Fall 2021	854	4,845.0	1,691	201	1,034.5	386	126	727.0	244	54	375.0	94	43	252.5	70

	University of Maine at Machias			University of Maine at Presque Isle			University of Southern Maine			Maine Law		
	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught
Spring 2019	33	143.0	53	45	265.0	87	373	1,611.5	623	1	6.0	1
Fall 2019	37	149.0	60	38	243.0	81	363	1,712.5	664	2	5.0	2
Spring 2020	31	117.0	43	44	272.0	89	358	1,708.0	661	1	6.0	1
Fall 2020	25	138.0	45	39	311.0	101	365	1,801.0	694	1	3.0	1
Spring 2021	25	133.0	44	41	329.0	108	342	1,620.0	619	3	14.0	4
Fall 2021	25	143.5	50	49	432.0	142	372	1,877.5	704	1	3.0	1