
University of Maine System

2018 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 4,588 regular employees that were actively receiving a paycheck as of October 31, 2018. Additionally, there were 883 part time faculty members teaching in the Fall 2018 semester.

Count and Gender by Category

- Of the 4,588 UMS employees reported: 2.2% are administrators, 27.6% are faculty, 39.8% are salaried staff, and 30.5% are hourly paid staff.
- Overall between the seven campuses, women make up a minority of full time faculty at 47% of the population. However, at UMA, UMF and USM women make up the majority of full time faculty.
- Women are well represented among administrators at 44.6%. There are 101 administrators, 75 of whom are in the Management Group. The Management Group is almost perfectly split between men and women, with women comprising 49.3% of the cohort.
- The majority of regular hourly employees consist of women at 54.7%

Average Salary by Category

- The average salary for administrators is \$138,928; \$78,327 for faculty; \$53,033 for salaried staff; and \$32,960 for hourly staff.
- Wage increases were negotiated and implemented during the fiscal year 2019 resulting in a net increase across the board. A 2% general increase for non-represented employees went into effect while others vary by bargaining unit negotiated rates.
- 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 50. These averages have held steady with little variation over the past few years.
- A significant proportion of faculty (45.5%), hourly (47.2%) and administrators (54.5%) are 55 or older.
- The majority of salaried employees (70%) are under the age of 55

Highest Degree

- As would be expected, a high number of faculty (71.8%) hold terminal degrees. Administrators (36.6%) also hold a significant number of terminal degrees.
- 15.6% of hourly staff have self-reported a baccalaureate or higher degree. 58% of salaried employees report holding a baccalaureate or higher degree. Education level was not reported by 29.3% of employees.

Race and Ethnicity

- There is limited diversity as measured in the federal ethnicity categories. Overall 4.4% of employees system wide report a minority race/ethnicity.
- The University of Southern Maine has the largest proportionate diversity among its employees with 6.7% identifying as minority. The University of Maine reports the highest quantity of minority employees with 99 employees identifying as such.

Years of Service/Average Years of Service

- UMS has many long-service employees. Average length of service ranges from 10.0 years for salaried staff to 13.9 years for administrators.
- More than 19.8% of faculty and more than 20.8% of administrators have 25 or more years of service.
- The University of Maine at Farmington has the highest average years of service for all employment categories at 12.8. The University of Maine at Presque Isle has the lowest average years of service at 10.4 years.

Part-Time Faculty

- In the Fall 2018 semester, there were approximately 883 Part-Time Faculty teaching 4,126 credit hours of course work. The University of Southern Maine employs the most Part-Time Faculty with 363 (41.1%), followed by the University of Maine with 215 (24.35%) and then the University of Maine at Augusta with 140 (15.9%).
- Overall, there were more Part-Time Faculty members teaching courses over 2018 (3.4%) than in 2017. There was a decrease in credit hours awarded (-11.0%) and the number of classes taught (-11.9%) by the group over the same period of time, though.
- While there was a higher number of Part-Time Faculty members teaching, they taught less classes per person on average. From 2015-2017, members taught an average of 2.8 classes, whereas in 2018 they taught an average of 2.1 classes each.

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:

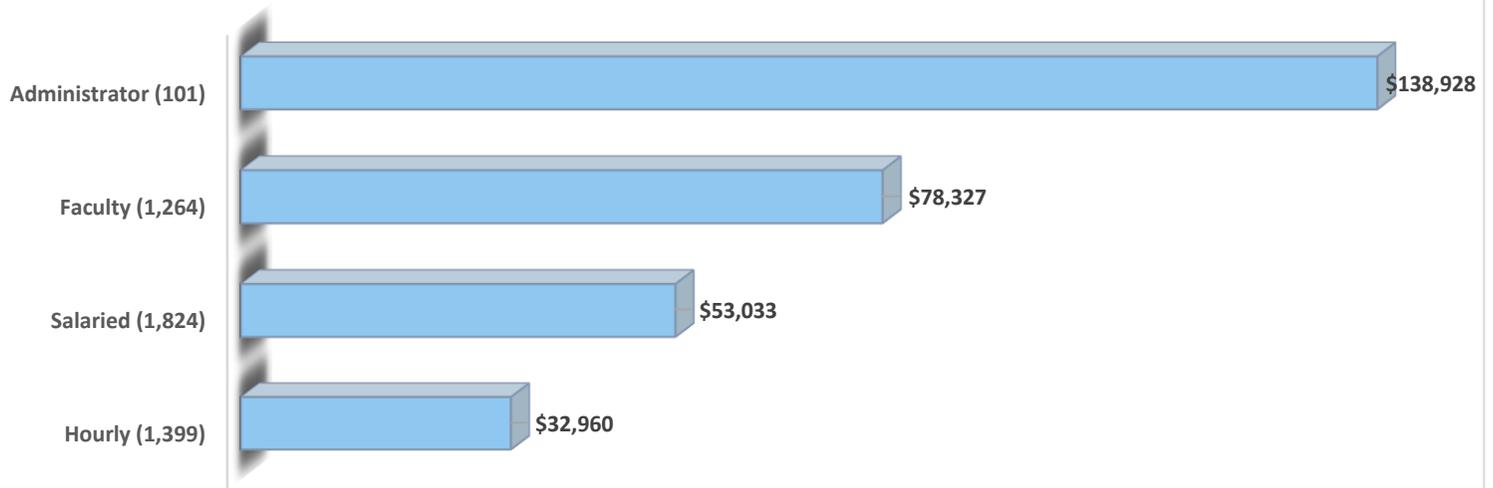
- Are technical or paraprofessional in nature (requires specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma). Includes such titles 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 (4,588)

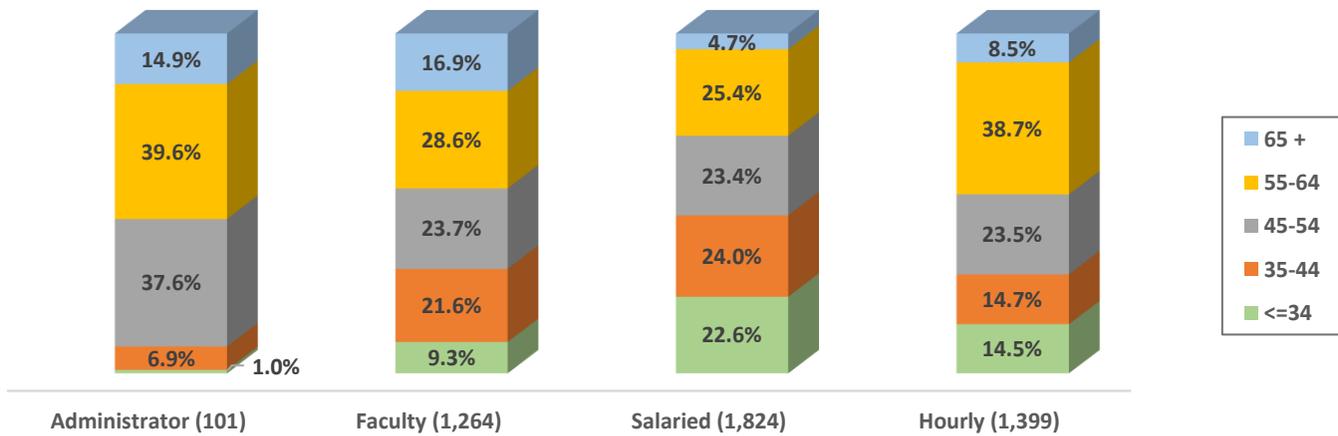


Student Fall Enrollment 2018* - 29,735

Average Salary By Employment Category



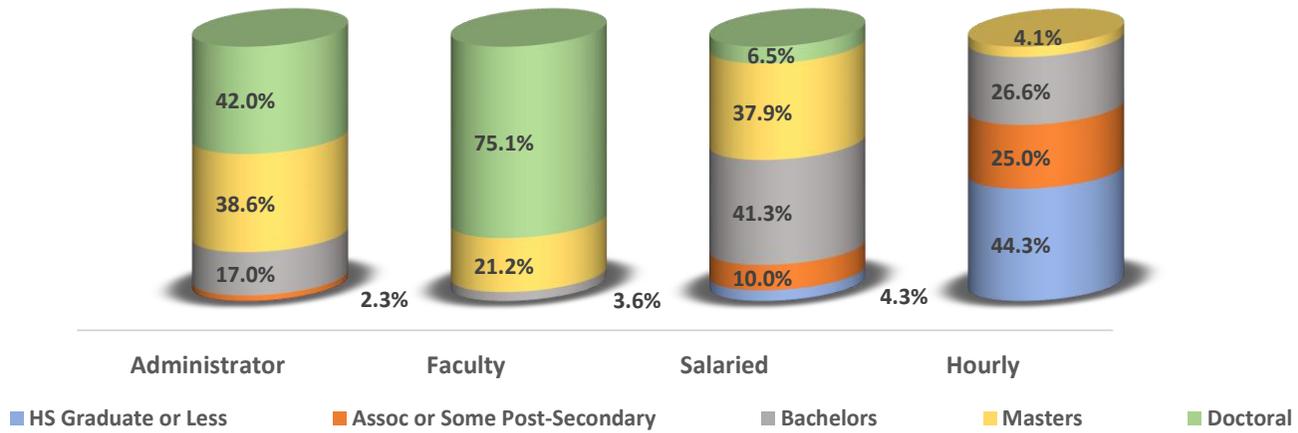
Age by Employment Category



Average Age of Administrators is 55, Faculty 52, Salaried 46, Hourly 50

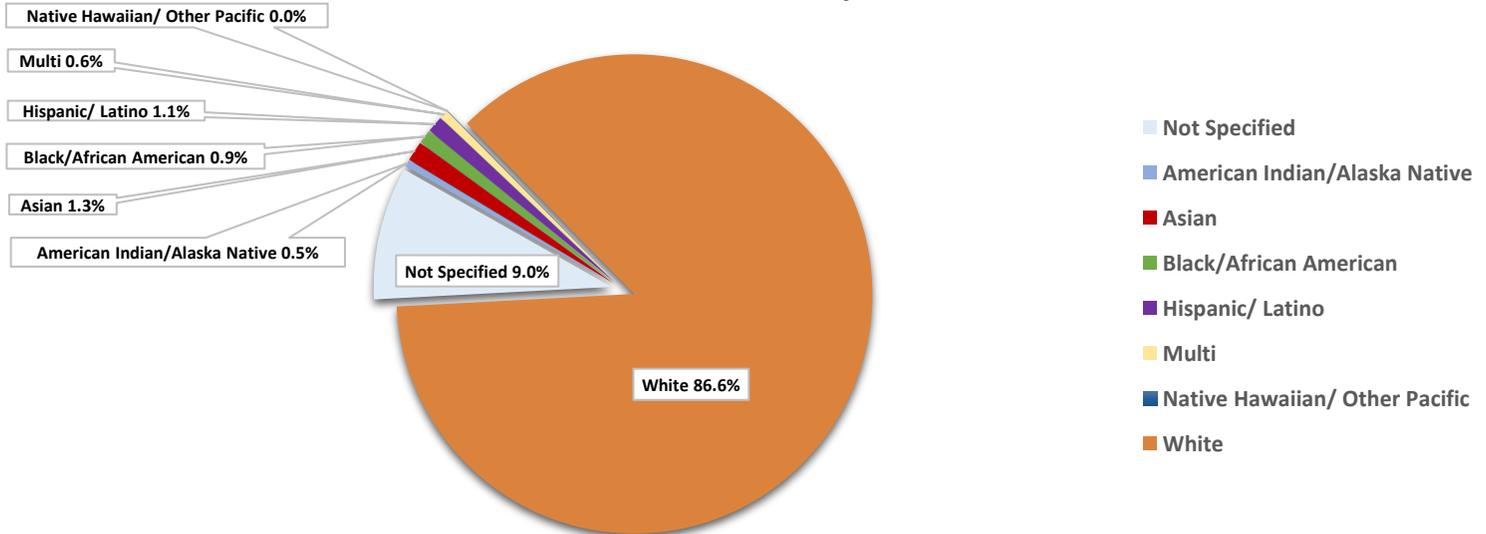
* Student Fall Enrollment 2018 includes undergraduate and graduate students. The source is Fall 2018 Enrollment Report - The University of Maine System, Fall Semester Headcount by Campus

Highest Degree by Employment Category *

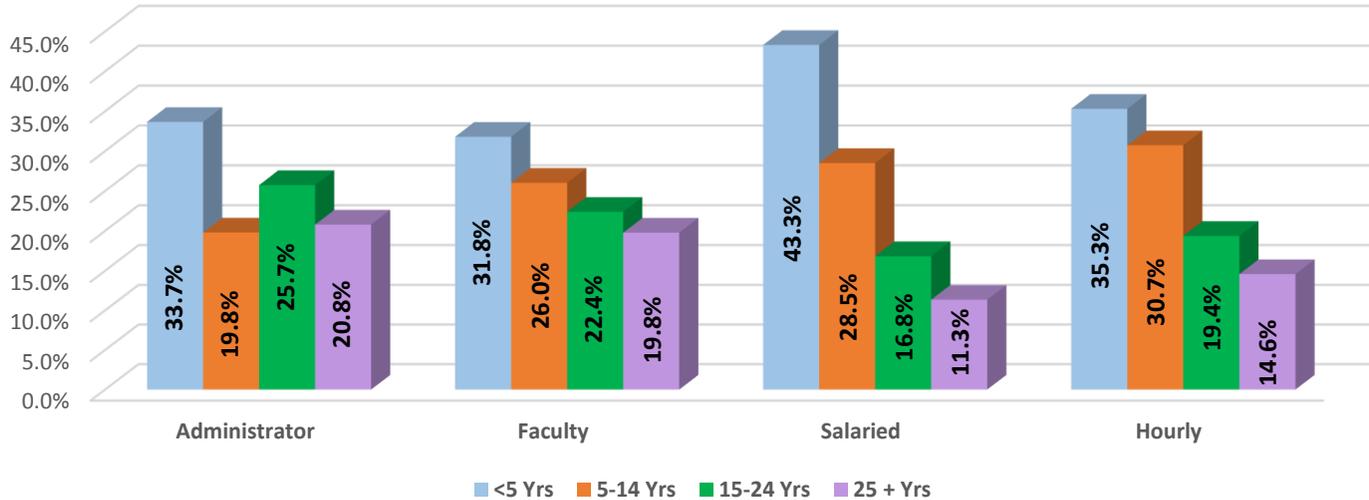


* Percentage shown for Highest Degree is a percent of the total employees who reported education level; 1,344 employees did not indicate.

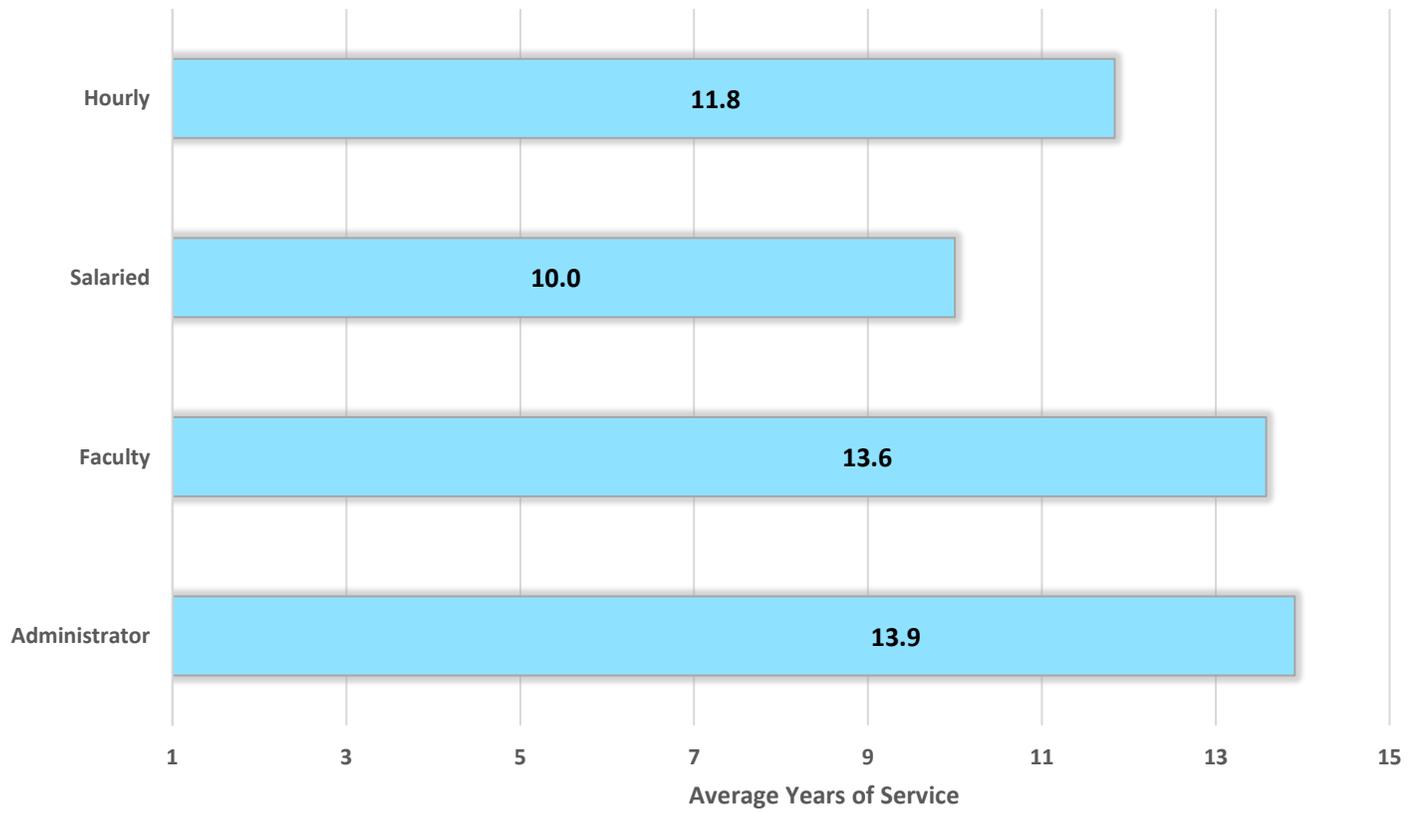
Race and Ethnicity



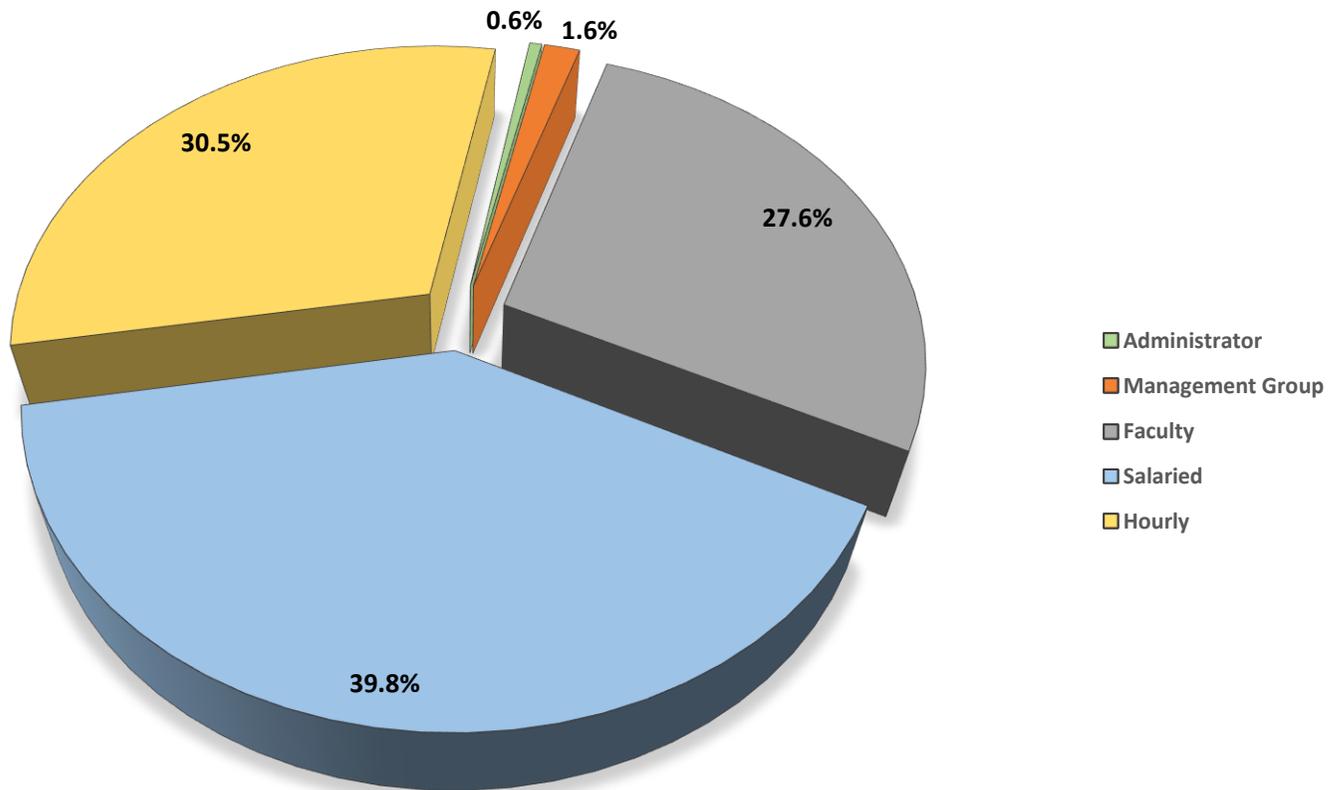
Years of Service by Employment Category



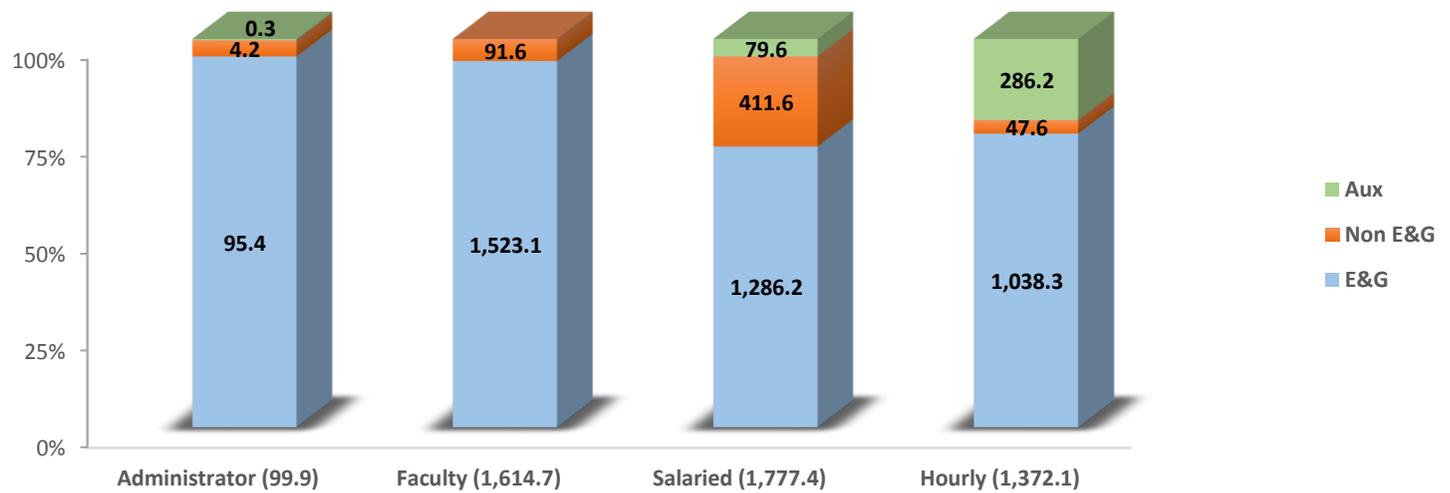
Average Years of Service by Employment Category



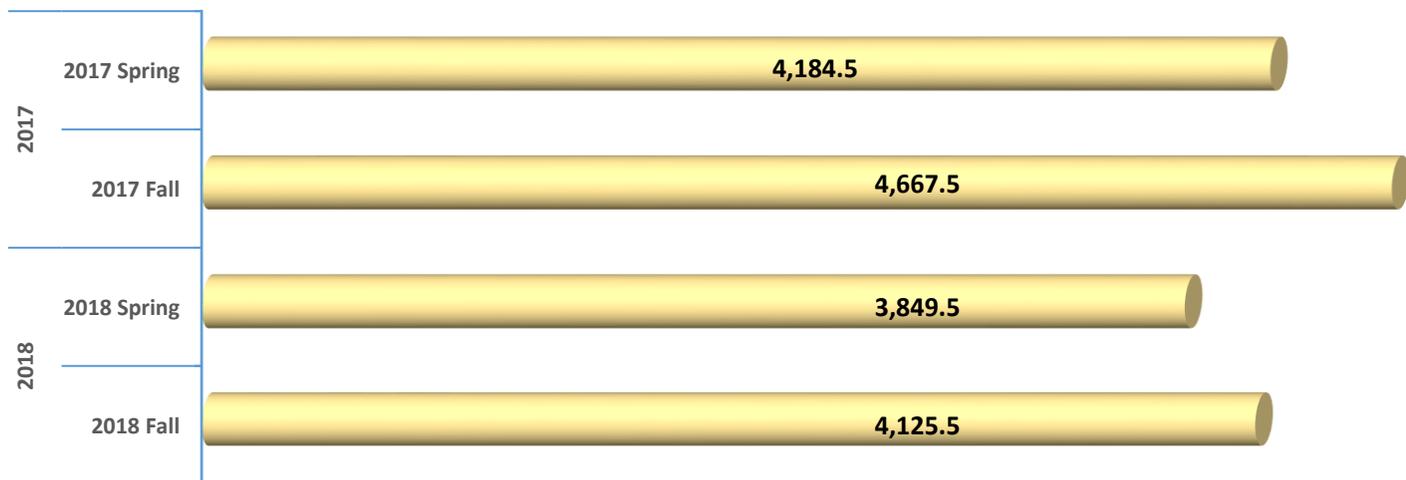
Employees by Employment Category



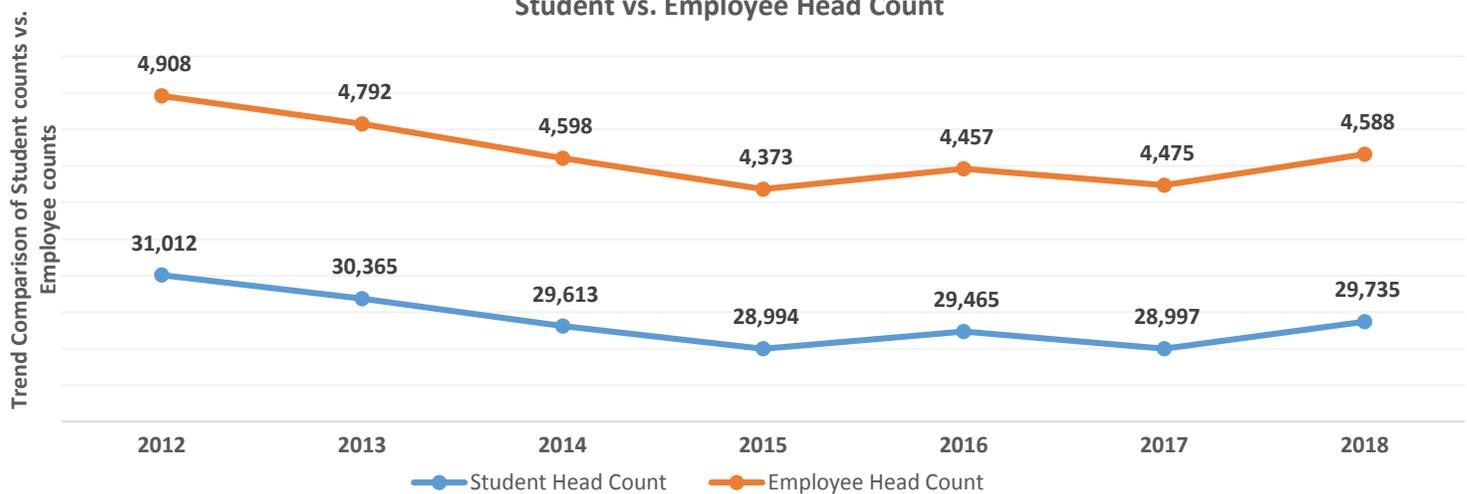
Full Time Equivalent by Funding Source



Part-Time Faculty Association Credit Hours by Semester



Student vs. Employee Head Count



*Student headcount from Fall 2018 UMS Enrollment Report

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	Count	F	M	Count	F	M	Count	F	M	Count	F	M	Count
Administrators	45	56	101	10	17	27	6	3	9	4	5	9	1	1	2
Faculty	594	670	1,264	269	385	654	48	38	86	74	47	121	13	19	32
Salaried	1,104	720	1,824	420	336	756	79	34	113	56	35	91	20	19	39
Hourly	765	634	1,399	397	363	760	64	29	93	51	46	97	22	17	39
Total	2,508	2,080	4,588	1,096	1,101	2,197	197	104	301	185	133	318	56	56	112
Student Enrollment	29,735			11,404			4,128			2,040			1,794		

	University of Maine at Machias			University of Maine at Presque Isle			University of Southern Maine			University Governance			University Services		
	F	M	Count	F	M	Count	F	M	Count	F	M	Count	F	M	Count
Administrators	0	1	1	3	3	6	6	11	17	6	9	15	9	6	15
Faculty	12	16	28	18	20	38	160	145	305	0	0	0	0	0	0
Salaried	19	7	26	35	19	54	347	115	462	1	1	2	127	154	281
Hourly	10	7	17	24	19	43	136	124	260	0	0	0	61	29	90
Total	41	31	72	80	61	141	649	395	1,044	7	10	17	197	189	386
Student Enrollment	675			1,554			8,140								

* Student Enrollment counts from the University of Maine System - Fall 2018 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	101	138,928	27	150,947	9	121,059	9	98,298	2	141,672
Faculty	1,264	78,327	654	85,091	86	66,525	121	63,437	32	61,663
Salaried	1,824	53,033	756	52,718	113	49,038	91	45,051	39	45,451
Hourly	1,399	32,960	760	32,869	93	30,786	97	33,741	39	33,172
Total	4,588	55,772	2,197	56,696	301	50,549	318	50,104	112	47,525

	University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services	
	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary	Count	Avg Salary
Administrators	1	140,000	6	98,599	17	143,943	15	170,303	15	131,030
Faculty	28	60,525	38	62,665	305	78,394	0	0	0	0
Salaried	26	38,895	54	43,611	462	53,300	2	73,182	281	61,660
Hourly	17	32,154	43	32,959	260	33,323	0	0	90	34,143
Total	72	47,119	141	47,838	1,044	57,132	17	158,877	386	57,940

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	101	55	27	56	9	56	9	55	2	58
Faculty	1,264	52	654	51	86	57	121	52	32	52
Salaried	1,824	46	756	45	113	48	91	44	39	45
Hourly	1,399	51	760	50	93	52	97	52	39	51
Total	4,588	49	2,197	49	301	52	318	50	112	49

	University of Maine at Machias		University of Maine at Presque Isle		University of Southern Maine		University Governance		University Services	
	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age	Count	Avg Age
Administrators	1	65	6	50	17	55	15	54	15	54
Faculty	28	53	38	54	305	53	0	0	0	0
Salaried	26	44	54	46	462	46	2	61	281	48
Hourly	17	54	43	53	260	50	0	0	90	46
Total	72	50	141	50	1,044	49	17	55	386	48

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%	7	0.2%	38	0.8%	40	0.9%	15	0.3%	101	2.2%
Faculty	117	2.6%	273	6.0%	299	6.5%	362	7.9%	213	4.6%	1,264	27.6%
Salaried	413	9.0%	437	9.5%	426	9.3%	463	10.1%	85	1.9%	1,824	39.8%
Hourly	203	4.4%	206	4.5%	329	7.2%	542	11.8%	119	2.6%	1,399	30.5%
Total	734	16.0%	923	20.1%	1,092	23.8%	1,407	30.7%	432	9.4%	4,588	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	0	0.0%	1	0.0%	10	0.5%	14	0.6%	2	0.1%	27	1.2%
Faculty	83	3.8%	159	7.2%	131	6.0%	178	8.1%	103	4.7%	654	29.8%
Salaried	214	9.7%	165	7.5%	167	7.6%	179	8.1%	31	1.4%	756	34.4%
Hourly	103	4.7%	114	5.2%	190	8.6%	297	13.5%	56	2.5%	760	34.6%
Total	400	18.2%	439	20.0%	498	22.7%	668	30.4%	192	8.7%	2,197	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%	3	1.0%	3	1.0%	2	0.7%	9	3.0%
Faculty	2	0.7%	13	4.3%	17	5.6%	28	9.3%	26	8.6%	86	28.6%
Salaried	16	5.3%	27	9.0%	29	9.6%	33	11.0%	8	2.7%	113	37.5%
Hourly	11	3.7%	12	4.0%	20	6.6%	39	13.0%	11	3.7%	93	30.9%
Total	29	9.6%	53	17.6%	69	22.9%	103	34.2%	47	15.6%	301	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%	1	0.3%	3	0.9%	2	0.6%	3	0.9%	9	2.8%
Faculty	6	1.9%	28	8.8%	35	11.0%	40	12.6%	12	3.8%	121	38.1%
Salaried	26	8.2%	19	6.0%	22	6.9%	20	6.3%	4	1.3%	91	28.6%
Hourly	7	2.2%	13	4.1%	25	7.9%	43	13.5%	9	2.8%	97	30.5%
Total	39	12.3%	61	19.2%	85	26.7%	105	33.0%	28	8.8%	318	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%	1	0.9%	0	0.0%	1	0.9%	2	1.8%
Faculty	2	1.8%	6	5.4%	11	9.8%	6	5.4%	7	6.3%	32	28.6%
Salaried	9	8.0%	11	9.8%	9	8.0%	7	6.3%	3	2.7%	39	34.8%
Hourly	5	4.5%	6	5.4%	8	7.1%	17	15.2%	3	2.7%	39	34.8%
Total	16	14.3%	23	20.5%	29	25.9%	30	26.8%	14	12.5%	112	100.0%

Age by Employment Category*

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%	0	0.0%	0	0.0%	1	1.4%	1	1.4%
Faculty	1	1.4%	7	9.7%	7	9.7%	9	12.5%	4	5.6%	28	38.9%
Salaried	8	11.1%	6	8.3%	5	6.9%	5	6.9%	2	2.8%	26	36.1%
Hourly	1	1.4%	1	1.4%	5	6.9%	9	12.5%	1	1.4%	17	23.6%
Total	10	13.9%	14	19.4%	17	23.6%	23	31.9%	8	11.1%	72	100.0%

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	1	0.7%	1	0.7%	1	0.7%	3	2.1%	0	0.0%	6	4.3%
Faculty	0	0.0%	6	4.3%	16	11.3%	9	6.4%	7	5.0%	38	27.0%
Salaried	10	7.1%	18	12.8%	9	6.4%	12	8.5%	5	3.5%	54	38.3%
Hourly	4	2.8%	3	2.1%	13	9.2%	19	13.5%	4	2.8%	43	30.5%
Total	15	10.6%	28	19.9%	39	27.7%	43	30.5%	16	11.3%	141	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%	0	0.0%	7	0.7%	9	0.9%	1	0.1%	17	1.6%
Faculty	23	2.2%	54	5.2%	82	7.9%	92	8.8%	54	5.2%	305	29.2%
Salaried	96	9.2%	119	11.4%	103	9.9%	121	11.6%	23	2.2%	462	44.3%
Hourly	50	4.8%	34	3.3%	55	5.3%	92	8.8%	29	2.8%	260	24.9%
Total	169	16.2%	207	19.8%	247	23.7%	314	30.1%	107	10.2%	1,044	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%	2	11.8%	7	41.2%	3	17.6%	3	17.6%	15	88.2%
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%	2	11.8%	0	0.0%	2	11.8%
Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0.0%	2	11.8%	7	41.2%	5	29.4%	3	17.6%	17	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%	1	0.3%	6	1.6%	6	1.6%	2	0.5%	15	3.9%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	34	8.8%	72	18.7%	82	21.2%	84	21.8%	9	2.3%	281	72.8%
Hourly	22	5.7%	23	6.0%	13	3.4%	26	6.7%	6	1.6%	90	23.3%
Total	56	14.5%	96	24.9%	101	26.2%	116	30.1%	17	4.4%	386	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	13	0.3%	0	0.0%	2	0.0%	15	0.3%	34	0.7%	37	0.8%	101	2.2%
Faculty	57	1.2%	0	0.0%	0	0.0%	44	1.0%	256	5.6%	907	19.8%	1,264	27.6%
Salaried	586	12.8%	53	1.2%	124	2.7%	511	11.1%	469	10.2%	81	1.8%	1,824	39.8%
Hourly	688	15.0%	315	6.9%	178	3.9%	189	4.1%	29	0.6%	0	0.0%	1,399	30.5%
Total	1,344	29.3%	368	8.0%	304	6.6%	759	16.5%	788	17.2%	1,025	22.3%	4,588	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%	10	0.5%	15	0.7%	27	1.2%
Faculty	34	1.5%	0	0.0%	0	0.0%	27	1.2%	111	5.1%	482	21.9%	654	29.8%
Salaried	285	13.0%	28	1.3%	48	2.2%	184	8.4%	171	7.8%	40	1.8%	756	34.4%
Hourly	396	18.0%	182	8.3%	95	4.3%	73	3.3%	14	0.6%	0	0.0%	760	34.6%
Total	716	32.6%	210	9.6%	143	6.5%	285	13.0%	306	13.9%	537	24.4%	2,197	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%	5	1.7%	4	1.3%	9	3.0%
Faculty	0	0.0%	0	0.0%	0	0.0%	3	1.0%	36	12.0%	47	15.6%	86	28.6%
Salaried	37	12.3%	2	0.7%	9	3.0%	27	9.0%	31	10.3%	7	2.3%	113	37.5%
Hourly	70	23.3%	4	1.3%	8	2.7%	11	3.7%	0	0.0%	0	0.0%	93	30.9%
Total	107	35.5%	6	2.0%	17	5.6%	41	13.6%	72	23.9%	58	19.3%	301	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%	2	0.6%	4	1.3%	3	0.9%	9	2.8%
Faculty	0	0.0%	0	0.0%	0	0.0%	1	0.3%	22	6.9%	98	30.8%	121	38.1%
Salaried	12	3.8%	3	0.9%	7	2.2%	32	10.1%	34	10.7%	3	0.9%	91	28.6%
Hourly	21	6.6%	42	13.2%	18	5.7%	15	4.7%	1	0.3%	0	0.0%	97	30.5%
Total	33	10.4%	45	14.2%	25	7.9%	50	15.7%	61	19.2%	104	32.7%	318	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	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	2	1.8%
Faculty	1	0.9%	0	0.0%	0	0.0%	5	4.5%	11	9.8%	15	13.4%	32	28.6%
Salaried	9	8.0%	1	0.9%	2	1.8%	13	11.6%	14	12.5%	0	0.0%	39	34.8%
Hourly	10	8.9%	13	11.6%	7	6.3%	8	7.1%	1	0.9%	0	0.0%	39	34.8%
Total	21	18.8%	14	12.5%	9	8.0%	26	23.2%	26	23.2%	16	14.3%	112	100.0%

Highest Degree by Employment Category

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	1.4%	1	1.4%
Faculty	2	2.8%	0	0.0%	0	0.0%	1	1.4%	6	8.3%	19	26.4%	28	38.9%
Salaried	6	8.3%	0	0.0%	2	2.8%	9	12.5%	9	12.5%	0	0.0%	26	36.1%
Hourly	2	2.8%	8	11.1%	6	8.3%	1	1.4%	0	0.0%	0	0.0%	17	23.6%
Total	10	13.9%	8	11.1%	8	11.1%	11	15.3%	15	20.8%	20	27.8%	72	100.0%

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	1	0.7%	0	0.0%	0	0.0%	1	0.7%	2	1.4%	2	1.4%	6	4.3%
Faculty	2	1.4%	0	0.0%	0	0.0%	0	0.0%	18	12.8%	18	12.8%	38	27.0%
Salaried	14	9.9%	1	0.7%	1	0.7%	18	12.8%	19	13.5%	1	0.7%	54	38.3%
Hourly	16	11.3%	15	10.6%	8	5.7%	4	2.8%	0	0.0%	0	0.0%	43	30.5%
Total	33	23.4%	16	11.3%	9	6.4%	23	16.3%	39	27.7%	21	14.9%	141	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%	2	0.2%	7	0.7%	7	0.7%	17	1.6%
Faculty	18	1.7%	0	0.0%	0	0.0%	7	0.7%	52	5.0%	228	21.8%	305	29.2%
Salaried	107	10.2%	4	0.4%	16	1.5%	145	13.9%	163	15.6%	27	2.6%	462	44.3%
Hourly	119	11.4%	39	3.7%	25	2.4%	66	6.3%	11	1.1%	0	0.0%	260	24.9%
Total	245	23.5%	43	4.1%	41	3.9%	220	21.1%	233	22.3%	262	25.1%	1,044	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	6	35.3%	0	0.0%	1	5.9%	2	11.8%	2	11.8%	4	23.5%	15	88.2%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	1	5.9%	0	0.0%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	2	11.8%
Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	7	41.2%	0	0.0%	1	5.9%	3	17.6%	2	11.8%	4	23.5%	17	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	3	0.8%	0	0.0%	1	0.3%	7	1.8%	4	1.0%	0	0.0%	15	3.9%
Faculty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried	115	29.8%	14	3.6%	39	10.1%	82	21.2%	28	7.3%	3	0.8%	281	72.8%
Hourly	54	14.0%	12	3.1%	11	2.8%	11	2.8%	2	0.5%	0	0.0%	90	23.3%
Total	172	44.6%	26	6.7%	51	13.2%	100	25.9%	34	8.8%	3	0.8%	386	100.0%

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	0.0%	1.9%	0.2%	2.2%	0.0%	1.1%	0.1%	1.2%	0.0%	3.0%	0.0%	3.0%	0.0%	2.8%	0.0%	2.8%	0.0%	1.8%	0.0%	1.8%
Faculty	1.7%	23.6%	2.2%	27.6%	2.0%	24.6%	3.2%	29.8%	0.3%	26.9%	1.3%	28.6%	1.6%	36.2%	0.3%	38.1%	2.7%	25.9%	0.0%	28.6%
Salaried	1.4%	35.2%	3.1%	39.8%	1.4%	29.0%	4.0%	34.4%	0.3%	35.5%	1.7%	37.5%	0.6%	28.0%	0.0%	28.6%	0.9%	25.9%	8.0%	34.8%
Hourly	1.3%	25.9%	3.4%	30.5%	1.1%	28.4%	5.1%	34.6%	0.3%	28.2%	2.3%	30.9%	0.3%	30.2%	0.0%	30.5%	0.9%	30.4%	3.6%	34.8%
Total	4.4%	86.6%	9.0%	100.0%	4.5%	83.1%	12.4%	100.0%	1.0%	93.7%	5.3%	100.0%	2.5%	97.2%	0.3%	100.0%	4.5%	83.9%	11.6%	100.0%
	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services			
Administrators	0.0%	1.4%	0.0%	1.4%	0.0%	4.3%	0.0%	4.3%	0.1%	1.3%	0.2%	1.6%	5.9%	58.8%	23.5%	88.2%	0.0%	3.4%	0.5%	3.9%
Faculty	0.0%	37.5%	1.4%	38.9%	2.8%	24.1%	0.0%	27.0%	2.3%	24.4%	2.5%	29.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Salaried	0.0%	29.2%	6.9%	36.1%	0.7%	34.0%	3.5%	38.3%	2.2%	40.0%	2.0%	44.3%	0.0%	5.9%	5.9%	11.8%	1.3%	68.7%	2.8%	72.8%
Hourly	0.0%	20.8%	2.8%	23.6%	0.7%	27.0%	2.8%	30.5%	2.1%	21.5%	1.3%	24.9%	0.0%	0.0%	0.0%	0.0%	1.8%	18.4%	3.1%	23.3%
Total	0.0%	88.9%	11.1%	100.0%	4.3%	89.4%	6.4%	100.0%	6.7%	87.3%	6.0%	100.0%	5.9%	64.7%	29.4%	100.0%	3.1%	90.4%	6.5%	100.0%

Years of Service by Employment Category

University of Maine System	Years of Service					Total Count
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count		
Administrators	34	20	26	21	101	
Faculty	402	329	283	250	1,264	
Salaried	790	520	307	207	1,824	
Hourly	494	430	271	204	1,399	
Total	1,720	1,299	887	682	4,588	
University of Maine	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count			
Administrators	7	7	5	8	27	
Faculty	214	158	137	145	654	
Salaried	339	200	125	92	756	
Hourly	244	239	159	118	760	
Total	804	604	426	363	2,197	
University of Maine at Augusta	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count			
Administrators	2	1	3	3	9	
Faculty	21	23	16	26	86	
Salaried	46	33	20	14	113	
Hourly	36	32	17	8	93	
Total	105	89	56	51	301	
University of Maine at Farmington	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count			
Administrators	1	2	3	3	9	
Faculty	31	41	30	19	121	
Salaried	37	36	7	11	91	
Hourly	25	30	21	21	97	
Total	94	109	61	54	318	
University of Maine at Fort Kent	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count			
Administrators	1	0	1	0	2	
Faculty	8	13	8	3	32	
Salaried	19	11	7	2	39	
Hourly	13	12	6	8	39	
Total	41	36	22	13	112	

Years of Service by Employment Category

University of Maine at Machias	Years of Service					Total Count
	< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count	
Administrators	1	0	0	0	1	
Faculty	7	9	6	6	28	
Salaried	17	6	0	3	26	
Hourly	5	5	5	2	17	
Total	30	20	11	11	72	
University of Maine at Presque Isle	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count		
Administrators	1	1	3	1	6	
Faculty	10	11	13	4	38	
Salaried	24	24	3	3	54	
Hourly	16	13	9	5	43	
Total	51	49	28	13	141	
University of Southern Maine	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count		
Administrators	6	4	5	2	17	
Faculty	111	74	73	47	305	
Salaried	209	130	80	43	462	
Hourly	109	69	45	37	260	
Total	435	277	203	129	1,044	
University Governance	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count		
Administrators	7	4	3	1	15	
Faculty	0	0	0	0	0	
Salaried	1	0	0	1	2	
Hourly	0	0	0	0	0	
Total	8	4	3	2	17	
University Services	Years of Service					Total Count
< 5 Years Svc Count	5 - 14 Yrs Count	15 - 24 Yrs Count	25 Plus Yrs Count	Total Count		
Administrators	8	1	3	3	15	
Faculty	0	0	0	0	0	
Salaried	98	80	65	38	281	
Hourly	46	30	9	5	90	
Total	152	111	77	46	386	

Average Years of Service 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	University of Maine at Machias	University of Maine at Presque Isle	University of Southern Maine	University Governance	University Services
Administrators	13.9	15.4	17.7	20.6	10.5	0.0	16.5	11.3	8.7	13.5
Faculty	13.6	14.0	16.6	13.3	11.7	14.5	12.8	12.3	0.0	0.0
Salaried	10.0	10.1	10.5	9.6	7.9	6.4	7.4	9.4	16.5	11.8
Hourly	11.8	12.7	9.3	14.4	13.4	11.9	11.1	10.8	0.0	7.3
Average Yrs Srvc	11.6	12.2	12.1	12.8	11.0	10.8	10.4	10.6	9.6	10.8

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
Administrators	26	9	1	4	-	-	1	8	-	3
Management Grp	75	18	8	5	2	1	5	9	15	12
Faculty	1,264	654	86	121	32	28	38	305	-	-
Salaried	1,824	756	113	91	39	26	54	462	2	281
Hourly	1,399	760	93	97	39	17	43	260	-	90
Total	4,588	2,197	301	318	112	72	141	1,044	17	386

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 2017	814	4,184.5	1,487	210	1,116.0	404	147	724.0	250	44	345.0	89	32	157.0	61
Fall 2017	867	4,667.5	1,635	216	1,117.0	412	148	769.0	258	45	338.0	90	47	380.0	105
Spring 2018	858	3,849.5	1,362	205	899.0	338	152	767.0	257	50	274.0	79	42	281.0	80
Fall 2018	883	4,125.5	1,429	215	1,004.0	357	140	671.0	225	46	252.0	72	52	375.0	100

	University of Maine at Machias			University of Maine at Presque Isle			University of Southern Maine		
	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught	Count	Credit Hrs	Courses Taught
Spring 2017	44	184.5	69	40	234.0	80	308	1,424.0	534
Fall 2017	36	157.0	61	42	248.0	85	346	1,658.5	624
Spring 2018	35	130.5	52	39	182.0	59	346	1,316.0	497
Fall 2018	35	129.0	51	44	222.0	73	363	1,472.5	551