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# University of Maine System

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2019 Workforce Profile

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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 4,635 regular employees that were actively receiving a paycheck as of October 31, 2019. Additionally, there were 875 part time faculty members teaching in the Fall 2019 semester.

#### Count and Gender by Category

- Of the 4,635 UMS employees reported: 2.2% are administrators, 27.5% are faculty, 40.8% are salaried staff, and 29.5% are hourly paid staff.
- Overall, between the seven campuses, women make up a slight minority of full-time faculty at 47.7% of the population. UMA, UMF and USM has women comprise the majority of full-time faculty at their locations.
- Women are well represented among administrators at 48%. There are 100 administrators, 75 of whom are in the Management Group. In the Management Group women make up a slight majority at 52% of the cohort.
- Most of the regular hourly employee cohort consists of women at 53.9% of the population.

#### Average Salary by Category

- The average salary for administrators is \$143,376; \$80,370 for faculty; \$54,846 for salaried staff; and \$33,303 for hourly staff.
- Wage increases were negotiated and implemented during the fiscal year 2020 resulting in a net increase across the board averaging around 3%.
- 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 (45.4%), hourly (48.1%) and administrators (54%) are 55 or older.
- The majority of salaried employees (69.7%) are under the age of 55

#### Highest Degree

- As would be expected, a high number of faculty (69.5%) hold terminal degrees. Administrators (38%) also hold a significant number of terminal degrees.
- 15.2% of hourly staff have self-reported a baccalaureate or higher degree. 55.1% of salaried employees report holding a baccalaureate or higher degree. Education level was not reported by 31.9% of employees.

## **Race and Ethnicity**

- There is limited diversity as measured in the federal ethnicity categories. Overall, 6.2% of employees system wide report a minority race/ethnicity. This is a significant increase over the 4.4% minority self-reported last year.
- The University of Southern Maine at 8% and the University of Maine at 7% have the highest reported minority populations.
- The University of Maine reports the highest quantity of minority employees with 155 employees followed by the University of Southern Maine with 85 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 14.7 years for administrators.
- 17.9% of faculty and more than 23% 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 13 years. The University of Maine at Machias and University of Southern Maine have the lowest average years of service at 10.3 years.

## **Part-Time Faculty**

- In the Fall 2019 semester, there were approximately 875 Part-Time Faculty teaching 4,700 credit hours of course work. The University of Southern Maine employs the most Part-Time Faculty with 364 (41.6%), followed by the University of Maine with 205 (23.4%) and then the University of Maine at Augusta with 138 (15.8%).

## 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**

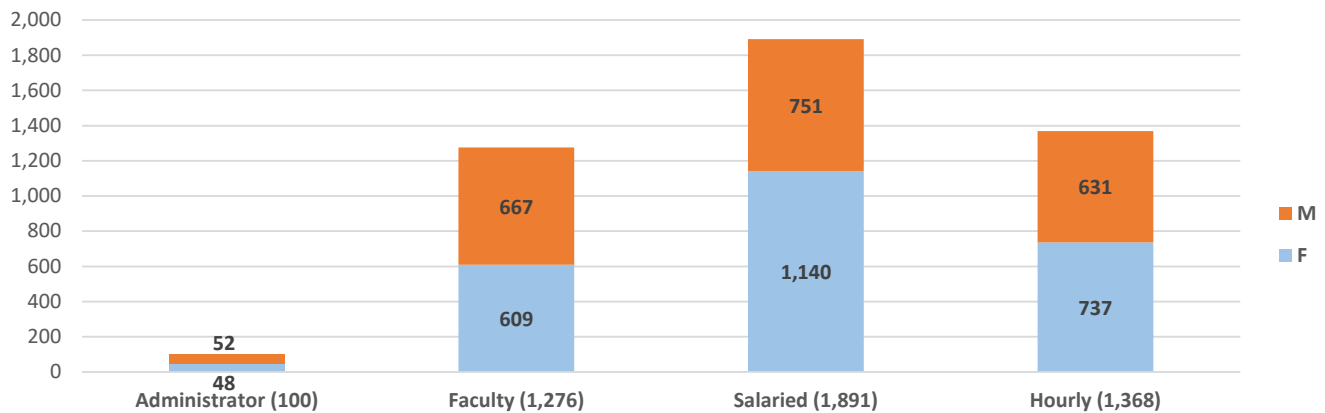
All individuals employed for the primary purpose of performing academic support, student service and institutional support, whose assignments require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Includes employees with job titles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

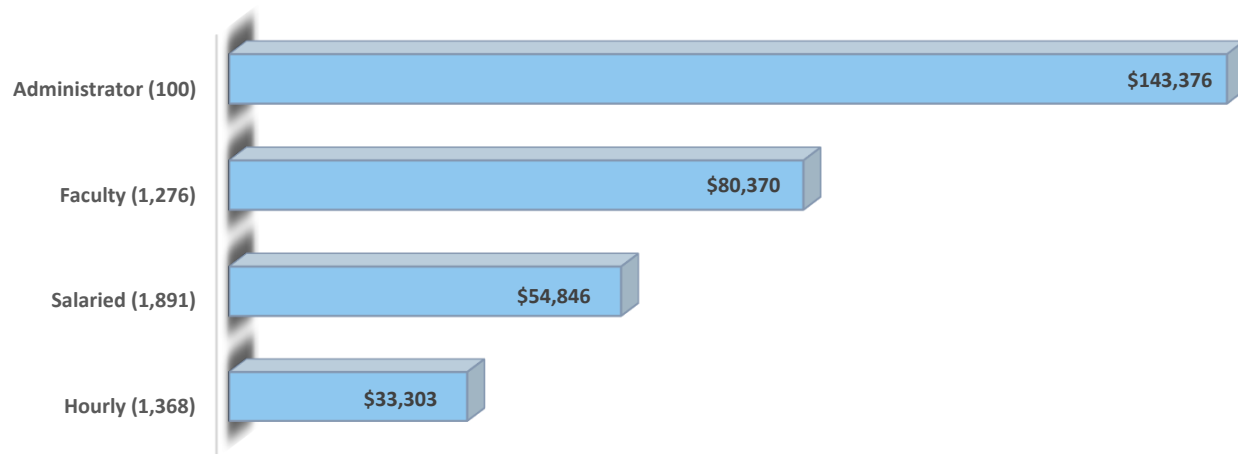
- Are technical or paraprofessional in nature (requires specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma). Includes such titles 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 (4,635)

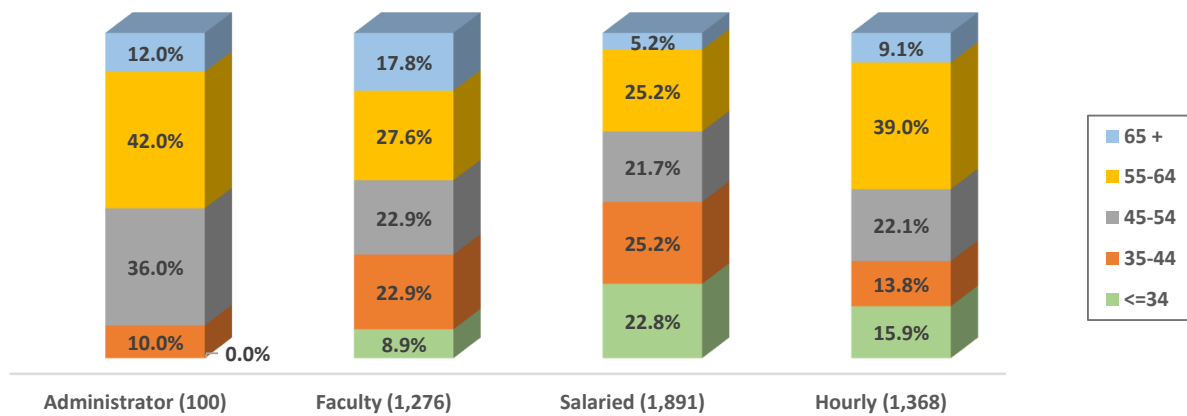


Student Fall Enrollment 2019\* - 29,974

### Average Salary By Employment Category



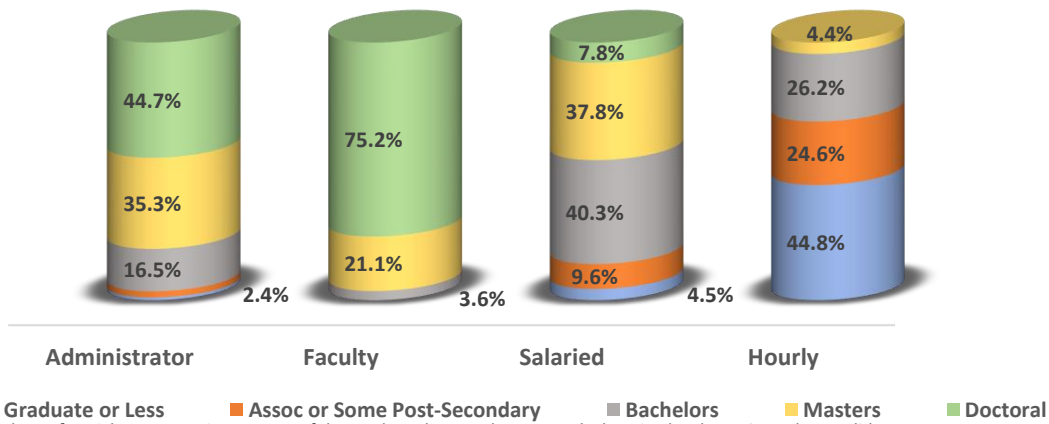
### Age by Employment Category



Average Age of Administrators is 55, Faculty 52, Salaried 45, Hourly 50

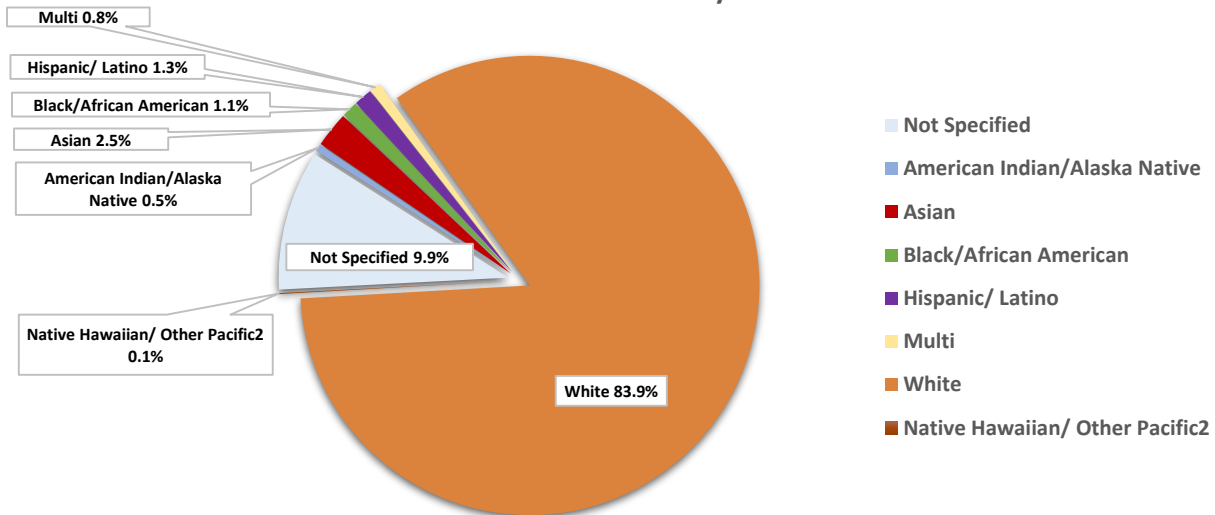
\* Student Fall Enrollment 2019 includes undergraduate and graduate students. The source is Fall 2019 Enrollment Report - The University of Maine System, Fall Semester Headcount by Campus

### Highest Degree by Employment Category \*

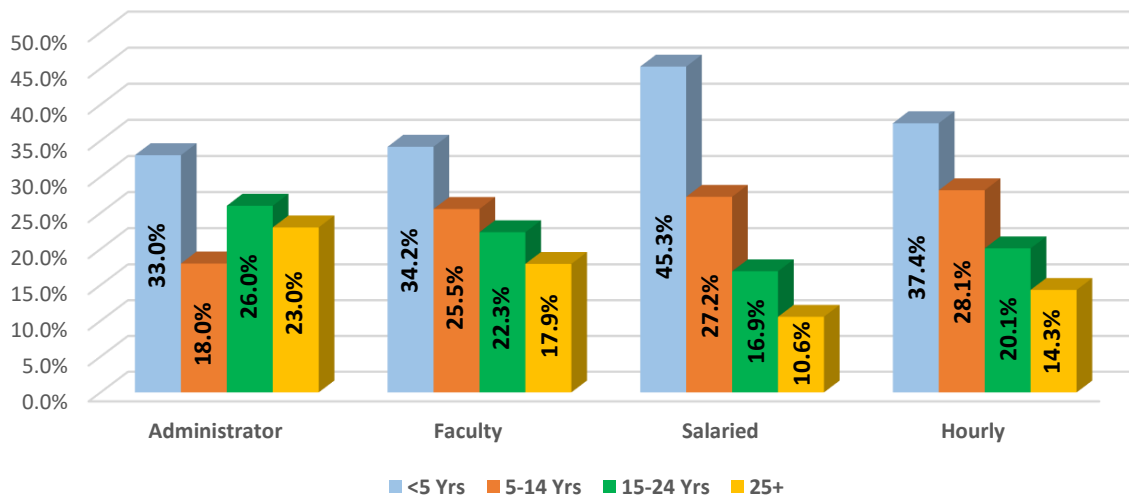


\* Percentage shown for Highest Degree is a percent of the total employees who reported education level; 1,479 employees did not indicate.

### Race and Ethnicity

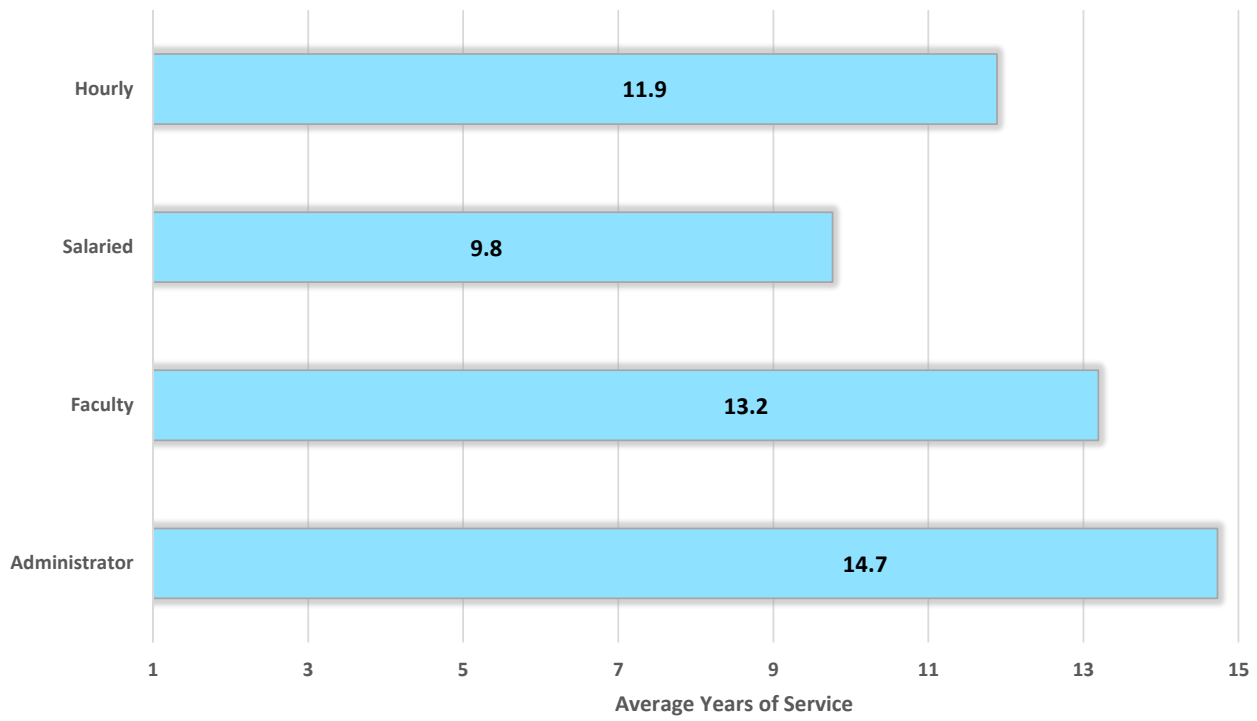


### Years of Service by Employment Category

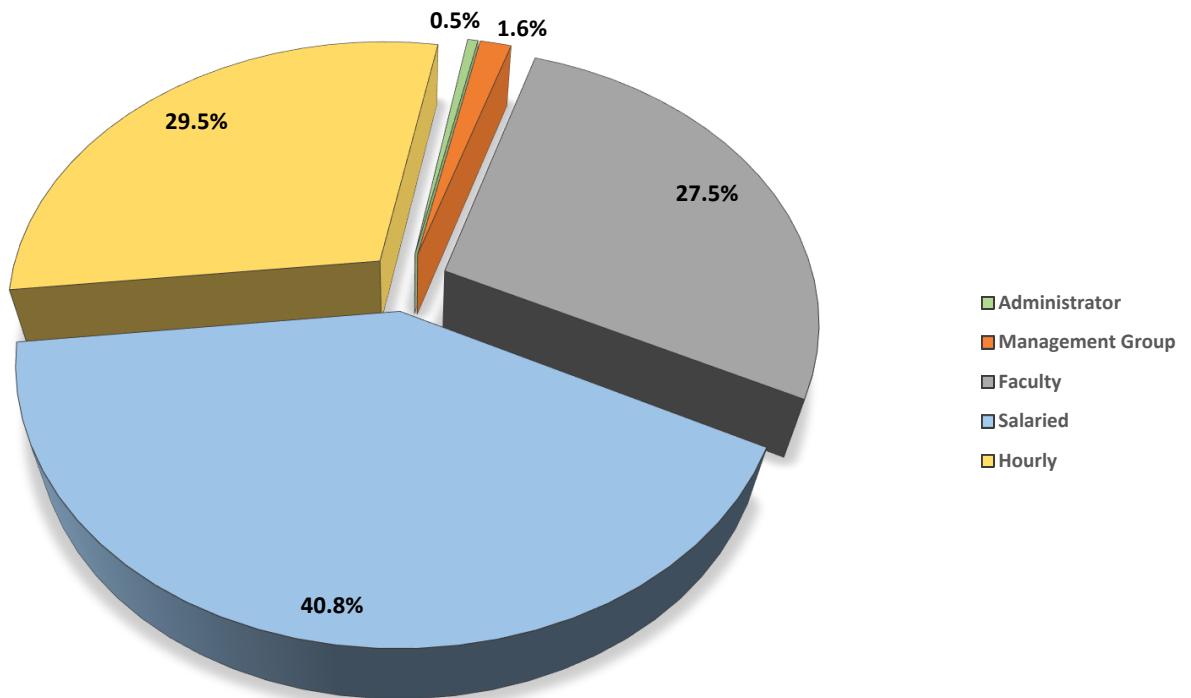




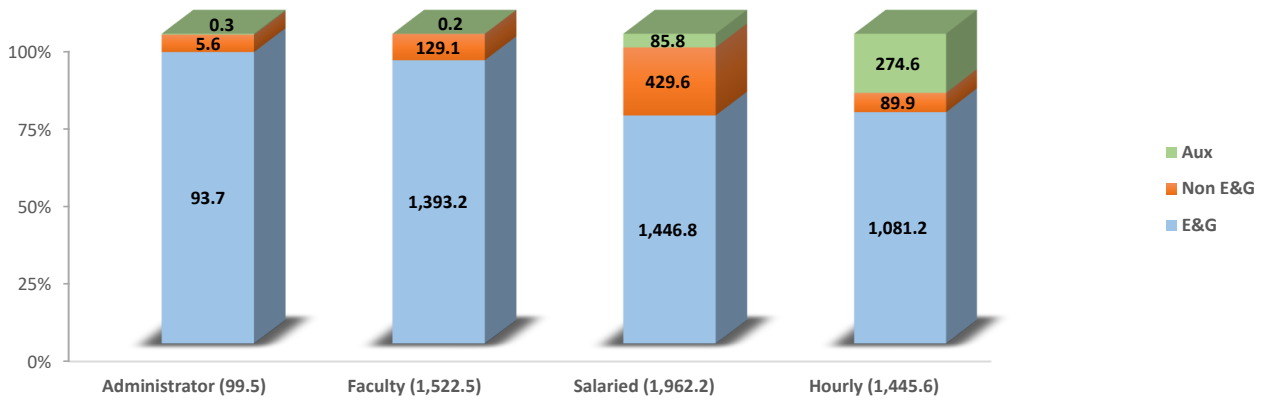
**Average Years of Service by Employment Category**



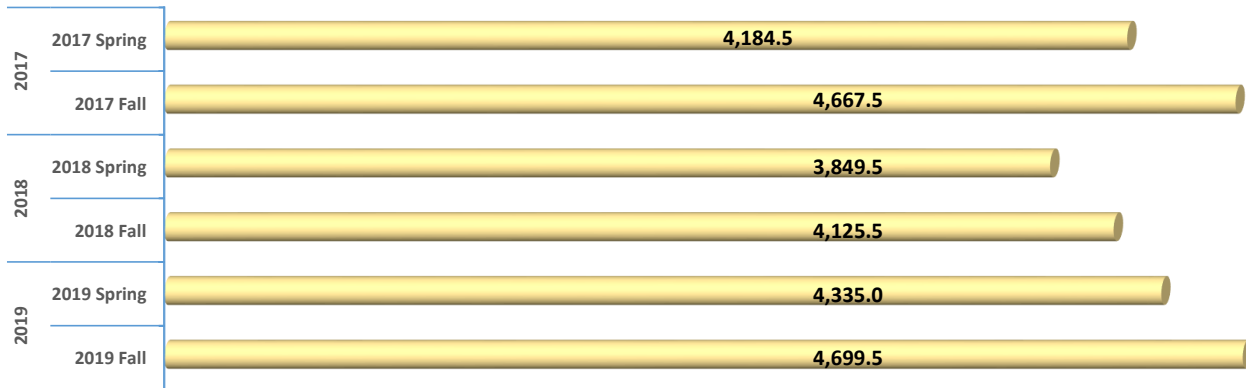
**Employees by Employment Category**



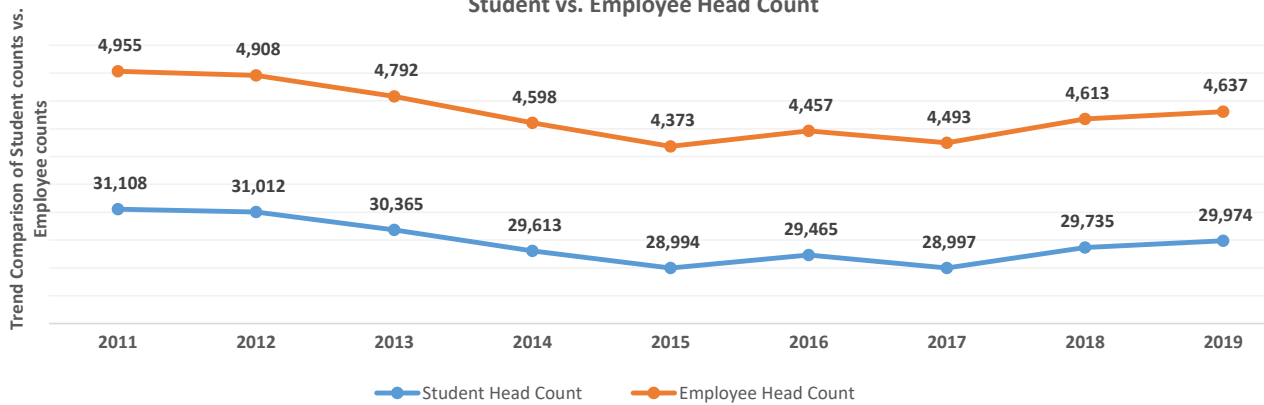
Full Time Equivalent by Funding Source



Part-Time Faculty Association Credit Hours by Semester



Student vs. Employee Head Count



\*Student headcount from Fall 2019 UMS Enrollment Report  
Employee Headcount from Fall 2019 UMS HR Headcount Report - REG employees

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	48	52	100	12	15	27	6	3	9	5	4	9	2	1	3
Faculty	609	667	1,276	267	385	652	54	41	95	74	47	121	14	19	33
Salaried	1,140	751	1,891	440	355	795	81	41	122	56	36	92	21	17	38
Hourly	737	631	1,368	383	351	734	60	34	94	52	45	97	21	15	36
Total	2,534	2,101	4,635	1,102	1,106	2,208	201	119	320	187	132	319	58	52	110
Student Enrollment	29,974			11,561			4,361			1,930			1,589		

	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	2	3	5	5	12	17	6	7	13	10	6	16
Faculty	13	14	27	15	22	37	172	139	311	0	0	0	0	0	0
Salaried	17	5	22	36	23	59	350	121	471	0	1	1	139	152	291
Hourly	11	9	20	23	19	42	130	129	259	0	0	0	57	29	86
Total	41	29	70	76	67	143	657	401	1,058	6	8	14	206	187	393
Student Enrollment	659			1,445			8,429								

\* Student Enrollment counts from the University of Maine System - Fall 2019 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	100	143,376	27	157,972	9	126,870	9	105,505	3	92,755
Faculty	1,276	80,370	652	88,315	95	66,338	121	64,795	33	61,591
Salaried	1,891	54,846	795	54,635	122	49,443	92	47,450	38	44,450
Hourly	1,368	33,303	734	33,142	94	31,971	97	33,879	36	33,745
Total	4,635	57,424	2,208	58,699	320	51,504	319	5,140	110	47,406

	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	120,000	5	112,858	17	149,708	13	177,842	16	135,088
Faculty	27	62,093	37	67,371	311	79,186	0	0	0	0
Salaried	22	40,367	59	46,092	471	55,344	1	92,909	291	63,317
Hourly	20	30,144	42	33,092	259	33,601	0	0	86	35,233
Total	70	46,963	143	50,114	1,058	58,546	14	171,775	393	60,093

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	100	55	27	57	9	57	9	54	3	47
Faculty	1,276	52	652	50	95	55	121	52	33	52
Salaried	1,891	46	795	44	122	49	92	44	38	42
Hourly	1,368	50	734	51	94	50	97	53	36	51
Total	4,635	49	2,208	49	320	52	319	50	110	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	52	5	54	17	55	13	54	16	53
Faculty	27	53	37	55	311	53	0	0	0	0
Salaried	22	44	59	46	471	46	1	65	291	48
Hourly	20	52	42	53	259	49	0	0	86	46
Total	70	50	143	50	1,058	49	14	55	393	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		0	0.0%	10	0.2%	36	0.8%	42	0.9%	12	0.3%	100	2.2%
Faculty		113	2.4%	292	6.3%	292	6.3%	352	7.6%	227	4.9%	1,276	27.5%
Salaried		431	9.3%	476	10.3%	410	8.8%	476	10.3%	98	2.1%	1,891	40.8%
Hourly		218	4.7%	189	4.1%	303	6.5%	533	11.5%	125	2.7%	1,368	29.5%
Total		762	16.4%	967	20.9%	1,041	22.5%	1,403	30.3%	462	10.0%	4,635	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%	0	0.0%	11	0.5%	11	0.5%	5	0.2%	27	1.2%
Faculty		71	3.2%	170	7.7%	134	6.1%	173	7.8%	104	4.7%	652	29.5%
Salaried		217	9.8%	200	9.1%	152	6.9%	194	8.8%	32	1.4%	795	36.0%
Hourly		96	4.3%	105	4.8%	172	7.8%	298	13.5%	63	2.9%	734	33.2%
Total		384	17.4%	475	21.5%	469	21.2%	676	30.6%	204	9.2%	2,208	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%	5	1.6%	2	0.6%	9	2.8%
Faculty		8	2.5%	16	5.0%	16	5.0%	27	8.4%	28	8.8%	95	29.7%
Salaried		18	5.6%	28	8.8%	29	9.1%	35	10.9%	12	3.8%	122	38.1%
Hourly		18	5.6%	11	3.4%	19	5.9%	37	11.6%	9	2.8%	94	29.4%
Total		44	13.8%	56	17.5%	65	20.3%	104	32.5%	51	15.9%	320	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%	4	1.3%	1	0.3%	9	2.8%
Faculty		4	1.3%	31	9.7%	30	9.4%	38	11.9%	18	5.6%	121	37.9%
Salaried		23	7.2%	25	7.8%	22	6.9%	20	6.3%	2	0.6%	92	28.8%
Hourly		6	1.9%	12	3.8%	22	6.9%	48	15.0%	9	2.8%	97	30.4%
Total		33	10.3%	69	21.6%	77	24.1%	110	34.5%	30	9.4%	319	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%	1	0.9%	2	1.8%	0	0.0%	0	0.0%	3	2.7%
Faculty		3	2.7%	6	5.5%	11	10.0%	6	5.5%	7	6.4%	33	30.0%
Salaried		14	12.7%	8	7.3%	9	8.2%	5	4.5%	2	1.8%	38	34.5%
Hourly		4	3.6%	7	6.4%	7	6.4%	16	14.5%	2	1.8%	36	32.7%
Total		21	19.1%	22	20.0%	29	26.4%	27	24.5%	11	10.0%	110	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%	1	1.4%	0	0.0%	0	0.0%	1	1.4%
Faculty		0	0.0%	7	10.0%	6	8.6%	9	12.9%	5	7.1%	27	38.6%
Salaried		7	10.0%	5	7.1%	4	5.7%	4	5.7%	2	2.9%	22	31.4%
Hourly		2	2.9%	1	1.4%	8	11.4%	9	12.9%	0	0.0%	20	28.6%
Total		9	12.9%	13	18.6%	19	27.1%	22	31.4%	7	10.0%	70	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		0	0.0%	1	0.7%	1	0.7%	3	2.1%	0	0.0%	5	3.5%
Faculty		1	0.7%	5	3.5%	14	9.8%	9	6.3%	8	5.6%	37	25.9%
Salaried		11	7.7%	19	13.3%	9	6.3%	14	9.8%	6	4.2%	59	41.3%
Hourly		5	3.5%	2	1.4%	14	9.8%	16	11.2%	5	3.5%	42	29.4%
Total		17	11.9%	27	18.9%	38	26.6%	42	29.4%	19	13.3%	143	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%	9	0.9%	1	0.1%	17	1.6%
Faculty		26	2.5%	57	5.4%	81	7.7%	90	8.5%	57	5.4%	311	29.4%
Salaried		101	9.5%	115	10.9%	105	9.9%	121	11.4%	29	2.7%	471	44.5%
Hourly		61	5.8%	33	3.1%	52	4.9%	82	7.8%	31	2.9%	259	24.5%
Total		188	17.8%	207	19.6%	243	23.0%	302	28.5%	118	11.2%	1,058	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	14.3%	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%	3	0.8%	5	1.3%	6	1.5%	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		40	10.2%	76	19.3%	80	20.4%	83	21.1%	12	2.3%	281	72.8%
Hourly		26	6.6%	18	4.6%	9	2.3%	27	6.9%	6	1.6%	90	23.3%
Total		66	16.8%	97	24.7%	94	23.9%	116	29.5%	20	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		15	0.3%	1	0.0%	2	0.0%	14	0.3%	30	0.6%	38	0.8%	100	2.2%
Faculty		97	2.1%	0	0.0%	0	0.0%	43	0.9%	249	5.4%	887	19.1%	1,276	27.5%
Salaried		678	14.6%	54	1.2%	117	2.5%	489	10.6%	458	9.9%	95	2.0%	1,891	40.8%
Hourly		689	14.9%	304	6.6%	167	3.6%	178	3.8%	30	0.6%	0	0.0%	1,368	29.5%
Total		1,479	31.9%	359	7.7%	286	6.2%	724	15.6%	767	16.5%	1,020	22.0%	4,635	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		2	0.1%	0	0.0%	0	0.0%	1	0.0%	10	0.5%	14	0.6%	27	1.2%
Faculty		67	3.0%	0	0.0%	0	0.0%	24	1.1%	108	4.9%	453	20.5%	652	29.5%
Salaried		336	15.2%	29	1.3%	43	1.9%	179	8.1%	171	7.7%	37	1.7%	795	36.0%
Hourly		387	17.5%	174	7.9%	92	4.2%	66	3.0%	15	0.7%	0	0.0%	734	33.2%
Total		792	35.9%	203	9.2%	135	6.1%	270	12.2%	304	13.8%	504	22.8%	2,208	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	1.6%	4	1.3%	9	2.8%
Faculty		2	0.6%	0	0.0%	0	0.0%	4	1.3%	35	10.9%	54	16.9%	95	29.7%
Salaried		34	10.6%	2	0.6%	10	3.1%	34	10.6%	34	10.6%	8	2.5%	122	38.1%
Hourly		69	21.6%	6	1.9%	10	3.1%	9	2.8%	0	0.0%	0	0.0%	94	29.4%
Total		105	32.8%	8	2.5%	20	6.3%	47	14.7%	74	23.1%	66	20.6%	320	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%	3	0.9%	5	1.6%	9	2.8%
Faculty		2	0.6%	0	0.0%	0	0.0%	0	0.0%	21	6.6%	98	30.7%	121	37.9%
Salaried		14	4.4%	2	0.6%	7	2.2%	35	11.0%	31	9.7%	3	0.9%	92	28.8%
Hourly		24	7.5%	40	12.5%	15	4.7%	16	5.0%	2	0.6%	0	0.0%	97	30.4%
Total		40	12.5%	42	13.2%	22	6.9%	52	16.3%	57	17.9%	106	33.2%	319	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%	2	1.8%	3	2.7%
Faculty		1	0.9%	0	0.0%	0	0.0%	7	6.4%	10	9.1%	15	13.6%	33	30.0%
Salaried		13	11.8%	1	0.9%	1	0.9%	11	10.0%	11	10.0%	1	0.9%	38	34.5%
Hourly		9	8.2%	13	11.8%	5	4.5%	8	7.3%	1	0.9%	0	0.0%	36	32.7%
Total		24	21.8%	14	12.7%	6	5.5%	26	23.6%	22	20.0%	18	16.4%	110	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		3	4.3%	0	0.0%	0	0.0%	1	1.4%	6	8.6%	17	24.3%	27	38.6%
Salaried		10	14.3%	1	1.4%	2	2.9%	5	7.1%	4	5.7%	0	0.0%	22	31.4%
Hourly		6	8.6%	8	11.4%	5	7.1%	1	1.4%	0	0.0%	0	0.0%	20	28.6%
Total		19	27.1%	9	12.9%	7	10.0%	7	10.0%	10	14.3%	18	25.7%	70	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%	1	0.7%	2	1.4%	5	3.5%
Faculty		3	2.1%	0	0.0%	0	0.0%	0	0.0%	15	10.5%	19	13.3%	37	25.9%
Salaried		20	14.0%	1	0.7%	2	1.4%	16	11.2%	19	13.3%	1	0.7%	59	41.3%
Hourly		17	11.9%	15	10.5%	6	4.2%	4	2.8%	0	0.0%	0	0.0%	42	29.4%
Total		41	28.7%	16	11.2%	8	5.6%	21	14.7%	35	24.5%	22	15.4%	143	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		19	1.8%	0	0.0%	0	0.0%	7	0.7%	54	5.1%	231	21.8%	311	29.4%
Salaried		113	10.7%	6	0.6%	18	1.7%	132	12.5%	160	15.1%	42	4.0%	471	44.5%
Hourly		129	12.2%	36	3.4%	22	2.1%	64	6.0%	8	0.8%	0	0.0%	259	24.5%
Total		262	24.8%	42	4.0%	40	3.8%	205	19.4%	229	21.6%	280	26.5%	1,058	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	42.9%	0	0.0%	1	7.1%	3	21.4%	1	7.1%	2	14.3%	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		7	50.0%	0	0.0%	1	7.1%	3	21.4%	1	7.1%	2	14.3%	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		4	1.0%	1	0.3%	1	0.3%	6	1.5%	3	0.8%	1	0.3%	16	4.1%
Faculty		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Salaried		137	34.9%	12	3.1%	34	8.7%	77	19.6%	28	7.1%	3	0.8%	291	74.0%
Hourly		48	12.2%	12	3.1%	12	3.1%	10	2.5%	4	1.0%	0	0.0%	86	21.9%
Total		189	48.1%	25	6.4%	47	12.0%	93	23.7%	35	8.9%	4	1.0%	393	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%	1.8%	0.3%	2.2%	0.0%	1.0%	0.2%	1.2%	0.0%	2.8%	0.0%	2.8%	0.3%	2.5%	0.0%	2.8%	0.0%	1.8%	0.9%	2.7%
Faculty	2.6%	22.2%	2.7%	27.5%	3.3%	21.9%	4.3%	29.5%	0.9%	27.5%	1.3%	29.7%	1.6%	35.1%	1.3%	37.9%	2.7%	27.3%	0.0%	30.0%
Salaried	2.3%	35.3%	3.3%	40.8%	2.5%	29.0%	4.4%	36.0%	1.6%	35.3%	1.3%	38.1%	0.3%	28.2%	0.3%	28.8%	1.8%	26.4%	6.4%	34.5%
Hourly	1.3%	24.7%	3.5%	29.5%	1.2%	26.9%	5.2%	33.2%	0.3%	26.9%	2.2%	29.4%	0.3%	30.1%	0.0%	30.4%	0.9%	29.1%	2.7%	32.7%
Total	6.2%	83.9%	9.9%	100.0%	7.0%	78.8%	14.1%	100.0%	2.8%	92.5%	4.7%	100.0%	2.5%	95.9%	1.6%	100.0%	5.5%	84.5%	10.0%	100.0%

	University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services			
	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%	1.4%	0.0%	1.4%	0.0%	3.5%	0.0%	3.5%	0.0%	1.3%	0.3%	1.6%	0.0%	57.1%	35.7%	92.9%	0.0%	3.3%	0.8%	4.1%
Faculty	0.0%	37.1%	1.4%	38.6%	2.8%	23.1%	0.0%	25.9%	3.1%	24.2%	2.1%	29.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Salaried	0.0%	28.6%	2.9%	31.4%	0.7%	37.1%	3.5%	41.3%	2.7%	39.9%	1.9%	44.5%	0.0%	0.0%	7.1%	7.1%	2.8%	67.9%	3.3%	74.0%
Hourly	0.0%	22.9%	5.7%	28.6%	1.4%	25.2%	2.8%	29.4%	2.2%	20.3%	2.0%	24.5%	0.0%	0.0%	0.0%	0.0%	1.8%	17.6%	2.5%	21.9%
Total	0.0%	90.0%	10.0%	100.0%	4.9%	88.8%	6.3%	100.0%	8.0%	85.7%	6.2%	100.0%	0.0%	57.1%	42.9%	100.0%	4.6%	88.8%	6.6%	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	33	18	26	23	100
Faculty	436	326	285	229	1,276
Salaried	856	515	320	200	1,891
Hourly	512	385	275	196	1,368
Total	1,837	1,244	906	648	4,635

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	8	5	6	8	27
Faculty	228	155	140	129	652
Salaried	374	203	123	95	795
Hourly	245	213	163	113	734
Total	855	576	432	345	2,208

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	2	1	3	3	9
Faculty	30	26	17	22	95
Salaried	48	40	20	14	122
Hourly	40	31	14	9	94
Total	120	98	54	48	320

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	1	4	2	9
Faculty	31	40	31	19	121
Salaried	43	27	12	10	92
Hourly	27	24	25	21	97
Total	103	92	72	52	319

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	1	1	1	0	3
Faculty	9	12	8	4	33
Salaried	19	12	6	1	38
Hourly	11	13	5	7	36
Total	40	38	20	12	110

Years of Service by Employment Category

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	6	9	6	6	27
Salaried	15	5	0	2	22
Hourly	10	5	4	1	20
Total	31	20	10	9	70
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	0	3	1	5
Faculty	7	12	13	5	37
Salaried	28	23	4	4	59
Hourly	14	16	7	5	42
Total	50	51	27	15	143
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	5	5	5	2	17
Faculty	125	72	70	44	311
Salaried	223	118	89	41	471
Hourly	120	58	47	34	259
Total	473	253	211	121	1,058
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	4	2	2	13
Faculty	0	0	0	0	0
Salaried	1	0	0	0	1
Hourly	0	0	0	0	0
Total	6	4	2	2	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	9	0	2	5	16
Faculty	0	0	0	0	0
Salaried	105	87	66	33	291
Hourly	45	25	10	6	86
Total	159	112	78	44	393

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	14.7	15.4	18.7	17.2	10.0	11.0	19.4	12.7	11.5	14.4
Faculty	13.2	13.6	14.2	13.7	11.6	15.6	14.1	11.7	0.0	0.0
Salaried	9.8	9.8	10.2	9.5	7.4	6.0	7.6	9.4	4.0	11.2
Hourly	11.9	13.0	9.0	15.0	13.4	8.1	11.2	10.1	0.0	8.1
Average Yrs Svc	11.4	12.1	11.3	13.0	10.7	10.3	10.8	10.3	10.9	10.7

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	25	9	1	4	-	-	1	7	-	3
Management Grp	75	18	8	5	3	1	4	10	13	13
Faculty	1,276	652	95	121	33	27	37	311	-	-
Salaried	1,891	795	122	92	38	22	59	471	1	291
Hourly	1,368	734	94	97	36	20	42	259	-	86
Total	4,635	2,208	320	319	110	70	143	1,058	14	393

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	93.7	5.6	0.3	99.5	24.1	2.9	0.0	27.0	8.1	1.0	0.0	9.0	9.0	0.0	0.0	9.0	2.8	0.0	0.0	2.8
Faculty	1,393.2	129.1	0.2	1,522.5	600.4	110.9	0.0	711.3	136.8	1.2	0.0	138.0	126.1	5.9	0.2	132.2	51.0	1.2	0.0	52.2
Salaried	1,082.2	89.9	274.6	1,446.6	524.6	46.1	211.5	782.2	87.3	6.6	0.4	94.3	76.7	8.3	23.3	108.2	29.1	1.0	5.0	35.1
Hourly	1,445.8	429.6	85.8	1,961.2	585.5	204.7	62.7	852.8	88.4	25.0	3.0	116.4	80.8	13.0	5.5	99.3	40.6	3.0	1.3	44.9
Total	4,014.8	654.1	360.9	5,029.8	1,734.6	364.5	274.2	2,373.3	320.6	33.7	3.4	357.7	292.6	27.1	29.0	348.7	123.5	5.2	6.3	134.9

University of Maine at Machias				University of Maine at Presque Isle				University of Southern Maine				University Governance				University Services				
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	4.8	0.5	0.0	5.3	15.5	1.3	0.3	17.0	12.5	0.0	0.0	12.5	16.0	0.0	0.0	85.6
Faculty	36.0	0.0	0.0	36.0	42.5	1.0	0.0	43.5	400.4	9.0	0.0	409.3	0.0	0.0	0.0	0.0	0.0	0.0	1,614.7	
Salaried	18.3	0.3	4.1	22.8	37.7	3.4	5.3	46.3	222.2	21.1	25.1	268.3	1.0	0.0	0.0	1.0	85.4	3.1	0.0	1,372.1
Hourly	21.6	1.0	1.0	23.6	43.2	12.1	2.4	57.6	304.0	163.7	10.0	477.7	0.0	0.0	0.0	0.0	281.7	7.2	0.0	1,775.9
Total	77.0	1.3	5.1	83.4	128.1	16.9	7.7	152.7	942.0	195.0	35.3	1,172.3	13.5	0.0	0.0	13.5	383.0	10.3	0.0	4,848.2

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
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

	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
Spring 2019	33	143.0	53	45	265.0	87	373	1,617.5	624
Fall 2019	37	149.0	60	38	243.0	81	364	1,717.5	666