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*Maine's
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UNIVERSITY OF MAINE SYSTEM

REPORT ON PART-TIME FACULTY USAGE & COMPENSATION

SUBMITTED JANUARY 2, 2020

Table of Contents

Introduction	2
UMS Part-Time Faculty Demographics	5
Figure 1: Breakdown of Part-Time Faculty By Age Group.....	5
Figure 2: Percentage of Full-Time vs. Part-Time Faculty By Age.....	5
Figure 3: Percentage of Part-Time Faculty By Educational Attainment.....	6
Figure 4: Full-Time vs. Part-Time Faculty By Educational Attainment.....	6
Figure 5: Percentage of Part-Time Faculty By Number of Semesters Taught.....	7
Part-Time Faculty Usage by the UMS	7
Figure 6: Percentage of UMS Credit Hours Delivered By Instructor	8
Figure 7: Percentage of Part-Time Faculty By Teaching Load	9
Historical UMS Part-Time Faculty Compensation	10
Figure 8: 10-Year Average Part-Time Faculty Pay By Course	10
Figure 9: 10-Year Average UMS Part-Time Faculty Semester Pay and Load	11
National Benchmarking	12
Future UMS Part-Time Faculty Compensation	13
Figure 10: New UMS Part-Time Faculty Pay Scale	13
Conclusions	15
Appendix A: UMS 10-Year Credit Hour Delivery by Primary Instructor Report

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INTRODUCTION

The University of Maine System values our faculty and staff who are the central catalyst for advancing our important statewide mission of education, research and economic development, and public service. We attract and retain well-qualified, productive full-time and part-time employees across the state through a total compensation philosophy that strives to be internally equitable and competitive with comparable positions in local labor markets.

As is true for the Maine Community College System, it is the responsibility of the UMS Board of Trustees in collaboration with our authorized bargaining units to negotiate wages, benefits and other matters. This ensures the final authority on the expenses that comprise 70 percent of the System's operating budget remains with the body authorized by the Legislature to oversee the organization and raise its revenues that are funded almost entirely by students and State appropriation.

In 2019, the Maine Legislature directed the University of Maine System and the Maine Community College System via the Public Higher Education Systems Coordinating Committee (HECC) to study their respective usage and compensation of adjunct professors and report back to the Joint Standing Committee on Education and Cultural Affairs by January 2, 2020. Ultimately, because of the vast differences in the part-time faculty workforce at the UMS and MCCS and how they are managed from both a contractual and data reporting perspective, the two systems developed separate reports under the direction of their respective leaders, which for the UMS is the Chancellor. The HECC will meet to review these reports in January.

In conducting this study, the System's data collection and analysis was challenged because of the complexities in how part-time faculty are paid and because of the vast differences across higher educational institutions nationally in how faculty are classified – especially those who are part-time.

For the purposes of collective bargaining within the UMS, full-time faculty (both tenure and non-tenure track) are represented by the Associated Faculties of the University of Maine System (AFUM) which is affiliated with the Maine Education Association and the National Education Association, and part-time faculty are represented by the Maine Part-Time Faculty Association (PATFA) which is affiliated with the American Federation of Teachers, AFL-CIO.¹

¹ Other recognized bargaining units within the University of Maine System include the Universities of Maine Professional Staff Association (UMPSA), the Associated Clerical, Office, Laboratory and Technical Unit Staff of the Universities of Maine (COLT), the Service & Maintenance Teamsters Union Local #340, and the Police Fraternal Order of Police Lodge #100.

Part-time faculty represented by PATFA are those non-tenure track faculty who have taught credit-bearing courses during at least two of the four immediately preceding semesters (fall/spring) but who do not teach a full-time load which is typically defined as 12 or more credit hours (typically four courses a semester).²

The University does not formally utilize the term “adjunct” including in its collective bargaining or data systems and so for the purposes of this report, we have focused on part-time faculty who are represented by PATFA, including those who do not pay dues and are thus not voting members of the Association. It should be noted that some PATFA members may be former full-time faculty who retired and chose to come back into the System to teach part-time, which may account for some of the demographic information detailed later in this report.

Work as a part-time faculty member at Maine’s public universities is not intended to require a full-time commitment nor provide full-time compensation.

Part-time faculty are limited by contract in the number of courses they can teach, and unlike full-time faculty, they are typically not expected to advise students, participate in curricular development and committee work, produce scholarship/research and creative work, and provide additional services to their university, the University of Maine System, and the broader region and state. While part-time faculty pay – and in some cases benefits – are also different from that earned by their full-time colleagues, so too are the expectations around academic credentialing and experience. Full-time faculty are typically recruited to their universities via a competitive national search whereas part-time faculty are hired from the local market.

In studying this part-time workforce, the UMS had the following key findings:

- **The majority of UMS part-time faculty are women and when compared to the full-time faculty workforce, are more likely to be under the age of 35 or over the age of 65.**
- **The highest level of educational attainment reported for most UMS part-time faculty is a master’s or four-year degree, whereas the overwhelming majority of full-time faculty have doctorate degrees.**
- **The System’s utilization of part-time faculty has been relatively consistent over the last decade, with PATFA members delivering around**

² Courses at the University of Maine at Farmington are currently four credit hours each, so a full-time teaching load at that institution is typically three courses. It is not uncommon for full-time faculty to have lower teaching loads to allow for scholarship and service, or to be granted course releases to perform other responsibilities.

one-quarter of all student credit hours during the fall/spring semesters, though some campuses do rely more heavily on part-time faculty.

- **Most part-time faculty are teaching one or two courses at a time and many have taught less than six semesters within the UMS, though one-quarter of the active part-time faculty workforce has taught here for 20 or more semesters.**
- **Over the last decade, the System's actual compensation for its part-time faculty members has been significantly higher than the negotiated base rate of pay.**
- **The System's part-time faculty compensation seems to be comparable with peers nationally, and in many cases the UMS provides better benefits and limits overuse of this contingent workforce.**
- **Flat or modest State appropriations challenge the UMS to maintain fair employee compensation without burdening tuition-payers.**
- **Providing straightforward characterization of the System's pay is challenged by the complexity in which part-time faculty compensation is calculated, taking into account rank and number of semesters previously taught within the UMS (service credits). That said, when taking into account both instructional and preparation time, the lowest ranked and least experienced part-time faculty member would earn at least \$20.82 an hour under the current contract.**

It is also important to note that there is also a group of non-represented UMS faculty that includes some full-time regular and part-time regular faculty members who are excluded from the faculty and part-time faculty bargaining units.

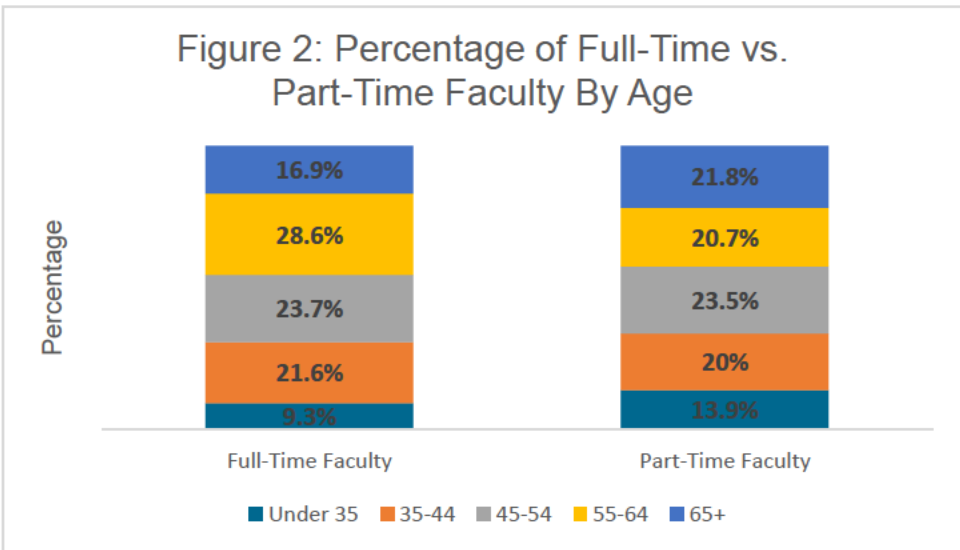
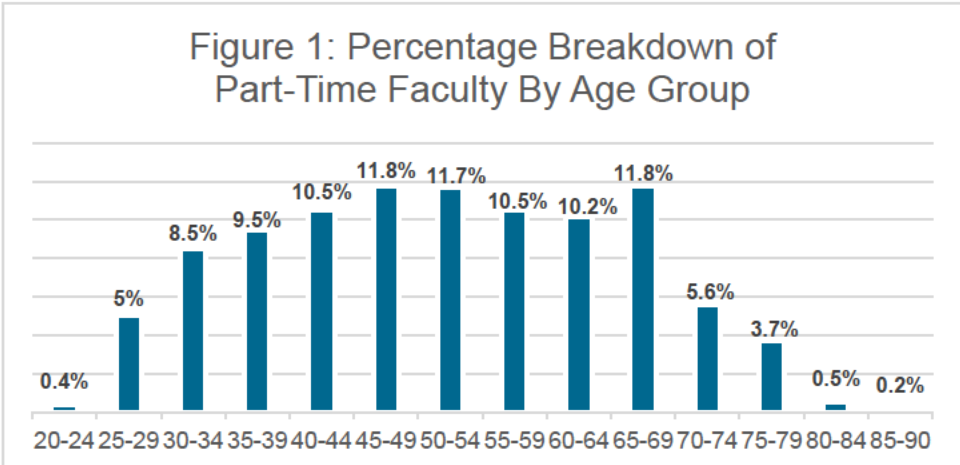
A position may be in the non-represented faculty category for five different reasons:

- An administrative position with faculty rank and ongoing faculty work;
- Faculty in Maine Law, including both full- and part-time;
- Head and assistant coaches with academic rank who are excluded from the full-time faculty bargaining unit;
- Part-time faculty who are not included in the part-time faculty unit;
- and full-time faculty appointed for a single semester.

This non-represented faculty group includes some part-time faculty, like part-time faculty at Maine Law, who meet the layman definition of “adjunct” but because the data pertaining to these individuals cannot be disaggregated, they have not been included in this analysis unless specifically noted.

PART-TIME FACULTY DEMOGRAPHICS

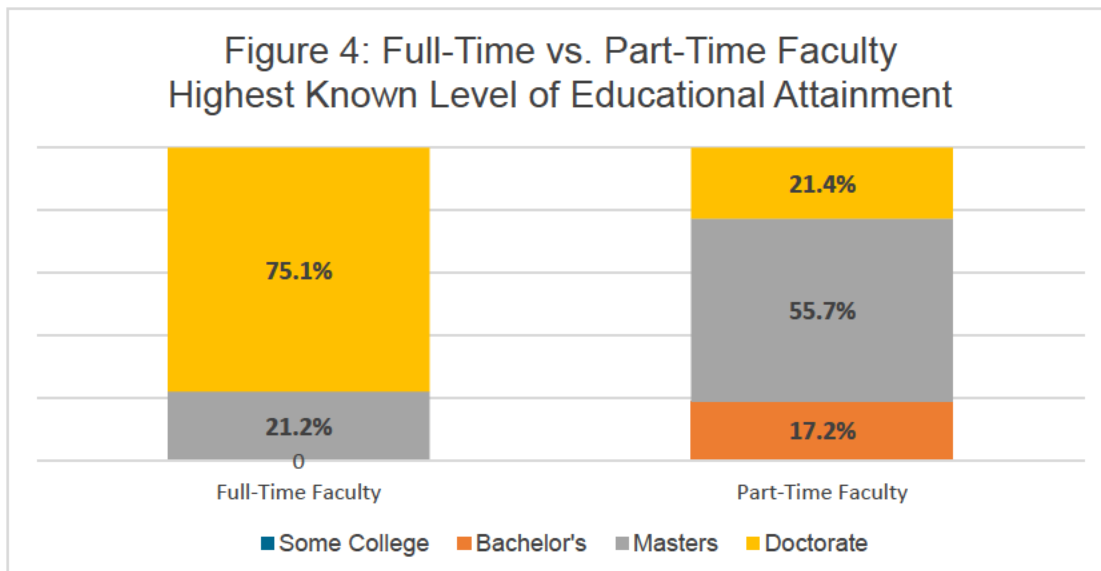
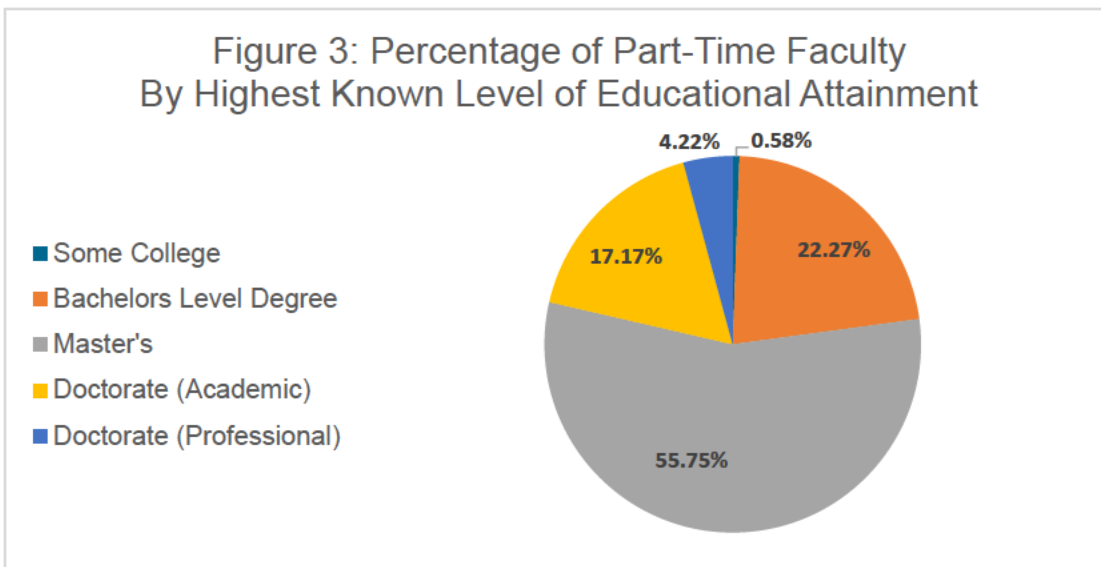
Like the System’s overall workforce profile, the part-time faculty workforce represented by PATFA is diverse in terms of age, education and experience. Nearly two-thirds (64.2 percent) identify as female, which is a much greater percentage of women than is seen among full-time faculty (47 percent), management (49.3 percent) or hourly employees (54.7 percent). The ages of part-time faculty are widely distributed with the greatest percentage being between the ages of 45-49 and 65-69. Nearly one-quarter of part-time faculty are under the age of 40, and one-fifth are 65 or older. On average, part-time faculty tend to be both younger and older than full-time time faculty.



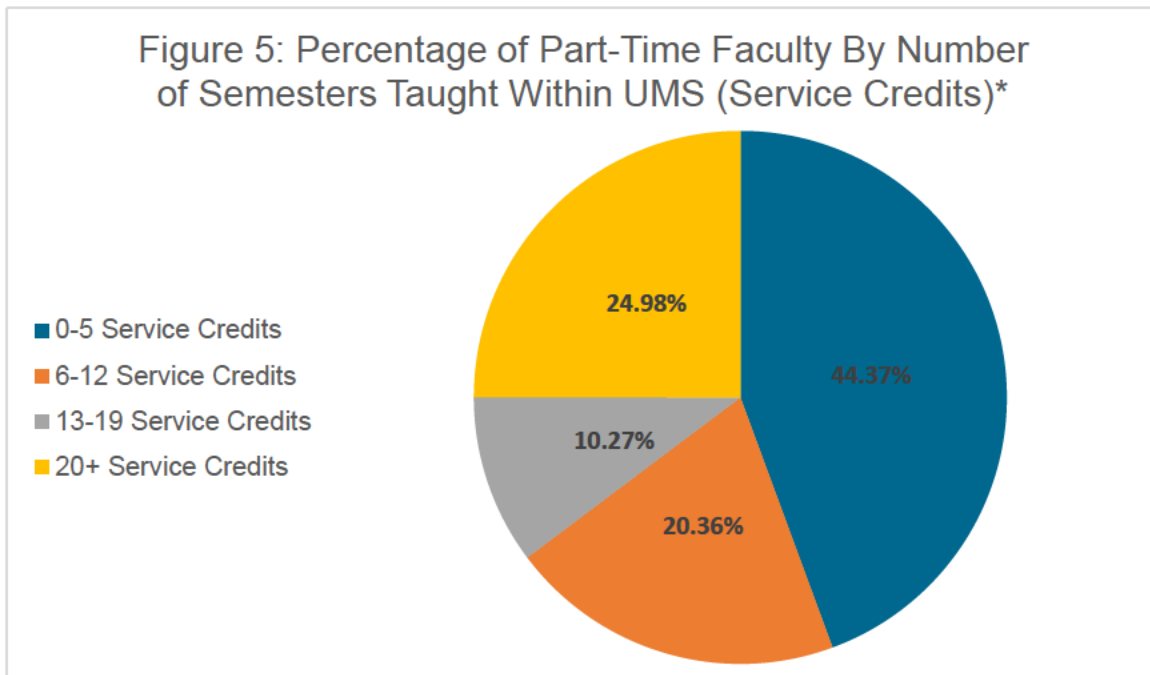
While most full-time tenure track faculty (75.1 percent) have earned a doctoral degree, the highest level of educational attainment of a majority of the System’s part-time faculty is a master’s degree.

One limitation in the data is that while part-time faculty typically provide their academic credentials and additional demographic details as part of their application to a department for a position, that information is not always captured in the electronic data systems maintained by the UMS Office of Human Resources as it is for full-time employees. This is an opportunity for process improvement so the UMS and policymakers can better understand this professional part-time workforce.

About one-quarter of part-time faculty for whom the UMS has recorded the highest level of educational attainment have only a four-year degree.



Part-time faculty compensation is connected to the number of service credits an individual has attained. Each service credit reflects one traditional academic year semester (fall or spring) taught by that individual within the UMS, regardless of their actual part-time teaching load during that semester. For example, if a part-time faculty member taught two courses at the University of Maine in the Fall of 2018 and then one course at the University of Maine at Augusta in the Fall of 2019, they would have two service credits. **Nearly half (44.37 percent) of all current active part-time faculty have five or fewer service credits while one-quarter have accrued 20 or more service credits.**



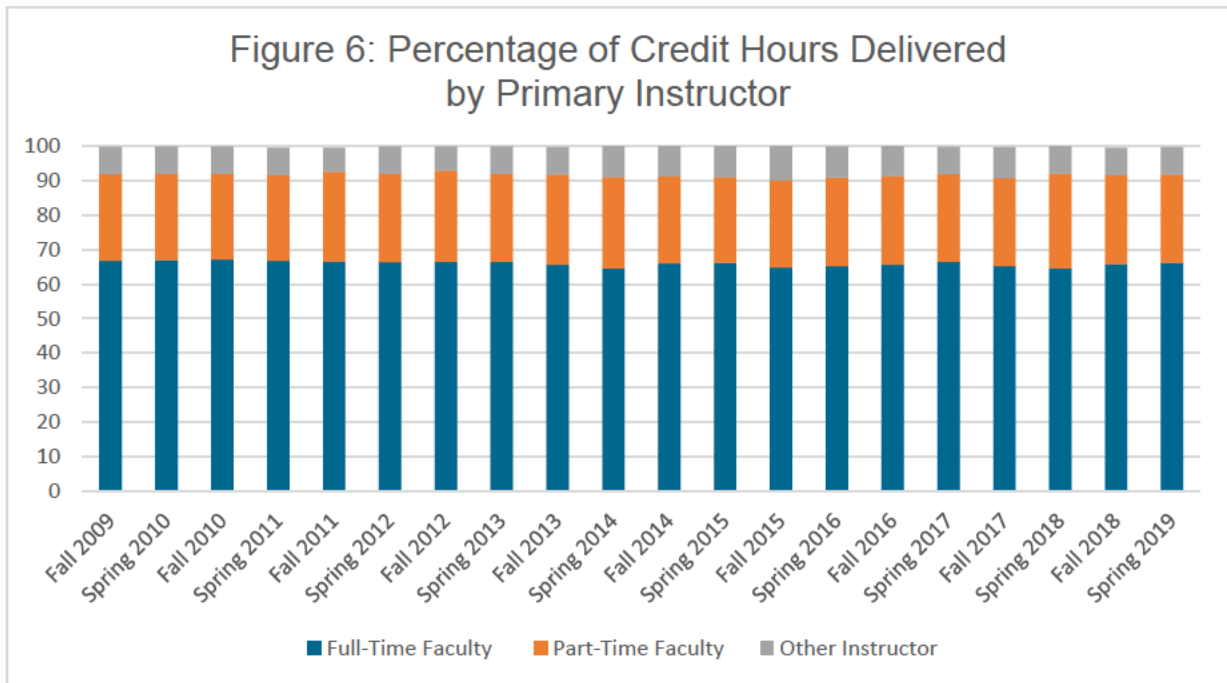
* Based on aggregate Spring 2019 and Fall 2019 data of part-time faculty who were actively teaching during one or both of these semesters.

PART-TIME FACULTY USAGE

There is a national narrative in higher education that in response to increasingly inadequate appropriation from states especially after the 2008 recession, institutions are relying more and more on contingent faculty to deliver instruction instead of costlier tenured faculty. The data does not prove this to be true within the UMS.

Instead, **usage of part-time faculty by Maine’s public universities has been relatively consistent over the last decade.** Even as the number of total credit hours delivered within the System has declined by nearly 8 percent over the last decade as enrollment has fallen, **part-time faculty have consistently delivered about one-quarter of total credit hours during the fall and spring semesters.**

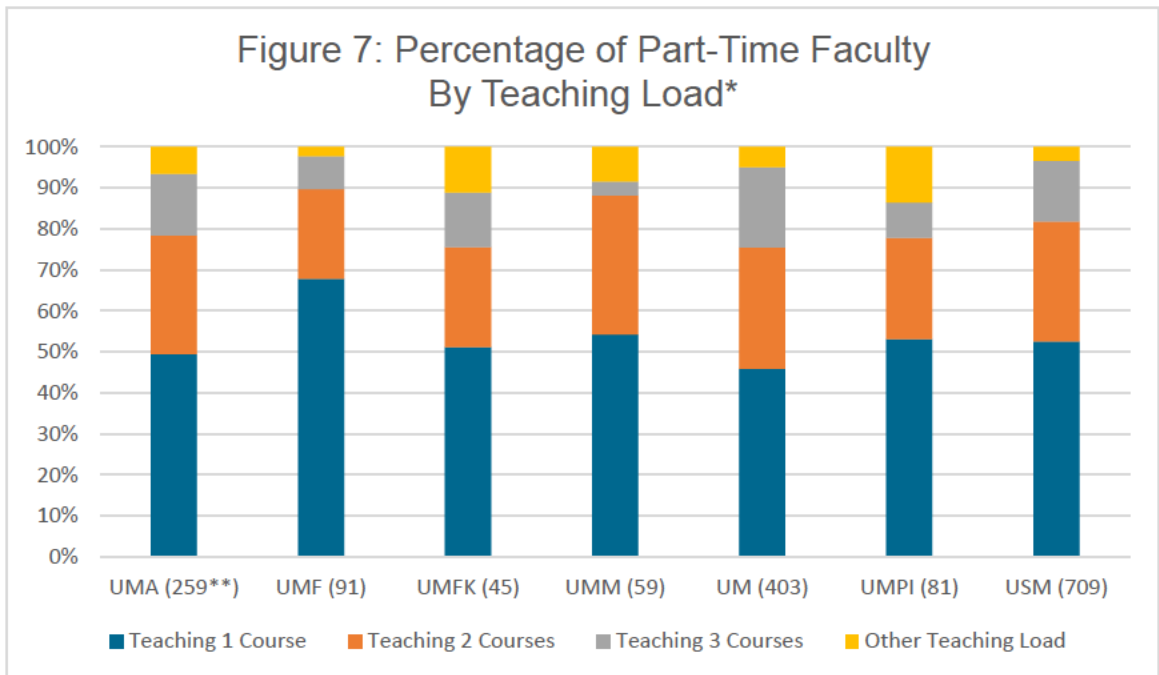
In the Fall of 2009, part-time faculty delivered 25.1 percent of total credit hours across the System (86,165 student credit hours) and one decade later in the Fall of 2018, delivered 25.8 percent of total UMS credit hours (81,940 student credit hours) with fluctuations by semester in the years between. In the Spring of 2018, part-time faculty delivered 27.6 percent of total UMS credit hours, the highest percentage for a fall or spring semester in the decade analyzed.



The greatest reliance on part-time faculty over the 10-year period studied is at the University of Maine at Augusta though the total credit hours delivered by PATFA members there has never exceeded the 40.9 percent. This is likely because UMA, which serves a non-traditional student population statewide, delivers the bulk of its credit hours online or at eight regional centers where it may be hard to recruit and retain full-time faculty. Courses at UMA are also often offered at night or on the weekends to accommodate the schedules of working adults, which may be unattractive to traditional tenured faculty. The lowest usage is at the University of Maine at Farmington, a traditional, four-year residential liberal arts college where less than 10 percent of credit hours are typically delivered by PATFA members. A complete breakdown since 2008 by campus and semester is provided in Appendix A.

It should be noted that part-time faculty deliver slightly more of the overall credit hours in the summer when many full-time faculty on 9-month appointments are not teaching. However, even that amount has not exceeded a maximum 29.8 percent of credit hours delivered by part-time faculty (Summer of 2018).

As the UMS is increasingly engaging practicing professionals to deliver current, real-world education and workforce training to its students, the overwhelming majority of its part-time faculty are teaching just one or two courses. For many of these part-time faculty, teaching within the System may not be their primary job or source of income. For example, many nursing courses are delivered by part-time faculty who practice full-time as clinical nurses.



**Based on aggregate Spring 2019 and Fall 2019 data of part-time faculty who were actively teaching during one or both of these semesters.*

***Number in parenthesis indicates aggregate number of part-time faculty who taught at that campus during either or both of these semesters.*

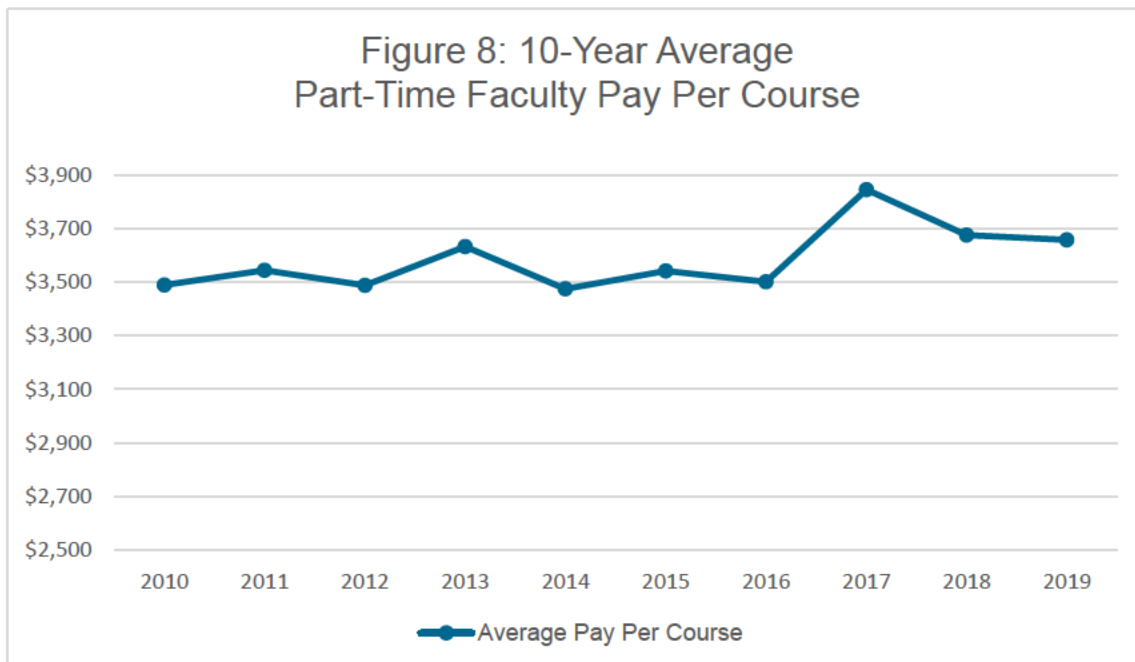
The PATFA contract has historically limited part-time faculty to teaching no more than three courses. Specifically the 2017-2019 contract read, “Without specific written authorization from the administrators of the employing units, no unit member shall accept the assignment of more than three (3) courses in a semester irrespective of the number of campuses or departments or divisions offering assignments. Violation of this provision may result in termination and removal from the service list.” While this language has been updated in the most recent agreement (see page 15), the understanding that part-time faculty are not a one-to-one replacement of full-time faculty remains clear. Furthermore, PATFA members are also not required to accept the assignment of more than one course in a semester and their refusal to do so has no impact on their service status.

Over the last decade, part-time faculty with the most experience (20 or more semesters) have on average carried the largest teaching load – 6.18 credit hours a

semester on average which is approximately two courses – while part-time faculty who are relatively new to the System teach on average 3.85 credit hours a semester (see Figure 9).

HISTORICAL PART-TIME COMPENSATION

In FY2019, the UMS paid its part-time faculty a combined \$10.95 million over the course of the fall and spring semesters to deliver 2,993 courses, which averages out to \$3,657 per course. This is 4.8 percent higher than the average per course a decade ago, but that does not take into account rank or service credits. In that time period, there have been consistent increases in negotiated base pay for part-time faculty, with the greatest increase being a 2.5 percent annual increase in 2012 for those with 10 or more years of service. Only one year (2015) saw no increase.



Because part-time faculty are paid by credit hour, it is difficult to determine their hourly pay as the Legislature has requested. A basic calculation that takes into account a 15-week semester with three hours each week of instructional time and 6.75 hours of preparation (based on IRS guidance that says part-time instructors should be credited 2.25 hours for every hour in the classroom) suggests that a part-time faculty member who earned the overall median course compensation in FY19 would have earned the equivalent of a nearly \$25 hourly wage for the work time associated with that course.

However, while this average may be the most straightforward snapshot of pay over

time, it does not reflect the complexity of how part-time faculty are compensated under the PATFA contract. While some higher education institutions offer part-time faculty fixed pay for a course tied to a single factor like academic credential or number of credits previously taught at the institution (see Page 13), multiple factors are taken into account when setting base pay for part-time faculty within the UMS including rank and service credits.

Determining rank (Lecturer I, II or III, Instructor, Assistant Professor, Associate Professor or Professor) is a complex process detailed in the collective bargaining agreement that takes into account qualifications, college teaching or equivalent experience as well as department/division standards. There is a formal process by which to request a change in rank and also a formal process by which to appeal that ranking. As previously explained, determining service credits is simpler, as this reflects the number of academic year semesters (fall or spring) an individual has previously taught at any institution(s) with the System.

When taking into account the number of service credits a part-time faculty member has accrued, the average pay per three credit course over the last decade has been \$3,727 for those newest in the UMS (0-5 service credits) with variations below or in excess of that amount based on rank. On average, actual earnings for those part-time faculty were 21 percent higher (\$649 more per three credit course) than the average base pay set within the PATFA collective bargaining agreement during that same time period. Meanwhile those with most experience teaching within the UMS (20 or more service credits) earned on average \$4,352 per three credit course, which is 19 percent higher than the average base pay set (or \$695 more per course).

Over the past decade the UMS consistently paid its part-time faculty well over the base amount they could have earned pursuant to the PATFA agreement.

Figure 9: 10-Year Average UMS Part-Time Faculty Semester Pay and Course Load

Service Credits (Academic Year Semesters Taught)	Average Credit Hours Taught	Average Earnings	Average Negotiated Base Pay	Average Pay Variance Between Base and Actual
0-5	3.85	\$4,783	\$3,950	\$833
6-12	4.70	\$6,095	\$5,000	\$1,095
13-19	5.44	\$7,354	\$6,074	\$1,279
20+	6.18	\$8,966	\$7,535	\$1,431

NATIONAL BENCHMARKING

According to a 2018-2019 survey of 952 U.S. institutions by the American Association of University Professors, the average course pay rate for part-time faculty is \$3,984. However, this includes two- and four-year public and private colleges and universities from rural community colleges to Ivy League institutions in major cities.

As previously noted, it is difficult to make accurate and fair national comparisons given the inconsistencies in how “adjunct faculty” are defined across higher education and that compensation is structured so differently at each institution and may or may not include benefits, as the UMS provides (see Page 14). At numerous institutions, including the University of Massachusetts – Lowell, there are no minimum or maximum course loads for part-time faculty. In many cases across the country, part-time faculty do not work under a contract.

For this analysis, the UMS looked at pay and practices at institutions, which based on their similar characteristics to the University of Maine, our largest campus, are commonly used as a peer for benchmarking purposes.

As determined by published pay rates, the UMS part-time faculty pay scale seems to be comparable with UMaine’s peers. The minimum median per-course pay rate for part-time faculty at the flagship (and all other UMS campuses) was determined to be \$3,951 whereas the average base rate among our peers, for which pay scales are published, is \$3,488.

Even among peers though, there is wide variability. At the University of Arkansas (approximately 27,500 students), adjunct faculty are unpaid positions where individuals with unique expertise and experience are appointed to a department or program on a temporary basis (up to three years) and do not receive any compensation for their services, including classroom instruction. Meanwhile, the University of Central Oklahoma (approximately 16,000 students) pays as little as \$2,100 a course whereas the University of Massachusetts – Lowell (approximately 18,200 students) has a base pay of \$5,090 as of September 2019, though there are some situations where that amount is adjusted downward. It should be noted that these are published pay scales, and not actual pay.

Peer institutions use a variety of pay models which can be best described as follows:

- **Fixed rate** in which there is a set pay rate by credit hour or course. Often this is tied to a single factor. At the University of Central Oklahoma, part-time faculty with a master’s degree earn \$700 per credit hour and those with a doctorate earn \$915 per credit hour.

- **Ranked pay**, which sets a pay scale based on academic rank, time spent at the institution or both. The UMS generally uses this model, taking into account service credits and rank (see page 11).
- **Minimum pay** in which a base per-credit or per-course is established and may be adjusted upward based on a number factors. The University of Massachusetts – Lowell takes into account six different factors, including student enrollment in the course. **It should be noted that during the academic year, the UMS does not adjust compensation based on the number of students who are participating in the class**, with the exception of no compensation being provided if a course is canceled due to insufficient enrollment beyond a minimal cancellation fee provided to the faculty member.

PART-TIME COMPENSATION: NEW AGREEMENT

Following productive negotiations, in the fall of 2019 the UMS and PATFA settled a new two-year contract governing the period between July 2019 and June 2021. **The contract, which is still being finalized but has gone into effect, includes pay increases of 3 percent effective Sept. 1, 2019 and an additional 3 percent as of Sept. 1, 2020.**³ The pay scale that sets the minimum pay in the ratified contract is as follows and assuming a three credit course, means the minimum a part-time, first-time lecturer could make per course this year is \$3,045.

Figure 10: Newly Negotiated UMS Part-Time Faculty Pay For 2019-2021

AY 2019-2020	Service Credits			
	0-5	6-12	13-19	20+
Lecturer I *	1015	1032	1048	1075
Lecturer II *	1210	1227	1245	1274
Lecturer III *	1323	1341	1359	1387
Instructor	1015	1032	1048	1075
Assistant Professor	1223	1240	1257	1285
Associate Professor	1422	1438	1458	1486
Professor	1630	1648	1670	1698

³ It should be noted that like PATFA, other bargaining units within the UMS are also contracted to receive similar year-over-year pay increases during this time period, reflecting an expected increase to the System in overall personnel costs of an additional \$13.9 million in FY20 and an additional \$11.5 million in FY21. Yet the System's State appropriation for FY21 is flat, creating tremendous budget pressures that if not addressed by the Legislature, could lead the UMS to consider larger than expected tuition increases and/or budget reductions, especially at the small campuses.

AY 2020-2021	Service Credits			
Rank	0-5	6-12	13-19	20+
Lecturer I *	1045	1063	1079	1107
Lecturer II *	1246	1264	1282	1312
Lecturer III *	1363	1381	1400	1429
Instructor	1045	1063	1079	1107
Assistant Professor	1260	1277	1295	1324
Associate Professor	1465	1481	1502	1531
Professor	1679	1697	1720	1749

Of course pay is just one component of the System's total compensation philosophy.

Part-time faculty who teach two or more courses in a semester and have six service credits are eligible for an individual or family policy offered through the System's group health and dental insurance coverage. The UMS generally contributes 60 percent of the premium cost though may pay a greater percentage for some part-time faculty who meet certain parameters.

The USM also helps some part-time faculty save for retirement. Those who qualify based on service history may voluntarily contribute 4 percent of their pay which is matched by a System contribution of 10 percent of pay for any Fall or Spring semester in which the they are employed.

Finally, so as to support the professional development and enrichment of its part-time faculty, the UMS provides a tuition waiver for a course of up to four credits for every fall and/or spring semester of employment. Additionally, the spouse or dependent children of a part-time faculty member are eligible for a 50 percent tuition waiver under the new contract, up from the 25 percent provided per the previous contract, if they attend any of Maine's public universities full-time while their spouse/parent is teaching.

The new contract also provides greater supports for part-time faculty and opportunity for advancement by strengthening and improving the fairness of the evaluation process. While evaluations are still expected to be conducted very fourth semester, the UMS will now notify the part-time faculty member about evaluation criteria and procedures at the time they are notified of their initial appointment as well as at the beginning of the semester in which the evaluation will occur. Academic departments and divisions shall also post criteria and procedures on existing academic unit webpages. Proposed teaching assignments will also be

provided at least 60 days prior to the start of the semester whenever possible and part-time faculty members' names will be listed in connection with assigned course sections during registration, whenever possible.

While the previous contract imposed a three course teaching load limit per academic year semester, this language was amended in the current contract to state that unit members will not accept assignment of courses that would be considered a full-time load. This reflects that some part-time faculty may wish to teach a combination of lower credit-bearing lab courses or supervise independent studies, which are now compensated at 5 percent of credit hour rate per student.

CONCLUSIONS

The University of Maine System believes that the data provided in this report will greatly inform the Legislature's and the public's understanding of this essential part-time workforce. At the same time, there are many questions we cannot answer, including what part-time faculty have for outside income and benefits, if any, and what their aspirations for greater opportunities and compensation at our institutions may be. To assess this would likely require surveying the part-time faculty workforce.

While there is always opportunity for an organization to better demonstrate to its employees they are valued and have defined paths for professional and financial advancement, the System's compensation and usage of part-time faculty must be considered within the context of our revenue realities as a public institution dependent almost entirely on student tuition, the cost of which has declined over the past five years (FY15-19) when adjusted for inflation, and State aid, which has increased on average just 1.4 percent during that same time.

Student Credit Hours by Primary Instructor

Fall 2008 to Summer 2019

SEMESTER	INSTITUTION	Full-Time Faculty		Part-Time Faculty		Other Instructor		Credit HR Semester Total
		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2008	University of Maine	92,237	67.4%	27,950	20.4%	16,710	12%	136,897
	University of Maine at Augusta	23,406	59.1%	13,350	33.7%	2,826	7%	39,582
	University of Maine at Farmington	27,148	86.7%	3,287	10.5%	886	3%	31,321
	University of Maine at Fort Kent	9,088	80.5%	1,773	15.7%	432	4%	11,293
	University of Maine at Machias	5,243	60.8%	2,865	33.2%	515	6%	8,623
	University of Maine at Presque Isle	10,298	61.5%	4,057	24.2%	2,381	14%	16,736
	University of Southern Maine	61,772	62.8%	28,004	28.5%	8,614	9%	98,390
	University of Maine System	229,192	66.9%	81,286	23.7%	32,363	9%	342,840
Spring 2009	University of Maine	84,836	65.5%	28,995	22.4%	15,741	12%	129,572
	University of Maine at Augusta	23,910	63.4%	11,544	30.6%	2,247	6%	37,701
	University of Maine at Farmington	25,549	87.2%	2,683	9.2%	1,055	4%	29,287
	University of Maine at Fort Kent	7,637	75.9%	1,998	19.9%	430	4%	10,065
	University of Maine at Machias	5,127	59.4%	2,897	33.6%	610	7%	8,633
	University of Maine at Presque Isle	10,255	71.2%	3,208	22.3%	946	7%	14,409
	University of Southern Maine	58,014	63.8%	26,617	29.3%	6,367	7%	90,997
	University of Maine System	215,327	67.2%	77,942	24.3%	27,395	9%	320,664
Summer 2009	University of Maine	10,803	64.5%	3,312	19.8%	2,621	16%	16,736
	University of Maine at Augusta	5,955	63.1%	2,570	27.2%	910	10%	9,435
	University of Maine at Farmington	2,795	85.5%	305	9.3%	169	5%	3,269
	University of Maine at Fort Kent	2,643	69.1%	1,098	28.7%	86	2%	3,827
	University of Maine at Machias	470	26.5%	869	49.1%	432	24%	1,771
	University of Maine at Presque Isle	871	58.5%	597	40.1%	21	1%	1,489
	University of Southern Maine	13,244	60.8%	6,584	30.2%	1,959	9%	21,786
	University of Maine System	36,781	63.1%	15,335	26.3%	6,198	11%	58,313

- Primary Instructors ONLY
- All Full Time Faculty, All Part Time Faculty, Other contains all other non-faculty instructors
- Based on Student Credit Hours as reported to IPEDS
- Credit Hour % is Instructor Type calculated as a percentage of the Credit Hour Total for each row

Student Credit Hours by Primary Instructor
Fall 2008 to Summer 2019

SEMESTER	INSTITUTION	Full-Time Faculty		Part-Time Faculty		Other Instructor		Credit HR Semester Total
		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2009	University of Maine	92,038	67.2%	30,494	22.3%	14,331	10%	136,862
	University of Maine at Augusta	23,857	57.3%	15,223	36.6%	2,566	6%	41,646
	University of Maine at Farmington	26,619	85.5%	3,400	10.9%	1,114	4%	31,133
	University of Maine at Fort Kent	8,647	77.2%	1,793	16.0%	762	7%	11,202
	University of Maine at Machias	4,912	58.3%	2,916	34.6%	591	7%	8,419
	University of Maine at Presque Isle	10,058	63.1%	4,025	25.3%	1,849	12%	15,932
	University of Southern Maine	62,748	64.2%	28,305	29.0%	6,625	7%	97,678
	University of Maine System	228,878	66.8%	86,156	25.1%	27,837	8%	342,871
Spring 2010	University of Maine	85,201	66.9%	26,870	21.1%	15,226	12%	127,298
	University of Maine at Augusta	23,385	57.8%	14,560	36.0%	2,530	6%	40,475
	University of Maine at Farmington	25,794	87.3%	2,726	9.2%	1,029	3%	29,549
	University of Maine at Fort Kent	7,079	68.0%	2,991	28.7%	343	3%	10,413
	University of Maine at Machias	5,210	59.6%	2,983	34.1%	548	6%	8,741
	University of Maine at Presque Isle	9,505	67.4%	3,768	26.7%	837	6%	14,110
	University of Southern Maine	59,960	65.2%	26,888	29.2%	5,080	6%	91,928
	University of Maine System	216,134	67.0%	80,786	25.0%	25,593	8%	322,513
Summer 2010	University of Maine	10,764	66.4%	2,941	18.1%	2,509	15%	16,213
	University of Maine at Augusta	6,709	62.8%	3,247	30.4%	721	7%	10,677
	University of Maine at Farmington	2,940	85.9%	395	11.5%	86	3%	3,421
	University of Maine at Fort Kent	2,320	67.1%	1,118	32.3%	18	1%	3,456
	University of Maine at Machias	667	46.0%	530	36.6%	252	17%	1,449
	University of Maine at Presque Isle	1,768	67.2%	834	31.7%	30	1%	2,632
	University of Southern Maine	13,924	61.6%	6,531	28.9%	2,144	9%	22,598
	University of Maine System	39,091	64.7%	15,596	25.8%	5,760	10%	60,446

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Student Credit Hours by Primary Instructor
Fall 2008 to Summer 2019

SEMESTER	INSTITUTION	Full-Time Faculty		Part-Time Faculty		Other Instructor		Credit HR Semester Total
		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2010	University of Maine	89,656	67.8%	27,871	21.1%	14,655	11%	132,181
	University of Maine at Augusta	23,490	55.8%	15,349	36.5%	3,231	8%	42,070
	University of Maine at Farmington	26,884	84.3%	3,928	12.3%	1,083	3%	31,895
	University of Maine at Fort Kent	7,306	69.1%	2,788	26.4%	483	5%	10,577
	University of Maine at Machias	5,127	60.1%	2,739	32.1%	671	8%	8,537
	University of Maine at Presque Isle	9,876	63.1%	4,470	28.5%	1,316	8%	15,662
	University of Southern Maine	65,475	66.8%	26,803	27.3%	5,766	6%	98,044
	University of Maine System	227,813	67.2%	83,948	24.8%	27,203	8%	338,964
Spring 2011	University of Maine	82,831	67.3%	25,726	20.9%	14,532	12%	123,089
	University of Maine at Augusta	23,132	56.1%	15,057	36.5%	3,051	7%	41,240
	University of Maine at Farmington	24,963	84.8%	3,324	11.3%	1,162	4%	29,449
	University of Maine at Fort Kent	6,931	67.2%	2,784	27.0%	593	6%	10,308
	University of Maine at Machias	4,523	58.0%	2,726	34.9%	555	7%	7,804
	University of Maine at Presque Isle	9,328	64.3%	4,302	29.7%	879	6%	14,509
	University of Southern Maine	60,867	66.4%	24,931	27.2%	5,885	6%	91,683
	University of Maine System	212,575	66.8%	78,850	24.8%	26,657	8%	318,081
Summer 2011	University of Maine	10,028	62.8%	4,034	25.3%	1,909	12%	15,970
	University of Maine at Augusta	6,236	55.0%	3,839	33.9%	1,258	11%	11,333
	University of Maine at Farmington	2,573	80.0%	504	15.7%	139	4%	3,216
	University of Maine at Fort Kent	2,083	63.7%	1,115	34.1%	72	2%	3,270
	University of Maine at Machias	786	44.2%	672	37.8%	319	18%	1,777
	University of Maine at Presque Isle	1,795	63.0%	933	32.8%	120	4%	2,848
	University of Southern Maine	14,454	64.5%	6,045	27.0%	1,907	9%	22,405
	University of Maine System	37,954	62.4%	17,142	28.2%	5,723	9%	60,818

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Student Credit Hours by Primary Instructor
Fall 2008 to Summer 2019

SEMESTER	INSTITUTION	Full-Time Faculty		Part-Time Faculty		Other Instructor		Credit HR Semester Total
		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2011	University of Maine	85,631	66.4%	29,922	23.2%	13,496	10%	129,049
	University of Maine at Augusta	23,068	54.5%	16,339	38.6%	2,945	7%	42,352
	University of Maine at Farmington	25,899	82.6%	4,474	14.3%	980	3%	31,353
	University of Maine at Fort Kent	7,227	68.6%	2,805	26.6%	504	5%	10,536
	University of Maine at Machias	5,358	66.6%	2,436	30.3%	254	3%	8,048
	University of Maine at Presque Isle	9,167	61.3%	4,780	32.0%	1,007	7%	14,954
	University of Southern Maine	63,763	67.7%	25,033	26.6%	5,344	6%	94,139
	University of Maine System	220,112	66.6%	85,788	26.0%	24,530	7%	330,430
Spring 2012	University of Maine	79,014	66.3%	26,682	22.4%	13,462	11%	119,158
	University of Maine at Augusta	24,804	58.6%	14,600	34.5%	2,953	7%	42,357
	University of Maine at Farmington	23,778	81.4%	4,688	16.1%	735	3%	29,201
	University of Maine at Fort Kent	7,341	71.5%	2,404	23.4%	527	5%	10,272
	University of Maine at Machias	5,312	64.7%	2,556	31.1%	345	4%	8,213
	University of Maine at Presque Isle	8,206	58.5%	5,084	36.2%	743	5%	14,033
	University of Southern Maine	58,281	65.8%	24,070	27.2%	6,288	7%	88,639
	University of Maine System	206,735	66.3%	80,084	25.7%	25,053	8%	311,872
Summer 2012	University of Maine	8,542	60.2%	3,668	25.9%	1,973	14%	14,183
	University of Maine at Augusta	6,780	58.2%	3,742	32.1%	1,121	10%	11,643
	University of Maine at Farmington	2,140	75.3%	601	21.2%	101	4%	2,842
	University of Maine at Fort Kent	1,849	63.7%	859	29.6%	195	7%	2,903
	University of Maine at Machias	1,046	65.0%	504	31.3%	60	4%	1,610
	University of Maine at Presque Isle	1,764	67.2%	769	29.3%	93	4%	2,626
	University of Southern Maine	13,600	64.3%	6,298	29.8%	1,243	6%	21,140
	University of Maine System	35,721	62.7%	16,441	28.9%	4,785	8%	56,946

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Student Credit Hours by Primary Instructor

Fall 2008 to Summer 2019

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		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2012	University of Maine	84,577	66.0%	30,508.0	0.2	13,107	10%	128,192
	University of Maine at Augusta	24,614	57.3%	15,679.0	0.4	2,644	6%	42,937
	University of Maine at Farmington	25,444	85.1%	3,424.0	0.1	1,030	3%	29,898
	University of Maine at Fort Kent	7,477	64.0%	2,815.0	0.2	1,396	12%	11,688
	University of Maine at Machias	5,496	64.1%	2,984.0	0.3	90	1%	8,570
	University of Maine at Presque Isle	9,614	65.8%	4,231.0	0.3	758	5%	14,603
	University of Southern Maine	63,071	65.9%	27,453.0	0.3	5,127	5%	95,650
	University of Maine System	220,292	66.4%	87,094.0	0.3	24,151	7%	331,537
Spring 2013	University of Maine	78,813	66.1%	25,721.0	0.2	14,781	12%	119,315
	University of Maine at Augusta	23,840	57.4%	15,207.0	0.4	2,497	6%	41,544
	University of Maine at Farmington	24,334	87.1%	2,888.0	0.1	731	3%	27,953
	University of Maine at Fort Kent	7,247	69.4%	2,302.0	0.2	898	9%	10,447
	University of Maine at Machias	5,184	63.0%	2,738.0	0.3	301	4%	8,223
	University of Maine at Presque Isle	9,176	68.6%	3,576.0	0.3	627	5%	13,379
	University of Southern Maine	55,565	64.0%	25,909.5	0.3	5,284	6%	86,758
	University of Maine System	204,158	66.4%	78,341.5	0.3	25,118	8%	307,618
Summer 2013	University of Maine	9,068	63.3%	3,258.0	0.2	1,998	14%	14,324
	University of Maine at Augusta	6,447	54.2%	4,280.0	0.4	1,172	10%	11,899
	University of Maine at Farmington	2,044	79.1%	457.0	0.2	84	3%	2,585
	University of Maine at Fort Kent	1,752	60.3%	914.0	0.3	239	8%	2,905
	University of Maine at Machias	658	57.1%	411.0	0.4	84	7%	1,153
	University of Maine at Presque Isle	1,582	65.8%	763.0	0.3	60	2%	2,405
	University of Southern Maine	13,519	65.0%	5,819.5	0.3	1,451	7%	20,789
	University of Maine System	35,069	62.6%	15,902.5	0.3	5,088	9%	56,059

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Student Credit Hours by Primary Instructor
Fall 2008 to Summer 2019

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		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2013	University of Maine	84,987	63.8%	31,406	23.6%	16,917	13%	133,310
	University of Maine at Augusta	23,834	58.6%	14,430	35.5%	2,426	6%	40,690
	University of Maine at Farmington	22,886	80.3%	4,441	15.6%	1,156	4%	28,483
	University of Maine at Fort Kent	7,202	59.6%	3,342	27.7%	1,537	13%	12,081
	University of Maine at Machias	5,299	65.2%	2,564	31.5%	268	3%	8,131
	University of Maine at Presque Isle	8,156	64.5%	4,020	31.8%	462	4%	12,638
	University of Southern Maine	61,066	67.7%	25,053	27.8%	4,045	4%	90,164
	University of Maine System	213,429	65.6%	85,256	26.2%	26,811	8%	325,496
Spring 2014	University of Maine	77,914	63.7%	27,076	22.1%	17,387	14%	122,377
	University of Maine at Augusta	22,178	57.0%	14,145	36.4%	2,554	7%	38,877
	University of Maine at Farmington	21,833	81.6%	3,839	14.4%	1,080	4%	26,752
	University of Maine at Fort Kent	7,337	69.4%	2,290	21.6%	951	9%	10,578
	University of Maine at Machias	5,143	66.8%	2,102	27.3%	451	6%	7,696
	University of Maine at Presque Isle	7,340	61.1%	4,019	33.5%	651	5%	12,010
	University of Southern Maine	52,277	63.8%	26,077	31.8%	3,613	4%	81,966
	University of Maine System	194,021	64.6%	79,547	26.5%	26,687	9%	300,255
Summer 2014	University of Maine	8,078	61.7%	2,962	22.6%	2,052	16%	13,091
	University of Maine at Augusta	6,377	54.4%	4,424	37.7%	931	8%	11,732
	University of Maine at Farmington	1,852	68.9%	626	23.3%	209	8%	2,687
	University of Maine at Fort Kent	1,661	64.0%	754	29.1%	180	7%	2,595
	University of Maine at Machias	649	69.0%	222	23.6%	70	7%	941
	University of Maine at Presque Isle	1,240	69.4%	486	27.2%	60	3%	1,786
	University of Southern Maine	13,337	65.6%	5,615	27.6%	1,372	7%	20,323
	University of Maine System	33,194	62.4%	15,089	28.4%	4,873	9%	53,155

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Fall 2008 to Summer 2019

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Fall 2014	University of Maine	90,821	66.8%	28,071	20.6%	17,073	13%	135,965
	University of Maine at Augusta	22,578	57.6%	13,540	34.5%	3,101	8%	39,219
	University of Maine at Farmington	21,364	80.2%	4,432	16.6%	828	3%	26,624
	University of Maine at Fort Kent	7,835	62.4%	3,159	25.1%	1,571	13%	12,565
	University of Maine at Machias	5,097	65.9%	2,354	30.4%	286	4%	7,736
	University of Maine at Presque Isle	7,635	65.3%	3,728	31.9%	322	3%	11,685
	University of Southern Maine	54,698	64.7%	24,784	29.3%	5,012	6%	84,493
	University of Maine System	210,028	66.0%	80,068	25.2%	28,192	9%	318,287
Spring 2015	University of Maine	84,559	67.9%	23,491	18.9%	16,461	13%	124,511
	University of Maine at Augusta	21,593	58.0%	12,904	34.7%	2,714	7%	37,211
	University of Maine at Farmington	20,168	80.0%	4,276	17.0%	774	3%	25,218
	University of Maine at Fort Kent	7,765	69.2%	2,728	24.3%	728	6%	11,221
	University of Maine at Machias	5,201	69.8%	1,935	26.0%	312	4%	7,448
	University of Maine at Presque Isle	6,420	59.7%	3,661	34.0%	680	6%	10,761
	University of Southern Maine	48,725	63.1%	24,162	31.3%	4,320	6%	77,207
	University of Maine System	194,431	66.2%	73,157	24.9%	25,989	9%	293,577
Summer 2015	University of Maine	8,890	64.4%	2,767	20.0%	2,148	16%	13,805
	University of Maine at Augusta	4,696	43.7%	5,018	46.7%	1,029	10%	10,743
	University of Maine at Farmington	2,251	73.6%	521	17.0%	288	9%	3,060
	University of Maine at Fort Kent	2,089	65.5%	885	27.8%	213	7%	3,187
	University of Maine at Machias	435	58.9%	192	26.0%	112	15%	739
	University of Maine at Presque Isle	1,097	63.0%	564	32.4%	79	5%	1,740
	University of Southern Maine	12,640	65.5%	5,335	27.6%	1,330	7%	19,305
	University of Maine System	32,098	61.0%	15,282	29.1%	5,199	10%	52,578

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Fall 2015	University of Maine	93,822	69.7%	24,336	18.1%	16,451	12%	134,609
	University of Maine at Augusta	21,366	54.2%	14,206	36.1%	3,818	10%	39,390
	University of Maine at Farmington	21,914	81.1%	3,816	14.1%	1,304	5%	27,034
	University of Maine at Fort Kent	8,206	60.1%	2,998	22.0%	2,454	18%	13,658
	University of Maine at Machias	5,299	71.7%	2,040	27.6%	56	1%	7,394
	University of Maine at Presque Isle	6,759	54.7%	4,230	34.2%	1,362	11%	12,351
	University of Southern Maine	45,949	58.2%	27,203	34.4%	5,818	7%	78,970
	University of Maine System	203,314	64.9%	78,829	25.2%	31,262	10%	313,405
Spring 2016	University of Maine	85,919	68.0%	23,338	18.5%	17,117	14%	126,374
	University of Maine at Augusta	22,989	62.2%	12,461	33.7%	1,490	4%	36,940
	University of Maine at Farmington	20,075	79.9%	3,847	15.3%	1,217	5%	25,139
	University of Maine at Fort Kent	7,866	64.1%	2,624	21.4%	1,776	14%	12,266
	University of Maine at Machias	4,828	68.4%	2,091	29.6%	140	2%	7,059
	University of Maine at Presque Isle	5,727	53.8%	3,991	37.5%	923	9%	10,641
	University of Southern Maine	42,368	58.5%	26,725	36.9%	3,373	5%	72,465
	University of Maine System	189,772	65.2%	75,076	25.8%	26,036	9%	290,884
Summer 2016	University of Maine	9,327	69.4%	2,372	17.6%	1,743	13%	13,442
	University of Maine at Augusta	5,250	53.6%	4,220	43.1%	319	3%	9,789
	University of Maine at Farmington	1,910	72.9%	546	20.8%	165	6%	2,621
	University of Maine at Fort Kent	1,921	54.3%	1,162	32.9%	453	13%	3,536
	University of Maine at Machias	570	63.6%	162	18.1%	164	18%	896
	University of Maine at Presque Isle	1,169	67.0%	558	32.0%	18	1%	1,745
	University of Southern Maine	11,761	62.2%	5,874	31.0%	1,285	7%	18,920
	University of Maine System	31,908	62.6%	14,894	29.2%	4,147	8%	50,948

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Fall 2016	University of Maine	97,396	70.8%	26,474	19.3%	13,634	10%	137,504
	University of Maine at Augusta	19,575	53.9%	13,422	36.9%	3,335	9%	36,332
	University of Maine at Farmington	22,364	83.6%	3,393	12.7%	998	4%	26,755
	University of Maine at Fort Kent	9,322	59.1%	3,353	21.2%	3,105	20%	15,780
	University of Maine at Machias	5,133	69.5%	2,193	29.7%	58	1%	7,384
	University of Maine at Presque Isle	6,039	45.5%	4,090	30.8%	3,146	24%	13,275
	University of Southern Maine	47,623	60.0%	28,494	35.9%	3,318	4%	79,435
	University of Maine System	207,452	65.6%	81,419	25.7%	27,594	9%	316,465
Spring 2017	University of Maine	89,752	69.5%	23,555	18.2%	15,768	12%	129,075
	University of Maine at Augusta	19,601	60.3%	11,721	36.1%	1,182	4%	32,504
	University of Maine at Farmington	20,493	81.5%	3,662	14.6%	997	4%	25,152
	University of Maine at Fort Kent	8,921	71.7%	2,371	19.0%	1,158	9%	12,450
	University of Maine at Machias	4,263	62.3%	2,425	35.4%	156	2%	6,843
	University of Maine at Presque Isle	6,070	56.1%	3,066	28.3%	1,690	16%	10,826
	University of Southern Maine	44,091	60.0%	27,007	36.8%	2,360	3%	73,458
	University of Maine System	193,191	66.5%	73,807	25.4%	23,311	8%	290,308
Summer 2017	University of Maine	9,467	72.4%	1,733	13.3%	1,869	14%	13,069
	University of Maine at Augusta	4,645	53.4%	3,852	44.3%	201	2%	8,698
	University of Maine at Farmington	2,134	68.3%	747	23.9%	242	8%	3,123
	University of Maine at Fort Kent	2,441	80.9%	474	15.7%	103	3%	3,018
	University of Maine at Machias	441	56.5%	249	31.9%	91	12%	781
	University of Maine at Presque Isle	1,104	74.6%	299	20.2%	76	5%	1,479
	University of Southern Maine	12,271	65.5%	5,093	27.2%	1,370	7%	18,733
	University of Maine System	32,502	66.5%	12,447	25.5%	3,952	8%	48,901

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Fall 2008 to Summer 2019

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Fall 2017	University of Maine	98,994	71.1%	26,592	19.1%	13,702	10%	139,287
	University of Maine at Augusta	17,999	55.3%	11,832	36.4%	2,700	8%	32,531
	University of Maine at Farmington	21,457	79.8%	4,001	14.9%	1,446	5%	26,904
	University of Maine at Fort Kent	9,554	67.0%	2,237	15.7%	2,465	17%	14,256
	University of Maine at Machias	4,607	67.9%	2,088	30.8%	90	1%	6,785
	University of Maine at Presque Isle	5,540	40.9%	3,660	27.0%	4,343	32%	13,543
	University of Southern Maine	47,449	57.9%	30,353	37.1%	4,097	5%	81,899
	University of Maine System	205,600	65.2%	80,763	25.6%	28,842	9%	315,204
Spring 2018	University of Maine	92,450	70.7%	26,447	20.2%	11,957	9%	130,854
	University of Maine at Augusta	16,828	54.5%	12,626	40.9%	1,434	5%	30,888
	University of Maine at Farmington	19,523	77.7%	4,113	16.4%	1,481	6%	25,117
	University of Maine at Fort Kent	8,774	71.3%	2,398	19.5%	1,126	9%	12,298
	University of Maine at Machias	4,418	68.0%	2,034	31.3%	50	1%	6,501
	University of Maine at Presque Isle	5,526	46.2%	2,979	24.9%	3,452	29%	11,957
	University of Southern Maine	42,136	55.6%	30,324	40.0%	3,312	4%	75,771
	University of Maine System	189,655	64.6%	80,921	27.6%	22,811	8%	293,386
Summer 2018	University of Maine	8,591	66.4%	2,429	18.8%	1,922	15%	12,941
	University of Maine at Augusta	4,747	52.1%	4,068	44.6%	304	3%	9,119
	University of Maine at Farmington	1,827	61.0%	964	32.2%	206	7%	2,997
	University of Maine at Fort Kent	2,638	90.6%	195	6.7%	80	3%	2,913
	University of Maine at Machias	508	53.0%	354	37.0%	96	10%	958
	University of Maine at Presque Isle	870	51.2%	453	26.7%	375	22%	1,698
	University of Southern Maine	11,421	60.1%	6,311	33.2%	1,259	7%	18,991
	University of Maine System	30,602	61.7%	14,774	29.8%	4,242	9%	49,617

- Primary Instructors ONLY
- All Full Time Faculty, All Part Time Faculty, Other contains all other non-faculty instructors
- Based on Student Credit Hours as reported to IPEDS
- Credit Hour % is Instructor Type calculated as a percentage of the Credit Hour Total for each row

Student Credit Hours by Primary Instructor
Fall 2008 to Summer 2019

SEMESTER	INSTITUTION	Full-Time Faculty		Part-Time Faculty		Other Instructor		Credit HR Semester Total
		Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	Credit HR Total	Credit HR %	
Fall 2018	University of Maine	100,692	72.2%	25,954	18.6%	12,807	9%	139,453
	University of Maine at Augusta	18,201	54.0%	12,599	37.4%	2,912	9%	33,712
	University of Maine at Farmington	20,729	81.4%	3,569	14.0%	1,168	5%	25,466
	University of Maine at Fort Kent	9,182	64.1%	2,748	19.2%	2,386	17%	14,316
	University of Maine at Machias	4,534	71.2%	1,838	28.8%		0%	6,372
	University of Maine at Presque Isle	6,306	45.1%	3,960	28.3%	3,727	27%	13,993
	University of Southern Maine	49,641	58.7%	31,272	37.0%	3,689	4%	84,602
	University of Maine System	209,284	65.8%	81,940	25.8%	26,689	8%	317,913
Spring 2019	University of Maine	92,254	70.3%	24,203	18.5%	14,722	11%	131,179
	University of Maine at Augusta	17,555	56.3%	12,120	38.9%	1,521	5%	31,196
	University of Maine at Farmington	19,264	80.1%	3,421	14.2%	1,375	6%	24,060
	University of Maine at Fort Kent	8,458	73.3%	1,955	17.0%	1,119	10%	11,532
	University of Maine at Machias	4,531	73.4%	1,628	26.4%	13	0%	6,172
	University of Maine at Presque Isle	5,647	48.1%	3,751	32.0%	2,341	20%	11,739
	University of Southern Maine	48,055	60.2%	28,552	35.8%	3,177	4%	79,784
	University of Maine System	195,764	66.2%	75,630	25.6%	24,267	8%	295,661
Summer 2019	University of Maine	9,736	68.8%	2,434	17.2%	1,984	14%	14,154
	University of Maine at Augusta	5,111	53.5%	4,095	42.9%	345	4%	9,551
	University of Maine at Farmington	1,856	60.7%	834	27.3%	367	12%	3,057
	University of Maine at Fort Kent	2,426	84.4%	362	12.6%	87	3%	2,875
	University of Maine at Machias	525	63.3%	190	22.9%	115	14%	830
	University of Maine at Presque Isle	1,255	59.6%	633	30.0%	219	10%	2,107
	University of Southern Maine	11,622	61.6%	6,416	34.0%	818	4%	18,856
	University of Maine System	32,531	63.3%	14,964	29.1%	3,935	8%	51,430

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