This report provides a statistical summary of the tenure status and demographic characteristics of faculty at the University of Maine System. Both current information and trends since 1981 are provided.

The information was extracted from the University's Human Resources Information file in February 2006, reflecting the 2005-2006 academic year. For the purpose of this report, a faculty member is defined as any full-time regular* professional employee with a rank of professor, associate professor, assistant professor, instructor, or lecturer. Included are teaching faculty and administrators with rank who may or may not be teaching.

SUBJECT
I. Tenure Statistics, 2005-2006
   A. Highlights
   B. Data Tables
      - Tenure Status by Rank and University
      - Tenure Status By Gender and University
      - Tenure Status by University
      - Ethnicity
        By Tenure Status
      - Average Age
        By Gender and University
        By Gender and Rank
      - Years of Service from Date of Appointment to Date of Tenure
      - Discipline by University
      - Top Ten Disciplines

II. Faculty Profile Trends 1981-2005
   A. Highlights
   B. Data Tables
      - Number of Faculty
      - Percent Tenured by Gender
      - Gender Composition of Faculty 1981 – 2005
      - Years to Tenure by Gender
      - Minority Faculty
      - Average Age
   C. Number of Current Regular Employees Reaching Normal Retirement Age (65)

*including faculty with shared appointments or participating in the partial retirement program.

Office of Human Resources
March 2006
HIGHLIGHTS

Numbers of Tenured and Non-Tenured Faculty

- Based on the Annual Report on the Economic Status of the Profession, 2004/2005 published by the American Association of University Professors, 56.6% of all faculty nationally are tenured. This compares to 63.0% at the University of Maine System.

- There are 1,380 faculty members included in this report. This is ten fewer faculty as compared to last year. Tenured faculty decreased by 5 to 870, and the number of faculty without tenure decreased by 5 to 510.

- 870 (63.0%) of the faculty have tenure. The percentage of tenured faculty varies from 65.5% at UMPI to 45.9% at UMFK.

- 98.4% of professors, 92.6% of associate professors and 1.0% of assistant professors have tenure. At all universities, 96.5% or more of the professors have tenure, and 88.9% or more of the associate professors have tenure.

- 510 (37.0%) of the faculty do not have tenure. Of this number, 264 (51.8%) are eligible for tenure, and 246 (48.2%) are not eligible for tenure.

- 246 faculty who are not eligible for tenure generally fall into one of the following categories: (1) replacement for faculty on sabbatical or temporarily filling a vacant position, (2) soft-money position, (3) administrator, (4) unanticipated enrollment.

- On average, a faculty member serves 5.5 years in the University of Maine System before being awarded tenure.

Women and Minority Faculty

- 835 (60.5%) of the faculty are men, and 545 (39.5%) are women. The proportion of women faculty ranges from 52.4% at UMA to 29.0% at UMM.

- 69.0% of men faculty have tenure, and 53.9% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 48.8% at UM and 57.3% at USM.

- Men faculty serve 5.2 years on average before being awarded tenure; women faculty have an average of 5.9 years of service when awarded tenure.

- Only 63 faculty (4.6%) are minority. There are ten more minority faculty this year than last year.

Age Distribution

- The average age of University faculty is 51.5 years. Tenured faculty average 55.0 years of age and non-tenured faculty average 45.6 years of age.

- The average age varies from 49.0 years at UMF to 54.6 years at UMA.

- The average age of faculty by rank is: professors, 58.1; associate professors, 51.9; assistant professors, 43.4; instructors, 49.2; and lecturers, 47.5.

- 96.0% of tenured faculty are over the age of 40 while 65.3% of non-tenured faculty are over the age of 40.

- 267 faculty are over the age of 60 and 74 faculty are over the age of 65. This is 21 more faculty over age 60, and 5 more faculty over age 65 compared to one year ago.

Note: In all Tables a “ – “ indicates zero.
### UNIVERSITY OF MAINE SYSTEM
### TENURE REPORT
### TENURE STATUS BY RANK AND UNIVERSITY

#### TENURE STATUS

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## TENURE REPORT
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#### TENURE REPORT

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**Average Age by Gender and University**

- **UMAINE**
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  - Non-Tenured: 45.7, 45.3, 45.5
- **AUGUSTA**
  - Tenured: 55.4, 59.6, 57.5
  - Non-Tenured: 49.7, 50.4, 50.0
- **FARMINGTON**
  - Tenured: 51.9, 53.9, 53.0
  - Non-Tenured: 44.2, 42.3, 43.4
- **FORT KENT**
  - Tenured: 52.3, 52.4, 52.4
  - Non-Tenured: 44.1, 48.8, 46.9
- **MACHIAS**
  - Tenured: 54.0, 53.9, 53.9
  - Non-Tenured: 45.3, 41.6, 42.6
- **PRESQUE ISLE**
  - Tenured: 54.4, 55.2, 54.8
  - Non-Tenured: 42.8, 46.8, 44.9
- **SOUTHERN MAINE**
  - Tenured: 52.7, 56.7, 55.1
  - Non-Tenured: 44.7, 46.0, 45.4

**Total**

- Tenured: 53.3, 55.9, 55.0
- Non-Tenured: 45.5, 45.7, 45.6

**Average Age**

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<td>Social Work</td>
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<td>1</td>
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<tr>
<td>Visual and Performing Arts</td>
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<td>11</td>
<td>8</td>
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<tr>
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<td>4</td>
<td>12</td>
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<td>TOTAL</td>
<td>620</td>
<td>103</td>
<td>124</td>
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* Discipline is not reported for administrative faculty
UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
DISCIPLINES WITH GREATEST NUMBERS OF
FACULTY

Education: 163
Social Sciences: 129
Physical Science: 94
Biological Sciences/Life Science: 91
Visual & Performing Arts: 89
Health Sciences: 87
English Language and Literature: 86
Engineering: 72
Business Mgmt. & Admin. Svcs: 67
Mathematics: 61
The annual reports of UMS Tenure Statistics provide the data needed to track trends in the profile of full-time faculty. The reports prepared from 1981 to the current year reveal the following trends.

**Number of Faculty**
- The number of faculty has been increasing steadily since 1997, from the low of 1255 faculty members to last year’s high of 1390. There are 10 fewer faculty this year as compared to last year. This is the first decrease in faculty since 1997.
- The number of faculty grew steadily throughout the 1980’s, from 1,160 in 1981 to a high of 1,415 in 1989.
- The number of faculty decreased throughout the 1990’s, from 1,394 in 1990 to a low of 1,255 in 1997.
- Enrollment in the UMS has followed similar trends with growth in the 1980’s, decreases from 1990 to 1997, and increases from 1997 to the present.
- Faculty separations were 5.1% of all faculty compared to 4.5% in 2003 and 6.0% in 2000.

**Percent of Faculty with Tenure**
- The percent of faculty with tenure declined between 1996 and 2001 and has increased slightly in the last four years. There were 69.6% tenured faculty in 1996, down to a low of 61.0% in 2001.
- The percentage of faculty with tenure declines when the total number of faculty grows and increases when the total number of faculty declines.
  - The percentage of faculty with tenure dropped to a low of 58% in 1988, reflecting the hiring and growth in total faculty of the 1980’s.
  - The percentage of faculty with tenure grew to a high of 69.9% in 1995 and 1996, reflecting the low rate of hiring and decrease in total faculty of the 1990’s.
- The percent of tenured faculty at public institutions has declined steadily since 1998. The tenured faculty of the University of Maine System also declined during this period and was below the national average until 2002. The percent of tenured faculty at UMS remains constant compared to last year at 63.0%. The percent of tenured faculty at public institutions nationally declined to 58.6 percent.
- The percentage of faculty with tenure is now nearly equal to the percent with tenure in 1981; 63.0% now and 63.3% in 1981.
- The average years of service from date of appointment to tenure has remained between 5.1 years and 5.4 years until 2004. This year the average years of service from date of appointment to tenure increased to a new high of 5.5 years.

**Women and Minority Faculty**
- The percentage of faculty who are women has increased from 21.9% in 1981 to 39.5% in 2005.
- The percentage of full-time faculty who are women has increased slightly almost every year reported, resulting in a cumulative gain of over 75%.
- The percentage of women faculty with tenure has grown throughout the 24 year period, from 37.4% to 53.9%. However, the percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (69.0%).
- The data show a consistent difference between men and women in the number of years of employment prior to the granting of tenure. On average male faculty receive tenure after 5 years, and female faculty receive tenure after 6 years.
- Minority faculty have increased for the first time in four years to 4.6%. This compares to 4.7% in 2001.

**Average Age of Faculty**
- The average age of all faculty has increased steadily for more than twenty years. From an average age of 43.9 in 1981, the average has risen to 51.5.
- The percentage of tenured faculty who are over age 40 has risen from roughly 80% in 1981 to over 96% in 2005.
- Projections based on the current workforce indicate an increase in the number of faculty reaching normal retirement age. From fiscal year 2012 to fiscal year 2020 (with two exceptions) 50 or more faculty will attain age 65 each year.
### NUMBER OF FACULTY

<table>
<thead>
<tr>
<th>YEAR</th>
<th>FACULTY</th>
<th>MEN</th>
<th>WOMEN</th>
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<td></td>
<td></td>
<td>%</td>
<td>%</td>
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<tr>
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<td>1987</td>
<td>1353</td>
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<td>1984</td>
<td>1234</td>
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<tr>
<td>1981</td>
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<td>78.1</td>
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### PERCENT TENURED BY GENDER

<table>
<thead>
<tr>
<th>YEAR</th>
<th>NUMBER</th>
<th>PERCENT</th>
<th>MEN</th>
<th>WOMEN</th>
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<tr>
<td></td>
<td></td>
<td>%</td>
<td>%</td>
<td>%</td>
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<td>734</td>
<td>63.3</td>
<td>70.5</td>
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</table>
1981

- **Tenured Men**: 55.1%
- **Tenured Women**: 8.1%
- **Untenured Men**: 23.0%
- **Untenured Women**: 13.8%

**Gender Composition:** 21.9% Women

1993

- **Tenured Men**: 51.8%
- **Tenured Women**: 13.9%
- **Untenured Men**: 19.1%
- **Untenured Women**: 15.2%

**Gender Composition:** 29.1% Women

2005

- **Tenured Men**: 41.7%
- **Tenured Women**: 21.3%
- **Untenured Men**: 18.8%
- **Untenured Women**: 18.2%

**Gender Composition:** 39.5% Women
UNIVERSITY OF MAINE SYSTEM
TENURE REPORT

PROFILE OF TENURE STATISTICS
FROM 1981 THROUGH 2005

YEARS TO TENURE BY GENDER

<table>
<thead>
<tr>
<th>YEAR</th>
<th>AVG</th>
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<th>WOMEN</th>
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<td>5.2</td>
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<tr>
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MINORITIES

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<tr>
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<td>40</td>
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AVERAGE AGE TENURED

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<th>YEAR</th>
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<td>48.0</td>
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<td>79.7</td>
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*There was a revision to the method for determining age that resulted in rounding differences.
In FY05, 92 faculty over age 65 are currently within the UMS.

Note: Analysis includes regular, full and part-time faculty using February 2006 employee snapshot and assumes NO replacements are hired.