

**UNIVERSITY OF MAINE SYSTEM
FACULTY AND TENURE STATISTICS**

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.

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

UNIVERSITY OF MAINE SYSTEM
REPORT ON TENURE STATISTICS

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

<u>UNIVERSITY</u> <u>RANK</u>	<u>TENURED</u>			<u>NON-TENURED</u>			<u>TOTAL</u>		
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>
<u>UMAINE</u>									
PROFESSOR	36	174	210	-	3	3	36	177	213
ASSOCIATE PROFESSOR	63	122	185	4	8	12	67	130	197
ASSISTANT PROFESSOR	-	-	-	57	67	124	57	67	124
INSTRUCTOR	-	-	-	18	6	24	18	6	24
LECTURER	-	-	-	25	37	62	25	37	62
TOTAL	99	296	395	104	121	225	203	417	620
<u>AUGUSTA</u>									
PROFESSOR	13	24	37	-	-	-	13	24	37
ASSOCIATE PROFESSOR	18	8	26	-	-	-	18	8	26
ASSISTANT PROFESSOR	-	-	-	16	14	30	16	14	30
INSTRUCTOR	-	-	-	5	2	7	5	2	7
LECTURER	-	-	-	2	1	3	2	1	3
TOTAL	31	32	63	23	17	40	54	49	103
<u>FARMINGTON</u>									
PROFESSOR	17	21	38	-	-	-	17	21	38
ASSOCIATE PROFESSOR	16	18	34	2	2	4	18	20	38
ASSISTANT PROFESSOR	1	-	1	14	17	31	15	17	32
INSTRUCTOR	-	-	-	4	3	7	4	3	7
LECTURER	-	-	-	8	1	9	8	1	9
TOTAL	34	39	73	28	23	51	62	62	124
<u>FORT KENT</u>									
PROFESSOR	2	7	9	-	-	-	2	7	9
ASSOCIATE PROFESSOR	4	4	8	-	1	1	4	5	9
ASSISTANT PROFESSOR	-	-	-	4	9	13	4	9	13
INSTRUCTOR	-	-	-	3	-	3	3	-	3
LECTURER	-	-	-	1	2	3	1	2	3
TOTAL	6	11	17	8	12	20	14	23	37

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
TENURE STATUS BY RANK AND UNIVERSITY**

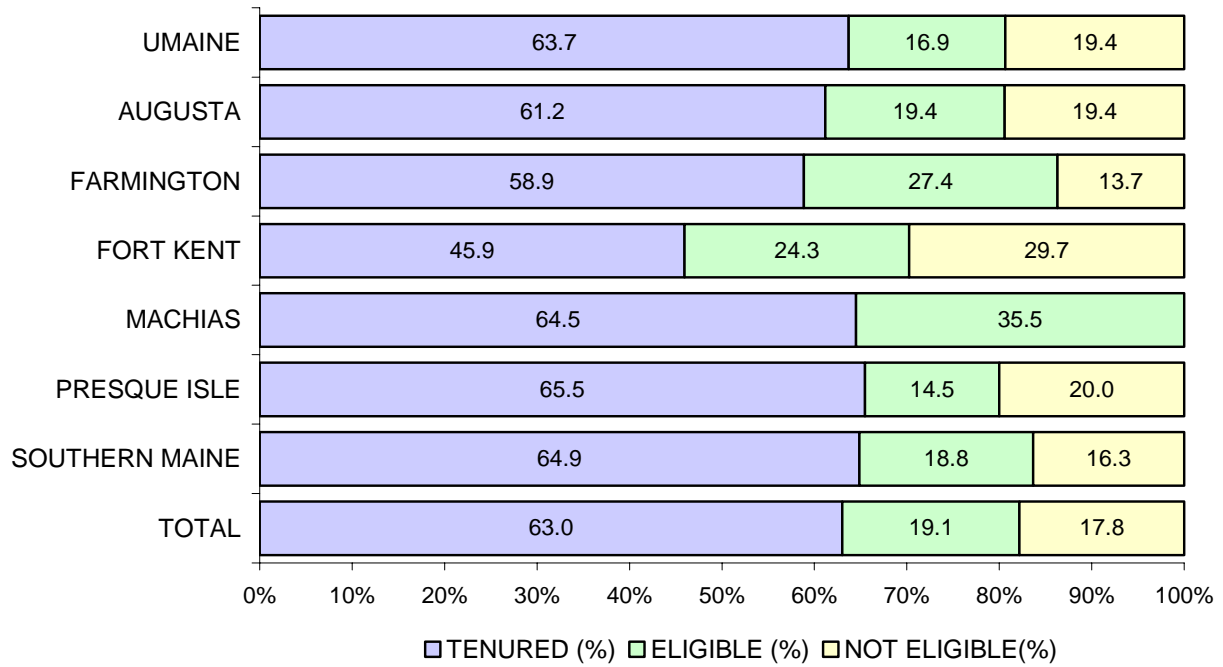
TENURE STATUS

<u>UNIVERSITY</u> <u>RANK</u>	<u>TENURED</u>			<u>NON-TENURED</u>			<u>TOTAL</u>		
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>
<u>MACHIAS</u>									
PROFESSOR	1	5	6	-	-	-	1	5	6
ASSOCIATE PROFESSOR	5	9	14	-	-	-	5	9	14
ASSISTANT PROFESSOR	-	-	-	3	8	11	3	8	11
INSTRUCTOR	-	-	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-	-	-
TOTAL	6	14	20	3	8	11	9	22	31
<u>PRESQUE ISLE</u>									
PROFESSOR	10	9	19	-	-	-	10	9	19
ASSOCIATE PROFESSOR	6	10	16	-	-	-	6	10	16
ASSISTANT PROFESSOR	-	1	1	6	4	10	6	5	11
INSTRUCTOR	-	-	-	2	-	2	2	-	2
LECTURER	-	-	-	1	6	7	1	6	7
TOTAL	16	20	36	9	10	19	25	30	55
<u>SOUTHERN MAINE</u>									
PROFESSOR	23	86	109	1	3	4	24	89	113
ASSOCIATE PROFESSOR	79	77	156	11	7	18	90	84	174
ASSISTANT PROFESSOR	-	1	1	38	43	81	38	44	82
INSTRUCTOR	-	-	-	6	3	9	6	3	9
LECTURER	-	-	-	20	12	32	20	12	32
TOTAL	102	164	266	76	68	144	178	232	410
<u>TOTAL</u>									
PROFESSOR	102	326	428	1	6	7	103	332	435
ASSOCIATE PROFESSOR	191	248	439	17	18	35	208	266	474
ASSISTANT PROFESSOR	1	2	3	138	162	300	139	164	303
INSTRUCTOR	-	-	-	38	14	52	38	14	52
LECTURER	-	-	-	57	59	116	57	59	116
TOTAL	294	576	870	251	259	510	545	835	1380

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
TENURE STATUS BY GENDER AND UNIVERSITY**

<u>UNIVERSITY</u>	<u>TENURED WOMEN</u>		<u>TENURED MEN</u>		<u>TOTAL TENURED FACULTY</u>	
	<u>NO.</u>	<u>% OF TOTAL WOMEN FACULTY</u>	<u>NO.</u>	<u>% OF TOTAL MEN FACULTY</u>	<u>NO.</u>	<u>% OF TOTAL FACULTY</u>
UMAINE	99	48.8	296	71.0	395	63.7
AUGUSTA	31	57.4	32	65.3	63	61.2
FARMINGTON	34	54.8	39	62.9	73	58.9
FORT KENT	6	42.9	11	47.8	17	45.9
MACHIAS	6	66.7	14	63.6	20	64.5
PRESQUE ISLE	16	64.0	20	66.7	36	65.5
SOUTHERN MAINE	102	57.3	164	70.7	266	64.9
TOTAL	294	53.9	576	69.0	870	63.0

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
TENURE STATUS BY UNIVERSITY**



**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
TENURE STATUS BY UNIVERSITY**

<u>UNIVERSITY</u>	<u>NUMBER OF TENURED FACULTY</u>	<u>NUMBER OF NON-TENURED FACULTY</u>			<u>TENURED OR ELIGIBLE FOR TENURE</u>	<u>TOTAL FACULTY</u>
		<u>ELIGIBLE FOR TENURE</u>	<u>NOT ELIGIBLE FOR TENURE</u>	<u>TOTAL</u>		
UMAINE	395	105	120	225	500	620
AUGUSTA	63	20	20	40	83	103
FARMINGTON	73	34	17	51	107	124
FORT KENT	17	9	11	20	26	37
MACHIAS	20	11	-	-	31	31
PRESQUE ISLE	36	8	11	19	44	55
SOUTHERN MAINE	266	77	67	144	343	410
TOTAL	870	264	246	510	1134	1380

<u>UNIVERSITY</u>	<u>TENURED FACULTY AS % OF FACULTY WHO ARE TENURED OR ARE ELIGIBLE FOR TENURE</u>	<u>% OF TOTAL FACULTY WHO ARE TENURED</u>	<u>% OF TOTAL FACULTY WHO ARE TENURED OR ARE ELIGIBLE FOR TENURE</u>	<u>% OF NON-TENURED FACULTY WHO ARE ELIGIBLE FOR TENURE</u>
UMAINE	79.0	63.7	80.6	46.7
AUGUSTA	75.9	61.2	80.6	50.0
FARMINGTON	68.2	58.9	86.3	66.7
FORT KENT	65.4	45.9	70.3	45.0
MACHIAS	64.5	64.5	100.0	100.0
PRESQUE ISLE	81.8	65.5	80.0	42.1
SOUTHERN MAINE	77.6	64.9	83.7	53.5
TOTAL	76.7	63.0	82.2	51.8

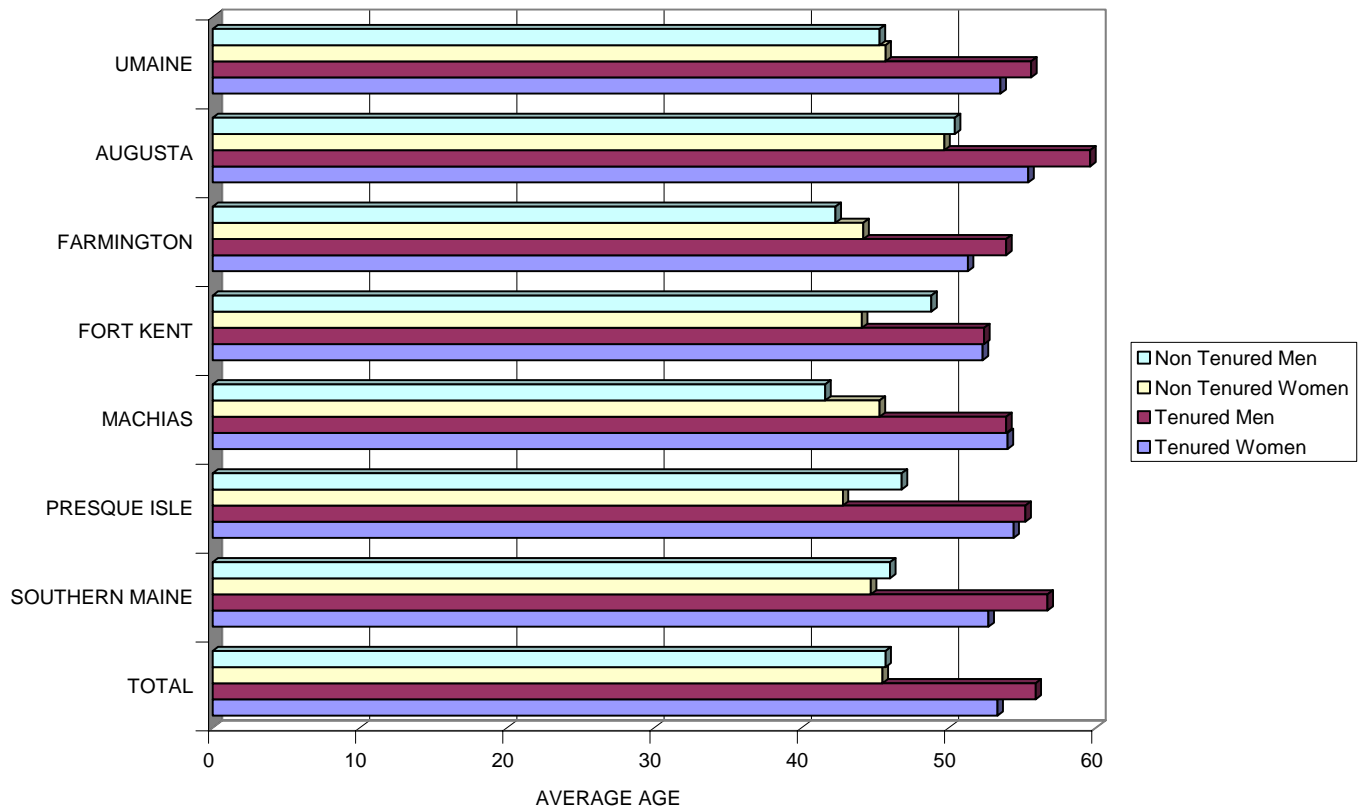
**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
ETHNICITY BY TENURE STATUS**

TENURE STATUS

<u>ETHNICITY</u>	<u>TENURED</u>		<u>ELIGIBLE FOR TENURE</u>		<u>NOT ELIGIBLE FOR TENURE</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
WHITE	835	96.0	244	92.4	238	96.7	1317	95.4
MINORITY	35	4.0	20	7.6	8	3.3	63	4.6
TOTAL	870	100.0	264	100.0	246	100.0	1380	100.0

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
AVERAGE AGE BY GENDER AND UNIVERSITY**

<u>UNIVERSITY</u>	<u>TENURED</u>			<u>NON-TENURED</u>			<u>TOTAL</u>
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	
UMAINE	53.5	55.6	55.1	45.7	45.3	45.5	51.6
AUGUSTA	55.4	59.6	57.5	49.7	50.4	50.0	54.6
FARMINGTON	51.9	53.9	53.0	44.2	42.3	43.4	49.0
FORT KENT	52.3	52.4	52.4	44.1	48.8	46.9	49.4
MACHIAS	54.0	53.9	53.9	45.3	41.6	42.6	49.9
PRESQUE ISLE	54.4	55.2	54.8	42.8	46.8	44.9	51.4
SOUTHERN MAINE	52.7	56.7	55.1	44.7	46.0	45.4	51.7
TOTAL	53.3	55.9	55.0	45.5	45.7	45.6	51.5



**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
AVERAGE AGE BY GENDER AND RANK**

<u>UNIVERSITY</u> <u>RANK</u>	<u>TENURED</u>			<u>NON-TENURED</u>			<u>TOTAL</u>
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	
<u>UMAINE</u>							
PROFESSOR	56.2	58.3	58.0	-	58.0	58.0	58.0
ASSOCIATE PROFESSOR	52.0	51.8	51.9	57.0	53.4	54.6	52.1
ASSISTANT PROFESSOR	-	-	-	44.0	41.7	42.7	42.7
INSTRUCTOR	-	-	-	47.7	50.5	48.4	48.4
LECTURER	-	-	-	46.4	48.2	47.5	47.5
TOTAL	53.5	55.6	55.1	45.7	45.3	45.5	51.6
<u>AUGUSTA</u>							
PROFESSOR	58.6	60.3	59.7	-	-	-	59.7
ASSOCIATE PROFESSOR	53.1	57.6	54.5	-	-	-	54.5
ASSISTANT PROFESSOR	-	-	-	48.7	48.3	48.5	48.5
INSTRUCTOR	-	-	-	52.4	59.0	54.3	54.3
LECTURER	-	-	-	51.5	62.0	55.0	55.0
TOTAL	55.4	59.6	57.5	49.7	50.4	50.0	54.6
<u>FARMINGTON</u>							
PROFESSOR	56.0	58.7	57.5	-	-	-	57.5
ASSOCIATE PROFESSOR	47.1	48.2	47.7	42.5	40.0	41.2	47.0
ASSISTANT PROFESSOR	60.0	-	60.0	41.9	39.2	40.5	41.1
INSTRUCTOR	-	-	-	41.7	56.7	48.1	48.1
LECTURER	-	-	-	50.0	55.0	50.6	50.6
TOTAL	51.9	53.9	53.0	44.2	42.3	43.4	49.0
<u>FORT KENT</u>							
PROFESSOR	54.5	55.3	55.1	-	-	-	55.1
ASSOCIATE PROFESSOR	51.2	47.2	49.2	-	57.0	57.0	50.1
ASSISTANT PROFESSOR	-	-	-	45.5	48.1	47.3	47.3
INSTRUCTOR	-	-	-	34.7	-	34.7	34.7
LECTURER	-	-	-	67.0	48.0	54.3	54.3
TOTAL	52.3	52.4	52.4	44.1	48.8	46.9	49.4

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
AVERAGE AGE BY GENDER AND RANK**

<u>UNIVERSITY</u> <u>RANK</u>	<u>TENURED</u>			<u>NON-TENURED</u>			<u>TOTAL</u>
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	
<u>MACHIAS</u>							
PROFESSOR	60.0	57.8	58.2	-	-	-	58.2
ASSOCIATE PROFESSOR	52.8	51.8	52.1	-	-	-	52.1
ASSISTANT PROFESSOR	-	-	-	45.3	41.6	42.6	42.6
INSTRUCTOR	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-
TOTAL	54.0	53.9	53.9	45.3	41.6	42.6	49.9
<u>PRESQUE ISLE</u>							
PROFESSOR	56.5	59.3	57.8	-	-	-	57.8
ASSOCIATE PROFESSOR	50.8	49.9	50.2	-	-	-	50.2
ASSISTANT PROFESSOR	-	71.0	71.0	36.2	50.7	42.0	44.6
INSTRUCTOR	-	-	-	55.0	-	55.0	55.0
LECTURER	-	-	-	58.0	44.2	46.1	46.1
TOTAL	54.4	55.2	54.8	42.8	46.8	44.9	51.4
<u>SOUTHERN MAINE</u>							
PROFESSOR	54.7	59.0	58.1	59.0	63.0	62.0	58.2
ASSOCIATE PROFESSOR	52.1	54.1	53.1	45.3	57.9	50.2	52.8
ASSISTANT PROFESSOR	-	57.0	57.0	42.6	42.7	42.7	42.9
INSTRUCTOR	-	-	-	54.7	46.7	52.0	52.0
LECTURER	-	-	-	44.8	46.6	45.5	45.5
TOTAL	52.7	56.7	55.1	44.7	46.0	45.4	51.7
<u>TOTAL</u>							
PROFESSOR	56.2	58.6	58.0	59.0	60.5	60.3	58.1
ASSOCIATE PROFESSOR	51.7	52.3	52.0	47.7	53.8	50.9	51.9
ASSISTANT PROFESSOR	60.0	64.0	62.7	43.7	42.8	43.2	43.4
INSTRUCTOR	-	-	-	48.1	52.2	49.2	49.2
LECTURER	-	-	-	47.1	47.8	47.5	47.5
TOTAL	53.3	55.9	55.0	45.5	45.7	45.6	51.5

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
YEARS OF SERVICE FROM DATE OF APPOINTMENT TO
DATE OF TENURE**

<u>YEARS</u>	<u>UMAINE</u>			<u>AUGUSTA</u>			<u>FARMINGTON</u>			<u>FORT KENT</u>		
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>
2 or Less	6	29	35	-	-	-	1	-	1	-	-	-
3 – 5	29	123	152	4	11	15	10	17	27	1	3	4
6	45	105	150	9	14	23	20	19	39	4	5	9
7 – 9	15	30	45	10	6	16	3	3	6	-	2	2
10 +	4	9	13	8	1	9	-	-	-	1	1	2
TOTAL	99	296	395	31	32	63	34	39	73	6	11	17

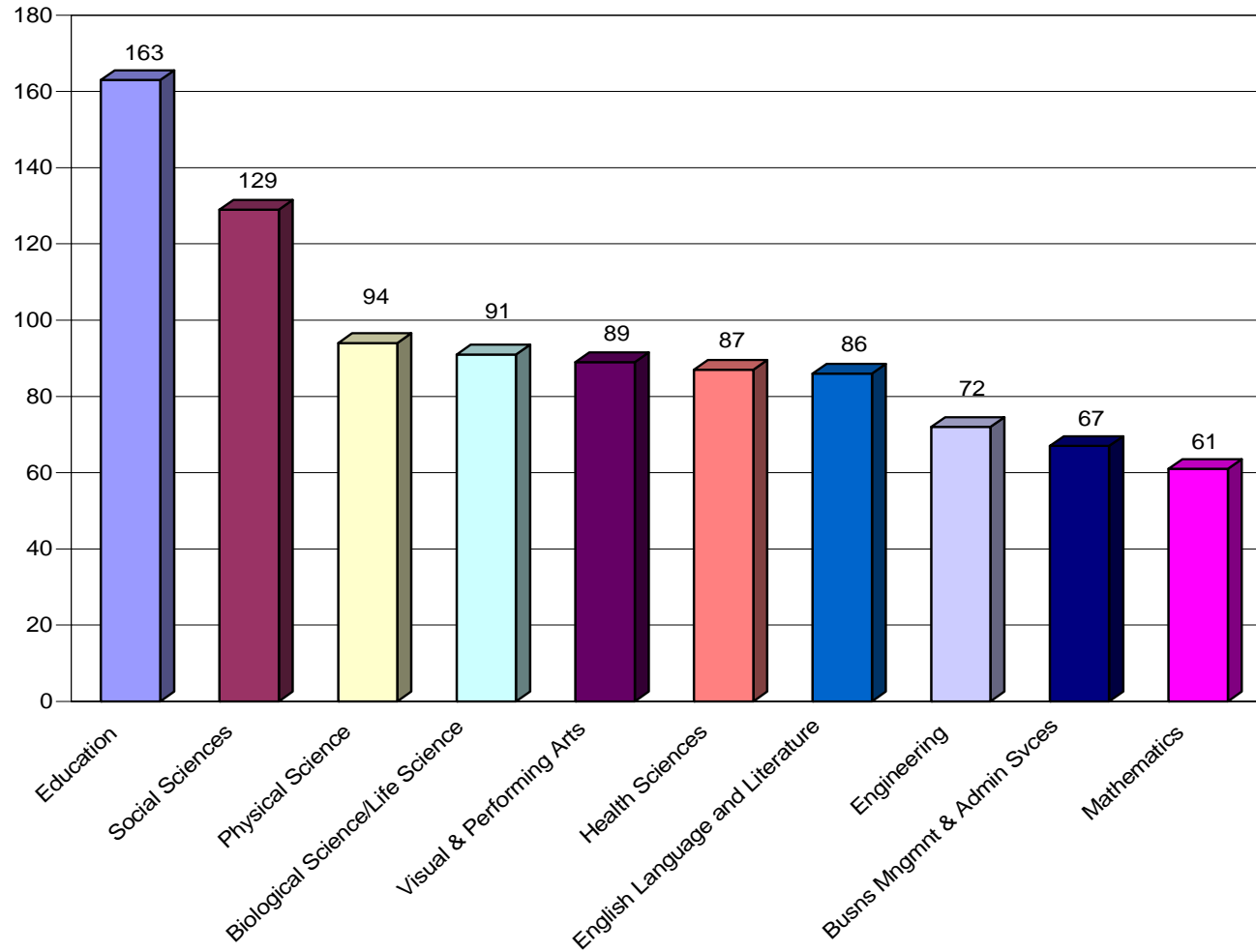
<u>YEARS</u>	<u>MACHIAS</u>			<u>PRESQUE ISLE</u>			<u>SOUTHERN MAINE</u>			<u>TOTAL</u>		
	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>
2 or Less	-	-	-	-	1	1	6	19	25	13	49	62
3 – 5	3	1	4	6	4	10	33	63	96	86	222	308
6	3	10	13	5	10	15	46	65	111	132	228	360
7 – 9	-	2	2	2	5	7	15	14	29	45	62	107
10 +	-	1	1	3	-	3	2	3	5	18	15	33
TOTAL	6	14	20	16	20	36	102	164	266	294	576	870

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
DISCIPLINE BY UNIVERSITY**

<u>DISCIPLINE</u>	<u>UM</u>	<u>UMA</u>	<u>UMF</u>	<u>UMFK</u>	<u>UMM</u>	<u>UMPI</u>	<u>USM</u>	<u>TOTAL</u>
Agricultural Business & Production	9	-	-	1	1	-	-	11
Agricultural Sciences	28	-	-	-	-	-	-	28
Architecture & Related Programs	1	3	-	-	-	-	-	4
Area, Ethnic, & Cultural Studies	-	-	1	-	-	-	3	4
Biological Science/Life Sciences	48	5	8	3	6	5	16	91
Business Mgmt & Administrative Services	19	7	4	2	3	4	28	67
Communications	11	1	-	1	-	-	9	22
Computer & Information Sciences	8	4	1	2	-	-	7	22
Conservation/Renewable Natural Resources	26	-	-	2	-	-	3	31
Education	61	-	30	8	3	10	51	163
Engineering	64	-	-	-	-	-	7	71
Engineering or Related Technologies	9	-	-	-	-	-	-	9
English Language and Literature	25	16	11	2	3	7	22	86
Foreign Languages & Literature	10	-	5	1	-	-	15	31
Health Sciences	19	17	-	5	-	2	44	87
Home Economics	6	-	-	-	-	-	-	6
Law and Legal Studies	-	2	-	-	-	-	19	21
Library Science	-	1	-	-	-	-	-	1
Mathematics	26	7	9	1	2	3	13	61
Multi/Interdisciplinary Studies	4	1	-	-	-	-	-	5
Parks, Recreation, Leisure & Fitness Studies	2	-	-	-	2	7	11	22
Philosophy & Religion	5	1	3	-	-	-	8	17
Physical Science	60	1	11	-	2	3	17	94
Protective Services	-	3	-	-	-	-	4	7
Psychology	17	8	9	2	1	2	10	49
Science Technologies	-	-	1	-	-	-	2	3
Social Sciences	47	10	11	3	5	6	47	129
Social Work	11	1	-	1	-	3	33	49
Visual and Performing Arts	27	11	8	2	3	2	36	89
Unspecified *	77	4	12	1	-	1	5	100
TOTAL	620	103	124	37	31	55	410	1380

* Discipline is not reported for administrative faculty

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
DISCIPLINES WITH GREATEST NUMBERS OF
FACULTY**



UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
TRENDS 1981-2005

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 through out 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

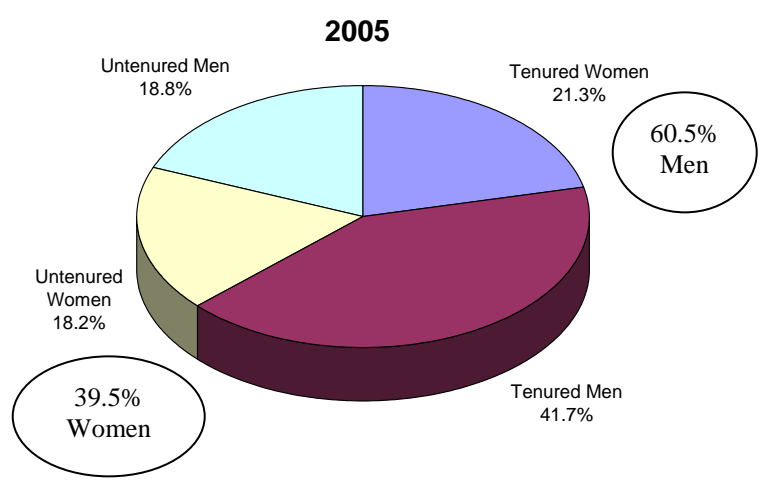
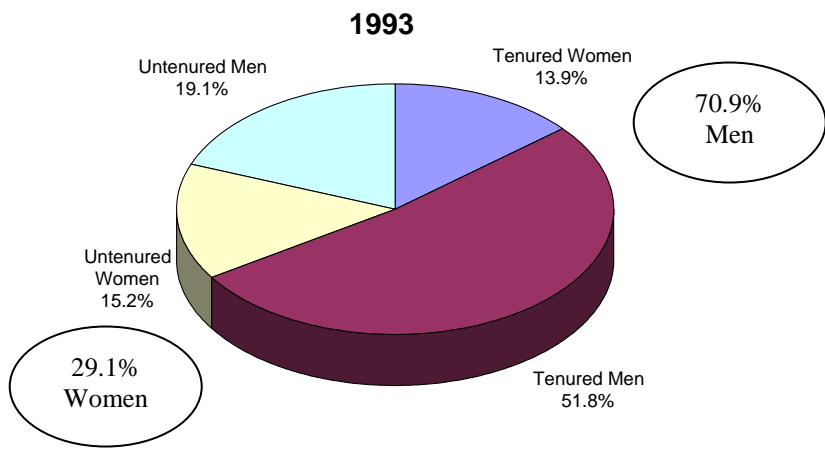
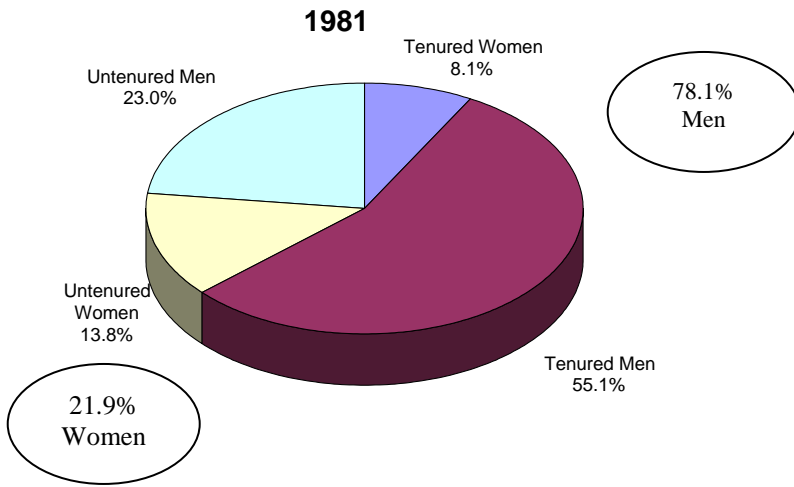
- The average age of all faculty has increased steadily for more than twenty years. From an average age of 43.9 in 1981, the average has risen to 51.5.
- The percentage of tenured faculty who are over age 40 has risen from roughly 80% in 1981 to over 96% in 2005.
- Projections based on the current workforce 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.

UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
 PROFILE OF TENURE STATISTICS
 FROM 1981 THROUGH 2005

YEAR	NUMBER OF FACULTY		
	FACULTY	MEN %	WOMEN %
2005	1380	60.5	39.5
2002	1388	61.1	38.9
1999	1310	64.9	35.1
1996	1288	68.0	32.0
1993	1325	69.7	30.3
1990	1394	72.0	28.0
1987	1353	74.1	25.9
1984	1234	75.5	24.5
1981	1160	78.1	21.9

YEAR	PERCENT TENURED BY GENDER			
	NUMBER	PERCENT	MEN %	WOMEN %
2005	870	63.0	69.0	53.9
2002	848	61.1	69.7	47.6
1999	832	63.5	70.5	50.7
1996	897	69.6	76.7	54.6
1993	907	68.5	75.8	51.6
1990	856	61.4	68.6	42.8
1987	796	58.8	65.8	38.9
1984	760	61.6	70.4	34.4
1981	734	63.3	70.5	37.4

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
GENDER COMPOSITION OF FACULTY
1981 – 1993 - 2005**



**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT**

PROFILE OF TENURE STATISTICS
FROM 1981 THROUGH 2005

YEARS TO TENURE BY GENDER

YEAR	AVG	MEN	WOMEN
2005	5.5	5.2	5.9
2002	5.3	5.1	5.8
1999	5.4	5.2	6.1
1996	5.3	5.0	5.9
1993	5.1	4.9	5.8
1990	5.1	5.0	5.9
1987	5.2	5.0	6.1

MINORITIES

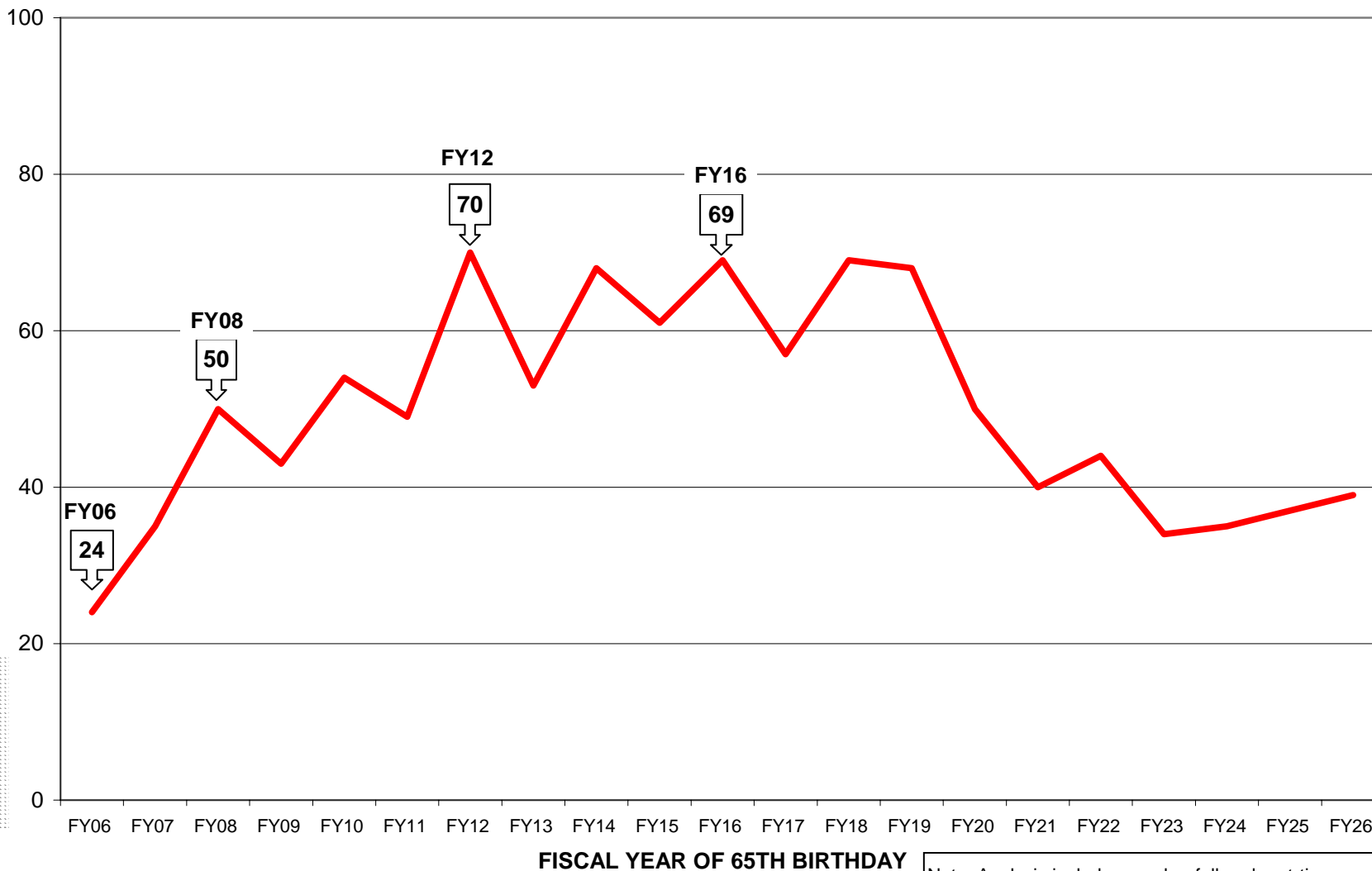
YEAR	NUMBER	PERCENT
2005	63	4.6
2002	57	4.1
1999	55	4.2
1996	39	3.0
1993	34	2.6
1990	40	2.9

YEAR	AVG AGE	AVERAGE AGE		TENURED
		TENURED	NON-TENURED	PCT OVER 40
2005	51.5	55.0	45.7	96.0
2002*	49.9	54.0	43.5	95.4
1999	49.7	53.4	43.1	95.8
1996	49.6	52.5	42.9	94.1
1993	48.5	51.2	42.7	89.7
1990	47.5	51.0	41.9	88.7
1987	46.1	50.2	40.2	88.3
1984	45.4	49.5	38.7	88.3
1981	43.9	48.0	37.0	79.7

*There was a revision to the method for determining age that resulted in rounding differences.

UNIVERSITY OF MAINE SYSTEM NUMBER OF CURRENT FACULTY REACHING NORMAL RETIREMENT AGE (65)

NUMBER OF FACULTY REACHING
RETIREMENT AGE (65) - INCREMENTAL



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.