

Faculty and Tenure Statistics

2007 — 2008



March 2008

**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 2008, reflecting the 2007-2008 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.

<u>SUBJECT</u>	<u>PAGE</u>
I. Tenure Statistics, 2007-2008	1
A. Highlights	2 - 3
B. Data Tables	
- Tenure Status by Rank and University	4 – 5
- Tenure Status By Gender and University	6
- Tenure Status by University	7 – 8
- Ethnicity	
By Tenure Status	9
By University	9
- Average Age	
By Gender and University	10
By Gender and Rank	11 – 12
- Years of Service from Date of Appointment to Date of Tenure	13
- Average Years of Service from Date of Appointment to Tenure	14
- Discipline by University	15
- Top Ten Disciplines	16
II. Faculty Profile Trends 1981-2007	
A. Data Tables	
- Number of Faculty	17
- Percent Tenured by Gender	17
- Gender Composition of Faculty 1981 – 2007	18
- Years to Tenure by Gender	19
- Minority Faculty	19
- Average Age	19
C. Number of Current Regular Employees Reaching Normal Retirement Age (65)	20

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

UNIVERSITY OF MAINE SYSTEM
REPORT ON FACULTY AND TENURE STATISTICS

HIGHLIGHTS

Numbers of Faculty

- The number of faculty (1,418) is higher this year than in any year since 1989. The number of faculty grew steadily throughout the 1980's; decreased throughout the 1990's, and has risen since 1997. The change in the number of faculty generally follows enrollment trends.
- There are sixteen more faculty than last year. Tenured faculty increased by 27 to 919, and the number of faculty without tenure declined by 11 from last year to 499.

Tenured and Non-tenured Faculty

- 64.8% (919) of the faculty have tenure. The percentage of tenured faculty varies from a high of 72.7% at UMM to a low of 43.2% at UMFK.
- 53.9% of all faculty nationally are tenured. (Annual Report on the Economic Status of the Profession, 2006/2007 published by the American Association of University Professors) This compares to 64.8% at the University of Maine System.
- The percent of tenured faculty at public institutions has declined steadily since 1998. The proportion of 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 has now increased to 64.8%. This is 10.9% above the national average.
- 35.2% (499) of the faculty do not have tenure. Of this number, 43.5% are eligible for tenure, and 56.5% are not eligible for tenure.
- On average, a faculty member serves 5.4 years in the University of Maine System before being awarded tenure. The average years of service from date of appointment to tenure has grown slightly over the last 20 years.

Women and Minority Faculty

- 59.9% (850) of the faculty are men, and 40.1% (568) are women. The proportion of women faculty ranges from a high of 52.8% at UMA to a low of 33.6% at UMM.
- The percentage of faculty who are women has increased from 21.9% in 1981 to 40.1% in 2007. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 70.2% of men faculty have tenure, and 56.7% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 52.6% at UM and 60.6% at USM.
- The percentage of women faculty with tenure has grown over the last 25 years, from 37.4% to 56.7%. However, the percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (70.2%).
- Men faculty serve 5.3 years on average before being awarded tenure; women faculty have an average of 5.8 years of service when awarded tenure. Over time the data have shown a consistent difference between men and women in the number of years of employment prior to the granting of tenure. This gap is narrowing slightly as the average for men has increased to 5.3 years prior to tenure from a low of 4.9 years in 1993.
- Only 73 faculty (5.1%) are minority. There are eighteen more minority faculty this year than last year, a substantial increase on a small base. This compares to 4.7% in 2001. In 1993, 2.6% of faculty were minority.

Age Distribution

- 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 52.2.
- Tenured faculty average 55.6 years of age and non-tenured faculty average 46.0 years of age.
- The average age varies from 50.2 years at UMF to 55.3 years at UMA.
- The average age of faculty by rank is: professors, 58.7; associate professors, 52.3; assistant professors, 43.7; instructors, 51.5; and lecturers, 45.9.
- 95.3% of tenured faculty are over the age of 40 while 63.5% of non-tenured faculty are over the age of 40. The percentage of tenured faculty who are over age 40 has risen from approximately 80% in 1981 to over 95%.
- 329 faculty are over the age of 60 and 100 faculty are over the age of 65. This is 45 more faculty over age 60, and 10 more faculty over age 65 compared to one year ago.
- 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, 505 faculty members will attain age 65. There are 46 or more faculty members reaching age 65 in each year from 2012 to 2020 with one exception.

Note: In all Tables a “–” indicates zero.
UMS Office of Human Resources
March 2008

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

UNIVERSITY RANK	TENURE STATUS								
	TENURED			NON-TENURED			TOTAL		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
<u>UMAINE</u>									
PROFESSOR	41	181	222	-	6	6	41	187	228
ASSOCIATE PROFESSOR	69	111	180	6	8	14	75	119	194
ASSISTANT PROFESSOR	-	-	-	48	51	99	48	51	99
INSTRUCTOR	-	-	-	8	6	14	8	6	14
LECTURER	-	-	-	37	49	86	37	49	86
TOTAL	110	292	402	99	120	219	209	412	621
<u>AUGUSTA</u>									
PROFESSOR	15	23	38	-	-	-	15	23	38
ASSOCIATE PROFESSOR	19	12	31	-	-	-	19	12	31
ASSISTANT PROFESSOR	-	-	-	13	13	26	13	13	26
INSTRUCTOR	-	-	-	8	3	11	8	3	11
LECTURER	-	-	-	2	-	2	2	-	2
TOTAL	34	35	69	23	16	39	57	51	108
<u>FARMINGTON</u>									
PROFESSOR	21	23	44	-	-	-	21	23	44
ASSOCIATE PROFESSOR	19	21	40	1	-	1	20	21	41
ASSISTANT PROFESSOR	1	-	1	19	17	36	20	17	37
INSTRUCTOR	-	-	-	4	4	8	4	4	8
LECTURER	-	-	-	9	2	11	9	2	11
TOTAL	41	44	85	33	23	56	74	67	141
<u>FORT KENT</u>									
PROFESSOR	2	9	11	-	-	-	2	9	11
ASSOCIATE PROFESSOR	4	4	8	-	2	2	4	6	10
ASSISTANT PROFESSOR	-	-	-	8	10	18	8	10	18
INSTRUCTOR	-	-	-	1	-	1	1	-	1
LECTURER	-	-	-	2	2	4	2	2	4
TOTAL	6	13	19	11	14	25	17	27	44

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

UNIVERSITY RANK	TENURE STATUS								
	TENURED			NON-TENURED			TOTAL		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
<u>MACHIAS</u>									

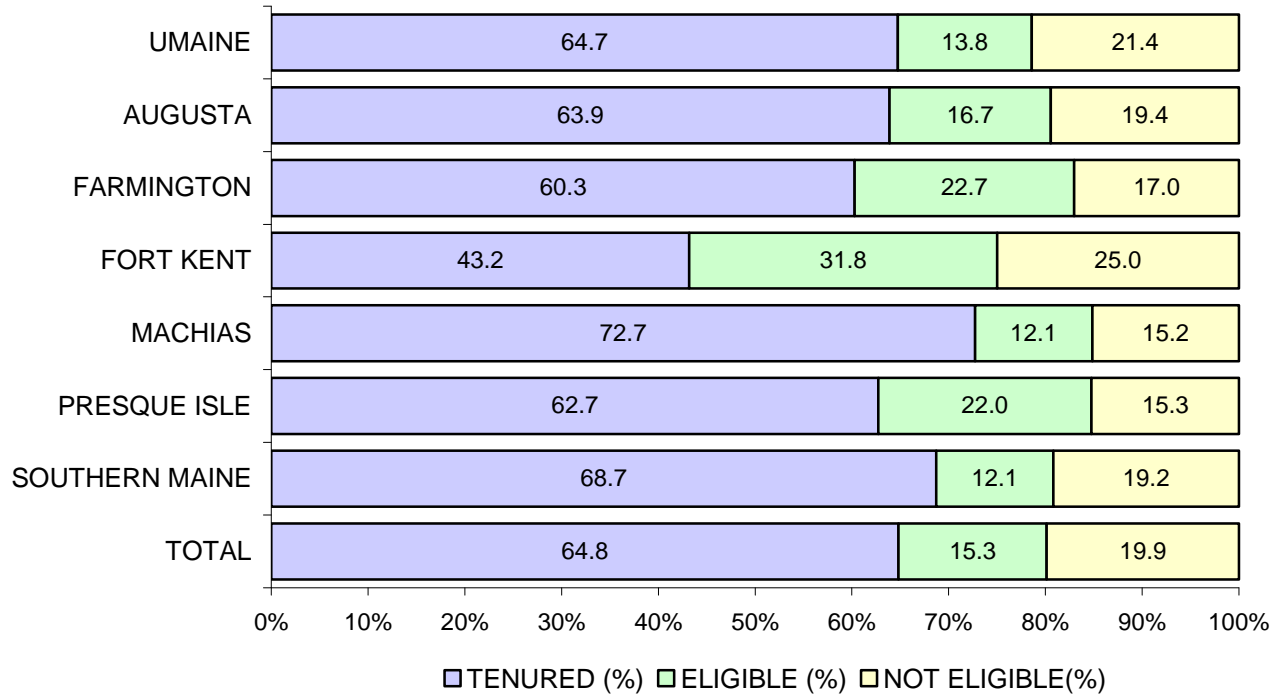
PROFESSOR	1	6	7	-	-	-	1	6	7
ASSOCIATE PROFESSOR	7	10	17	-	-	-	7	10	17
ASSISTANT PROFESSOR	-	-	-	3	5	8	3	5	8
INSTRUCTOR	-	-	-	-	1	1	-	1	1
TOTAL	8	16	24	3	6	9	11	22	33
<u>PRESQUE ISLE</u>									
PROFESSOR	9	10	19	-	1	1	9	11	20
ASSOCIATE PROFESSOR	8	9	17	-	2	2	8	11	19
ASSISTANT PROFESSOR	-	1	1	4	7	11	4	8	12
INSTRUCTOR	-	-	-	2	-	2	2	-	2
LECTURER	-	-	-	2	4	6	2	4	6
TOTAL	17	20	37	8	14	22	25	34	59
<u>SOUTHERN MAINE</u>									
PROFESSOR	29	92	121	1	5	6	30	97	127
ASSOCIATE PROFESSOR	77	84	161	10	10	20	87	94	181
ASSISTANT PROFESSOR	-	1	1	28	28	56	28	29	57
INSTRUCTOR	-	-	-	11	4	15	11	4	15
LECTURER	-	-	-	19	13	32	19	13	32
TOTAL	106	177	283	69	60	129	175	237	412
<u>TOTAL</u>									
PROFESSOR	118	344	462	1	12	13	119	356	475
ASSOCIATE PROFESSOR	203	251	454	17	22	39	220	273	493
ASSISTANT PROFESSOR	1	2	3	123	131	254	124	133	257
INSTRUCTOR	-	-	-	34	18	52	34	18	52
LECTURER	-	-	-	71	70	141	71	70	141
TOTAL	322	597	919	246	253	499	568	850	1418

**UNIVERSITY OF MAINE SYSTEM
TENURED 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	110	52.6	292	70.9	402	64.7
AUGUSTA	34	59.6	35	68.6	69	63.9
FARMINGTON	41	55.4	44	65.7	85	60.3
FORT KENT	6	35.3	13	48.1	19	43.2
MACHIAS	8	72.7	16	72.7	24	72.7

PRESQUE ISLE	17	68.0	20	58.8	37	62.7
SOUTHERN MAINE	106	60.6	177	74.7	283	68.7
TOTAL	322	56.7	597	70.2	919	64.8

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



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

NUMBER OF NON-TENURED FACULTY

<u>UNIVERSITY</u>	<u>NUMBER OF TENURED FACULTY</u>	<u>ELIGIBLE FOR TENURE</u>	<u>NOT ELIGIBLE FOR TENURE</u>	<u>TOTAL</u>	<u>TENURED OR ELIGIBLE FOR TENURE</u>	<u>TOTAL FACULTY</u>
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UMAINE	402	86	133	219	488	621
AUGUSTA	69	18	21	39	87	108
FARMINGTON	85	32	24	56	117	141
FORT KENT	19	14	11	25	33	44
MACHIAS	24	4	5	9	28	33
PRESQUE ISLE	37	13	9	22	50	59
SOUTHERN MAINE	283	50	79	129	333	412
TOTAL	919	217	282	499	1136	1418

<u>UNIVERSITY</u>	TENURED FACULTY AS % OF FACULTY WHO ARE TENURED OR ARE ELIGIBLE FOR <u>TENURE</u>	% OF TOTAL FACULTY WHO ARE TENURED	% OF TOTAL FACULTY WHO ARE TENURED OR ARE ELIGIBLE FOR <u>TENURE</u>	% OF NON-TENURED FACULTY WHO ARE ELIGIBLE FOR <u>TENURE</u>
UMAINE	82.4	64.7	78.6	39.3
AUGUSTA	79.3	63.9	80.6	46.2
FARMINGTON	72.6	60.3	83.0	57.1
FORT KENT	57.6	43.2	75.0	56.0
MACHIAS	85.7	72.7	84.8	44.4
PRESQUE ISLE	74.0	62.7	84.7	59.1
SOUTHERN MAINE	85.0	68.7	80.8	38.8
TOTAL	80.9	64.8	80.1	43.5

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT**

ETHNICITY BY TENURE STATUS

TENURE STATUS

<u>ETHNICITY</u>	<u>TENURED</u>		<u>ELIGIBLE FOR</u>		<u>NOT ELIGIBLE FOR</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>PERCENT</u>	<u>TENURE</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
WHITE	882	95.9	195	89.9	268	95.0	1345	94.9
MINORITY	37	4.1	22	10.1	14	5.0	73	5.1
TOTAL	919	100.0	217	100.0	282	100.0	1418	100.0

ETHNICITY BY UNIVERSITY

<u>UNIVERSITY</u>	<u>MINORITY NUMBER</u>	<u>MINORITY PERCENT</u>
UMAINE	39	6.3
AUGUSTA	-	-
FARMINGTON	6	4.3
FORT KENT	5	11.4
MACHIAS	2	6.1
PRESQUE ISLE	4	6.8
SOUTHERN MAINE	17	4.1
TOTAL	73	5.1

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

<u>UNIVERSITY</u>	<u>WOMEN</u>	<u>TENURED</u>			<u>NON-TENURED</u>			<u>TOTAL</u>
		<u>MEN</u>	<u>TOTAL</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>		
UMAINE	53.7	56.4	55.6	44.9	44.3	44.6	51.7	
AUGUSTA	57.0	60.1	58.6	49.3	49.9	49.5	55.3	
FARMINGTON	52.6	54.1	53.4	46.7	43.3	45.3	50.2	
FORT KENT	51.2	54.8	53.7	45.7	50.1	48.2	50.6	
MACHIAS	55.1	53.4	54.0	39.7	52.8	48.4	52.5	
PRESQUE ISLE	54.1	56.0	55.1	44.6	47.1	46.2	51.8	
SOUTHERN MAINE	53.8	57.0	55.8	46.0	48.2	47.0	53.0	
TOTAL	54.0	56.5	55.6	45.8	46.2	46.0	52.2	



**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT**

AVERAGE AGE BY GENDER AND RANK

<u>UNIVERSITY 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	55.6	58.9	58.3	-	56.7	56.7	58.2
ASSOCIATE PROFESSOR	52.7	52.2	52.4	55.7	49.5	52.1	52.4
ASSISTANT PROFESSOR	-	-	-	42.9	40.9	41.9	41.9
INSTRUCTOR	-	-	-	47.4	52.8	49.7	49.7
LECTURER	-	-	-	45.2	44.4	44.7	44.7
TOTAL	53.7	56.4	55.6	44.9	44.3	44.6	51.7
<u>AUGUSTA</u>							
PROFESSOR	59.3	62.1	61.0	-	-	-	61.0
ASSOCIATE PROFESSOR	55.3	56.2	55.6	-	-	-	55.6
ASSISTANT PROFESSOR	-	-	-	47.5	49.4	48.5	48.5
INSTRUCTOR	-	-	-	51.0	52.3	51.4	51.4
LECTURER	-	-	-	53.5	-	53.5	53.5
TOTAL	57.0	60.1	58.6	49.3	49.9	49.5	55.3

<u>FARMINGTON</u>							
PROFESSOR	56.4	59.2	57.8	-	-	-	57.8
ASSOCIATE PROFESSOR	47.9	48.5	48.2	51.0	-	51.0	48.3
ASSISTANT PROFESSOR	62.0	-	62.0	43.3	41.4	42.4	42.9
INSTRUCTOR	-	-	-	50.3	53.0	51.6	51.6
LECTURER	-	-	-	51.8	40.5	49.7	49.7
TOTAL	52.6	54.1	53.4	46.7	43.3	45.3	50.2
<u>FORT KENT</u>							
PROFESSOR	56.5	56.2	56.3	-	-	-	56.3
ASSOCIATE PROFESSOR	48.5	51.8	50.1	-	57.0	57.0	51.5
ASSISTANT PROFESSOR	-	-	-	43.9	48.8	46.6	46.6
INSTRUCTOR	-	-	-	34.0	-	34.0	34.0
LECTURER	-	-	-	59.0	50.0	54.5	54.5
TOTAL	51.2	54.8	53.7	45.7	50.1	48.2	50.6

**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT**

AVERAGE AGE BY GENDER AND RANK

<u>UNIVERSITY 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	62.0	60.0	60.3	-	-	-	60.3
ASSOCIATE PROFESSOR	54.1	49.5	51.4	-	-	-	51.4
ASSISTANT PROFESSOR	-	-	-	39.7	50.0	46.1	46.1
INSTRUCTOR	-	-	-	-	67.0	67.0	67.0
TOTAL	55.1	53.4	54.0	39.7	52.8	48.4	52.5
<u>PRESQUE ISLE</u>							
PROFESSOR	57.7	59.8	58.8	-	71.0	71.0	59.4
ASSOCIATE PROFESSOR	50.0	49.8	49.9	-	46.0	46.0	49.5
ASSISTANT PROFESSOR	-	73.0	73.0	38.5	43.1	41.5	44.1
INSTRUCTOR	-	-	-	57.0	.	57.0	57.0
LECTURER	-	-	-	44.5	48.5	47.2	47.2
TOTAL	54.1	56.0	55.1	44.6	47.1	46.2	51.8
<u>SOUTHERN MAINE</u>							
PROFESSOR	55.7	60.0	59.0	61.0	61.4	61.3	59.1
ASSOCIATE PROFESSOR	53.1	53.7	53.4	46.1	52.9	49.5	53.0
ASSISTANT PROFESSOR	-	59.0	59.0	43.1	44.4	43.8	44.0
INSTRUCTOR	-	-	-	53.8	49.5	52.7	52.7
LECTURER	-	-	-	44.8	47.2	45.8	45.8
TOTAL	53.8	57.0	55.8	46.0	48.2	47.0	53.0

<u>TOTAL</u>							
PROFESSOR	56.4	59.4	58.6	61.0	59.8	59.9	58.7
ASSOCIATE PROFESSOR	52.5	52.4	52.4	49.8	51.4	50.7	52.3
ASSISTANT PROFESSOR	62.0	66.0	64.7	43.3	43.6	43.5	43.7
INSTRUCTOR	-	-	-	50.8	52.8	51.5	51.5
LECTURER	-	-	-	46.5	45.2	45.9	45.9
TOTAL	54.0	56.5	55.6	45.8	46.2	46.0	52.2

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	27	33	1	1	2	2	-	2	-	-	-
3 - 5	28	111	139	6	14	20	16	22	38	1	4	5
6	51	118	169	10	12	22	20	19	39	4	6	10
7 - 9	20	28	48	10	7	17	3	3	6	-	2	2
10 +	5	8	13	7	1	8	-	-	-	1	1	2
TOTAL	110	292	402	34	35	69	41	44	85	6	13	19

<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	-	-	-	-	2	2	6	19	25	15	49	64
3 - 5	5	3	8	8	4	12	42	79	121	106	237	343
6	3	10	13	5	9	14	39	61	100	132	235	367
7 - 9	-	2	2	2	5	7	17	15	52	54	62	114
10 +	-	1	1	2	-	2	2	3	5	17	14	31
TOTAL	8	16	24	17	20	37	106	177	283	322	597	919

UNIVERSITY OF MAINE SYSTEM
TENURE REPORT

AVERAGE YEARS OF SERVICE FROM DATE OF APPOINTMENT
TO DATE OF TENURE

<u>UNIVERSITY</u>	<u>WOMEN</u>	<u>MEN</u>	<u>TOTAL</u>
UMAINE	5.8	5.2	5.4
AUGUSTA	7.6	5.8	6.7
FARMINGTON	5.0	5.0	5.0
FORT KENT	6.5	6.2	6.3
MACHIAS	5.3	6.4	6.0
PRESQUE ISLE	6.4	5.6	5.9
SOUTHERN MAINE	5.5	5.1	5.2
TOTAL	5.8	5.3	5.5

UNIVERSITY OF MAINE SYSTEM

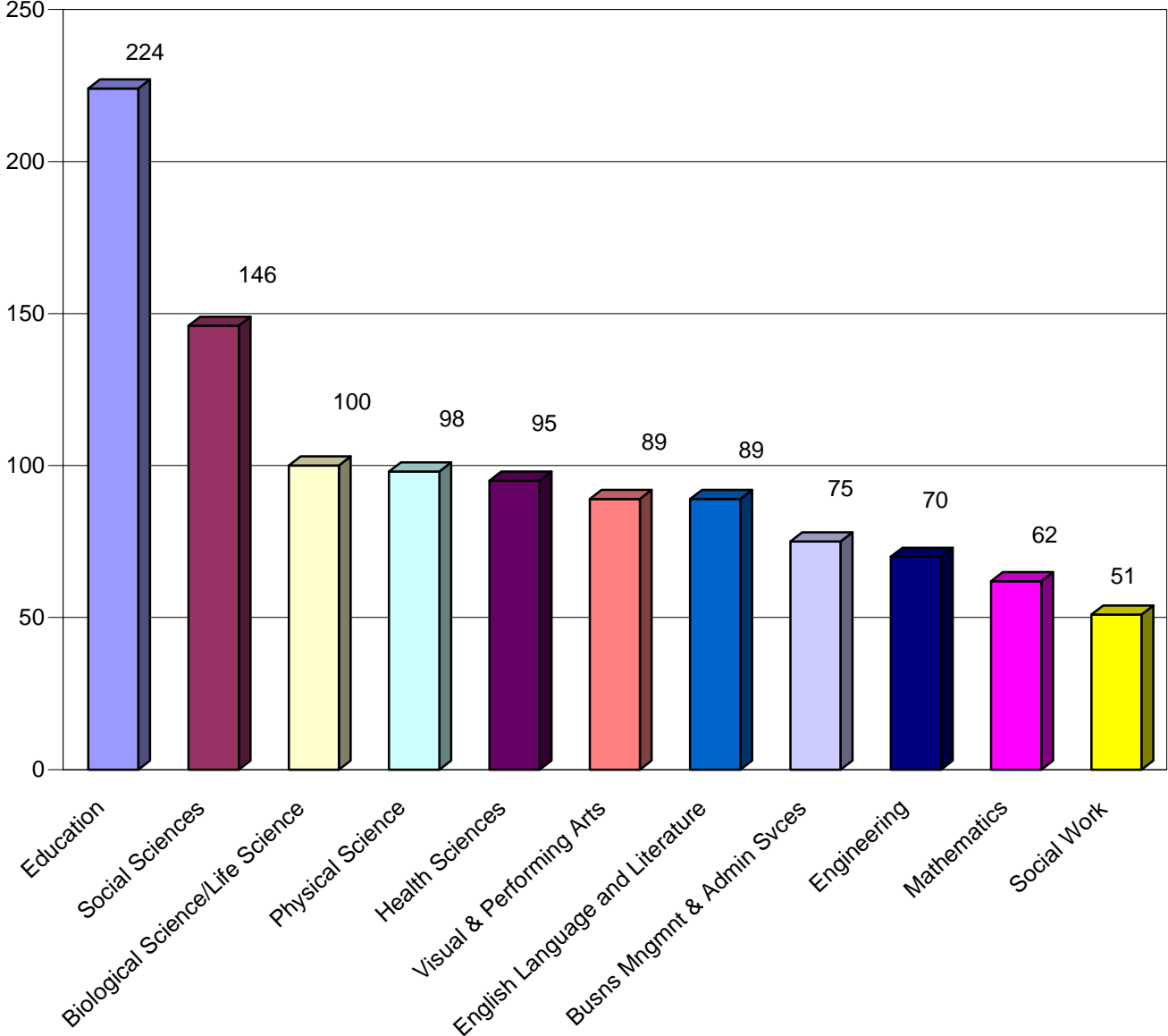
TENURE REPORT

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	10			1	1			12
Agricultural Sciences	27							27
Architecture & Related Programs	1	3						4
Area, Ethnic, & Cultural Studies			2				3	5
Biological Science/Life Sciences	57	6	8	3	6	5	15	100
Business Mgmt & Administrative Services	22	7	4	2	4	5	31	75
Communications	11	1		1			8	21
Computer & Information Sciences	9	3	1	3			8	24
Conservation/Renewable Natural Resources	29			2			5	36
Education	98		48	10	2	14	52	224
Engineering	64						6	70
Engineering or Related Technologies	11							11
English Language and Literature	24	17	12	2	3	7	24	89
Foreign Languages & Literature	12	1	5	1			12	31
Health Sciences	23	20	1	8		1	42	95
Home Economics	6							6
Law and Legal Studies		2					21	23
Library Science		1						1
Mathematics	23	8	11	1	2	4	13	62
Multi/Interdisciplinary Studies	5	1						6
Parks, Recreation, Leisure & Fitness Studies	2				3	6	14	25
Philosophy & Religion	6	1	3				8	18
Physical Science	62	1	11	1	3	3	17	98
Protective Services		4						4
Psychology	21	9	9	2	2	2	12	57
Science Technologies			1				2	3
Social Sciences	54	9	15	4	5	7	52	146
Social Work	12	2		1		3	33	51
Visual and Performing Arts	28	12	9	2	2	2	34	89
Unspecified	4		1					5
TOTAL	621	108	141	44	33	59	412	1418

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TENURE REPORT

DISCIPLINES WITH GREATEST NUMBERS OF FACULTY



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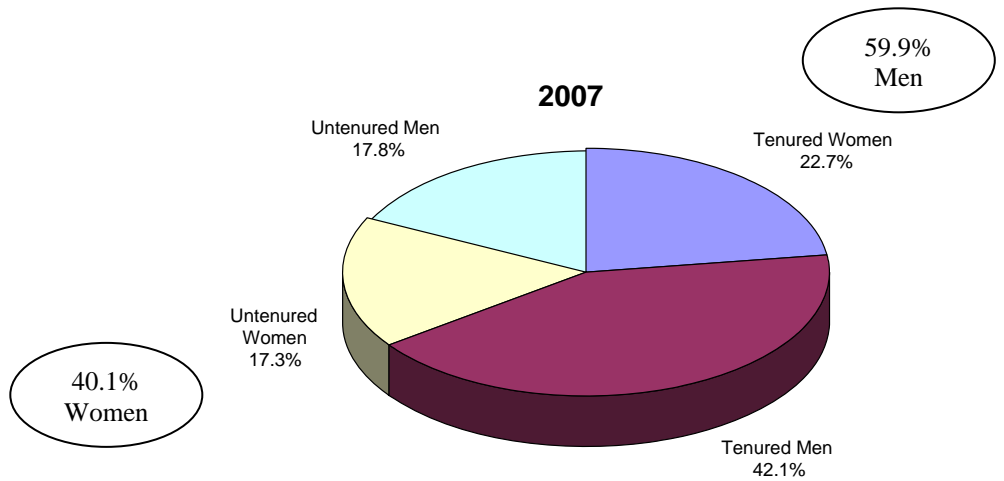
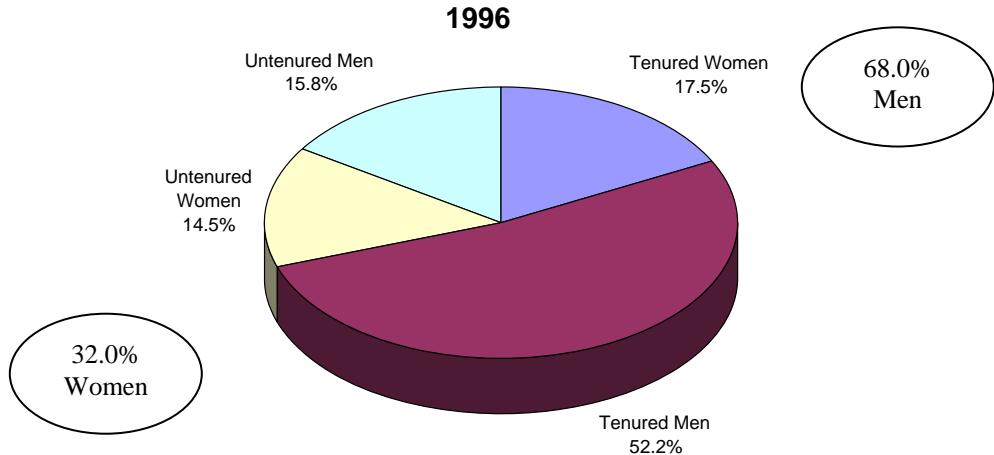
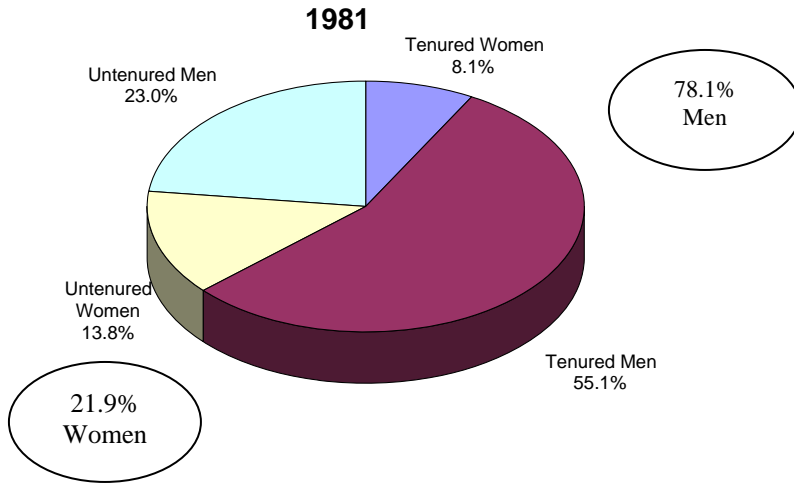
TENURE REPORT

PROFILE OF TENURE STATISTICS
FROM 1981 THROUGH 2007

YEAR	FACULTY	NUMBER OF FACULTY	
		MEN	WOMEN
		%	%
2007	1418	59.9	40.1
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	NUMBER	PERCENT	PERCENT TENURED BY GENDER	
			MEN	WOMEN
			%	%
2007	919	64.8	70.2	56.7
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

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TENURE REPORT
GENDER COMPOSITION OF FACULTY
1981 – 1996 - 2007



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TENURE REPORT**

PROFILE OF TENURE STATISTICS
FROM 1981 THROUGH 2007

YEARS TO TENURE BY GENDER

YEAR	AVG	MEN	WOMEN
2007	5.4	5.3	5.8
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
2007	73	5.1
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
2007	52.2	55.6	46.0	95.3
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)

