

**UNIVERSITY OF MAINE SYSTEM
REPORT ON 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 2004. 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, 2003

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 Rank
- Years of Service from Date of Appointment to Date of Tenure
- Discipline by University

II. Faculty Profile Trends 1981-2003

A. Highlights

B. Data Tables

- Number of Faculty
- Percent Tenured by Gender
- Gender Composition of Faculty 1981 – 2003
- Years to Tenure by Gender
- Minority Faculty
- Average Age

*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, 2002/2003 published by the American Association of University Professors, 60.0% of all faculty nationally are tenured. This compares to 62.1% at the University of Maine System.
- There are 1,390 faculty members included in this report. This is an increase of 2 faculty members from the 2002 report. Tenured faculty increased by 15 to 863, and the number of faculty without tenure decreased by 13 to 527.
- 863 (62.1%) of the faculty have tenure. The percentage of tenured faculty varies from 66.7% at UMA to 50.0% at UMFK.
- 97.3% of professors, 92.6% of associate professors and 2.1% of assistant professors have tenure. At all universities, 93.6% or more of the professors have tenure, and 81.8% or more of the associate professors have tenure.
- 527 (37.9%) of the faculty do not have tenure. Of this number, 292 (55.4%) are eligible for tenure, and 235 (44.6%) are not eligible for tenure.
- 235 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 5.4 years in the University of Maine System before being awarded tenure.

Women and Minority Faculty

- 854 (61.4%) of the faculty are men, and 536 (38.6%) are women. The proportion of women faculty ranges from 50.0% at UMA to 32.4% at UM. This is a decrease in women faculty of 0.3% from last year.
- 68.9% of men faculty have tenure, and 51.3% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 46.6% at UM and 53.9% 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 56 faculty (4.0%) are minority. There is one fewer minority faculty this year than last year.

Age Distribution

- The average age of University faculty is 50.8 years. Tenured faculty average 54.3 years of age and non-tenured faculty average 44.9 years of age.
- The average age varies from 49.0 years at UMF to 54.4 years at UMA.
- The average age of faculty by rank is: professors, 56.9; associate professors, 51.4; assistant professors, 43.6; instructors, 48.2; and lecturers, 45.6.
- 95.8% of tenured faculty are over the age of 40 while 61.5% of non-tenured faculty are over the age of 40.
- 217 faculty are over the age of 60 and 58 faculty are over the age of 65.

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	35	181	216	1	3	4	36	184	220
ASSOCIATE PROFESSOR	59	120	179	4	10	14	63	130	193
ASSISTANT PROFESSOR	2	1	3	65	68	133	67	69	136
INSTRUCTOR	-	-	-	12	8	20	12	8	20
LECTURER	-	-	-	28	39	67	28	39	67
TOTAL	96	302	398	110	128	238	206	430	636
<u>AUGUSTA</u>									
PROFESSOR	14	26	40	-	-	-	14	26	40
ASSOCIATE PROFESSOR	16	12	28	-	-	-	16	12	28
ASSISTANT PROFESSOR	-	-	-	16	12	28	16	12	28
INSTRUCTOR	-	-	-	2	-	2	2	-	2
LECTURER	-	-	-	3	1	4	3	1	4
TOTAL	30	38	68	21	13	34	51	51	102
<u>FARMINGTON</u>									
PROFESSOR	16	23	39	-	1	1	16	24	40
ASSOCIATE PROFESSOR	16	15	31	1	-	1	17	15	32
ASSISTANT PROFESSOR	1	-	1	13	17	30	14	17	31
INSTRUCTOR	-	-	-	5	5	10	5	5	10
LECTURER	-	-	-	8	2	10	8	2	10
TOTAL	33	38	71	27	25	52	60	63	123
<u>FORT KENT</u>									
PROFESSOR	2	7	9	-	-	-	2	7	9
ASSOCIATE PROFESSOR	4	5	9	-	2	2	4	7	11
ASSISTANT PROFESSOR	-	-	-	6	9	15	6	9	15
INSTRUCTOR	-	-	-	1	-	1	1	-	1
LECTURER	-	-	-	-	-	-	-	-	-
TOTAL	6	12	18	7	11	18	13	23	36

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

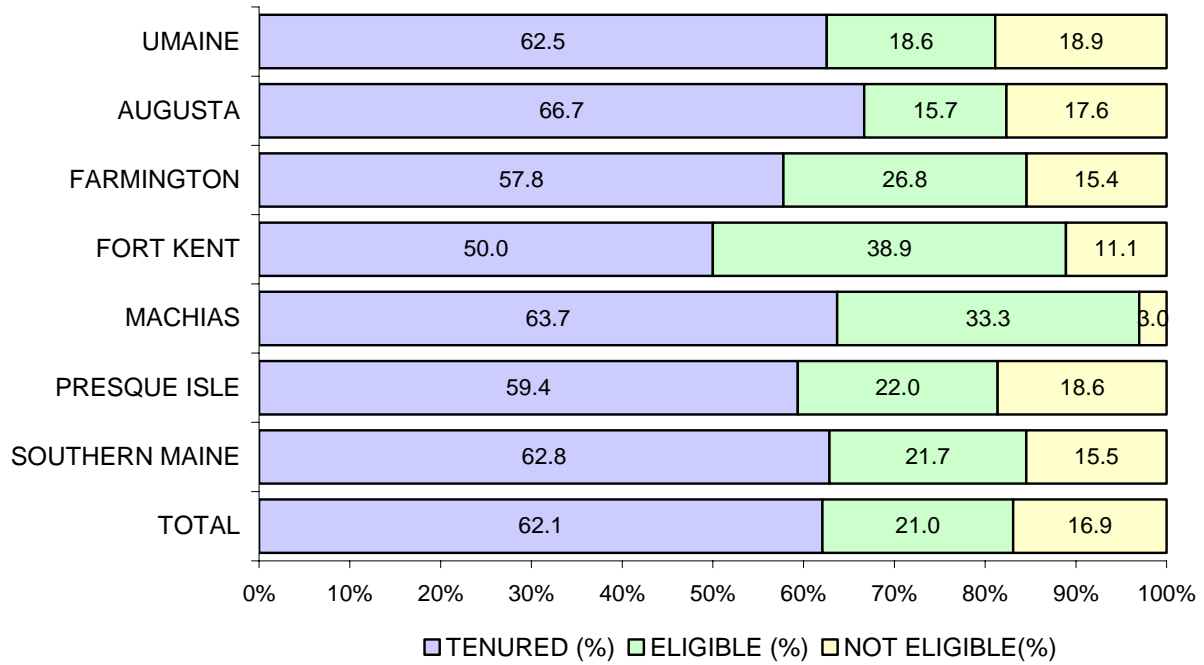
TENURE STATUS

<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	6	7	-	-	-	1	6	7
ASSOCIATE PROFESSOR	4	10	14	-	-	-	4	10	14
ASSISTANT PROFESSOR	-	-	-	7	5	12	7	5	12
INSTRUCTOR	-	-	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-	-	-
TOTAL	5	16	21	7	5	12	12	21	33
<u>PRESQUE ISLE</u>									
PROFESSOR	7	13	20	-	-	-	7	13	20
ASSOCIATE PROFESSOR	7	7	14	-	1	1	7	8	15
ASSISTANT PROFESSOR	-	1	1	7	7	14	7	8	15
INSTRUCTOR	-	-	-	2	-	2	2	-	2
LECTURER	-	-	-	2	5	7	2	5	7
TOTAL	14	21	35	11	13	24	25	34	59
<u>SOUTHERN MAINE</u>									
PROFESSOR	22	80	102	2	5	7	24	85	109
ASSOCIATE PROFESSOR	68	80	148	7	9	16	75	89	164
ASSISTANT PROFESSOR	1	1	2	49	45	94	50	46	96
INSTRUCTOR	-	-	-	5	4	9	5	4	9
LECTURER	-	-	-	15	8	23	15	8	23
TOTAL	91	161	252	78	71	149	169	232	401
<u>TOTAL</u>									
PROFESSOR	97	336	433	3	9	12	100	345	445
ASSOCIATE PROFESSOR	174	249	423	12	22	34	186	271	457
ASSISTANT PROFESSOR	4	3	7	163	163	326	167	166	333
INSTRUCTOR	-	-	-	27	17	44	27	17	44
LECTURER	-	-	-	56	55	111	56	55	111
TOTAL	275	588	863	261	266	527	536	854	1390

**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	96	46.6	302	70.2	398	62.6
AUGUSTA	30	58.8	38	74.5	68	66.7
FARMINGTON	33	55.0	38	60.3	71	57.7
FORT KENT	6	46.2	12	52.2	18	50.0
MACHIAS	5	41.7	16	76.2	21	63.6
PRESQUE ISLE	14	56.0	21	61.8	35	59.3
SOUTHERN MAINE	91	53.8	161	69.4	252	62.8
TOTALS	275	51.3	588	68.9	863	62.1

**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	398	118	120	238	516	636
AUGUSTA	68	16	18	34	84	102
FARMINGTON	71	33	19	52	104	123
FORT KENT	18	14	4	18	32	36
MACHIAS	21	11	1	12	32	33
PRESQUE ISLE	35	13	11	24	48	59
SOUTHERN MAINE	252	87	62	149	339	401
TOTAL	863	292	235	527	1155	1390

<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	77.1	62.6	81.1	49.6
AUGUSTA	81.0	66.7	82.4	47.1
FARMINGTON	68.3	57.7	84.6	63.5
FORT KENT	56.3	50.0	88.9	77.8
MACHIAS	65.6	63.6	97.0	91.7
PRESQUE ISLE	72.9	59.3	81.4	54.2
SOUTHERN MAINE	74.3	62.8	84.5	58.4
TOTAL	74.7	62.1	83.1	55.4

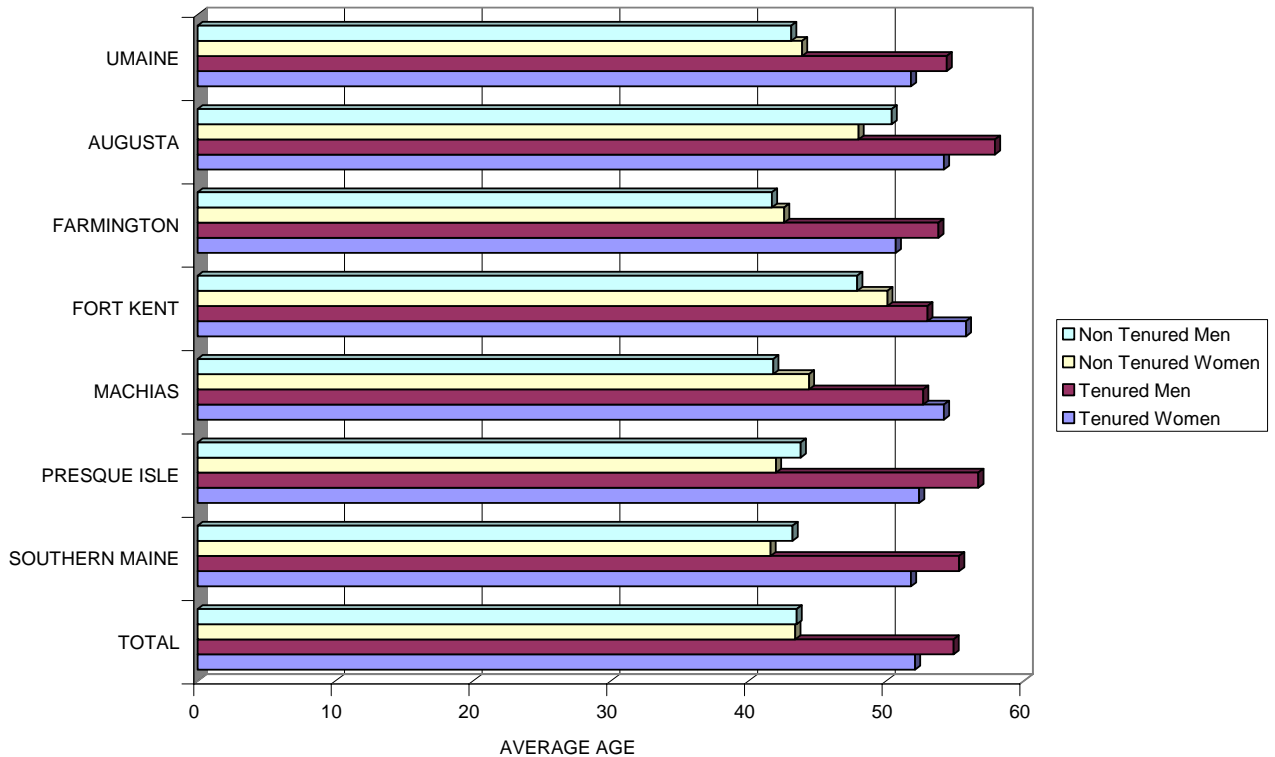
**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
ETHNICITY BY TENURE STATUS**

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	832	96.4	275	94.2	227	96.6	1334	96.0
MINORITY	31	3.6	17	5.8	8	3.4	56	4.0
TOTAL	863	100.0	292	100.0	235	100.0	1390	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	52.0	54.7	54.1	44.0	44.1	44.1	50.3
AUGUSTA	54.6	58.7	56.9	48.3	51.2	49.4	54.4
FARMINGTON	50.8	54.1	52.6	45.2	42.9	44.1	49.0
FORT KENT	53.8	54.3	54.2	46.1	48.9	47.8	51.0
MACHIAS	55.2	52.8	53.4	46.6	43.6	45.3	50.5
PRESQUE ISLE	53.4	56.8	55.5	44.5	45.3	44.9	51.2
SOUTHERN MAINE	52.0	55.8	54.4	44.0	46.5	45.2	51.0
TOTAL	52.3	55.3	54.3	44.6	45.2	44.9	50.8



**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	54.7	57.1	56.7	63.0	54.0	56.2	56.7
ASSOCIATE PROFESSOR	50.6	51.1	50.9	53.7	51.0	51.8	51.0
ASSISTANT PROFESSOR	46.0	60.0	50.7	43.4	41.7	42.5	42.7
INSTRUCTOR	-	-	-	45.9	44.9	45.5	45.5
LECTURER	-	-	-	42.4	45.7	44.3	44.3
TOTAL	52.0	54.7	54.1	44.0	44.1	44.1	50.3
<u>AUGUSTA</u>							
PROFESSOR	58.6	59.6	59.2	-	-	-	59.2
ASSOCIATE PROFESSOR	51.1	56.8	53.6	-	-	-	53.6
ASSISTANT PROFESSOR	-	-	-	47.8	50.5	49.0	49.0
INSTRUCTOR	-	-	-	50.5	-	50.5	50.5
LECTURER	-	-	-	49.3	60.0	52.0	52.0
TOTAL	54.6	58.7	56.9	48.3	51.2	49.4	54.4
<u>FARMINGTON</u>							
PROFESSOR	54.7	57.6	56.4	-	37.0	37.0	55.9
ASSOCIATE PROFESSOR	46.4	48.9	47.6	46.0	-	46.0	47.5
ASSISTANT PROFESSOR	58.0	-	58.0	41.8	39.1	40.2	40.8
INSTRUCTOR	-	-	-	53.6	51.2	52.4	52.4
LECTURER	-	-	-	45.5	58.0	48.0	48.0
TOTAL	50.8	54.1	52.6	45.2	42.9	44.1	49.0
<u>FORT KENT</u>							
PROFESSOR	52.5	57.6	56.4	-	-	-	56.4
ASSOCIATE PROFESSOR	54.5	49.8	51.9	-	47.5	47.5	51.1
ASSISTANT PROFESSOR	-	-	-	48.8	49.2	49.1	49.1
INSTRUCTOR	-	-	-	30.0	-	30.0	30.0
LECTURER	-	-	-	-	-	-	-
TOTAL	53.8	54.3	54.2	46.1	48.9	47.8	51.0

**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	58.0	57.0	57.1	-	-	-	57.1
ASSOCIATE PROFESSOR	54.5	50.3	51.5	-	-	-	51.5
ASSISTANT PROFESSOR	-	-	-	46.6	43.6	45.3	45.3
INSTRUCTOR	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-
TOTAL	55.2	52.8	53.4	46.6	43.6	45.3	50.5
<u>PRESQUE ISLE</u>							
PROFESSOR	56.3	58.2	57.5	-	-	-	57.5
ASSOCIATE PROFESSOR	50.6	52.6	51.6	-	36.0	36.0	50.5
ASSISTANT PROFESSOR	-	69.0	69.0	41.4	41.9	41.6	43.5
INSTRUCTOR	-	-	-	45.5	-	45.5	45.5
LECTURER	-	-	-	54.0	52.0	52.6	52.6
TOTAL	53.4	56.8	55.5	44.5	45.3	44.9	51.2
<u>SOUTHERN MAINE</u>							
PROFESSOR	52.9	58.2	57.0	51.5	53.4	52.9	56.8
ASSOCIATE PROFESSOR	51.9	53.4	52.7	43.1	55.6	50.1	52.5
ASSISTANT PROFESSOR	46.0	55.0	50.5	42.6	43.8	43.1	43.3
INSTRUCTOR	-	-	-	51.4	52.5	51.9	51.9
LECTURER	-	-	-	45.7	44.0	45.1	45.1
TOTAL	52.0	55.8	54.4	44.0	46.5	45.2	51.0
<u>TOTAL</u>							
PROFESSOR	55.0	57.6	57.0	55.3	51.8	52.7	56.9
ASSOCIATE PROFESSOR	50.9	52.0	51.5	46.9	51.9	50.1	51.4
ASSISTANT PROFESSOR	49.0	61.3	54.3	43.7	43.1	43.4	43.6
INSTRUCTOR	-	-	-	48.1	48.5	48.2	48.2
LECTURER	-	-	-	44.5	46.7	45.6	45.6
TOTAL	52.3	55.3	54.3	44.6	45.2	44.9	50.8

**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	4	31	35	-	1	1	-	-	-	-	-	-
3 - 5	24	123	147	4	14	18	8	18	26	1	3	4
6	48	107	155	10	16	26	20	16	36	4	5	9
7 - 9	17	31	48	11	6	17	4	4	8	-	3	3
10 +	3	10	13	5	1	6	1	-	1	1	1	2
TOTAL	96	302	398	30	38	68	33	38	71	6	12	18

<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	-	-	-	10	17	27	14	50	64
3 - 5	1	1	2	3	7	10	22	60	82	63	226	289
6	4	11	15	6	8	14	44	69	113	136	232	368
7 - 9	-	2	2	2	6	8	13	13	26	47	65	112
10 +	-	1	1	3	-	3	2	2	4	15	15	30
TOTAL	5	16	21	14	21	35	91	161	252	275	588	863

**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	-	-	-	11
Agricultural Sciences	26	-	-	-	-	-	-	26
Conservation/Renewable Natural Resources	29	-	-	2	-	-	-	31
Architecture & Related Programs	1	2	-	-	-	-	-	3
Area, Ethnic, & Cultural Studies	-	-	1	-	-	-	3	4
Communications	12	1	-	1	-	2	8	24
Communications, General	-	-	-	-	-	-	-	-
Computer & Information Sciences	9	4	1	3	-	-	7	24
Education	68	-	33	3	2	8	48	162
Engineering	67	-	-	-	-	-	7	74
Engineering or Related Technologies	9	-	-	-	-	-	-	9
Foreign Languages & Literature	13	-	4	1	-	-	13	31
Home Economics	6	-	-	-	-	-	-	6
Law and Legal Studies	-	3	-	-	-	-	16	19
English Language and Literature	29	14	11	2	4	7	23	90
Library Science	-	-	-	-	-	-	-	-
Biological Science/Life Sciences	50	5	6	3	5	5	16	90
Mathematics	26	8	9	2	3	4	10	62
Multi/Interdisciplinary Studies	4	1	-	-	-	-	4	9
Parks, Recreation, Leisure & Fitness Studies	2	-	-	-	3	6	10	21
Philosophy & Religion	6	-	3	-	-	-	7	16
Physical Science	65	1	10	1	2	2	15	96
Science Technologies	-	-	1	-	-	-	1	2
Psychology	18	8	7	2	2	2	9	48
Protective Services	-	2	-	-	-	-	4	6
Social Work	12	1	-	1	-	3	28	45
Social Sciences	53	12	11	3	4	7	45	135
Visual and Performing Arts	29	9	6	2	3	2	32	83
Health Sciences	20	15	-	3	-	3	36	77
Business Mgmt & Administrative Services	19	6	5	1	5	4	27	67
Unspecified *	53	10	15	5	-	4	32	119
TOTAL	636	102	123	36	33	59	401	1390

* Discipline is not reported for administrative faculty

UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
TRENDS 1981-2003

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 the current year high of 1390.
- 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.

Percent of Faculty with Tenure

- The percent of faculty with tenure has steadily declined since 1996. 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.
 - As the number of faculty has again increased since 1997, the percent with tenure has declined.
- The percentage of faculty with tenure is now nearly equal to the percent with tenure in 1981; 62.1% 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 over the last fifteen years.

Women and Minority Faculty

- The percentage of faculty who are women has increased from 21.9% in 1981 to 38.6% in 2003.
- 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 23 year period, from 37.4% to 51.3%. However, the percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (68.9%).
- 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 declined over the past two years from a high of 4.7% of the total in 2001 to 4.0% in 2003.

Average Age of Faculty

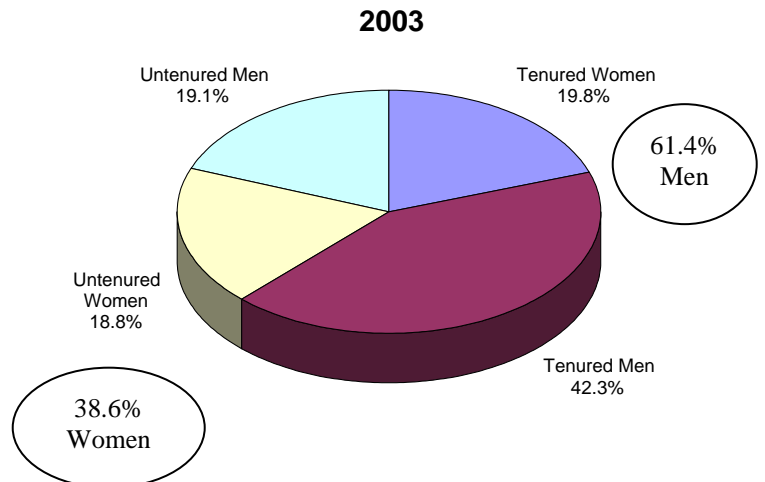
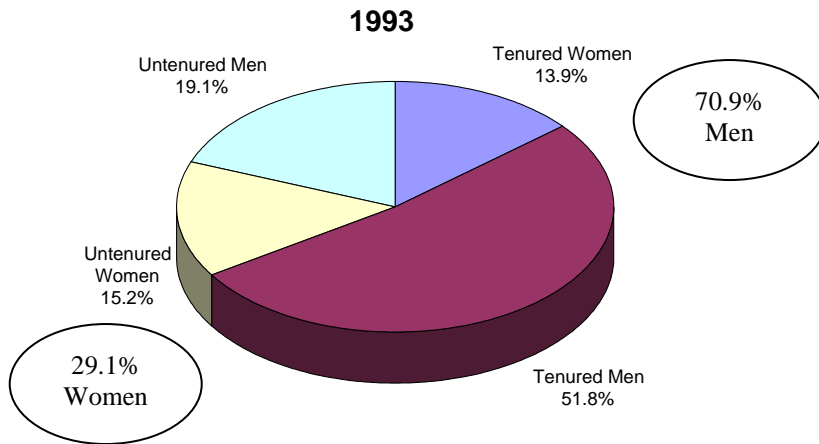
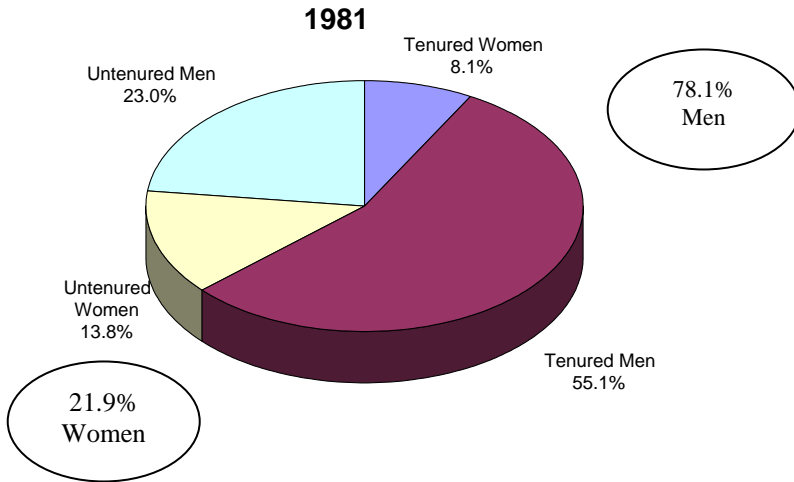
- The average age of all faculty has increased steadily for more than twenty years. From an average age of 43.9 in 1981, the average has risen to 50.8.
- The percentage of tenured faculty who are over age 40 has risen from roughly 80% in 1981 to over 95%.

UNIVERSITY OF MAINE SYSTEM
TENURE REPORT
 PROFILE OF TENURE STATISTICS
 FROM 1981 THROUGH 2003

YEAR	NUMBER OF FACULTY		
	FACULTY	MEN %	WOMEN %
2003	1390	61.4	38.6
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 %
2003	863	62.1	68.9	51.3
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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GENDER COMPOSITION OF FACULTY
1981 – 1993 - 2003



**UNIVERSITY OF MAINE SYSTEM
TENURE REPORT**

PROFILE OF TENURE STATISTICS
FROM 1981 THROUGH 2003

YEARS TO TENURE BY GENDER

YEAR	AVG	MEN	WOMEN
2003	5.4	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
2003	56	4.0
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
2003	50.8	54.3	44.9	95.8
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.