



Board of Trustees
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February 23, 2018

TO: Members of the Academic & Student Affairs Committee
Members of the Human Resources & Labor Relations Committee

FR: Ellen N. Dougherty, Interim Clerk of the Board *Ellen Dougherty*

RE: **March 5, 2018 Joint Session with Academic & Student Affairs Committee and the Human Resources & Labor Relations Committee**

The University of Maine

University of Maine
at Augusta

University of Maine
at Farmington

University of Maine
at Fort Kent

University of Maine
at Machias

University of Maine
at Presque Isle

University of
Southern Maine

The Academic & Student Affairs Committee will meet with the Human Resources and Labor Relations Committee from **1:30 pm to 3:10 pm on March 5, 2018**. The first part of the meeting will be an Executive Session to discuss Tenure Nominations for 2018. Following the Executive Session the remainder of the meeting will be an open session. The meeting will be held at the University of Maine System Executive Offices in the Rudman Conference Room, 253 Estabrooke Hall, 15 Estabrooke Drive in Orono. The following Polycom sites are available:

UMA Bangor – 118 Lewiston Hall
UMA – Room 125, Robinson Hall
UMF – Executive Conference Room 103, Merrill Hall
UMFK – Alumni Conference Room, Nadeau Hall
UMM – Executive Conference Room, Powers Hall
UMPI – Executive Conference Room, Preble Hall
USM – Room 419/427 Wishcamper Center, Portland
Phone – 1-800-605-5167 Passcode 743544#

Refreshments will be available at the UMS and the USM locations; however, there is no designated lunch break. **The Faculty & Student Representatives are invited to participate in this meeting starting at 3:00 pm as well as the meeting of the Academic & Student Affairs Committee until 5:00 pm.** The meeting materials are posted to the Diligent Board portal under the Academic and Student Affairs Committee section. In addition, the meeting materials are posted on the Board of Trustees website (<http://www.maine.edu/about-the-system/board-of-trustees/meeting-agendas/academic-student-affairs-committee/>). As a source of reference, the full tenure packets are available in a separate Board Book under the Academic & Student Affairs section, for those who have access. If you have questions about the meeting arrangements or accessing the meeting materials, please call me at 581-5840.

Other Board Committee meetings scheduled on March 5th are as follows:

- Human Resources & Labor Relations Committee from 12:00 pm to 1:30 pm
- Academic & Student Affairs Committee from 3:00 pm to 5:00 pm

If you have any questions or desire additional information about the agenda items, please call Robert Neely at 581-5843 or Rosa Redonnett at 621-3419.

cc:

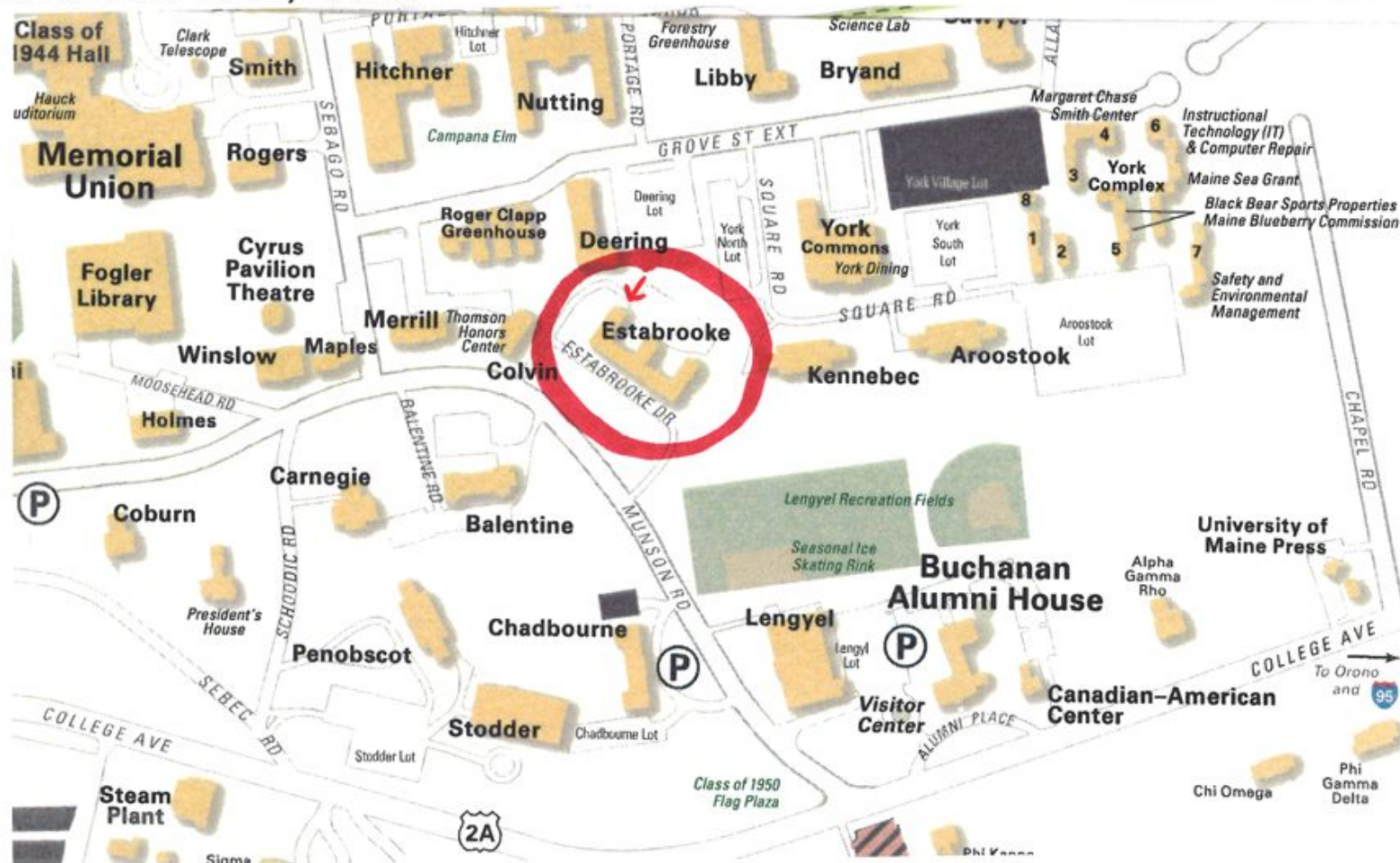
Trustees not on the ASA Committee
James Page, Chancellor
Faculty & Student Representatives
Presidents

Ryan Low
Robert Neely
Rosa Redonnett

University of Maine System

15 Estabrooke Drive, Orono

Rudman Conference Room
253 Estabrooke Hall, 2nd Floor
15 Estabrooke Drive, Orono



Directions to the UMS located on the UMaine Campus

From the South on I-95: take exit 191 to Kelly Road and turn right. Continue on Kelly Road for 1 mile until you reach the traffic light, then turn left onto Route 2 and go through downtown Orono. Cross the river. Turn left at the lights onto College Avenue. Buchanan Alumni House will be the first campus-related building on your right. Right after the Buchanan Alumni House, take a right onto Muson Road. Estabrooke Hall is the building on the right after Lengyel.

From the North on I-95: take exit 191 to Kelly Road and turn left. Continue on Kelly Road for 1 mile until you reach the traffic light, then turn left onto Route 2 and go through downtown Orono. Cross the river. Turn left at the lights onto College Avenue. Buchanan Alumni House will be the first campus-related building on your right. Right after the Buchanan Alumni House, take a right onto Muson Road. Estabrooke Hall is the building on the right after Lengyel.

The UMS is located on the 2nd floor of Estabrooke Hall. Enter Estabrooke Hall from the back of the building, the entrance closes to Deering Hall.

Board of Trustees

**Joint Session between the Academic and Student Affairs and
the Human Resources & Labor Relations**

March 5, 2018

University of Maine System Office
253 Estabrooke Hall, University of Maine

EXECUTIVE SESSION

1:30 pm - 3:00 pm

Following the executive session, the committee will discuss the following agenda items:

3:00 pm - 3:10 pm

Tab 1 Tenure Nominations for 2018

Tab 2 Tenure at the time of hire: USM Associate Dean of Nursing

Tab 3 Tenure Report

Action items are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic. An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Tenure Nominations 2018
2. **INITIATED BY:** Gregory G. Johnson, Chair
3. **BOARD INFORMATION:** **BOARD ACTION:** X
4. **OUTCOME:** **BOARD POLICY:**
All Primary Outcomes
5. **BACKGROUND:**
Candidates recommended for tenure in the University of Maine System are brought forward for approval by the Board of Trustees in March with action to take effect September 1, 2018. Following material and information relevant to the tenure approval process:

Items in italics are for Board of Trustees only.
 - Description of the tenure review process
 - *Names of candidates for tenure for 2018, listed by institution*
 - *Brief abstracts of candidates*
 - Table 1: Tabular analysis of 2018 candidates
 - Table 2: Summary of campus tenure promotions for 2018 and the previous five years
 - Report on Tenure Statistics
 - UMS Faculty Peer Tenure Comparison
6. **TEXT OF PROPOSED RESOLUTION**

That the Academic and Student Affairs Committee forward this item to the March 18-19, 2018 meeting of the Board of Trustees for approval of the following resolution:

That the Board of Trustees approves the recommendations for tenure submitted by the universities of the University of Maine System. Approvals will take effect September 1, 2018 for faculty with academic-year appointments and July 1, 2018 for faculty with fiscal-year appointments.

2/23/2018

UNIVERSITY OF MAINE SYSTEM
Policy Manual

ACADEMIC AFFAIRS**Section 310 Tenure**

Effective: 6/7/70

Last Revised: 7/9/90

Responsible Office: Academic Affairs

Policy Statement:

Tenure . . . an arrangement under which faculty appointments are continued until retirement or disability, subject to dismissal for cause, termination due to financial reasons, and/or termination due to change in the University program offerings.

The decision to grant or not to grant tenure rests solely with the Board of Trustees. Nothing in the administrative procedures, or in the criteria developed under those procedures, or in the approval of the criteria, shall limit or restrict that discretionary authority of the Board.

Related Documents:

Administrative Procedures for Awarding Tenure

Administrative Procedures for Awarding Tenure

Guidelines:

1. Each new appointee should receive a letter of appointment which includes, as a minimum, such data as:
 - a. academic rank and/or title of position;
 - b. general duties to be performed;
 - c. beginning and ending dates of appointment;
 - d. type of appointment - probationary, temporary;
 - e. indication of amount, if any, of prior service
 - f. to be counted toward probationary period;
 - g. salary.
2. The specific assignment of prior credit will be part of the letter received at the time of initial appointment. The time credited as probationary years with regard to service at other institutions of higher education, whether units of the University of Maine System or not, shall not exceed three years.
3. A probationary appointment shall not exceed six consecutive academic years in a full-time position on a single campus. A leave of absence, sabbatical, or a teacher improvement assignment shall not constitute a break in continuous service, nor shall it be included in the six-year period without prior written agreement between the faculty member and the President at the time of the request.
4. Individuals on probationary appointments shall normally complete the full term, i.e., the sixth year, before the Board awards tenure.
5. At the time of initial appointment, exceptionally qualified individuals may be awarded tenure at the rank of full professor, with the approval of the appointment by the Trustees. In other cases, as the campuses deem appropriate, full professors may receive an initial appointment without tenure but, with Trustee approval at the time of their appointment, may be given the opportunity to apply for tenure during the second year of their appointment.
6. Tenure shall not be awarded ordinarily below the associate professor level or its equivalent.
7. Each campus shall develop its criteria for promotion and tenure, and, once developed, a statement of such criteria shall be forwarded to the Chancellor and the Trustees for review and approval and thereafter be made available by the campus administration to all faculty members in the institution. These criteria shall include reference to teaching, public service, research, and scholarship activities as are appropriate to the University System and campus missions. Criteria may vary among units or departments, but shall be in accord with the over-all campus criteria.
8. Student input is a desirable and meaningful part of faculty evaluation, and the contribution students make to the evaluative process is essential to the improvement of instruction. Student evaluations are to be secured on a regular, systematic, and equitable basis and made part of the official record.

9. Evidence should be obtained from outside the institution and from outside the University of Maine System, as appropriate, regarding the scholarship and research of candidates for tenure.
10. Tenured faculty, as well as nontenured faculty, shall be reviewed on an annual basis. Each campus shall develop its criteria for faculty evaluation, and, once developed, a statement of such criteria shall be forwarded to the Chancellor and the Trustees for review and approval and thereafter be made available by the campus administration to all faculty members in the institution.
11. The tenure guidelines provide the policy framework for the process to be followed on each campus. Where exceptions are sought, it is necessary that the campus present its request in detail, including the rationale for the exception, to the Chancellor and the Board of Trustees.
12. Tenure may be transferable among the institutions of the University of Maine System at the discretion of the Board of Trustees, consistent with the tenure policies of the institution to which transfer is sought.
13. Senior administrators shall not be awarded tenure as part of their administrative contracts. However, the Trustees will consider, on an exceptional basis, a nomination to tenure for an academic dean, when presented under these conditions:
 - a. the nominee will have been accepted by an appropriate academic department and accorded faculty rank, at the time of appointment as academic dean;
 - b. the nomination will have been duly evaluated through the campus's tenure processes.

TABLE I

**Numbers of Exceptions, Numbers of Women Candidates,
and Total Numbers of Candidates for Tenure, 2018**

Campus	Number	Exception to Board Policy	Women	Percentage of candidates who are women
UM	13	1	4	31%
UMA	0	0	0	N/A
UMF	4	0	3	75%
UMFK	0	0	0	N/A
UMM	1	0	0	0%
UMPI	3	0	2	67%
USM	2	0	1	50%
Total	23	1	10	43%

54.66% of faculty are men; 45.34% of faculty are women
63.15 of the male faculty are tenured; 49.0% of the women faculty are tenured

Table II. Numbers of Candidates Considered at Campus Level
and Numbers Forwarded for Board Approval, 2012-2018

	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	Total
UMaine							
Considered	6	15	3	7	11	13	55
Recommended	6	15	3	7	11	13	55
UM - Augusta							
Considered	2	0	2	4	3	0	11
Recommended	2	0	2	4	3	0	11
UM - Farmington							
Considered	4	1	5	1	3	4	18
Recommended	4	1	5	1	3	4	18
UM - Fort Kent							
Considered	0	0	3	1	1	0	5
Recommended	0	0	3	1	1	0	5
UM - Machias							
Considered	2	2	0	1	4	1	10
Recommended	2	2	0	1	4	1	10
UM - Presque Isle							
Considered	3	1	1	1	2	3	11
Recommended	3	1	1	1	2	3	11
USM							
Considered	8	7	2	4	3	2	26
Recommended	8	7	2	4	3	2	26
System Total							
Considered	25	26	16	19	27	23	136
Recommended	25	26	16	19	27	23	136



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Tenure at time of hire: USM Associate Dean of Nursing
2. **INITIATED BY:** Gregory G. Johnson, Chair
3. **BOARD INFORMATION:** **BOARD ACTION:** X
4. **OUTCOME:** **BOARD POLICY:**
Section 310
5. **BACKGROUND:**

Dr. Sarah Wills has been offered the position of Associate Dean of Nursing in the College of Science, Technology, and Health. Dr. Sarah Wills' appointment is a full time, 11-month position (August-June with July off contract). The initial appointment is for three years, effective August 1, 2018. Tenure would become effective on the date Dr. Wills assumes a full time faculty position after leaving the position of Associate Dean of Nursing. The School of Nursing peer committee vote was unanimous for tenure at the rank of associate professor.

Dr. Wills' teaching evaluations are strong and reflect her preparation and engagement with students. She is known as a mentor both in and out of the classroom. Dr. Wills is a Certified Nurse Educator (CNE) which indicates a national standard of excellence in nursing education. In 2017 Dr. Wills received the Palmetto Gold Award for Nursing Excellence and in 2014 won the University of Hawaii Applied Learning Excellence in Teaching Award.

Dr. Wills is an active university and community citizen. She served as chair of the undergraduate curriculum committee at South University and on several community and professional organizations such as the National League of Nursing and the American Nursing Association.

Dr. Wills' research is multifaceted: she publishes on topics such as the "freshman fifteen," communication and performance on nursing student teams, mortality rates, and, most recently, how magnet hospital status impacts patient satisfaction. Dr. Wills is also an experienced grant writer, and the School of Nursing feels that her unique combination of broad research interests, grant writing experience, and leadership in the field make her the perfect candidate to help the School meet Maine's steadily rising demand for well qualified nurses and nurse leaders.

That the Academic and Student Affairs Committee forwards this item to the March 18 & 19, 2018 Board of Trustees meeting for approval of the following resolution:

6. TEXT OF PROPOSED RESOLUTION:

That the Academic and Student Affairs Committee forwards this item to the March 18 & 19, 2018 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees approves tenure at the rank of Associate Professor in the College of Science, Technology and Health at the University of Southern Maine to Dr. Sarah Wills, with tenure to be effective if/when the administrative position ends and she assumes a full-time faculty position at USM, in accordance with Board Policy.



Faculty and Tenure Statistics

2017 - 2018

**University
of
Maine System
Office of Human
Resources**

March 2018

University Of Maine System Faculty and Tenure Statistics

This report provides a statistical summary of the tenure status and demographic characteristics of full-time faculty* at the University of Maine System. Current information and trends since 1987 are provided.

The information was extracted from the University's Human Resources Information file in February 2018, reflecting the 2017-2018 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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University Of Maine System Faculty and Tenure Statistics: Highlights

Number of Faculty

- 1,180 faculty are included in this report. The number of faculty grew steadily throughout the 1980's; decreased throughout the 1990's, rose from 1997 to 2007, then declined steadily until 2015. There has been a steady increase from 2015 to 2017. The change in the number of faculty generally follows enrollment trends.
- There are 24 more faculty than last year. Tenured faculty decreased to 669 from 685 last year, and the number of faculty without tenure increased over last year's number by 40 to reach 511.
- Part-time "adjunct" faculty are not included in this report.
- Faculty participating in the partial retirement program or with shared appointments or similar arrangements are counted as full-time for this report. These faculty are included in the full-time faculty bargaining unit, may be eligible for tenure or be tenured, and receive full-time benefits. 36 faculty members are in the partial retirement program, 6 are in shared appointments.
- There are 23 faculty members who will be considered for tenure in the coming academic year.

Tenured and Non-tenured Faculty

- 56.7% (669) of the faculty have tenure. The percentage of tenured faculty varies from a high of 65.17% at UMA to a low of 52.95% at UM.
- The percent of tenured faculty at UMS decreased this year to 56.7%.
- At the University of Maine System 20.0% of the faculty are in pre-tenure status, and 23.3% not eligible for tenure.
- 43.3% (511) of UMS faculty do not have tenure. Of this number, 46.2% are eligible for tenure, and 53.8% are not eligible for tenure.

On average, a faculty member serves 5.7 years in the University of Maine System before being awarded tenure. The average years of service from date of appointment to tenure has slowly climbed since 2009 from 5.4 years.

- There are 46 pre-tenured faculty who have 5 or more years of service that are eligible for tenure in the next academic year.
- There were 85 new faculty hired in 2017, of this number 44 (51.8%) are eligible for tenure.

Women and Minority Faculty

- 45.3% (535) are women and 54.7% (645) of the faculty are men. The proportion of women faculty ranges from a high of 60.3% at UMF to a low of 38.1% at UM.
- The percentage of faculty who are women has steadily increased from 21.9% in 1981 to 45.34% in 2017. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 63.1% of men faculty have tenure, and 49.0% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 43.8% at UM and 49.0% at USM.
- The percentage of women faculty with tenure had grown over the years, from 37.4% in 1981 to 58.2% in 2014/15. However, there has been a decrease over the last year few years in the percentage of women faculty with tenure (52.5% in 2015/16; 52.3% in 2016/17; 49.0% in 2017/2018). The percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (63.1%).
- Women are under-represented at the rank of full professor; 22.4% of women are professors while 40.2% of men are professors. The percentage of women professors has steadily decreased since the peak in 2014/15 at 25.4%. In 1984 only 6.3% of women were professors.
- Women faculty have an average of 6.1 years of service when awarded tenure; men faculty serve 5.5 years on average before being 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.
- Minority faculty members have increased from last year at 94 to 109, or 9.2%. In 1993, 2.6% of faculty were minority. This year shows the highest percentage of minority faculty members recorded for the University of Maine System.

Age Distribution

- The average age of all faculty increased steadily for more than twenty years, then decreased last year. The average age this year decreased slightly from last year at 52.7 down to 52.2.
- Tenured faculty average 57.4 years of age and non-tenured faculty average 45.4 years of age.
- The average age varies from 50.8 years at UM to 57.2 years at UMA.
- The average age of faculty by rank is: professors, 60.3; associate professors, 53.7; assistant professors, 42.1; instructors, 53.6; and lecturers, 47.7.
- 97.2% of tenured faculty are age 40 or older while 58.9% of non-tenured faculty are age 40 or older. The percentage of tenured faculty who are age 40 or older has increased steadily from approximately 80% in 1981.
- 306 tenured faculty (396 total faculty) are age 60 or over and 155 tenured faculty (191 total faculty) are age 65 or older.
- Projections based on the current workforce indicate a large number of faculty reaching normal retirement age. From fiscal year 2018 to fiscal year 2022, 205 faculty members will attain age 65.

Disciplines

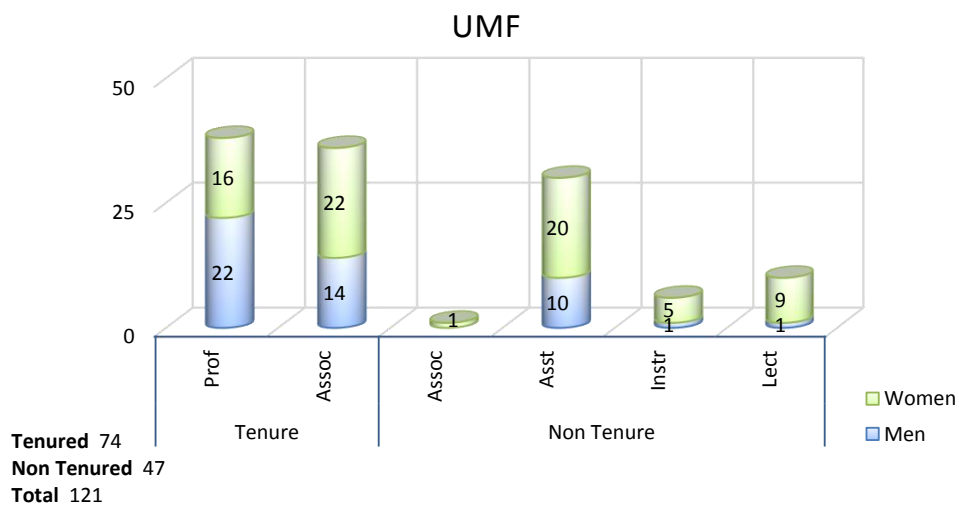
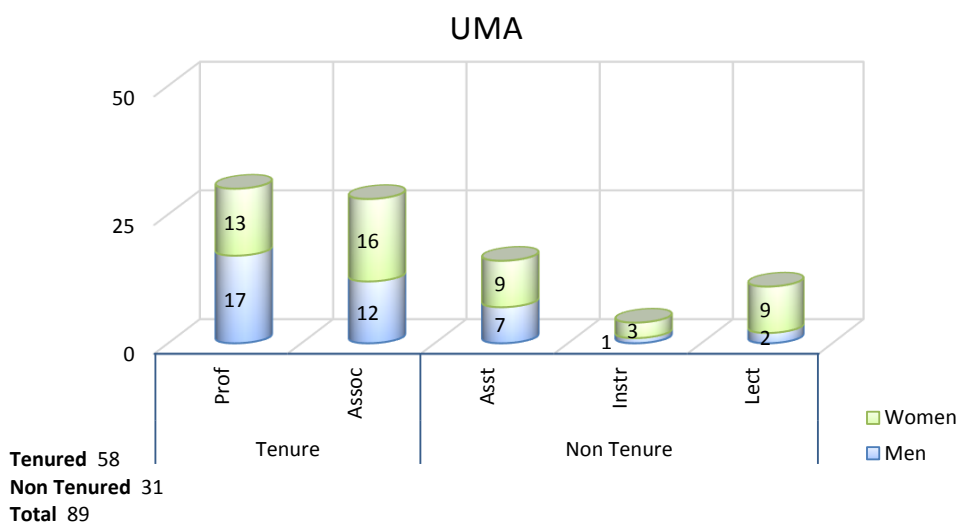
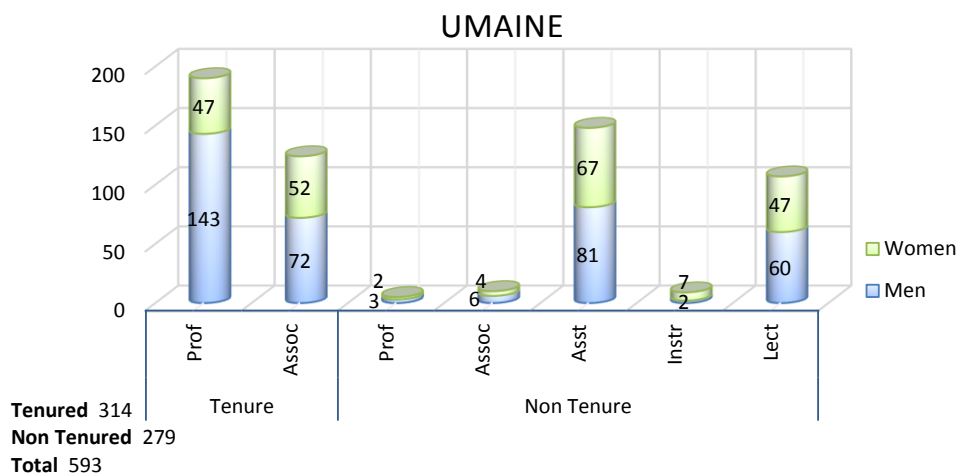
- Education is the discipline area with the largest number of faculty (139), followed by Social Sciences (104), Biological and Life Sciences (101), Physical Sciences (91), and Health Sciences (86). The top 10 disciplines have remained constant for the past five years.

Sabbaticals

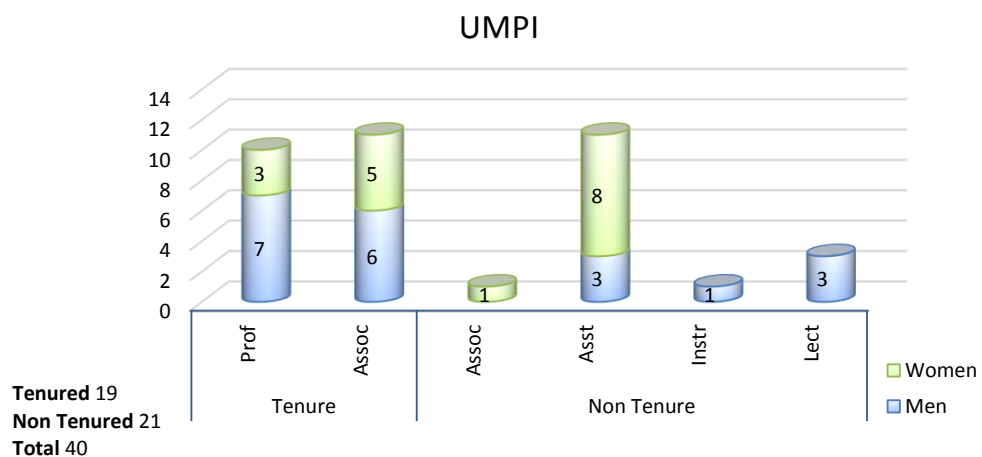
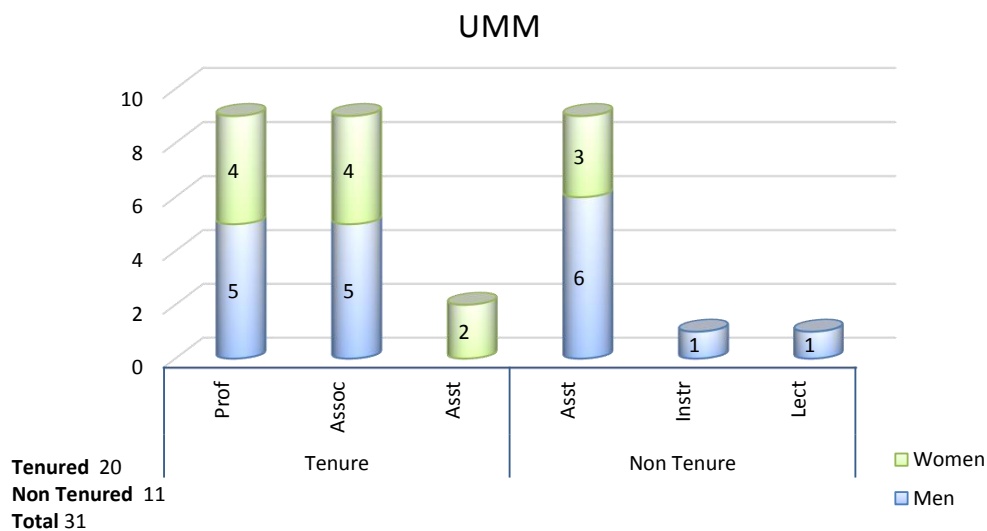
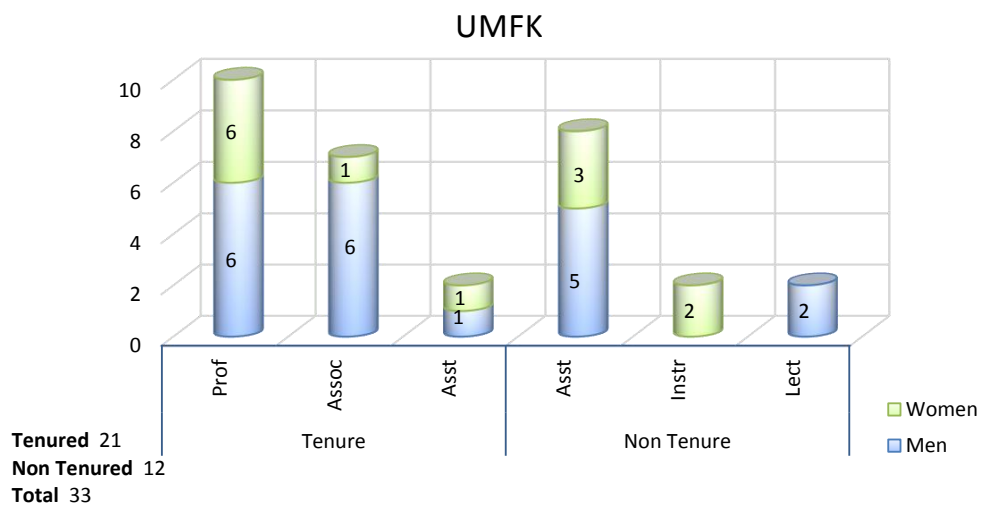
- The AFUM collective bargaining agreement provides 51 sabbaticals per year across all Universities. Additional sabbaticals may be granted at the discretion of the departments if there are no additional costs to the University and the Chief Administrative Officer recommends additional awards.
- The total number of sabbaticals fluctuate over a 3 - 5 year periods. There were a higher number of sabbaticals from the academic years 05/06 through 08/09 with a peak in 08/09 at 95. There have been fewer sabbaticals between the academic years 09/10 through 17/18. There were 66 faculty on sabbatical this year, which is up 9 from the prior year.

Note: In all Tables a “-“ indicates zero.

Tenure Status by Rank and University

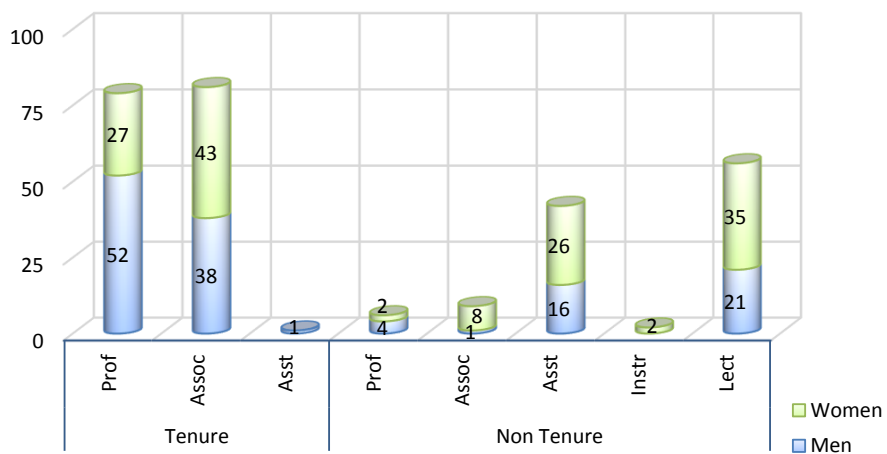


Tenure Status by Rank and University



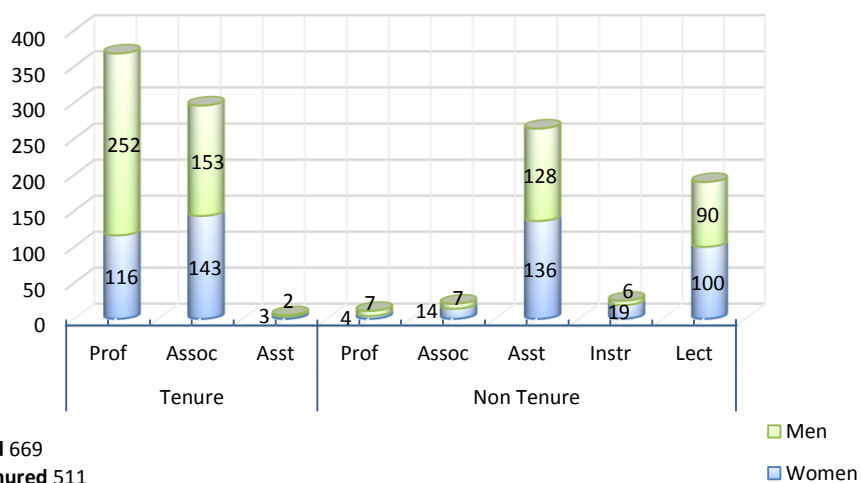
Tenure Status by Rank and University

USM



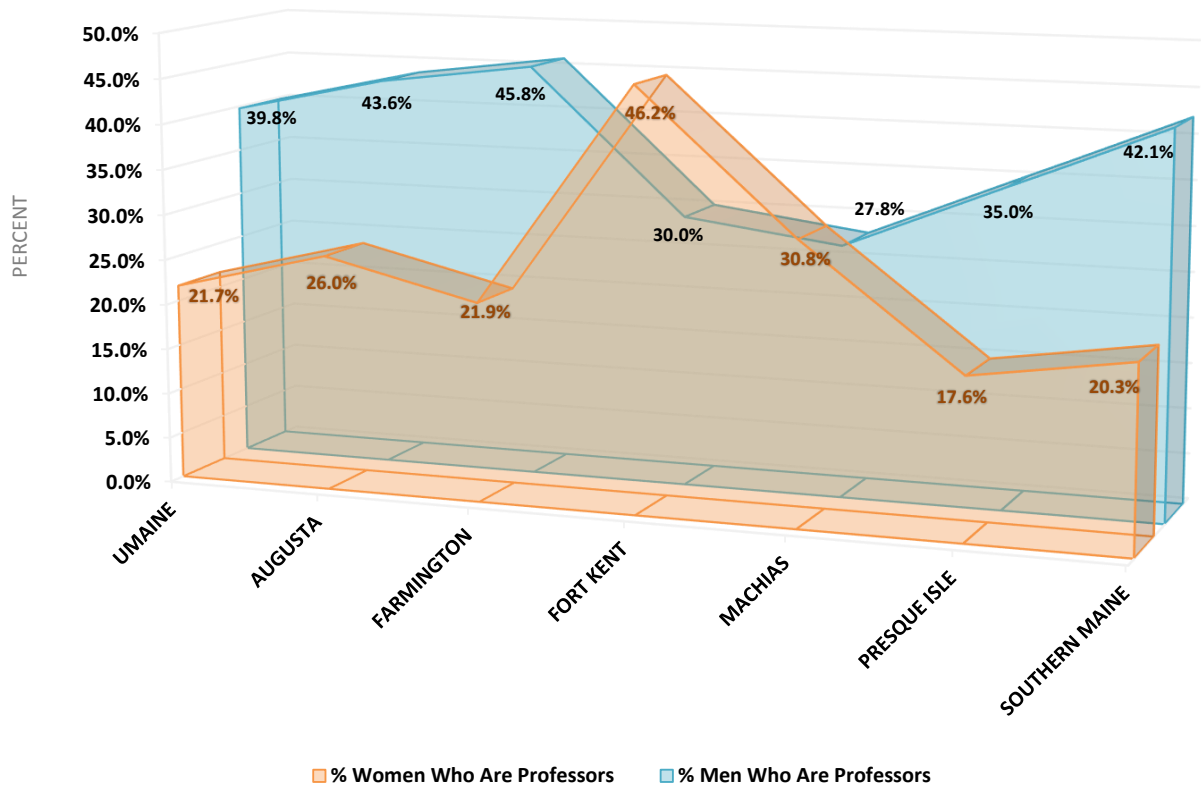
Tenured 161
Non Tenured 115
Total 276

TOTAL



Tenured 669
Non Tenured 511
Total 1,180

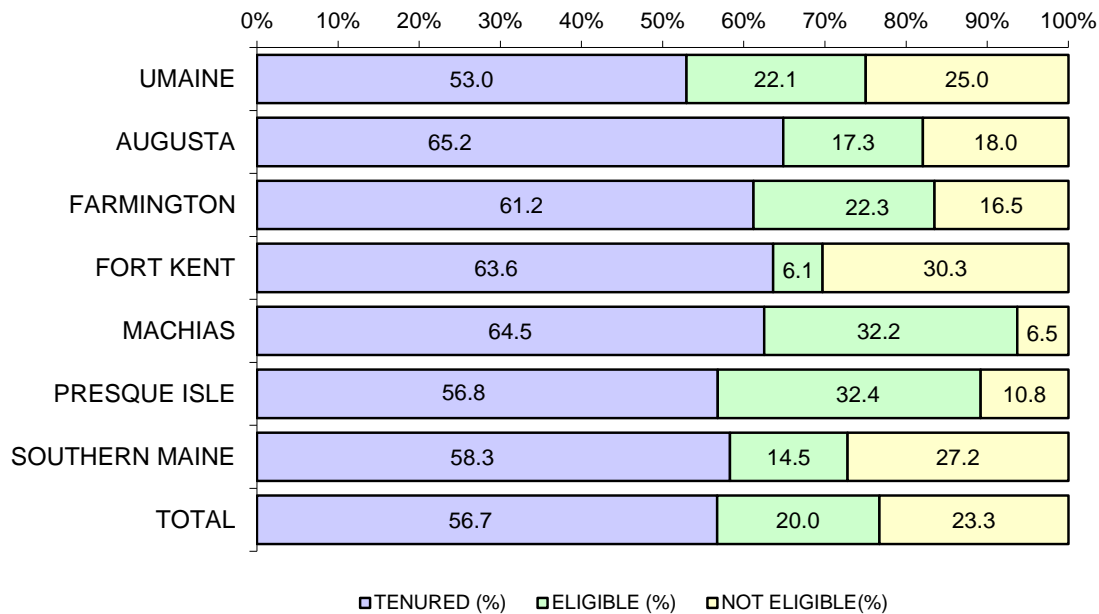
Percent of Professors by Gender and University



Tenure Status by Gender and University

UNIVERSITY	TENURED WOMEN		TENURED MEN		TENURED FACULTY	
	NO.	% OF TOTAL WOMEN FACULTY	NO.	% OF TOTAL MEN FACULTY	NO.	% OF TOTAL FACULTY
UMAINE	99	43.8%	215	58.6%	314	53.0%
AUGUSTA	29	58.0%	29	74.4%	58	65.2%
FARMINGTON	38	52.1%	36	75.0%	74	61.2%
FORT KENT	8	61.5%	13	65.0%	21	63.6%
MACHIAS	10	76.9%	10	55.6%	20	64.5%
PRESQUE ISLE	8	47.1%	13	65.0%	21	56.8%
SOUTHERN MAINE	70	49.0%	91	68.4%	161	58.3%
TOTAL	262	49.0%	407	63.1%	669	56.7%

Tenure Status by University



Tenure Status by University Number of Non-Tenured Faculty

UNIVERSITY	TOTAL NUMBER OF TENURED FACULTY	ELIGIBLE FOR TENURE	NOT ELIGIBLE FOR TENURE	TOTAL NOT TENURED	TENURED OR ELIGIBLE FOR TENURE	TOTAL FACULTY
UMAINE	314	131	148	279	445	593
AUGUSTA	58	15	16	31	73	89
FARMINGTON	74	27	20	47	101	121
FORT KENT	21	2	10	12	23	33
MACHIAS	20	9	2	11	29	31
PRESQUE ISLE	21	12	4	16	33	37
SOUTHERN MAINE	161	40	75	115	201	276
TOTAL	669	236	275	511	905	1,180

UNIVERSITY	TENURED FACULTY AS % OF FACULTY WHO ARE TENURED OR ARE ELIGIBLE FOR TENURE	% OF TOTAL FACULTY WHO ARE TENURED	% OF TOTAL FACULTY WHO ARE TENURED OR ARE ELIGIBLE FOR TENURE	% OF TOTAL FACULTY WHO ARE NOT ELIGIBLE FOR TENURE	% OF NON- TENURED FACULTY WHO ARE ELIGIBLE FOR TENURE
UMAINE	70.6	53.0	75.0	25.0	47.0
AUGUSTA	79.5	65.2	82.0	18.0	48.4
FARMINGTON	73.3	61.2	83.5	16.5	57.4
FORT KENT	91.3	63.6	69.7	30.3	16.7
MACHIAS	69.0	64.5	93.5	6.5	81.8
PRESQUE ISLE	63.6	56.8	89.2	10.8	75.0
SOUTHERN MAINE	80.1	58.3	72.8	27.2	34.8
TOTAL	73.9	56.7	76.7	23.3	46.2

Ethnicity by Tenure Status

ETHNICITY	TENURE		ELIGIBLE FOR TENURE		NOT ELIGIBLE FOR TENURE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
WHITE	619	92.5%	204	86.4%	248	90.2%	1071	90.8%
MINORITY	50	7.5%	32	13.6%	27	9.8%	109	9.2%
TOTAL	669	100.0%	236	100.0%	275	100.0%	1180	100.0%

Ethnicity by University

UNIVERSITY	MINORITY NUMBER	MINORITY PERCENT
UMAINE	65	11.0
AUGUSTA	1	1.1
FARMINGTON	6	5.0
FORT KENT	5	15.2
MACHIAS	1	3.2
PRESQUE ISLE	3	8.1
SOUTHERN MAINE	28	10.1
TOTAL	109	9.2

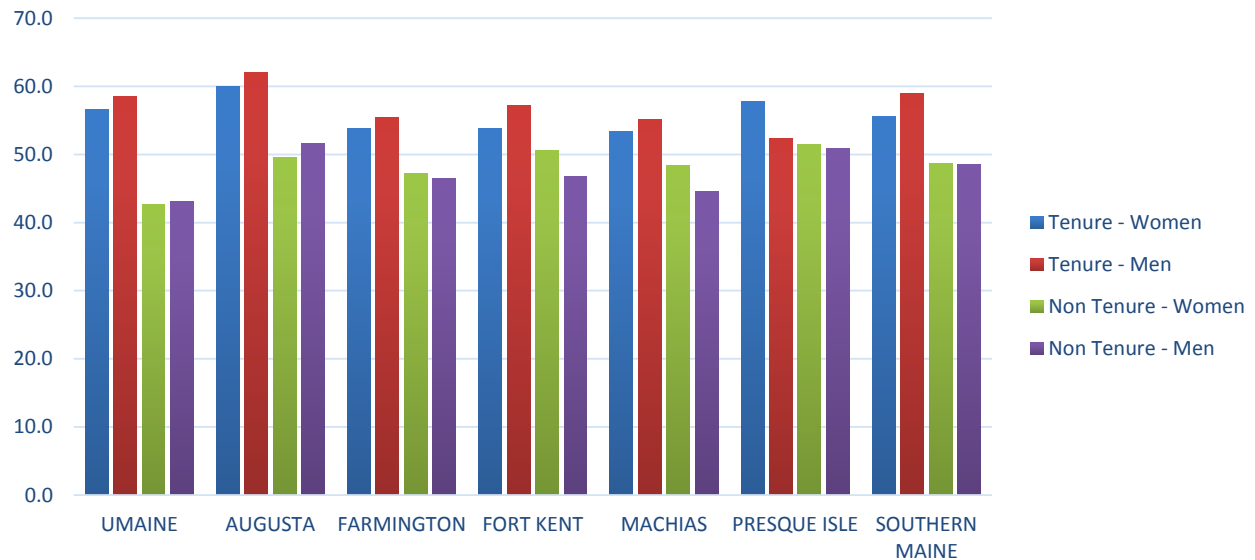
**Average Years of Service from Date of Appointment
To Date of Tenure**

UNIVERSITY	WOMEN	MEN	TOTAL
UMAINE	6.2	5.3	5.5
AUGUSTA	8.1	6.2	7.2
FARMINGTON	4.8	5.1	4.9
FORT KENT	6.6	6.2	6.3
MACHIAS	6.2	9.1	7.7
PRESQUE ISLE	6.1	5.8	6.0
SOUTHERN MAINE	5.8	5.5	5.6
TOTAL	6.1	5.5	5.7

Average Age by Gender and University

	Tenured			Non Tenured			Grand Total
	Women	Men	Total	Women	Men	Total	
UMAINE	56.5	58.5	57.9	42.6	43.1	42.9	50.8
AUGUSTA	59.9	62.1	61.0	49.5	51.6	50.2	57.2
FARMINGTON	53.8	55.4	54.6	47.3	46.5	47.1	51.6
FORT KENT	53.9	57.2	56.0	50.6	46.7	48.3	53.2
MACHIAS	53.3	55.2	54.3	48.3	44.6	45.6	51.2
PRESQUE ISLE	57.8	52.4	54.4	51.4	50.9	51.2	53.0
SOUTHERN MAINE	55.5	59.0	57.5	48.6	48.5	48.6	53.8
Grand Total	56.1	58.2	57.4	45.8	45.0	45.4	52.2

Average Age



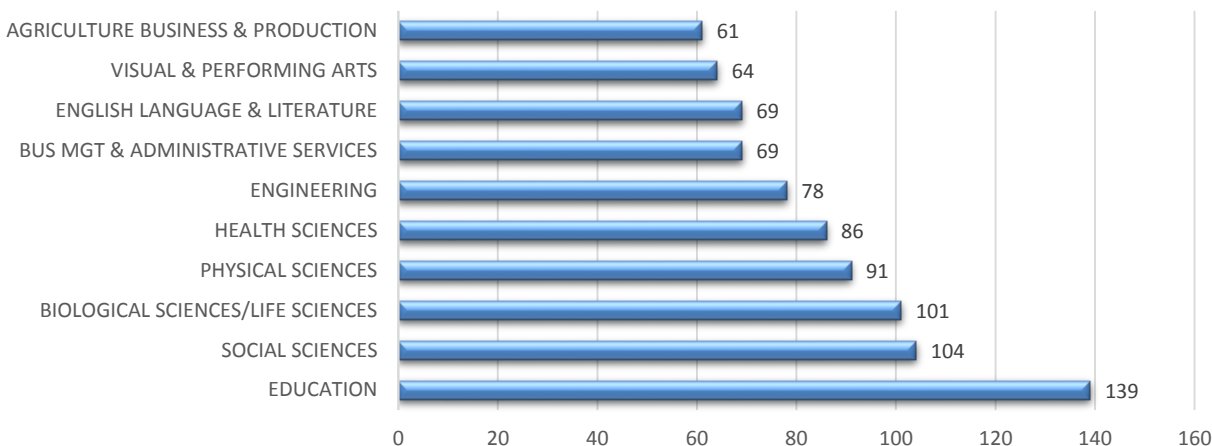
Average Age by Gender and Rank

University	Rank	Tenure			Non Tenure			Total
		Women	Men	Total	Women	Men	Total	
UMAINE	Professor	59.9	60.9	60.6	67.0	67.0	67.0	60.8
	Associate Professor	53.5	53.6	53.6	52.3	57.3	55.3	53.7
	Assistant Professor				39.1	39.2	39.2	39.2
	Instructor				54.0	62.0	55.8	55.8
	Lecturer				44.0	45.1	44.6	44.6
UMAINE Total		56.5	58.5	57.9	42.6	43.1	42.9	50.8
AUGUSTA	Professor	64.0	68.2	66.4				66.4
	Associate Professor	56.6	53.3	55.2				55.2
	Assistant Professor				41.1	45.9	43.2	43.2
	Instructor				61.3	66.0	62.5	62.5
	Lecturer				54.0	64.5	55.9	55.9
AUGUSTA Total		59.9	62.1	61.0	49.5	51.6	50.2	57.2
FARMINGTON	Professor	57.9	57.5	57.7				57.7
	Associate Professor	50.8	52.0	51.3	59.0		59.0	51.5
	Assistant Professor				42.0	47.7	43.9	43.9
	Instructor				48.8	33.0	46.2	46.2
	Lecturer				56.8	48.0	55.9	55.9
FARMINGTON Total		53.8	55.4	54.6	47.3	46.5	47.1	51.6
FORT KENT	Professor	58.2	56.7	57.4				57.4
	Associate Professor	41.0	58.0	55.6				55.6
	Assistant Professor	41.0	56.0	48.5	47.3	46.2	46.6	47.0
	Instructor				55.5		55.5	55.5
	Lecturer					48.0	48.0	48.0
FORT KENT Total		53.9	57.2	56.0	50.6	46.7	48.3	53.2
MACHIAS	Professor	60.3	57.4	58.7				58.7
	Associate Professor	51.8	53.0	52.4				52.4
	Assistant Professor	42.5		42.5	48.3	47.3	47.7	46.7
	Instructor					34.0	34.0	34.0
	Lecturer					39.0	39.0	39.0
MACHIAS Total		53.3	55.2	54.3	48.3	44.6	45.6	51.2
PRESQUE ISLE	Professor	51.7	56.9	55.3				55.3
	Associate Professor	61.4	47.2	53.6	63.0		63.0	54.4
	Assistant Professor				50.0	47.3	49.3	49.3
	Instructor					42.0	42.0	42.0
	Lecturer					57.3	57.3	57.3
PRESQUE ISLE Total		58.4	57.8	52.4	54.4	51.4	50.9	51.2
SOUTHERN MAINE	Professor	56.4	61.5	59.7	48.5	56.0	53.5	59.3
	Associate Professor	55.0	55.3	55.1	46.9	37.0	45.8	54.2
	Assistant Professor		69.0	69.0	49.8	39.7	45.9	46.5
	Instructor				62.0		62.0	62.0
	Lecturer				47.4	54.4	50.0	50.0
SOUTHERN MAINE Total		55.4	55.5	59.0	57.5	48.6	48.5	48.6
Grand Total		56.1	58.2	57.4	45.8	45.0	45.4	52.2
ALL CAMPUSES	Professor	59.0	60.9	60.3	57.8	60.7	59.6	60.3
	Associate Professor	54.0	53.8	53.9	50.4	54.4	51.8	53.7
	Assistant Professor	42.0	62.5	50.2	42.7	41.1	42.0	42.1
	Instructor				54.8	49.8	53.6	53.6
	Lecturer				47.3	48.1	47.7	47.7
ALL CAMPUSES Total		56.1	58.2	57.4	45.8	45.0	45.4	52.2

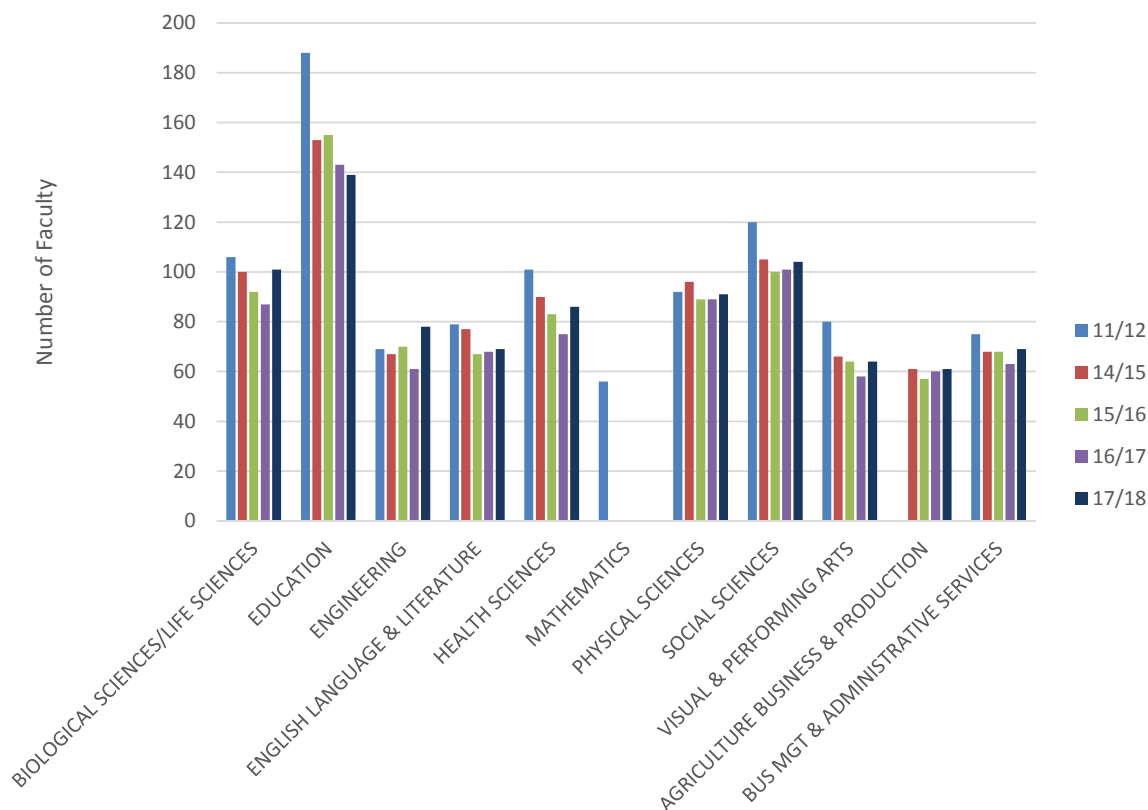
Faculty by Discipline by University Tenured and Non-Tenured

DISCIPLINE	UM	UMA	UMF	UMFK	UMM	UMPI	USM	Total
Agriculture Business & Production	48	1		7			5	61
Architecture & Related Programs	1	3						4
Area Ethnic & Cultural Studies		1	1					2
Biological Sciences/Life Sciences	66	5	7		6	4	13	101
Business Management & Administrative Services	29	6	4	4	2	4	20	69
Communications	10	1		1			5	17
Computer & Information Sciences	6	4	1	1			5	17
Criminal Justice And Corrections		1						1
Education	67	1	37	1	3	5	25	139
Engineering	72						6	78
Engineering Or Related Technologies	20						1	21
English Language & Literature	24	11	13	2	2	4	13	69
Foreign Languages & Literature	7	1	5	1			5	19
Health Sciences	23	16	2	8		3	34	86
History	14			1	1		2	18
Home Economics – Family And Consumer Life	8							8
Law And Legal Studies		2					20	22
Library Science		1						1
Mathematics	26	7	9	1	2	1	9	55
Multi/Interdisciplinary Studies	5	2					1	8
Parks, Recreation, Leisure & Fitness Studies	8				3	2	12	25
Philosophy & Religion	6	1	3				6	16
Physical Sciences	63	1	9		3	4	11	91
Psychology	17	6	9	1	4	2	7	46
Public Administration & Social Services	10	1		1		2	22	36
Social Sciences	35	10	13	3	3	5	35	104
Visual & Performing Arts	26	7	8	1	2	1	19	64
Liberal Arts & Sciences	2							2
TOTAL	593	89	121	33	31	37	276	1180

Disciplines with Greatest Numbers of Faculty Tenured and Non-tenured



Top 10 Disciplines 2011 – 2017



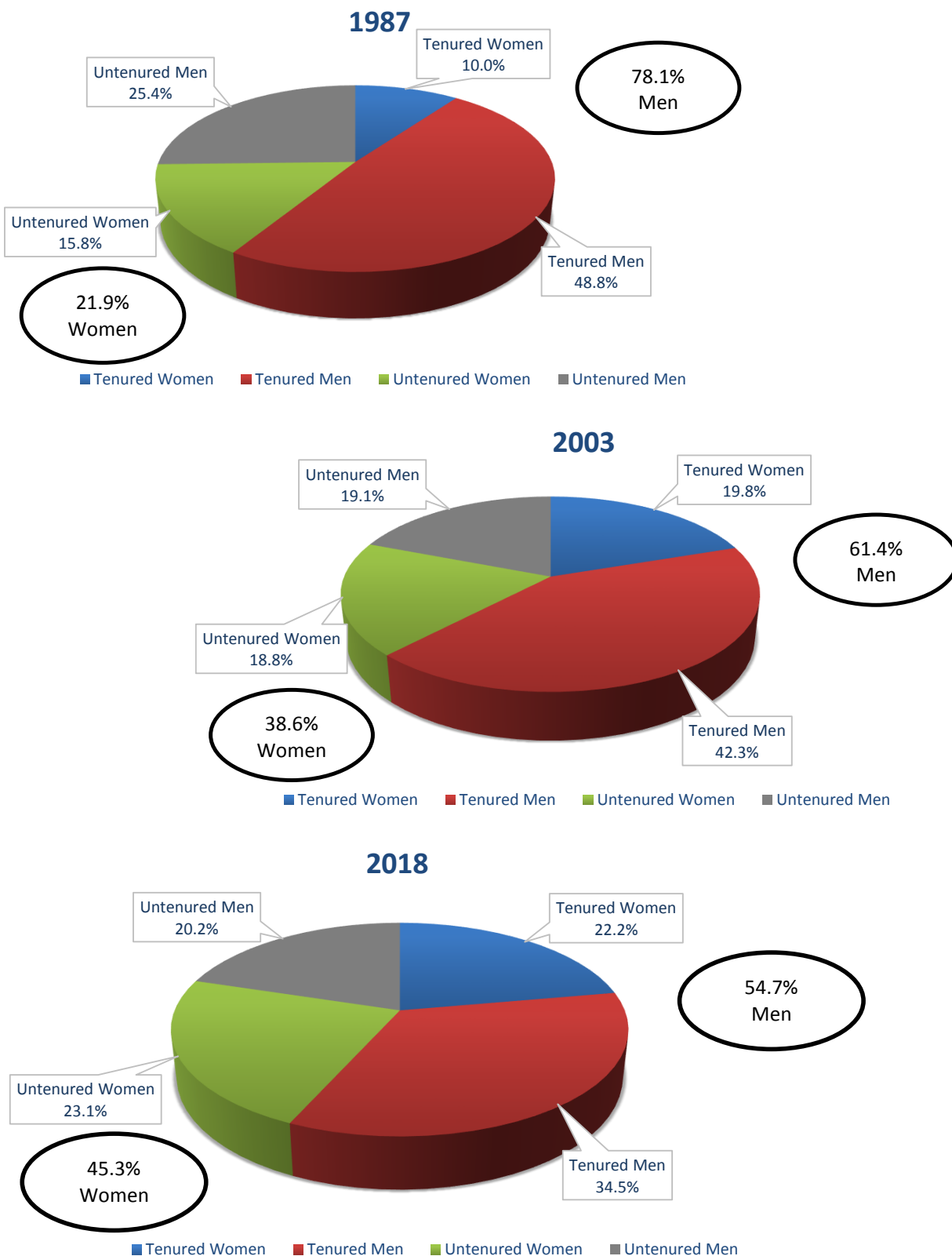
From 1987 Through 2017 Total Number of All Faculty

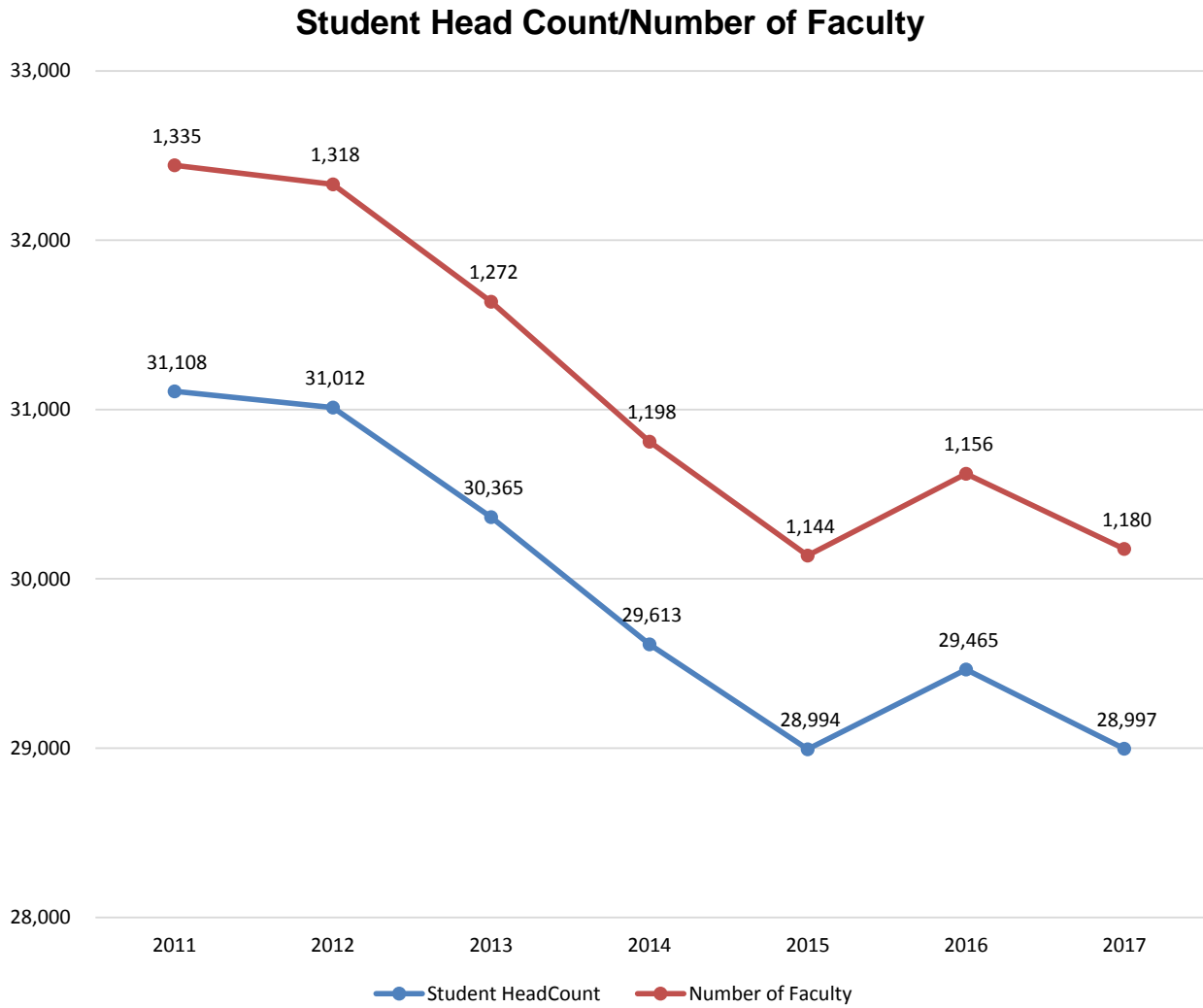
YEAR	FACULTY	MEN %	WOMEN %
2017	1,180	54.7	45.3
2016	1,156	53.3	43.7
2015	1,144	57.1	42.9
2014	1,198	57.7	42.3
2011	1,335	57.9	42.1
2008	1,400	59.4	40.6
2005	1,380	60.5	39.5
2002	1,388	61.1	38.9
1999	1,310	64.9	35.1
1996	1,288	68.0	32.0
1993	1,325	69.7	30.3
1990	1,394	72.0	28.0
1987	1,353	74.1	25.9

Percent Tenured Faculty by Gender

YEAR	NUMBER	TENURED FACULTY %	MEN %	WOMEN %
2017	669	56.7	63.1	49.0
2016	685	59.3	64.7	52.3
2015	694	60.7	66.8	52.5
2014	795	66.4	72.4	58.2
2011	876	65.6	71.9	56.9
2008	906	64.7	70.0	57.0
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

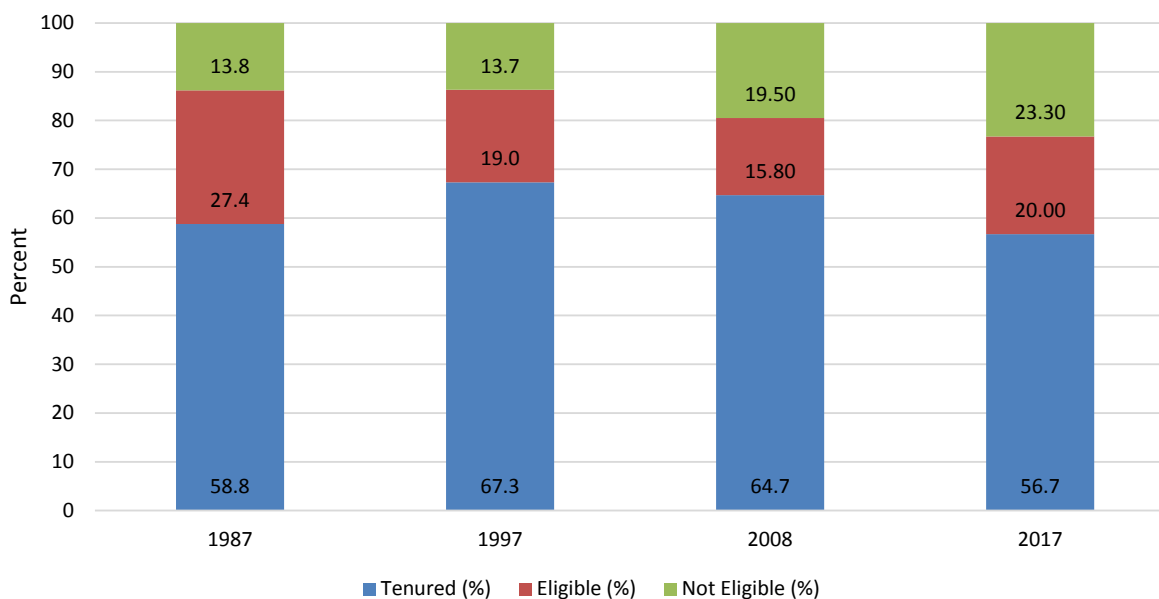
Gender Composition Faculty 1987 - 2003 - 2017





*The information for the student head count was from the University of Maine System Fall 2017 Enrollment Report

Tenure Status 1987 - 1997 - 2008 - 2017



New Hire* Faculty on Tenure Track

Year	Total Faculty	New Hires	Tenure Track
2017	1,180	85	44
2016	1,156	63	38
2015	1,144	95	40
2014	1,198	59	29
2013	1,272	68	24
2012	1,318	61	27
2011	1,335	78	47
2008	1,400	62	37

* New hire as of 6/1/2017

Faculty and Tenure Profile Trends From 1987 Through 2017 Years to Tenure by Gender

<u>YEAR</u>	<u>AVG</u>	<u>MEN</u>	<u>WOMEN</u>
2017	5.7	5.5	6.1
2016	5.7	5.5	6.0
2015	5.6	5.4	5.9
2014	5.6	5.4	6.1
2011	5.6	5.3	6.0
2008	5.4	5.2	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

Minority Faculty

<u>YEAR</u>	<u>NUMBER</u>	<u>PERCENT</u>
2017	109	9.2
2016	94	8.1
2015	89	7.8
2014	81	6.8
2011	80	6.0
2008	73	5.2
2005	63	4.6
2002	57	4.1
1999	55	4.2
1996	39	3.0
1993	34	2.6
1990	40	2.9
1987	-	-

Average Age

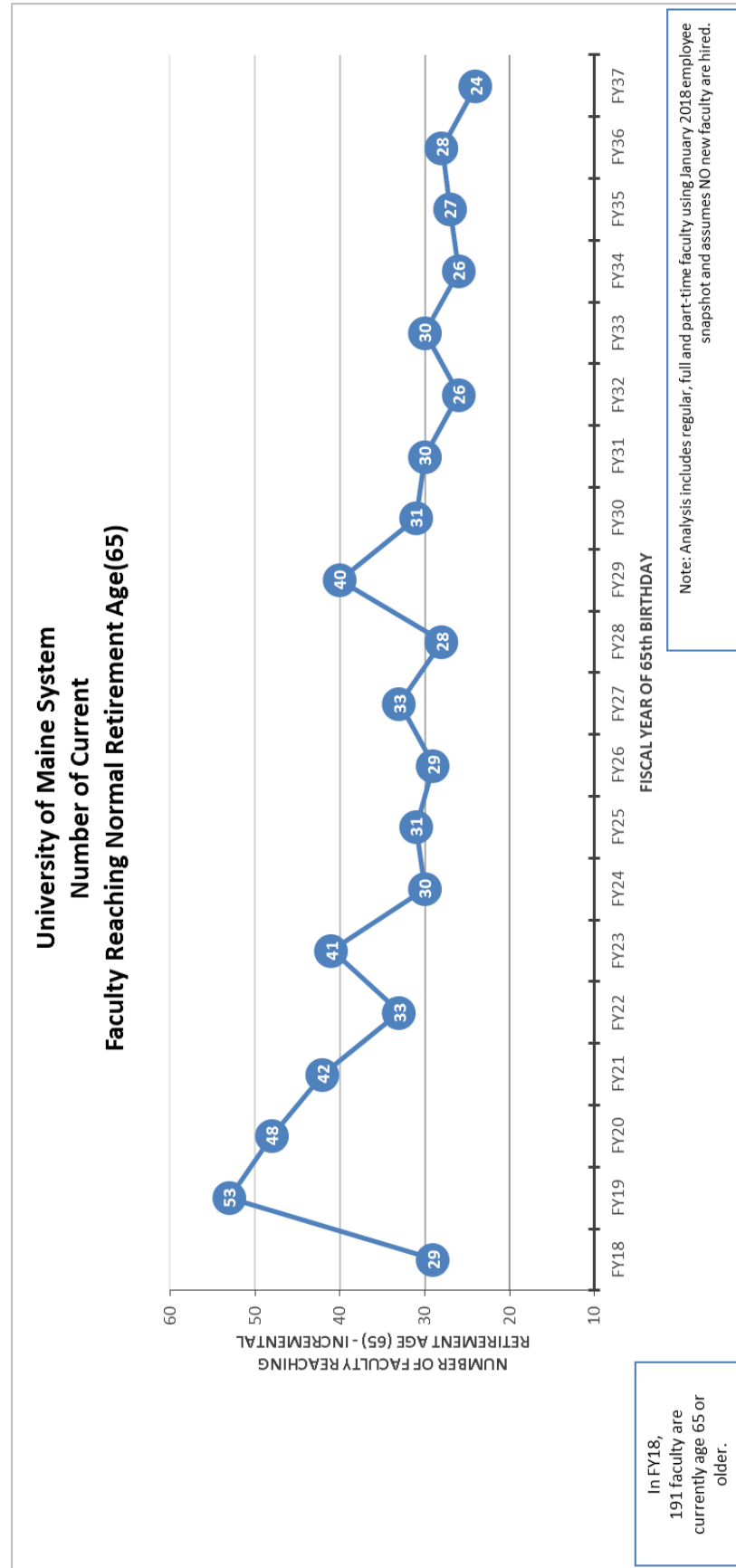
<u>YEAR</u>	<u>AVG AGE</u>	<u>TENURED</u>	<u>NON-TENURED</u>	<u>TENURED OVER 40 %</u>
2017	52.2	57.4	45.4	97.2
2016	52.7	57.5	45.8	97.7
2015	52.7	57.1	45.9	96.4
2014	53.8	57.4	46.8	96.1
2011*	53.3	56.8	46.8	96.5
2008	53.5	56.9	47.1	97.1
2005	51.5	55.0	45.7	96.0
2002*	49.9	54.0	43.5	95.4
1999	49.7	53.4	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

*There was a revision to the method for determining age in 2002 that resulted in rounding differences. Average age information has been revised to correct errors in the March 2011 report.

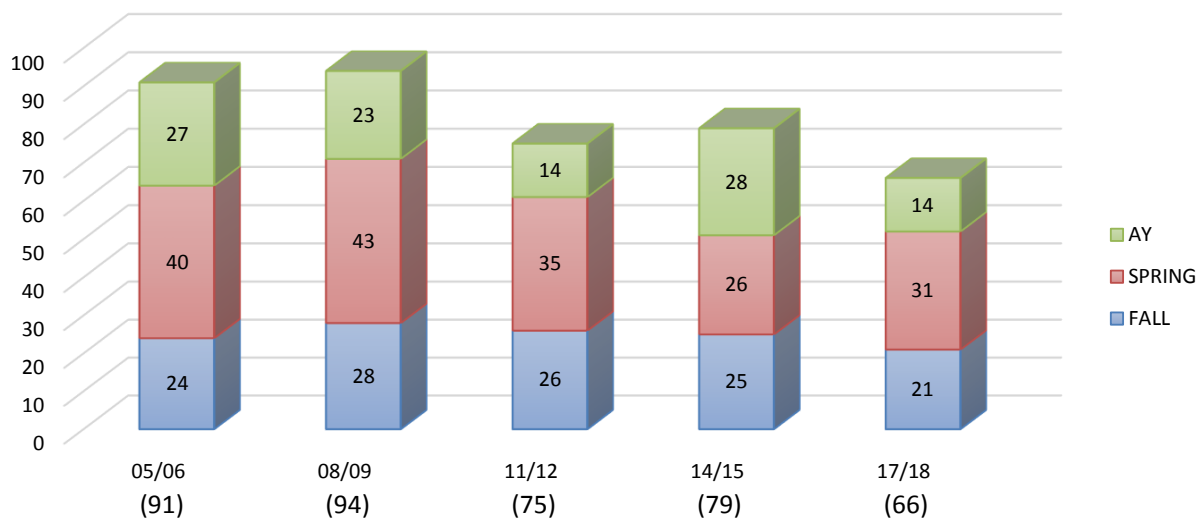
Faculty and Tenure Profile Trends From 1987 Through 2017 Academic Rank

YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2017	32.1%	26.9%	22.8%	2.1%	16.1%
2016	33.9%	28.3%	19.7%	1.7%	16.4%
2015	34.1%	29.4%	18.0%	2.2%	16.3%
2014	36.0%	33.2%	15.7%	2.1%	13.0%
2011	34.7%	34.5%	15.8%	2.4%	12.6%
2008	33.6%	34.8%	18.0%	3.6%	9.9%
2005	31.5%	34.5%	22.0%	3.8%	8.4%
2002	31.2%	32.7%	25.2%	3.2%	7.6%
1999	30.8%	35.0%	24.7%	3.0%	6.5%
1996	32.4%	39.8%	19.3%	3.3%	5.2%
1993	31.9%	37.6%	22.1%	4.2%	4.2%
1990	29.3%	33.1%	29.5%	4.0%	4.2%
1987	30.4%	32.7%	26.6%	6.0%	4.2%

YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2017	379	317	269	25	190
2016	392	327	228	19	190
2015	390	336	206	25	187
2014	431	398	188	25	156
2011	463	461	211	32	168
2008	471	487	252	51	139
2005	435	474	303	52	116
2002	433	454	350	45	106
1999	404	459	323	39	85
1996	417	513	249	42	67
1993	428	505	297	56	59
1990	414	469	417	56	59
1987	387	417	339	77	54



Faculty Sabbaticals Academic Years 05/06 Through 17/18



Fall and spring sabbaticals are a full release for only one semester.
An academic year (AY) sabbatical is a 1/2 time release for the faculty member over an academic year.

All Faculty at UMS Schools and Peer Institutions for Fall 2015

	Head Count				Percent of Total		
	# Faculty	# Tenured	# Tenured Track	# Non-Tenured	% Tenured Track	% Tenured	% Non-Tenured
University of Maine System							
University of Maine at Augusta Peer Summary	1657	459	284	914	30.19%	19.08%	50.73%
University of Maine at Augusta	260	50	15	195	19.23%	5.77%	75.00%
Bluefield State College	77	40	17	20	51.95%	22.08%	25.97%
Dalton State College	247	89	58	100	36.03%	23.48%	40.49%
Dickinson State University	146	41	25	80	28.08%	17.12%	54.79%
Indiana University-Kokomo	237	42	32	163	17.72%	13.50%	68.78%
Lewis-Clark State College	182	80	49	53	43.96%	26.92%	29.12%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Rogers State University	250	49	16	185	19.60%	6.40%	74.00%
University of Hawaii-West Oahu	169	40	46	83	23.67%	27.22%	49.11%
University of Maine at Farmington Peer Summary	3306	1375	458	1473	41.78%	14.55%	43.66%
University of Maine at Farmington	167	77	24	66	46.11%	14.37%	39.52%
Eastern Connecticut State University	364	228	89	47	62.64%	24.45%	12.91%
Fort Lewis College	232	96	39	97	41.38%	16.81%	41.81%
Henderson State University	196	105	39	52	53.57%	19.90%	26.53%
Keene State College	463	167	51	245	36.07%	11.02%	52.92%
Massachusetts College of Liberal Arts	170	62	24	84	36.47%	14.12%	49.41%
Shepherd University	349	88	48	213	25.21%	13.75%	61.03%
SUNY at Fredonia	453	177	41	235	39.07%	9.05%	51.88%
SUNY College at Potsdam	360	176	42	142	48.89%	11.67%	39.44%
Western Oregon University	380	143	33	204	37.63%	8.68%	53.68%
Western State Colorado University	172	56	28	88	32.56%	16.28%	51.16%
University of Maine at Fort Kent Peer Summary	1542	487	292	763	31.77%	20.65%	47.58%
Black Hills State University	150	64	34	52	42.67%	22.67%	34.67%
Dickinson State University	146	41	25	80	28.08%	17.12%	54.79%
Eastern Oregon University	193	52	27	114	26.94%	13.99%	59.07%
Lewis-Clark State College	182	80	49	53	43.96%	26.92%	29.12%
Massachusetts College of Liberal Arts	170	62	24	84	36.47%	14.12%	49.41%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Northwestern Oklahoma State University	89	32	23	34	35.96%	25.84%	38.20%
Oklahoma Panhandle State University	95	11	35	49	11.58%	36.84%	51.58%
Rogers State University	250	49	16	185	19.60%	6.40%	74.00%
The University of Virginia's College at Wise	102	50	28	24	49.02%	27.45%	23.53%
University of Maine at Fort Kent	76	18	5	53	23.68%	6.58%	69.74%
University of Maine at Machias Peer Summary	689	215	159	315	30.95%	23.20%	45.85%
University of Maine at Machias	66	16	10	40	24.24%	15.15%	60.61%
Dickinson State University	146	41	25	80	28.08%	17.12%	54.79%
Glenville State College	96	34	21	41	35.42%	21.88%	42.71%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Oklahoma Panhandle State University	95	11	35	49	11.58%	36.84%	51.58%
The University of Montana-Western	95	35	14	46	36.84%	14.74%	48.42%
The University of Virginia's College at Wise	102	50	28	24	49.02%	27.45%	23.53%
University of Maine at Presque Isle Peer Summary	1336	367	229	740	28.09%	19.06%	52.85%
University of Maine at Presque Isle	93	19	14	60	20.43%	15.05%	64.52%
Dickinson State University	146	41	25	80	28.08%	17.12%	54.79%
Glenville State College	96	34	21	41	35.42%	21.88%	42.71%
Massachusetts College of Liberal Arts	170	62	24	84	36.47%	14.12%	49.41%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Oklahoma Panhandle State University	95	11	35	49	11.58%	36.84%	51.58%
Rogers State University	250	49	16	185	19.60%	6.40%	74.00%
The University of Virginia's College at Wise	102	50	28	24	49.02%	27.45%	23.53%
University of Maine at Fort Kent	76	18	5	53	23.68%	6.58%	69.74%
West Liberty University	219	55	35	129	25.11%	15.98%	58.90%

University of Maine Peer Summary	9770	3735	1305	4730	39.09%	14.13%	46.78%
University of Maine	818	306	84	428	37.41%	10.27%	52.32%
Montana State University	1165	387	201	577	33.22%	17.25%	49.53%
North Dakota State University-Main Campus	787	388	181	218	49.30%	23.00%	27.70%
South Dakota State University	810	286	132	392	35.31%	16.30%	48.40%
University of Idaho	963	465	187	311	48.29%	19.42%	32.29%
University of New Hampshire-Main Campus	1154	484	121	549	41.94%	10.49%	47.57%
University of Rhode Island	1156	456	106	594	39.45%	9.17%	51.38%
University of Vermont	1663	506	107	1050	30.43%	6.43%	63.14%
University of Wyoming	1254	457	186	611	36.44%	14.83%	48.72%
University of Southern Maine Peer Summary	5053	1804	787	2462	40.29%	17.12%	42.58%
University of Southern Maine	620	160	21	439	25.81%	3.39%	70.81%
California State University-Dominguez Hills	832	161	78	593	19.35%	9.38%	71.27%
Fayetteville State University	271	152	69	50	56.09%	25.46%	18.45%
Murray State University	703	237	142	324	33.71%	20.20%	46.09%
North Carolina Central University	727	198	93	436	27.24%	12.79%	59.97%
Salem State University	365	260	84	21	71.23%	23.01%	5.75%
Texas Woman's University	444	213	105	126	47.97%	23.65%	28.38%
University of Arkansas at Little Rock	493	295	102	96	59.84%	20.69%	19.47%
University of Michigan-Flint	598	128	93	377	21.40%	15.55%	63.04%
Grand Total	23353	8442	3514	11397	34.74%	18.08%	47.18%

Note: The UMS Institutional Research department constructed this table using IPEDS 2015 data. These data include (full-time and part-time) employees who have a faculty status. UMS 2/23/2018

All Instructional Faculty at UMS Schools and Peer Institutions for Fall 2015

Row Labels	Head Count				Percent of Total		
	# Faculty	# Tenured	# Tenured Track	# Non-Tenured	% Tenured	% Tenured Track	% Non-Tenured
University of Maine at Augusta Peer Summary	1595	428	266	901	29.43%	18.69%	51.88%
University of Maine at Augusta	260	50	15	195	19.23%	5.77%	75.00%
Bluefield State College	77	40	17	20	51.95%	22.08%	25.97%
Dalton State College	235	82	58	95	34.89%	24.68%	40.43%
Dickinson State University	141	37	24	80	26.24%	17.02%	56.74%
Indiana University-Kokomo	225	32	30	163	14.22%	13.33%	72.44%
Lewis-Clark State College	173	77	49	47	44.51%	28.32%	27.17%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Rogers State University	250	49	16	185	19.60%	6.40%	74.00%
University of Hawaii-West Oahu	145	33	31	81	22.76%	21.38%	55.86%
University of Maine at Farmington Peer Summary	2985	1239	414	1332	42.45%	15.03%	42.53%
University of Maine at Farmington	167	77	24	66	46.11%	14.37%	39.52%
Eastern Connecticut State University	198	135	52	11	68.18%	26.26%	5.56%
Fort Lewis College	230	94	39	97	40.87%	16.96%	42.17%
Henderson State University	184	94	38	52	51.09%	20.65%	28.26%
Keene State College	420	156	51	213	37.14%	12.14%	50.71%
Massachusetts College of Liberal Arts	168	61	23	84	36.31%	13.69%	50.00%
Shepherd University	307	81	48	178	26.38%	15.64%	57.98%
SUNY at Fredonia	446	176	41	229	39.46%	9.19%	51.35%
SUNY College at Potsdam	347	176	42	129	50.72%	12.10%	37.18%
Western Oregon University	349	135	29	185	38.68%	8.31%	53.01%
Western State Colorado University	169	54	27	88	31.95%	15.98%	52.07%
University of Maine at Fort Kent Peer Summary	1481	464	283	734	31.44%	21.02%	47.54%
University of Maine at Fort Kent	76	18	5	53	23.68%	6.58%	69.74%
Black Hills State University	129	56	32	41	43.41%	24.81%	31.78%
Dickinson State University	141	37	24	80	26.24%	17.02%	56.74%
Eastern Oregon University	178	49	24	105	27.53%	13.48%	58.99%
Lewis-Clark State College	173	77	49	47	44.51%	28.32%	27.17%
Massachusetts College of Liberal Arts	168	61	23	84	36.31%	13.69%	50.00%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Northwestern Oklahoma State University	89	32	23	34	35.96%	25.84%	38.20%
Oklahoma Panhandle State University	86	7	33	46	8.14%	38.37%	53.49%
Rogers State University	250	49	16	185	19.60%	6.40%	74.00%
The University of Virginia's College at Wise	102	50	28	24	49.02%	27.45%	23.53%
University of Maine at Machias Peer Summary	668	207	156	305	30.61%	23.57%	45.82%
University of Maine at Machias	66	16	10	40	24.24%	15.15%	60.61%
Dickinson State University	141	37	24	80	26.24%	17.02%	56.74%
Glenville State College	96	34	21	41	35.42%	21.88%	42.71%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Oklahoma Panhandle State University	86	7	33	46	8.14%	38.37%	53.49%
The University of Montana-Western	88	35	14	39	39.77%	15.91%	44.32%
The University of Virginia's College at Wise	102	50	28	24	49.02%	27.45%	23.53%
University of Maine at Presque Isle Peer Summary	1310	349	224	737	27.23%	19.19%	53.58%
University of Maine at Presque Isle	93	19	14	60	20.43%	15.05%	64.52%
University of Maine at Fort Kent	76	18	5	53	23.68%	6.58%	69.74%
Dickinson State University	141	37	24	80	26.24%	17.02%	56.74%
Glenville State College	96	34	21	41	35.42%	21.88%	42.71%
Massachusetts College of Liberal Arts	168	61	23	84	36.31%	13.69%	50.00%
Montana State University-Northern	89	28	26	35	31.46%	29.21%	39.33%
Oklahoma Panhandle State University	86	7	33	46	8.14%	38.37%	53.49%
Rogers State University	250	49	16	185	19.60%	6.40%	74.00%
The University of Virginia's College at Wise	102	50	28	24	49.02%	27.45%	23.53%
West Liberty University	209	46	34	129	22.01%	16.27%	61.72%

University of Maine Peer Summary	8169	3235	1177	3757	40.29%	15.54%	44.17%
University of Maine	757	306	84	367	40.42%	11.10%	48.48%
Montana State University	990	336	170	484	33.94%	17.17%	48.89%
North Dakota State University-Main Campus	618	279	145	194	45.15%	23.46%	31.39%
South Dakota State University	690	217	115	358	31.45%	16.67%	51.88%
University of Idaho	732	323	144	265	44.13%	19.67%	36.20%
University of New Hampshire-Main Campus	1032	451	121	460	43.70%	11.72%	44.57%
University of Rhode Island	1106	427	106	573	38.61%	9.58%	51.81%
University of Vermont	1440	477	107	856	33.13%	7.43%	59.44%
University of Wyoming	804	419	185	200	52.11%	23.01%	24.88%
University of Southern Maine Peer Summary	4725	1710	772	2243	40.63%	17.97%	41.40%
University of Southern Maine	612	160	21	431	26.14%	3.43%	70.42%
California State University-Dominguez Hills	832	161	78	593	19.35%	9.38%	71.27%
Fayetteville State University	260	143	69	48	55.00%	26.54%	18.46%
Murray State University	641	218	133	290	34.01%	20.75%	45.24%
North Carolina Central University	549	180	91	278	32.79%	16.58%	50.64%
Salem State University	355	251	83	21	70.70%	23.38%	5.92%
Texas Woman's University	444	213	105	126	47.97%	23.65%	28.38%
University of Arkansas at Little Rock	448	269	99	80	60.04%	22.10%	17.86%
University of Michigan-Flint	584	115	93	376	19.69%	15.92%	64.38%
Grand Total	20933	7632	3292	10009	34.74%	18.53%	46.73%

Note: The UMS Institutional Research department constructed this table using IPEDS 2015 data. These data include (full-time and part-time) employees who have an instructional and faculty status. UMS 2/23/2018