



Board of Trustees
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February 25, 2019

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

FR: Ellen N. Doughty, Clerk of the Board *Ellen Doughty*

RE: **March 4, 2019 - Academic & Student Affairs and Human Resources & Labor Relations Joint Session**

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 and Human Resources & Labor Relations Joint Session, will meet from **12:15 pm to 1:50 pm on March 4, 2019**. The meeting will be held at the University of Maine System Executive Offices in the Rudman Conference Room, 253 Estabrooke Hall, Orono. The following Polycom sites will also be available:

- UMA – Room 125, Robinson Hall
- UMF – Executive Conference Room 103, Merrill Hall
- UMFK – Alumni Conference Room, Nadeau Hall
- UMM – Executive Conference Room 203, Powers Hall
- UMPI – Executive Conference Room, Preble Hall
- USM – Room 327, Wishcamper
- Phone – 1-800-605-5167 Passcode 743544#

Refreshments will be provided at the UM and USM locations. A separate Diligent Book named “Individual Tenure Packets”, has been created to provide supplemental information for Trustees wishing to view the full tenure packets of candidates. The meeting materials will be posted to the Diligent Board Portal as well as the Board of Trustees website (<http://www.maine.edu/about-the-system/board-of-trustees/meeting-agendas/academic-student-affairs-committee/>).

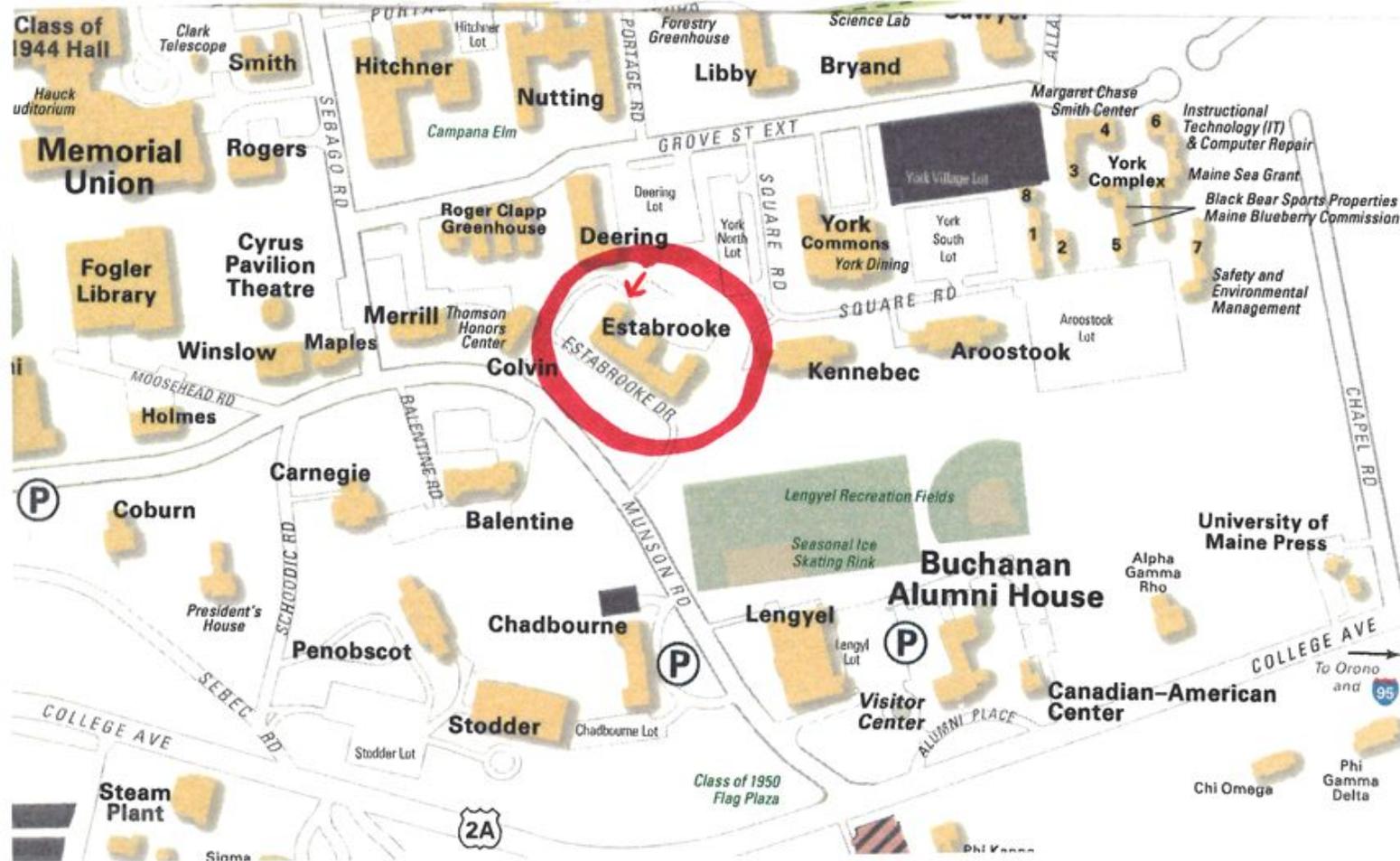
If you have questions about the meeting arrangements or accessing the meeting materials, please call me at 581-5840. If you have any questions or desire additional information about the agenda items, please call Robert Neely at 581-5843 or Rosa Redonnett at 621-3419.

cc: Trustees not on the Academic and Student Affairs Committee
James Page, Chancellor
Faculty & Student Representatives
Presidents
Ryan Low
Robert Neely
Kay Kimball
Rosa Redonnett
Mark Schmelz

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
Academic & Student Affairs and Human Resources & Labor Relations Joint Session
March 4, 2019
University of Maine System Office
253 Estabrooke Hall, Orono

Executive Session

12:15-1:45pm

Following the Executive Session, the Committee will open the meeting to the public to discuss the following agenda items:

1:45-2:00pm (est.)

Tab 1 – USM Tenure at Time of Hire, Associate Professor of Nursing

Tab 2 – USM Tenure Consideration, Professor of Business Administration

Tab 3 - Tenure Nominations

Tab 4 – UM Tenure at Time of Hire, Professor, Mechanical Engineering

Reports:

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:** USM Tenure at Time of Hire, Associate Professor of Nursing
- 2. **INITIATED BY:** Lisa Marchese Eames, Chair
- 3. **BOARD INFORMATION:** **BOARD ACTION:** X
- 4. **OUTCOME:** **BOARD POLICY:**
Policy 310
- 5. **BACKGROUND:**

As the incoming Associate Dean of Nursing, USM has requested that Dr. Brenda Petersen be given an initial appointment with tenure at the rank of Associate Professor. This tenure request is an exception to Board of Trustee Policy 310.5 and 310.14 because the rank is below full professor and the administrative appointment is below the level of vice president, respectively.

Dr. Petersen brings to the USM position a strong record of external funding from the Robert Woods Johnson Foundation, the New Jersey Department of Education, and the Council of Independent Colleges, and a record of publication in nursing practitioner empowerment and educator advancement and leadership. Further, her record of teaching includes online delivery in nursing, policy and public health, including strong advocacy for experiential practice and learning.

This recommendation has unanimous support from the USM peer faculty, Dean, Provost and President.

- 6. **TEXT OF PROPOSED RESOLUTION:**
That the Academic and Student Affairs Committee forwards this item to the March 24-25, 2019, Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees approves tenure at the rank of Associate Professor of School of Nursing at the University of Southern Maine to Dr. Brenda Petersen with tenure to be effective on the date that Dr. Peterson assumes a full-time faculty position after leaving the position of Associate Dean of Nursing.



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** USM Tenure Consideration, Professor of Business Administration
2. **INITIATED BY:** Lisa Marchese Eames, Chair
3. **BOARD INFORMATION:** **BOARD ACTION:** X
4. **OUTCOME:** **BOARD POLICY:**
Policy 310
5. **BACKGROUND:**

USM has requested that Dr. Richard Arend be given an initial appointment to the position of Professor of Business Administration and LL Bean/Lee Surarce Chair in Strategic Management, with approval for Dr. Arend to seek tenure during his second year of appointment in accordance with Board of Trustee Policy 310.5. Dr. Arend comes to USM with a strong record of teaching and scholarship, with 28 peer-reviewed publications in major journals in his discipline and a second book under contract for publication. This recommendation has unanimous support from the USM peer faculty, Dean, Provost and President.

6. **TEXT OF PROPOSED RESOLUTION:**
That the Academic and Student Affairs Committee forwards this item to the March 24-25, 2019, Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees approves the appointment of Dr. Richard Arend at the rank of Professor of Business Administration at the University of Southern Maine, with the opportunity apply for tenure in his second year of appointment.



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** UMS 2019 Tenure Nominations
2. **INITIATED BY:** Lisa Marchese Eames, Chair
3. **BOARD INFORMATION:** **BOARD ACTION:** X
4. **OUTCOME:** **BOARD POLICY:**
Policy 310
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, 2019. 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 2019, listed by institution*
- *Brief abstracts of candidates*
- Table 1: Tabular analysis of 2019 candidates
- Table 2: Summary of campus tenure promotions for 2019 and the previous 5 years
- Report on Tenure Statistics

6. **TEXT OF PROPOSED RESOLUTION**

That the Academic and Student Affairs Committee forwards this item to the March 24-25, 2019 Board of Trustees meeting 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, 2019 for faculty with academic-year appointments and July 1, 2019 for faculty with fiscal-year appointments.

2/25/2019

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, 2019**

Campus	Number	Exception to Board Policy	Women	Percentage of candidates who are women
UM	21	1	9	42%
UMA	2	0	1	50%
UMF	1	0	1	100%
UMFK	0	0	0	N/A
UMM	0	0	0	N/A
UMPI	1	0	0	0%
USM	3	0	3	100%
Total	28	1	14	50%

53.4% of faculty are men; 46.6% of faculty are women
62.3% of the male faculty are tenured; 43.8% of the women faculty are tenured

Table II. Numbers of Candidates Considered at Campus Level
and Numbers Forwarded for Board Approval, 2013-2019

	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	Total
UMaine							
Considered	15	3	7	11	13	21	70
Recommended	15	3	7	11	13	21	70
UM - Augusta							
Considered	0	2	4	3	0	2	11
Recommended	0	2	4	3	0	2	11
UM - Farmington							
Considered	1	5	1	3	4	1	15
Recommended	1	5	1	3	4	1	15
UM - Fort Kent							
Considered	0	3	1	1	0	0	5
Recommended	0	3	1	1	0	0	5
UM - Machias							
Considered	2	0	1	4	1	0	8
Recommended	2	0	1	4	1	0	8
UM - Presque Isle							
Considered	1	1	1	2	3	1	9
Recommended	1	1	1	2	3	1	9
USM							
Considered	7	2	4	3	2	3	21
Recommended	7	2	4	3	2	3	21
System Total							
Considered	26	16	19	27	23	28	139
Recommended	26	16	19	27	23	28	139



AGENDA ITEM SUMMARY

- 1. **NAME OF ITEM:** UM Tenure at Time of Hire, Professor, Mechanical Engineering
- 2. **INITIATED BY:** Lisa Marchese Eames, Chair
- 3. **BOARD INFORMATION:** **BOARD ACTION:** X
- 4. **OUTCOME:** **BOARD POLICY:**
Policy 310
- 5. **BACKGROUND:**

The University of Maine (UM) has requested that Dr. Richard Kimball be awarded tenure at the rank of professor, effective September 1, 2019 in accordance with Board of Trustee Policy 310. Dr. Kimball has served as a professor of engineering at the Maine Maritime Academy (MMA), where he has held the rank of full professor since 2013. His record of scholarly achievement is impressive and meets UM tenure standards, including 38 published journal and conference papers in leading disciplinary journals, as well as >\$7 million in extramural research funding, including grants from DOE, DOT, NSF and others. In addition to his research productivity, with a heavy teaching load at MMA, Dr. Kimball has established himself as an outstanding teacher.

This recommendation has unanimous support from the faculty, Dean, Provost and President at UM.

6. **TEXT OF PROPOSED RESOLUTION:**

That the Academic and Student Affairs Committee forwards this item to the March 24-25, 2019, Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees approves tenure at the rank of Professor of Mechanical Engineering the University of Maine to Dr. Richard Kimball with tenure to be effective at the time of hiring.



*Maine's
Public
Universities*

UNIVERSITY OF MAINE SYSTEM

Faculty and Tenure Statistics

2018 - 2019

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

March 2019

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 2019, reflecting the 2018-2019 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

- 1,226 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 2018. The change in the number of faculty continues to follow enrollment trends
- There are 46 more faculty than last year. Tenured faculty decreased to 658 from 669 last year, and the number of faculty without tenure increased over last year's number by 57 to reach 568.
- This report includes all regular faculty, both AFUM and Non-Represented. 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. 41 faculty members are in the partial retirement program.
- There are 28 faculty members who will be considered for tenure in the coming academic year.

Tenured and Non-tenured Faculty

- 53.7% (658) of the faculty have tenure. The percentage of tenured faculty varies from a high of 70.0% at UMM due to turnover in non-tenured faculty, to a low of 50.9% at UM.
- The percent of tenured faculty at UMS decreased this year to 53.7% from last year's 56.7%.
- 46.3% (568) of UMS faculty do not have tenure. Of this number, 47.4% are eligible for tenure, and 52.6% 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 55 pre-tenured faculty who have 5 or more years of service that are eligible for tenure in the next academic year.
- There were 117 new faculty hired in 2018, of this number 52 (44.4%) are eligible for tenure.

University Of Maine System Faculty and Tenure Statistics: Highlights

Women and Minority Faculty

- Of the total faculty 46.6% (571) are women and 53.4% (655) are men. The proportion of women faculty ranges from a high of 59.8% at UMF to a low of 39.7% at UM.
- The percentage of faculty who are women has increased from 38.6% in 2003 to 46.6% in 2018. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 62.3% of men faculty have tenure, and 43.8% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 39.7% at UM and 39.8% at USM.
- The percentage of women faculty with tenure had grown over the years, from 31.9% in 2003 to 58.2% in 2014/15. However, there has been a decrease over the last few years in the percentage of women faculty with tenure (52.5% in 2015/16; 52.3% in 2016/17; 49.0% in 2017/18; 43.8% in 2018/19). The percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (62.3%).
- Women are under-represented at the rank of full professor; 21.7% of women are professors while 38.9% of men are professors. The percentage of women professors has steadily decreased since the peak in 2014/15 at 25.4%. In 2003, 22.5% 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 decreased from last year at 109 to 100, or 8.2% of total faculty. In 2003, 4.0% of faculty were minority. The current figure should be put in the context of the current demographic profile for the State of Maine, which shows a 5.3% minority population as reported by the U.S. Census Bureau.

University Of Maine System Faculty and Tenure Statistics: Highlights

Age Distribution

- The average age of all faculty has continued to decrease over the last few years. The average age this year decreased slightly from last year at 52.7 down to 51.9.
- Tenured faculty average 57.7 years of age and non-tenured faculty average 45.2 years of age.
- The average age varies from 50.6 years at UM to 56.6 years at UMA.
- The average age of faculty by rank is: professors, 60.3; associate professors, 54.1; assistant professors, 41.7; instructors, 54.4; and lecturers, 47.9.
- 96.7% of tenured faculty are age 40 or older while 55.5% of non-tenured faculty are age 40 or older. The percentage of tenured faculty who are age 40 or older has stayed fairly steady over the last 15 years with a 2003 metric of 95.8%.
- 280 tenured faculty (364 total faculty) are age 60 or over and 135 tenured faculty (161 total faculty) are age 65 or older.
- Projections based on the current workforce indicate a large number of faculty are reaching normal retirement age. From fiscal year 2019 to fiscal year 2023, 211 faculty members will attain age 65.

Disciplines

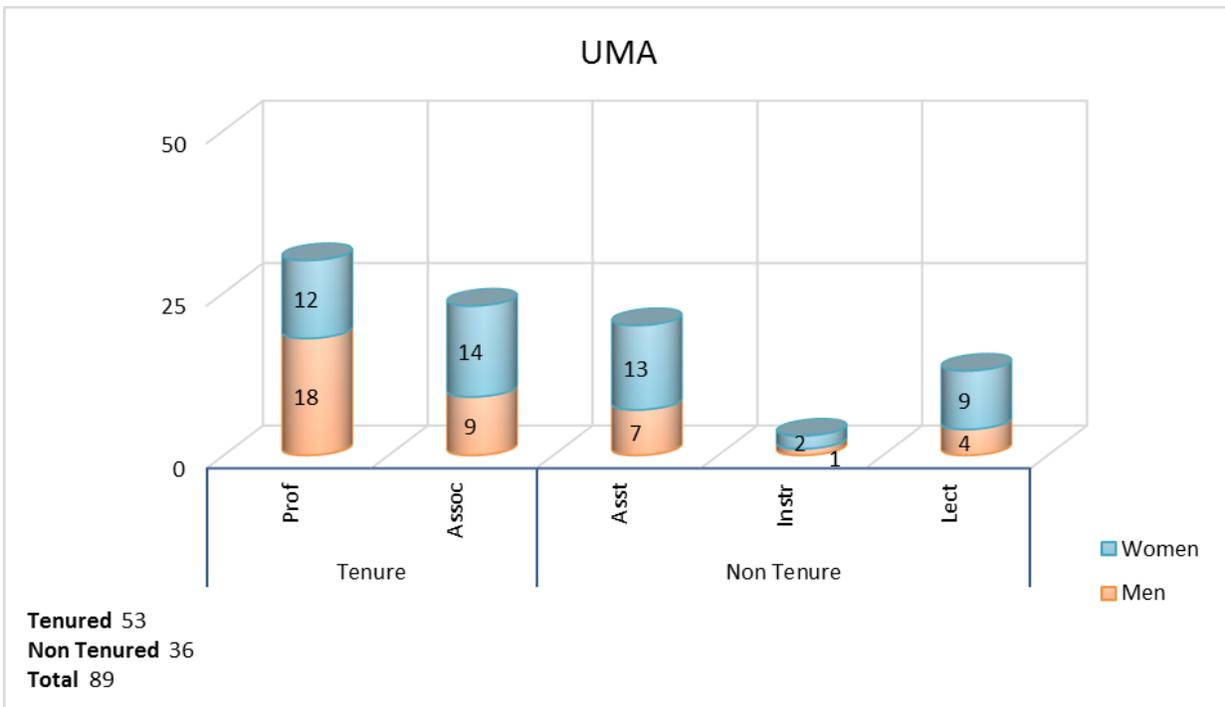
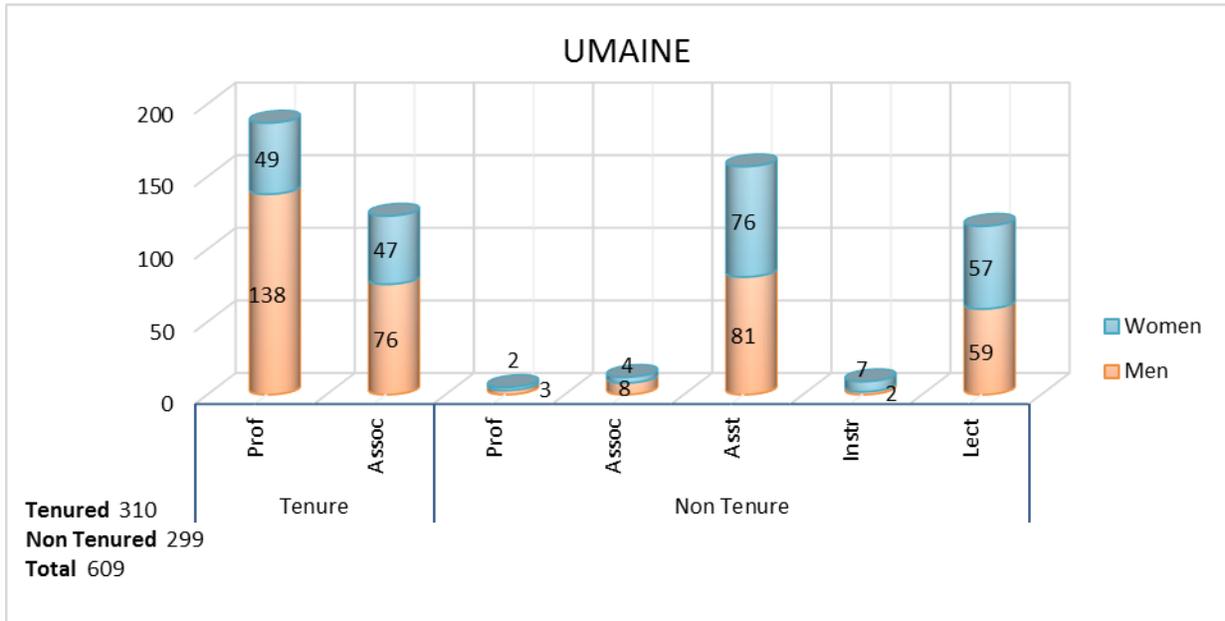
- Education is the discipline area with the largest number of faculty (141), followed by Biological and Life Sciences (98), Physical Sciences (95), Social Sciences (93), and Health Sciences (90). The top 10 disciplines have remained constant for the past five years.

Sabbaticals

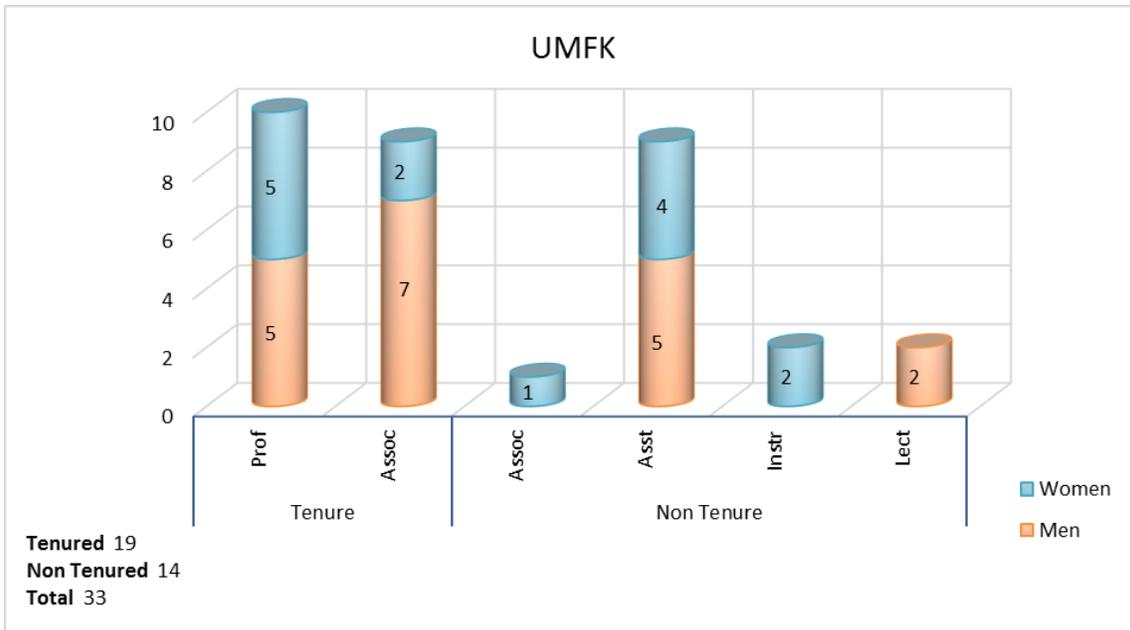
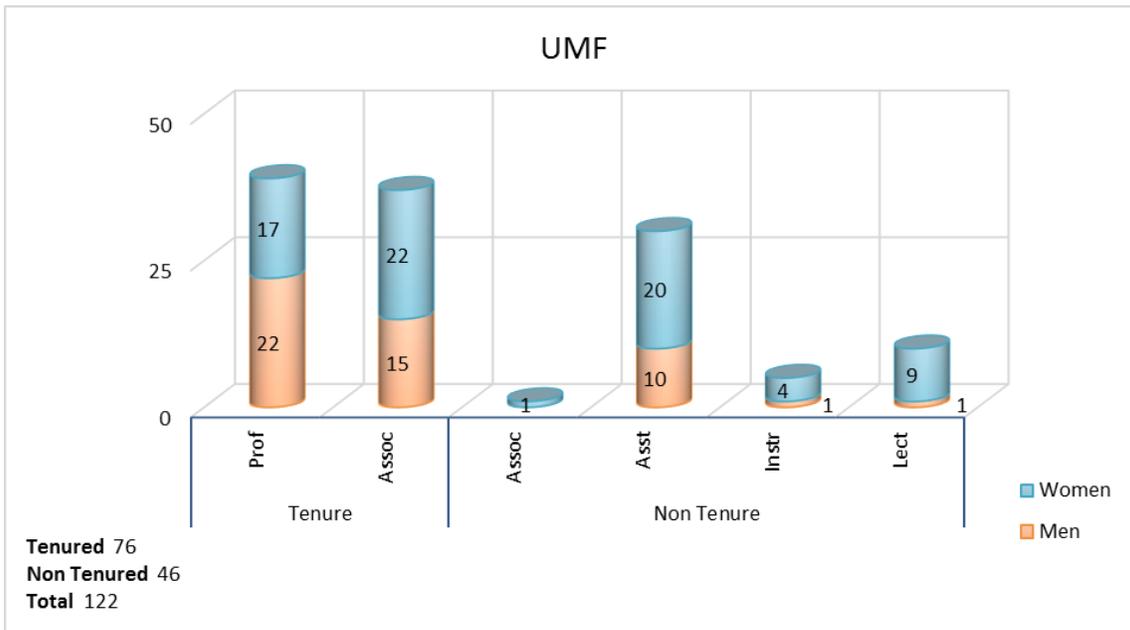
- The AFUM collective bargaining agreement provides 51 sabbaticals per year across all Universities. Additional sabbaticals may be granted at the discretion of the departments if there are no additional costs to the University and the Chief Administrative Officer recommends additional awards.
- The total number of sabbaticals fluctuate over a 3 - 5 year period. 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 18/19. There were 58 faculty on sabbatical this year, which is down 8 from the prior year.

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

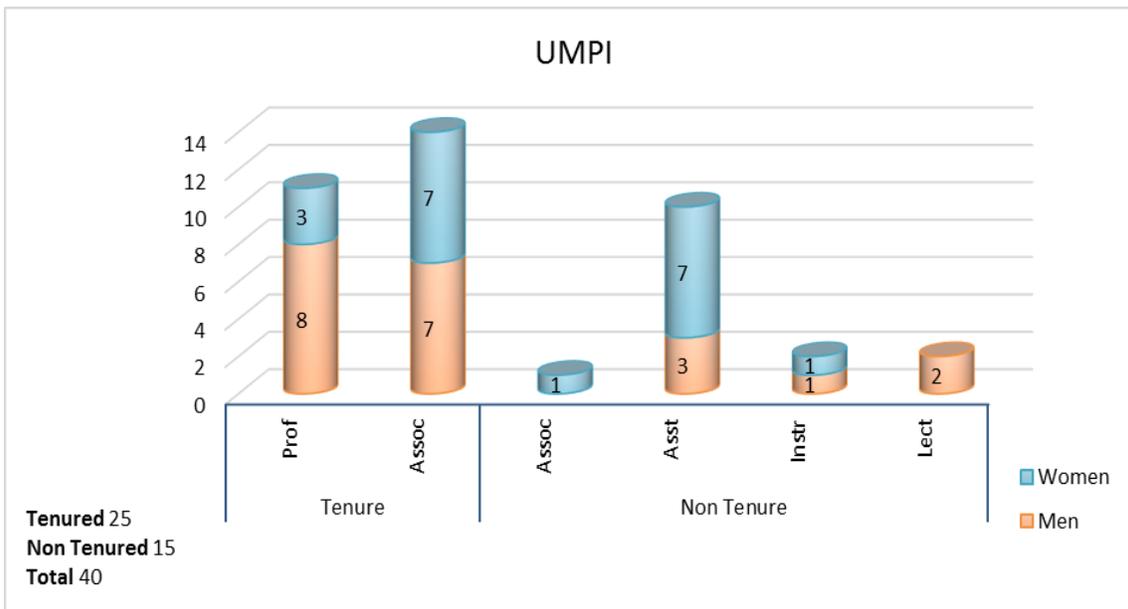
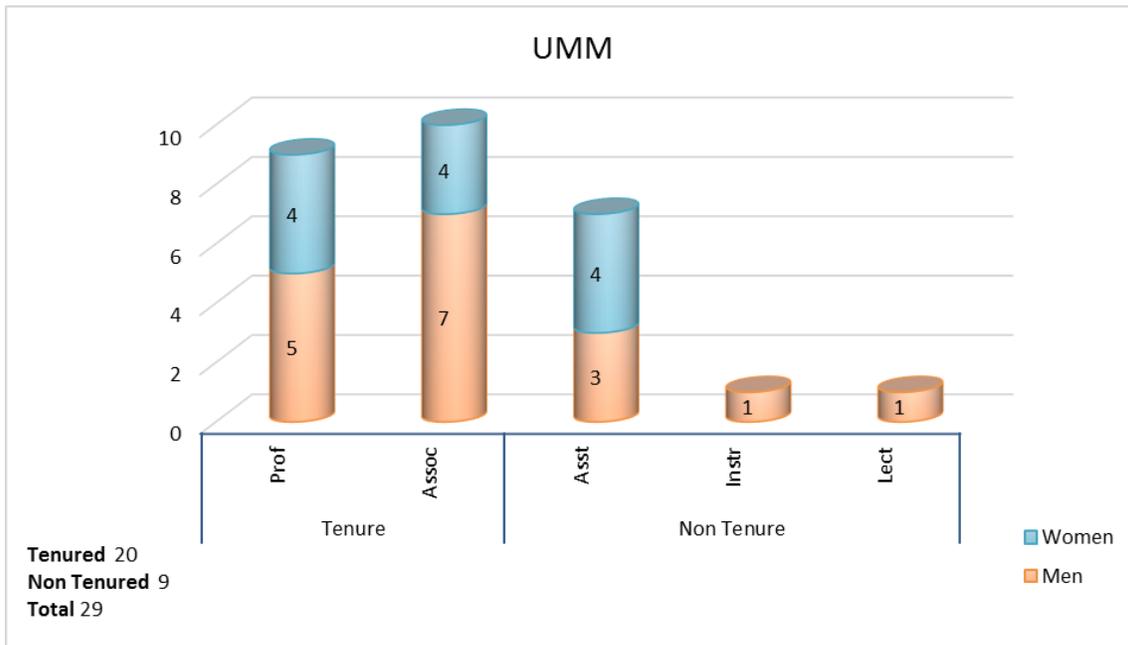
Tenure Status by Rank and University



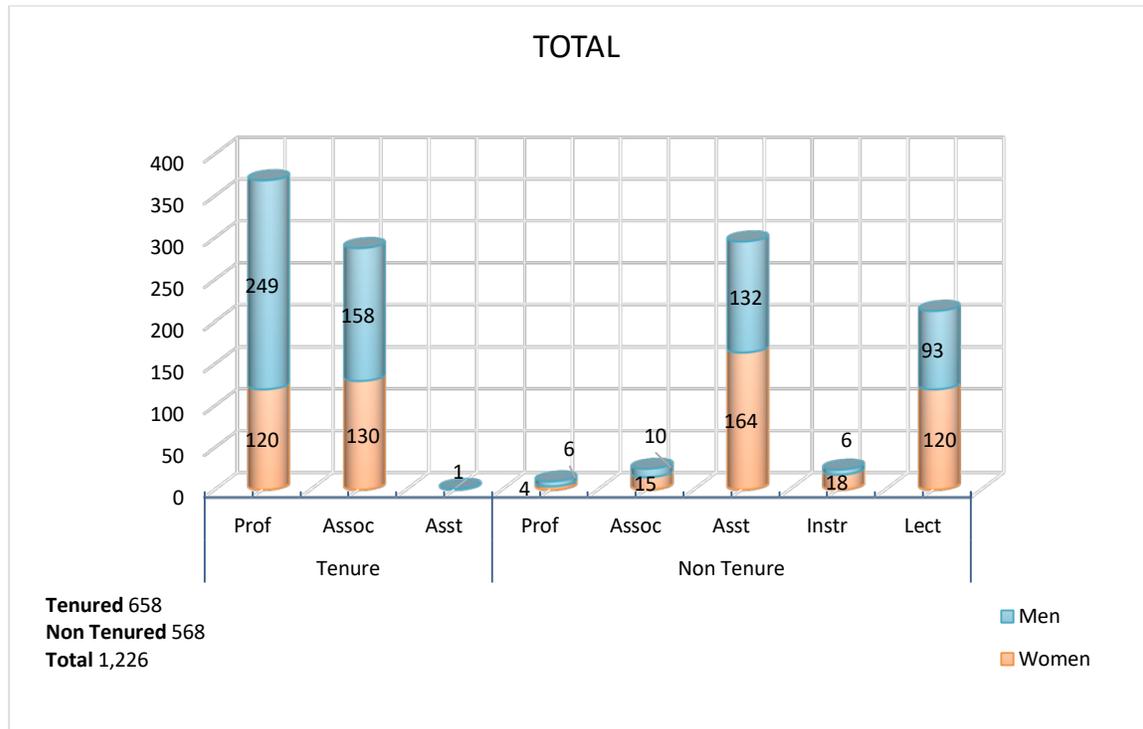
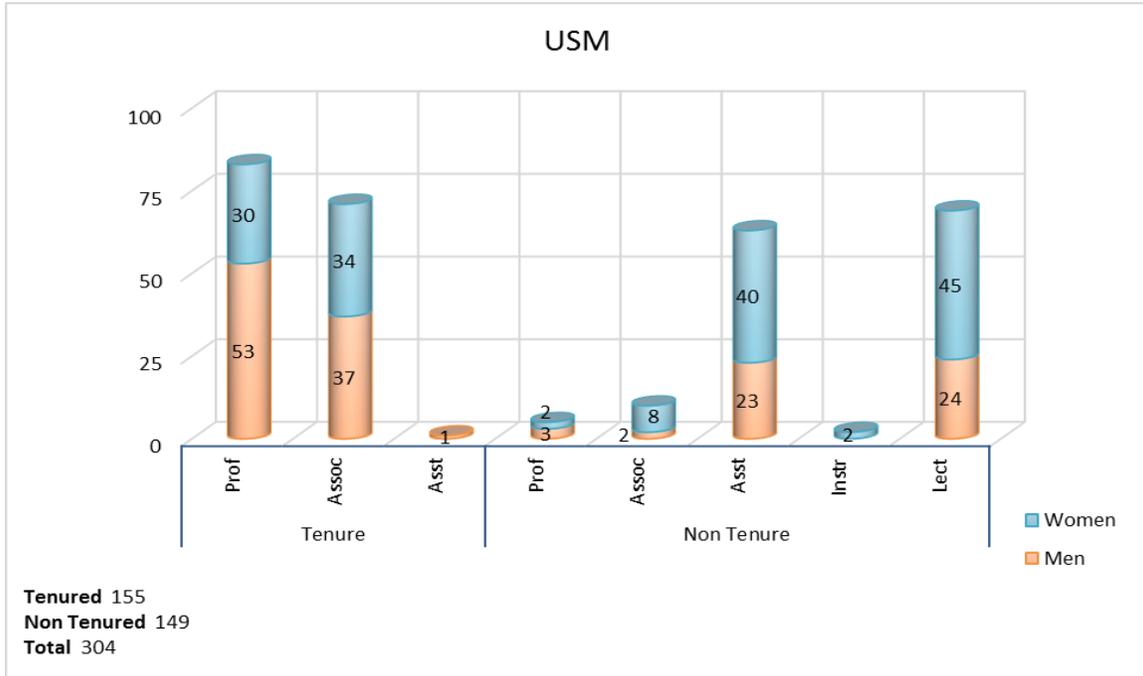
Tenure Status by Rank and University



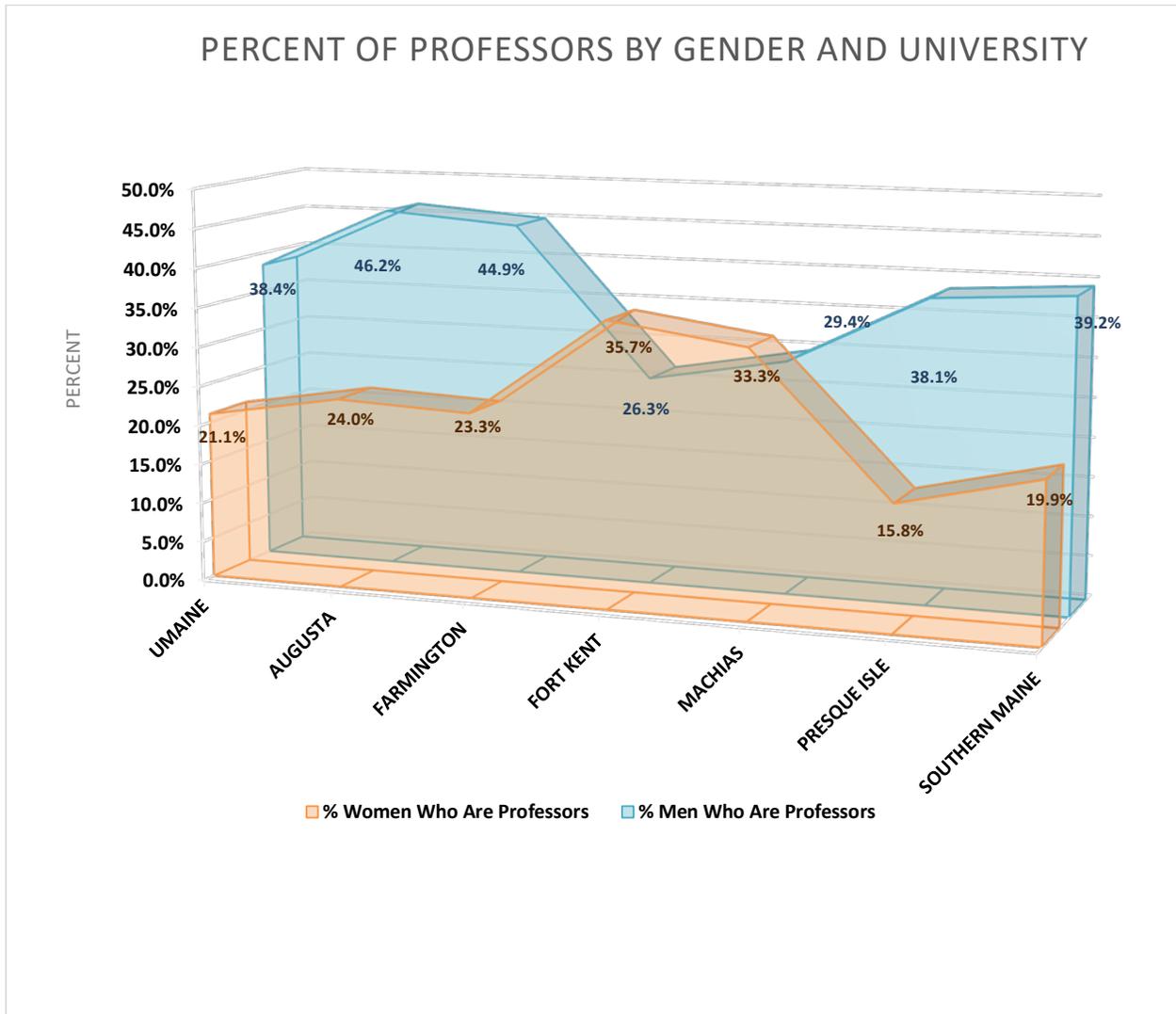
Tenure Status by Rank and University



Tenure Status by Rank and University



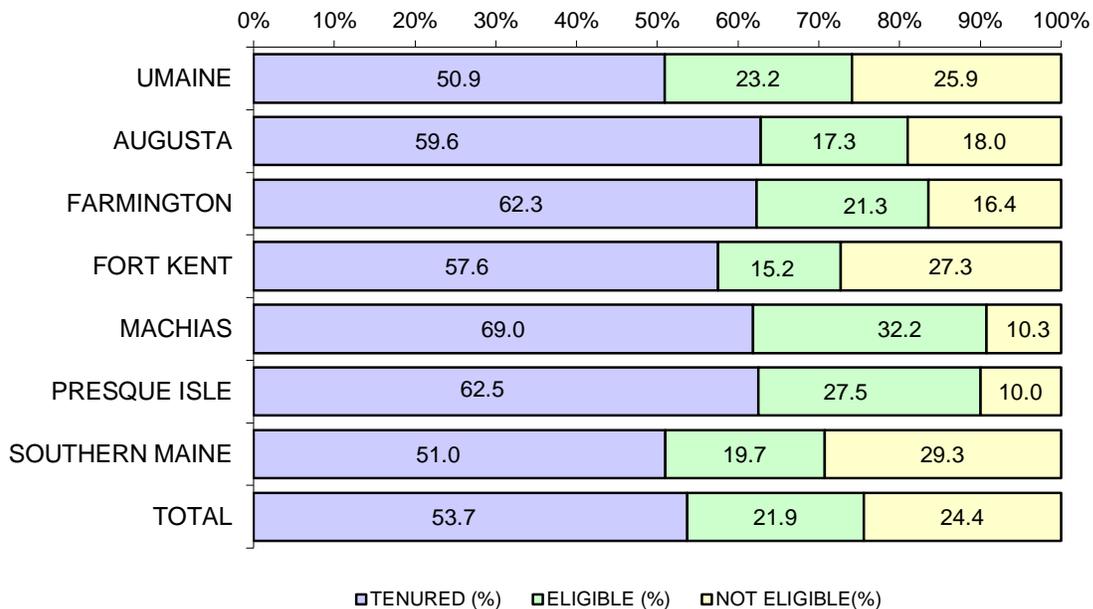
Percent of Professors by Gender and University



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	96	39.7%		214	58.3%		310	50.9%
AUGUSTA	26	52.0%		27	69.2%		53	59.6%
FARMINGTON	39	53.4%		37	75.5%		76	62.3%
FORT KENT	7	50.0%		12	63.2%		19	57.6%
MACHIAS	8	66.7%		12	70.6%		20	69.0%
PRESQUE ISLE	10	52.6%		15	71.4%		25	62.5%
SOUTHERN MAINE	64	39.8%		91	63.6%		155	51.0%
TOTAL	250	43.8%		408	62.3%		658	53.6%

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	310	141	158	299	451	609
AUGUSTA	53	20	16	36	73	89
FARMINGTON	76	26	20	46	102	122
FORT KENT	19	5	9	14	24	33
MACHIAS	20	6	3	9	26	29
PRESQUE ISLE	25	11	4	15	36	40
SOUTHERN MAINE	155	60	89	149	215	304
TOTAL	658	269	299	568	927	1226

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	68.7	50.9	74.1	25.9	47.2
AUGUSTA	72.6	59.6	82.0	18.0	55.6
FARMINGTON	74.5	62.3	83.6	16.4	56.5
FORT KENT	79.2	57.6	72.7	27.3	35.7
MACHIAS	76.9	69.0	89.7	10.3	66.7
PRESQUE ISLE	69.4	62.5	90.0	10.0	73.3
SOUTHERN MAINE	72.1	51.0	70.7	29.3	40.3
TOTAL	71.0	53.7	75.6	24.4	47.4

Ethnicity by Tenure Status

ETHNICITY	TENURE		ELIGIBLE FOR TENURE		NOT ELIGIBLE FOR TENURE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
WHITE	606	92.1%	241	89.5%	279	93.4%	1126	91.9%
MINORITY	52	7.9%	28	10.5%	20	6.6%	100	8.1%
TOTAL	658	100.0%	269	100.0%	299	100.0%	1226	100.0%

Ethnicity by University

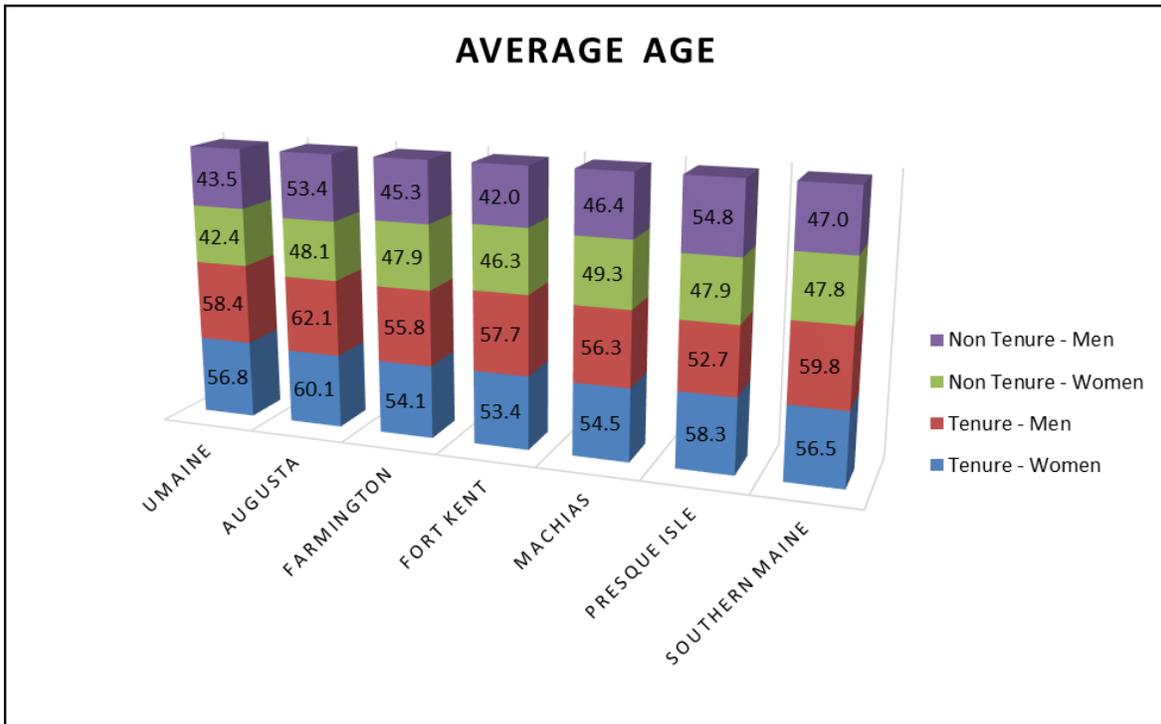
UNIVERSITY	MINORITY NUMBER	MINORITY PERCENT
UMAINE	58	9.5
AUGUSTA	0	0.0
FARMINGTON	6	4.9
FORT KENT	4	12.1
MACHIAS	0	0.0
PRESQUE ISLE	4	10.0
SOUTHERN MAINE	28	9.2
TOTAL	100	8.2

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

UNIVERSITY	WOMEN	MEN	TOTAL
UMAINE	6.1	5.3	5.5
AUGUSTA	8.3	6.3	7.3
FARMINGTON	4.8	5.1	4.9
FORT KENT	6.7	6.2	6.4
MACHIAS	7.0	8.3	7.8
PRESQUE ISLE	6.3	5.5	5.8
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	56.8	58.4	57.9	42.4	43.5	43.0	50.6
AUGUSTA	60.1	62.1	61.1	48.1	53.4	49.9	56.6
FARMINGTON	54.1	55.8	54.9	47.9	45.3	47.2	52.0
FORT KENT	53.4	57.7	56.1	46.3	42.0	44.1	51.0
MACHIAS	54.5	56.3	55.6	49.3	46.4	47.7	53.1
PRESQUE ISLE	58.3	52.7	54.9	47.9	54.8	50.7	53.3
SOUTHERN MAINE	56.5	59.8	58.5	47.8	47.0	47.5	53.1
Grand Total	56.5	58.4	57.7	45.4	45.1	45.2	51.9

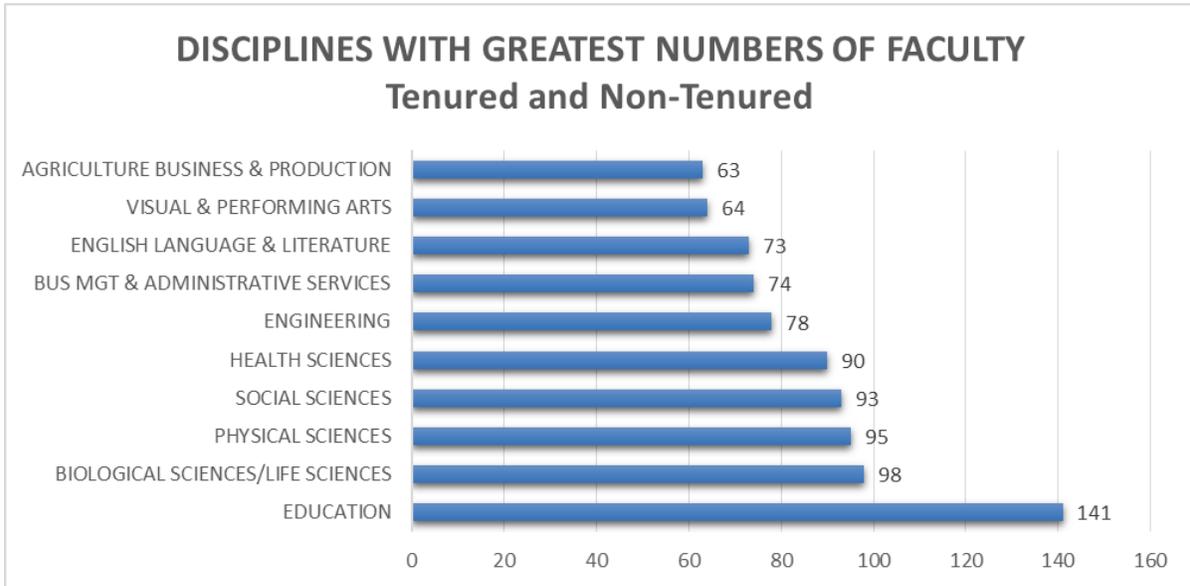


Average Age by Gender and Rank

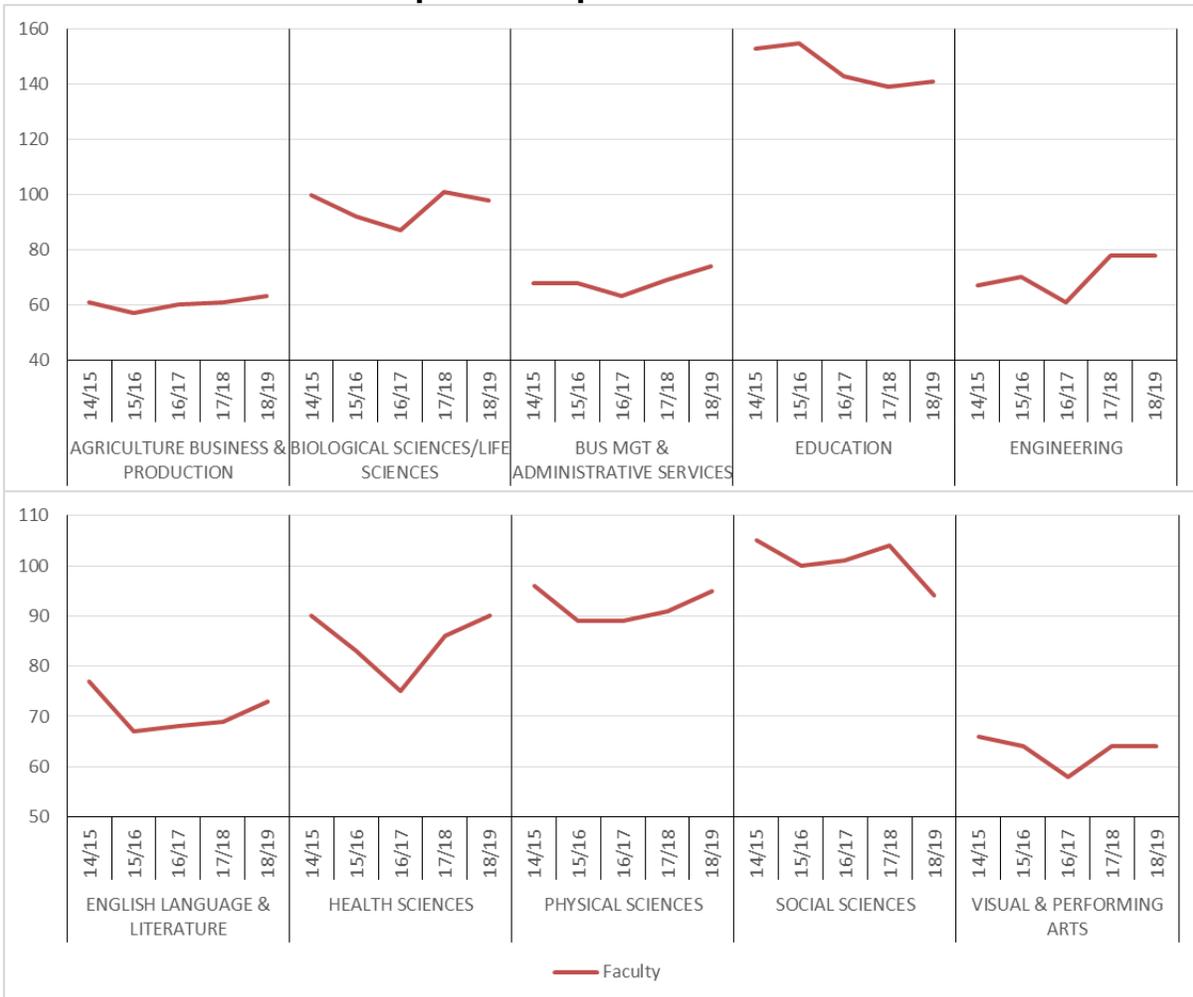
University	Rank	Tenure			Non Tenure			Total
		Women	Men	Total	Women	Men	Total	
UMAINE	Professor	60.2	61.0	60.8	68.0	68.0	68.0	60.9
	Associate Professor	53.2	53.7	53.5	53.3	56.9	55.7	53.7
	Assistant Professor				38.8	38.8	38.8	38.8
	Instructor				55.0	63.0	56.8	56.8
	Lecturer				43.9	46.3	45.1	45.1
UMAINE Total		56.8	58.4	57.9	42.4	43.5	43.0	50.6
AUGUSTA	Professor	63.4	65.6	64.7				64.7
	Associate Professor	57.3	55.0	56.4				56.4
	Assistant Professor				43.8	47.0	44.9	44.9
	Instructor				65.0	67.0	65.7	65.7
	Lecturer				50.7	61.3	53.9	53.9
AUGUSTA Total		60.1	62.1	61.1	48.1	53.4	49.9	56.6
FARMINGTON	Professor	58.4	58.5	58.4				58.4
	Associate Professor	50.8	51.9	51.2	60.0		60.0	51.5
	Assistant Professor				42.3	46.1	43.5	43.5
	Instructor				51.0	34.0	47.6	47.6
	Lecturer				57.7	49.0	56.8	56.8
FARMINGTON Total		54.1	55.8	54.9	47.9	45.3	47.2	52.0
FORT KENT	Professor	58.0	56.2	57.1				57.1
	Associate Professor	42.0	58.7	55.0	37.0		37.0	53.2
	Assistant Professor				43.5	39.2	41.1	41.1
	Instructor				56.5		56.5	56.5
	Lecturer					49.0	49.0	49.0
FORT KENT Total		53.4	57.7	56.1	46.3	42.0	44.1	51.0
MACHIAS	Professor	61.3	58.4	59.7				59.7
	Associate Professor	47.8	54.9	52.3				52.3
	Assistant Professor				49.3	52.3	50.6	50.6
	Instructor					35.0	35.0	35.0
	Lecturer					40.0	40.0	40.0
MACHIAS Total		54.5	56.3	55.6	49.3	46.4	47.7	53.1
PRESQUE ISLE	Professor	52.7	56.9	55.7				55.7
	Associate Professor	60.7	47.9	54.3	64.0		64.0	54.9
	Assistant Professor				46.4	58.7	50.1	50.1
	Instructor				42.0	43.0	42.5	42.5
	Lecturer					55.0	55.0	55.0
PRESQUE ISLE Total		58.4	58.3	52.7	54.9	47.9	54.8	50.7
SOUTHERN MAINE	Professor	55.5	62.2	59.7	49.5	53.0	51.6	59.3
	Associate Professor	57.4	56.2	56.8	46.6	40.0	45.3	55.4
	Assistant Professor		70.0	70.0	46.4	40.9	44.3	44.8
	Instructor				63.0		63.0	63.0
	Lecturer				48.5	52.8	50.0	50.0
SOUTHERN MAINE Total		55.4	56.5	59.8	58.5	47.8	47.0	47.5
Grand Total		56.5	58.4	57.7	45.4	45.1	45.2	51.9
ALL CAMPUSES	Professor	58.8	61.1	60.3	58.8	60.5	59.8	60.3
	Associate Professor	54.4	54.2	54.3	49.8	53.5	51.3	54.1
	Assistant Professor		70.0	70.0	42.2	40.9	41.6	41.7
	Instructor				55.6	50.8	54.4	54.4
	Lecturer				47.2	48.8	47.9	47.9
ALL CAMPUSES Total		56.5	58.4	57.7	45.4	45.1	45.2	51.9

Faculty by Discipline by University Tenured and Non-Tenured

DISCIPLINE	UM	UMA	UMF	UMFK	UMM	UMPI	USM	Total
Agriculture Business & Production	49	1		7	1		5	63
Architecture & Related Programs	1	3						4
Area Ethnic & Cultural Studies		1	1				1	3
Biological Sciences/Life Sciences	63	6	8		5	4	12	98
Business Management & Administrative Services	29	6	4	4	2	5	24	74
Communications	10			1			7	18
Computer & Information Sciences	7	5	1	1			6	20
Criminal Justice And Corrections		1		1				2
Education	69	1	34	1	3	5	28	141
Engineering	73						5	78
Engineering Or Related Technologies	20							20
English Language & Literature	25	10	14	2	2	5	15	73
Foreign Languages & Literature	7	1	5	1			6	20
Health Sciences	23	16	2	8		3	38	90
History	14	2	4	1	1	3	6	31
Home Economics – Family And Consumer Life	10							10
Law And Legal Studies		2					20	22
Library Science		2						2
Mathematics	30	5	9	1	2	2	12	61
Multi/Interdisciplinary Studies	5	2						7
Parks, Recreation, Leisure & Fitness Studies	7				3	2	14	26
Philosophy & Religion	9	1	3				6	19
Physical Sciences	65	1	9	1	2	4	13	95
Psychology	17	8	9	1	4	2	9	50
Public Administration & Social Services	10			1		2	23	36
Social Sciences	35	8	10	1	2	2	35	93
Visual & Performing Arts	27	7	8	1	2	1	18	64
Liberal Arts & Sciences	4		1				1	6
TOTAL	609	89	122	33	29	40	304	1226



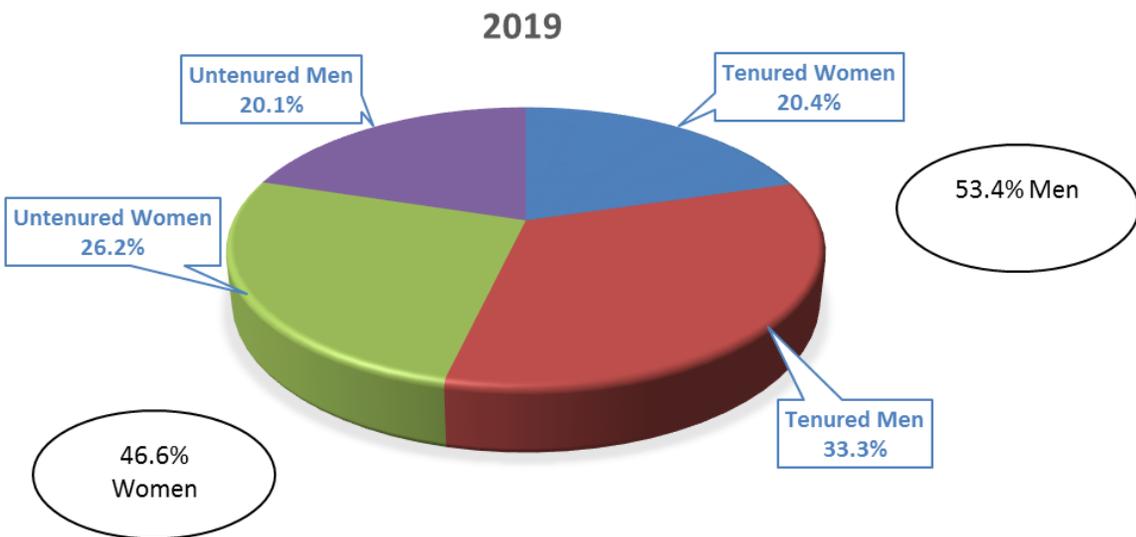
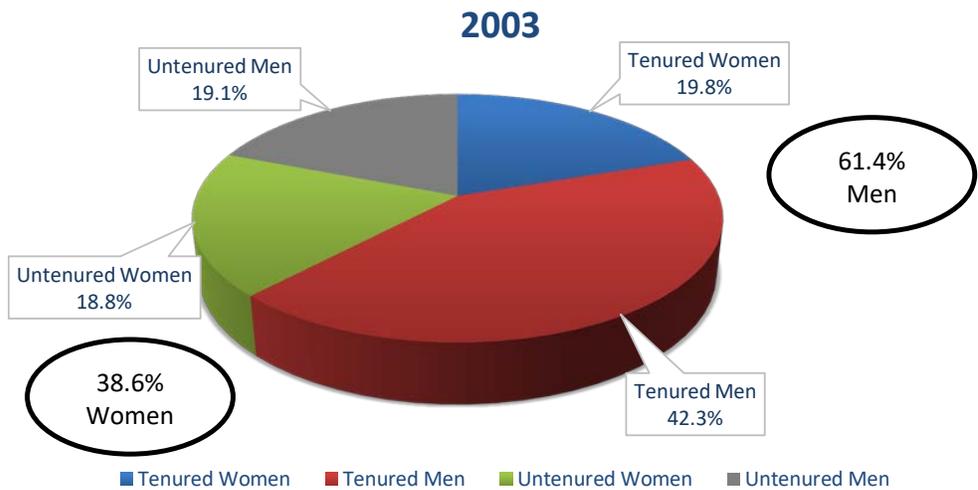
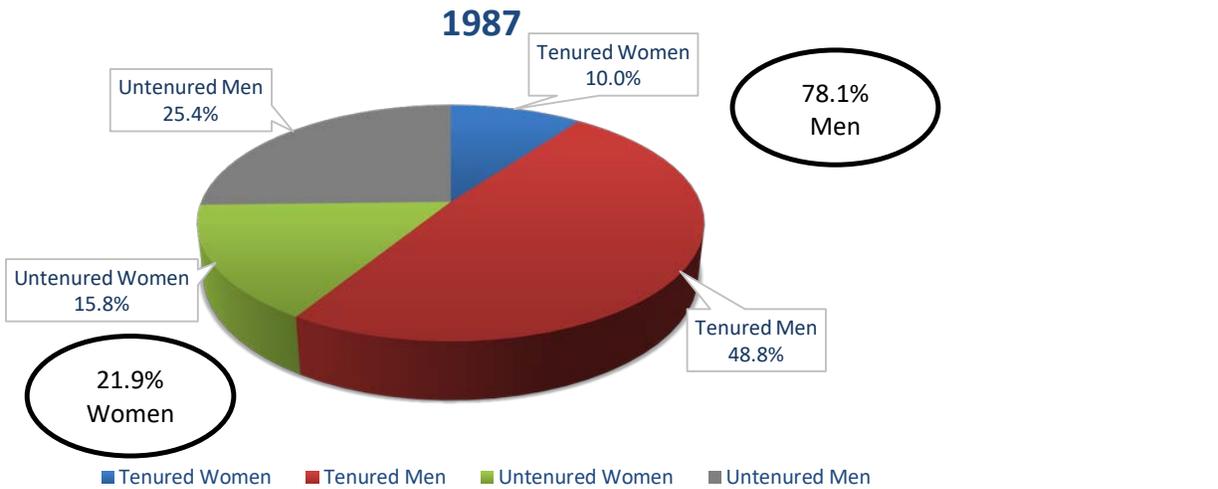
Top 10 Disciplines 2014 – 2018



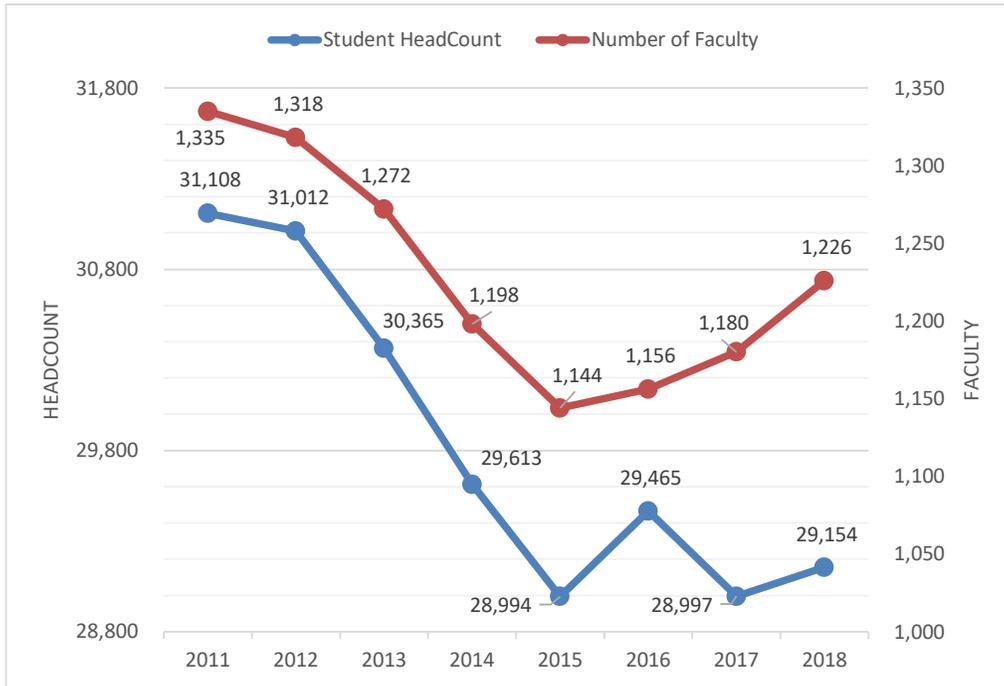
From 1987 Through 2018			
Total Number of All Faculty			
YEAR	FACULTY	MEN %	WOMEN %
2018	1,226	53.4	46.6
2017	1,180	54.7	45.3
2016	1,156	53.3	43.7
2015	1,144	57.1	42.9
2014	1,198	57.7	42.3
2011	1,335	57.9	42.1
2008	1,400	59.4	40.6
2005	1,380	60.5	39.5
2002	1,388	61.1	38.9
1999	1,310	64.9	35.1
1996	1,288	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 %
2018	658	53.7	62.3	43.8
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

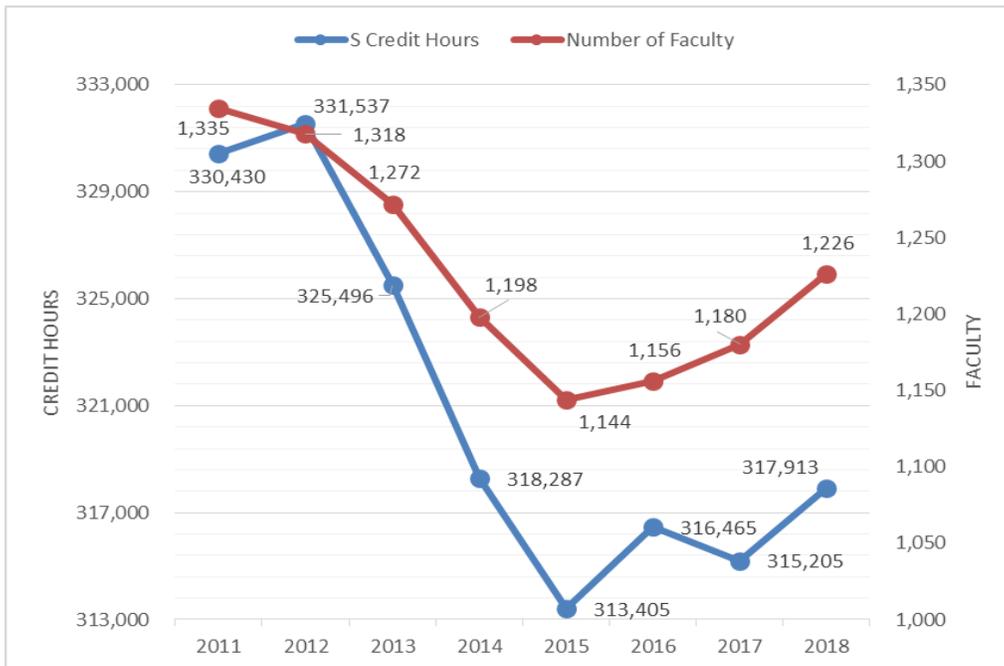
Gender Composition Faculty 1987 - 2003 - 2017



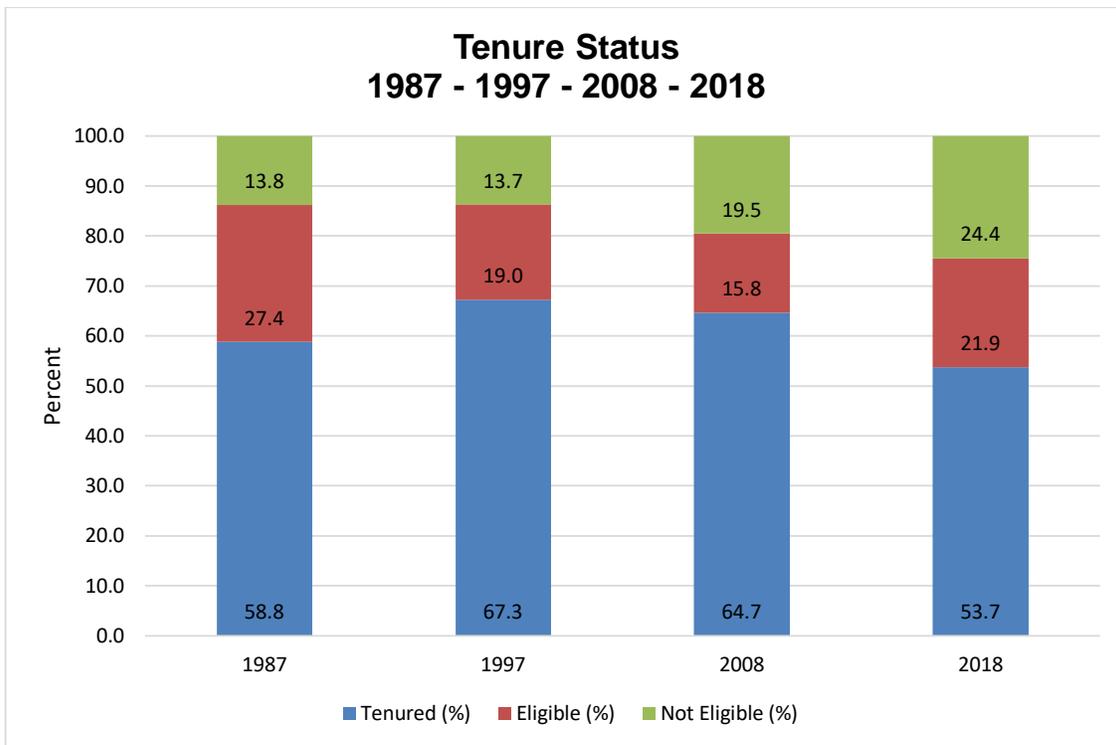
Student Head Count/Number of Faculty 2011-2018



Student Credit Hours/Number of Faculty 2011-2018



*The information for the student head count and credit hours was from the University of Maine System Fall 2018 Enrollment Report



New Hire* Faculty on Tenure Track			
Year	Total Faculty	New Hires	Tenure Track
2018	1,226	117	52
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 3/1/2018

Faculty and Tenure Profile Trends			
From 1990 Through 2018			
Years to Tenure by Gender			
<u>YEAR</u>	<u>AVG</u>	<u>MEN</u>	<u>WOMEN</u>
2018	5.7	5.5	6.1
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

Minority Faculty		
<u>YEAR</u>	<u>NUMBER</u>	<u>PERCENT</u>
2018	100	8.2
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

Average Age				
<u>YEAR</u>	<u>AVG AGE</u>	<u>TENURED</u>	<u>NON-TENURED</u>	<u>TENURED OVER 40 %</u>
2018	52.0	57.7	45.3	96.7
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

*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 1990 Through 2018					
Academic Rank					
YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2018	30.9%	25.5%	24.3%	2.0%	17.4%
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%

YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2018	379	313	297	24	213
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

