

Board of Trustees
Academic and Student Affairs Committee
March 1, 2021, at 9:00 am
Zoom Meeting

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found the Board website: <https://www.maine.edu/board-of-trustees/>

9:00-9:25am

Tab 1 [Brightspace LMS Update](#)

9:25-9:40am

Tab 2 [Unified Accreditation Update](#)

9:40-9:50am

Tab 3 [Faculty Governance Council Update](#)

9:50-10:20am

Tab 4 [Harold Alfond Foundation Grant](#)

10:20-10:25am

Tab 5 [Faculty Representative Discussion](#)

10:25-10:30am

Tab 6 [Student Representative Discussion](#)

10:30-11:00am Break

11:00-1:00pm

Executive Session (With Human Resources & Labor Relations Committee)
The Academic and Student Affairs Committee will enter Executive Session under the provision of: 1 MRSA Section 405 6-A

Following the Executive Session, the Committee will reconvene the Public Meeting to discuss the following item:

1:00-1:15pm

Tab 7 [UMS 2021 Tenure Nominations](#)

Items for Committee decisions and recommendations 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.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Brightspace LMS Update

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:


UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

As announced in August 2019, the Brightspace platform from Desire2Learn was selected to serve as the University of Maine System's new learning management system (LMS), replacing Blackboard Learn. Full implementation of the Brightspace platform was achieved to support instruction for the opening of the Fall 2020 term and is currently being used for Spring 2021 courses. Dr. David Demers, UMS Chief Information Officer, along with Robert (BJ) Kitchin (UMA Director of Instructional Services), Michael Matis (USM Learning Designer) and Justin Hafford (UMS Teaching & Learning SME) will brief the Academic and Student Affairs Committee of the Board of Trustees on the successes and benefits realized with the new learning management system since its adoption and future plans to support the expanded use of the Brightspace learning platform across the University.

2/19/2021



Brightspace LMS Implementation Report



Academic & Student Affairs Committee
March 1, 2021

Dr. David Demers
UMS Chief Information Officer


Mr. Robert (BJ) Kitchin
UMA Director of Instructional Services

Mr. Justin Hafford
UMS Teaching and Learning SME


Mr. Michael Matis
USM Learning Designer

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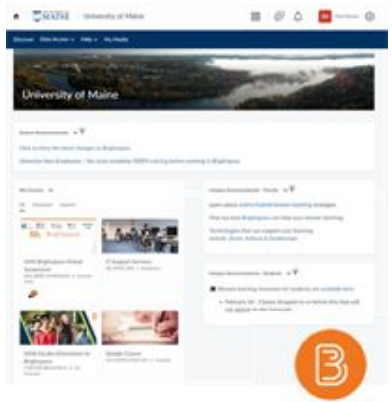


Brightspace LMS Implementation Report








Agenda


- Implementation Plan/Timeline Review
- Goals/Benefits of the Brightspace LMS
- Implementation Challenges
- Success Strategies
- Key Success Metrics
- Course Pilot Results/Feedback
- Future Directions




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Brightspace LMS Implementation Report








UNIVERSITY OF MAINE SYSTEM

Project Overview




- Replace legacy Learning Management System (Blackboard Learn) with modern, mobile-friendly, cloud-based platform – **Brightspace from Desire2Learn**
- Full deployment and conversion of courses to the Brightspace platform for Fall 2020 term
- \$1.4M in one-time support provided to campuses to manage training, course conversion for Fall 2020 launch

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Brightspace LMS Implementation Report



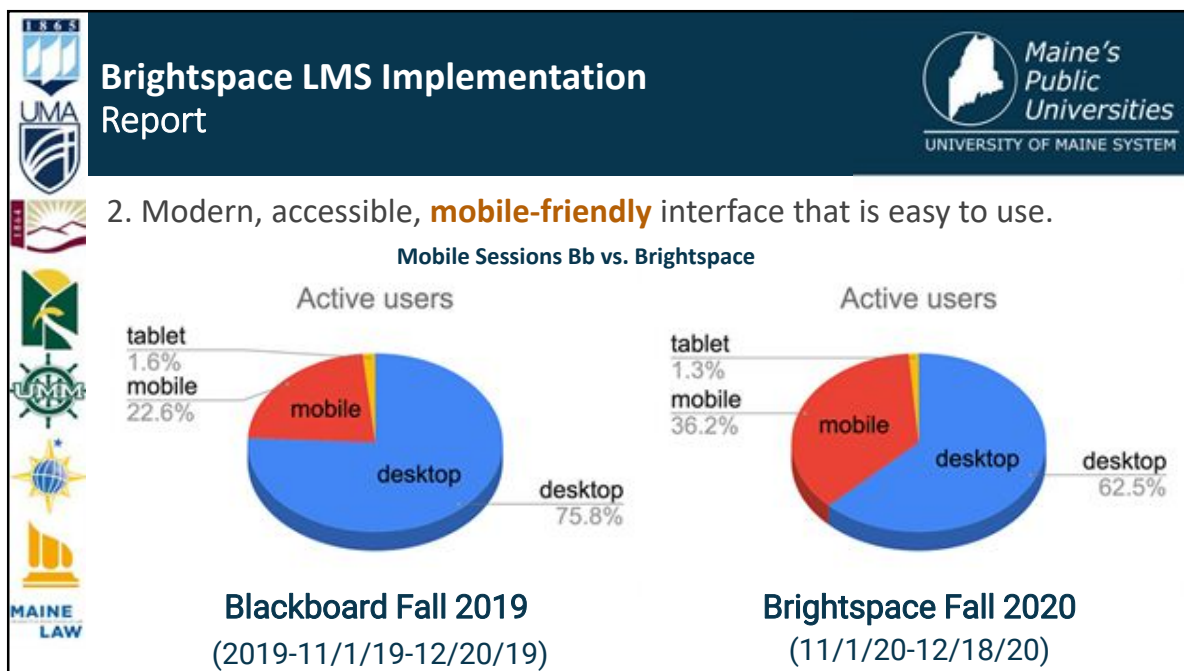
UNIVERSITY OF MAINE SYSTEM

Key Benefits of Brightspace

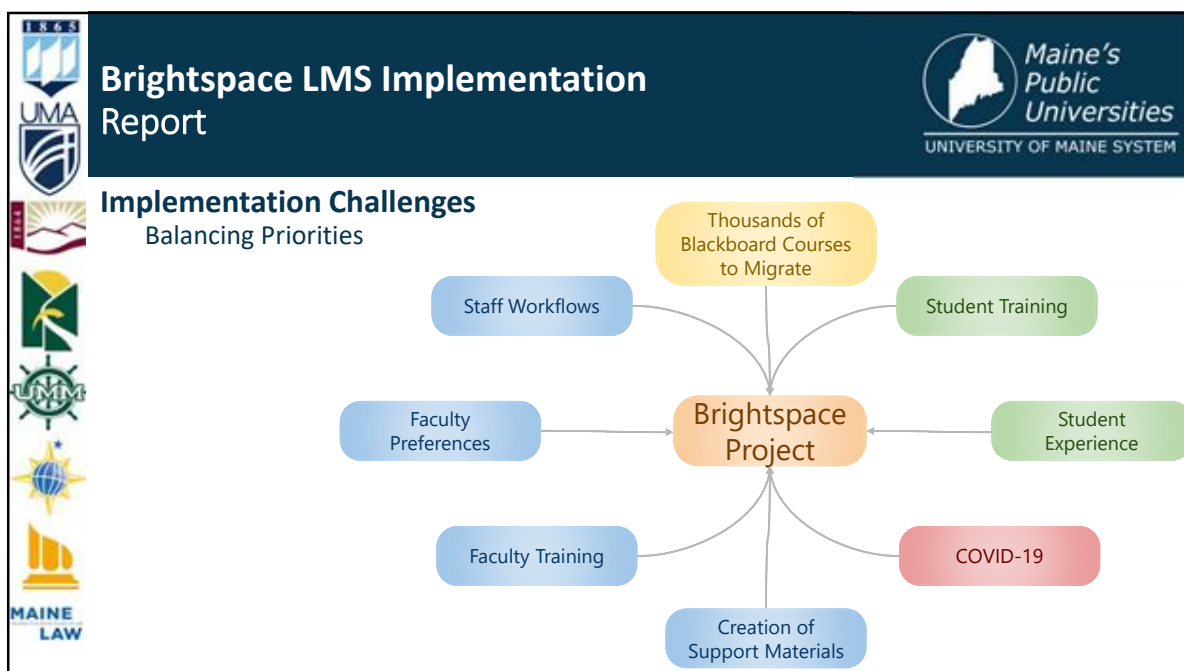
1. **Flexible** features to meet shared goals and unique campus needs.
2. Modern, accessible, **mobile-friendly** interface that is easy to use.
3. **Stable** platform where updates are provided seamlessly, without downtime.
4. Flexible **tools and apps** that are easy to add and configure.
5. **Learning analytics** tools instructors can use to track engagement with courses.











4




5



6

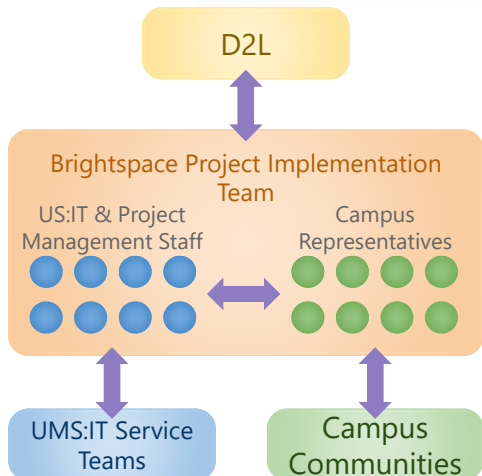
Brightspace LMS Implementation Report











Maine's
Public
Universities
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Success Strategies


- Collaboration & Teamwork
- Communication Plan
- Vendor Relationship Management
- Training
 - Virtual Summit
 - Multiple formats
 - Re-usable materials
- Course Pilots for Feedback



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Brightspace LMS Implementation Report



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Launch Success Metrics








79,103 Blackboard courses migrated to Brightspace

Native Brightspace Tools Deployed **144**


40 Third party Plugins Configured/Deployed (Zoom, Kaltura, Google, etc.)

Reduction of Required Maintenance Windows (Blackboard Managed Hosted vs. Brightspace Cloud/SAS) **75% ↓**

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Brightspace LMS Implementation Report










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Launch Success Metrics


- Enhanced Data Synchronization (MaineStreet > Brightspace)

Data Element	Blackboard	Brightspace
Semesters	N/A	Every 20 mins
Colleges	N/A	Every 20 mins
Academic Units (Departments)	N/A	Every 20 mins
Courses	24 Hours	Every 20 mins
User Accounts	24 Hours	Every 20 mins
Student/Faculty Rosters	24 Hours	Every 20 mins
Instructor Sandboxes	N/A	Every 20 mins

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Brightspace LMS Implementation Report



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UMA 2020 Pilot

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Courses
Spring 2020

42

Courses
Summer 2020

Highlights from Faculty and Students

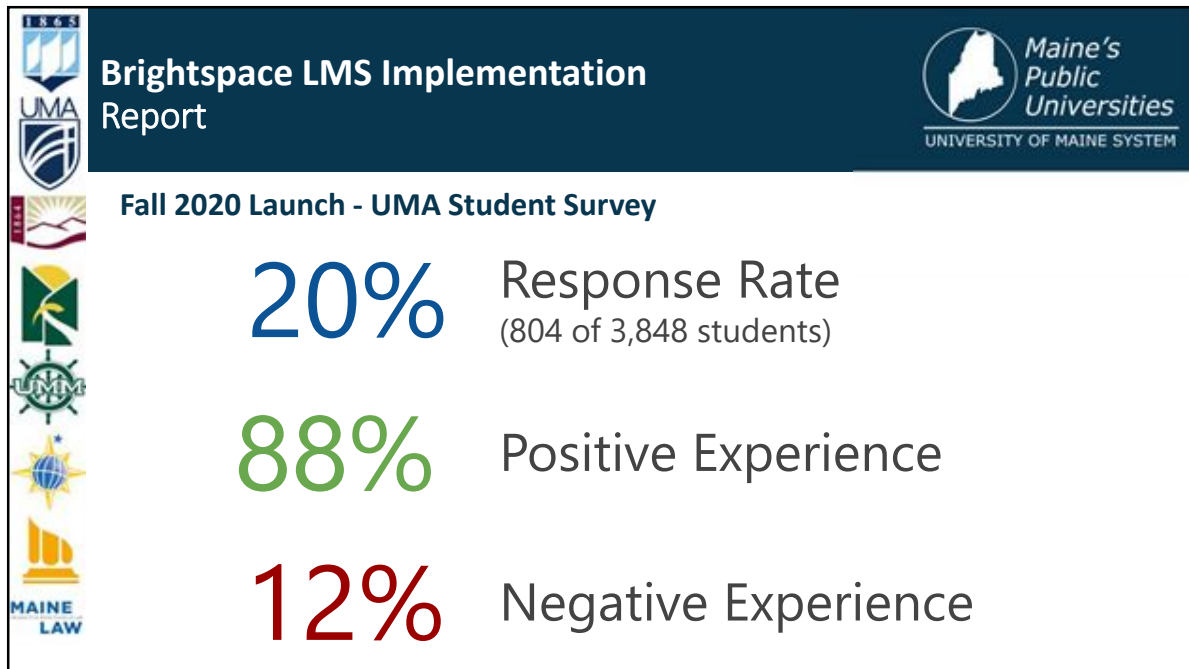
Positives

- BRSP is more attractive & has a better layout than Blackboard.
- BRSP is user friendly & easy to acclimate to for most.
- Transition to BRSP was smoother than expected.
- Some continuity in design makes courses easier to navigate.
- The BRSP Pulse App is excellent.
- Training and support was excellent and responsive to need.

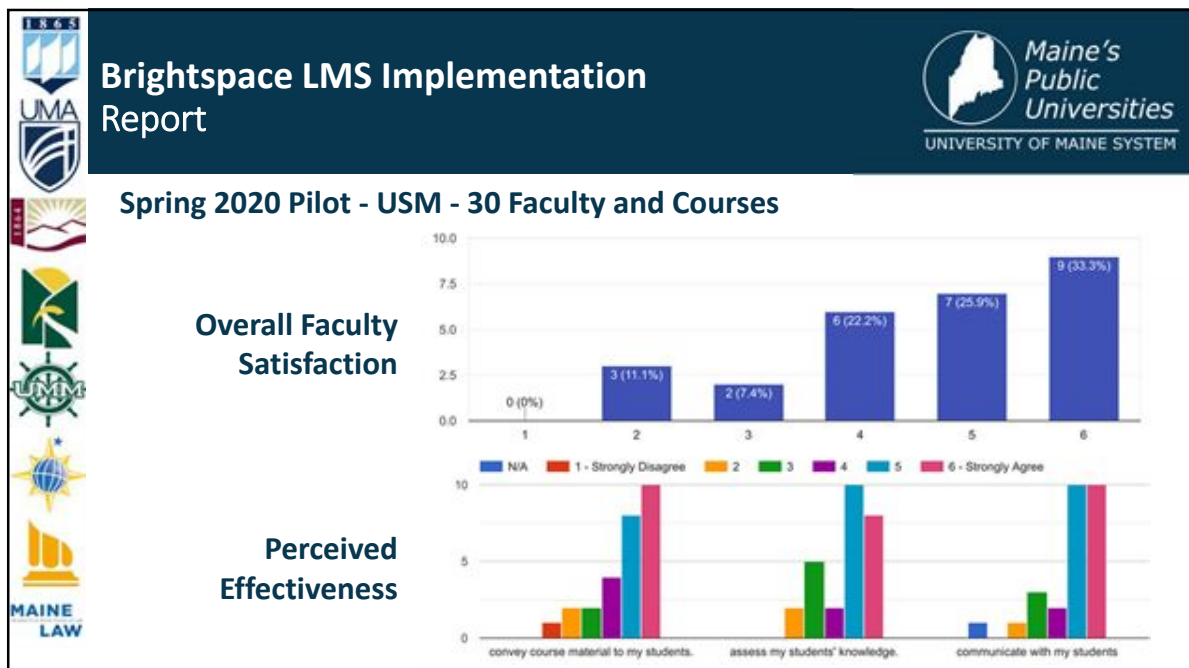
Challenges

- Pilot meant not all settings were finished causing some confusion.
- With so many options to create materials and activities the complexity created problems for some faculty and students.
- All the change on top of the pandemic was a barrier for many.
- Integration with MaineStreet created both opportunities and challenges.
- The connection between the instructors comfort with BRSP and student satisfaction with BRSP. (Both a Positive & a Challenge).

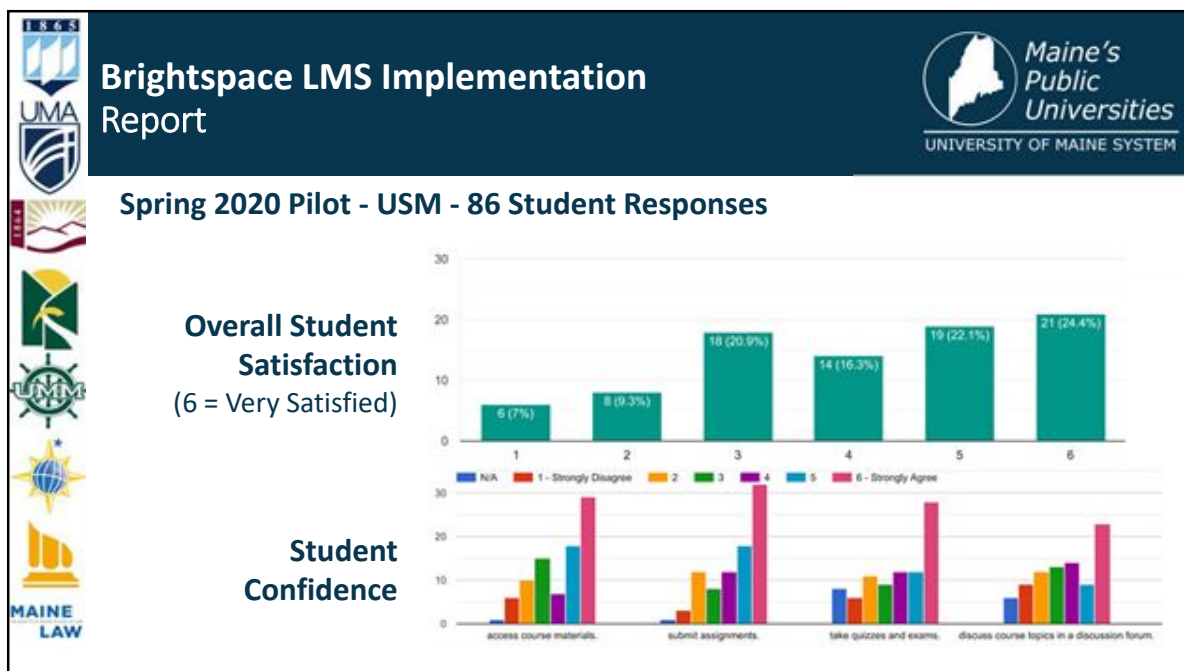
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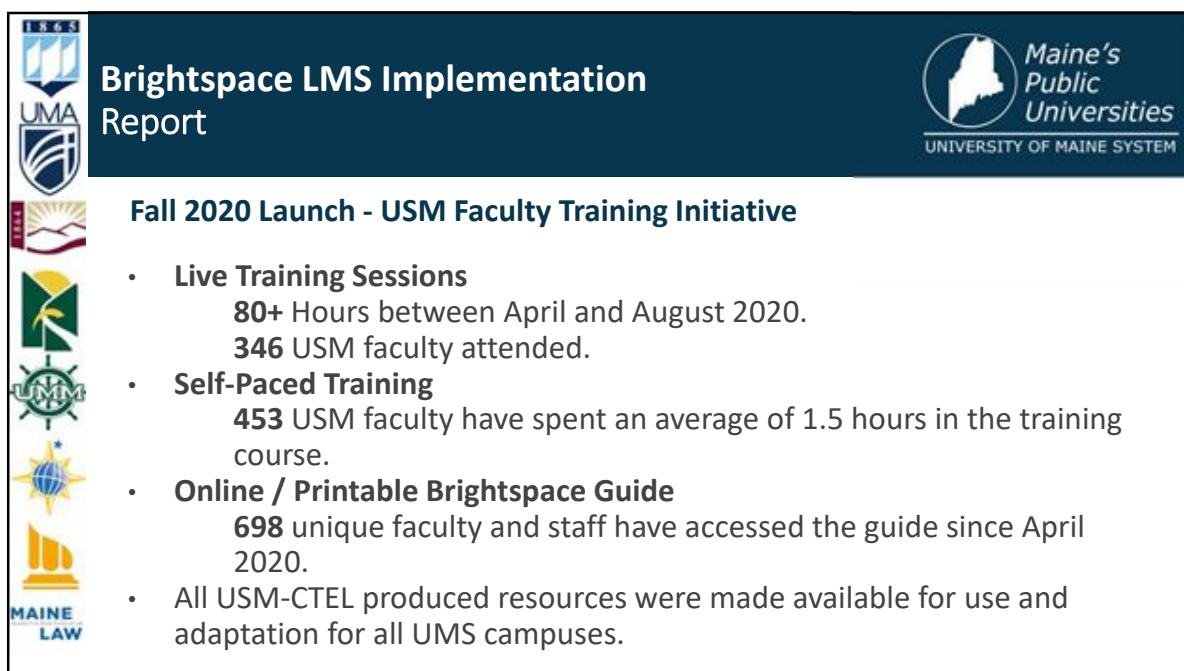
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Brightspace LMS Implementation Report







UNIVERSITY OF MAINE SYSTEM


Fall 2020 Launch - UMA Faculty & Student Training Initiative

- **Live Training Sessions**
80+ Hours between May and August 2020.
157 UMA faculty attended.
- **Self-Paced Training for Faculty and Students**
~208 UMA faculty have spent an average of XX hours in the training course.
~1714 UMA Students have spend an average of XX hours in the training course.
- **Creation of UMA Student Tech Hub Data**
- All UMA produced resources were made available for use and adaptation for all UMS campuses.

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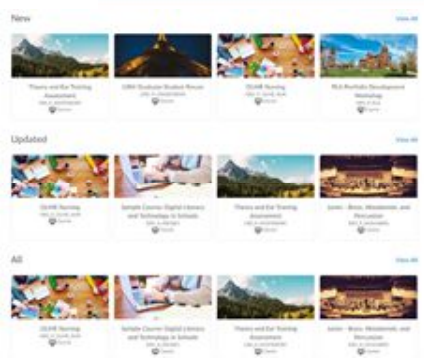
Brightspace LMS Implementation Report




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Future Directions


- **Brightspace Activity Reporting Datamart**
Full access to Campus, School, Department, Course-level reports
- **Full grading integration with MaineStreet**
Enable grades to be 'pushed' from Brightspace to MaineStreet
- **Deploy Brightspace Learning Outcomes tool**
Program-level outcomes assessment
- **Deploy Brightspace Course Merchant**
Support for non-credit program offerings (Cooperative Extension, Community Engagement, etc.)



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Brightspace LMS Implementation Report



Maine's
Public
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Special Thank You

Brightspace Core Implementation Team

<p>BJ Kitchin - UMA</p> <p>Peter Schilling - UM</p> <p>Gary Johnson - USM</p> <p>John Brown - USIT</p> <p>Eric Jones - UMM</p> <p>Heather Nunez-Olmstead- UMPI</p> <p>Norma Bisulca - UMA</p> <p>Justin Hafford - USIT</p> <p>Paul Cochrane – USM</p>	<p>Mike Matis - USM</p> <p>Leslie Kelly - UMFK</p> <p>Michelene Decrow - MaineLaw</p> <p>Erin Connor - UMF</p> <p>Ashley Montgomery- UMF</p> <p>Alana Margeson - UMPI</p> <p>Calvin Bishop - USIT</p> <p>Brian Pomelow - USIT</p> <p>Heidi Jackson - USIT</p>
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University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Unified Accreditation Update

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

Progress update on UMS Unified Accreditation.

BACKGROUND:

During the September 15-16, 2019 Board of Trustee meeting, Chancellor Dannel Malloy recommended that UMS universities begin a process to unify their accreditations. The Board concurred and the New England Commission on Higher Education has been kept apprised throughout each subsequent step, including a March status report. Dr. Jeff St. John, Associate Vice Chancellor for Strategic Initiatives will give a brief update on the unified accreditation project and process to date.

2/19/2021

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Faculty Governance Council Update

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

As outlined in the Guiding Principles and pursuant to UMS Board Policy 212 and the UMS Statement on Shared Governance, faculty will retain all rights to academic freedom and shared governance.

BACKGROUND:

To facilitate and formalize the establishment of a unifying System-wide mechanism for shared governance, the Chancellor convened the university faculty senate/assembly leaders to meet with him, and members of his senior staff, in January 2020.

At that meeting, the faculty leaders agreed that during these nascent stages of a unified approach to shared governance the seven senate/assembly presidents, with the Vice Chancellor of Academic Affairs (VCAA) participating in an ex-officio capacity, would form a UMS Faculty Governance Council to address issues of multi-university academic and curricular policy and programming.

The shared system of governance structure should be viewed as a faculty-to-faculty process that includes an active governing body with sufficient autonomy to assure institutional integrity and to fulfill its responsibilities of program development consistent with the missions of the participating institutions. Carolyn Dorsey, Associate Vice Chancellor for Academic Affairs, will brief the Academic and Student Affairs Committee of the Board of Trustees on progress to date.

2/19/2021

University of Maine System
Board of Trustees

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AGENDA ITEM SUMMARY

NAME OF ITEM: Harold Alfond Foundation Grant

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

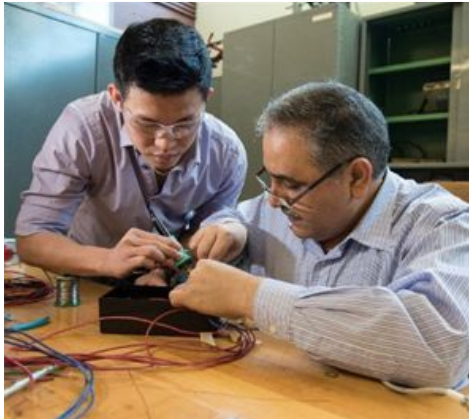
N/A

BACKGROUND:

In October 2020, the Harold Alfond Foundation announced more than \$500 million dollars of new grant investments in Maine Institutions to help grow the state's workforce and economy and support quality healthcare. The University of Maine System was notified that it would be the recipient of \$240 million, the 8th largest gift ever made to a U.S. institution of public higher education.

The Foundation's investment in UMS will be focused in strategic areas to support the institution's mission. Dr. Joan Ferrini-Mundy, President of the University of Maine and James Thelen, General Counsel and Chief of Staff will deliver a presentation update on the current initiatives.

2/19/2021



In partnership with the Harold Alfond Foundation

UMS BOT ASA Committee Update
March 1, 2021





1



**Black Bear
Athletics**
(\$90M/\$20M match)

2



**Student
Success and
Retention**
(\$20M/\$25M match)

3



**Maine College
of Engineering,
Computing, and
Information
Science**
(\$75M/\$75M match)

4



**Maine
Graduate and
Professional
Center**
(\$55M/\$50M match)

Executive Leadership Group

Executive Chair

Dannel Malloy

Co-Principal Investigators

Joan Ferrini-Mundy

Jim Thelen

Project Director

Kimberly Whitehead

Financial Director

Ryan Low

Project Initiatives – Leadership Group

Gift/Grant Initiative	Liaison	Leads/Co-leads
Student Success and Retention	Joan Ferrini-Mundy	John Volin, lead Deb Hedeem, co-lead
- Research Learning		Ali Abedi, Heather Leslie
- Gateways to Success		Emily Haddad, Jeremy Qualls
- Pathways to Careers		Becky Wyke, Renee Kelly
Maine College of Engineering, Computing, and Information Science	Dannel Malloy	Dana Humphrey, lead Penny Rheingans, co-lead Jeremy Qualls, co-lead
Maine Center for Graduate and Professional Studies	Jim Thelen	Leigh Saufley, lead Faye Gilbert, co-lead Glenn Cummings, co-lead
Black Bear Athletics	Joan Ferrini-Mundy	Ken Ralph, lead Judith Rosenbaum-Andre, co-lead



Executive Leadership Group

Executive Chair

Dannel Malloy

Co-Principal Investigators

Joan Ferrini-Mundy

Jim Thelen

Project Director

Kimberly Whitehead

Financial Director

Ryan Low

Project Operations Leadership Group

Gift/Grant Initiative	Leads/Co-leads
Match/Fundraising <i>Campaign for Maine</i> leadership and fundraising reporting	Jeff Mills, lead Jason Charland, co-lead
<i>Traditional fundraising</i>	Jeff Mills, lead +others
<i>Federal grants and corporate foundation</i>	Jason Charland, lead +others
<i>State GO bonding/debt service</i>	Ryan Low, lead Samantha Warren, co-lead
Budget/grant management and financial reporting	TBD
Communications and Publicity	Dan Demeritt, lead Margaret Nagle, co-lead others TBD
Capital Project Planning	Chip Gavin, lead others TBD



Key Activities to Date

1. Project management structure established (Principal Investigator model)
2. Regular Leadership group meetings (commenced Nov 2020)
3. Check-in meetings with initiative leads and co-leads (commenced Nov 2020)
4. Presentations of overview to groups as requested
5. Cash flow, budget planning, and expense-tracking underway (Ryan Low)
6. Planning for match, including initial consultation with UMaine Foundation and consultants; development of InfoReady grant tracking tool
7. VOX Global engagement on communication and regional/national messaging strategy and placement (Dan Demeritt)
8. CY2021 benchmarks submitted in Dec 2020; confirmation with HAF staff and shared with initiative leads
9. UMS TRANSFORMS principles established



Key Activities to Date (continued)

10. HAF/UMS TRANSFORMS multi-media content developed for UMaine/UMS websites – launched week of February 22
11. Kickoff Visioning Workshop - The Future of Engineering, Computing, and Information Science in Maine (late Jan 2021)
12. Finalizing membership of each initiative group
13. UMaine Athletics facilities plans announced (February 17)
14. UMS Board engagement



Next Steps

1. BOT Resolution to be considered
2. Confirming CY2021 work plans for each initiative
3. Continue developing working plans for matching funding at general level (foundations, federal, state, corporate, etc.)
4. Assess budgetary and staffing support needs (In progress)
5. Identify project management and workspace tool (In progress)
6. Launch Registry tool to track external grant matching prospects
7. Diversity, Equity and Inclusion HAF forum (In progress)
8. System-wide engagement with faculty about UMS TRANSFORMS




InfoReady Tool

HOME REVIEWS APPLICATIONS CALENDAR

Applications and Competitions for Internal Grant Funding

Welcome Kimberly. You have no new activity coming up.



Welcome to the University of Maine's internal and limited competition grant portal. Please follow the instructions to register yourself as a portal user and locate the specific internal grant that you would like to apply for.

Search:

Title	Due Date	Category	Award Cycle
HAF UMS TRANSFORMS: Registry of External Funding Proposals Relevant to TRANSFORMS		HAF UMS TRANSFORMS	
MEIF Small Campus Initiative FY 2021	2/19/2021	MEIF SCI	2021
UMaine Research - Faculty Travel Fund	6/30/2021	Open Funding Opportunities	2020-2022
UMaine Scholarly Materials and Equipment Award AY 2020-2021	2/1/2021	Open Funding Opportunities	2021
UMaine Summer Faculty Research Awards AY 20 21	3/8/2021	Open Funding Opportunities	2020

How to Use InfoReady Review

1. Click **Register** (top right) and then set up a user ID
2. Login to the system
3. Find and click on the **Open Competition of Interest** (bottom left)
4. Click **"Apply"** (top right of competition screen)
5. Provide required Proposal details and attachments.
6. Follow the competition-specific instructions regarding materials to down- or upload, or complete online.
7. Save any unfinished work to be completed later.
8. Complete and submit application before the deadline.

Application Status Updates:

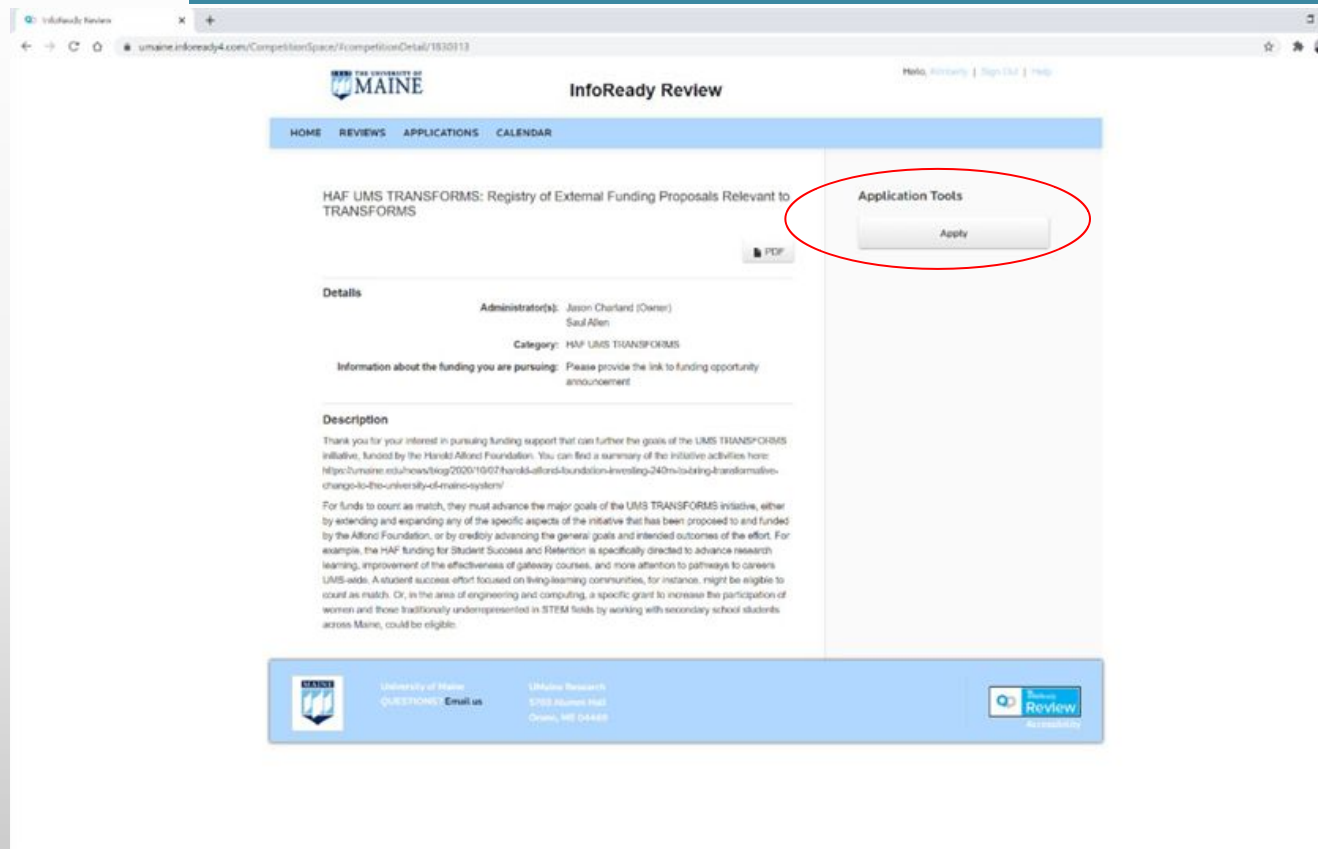
- Look for automated application status emails.
- Emails will come from the UMaine competition administrator, but message content will include "InfoReady Review" in the header.

We welcome your feedback.

For questions for the Director of Research Development, please contact
 Jason Charland
jason.charland@maine.edu



InfoReady Tool



InfoReady Tool

The screenshot shows a web browser window with the URL `umaine.infoready4.com/CompetitionSpace/ApplicationForms/1830313/0`. The page is titled "InfoReady Review" and features a navigation bar with links for HOME, REVIEWS, APPLICATIONS, and CALENDAR. The main content area displays the application title "Application: HAF UMS TRANSFORMS: Registry of External Funding Proposals Relevant to TRANSFORMS" and a brief instruction. Below this, there is a section for "Personal Details" with various input fields for applicant information, including first and last names, email address, phone number, primary appointment title, contact person's name, email, and phone number. There are also dropdown menus for "HAF Area" and "What UMS Entity are you Applying From?". A "Details" button and a "My Application" button are visible on the right side of the form.

InfoReady Review

HOME REVIEWS APPLICATIONS CALENDAR

Application: HAF UMS TRANSFORMS: Registry of External Funding Proposals Relevant to TRANSFORMS

Complete and submit the application below. The Personal Details section will be populated with information from your user profile where possible. Your entries are automatically saved while working within this site. Should you need to navigate away from the site or close your browser before completing the application, please click 'Save as Draft' below. You will be able to find and resume your application by clicking 'Applications' in the top navigation.

You may start and submit additional applications for this competition.

Personal Details

* indicates required

*Applicant First Name: Kimberly

*Applicant Last Name: Whitehead

*Email Address: kimberly.whitehead@maine.edu

Phone Number:

*Primary Appointment Title: VP and Chief of Staff

Contact Person's Name:

Contact Person's Email Address:

Contact Person's Phone Number:

*HAF Area: Select

*What UMS Entity are you Applying From?: Select

Application Details

Details

My Application



Questions?



University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

5

NAME OF ITEM: Faculty Representatives: Discussion

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

The Faculty Representatives to the Board of Trustees would like to reserve the opportunity to have a brief discussion on current matters.

2/19/2021

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Student Representatives: Discussion

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

The Student Representatives to the Board of Trustees would like to reserve the opportunity to have a brief discussion on current matters.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: UMS 2021 Tenure Nominations

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

Board Policy 310: Tenure

UNIFIED ACCREDITATION CONNECTION:

N/A

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, 2021. The following material and information is relevant to the tenure approval process:

Items in italics are for Board of Trustees only in a supplemental publication.

- Board Policy 310 - Tenure
- *Names of candidates for tenure for 2021, listed by institution*
- *Brief abstracts of candidates*
- Table 1: Tabular analysis of 2021 candidates
- Table 2: Summary of campus tenure promotions for 2021 and the previous 5 years
- Report on Tenure Statistics

TEXT OF PROPOSED RESOLUTION:

That the Academic and Student Affairs Committee, approves the following resolution to be forwarded for Board of Trustee approval at the March 22, 2021 Board Meeting.

That the Board of Trustees accepts the recommendations for tenure submitted by the Universities of the University of Maine System. Approvals will take effect September 1, 2021 for faculty with academic year appointments and on July 1, 2021 for faculty with fiscal year appointments.

2/19/2021

UNIVERSITY OF MAINE SYSTEM
Policy Manual

ACADEMIC AFFAIRS

Section 310 Tenure

Effective: 6/7/70

Last Revised: 7/9/90

Responsible Office: Academic Affairs

7.1

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.

7.1

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.

7.1

TABLE I

**Numbers of Exceptions, Numbers of Women Candidates,
and Total Numbers of Candidates for Tenure, 2021**

Campus	Number	Exception to Board Policy	Women	Percentage of candidates who are women
UM	17	5	9	53%
UMA	3		2	67%
UMF	7	2	4	57%
UMFK	0		0	N/A
UM Law School	0		0	N/A
UMM	0		0	N/A
UMPI	2		2	100%
USM	5		2	40%
Total	34	7	19	56%

52.5% faculty are men; 47.5% of faculty are women

60.2% of the male faculty are tenured; 44.6% of the women faculty are tenured

Table II. Numbers of Candidates Considered at Campus Level
and Numbers Forwarded for Board Approval, 2015-2021

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	Total
UMaine							
Considered	7	11	13	21	17	17	86
Recommended	7	11	13	21	17	17	86
UM - Augusta							
Considered	4	3	0	2	2	3	14
Recommended	4	3	0	2	2	3	14
UM - Farmington							
Considered	1	3	4	1	5	7	21
Recommended	1	3	4	1	5	7	21
UM - Fort Kent							
Considered	1	1	0	0	1	0	3
Recommended	1	1	0	0	1	0	3
UM - School of Law							
Considered						0	0
Recommended						0	0
UM - Machias							
Considered	1	4	1	0	1	0	7
Recommended	1	4	1	0	1	0	7
UM - Presque Isle							
Considered	1	2	3	1	4	2	13
Recommended	1	2	3	1	4	2	13
USM							
Considered	4	3	2	3	3	5	20
Recommended	4	3	2	3	3	5	20
System Total							
Considered	19	27	23	28	33	34	164
Recommended	19	27	23	28	33	34	164



Faculty and Tenure Statistics

2020 - 2021

7.4

University
Of
Maine System
Office of Human
Resources

March 2021

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 2021, reflecting the 2020-2021 academic year. For the purpose of this report, a faculty member is defined as any 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

- 1,212 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 was a steady increase from 2015 to 2019 with the present year showing a decrease. The change in the number of faculty continues to follow enrollment trends
- There are 32 less faculty than last year. Tenured faculty decreased to 640 from 650 last year, and the number of faculty without tenure decreased over last year's number by 22 to reach 572.
- 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. 46 faculty members are in the partial retirement program.
- There are 34 faculty members who will be considered for tenure in the coming academic year.

Tenured and Non-tenured Faculty

- 52.8% (640) of the faculty have tenure. The percentage of tenured faculty varies from a high of 73.1% at UMM due to turnover in non-tenured faculty, to a low of 40.6% at UMFK due to turnover in tenured faculty.
- The percent of tenured faculty at UMS increased this year to 52.8% from last year's 52.3%.
- 47.2% (572) of UMS faculty do not have tenure. Of this number, 51.9% (297) are eligible for tenure, and 48.1% (275) are not eligible for tenure.
- On average, a faculty member serves 5.2 years in the University of Maine System before being awarded tenure. The average years of service from date of appointment to tenure has remained relatively consistent since 2009's value of 5.4 years.
- There are 76 pre-tenured faculty who have 5 or more years of service that are eligible for tenure over the next two academic years.
- There were 73 new faculty hired in 2020, of this number 50 (68.5%) are eligible for tenure and 3 (4.1%) were hired with tenure.

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University Of Maine System Faculty and Tenure Statistics: Highlights

Women and Minority Faculty

- Of the total faculty 47.5% (576) are women and 52.5% (636) are men. The proportion of women faculty ranges from a high of 59.0% at UMF to a low of 40.2% at UM.
- The percentage of faculty who are women has increased from 40.6% in 2009 to 47.5% in 2020. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 60.2% of men faculty have tenure, and 44.6% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 43.0% at UM and 38.4% 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; 43.4% in 2019/20). The percentage of women with tenure for the present year is 44.6% and continues to be substantially lower than the percentage of men with tenure (60.2%).
- Women are under-represented at the rank of full professor; 22.9% of women are professors while 37.9% 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 5.3 years of service in a tenure track appointment when awarded tenure; men faculty serve 5.1 years on average before being awarded tenure.
- Minority faculty members have increased from last year at 132 from 110, or 10.9% of total faculty. This increase is due to hiring and data validation. 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.

7.4

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 increased slightly from last year at 51.7 up to 51.8.
- Tenured faculty average 57.4 years of age and non-tenured faculty average 45.5 years of age.
- The average age varies from 48.6 years at the Maine School of Law to 55.5 years at UMM.
- The average age of faculty by rank is: professors, 60.5; associate professors, 53.1; assistant professors, 42.8; instructors, 54.7; and lecturers, 47.9.
- 96.3% of tenured faculty are age 40 or older while 60.5% 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 2004 metric of 95.7%.
- 281 tenured faculty (371 total faculty) are over the age of 60 and 169 tenured faculty (215 total faculty) are over the age of 65.
- Projections based on the current workforce indicate a large number of faculty are reaching normal retirement age. From fiscal year 2021 to fiscal year 2025, 163 faculty members will attain age 65.

Disciplines

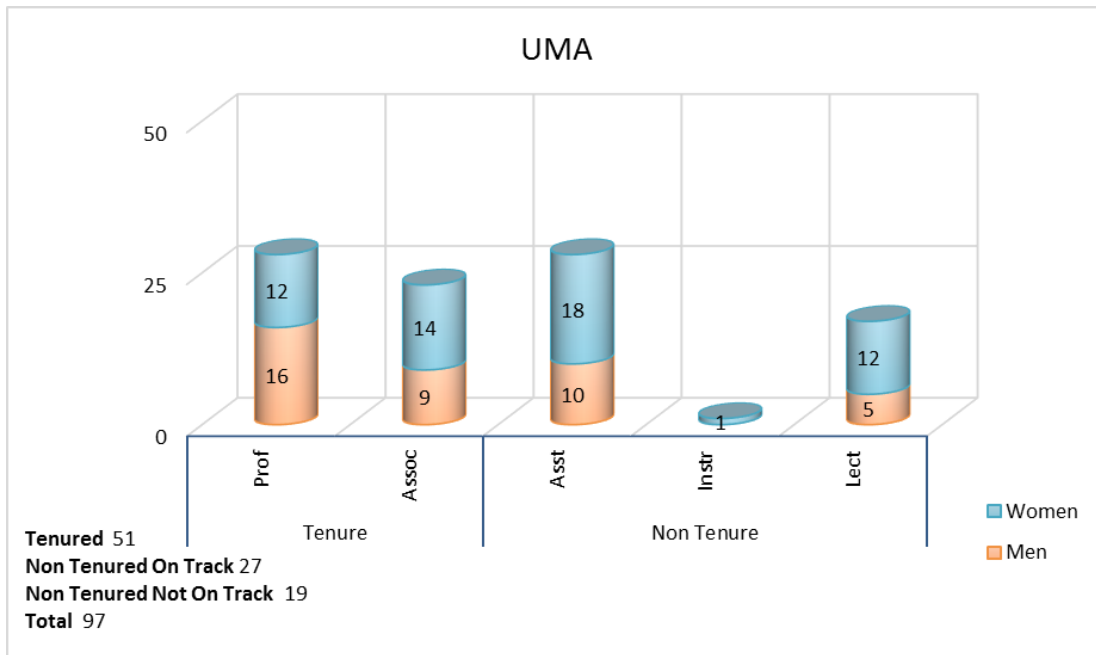
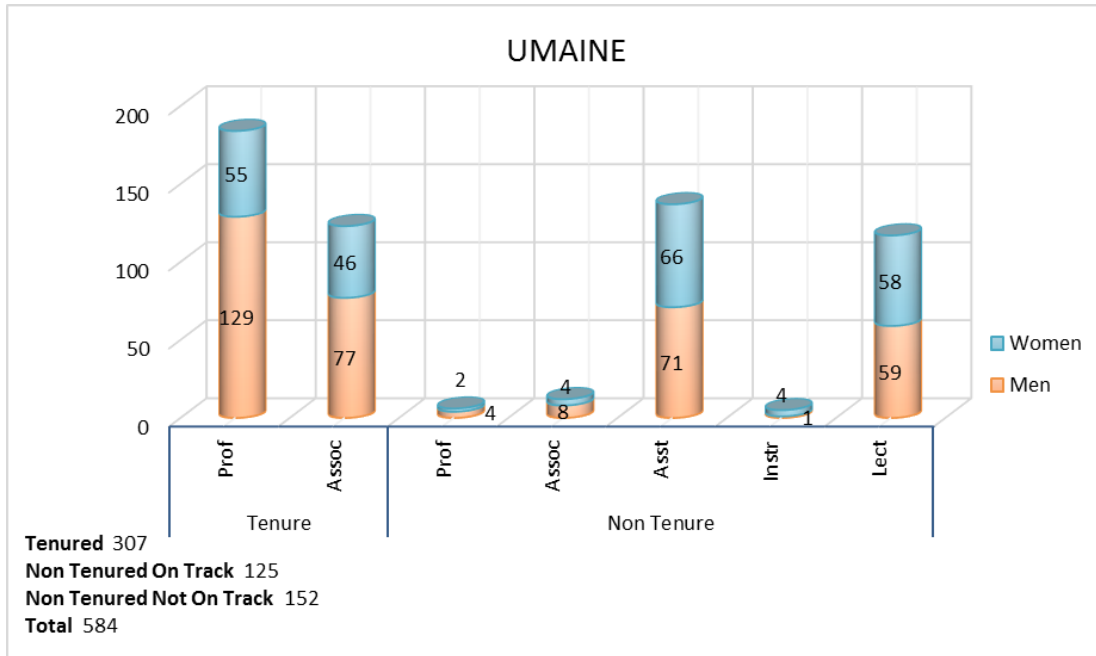
- Education is the discipline area with the largest number of faculty (150), followed by Health Sciences (97), Physical Sciences (95), Biological and Life Sciences (93), and Social Sciences (91). The top 10 disciplines have remained constant for the past five years.

Sabbaticals

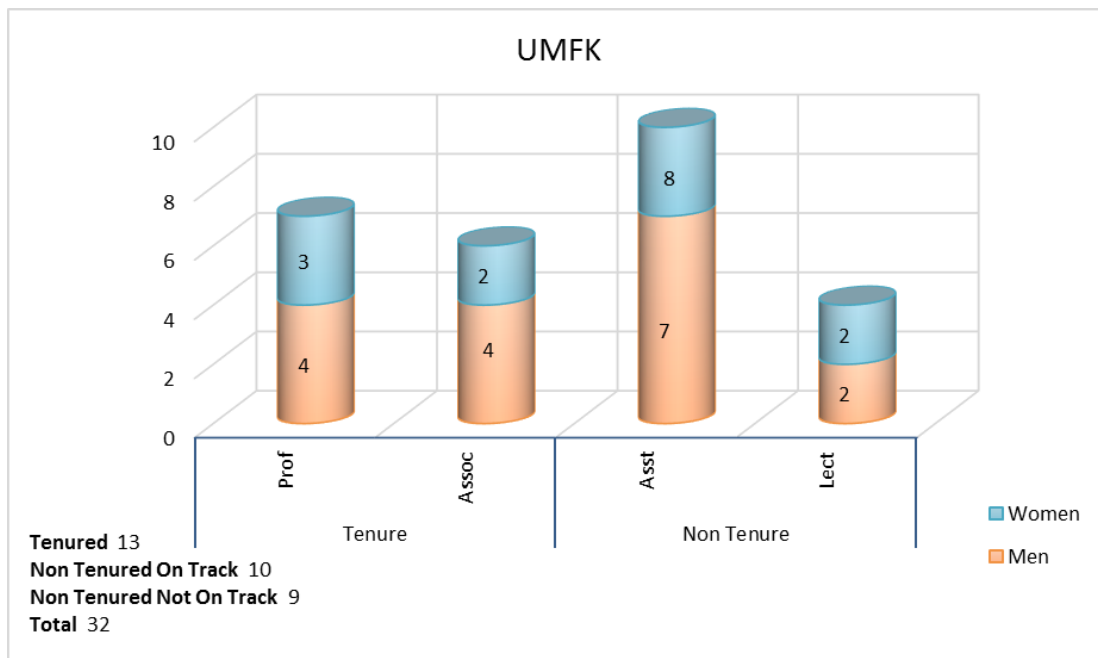
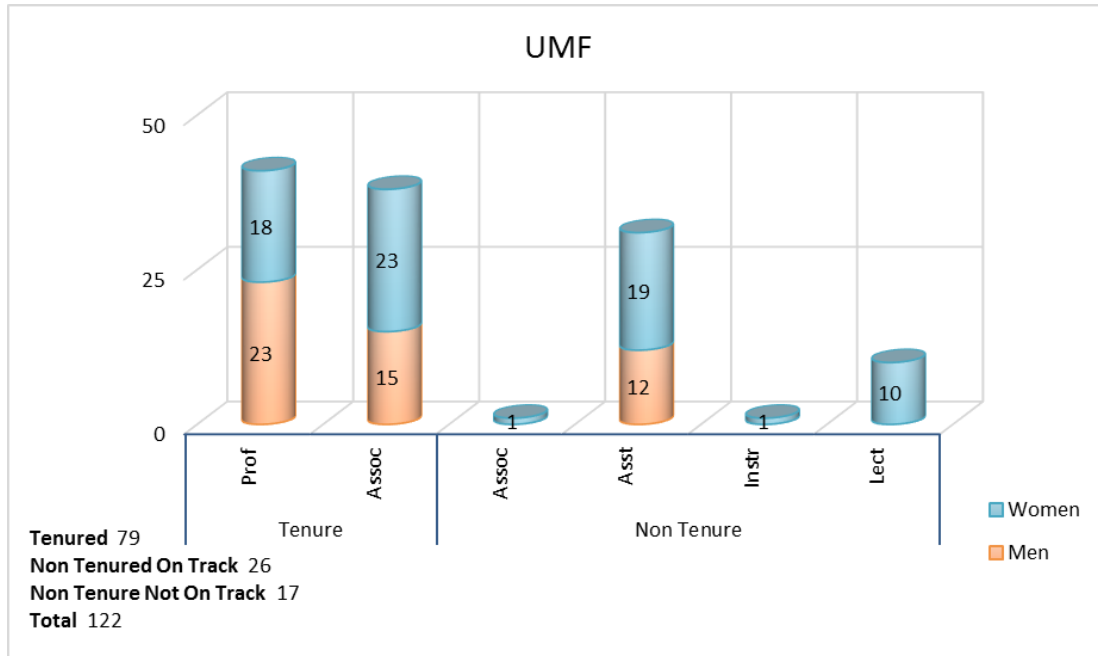
- The AFUM collective bargaining agreement provides 51 sabbaticals per year across all Universities. Additional sabbaticals may be granted at the discretion of the departments if there are no additional costs to the University and the Chief Administrative Officer recommends additional awards.
- The total 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 20/21. There were 44 faculty on sabbatical this year, which is down 27 from the prior year.

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

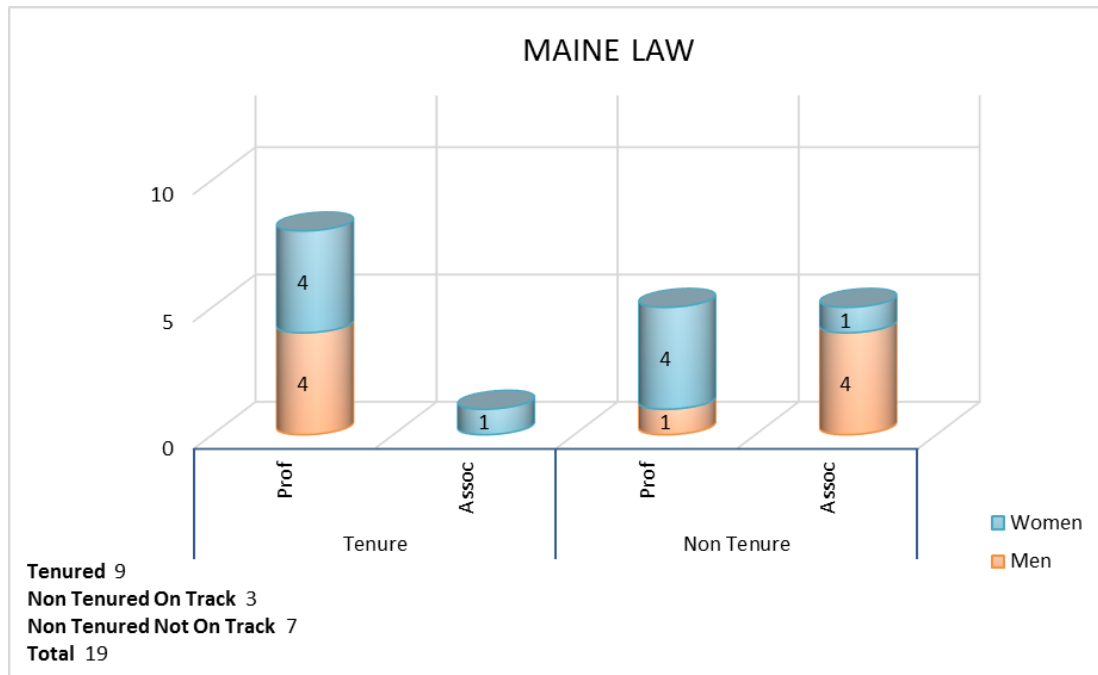
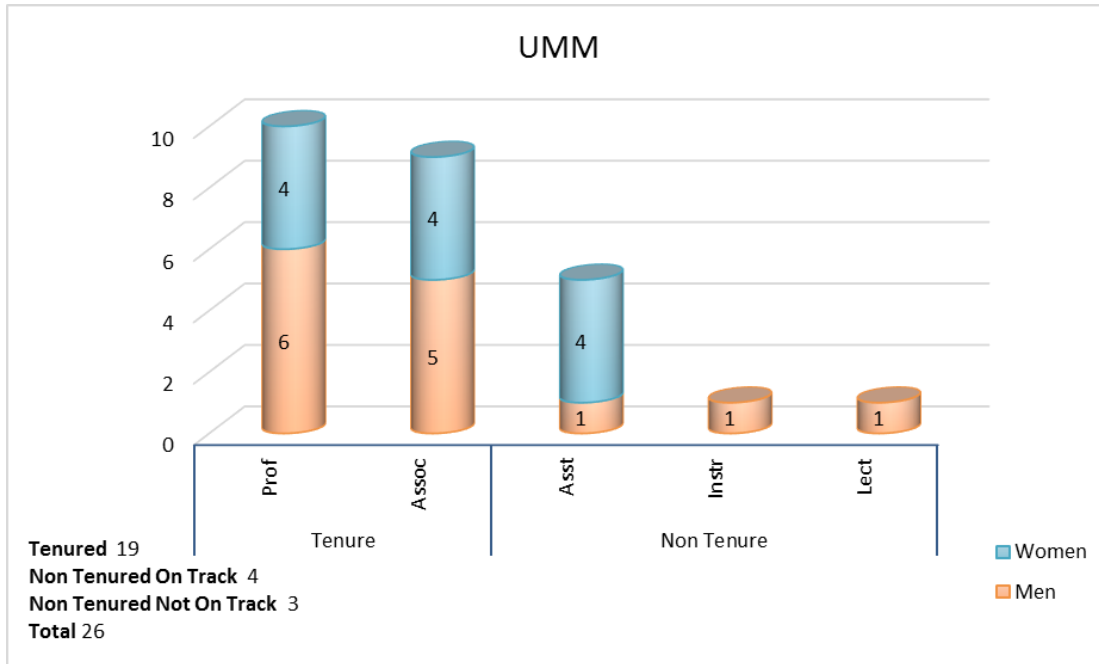
Tenure Status by Rank and University



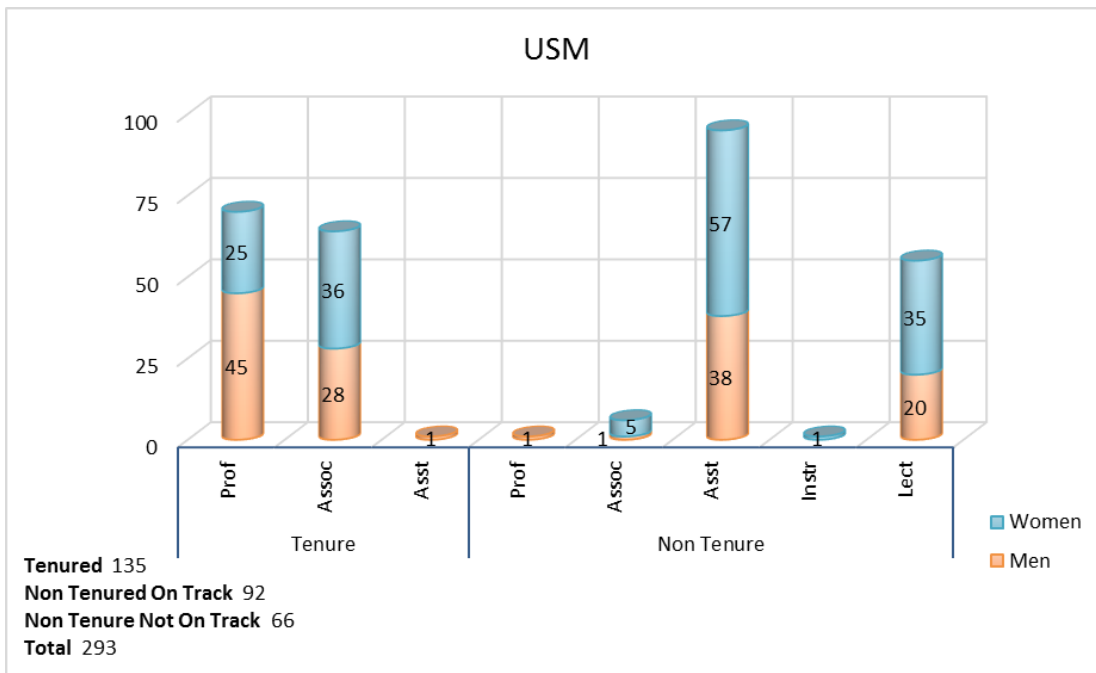
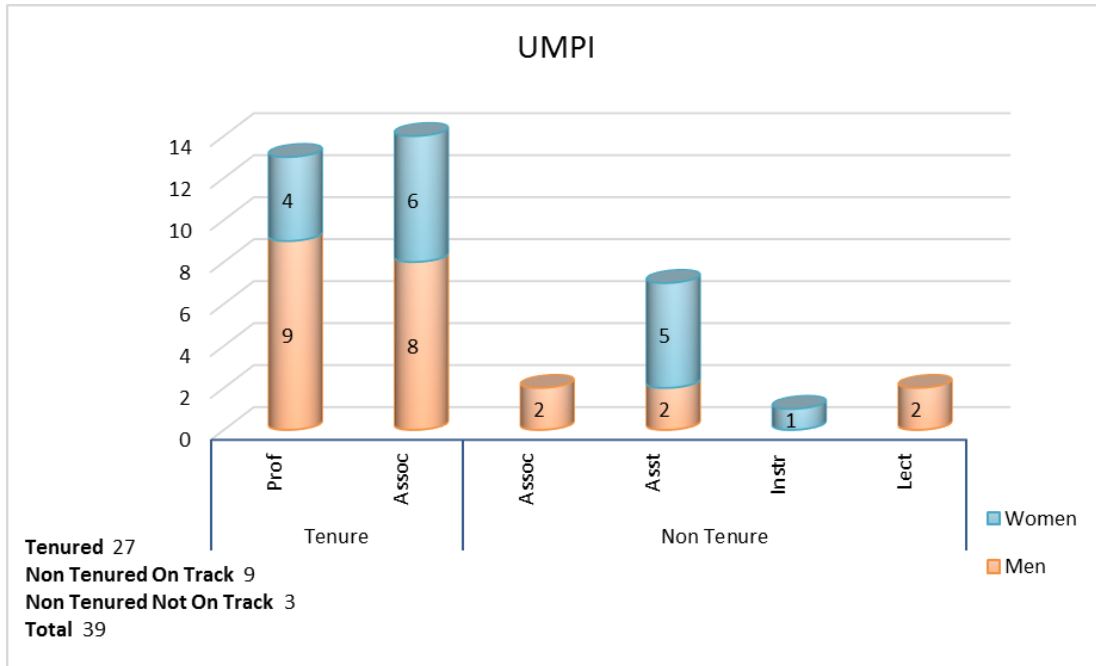
Tenure Status by Rank and University



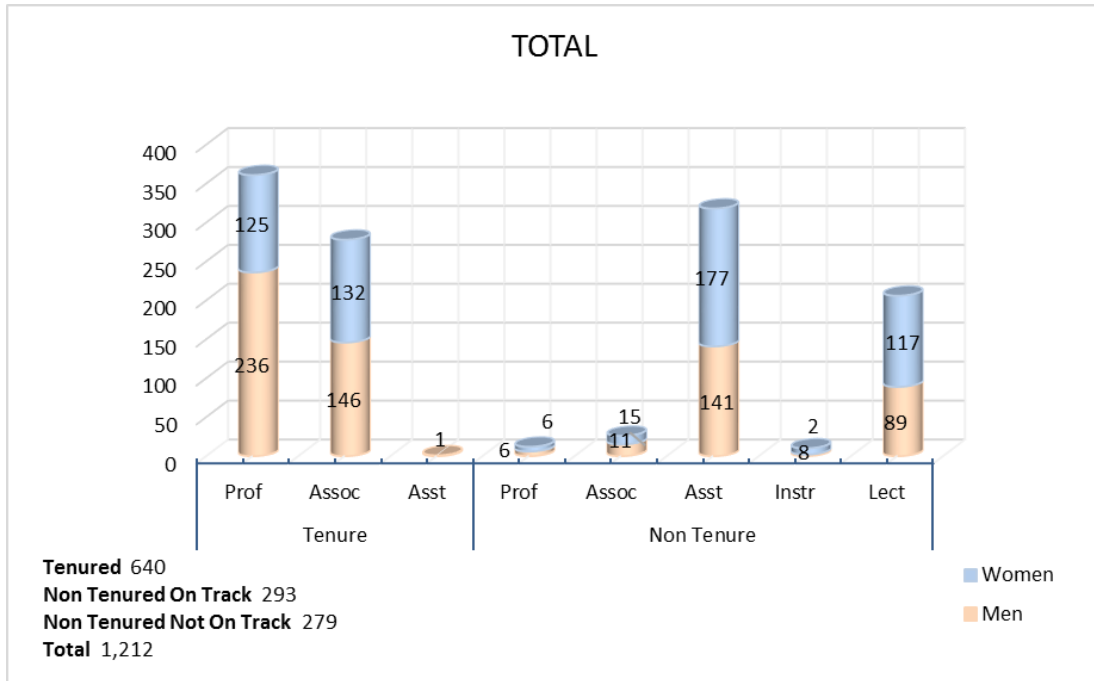
Tenure Status by Rank and University



Tenure Status by Rank and University

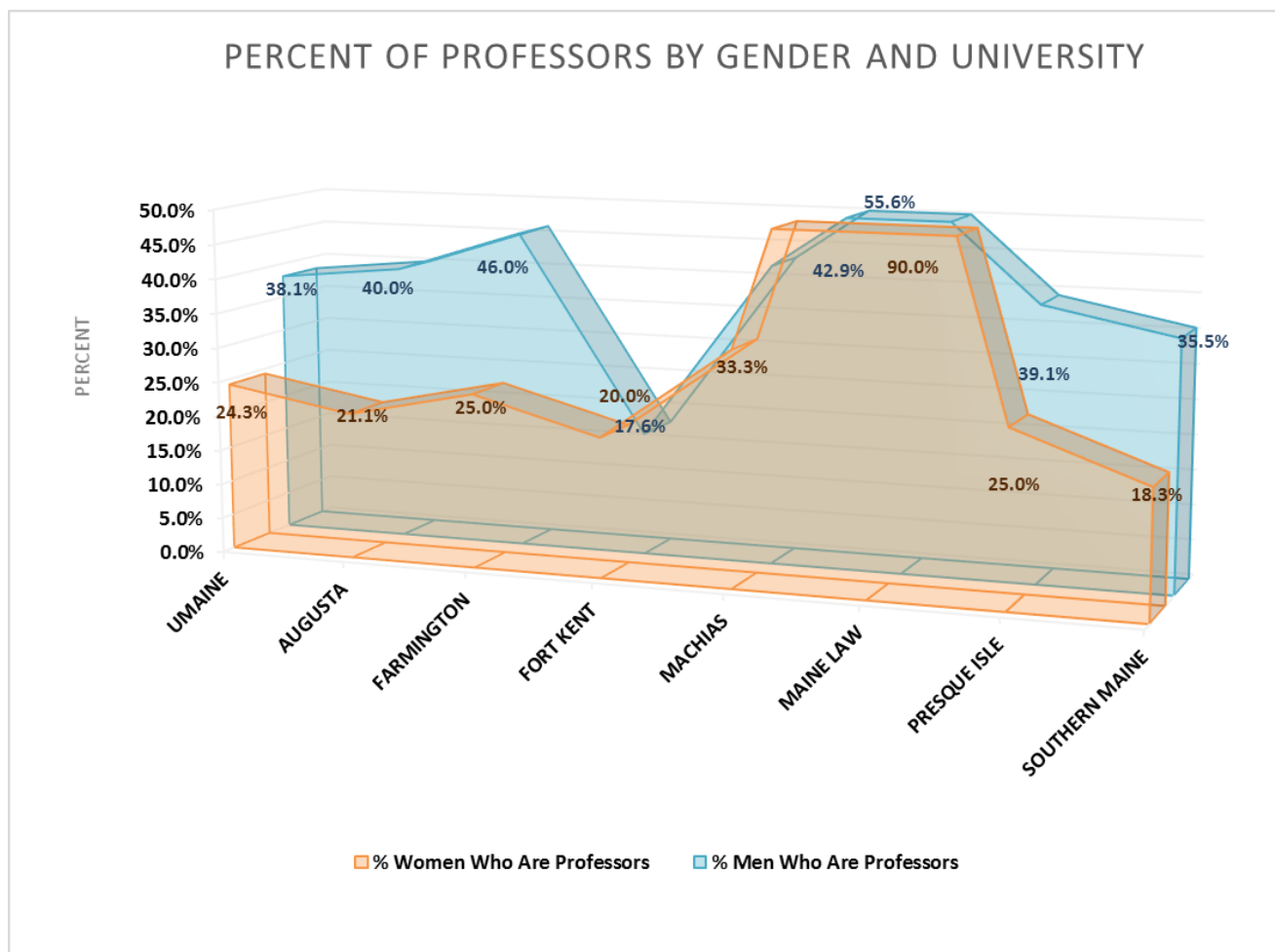


Tenure Status by Rank and University



7.4

Percent of Professors by Gender and University



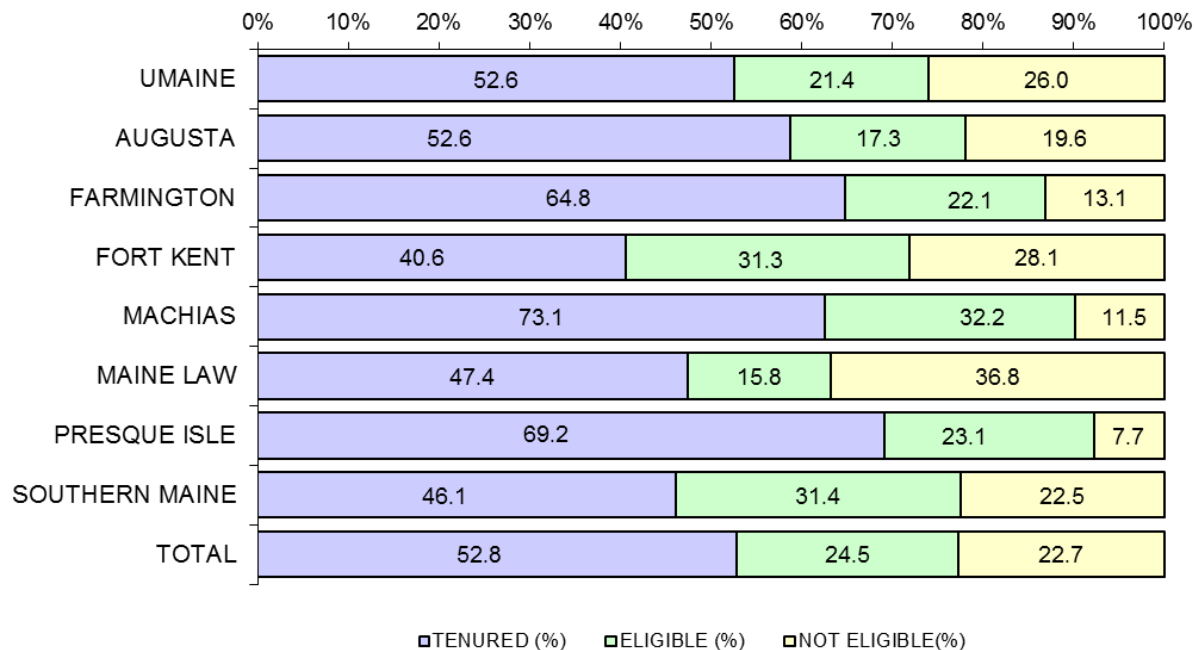
7.4

Tenure Status by Gender and University

	TENURED WOMEN			TENURED MEN			TENURED FACULTY	
UNIVERSITY	NO.	% OF TOTAL WOMEN FACULTY		NO.	% OF TOTAL MEN FACULTY		NO.	% OF TOTAL FACULTY
UMAINE	101	43.0%		206	59.0%		307	50.2%
AUGUSTA	26	45.6%		25	62.5%		51	52.0%
FARMINGTON	41	56.9%		38	76.0%		79	65.3%
FORT KENT	5	33.3%		8	47.1%		13	39.4%
MACHIAS	8	66.7%		11	78.6%		19	67.9%
MAINE LAW	5	50.0%		4	44.4%		9	47.4%
PRESQUE ISLE	10	62.5%		17	73.9%		27	69.2%
SOUTHERN MAINE	61	38.4%		74	55.2%		135	43.1%
TOTAL	257	44.6%		383	60.2%		640	52.8%

7.4

Tenure Status by University



Tenure Status by University

UNIVERSITY	TOTAL NUMBER OF TENURED FACULTY	ELIGIBLE FOR TENURE	NOT ELIGIBLE FOR TENURE	TOTAL NOT TENURED	TENURED OR ELIGIBLE FOR TENURE	TOTAL FACULTY
UMAINE	307	125	152	277	432	584
AUGUSTA	51	27	19	46	78	97
FARMINGTON	79	26	17	43	105	122
FORT KENT	13	10	9	19	23	32
MACHIAS	19	4	3	7	23	26
MAINE LAW	9	3	7	10	12	19
PRESQUE ISLE	27	9	3	12	36	39
SOUTHERN MAINE	135	89	69	158	224	293
TOTAL	640	290	282	572	930	1,212

7.4

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	71.1	52.6	74.0	26.0	45.1
AUGUSTA	65.4	52.6	80.4	19.6	58.7
FARMINGTON	74.5	64.8	86.9	13.1	62.8
FORT KENT	56.5	40.6	71.9	28.1	52.6
MACHIAS	82.6	73.1	88.5	11.5	57.1
MAINE LAW	75.0	47.4	63.2	36.8	30.0
PRESQUE ISLE	75.0	69.2	92.3	7.7	75.0
SOUTHERN MAINE	59.5	46.1	77.5	22.5	58.2
TOTAL	68.3	52.8	77.3	22.7	51.9

Ethnicity by Tenure Status

ETHNICITY	TENURE		ELIGIBLE FOR TENURE		NOT ELIGIBLE FOR TENURE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
WHITE	588	91.9%	245	82.5%	247	89.8%	1,080	89.1%
MINORITY	52	8.1%	52	17.5%	28	10.2%	132	10.9%
TOTAL	640	100.0%	297	100.0%	275	100.0%	1,212	100.0%

7.4

Ethnicity by University

UNIVERSITY	MINORITY NUMBER	MINORITY PERCENT
UMAINE	76	13.0
AUGUSTA	2	2.1
FARMINGTON	5	4.1
FORT KENT	3	9.4
MACHIAS	0	0.0
MAINE LAW	1	5.3
PRESQUE ISLE	4	10.3
SOUTHERN MAINE	41	14.0
TOTAL	132	10.9

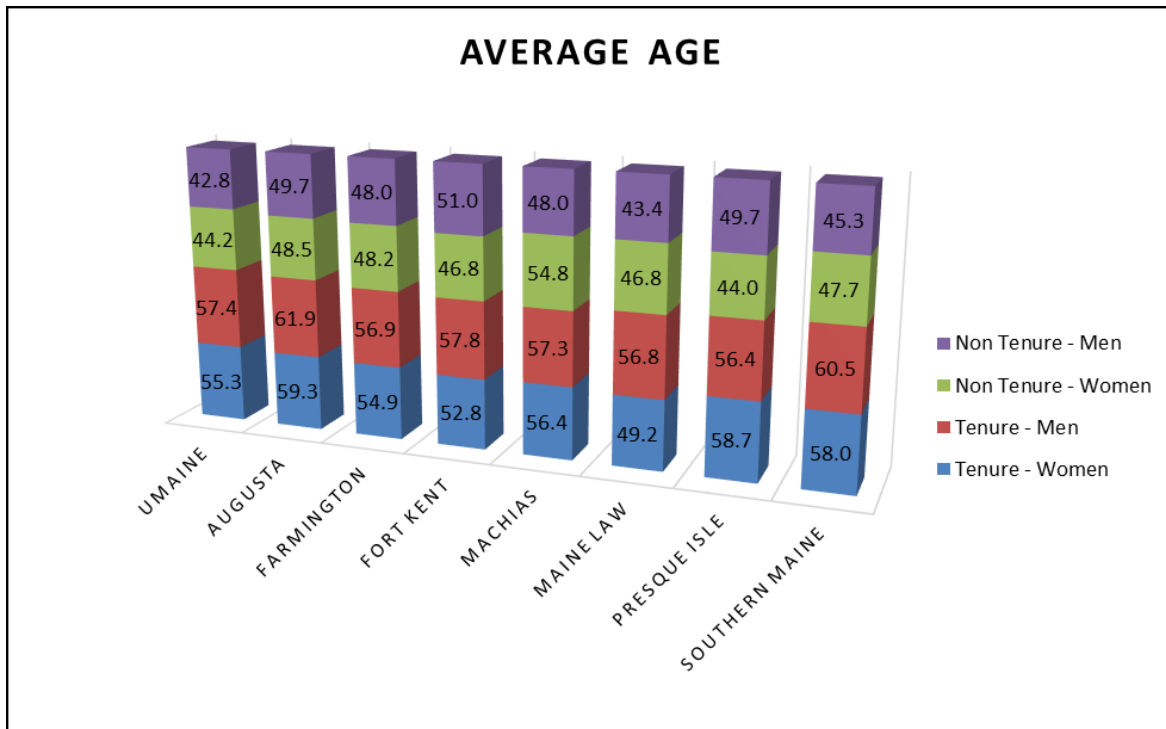
Average Years of Service from Date of Appointment To Date of Tenure

UNIVERSITY	WOMEN	MEN	TOTAL
UMAINE	5.3	5.0	5.1
AUGUSTA	5.6	6.0	5.8
FARMINGTON	4.8	5.1	5.0
FORT KENT	5.2	5.5	5.4
MACHIAS	5.9	5.6	5.7
MAINE LAW	5.5	2.5	4.0
PRESQUE ISLE	5.6	4.7	5.0
SOUTHERN MAINE	5.2	5.5	5.4
TOTAL	5.3	5.2	5.2

Average Age by Gender and University

University	Tenured			Non Tenured			Grand Total
	Women	Men	Total	Women	Men	Total	
UMAINE	55.3	57.4	56.7	44.2	42.8	43.5	50.4
AUGUSTA	59.3	61.9	60.6	48.5	49.7	48.9	55.0
FARMINGTON	54.9	56.9	55.9	48.2	48.0	48.1	53.1
FORT KENT	52.8	57.8	55.8	46.8	51.0	48.8	51.7
MACHIAS	56.4	57.3	56.9	54.8	48.0	51.9	55.5
MAINE LAW	49.2	56.8	52.6	46.8	43.4	45.1	48.6
PRESQUE ISLE	58.7	56.4	57.3	44.0	49.7	46.8	54.1
SOUTHERN MAINE	58.0	60.5	59.4	47.7	45.3	46.8	52.6
Grand Total	56.3	58.2	57.4	46.3	44.6	45.5	51.8

7.4



Average Age by Gender and Rank

University	Rank	Tenure			Non Tenure			Total
		Women	Men	Total	Women	Men	Total	
UMAINE	Professor	60.3	60.7	60.6	70.0	70.0	70.0	60.9
	Associate Professor	49.4	51.9	51.0	53.0	55.0	54.3	51.3
	Assistant Professor				41.0	38.5	39.7	39.7
	Instructor				53.3	66.0	55.8	55.8
	Lecturer				45.6	44.1	44.9	44.9
UMAINE Total		55.3	57.4	56.7	44.2	42.8	43.5	50.4
AUGUSTA	Professor	64.2	64.6	64.4				64.4
	Associate Professor	55.2	57.2	56.0				56.0
	Assistant Professor				46.2	46.4	46.3	46.3
	Instructor				66.0		66.0	66.0
	Lecturer				50.4	56.4	52.2	52.2
AUGUSTA Total		59.3	61.9	60.6	48.5	49.7	48.9	55.0
FARMINGTON	Professor	57.7	60.1	59.0				59.0
	Associate Professor	52.8	52.0	52.5	41.0		41.0	52.2
	Assistant Professor				43.6	47.1	44.8	44.8
	Instructor				61.0	42.0	51.5	51.5
	Lecturer				56.4	63.0	57.0	57.0
FARMINGTON Total		54.9	56.9	55.9	48.2	48.0	48.1	53.1
FORT KENT	Professor	58.7	55.0	56.8				56.8
	Associate Professor	44.0	59.4	55.0				55.0
	Assistant Professor				43.9	50.3	46.6	46.6
	Lecturer				58.5	52.3	54.8	54.8
FORT KENT Total		52.8	57.8	55.8	46.8	51.0	48.8	51.7
MACHIAS	Professor	63.3	59.8	61.2				61.2
	Associate Professor	49.5	54.2	52.1				52.1
	Assistant Professor				54.8	66.0	57.0	57.0
	Instructor					36.0	36.0	36.0
	Lecturer					42.0	42.0	42.0
MACHIAS Total		56.4	57.3	56.9	54.8	48.0	51.9	55.5
MAINE LAW	Professor	49.2	56.8	52.6	48.3	60.0	50.6	51.9
	Associate Professor				41.0	39.3	39.6	39.6
MAINE LAW Total		49.2	56.8	52.6	46.8	43.4	45.1	48.6
PRESQUE ISLE	Professor	59.0	59.6	59.4				59.4
	Associate Professor	58.5	52.9	55.3		53.5	53.5	55.1
	Assistant Professor				44.2	38.5	42.6	42.6
	Instructor				43.0		43.0	43.0
	Lecturer					57.0	57.0	57.0
PRESQUE ISLE Total		58.7	56.4	57.3	44.0	49.7	46.8	54.1
SOUTHERN MAINE	Professor	57.0	62.6	60.6		56.0	56.0	60.6
	Associate Professor	58.6	56.7	57.8	54.0	44.0	52.3	57.3
	Assistant Professor		72.0	72.0	45.6	41.4	43.9	44.3
	Instructor				62.0		62.0	62.0
	Lecturer				49.6	51.1	50.2	50.2
SOUTHERN MAINE Total		55.4	56.9	59.9	58.5	48.0	45.5	47.1

Average Age by Gender and Rank System Totals

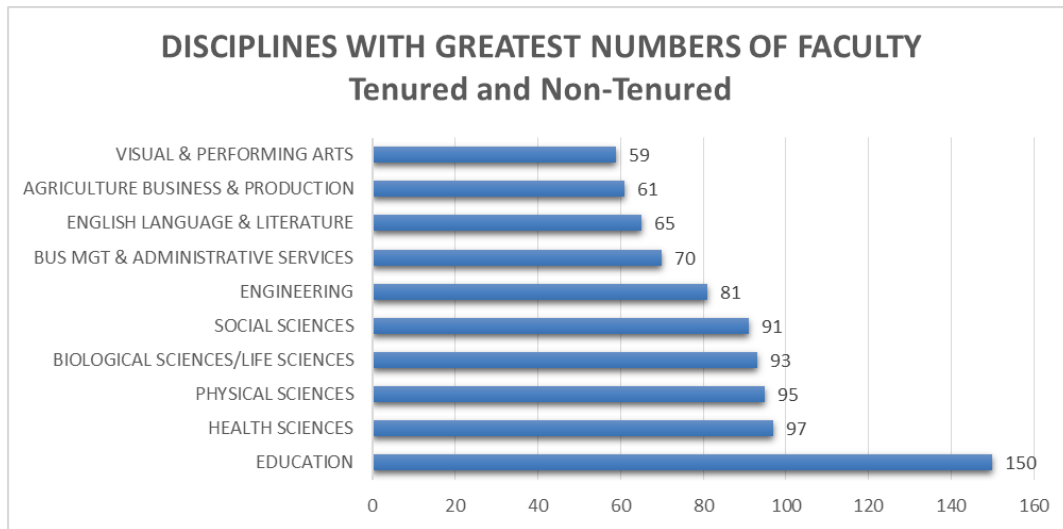
	Tenure			Non Tenure			
Rank	Women	Men	Total	Women	Men	Total	Total
Professor	59.4	61.1	60.5	55.5	66.0	60.8	60.5
Associate Professor	53.4	53.4	53.4	51.3	49.9	50.5	53.1
Assistant Professor		72.0	72.0	43.7	41.6	42.7	42.8
Instructor				55.6	51.0	54.7	54.7
Lecturer				48.7	46.9	47.9	47.9
Total	56.3	58.2	57.4	46.3	44.6	45.5	51.8

7.4

Faculty by Discipline by University Tenured and Non-Tenured

DISCIPLINE	UM	UMA	UMF	UMFK	UMM	Maine Law	UMPI	USM	Total
Agriculture Business & Production	48	1		5			1	6	61
Architecture & Related Programs	1	4							5
Area Ethnic & Cultural Studies		1	1					2	4
Biological Sciences/Life Sciences	56	7	8		6		4	12	93
Business Management	29	6	4	3	2		2	24	70
Communications	10	1		1				7	19
Computer & Information Sciences	10	6	1	1			1	6	25
Criminal Justice And Corrections		3		1					4
Education	74	1	34		4		5	32	150
Engineering	73							8	81
Engineering Or Related Technologies	19								19
English Language & Literature	20	11	13	2	1		5	13	65
Foreign Languages & Literature	6	1	4	1				6	18
Health Sciences	23	20	2	10			4	38	97
History	13	2	4	1			3	9	32
Home Economics – Family & Consumer Life	8								8
Law And Legal Studies		1				19			20
Liberal Arts & Sciences	2		2					1	5
Library Science		2							2
Mathematics	26	4	10	1	2		2	10	55
Multi/Interdisciplinary Studies	4	2		1					7
Parks, Recreation, Leisure & Fitness Studies	8				1		2	15	26
Philosophy & Religion	7	1	3					5	16
Physical Sciences	66	1	8	1	2		4	13	95
Psychology	16	7	9	1	4		2	10	49
Public Administration & Social Services	10						2	24	36
Social Sciences	33	8	11	2	2		2	33	91
Visual & Performing Arts	22	7	8	1	2			19	59
TOTAL	584	97	122	32	26	19	39	293	1,212

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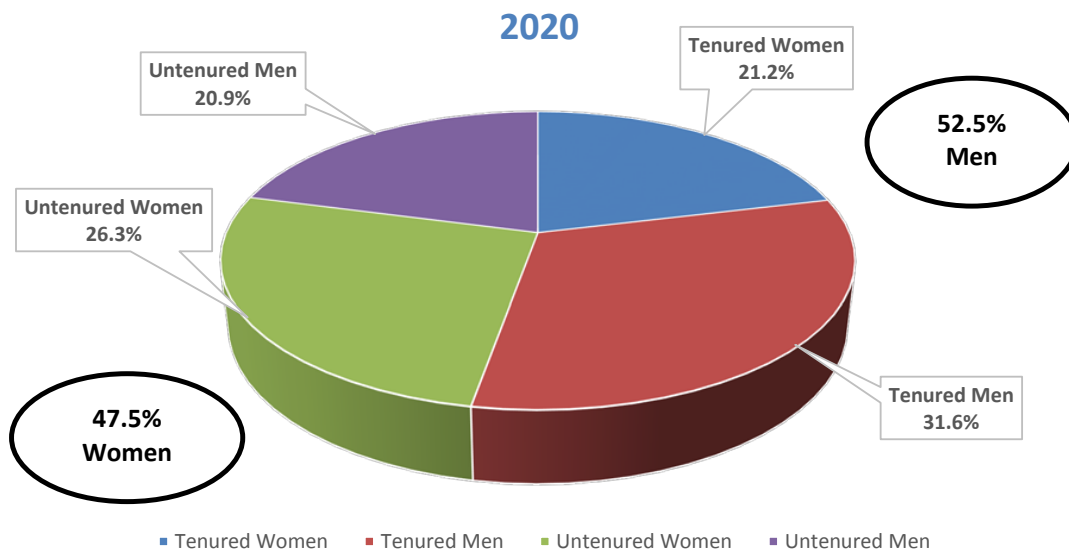
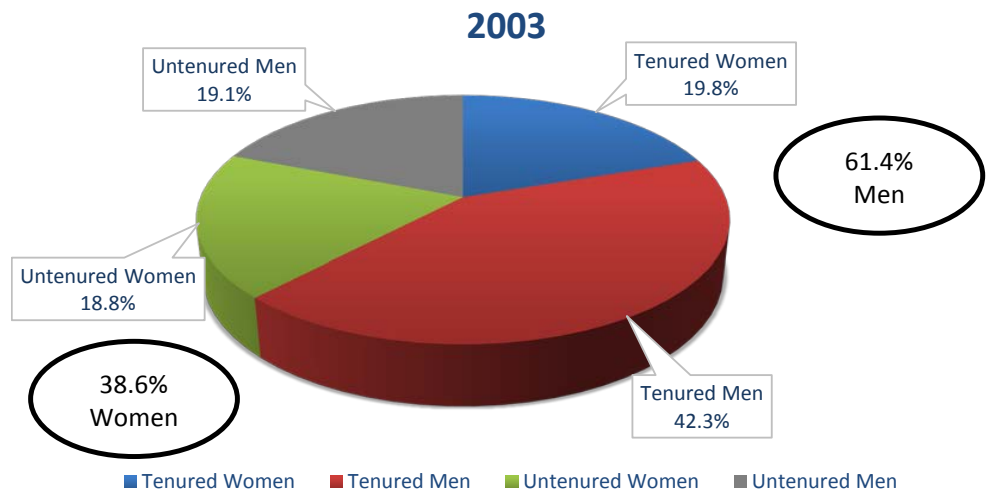
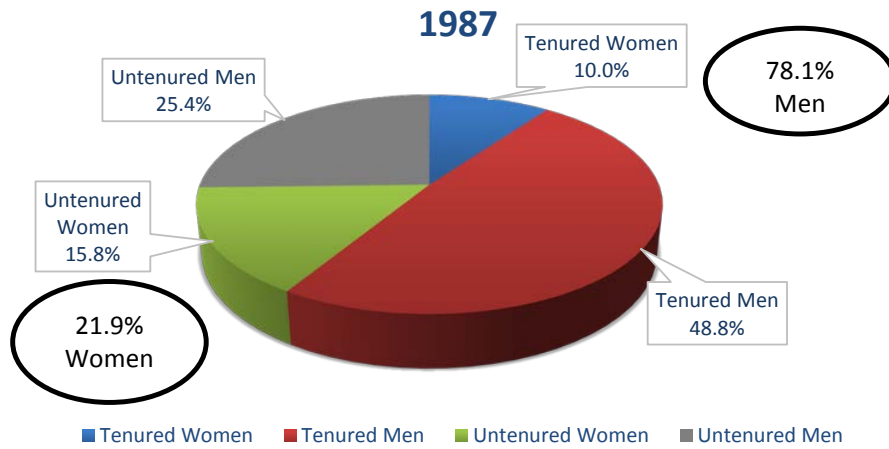
Top 10 Disciplines 2016/17 – 2020/21



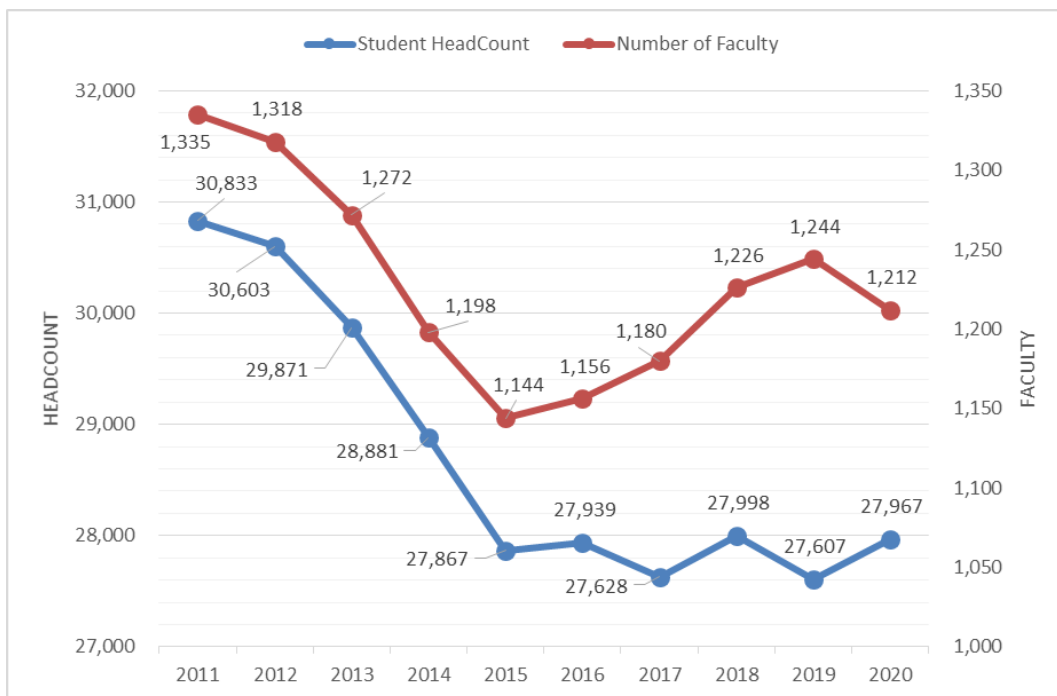
Total Number of All Faculty 1990 - 2020			
YEAR	FACULTY	MEN %	WOMEN %
2020	1,212	52.5	47.5
2019	1,244	52.8	47.2
2018	1,226	53.4	46.6
2017	1,180	54.7	45.3
2016	1,156	53.3	43.7
2014	1,198	57.7	42.3
2011	1,335	57.9	42.1
2008	1,400	59.4	40.6
2005	1,380	60.5	39.5
2002	1,388	61.1	38.9
1999	1,310	64.9	35.1
1996	1,288	68.0	32.0
1993	1,325	69.7	30.3
1990	1,394	72.0	28.0

Percent Tenured Faculty by Gender 1990 - 2020				
YEAR	NUMBER	TENURED FACULTY %	MEN %	WOMEN %
2020	640	52.8	60.2	44.6
2019	650	52.3	60.1	43.4
2018	658	52.9	62.2	44.0
2017	669	56.7	63.1	49.0
2016	685	58.1	64.7	52.3
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

Gender Composition Faculty 1987 - 2003 - 2019

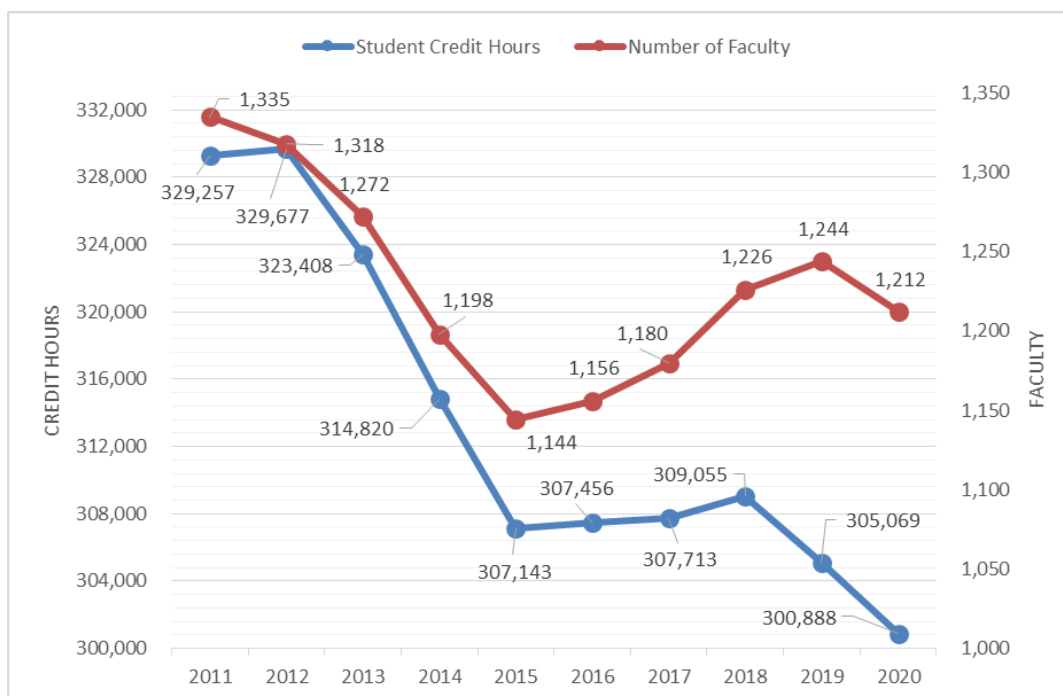


Student Head Count/Number of Faculty 2011-2020

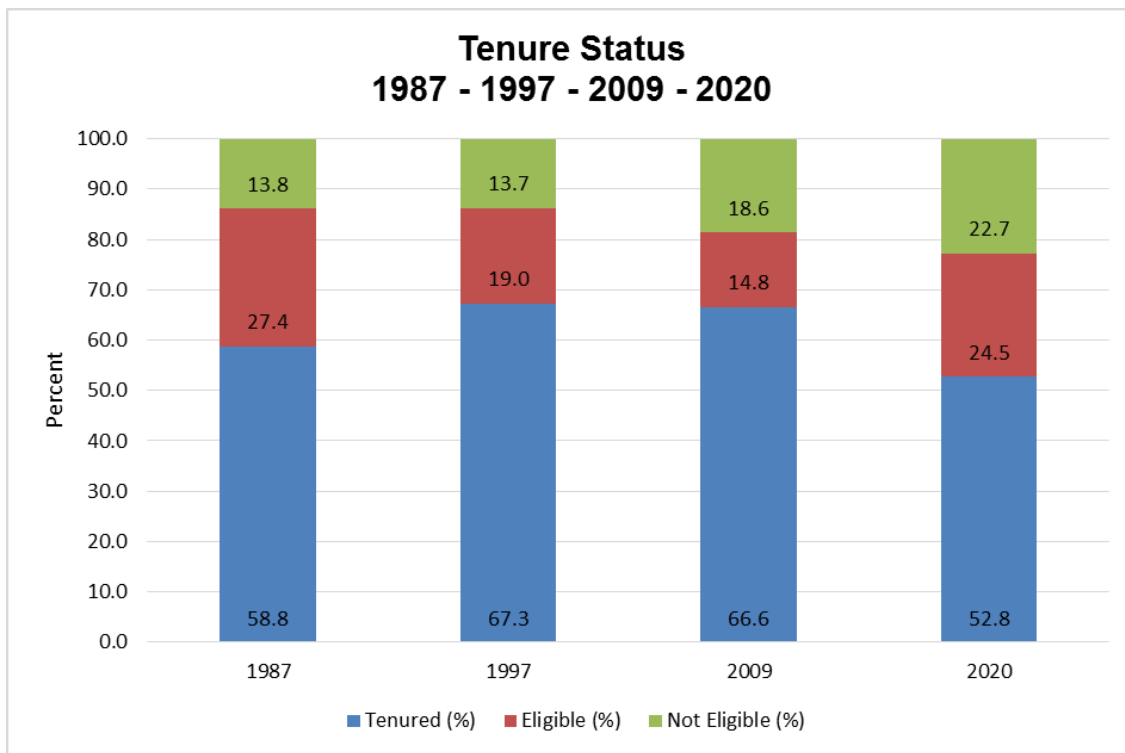


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Student Credit Hours/Number of Faculty 2011-2020



*The data for the student head count and credit hours were provided by System IR and includes traditional and Aspirations.



7.4

New Hire* Faculty on Tenure Track			
Year	Total Faculty	New Hires	Tenure Track
2020	1,212	73	50
2019	1,244	96	45
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
2008	1,400	62	37

* New hire as of 11/1/2019

Faculty and Tenure Profile Trends 1990 - 2020

Years to Tenure by Gender			
<u>YEAR</u>	<u>AVG</u>	<u>MEN</u>	<u>WOMEN</u>
2020	5.2	5.1	5.3
2019*	5.2	5.2	5.3
2018	5.7	5.5	6.1
2017	5.7	5.5	6.1
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

*There was a revision to the method for determining Years to Tenure in 2019 that more accurately reflected the purpose of the metric. In prior reports the first day of employment was used as the start date as opposed to the start date of the tenure track.

Minority Faculty		
<u>YEAR</u>	<u>NUMBER</u>	<u>PERCENT</u>
2020	132	10.9
2019	110	8.8
2018	100	8.2
2017	109	9.2
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>
2020	51.8	57.4	45.5	95.5
2019	51.6	57.4	45.3	96.5
2018	52.0	57.7	45.2	96.7
2017	52.2	57.4	45.4	97.2
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 (cont.) 1990 - 2020

Academic Rank by Percent					
YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2020	30.8%	25.1%	26.3%	0.8%	17.0%
2019	30.0%	24.9%	25.6%	1.8%	17.8%
2018	30.9%	25.5%	24.3%	2.0%	17.4%
2017	32.1%	26.9%	22.8%	2.1%	16.1%
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%

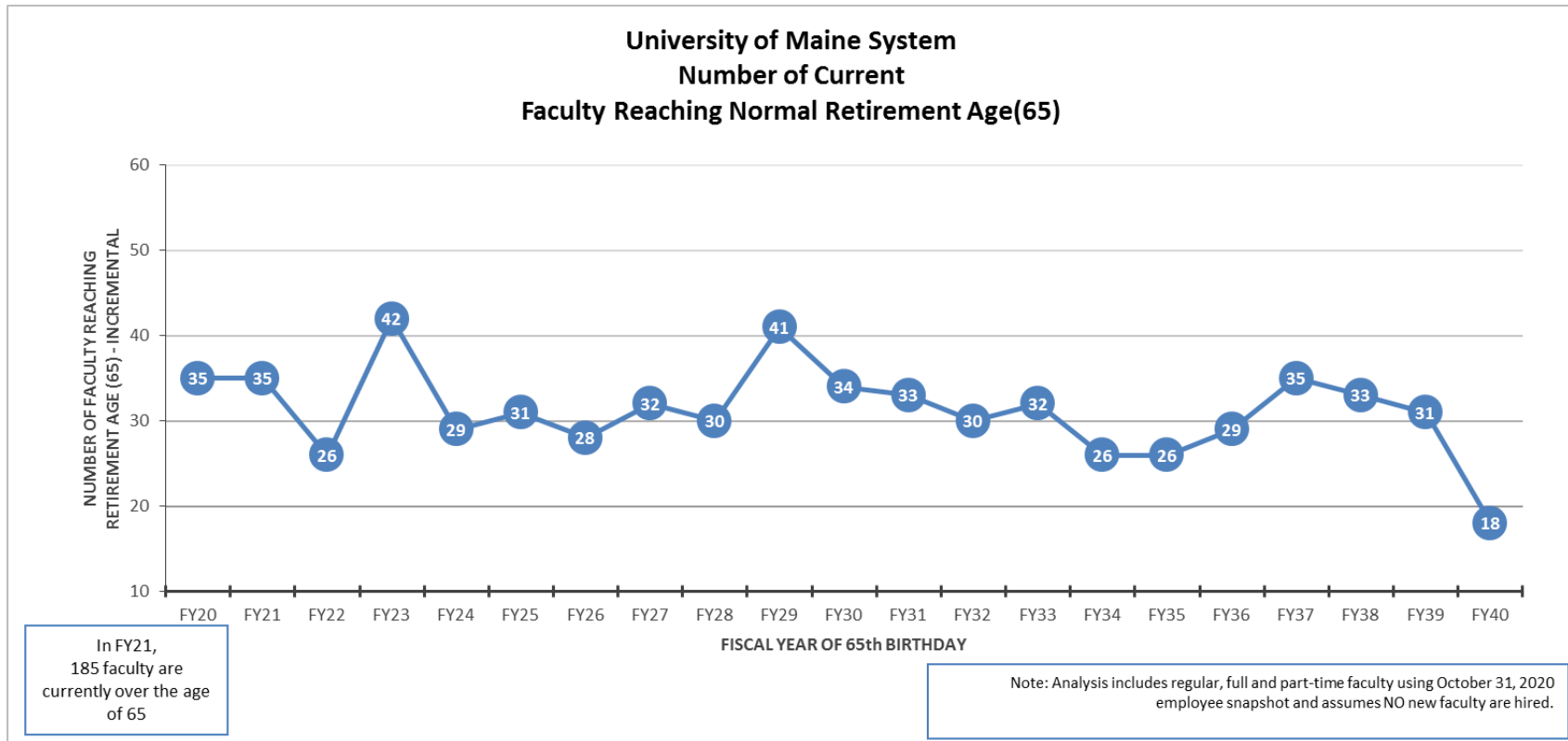
Academic Rank by Headcount					
YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2020	373	304	319	10	206
2019	373	310	318	22	221
2018	379	313	297	24	213
2017	379	317	269	25	190
2014	431	398	188	25	156
2011	463	461	211	32	168
2008	471	487	252	51	139
2005	435	474	303	52	116
2002	433	454	350	45	106
1999	404	459	323	39	85
1996	417	513	249	42	67
1993	428	505	297	56	59
1990	414	469	417	56	59

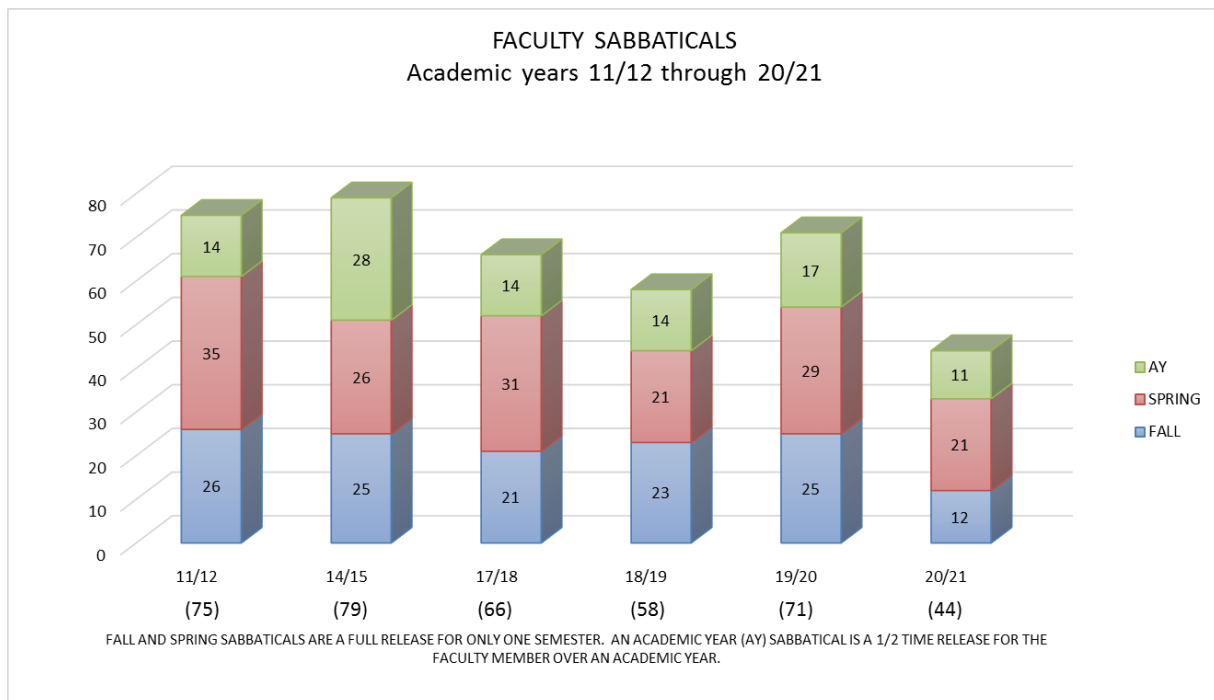
Tenure Track Faculty by Anticipated Year of Tenure

Year of Tenure	Gender	UM	UMA	UMF	UMFK	UMM	MAINE LAW	UMPI	USM	Total
2022	Men	7	2	1		1			2	13
	Women	22		2					5	29
2023	Men	11	2	1	2	1		1	3	21
	Women	8	1	4	1	1		2	12	29
2024	Men	10		1	1				9	21
	Women	11	4	1					14	30
2025	Men	17	4	2			1	2	8	34
	Women	11	9	3	2			1	13	39
2026	Men	8		2	2		2	1	14	29
	Women	8		3	1	1		1	12	26

Year of Tenure	Ethnicity	UM	UMA	UMF	UMFK	UMM	MAINE LAW	UMPI	USM	Total
2022	MINORITY	4		1					1	6
	WHITE	25	2	2		1			6	36
2023	MINORITY	4							2	6
	WHITE	15	3	5	3	2		3	13	44
2024	MINORITY	4							6	10
	WHITE	17	4	2	1				17	41
2025	MINORITY	7							4	11
	WHITE	21	13	5	2		1	3	17	62
2026	MINORITY	4					1		10	15
	WHITE	12		5	3	1	1	2	16	40

7.4





7.4