

**Board of Trustees
Academic and Student Affairs Committee
March 7, 2022 at 9:00 am
Zoom Meeting – No Physical Location Available**

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/>

AGENDA

9:00am - 9:05am

Tab 1 Faculty Representative Discussion

9:05am - 9:10am

Tab 2 Student Representative Discussion

9:10am - 9:20am

Tab 3 Research Learning Experience - University of Maine

9:20am - 9:25am

Tab 4 University of Maine/University of Maine at Machias Integrated Organization Chart

9:25am - 9:30am

Tab 5 Academic Program Elimination: Undergraduate Art Program, UMPI

9:30am - 11:30am

Executive Session

The Academic and Student Affairs Committee will enter Executive Session under the provision of: MRSA Section 405 6-A

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

11:30am - 11:35 am

Tab 6 UMS 2022 Tenure Nominations

11:35am - 11:40 am

Tab 7 Tenure at time of hire, Professor in the School of Engineering, UM

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: Faculty Representatives: Discussion

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

BACKGROUND:

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

02/25/2022

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:

BACKGROUND:

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

02/25/2022

I University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Research Learning Experience Update, UM

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

This is not a collaborative program.

BACKGROUND:

Provost John Volin will provide an update on the Research Learning Experience (RLE).

Research Learning Experiences are formal courses that:

- are taken predominantly by first or second year students;
- require students to engage in research or scholarship that is open-ended, inquiry-based, iteratively designed, and driven by students using discovery that occurs along the way;
- incorporate aspects of cohort-building, teamwork, the development of communication skills, and participatory, experiential learning.

RLEs train students during their transition from passive knowledge *consumers* to active knowledge or scholarship *producers*.

2/25/2022

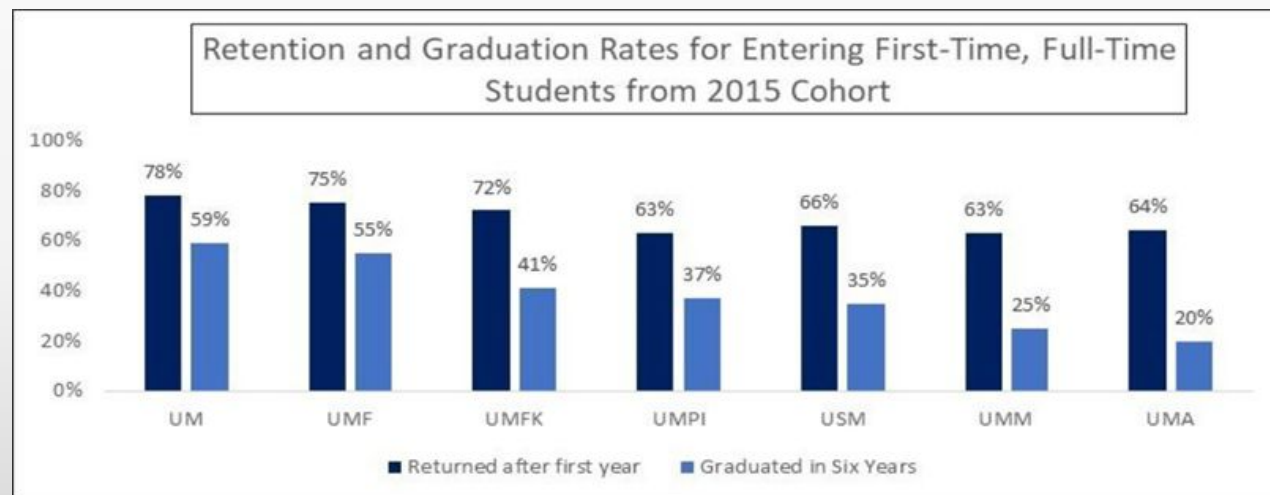
Student Success & Retention



John C. Volin, Executive Vice President for Academic Affairs and Provost, UMaine; Lead, UMS TRANSFORMS SSR
Deborah L. Hedeon, President and Provost, University of Maine at Fort Kent; Co-Lead, UMS TRANSFORMS SSR
Brian J. Olsen, Associate Provost for Student Success and Strategic Initiatives, UMaine



1st-year Student Retention & 6-year Graduation Rate



SSR Initiatives



1. Research Learning Experiences

\$10 million (\$15 million in match)

2. Gateways to Success

\$5 million (\$5 million in match)

3. Pathways to Careers

\$5 million (\$5 million in match)



Research Learning Experience (RLE 101)

Courses that **engage students in research & scholarship** that is *open-ended, inquiry-based, and shaped by discoveries along the way*

RLEs assist students on their transition from passive knowledge *consumers* to active knowledge or scholarship *producers*.



RLE 101

The First-year RLE

Bridge Week

First Academic Semester

Advanced-RLE

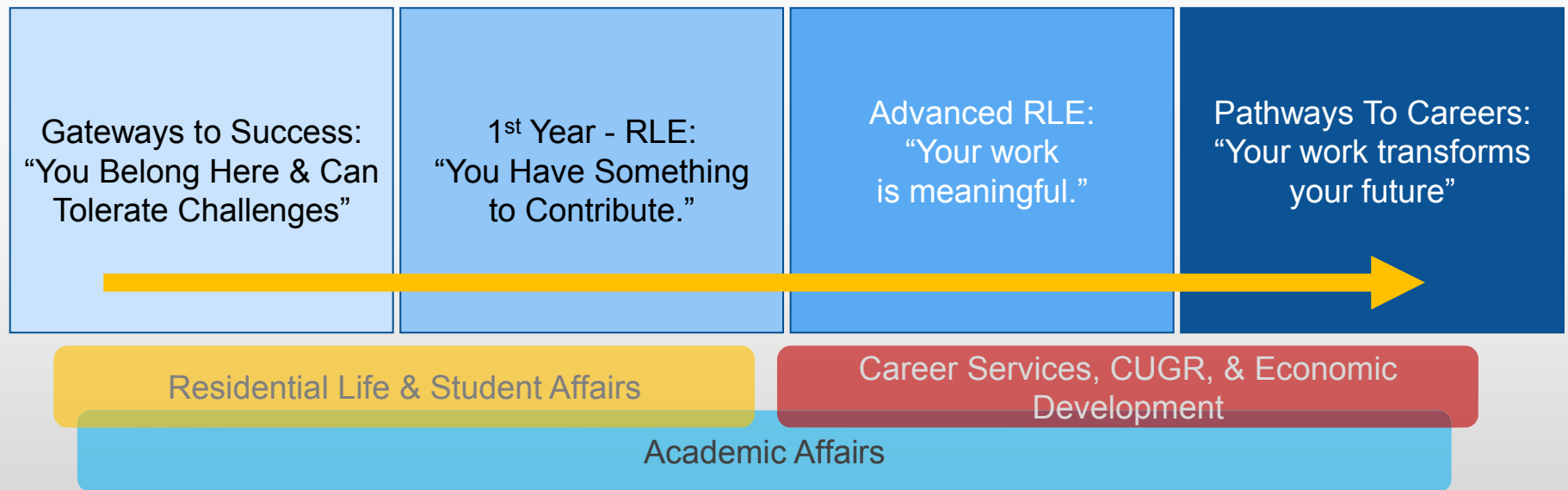
2nd to 4th Academic Semester

RLEs offer engagement **EARLY** and **WIDELY**

- Deepen student participation in their own educational path
- Increase retention and student success, particularly in their first two years
- Allow students to have *even richer* scholarly experiences during their final years
- Help students develop mindsets that will benefit them long after graduation



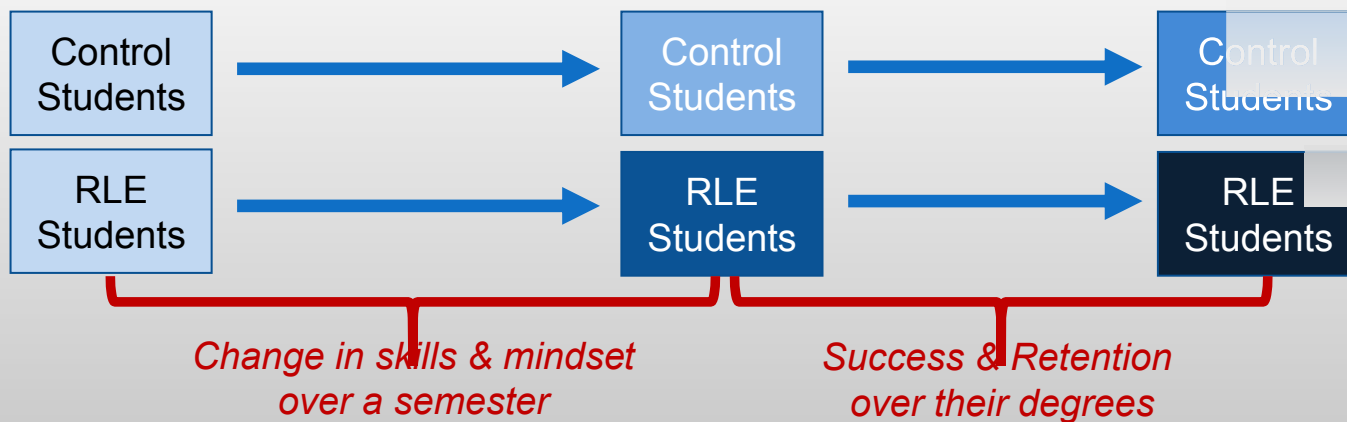
SSR: A Developmental Mindset



RLE 101 – Assessment

We will assess the Pilot **across the System** to:

- Test how we delivered on the shared UMS vision
 - Collect comparable data across campuses
- Assess which approaches are most effective either UMS-wide or locally
 - Adjust RLEs where needed after the pilot phase



RLE Pilot FY21 – UMaine & UMMachias



- 31 Course Sections
- ~250 Students



AFTER FY21 PILOT

- ~50 sections approved for AY 22-23
- UMS Workshop co-hosted by UMaine and UMF attended by >100 faculty from all seven universities
- RLE pilots in early planning stages at all seven universities



RLE 13
Experience
engineering

[Learn more →](#)



RLE 14
Make a
better farm

[Learn more →](#)



RLE 15
Solve environmental
problems

[Learn more →](#)



RLE 16
Play with
electricity

[Learn more →](#)



Questions?



University of Maine System
Board of Trustees

4

AGENDA ITEM SUMMARY

NAME OF ITEM: University of Maine/University of Maine at Machias Integrated Organization Chart

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

UNIFIED ACCREDITATION CONNECTION:

In keeping with the Guiding Principles for Unified Accreditation, UMS will seek to provide access to more collaborative (multi-university) academic programs and processes.

BACKGROUND:

University of Maine President Ferrini-Mundy will provide an overview of the integrated University of Maine/University of Maine at Machias organization chart.

TEXT OF PROPOSED RESOLUTION:

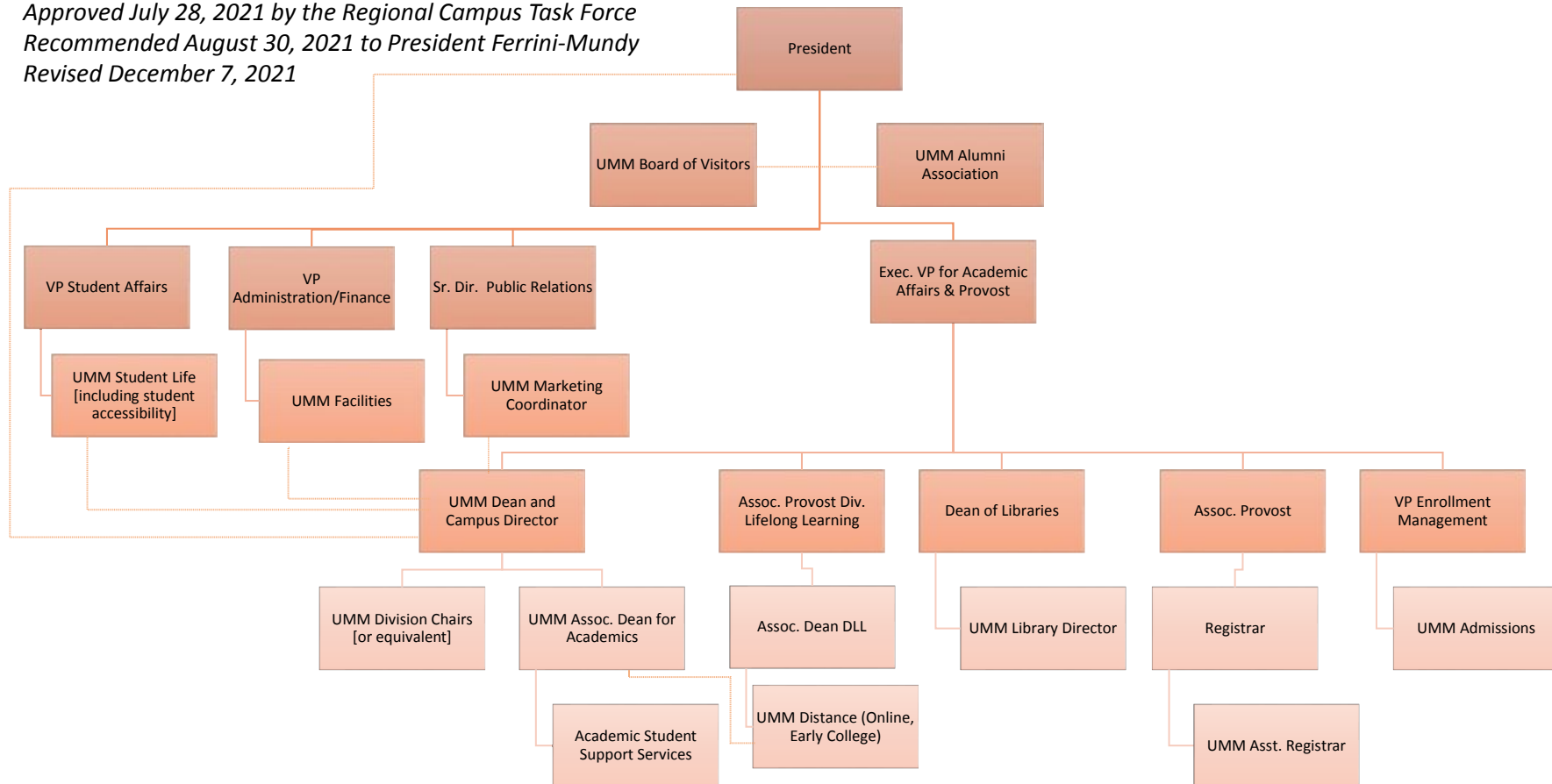
That the Academic and Student Affairs Committee approves the following resolution to be forwarded to the Consent Agenda for Board of Trustees approval at the March 27-28, 2022, Board meeting:

That the Board of Trustees accepts the recommendation of the Academic and Student Affairs Committee and approves and ratifies the integrated University of Maine/University of Maine at Machias organization chart to go into effect on July 1, 2022.

2/25/2022

UMaine/UMM

Integrated Organizational Chart

*Approved July 28, 2021 by the Regional Campus Task Force**Recommended August 30, 2021 to President Ferrini-Mundy**Revised December 7, 2021*

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

5

NAME OF ITEM: Academic Program Elimination: Undergraduate Art Program, UMPI

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

305.1 Program Approval, Review &
Elimination Procedures

UNIFIED ACCREDITATION CONNECTION:

This is not a collaborative program.

BACKGROUND:

The University of Maine at Presque Isle (UMPI) is seeking permission to eliminate the Bachelor of Art (BA) in Art program.

As described in the included proposal from UMPI, headcount has been in the single digits for at least the last five years, with no students enrolled since 2020. There are no full-time faculty equivalents or budgets associated with the program. UMPI offers a Bachelor of Fine Art degree that is more appealing to students and can serve as the primary program when the BA in Art is eliminated.

The proposal for elimination was reviewed at all appropriate faculty and administrative levels at UMPI and was reviewed and subsequently recommended by the Chief Academic Officers Council. Dr. Robert Placido, Vice Chancellor of Academic Affairs, recommended the program elimination to the Chancellor. Chancellor Malloy signed his approval of the BA in Art elimination on February 2, 2022.

TEXT OF PROPOSED RESOLUTION:

That the Academic and Student Affairs Committee approves the following resolution to be forwarded to the Consent Agenda for approval at the Board of Trustees meeting on March 27 - 28, 2022.

That the Board of Trustees accepts the recommendation of the Academic and Student Affairs Committee and approves the elimination of the Bachelor of Art in Art program at the University of Maine at Presque Isle.

2/25/2022



5.1

Vice Chancellor for
Academic Affairs
15 Estabrooke Drive
Orono, ME 04469

Tel: 207-973-3211
Fax: 207-581-9212
www.maine.edu

Date: February 22, 2022

To: Dannel Malloy, Chancellor
University of Maine System (UMS)

From: Dr. Robert Placido, VCAA *RAP*

Regarding: UMPI Academic Program Elimination: BA, Art

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

Please find attached a program elimination request from the University of Maine at Presque Isle (UMPI) to eliminate the Bachelor of Art in Art program. The attached material includes a 5-year enrollment summary, program faculty and course offering information, and rationale for the program elimination. With no students currently enrolled in the program, UMPI is proposing a continuation of the program suspension process approved in 2019, by eliminating the BA Art program while retaining the more desirable Bachelor of Fine Art degree.

The proposed UMPI program elimination was reviewed and recommended by the Chief Academic Officers Council (CAOC). The CAOC reviewed and recommended the proposal to me on February 17, 2022. I also recommend you approve the elimination of this program.


Chancellor Dannel Malloy

2.22.22
Date

Program Elimination Proposal
University of Maine, Presque Isle
Art, B.A.
February, 2022

a. A five-year summary of program enrollments (number of majors and number of graduates), course section enrollments, number of full-time faculty equivalents associated with the program, and budgets.

There are no full-time faculty equivalents associated with this program, and the only course (Art 499C) specifically associated with the program has not been run in the last 5 years. There is also no budget associated with this program (art supplies budget is generated through course fees). There have been zero graduates in the last five years, and the number of enrolled majors follows.

Headcount for Art, B.A. at fall census:

Fall 2017: 6

Fall 2018: 5

Fall 2019: 4

Fall 2020: 1

Fall 2021: 0

b. The specific rationale for the elimination of the program including an indication of the campus process used to reach the recommendation.

For many years there was an art program that included both a B.A. degree and a B.F.A. degree that shared many, but not all, courses. The B.F.A. degree is more desirable and marketable and thus we propose to eliminate the related B.A. degree. This began with suspension of the program in 2019 as a result of discussion between the program coordinator, the dean of the College of Arts and Sciences, and the provost. Now that there are no students enrolled in the B.A. we are ready to eliminate the program.

c. The relationship of the program elimination to the campus mission and to other programs on the campus.

There has been a longstanding art program at UMPI and this effort is part of a larger effort to maintain and bolster that program, by trimming unnecessary curricula. There is no effect on other programs on campus.

d. A plan for the retrenchment or reassignment of faculty.

There are no impacts on full-time faculty.

e. The impact of the program elimination on students.

Since we have suspended admissions to this program several years ago, there is no impact on students, since none are enrolled, with all legacy students having graduated or transferred to the BFA.

f. A timetable for the program elimination.

Eliminate in Spring, 2022 following UMS approval.

g. The input obtained from meeting and discussion with the Associated Faculties of the University of Maine System prior to completion of the proposal.

We discussed the proposal with UMPI AFUM Chapter President Jean Cashman and the fact that it would not impact any AFUM faculty; President Cashman indicated that AFUM did not have objections to the elimination of the program (with the understanding that the Bachelor of Fine Arts degree would continue). (email 1/26/2022)

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: UMS 2022 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, 2022. 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 2022, listed by institution*
- *Brief abstracts of candidates, listed alphabetically by last name*
- Table 1: Tabular analysis of 2022 candidates
- Table 2: Summary of campus tenure promotions for 2022 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 27-28, 2022, Board Meeting.

That the Board of Trustees accepts the recommendation of the Academic and Student Affairs Committee and approves the recommendations for tenure submitted by the Universities of the University of Maine System. Approvals will take effect September 1, 2022 for faculty with academic year appointments and on July 1, 2022 for faculty with fiscal year appointments.

2/25/2022

UNIVERSITY OF MAINE SYSTEM
Policy Manual

ACADEMIC AFFAIRS

Section 310 Tenure

Effective: 6/7/70

Last Revised: 7/9/90

Responsible Office: Academic Affairs

6.1

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.

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, 2022**

Campus	Number	Exception to Board Policy	Women	Percentage of candidates who are women
UM	28	1	14	50%
UMA	3		1	33%
UMF	3		2	67%
UMFK	0		0	N/A
UM Law School	0		0	N/A
UMM	0		0	N/A
UMPI	2		1	50%
USM	14		9	64%
Total	50		27	54%

52.5% faculty are men; 47.5% of faculty are women
60% of the male faculty are tenured; 44.3% of the women faculty are tenured

**Table II. Numbers of Candidates Considered at Campus Level
and Numbers Forwarded for Board Approval, 2016-2022**

	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Total
UMaine							
Considered	11	13	21	17	17	28	107
Recommended	11	13	21	17	17	28	107
UM - Augusta							
Considered	3	0	2	2	3	3	13
Recommended	3	0	2	2	3	3	13
UM - Farmington							
Considered	3	4	1	5	7	3	23
Recommended	3	4	1	5	7	3	23
UM - Fort Kent							
Considered	1	0	0	1	0	0	2
Recommended	1	0	0	1	0	0	2
UM - School of Law							
Considered					0	0	0
Recommended					0	0	0
UM - Machias							
Considered	4	1	0	1	0	0	6
Recommended	4	1	0	1	0	0	6
UM - Presque Isle							
Considered	2	3	1	4	2	2	14
Recommended	2	3	1	4	2	2	14
USM							
Considered	3	2	3	3	5	14	30
Recommended	3	2	3	3	5	14	30
System Total							
Considered	27	23	28	33	34	50	195
Recommended	27	23	28	33	34	50	195



Faculty and Tenure Statistics

2021 - 2022

6.4

University
Of
Maine System
Office of Human
Resources

March 2022

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 January 2022, reflecting the 2021-2022 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.

6.4

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University Of Maine System Faculty and Tenure Statistics: Highlights

Number of Faculty

- 1,201 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 and previous years showing a decrease. The change in the number of faculty continues to follow enrollment trends
- There are 11 less faculty than last year. Tenured faculty decreased to 631 from 640 last year, and the number of faculty without tenure decreased over last year's number by 2 to reach 570.
- 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. 33 faculty members are in the partial retirement program.
- There are 50 faculty members who will be considered for tenure in the coming academic year.

Tenured and Non-tenured Faculty

- 52.5% (631) of the faculty have tenure. The percentage of tenured faculty varies from a high of 82.6% at UMM due to turnover in non-tenured faculty, to a low of 37.9% at UMFK due to turnover in tenured faculty.
- The percent of tenured faculty at UMS decreased this year to 52.5% from last year's 52.8%.
- 47.5% (570) of UMS faculty do not have tenure. Of this number, 51.1% (291) are eligible for tenure, and 48.9% (279) are not eligible for tenure.
- On average, a faculty member serves 5.1 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 71 pre-tenured faculty who have 5 or more years of service that are eligible for tenure over the next two academic years.
- There were 83 new faculty hired in 2021, of this number 37 (44.6%) are eligible for tenure and 1 (1.2%) were hired with tenure.

6.4

University Of Maine System Faculty and Tenure Statistics: Highlights

Women and Minority Faculty

- Of the total faculty 47.5% (571) are women and 52.5% (630) are men. The proportion of women faculty ranges from a high of 63.4% at UMA to a low of 40.4% at UM.
- The percentage of faculty who are women has increased from 40.6% in 2009 to 47.5% in 2021. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 60.0% of men faculty have tenure, and 44.3% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 42.2% at UM and 35.5% 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 44.3% and continues to be substantially lower than the percentage of men with tenure (60.0%).
- Women are under-represented at the rank of full professor; 22.0% of women are professors while 37.1% 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 5.2 years on average before being awarded tenure.
- Minority faculty members have decreased from last year at 130 from 132, or 10.8% 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 5.7% minority population as reported by the U.S. Census Bureau.

6.4

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 decreased from last year at 51.8 down to 51.7.
- Tenured faculty average 57.3 years of age and non-tenured faculty average 45.5 years of age.
- The average age varies from 49.4 years at the Maine School of Law to 57.3 years at UMM.
- The average age of faculty by rank is: professors, 60.8; associate professors, 52.6; assistant professors, 43.0; instructors, 55.1; and lecturers, 47.4.
- 96.0% of tenured faculty are age 40 or older while 62.1% 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%.
- 253 tenured faculty (327 total faculty) are over the age of 60 and 143 tenured faculty (177 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 2022 to fiscal year 2026, 148 faculty members will attain age 65.

Disciplines

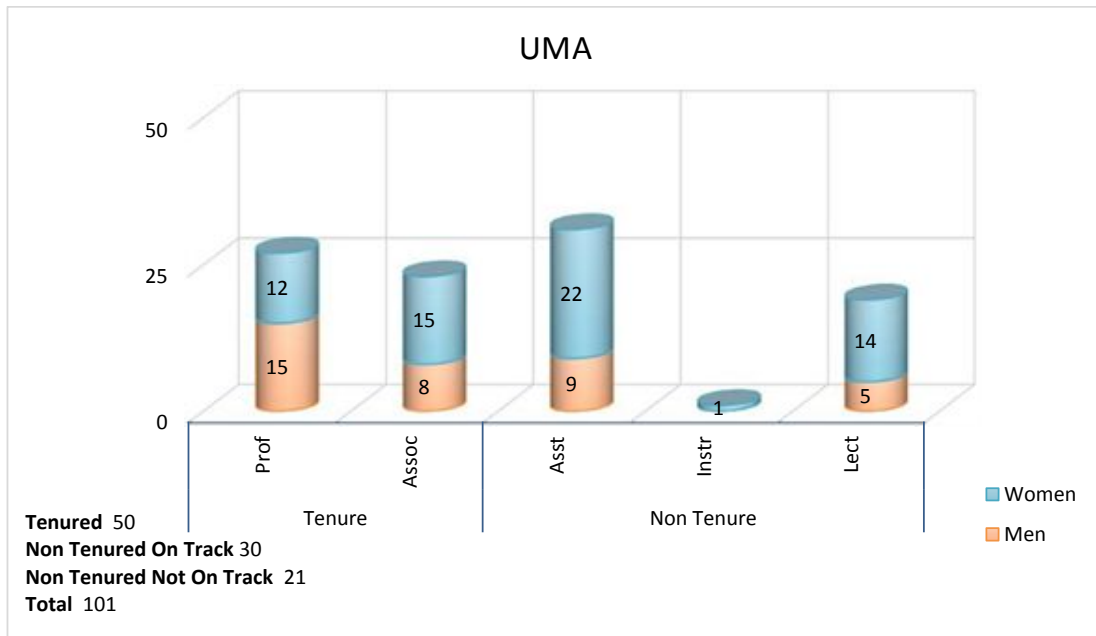
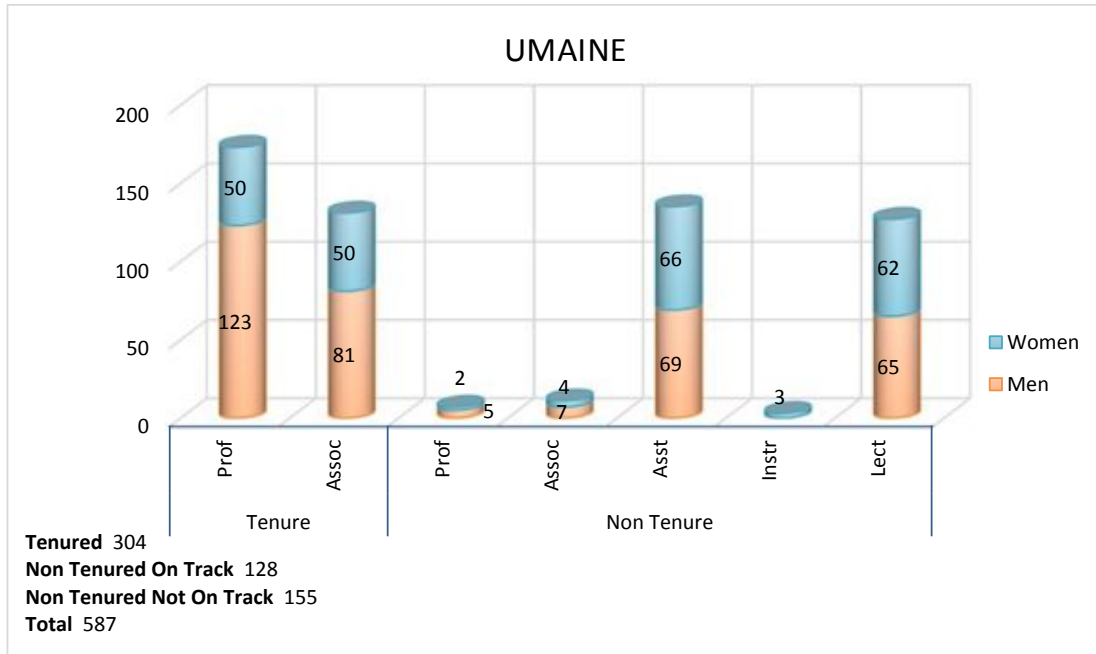
- Education is the discipline area with the largest number of faculty (144), followed by Health Sciences (106), Social Sciences (90), Physical Sciences (89), and Biological and Life Sciences (89). The top 10 disciplines have remained constant for the past five years.

Sabbaticals

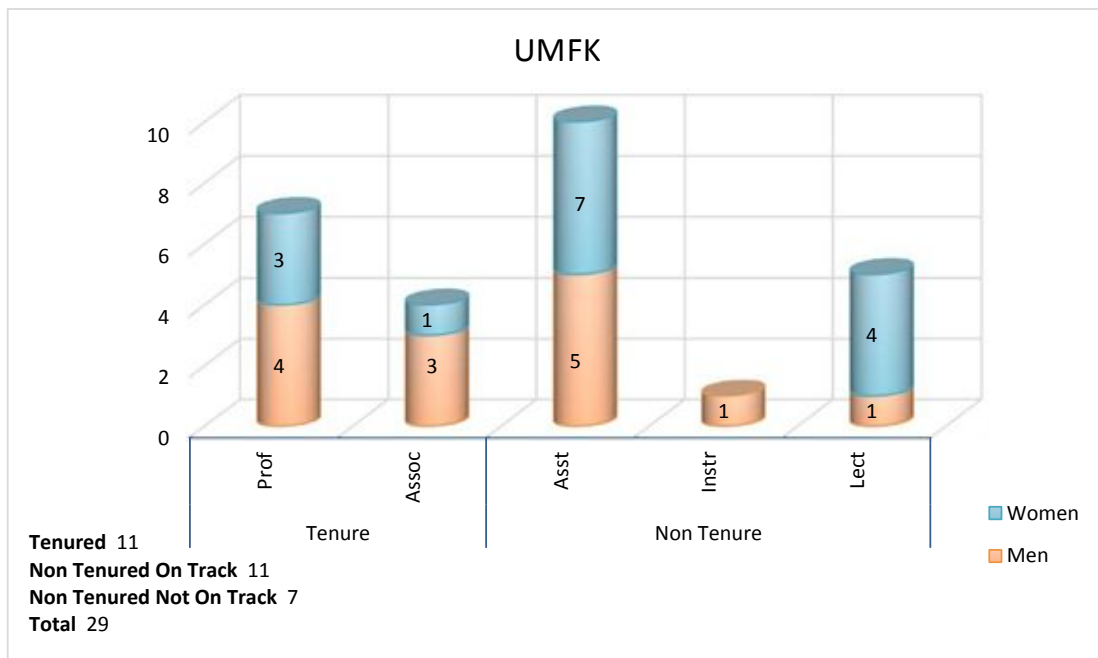
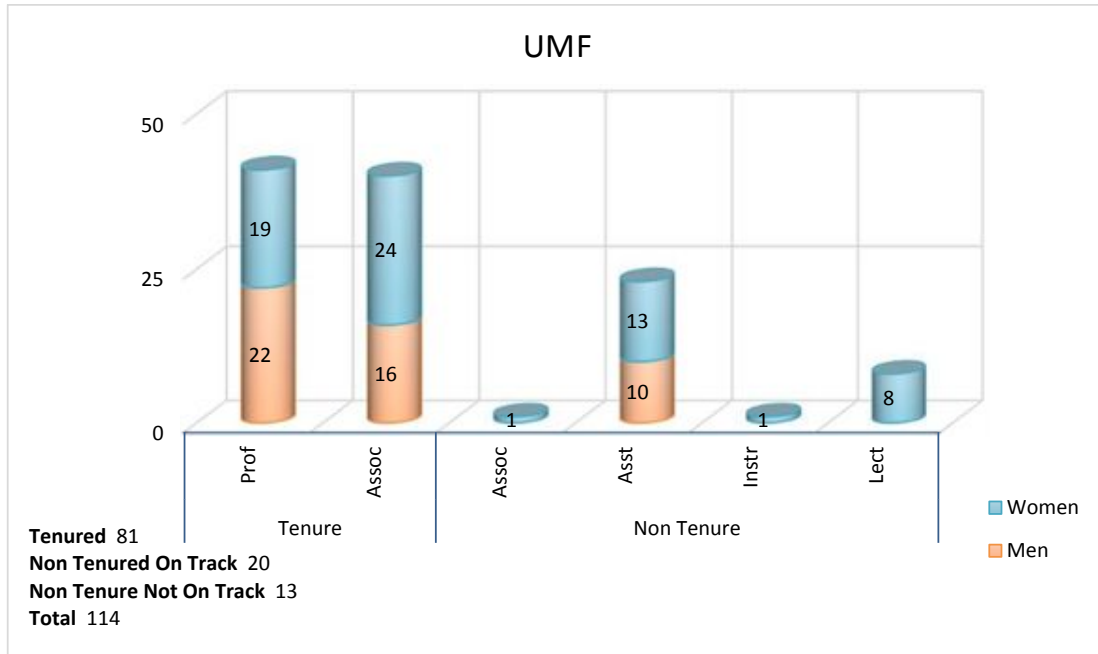
- The AFUM collective bargaining agreement provides 51 sabbaticals per year across all Universities. Additional sabbaticals may be granted at the discretion of the departments if there are no additional costs to the University and the Chief Administrative Officer recommends additional awards.
- The total 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 21/22. There were 34 faculty on sabbatical this year, which is down 10 from the prior year.

6.4

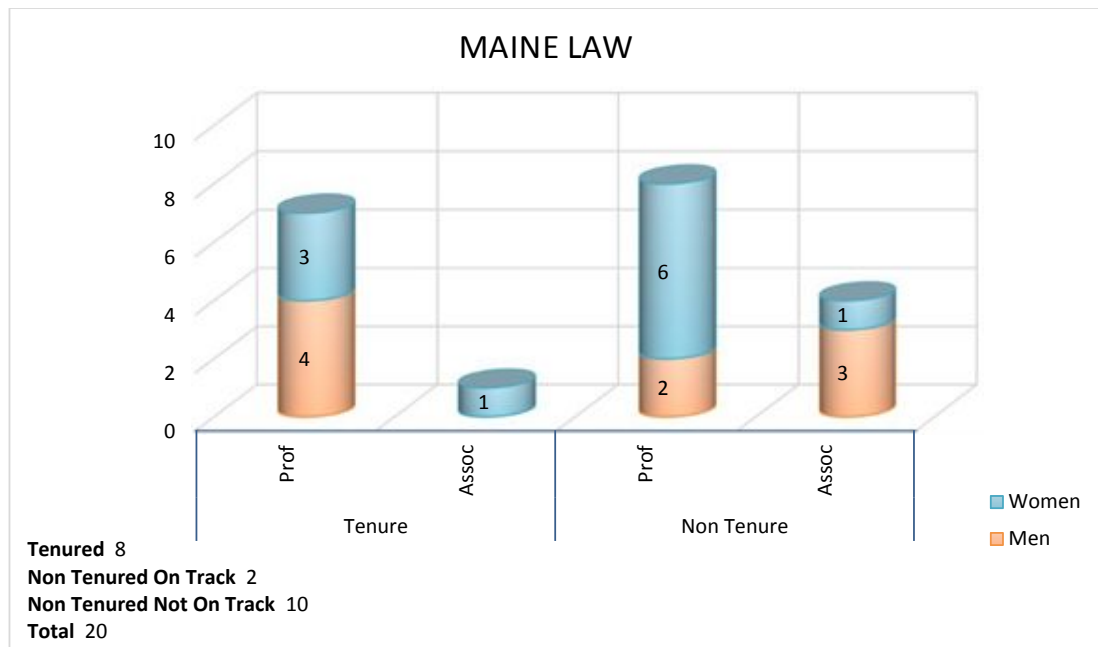
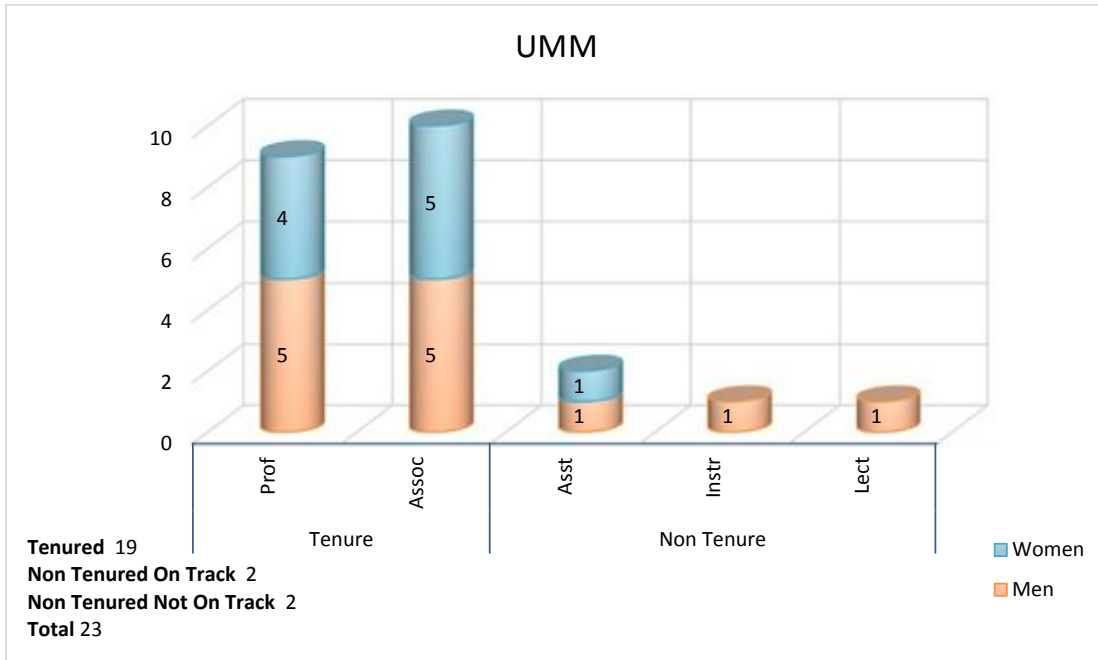
Tenure Status by Rank and University



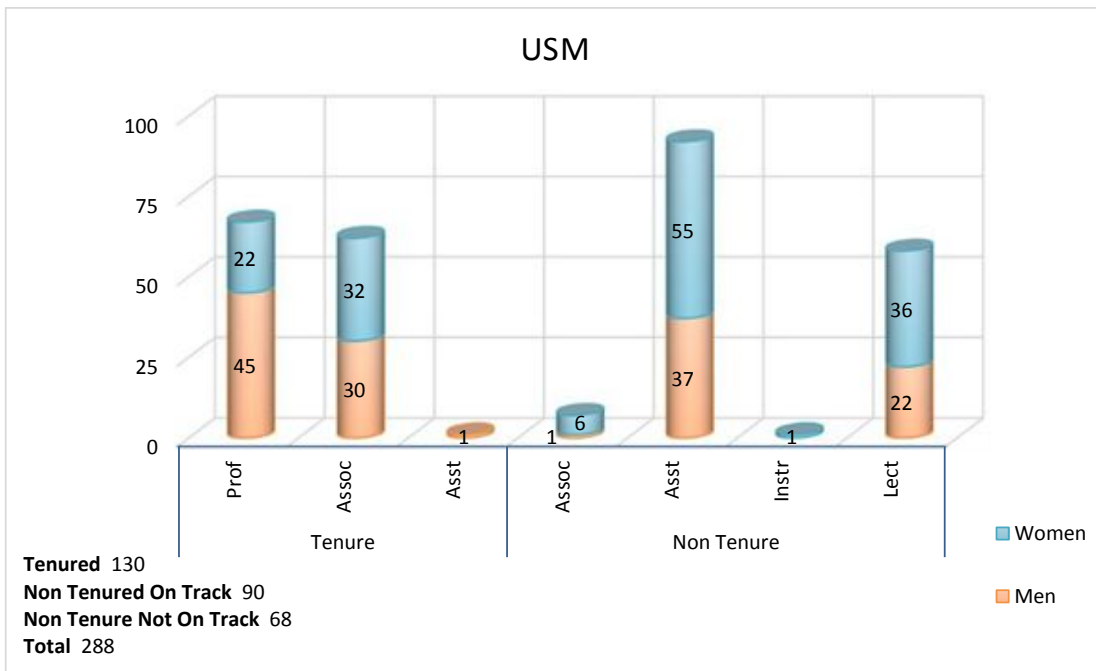
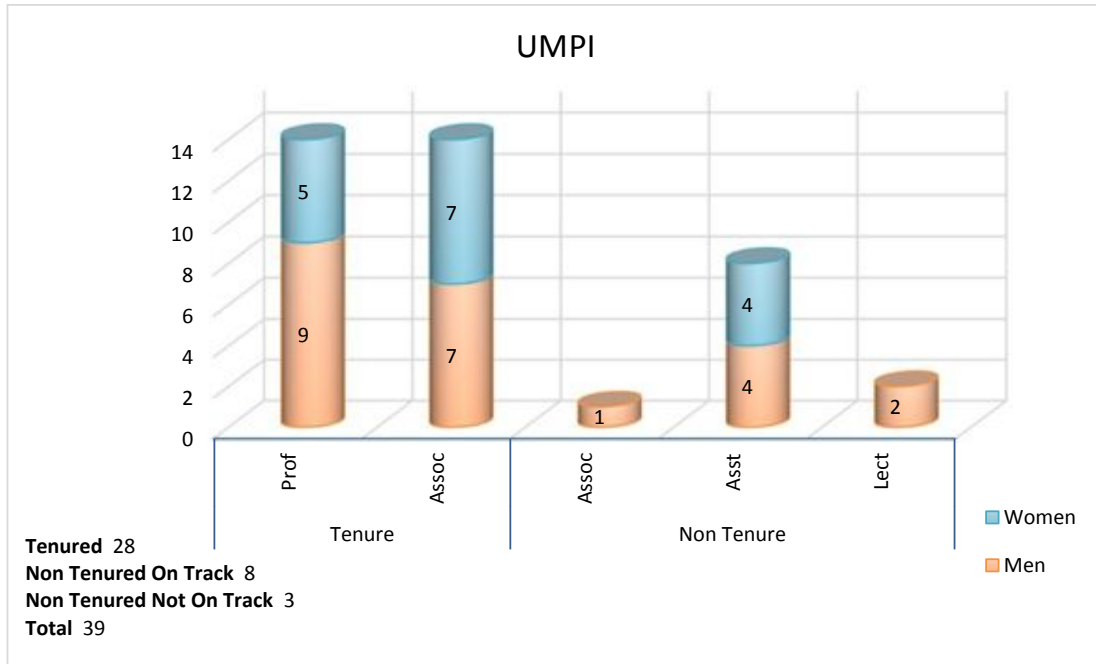
Tenure Status by Rank and University



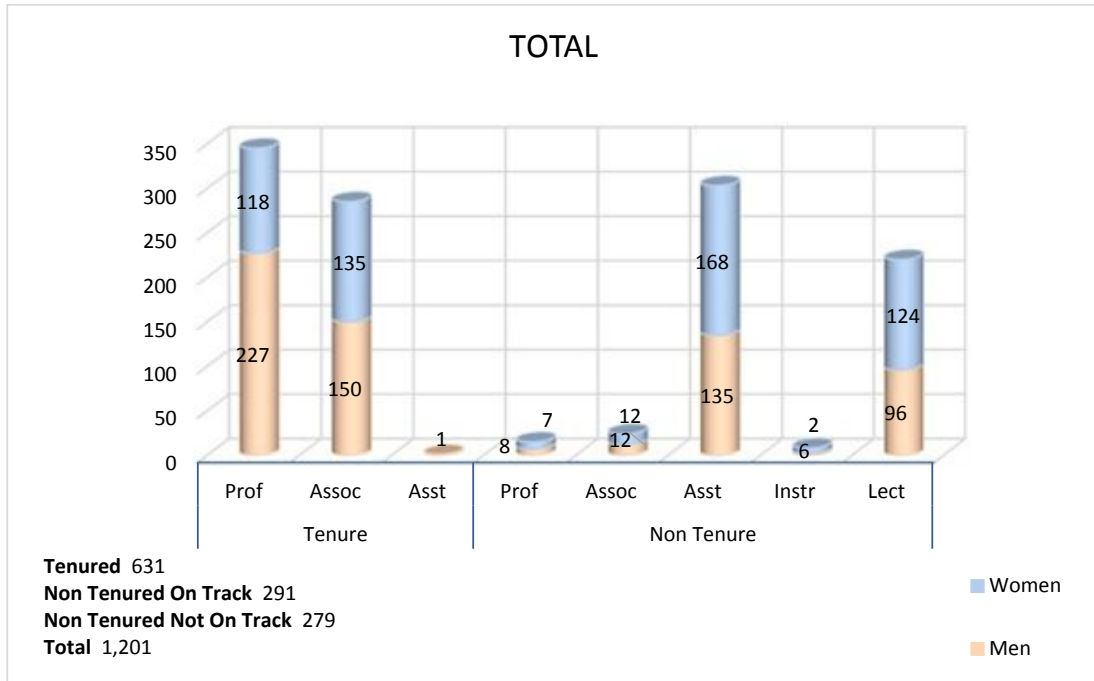
Tenure Status by Rank and University



Tenure Status by Rank and University

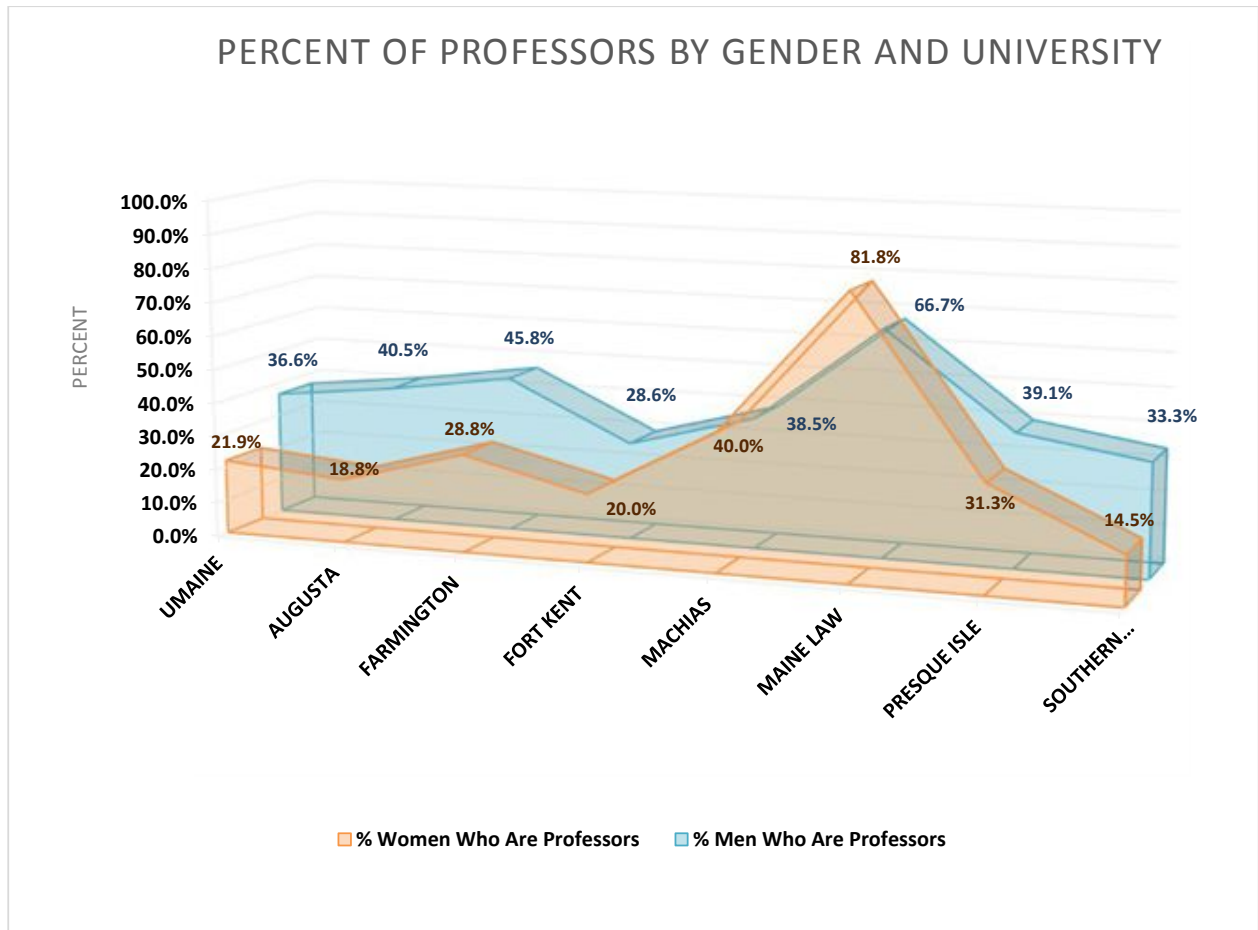


Tenure Status by Rank and University



6.4

Percent of Professors by Gender and University



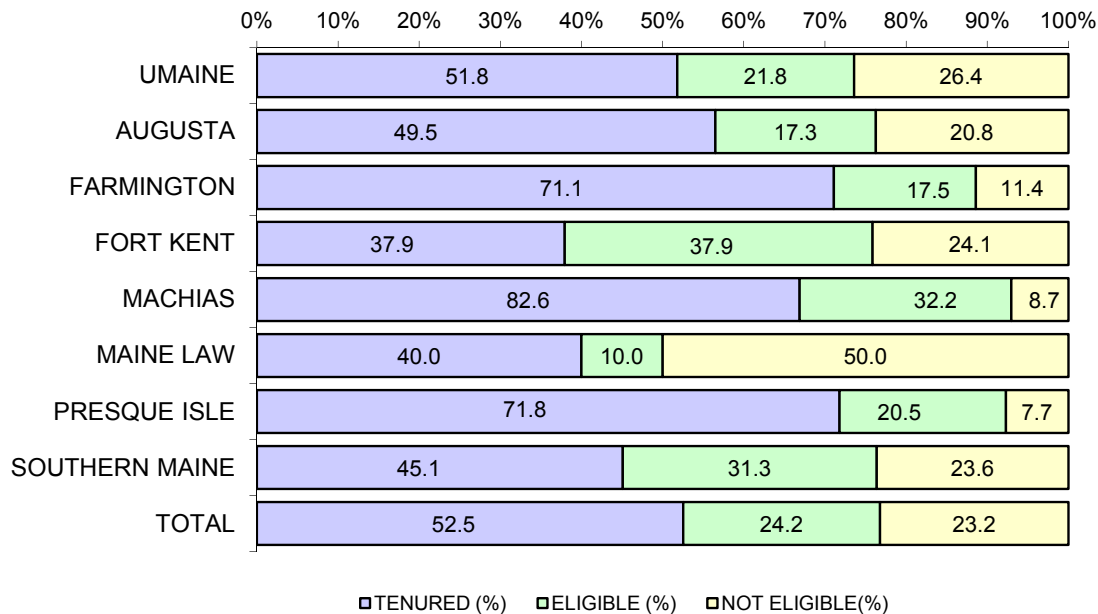
6.4

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	100	42.2%		204	58.3%		304	51.8%
AUGUSTA	27	42.2%		23	62.2%		50	49.5%
FARMINGTON	43	65.2%		38	79.2%		81	71.1%
FORT KENT	4	26.7%		7	50.0%		11	37.9%
MACHIAS	9	90.0%		10	76.9%		19	82.6%
MAINE LAW	4	36.4%		4	44.4%		8	40.0%
PRESQUE ISLE	12	75.0%		16	69.6%		28	71.8%
SOUTHERN MAINE	54	35.5%		76	56.3%		130	45.1%
TOTAL	253	44.3%		378	60.1%		631	52.5%

6.4

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	304	128	155	283	432	587
AUGUSTA	50	30	21	51	80	101
FARMINGTON	81	20	13	33	101	114
FORT KENT	11	10	8	18	21	29
MACHIAS	19	2	2	4	21	23
MAINE LAW	8	2	10	12	10	20
PRESQUE ISLE	28	8	3	11	36	39
SOUTHERN MAINE	130	90	68	158	220	288
TOTAL	631	290	280	570	921	1,201

6.4

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	70.4	51.8	73.6	26.4	45.2
AUGUSTA	62.5	49.5	79.2	20.8	58.8
FARMINGTON	80.2	71.1	88.6	11.4	60.6
FORT KENT	50.0	37.9	75.9	24.1	61.1
MACHIAS	90.5	82.6	91.3	8.7	50.0
MAINE LAW	80.0	40.0	50.0	50.0	16.7
PRESQUE ISLE	77.8	71.8	92.3	7.7	72.7
SOUTHERN MAINE	59.1	45.1	76.4	23.6	57.0
TOTAL	68.4	52.5	76.8	23.2	51.1

Ethnicity by Tenure Status

ETHNICITY	TENURE		ELIGIBLE FOR TENURE		NOT ELIGIBLE FOR TENURE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
WHITE	577	91.4%	244	83.8%	250	89.6%	1,071	89.2%
MINORITY	54	8.6%	47	16.2%	29	10.4%	130	10.8%
TOTAL	631	100.0%	291	100.0%	279	100.0%	1,201	100.0%

6.4

Ethnicity by University

UNIVERSITY	MINORITY NUMBER	MINORITY PERCENT
UMAINE	79	13.5
AUGUSTA	2	2.0
FARMINGTON	5	4.4
FORT KENT	2	6.9
MACHIAS	1	4.3
MAINE LAW	1	5.0
PRESQUE ISLE	4	10.3
SOUTHERN MAINE	36	12.5
TOTAL	130	10.8

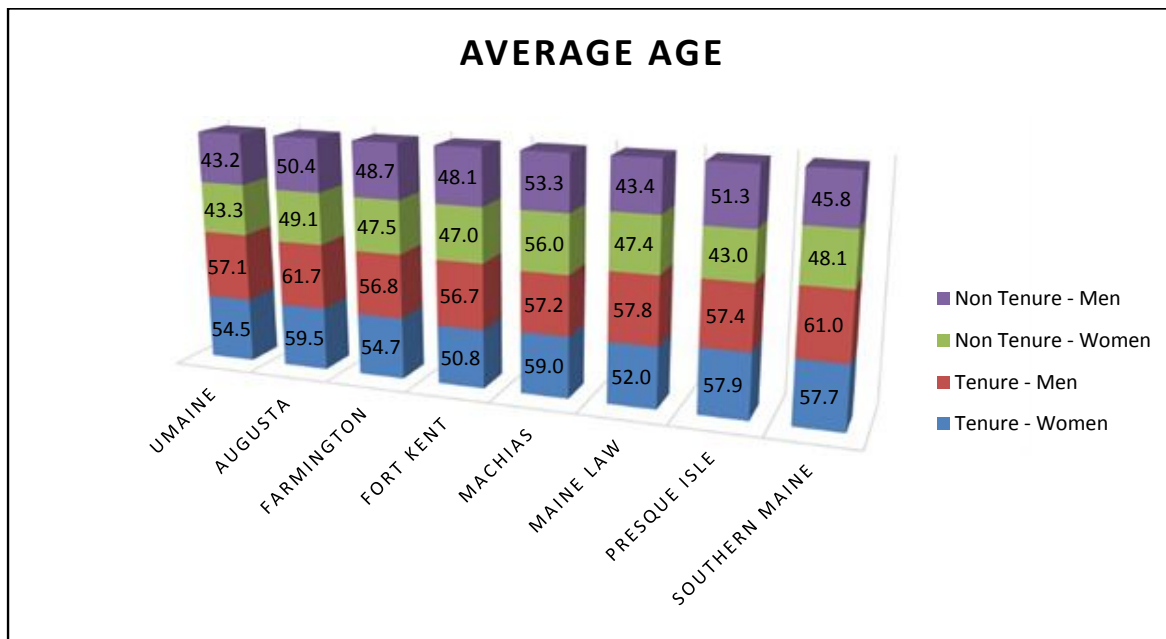
Average Years of Service from Date of Appointment To Date of Tenure

UNIVERSITY	WOMEN	MEN	TOTAL
UMAINE	5.5	5.0	5.2
AUGUSTA	5.6	6.0	5.8
FARMINGTON	4.9	5.1	5.0
FORT KENT	5.0	5.4	5.3
MACHIAS	6.0	5.6	5.8
MAINE LAW	5.3	2.8	3.9
PRESQUE ISLE	5.7	4.8	5.1
SOUTHERN MAINE	5.2	5.4	5.3
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	54.5	57.1	56.2	43.3	43.2	43.3	50.0
AUGUSTA	59.5	61.7	60.5	49.1	50.4	49.5	54.9
FARMINGTON	54.7	56.8	55.7	47.5	48.7	47.8	53.4
FORT KENT	50.8	56.7	54.5	47.0	48.1	47.4	50.1
MACHIAS	59.0	57.2	58.1	56.0	53.3	54.0	57.3
MAINE LAW	52.0	57.8	54.9	47.4	43.4	45.8	49.4
PRESQUE ISLE	57.9	57.4	57.6	43.0	51.3	48.3	55.0
SOUTHERN MAINE	57.7	61.0	59.6	48.1	45.8	47.3	52.8
Grand Total	56.0	58.1	57.3	46.0	44.9	45.5	51.7

6.4



Average Age by Gender and Rank

University	Rank	Tenure			Non Tenure			Total
		Women	Men	Total	Women	Men	Total	
UMAINE	Professor	60.3	60.9	60.7	71.0	69.4	69.9	61.0
	Associate Professor	48.6	51.4	50.3	49.3	55.0	52.9	50.5
	Assistant Professor				40.7	39.1	39.9	39.9
	Instructor				55.5		55.5	55.5
	Lecturer				44.0	44.3	44.2	44.2
UMAINE Total		54.5	57.1	56.2	43.3	43.2	43.3	50.0
AUGUSTA	Professor	65.0	63.9	64.4				64.4
	Associate Professor	55.1	57.5	55.9				55.9
	Assistant Professor				46.8	44.8	46.2	46.2
	Instructor				67.0		67.0	67.0
	Lecturer				51.5	60.4	53.8	53.8
AUGUSTA Total		59.5	61.7	60.5	49.1	50.4	49.5	54.9
FARMINGTON	Professor	58.7	60.7	59.8				59.8
	Associate Professor	51.5	51.6	51.6	42.0		42.0	51.3
	Assistant Professor				41.5	48.7	44.6	44.6
	Instructor				62.0		62.0	62.0
	Lecturer				56.1		56.1	56.1
FARMINGTON Total		54.9	54.7	56.8	55.7	47.5	48.7	47.8
FORT KENT	Professor	52.7	59.0	56.3				56.3
	Associate Professor	45.0	53.7	51.5				51.5
	Assistant Professor				43.1	47.0	44.8	44.8
	Lecturer					51.0	51.0	51.0
FORT KENT Total					53.8	51.0	53.2	53.2
MACHIAS	Professor	50.8	56.7	54.5	47.0	48.1	47.4	50.1
	Associate Professor	64.3	59.2	61.4				61.4
	Assistant Professor	54.8	55.2	55.0				55.0
	Instructor				56.0	80.0	68.0	68.0
	Lecturer					37.0	37.0	37.0
MACHIAS Total						43.0	43.0	43.0
MAINE LAW	Professor	56.3	57.8	57.1	48.3	50.5	48.9	52.7
	Associate Professor	39.0		39.0	42.0	38.7	39.5	39.4
MAINE LAW Total		52.0	57.8	54.9	47.4	43.4	45.8	49.4
PRESQUE ISLE	Professor	61.8	60.6	61.0				61.0
	Associate Professor	55.1	53.3	54.2		43.0	43.0	53.5
	Assistant Professor				43.0	50.0	46.5	46.5
	Instructor					58.0	58.0	58.0
	Lecturer	57.9	57.4	57.6	43.0	51.3	48.3	55.0
PRESQUE ISLE Total		58.7	57.7	63.3	61.5			
SOUTHERN MAINE	Professor	57.8	57.1	57.4	56.7	45.0	55.0	57.2
	Associate Professor		73.0	73.0	46.3	42.6	44.8	45.1
	Assistant Professor				63.0		63.0	63.0
	Instructor				49.2	51.2	50.0	50.0
	Lecturer	57.7	61.0	59.6	48.1	45.8	47.3	52.8
SOUTHERN MAINE Total		55.4	56.3	57.8	57.1	48.3	50.5	48.9

Average Age by Gender and Rank System Totals

	Tenure			Non Tenure			
Rank	Women	Men	Total	Women	Men	Total	Total
Professor	59.9	61.4	60.9	54.0	64.0	58.7	60.8
Associate Professor	52.5	53.1	52.8	51.8	49.1	50.4	52.6
Assistant Professor		73.0	73.0	43.6	42.1	42.9	43.0
Instructor				59.1	44.0	55.8	55.8
Lecturer				47.5	47.1	47.3	47.3
Total	56.0	58.1	57.3	46.0	44.9	45.5	51.7

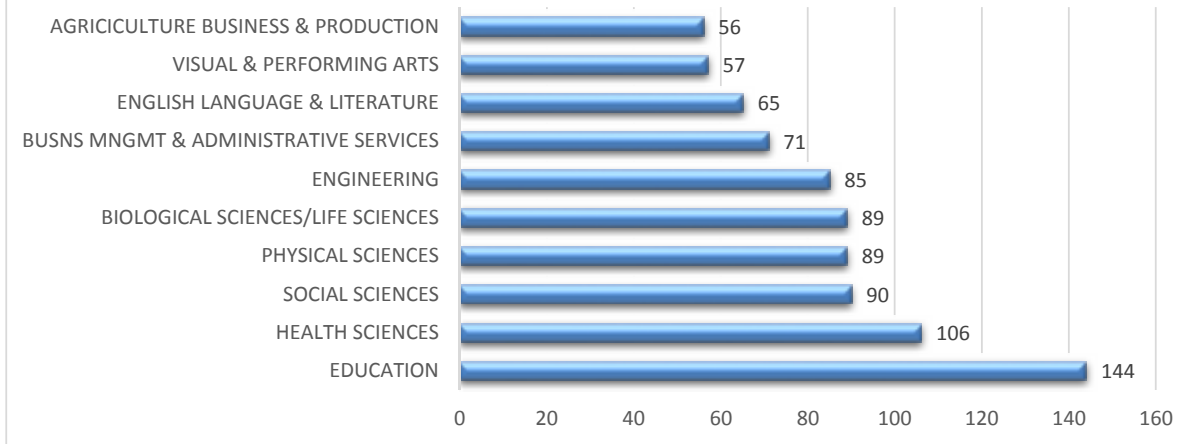
6.4

Faculty by Discipline by University Tenured and Non-Tenured

DISCIPLINE	UM	UMA	UMF	UMFK	UMM	Maine Law	UMPI	USM	Total
Agriculture Business & Production	45	2		3				6	56
Architecture & Related Programs	1	3							4
Area Ethnic & Cultural Studies		1	1					2	4
Biological Sciences/Life Sciences	53	8	7		5		4	12	89
Business Management	33	6	4	3	1		2	22	71
Communications	10	1						7	18
Computer & Information Sciences	10	7	1	2			2	6	28
Criminal Justice And Corrections		3		1					4
Education	71	1	31		4		5	32	144
Engineering	77							8	85
Engineering Or Related Technologies	18								18
English Language & Literature	23	10	12	2	1		6	11	65
Foreign Languages & Literature	6	1	3	1				6	17
Health Sciences	25	23	2	10			4	42	106
History	13	2	4	1			3	8	31
Home Economics – Family & Consumer Life	9								9
Law And Legal Studies		1				20			21
Liberal Arts & Sciences	2		1					1	4
Library Science		2							2
Mathematics	28	5	9	1	2		2	9	56
Multi/Interdisciplinary Studies	5	2		1					8
Parks, Recreation, Leisure & Fitness Studies	9				1		2	14	26
Philosophy & Religion	7	1	3					5	16
Physical Sciences	62	1	7	1	2		4	12	89
Psychology	15	6	10	1	4		1	11	48
Public Administration & Social Services	10						2	23	35
Social Sciences	34	8	11	1	2		2	32	90
Visual & Performing Arts	21	7	8	1	1			19	57
TOTAL	587	101	114	29	23	20	39	288	1,201

6.4

DISCIPLINES WITH GREATEST NUMBERS OF FACULTY Tenured and Non-Tenured



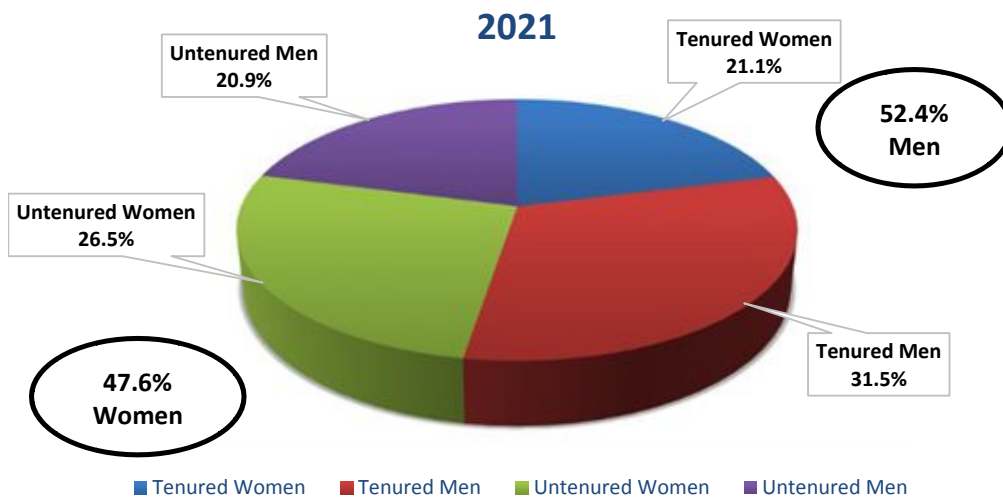
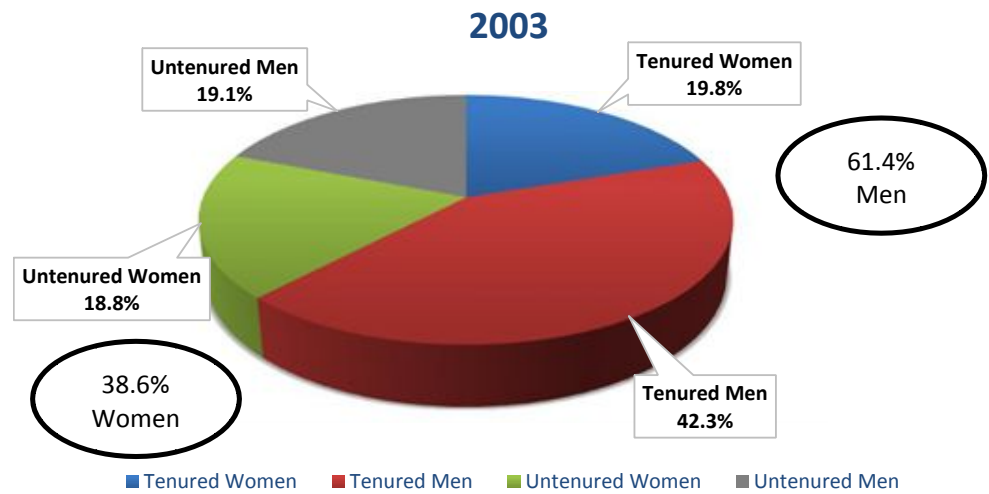
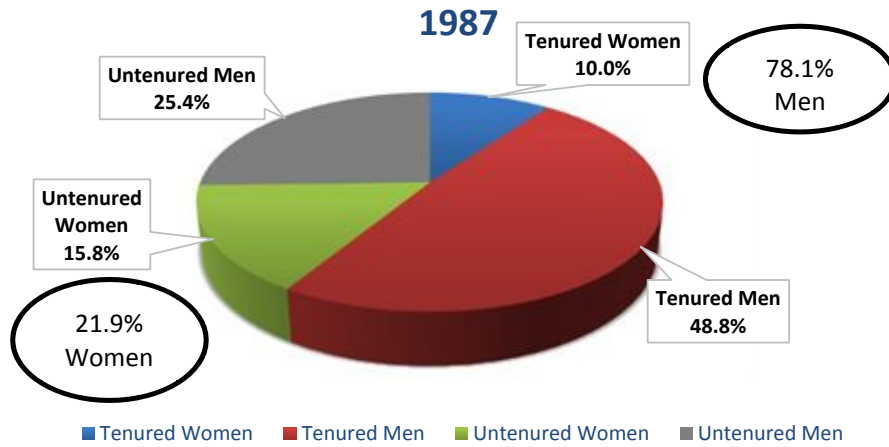
Top 10 Disciplines 2017/18 – 2021/22



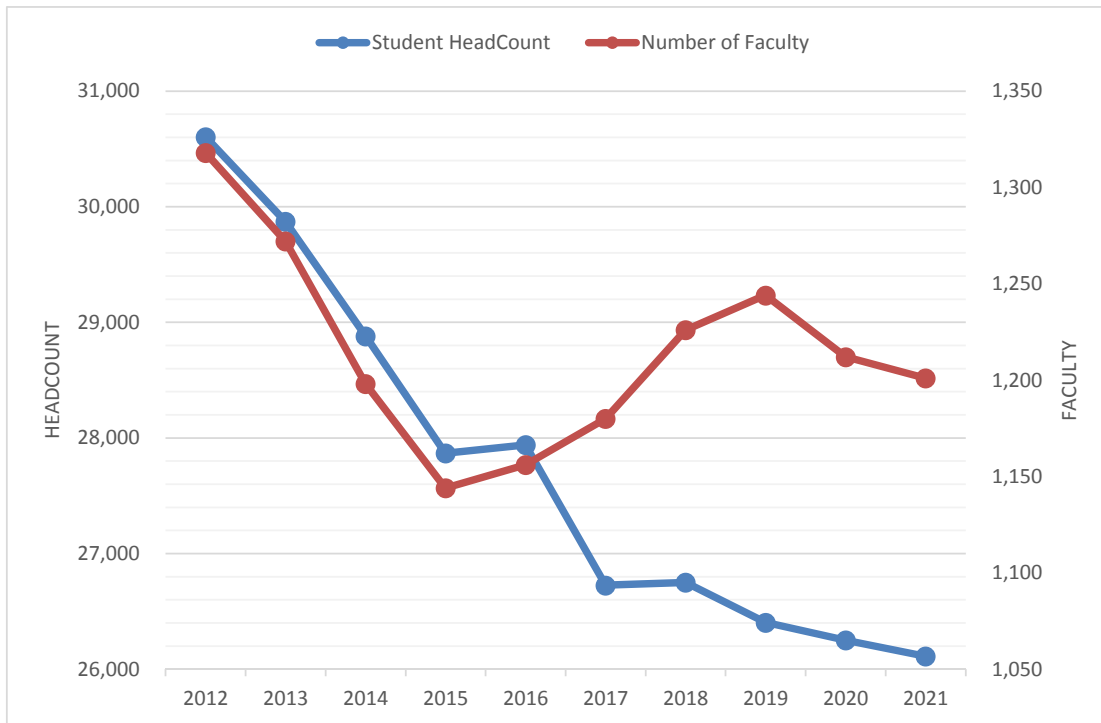
Total Number of All Faculty 1990 - 2021			
YEAR	FACULTY	MEN %	WOMEN %
2021	1,201	52.4	47.6
2020	1,212	52.5	47.5
2019	1,244	52.8	47.2
2018	1,226	53.4	46.6
2017	1,180	54.7	45.3
2014	1,198	57.7	42.3
2011	1,335	57.9	42.1
2008	1,400	59.4	40.6
2005	1,380	60.5	39.5
2002	1,388	61.1	38.9
1999	1,310	64.9	35.1
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 - 2021				
YEAR	NUMBER	TENURED FACULTY %	MEN %	WOMEN %
2021	631	52.5	60.1	44.3
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
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 - 2021

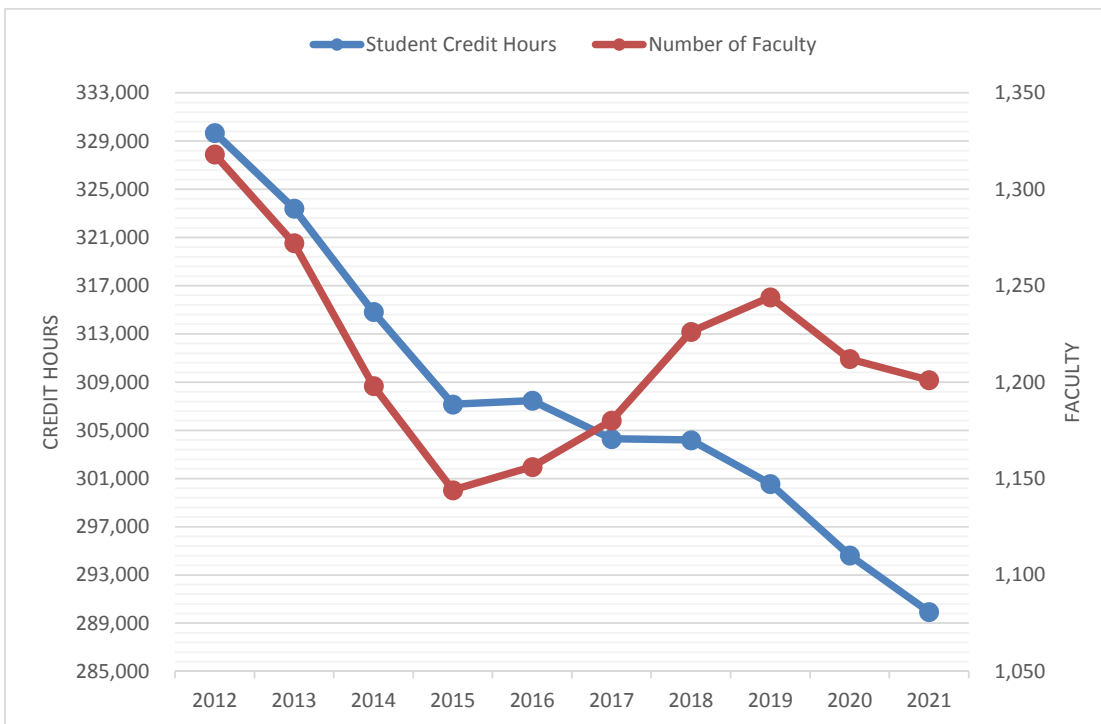


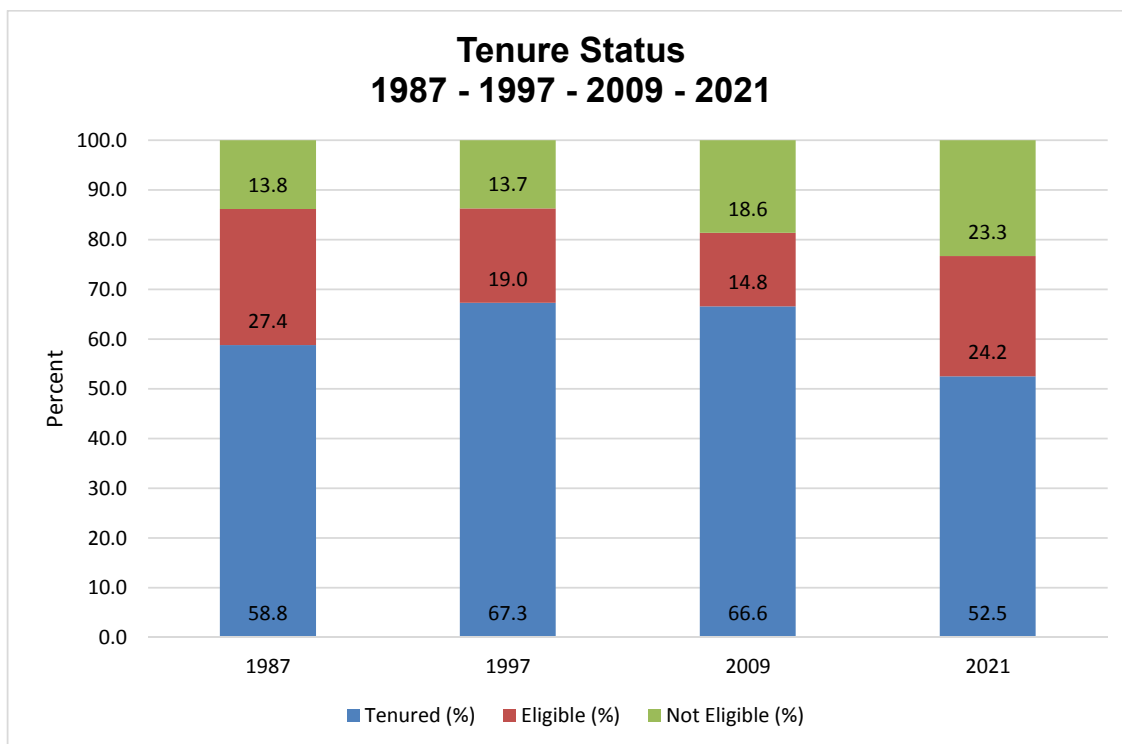
Student Head Count/Number of Faculty 2012-2021



6.4

Student Credit Hours/Number of Faculty 2012-2021





New Hire* Faculty on Tenure Track			
Year	Total Faculty	New Hires	Tenure Track
2021	1,201	83	38
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
2008	1,400	62	37

* New hire as of 11/1/2020

Faculty and Tenure Profile Trends 1990 - 2021

Years to Tenure by Gender			
<u>YEAR</u>	<u>AVG</u>	<u>MEN</u>	<u>WOMEN</u>
2021	5.2	5.2	5.3
2020	5.2	5.1	5.3
2019*	5.2	5.2	5.3
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>
2021	130	10.8
2020	132	10.9
2019	110	8.8
2017	109	9.1
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>
2021	51.7	57.3	45.5	94.5
2020	51.8	57.4	45.5	95.5
2019	51.6	57.4	45.3	96.5
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

Faculty and Tenure Profile Trends (cont.) 1990 - 2021

Academic Rank by Percent					
YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2021	30.0%	25.7%	25.3%	0.8%	18.2%
2020	30.8%	25.1%	26.3%	0.8%	17.0%
2019	30.0%	24.9%	25.6%	1.8%	17.8%
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%

6.4

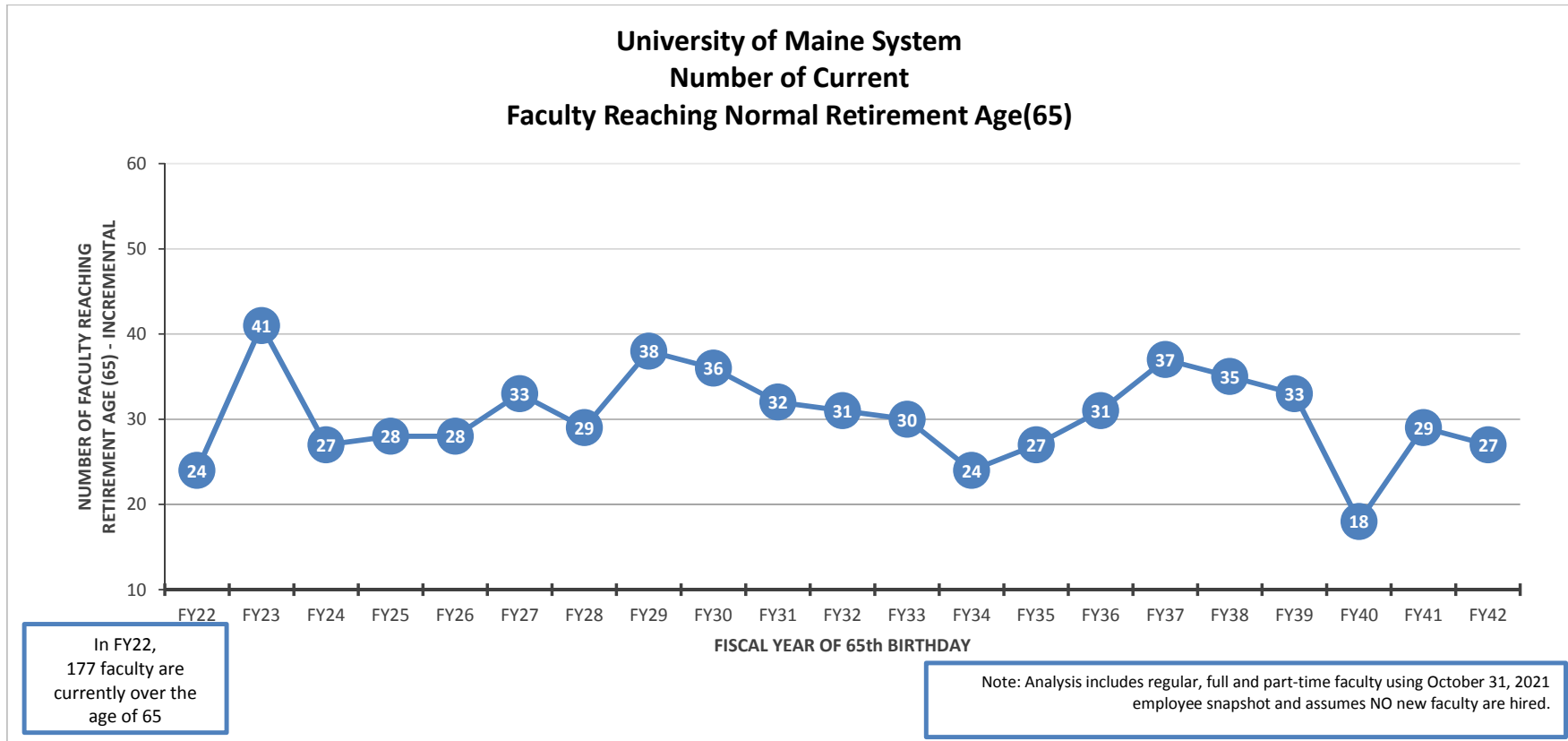
Academic Rank by Headcount					
YEAR	PROFESSOR	ASSOC PROF	ASST PROF	INSTRUCTOR	LECTURER
2021	360	309	304	9	219
2020	373	304	319	10	206
2019	373	310	318	22	221
2017	379	317	269	25	190
2014	431	398	188	25	156
2011	463	461	211	32	168
2008	471	487	252	51	139
2005	435	474	303	52	116
2002	433	454	350	45	106
1999	404	459	323	39	85
1996	417	513	249	42	67
1993	428	505	297	56	59
1990	414	469	417	56	59

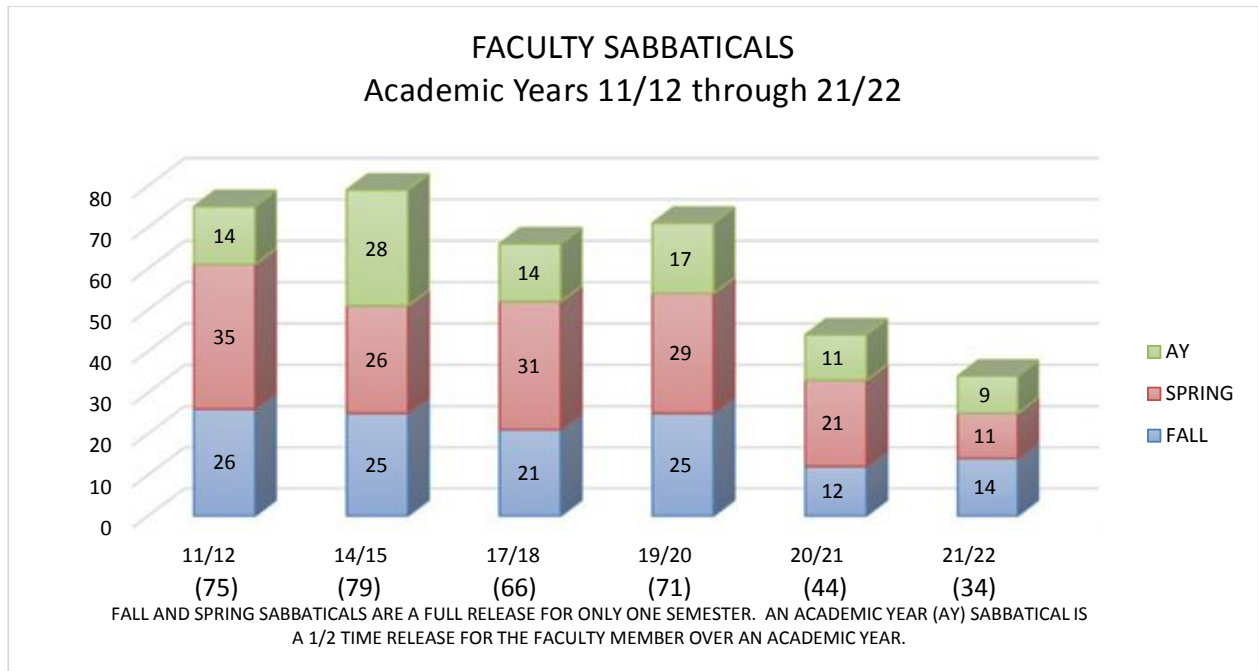
Tenure Track Faculty by Anticipated Year of Tenure by Gender and by Ethnicity

Year of Tenure	Gender	UM	UMA	UMF	UMFK	UMM	MAINE LAW	UMPI	USM	Total
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
2027	Men	12			1			1	2	16
	Women	12	3	1	1				6	23

Year of Tenure	Ethnicity	UM	UMA	UMF	UMFK	UMM	MAINE LAW	UMPI	USM	Total
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
2027	MINORITY	6								6
	WHITE	18	3	1	2			1	8	33

6.4





University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Tenure at Time of Hire, Professor in the College of Engineering, UM

INITIATED BY: Lisa Marchese Eames, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

Board Policy 310: Tenure

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

The University of Maine has requested that Dr. Yonghao Ni be awarded tenure at the rank of Professor in the College of Engineering, effective August 1, 2022 in accordance with Board of Trustee Policy 310. This coincides with his appointment as professor in the University of Maine Department of Chemical and Biomedical Engineering and as the J. Ober Chair in Chemical Engineering. Dr. Ni was selected after an extensive search and rigorous evaluation process. Dr. Ni holds a Ph.D. in Chemical Engineering from McGill University, has expertise in pulp and paper, and a stellar record of teaching, mentoring graduate students, and research. This recommendation has the full support of the Department of Chemical and Biomedical Engineering peer committee.

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 27-28, 2022 Board Meeting.

That the Board of Trustees accepts the recommendation of the Academic & Student Affairs Committee and approves tenure at the rank of Professor in the College of Engineering, to Dr. Yonghao Ni with tenure to be effective August 1, 2022.

2/25/2022