

**Board of Trustees
Academic and Student Affairs Committee
February 27, 2023 at 9:00am
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 - 11:00am

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 the following:

11:00am - 11:05am

Tab 1 UMS 2023 Tenure Nominations

11:05am - 11:10am

Tab 2 Tenure at time of hire, Professor in the Department of History, UM

11:10am - 11:15am

Tab 3 Tenure at time of hire, Professor in the Department of Kinesiology, Physical Education, and Athletic Training, UM

11:15am - 11:30am

Tab 4 Unified Accreditation Update

11:30am - 12:00pm Lunch Break

12:00am - 12:30pm

Tab 5 Maine College of Engineering and Computing Naming and UMaine/USM Engineering Framework Approval

12:30pm - 1:15pm

Tab 6 Faculty Initiated Discussion
Shared Governance

1:15pm - 1:30pm

Tab 7 Student Representative Discussion

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: UMS 2023 Tenure Nominations

INITIATED BY: David M. MacMahon, 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, 2023. The following material and information is relevant to the tenure approval process:

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

- *Names of candidates for tenure for 2023, listed by institution*
- *Brief abstracts of candidates*
- *Full Individual Tenure Packets*
- [Board Policy 310 - Tenure](#)
- Table 1: Tabular analysis of 2023 candidates
- Table 2: Summary of campus tenure promotions for 2023 and the previous 5 years
- Report on Tenure Statistics
- AY2022 Tenure Application Memo to the Chancellor

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 26-27, 2023 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, 2023 for faculty with academic year appointments and on July 1, 2023 for faculty with fiscal year appointments.

02/16/2023

TABLE I

**Numbers of Exceptions, Numbers of Women Candidates,
and Total Numbers of Candidates for Tenure, 2023**

Campus	Number	Exception to Board Policy	Women	Percentage of candidates who are women
UM	21		11	52%
UMA	4		2	50%
UMF	2		2	100%
UMFK	2		0	0%
UM Law School	1		0	0%
UMM	0		0	N/A
UMPI	1		1	100%
USM	21	4	15	71%
Total	52		31	59%

51% faculty are men; 49 % of faculty are women

58.1% of the male faculty are tenured; 41.9 % of the women faculty are tenured

Table II. Numbers of Candidates Considered at Campus Level
and Numbers Forwarded for Board Approval, 2017-2023

	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	Total
UMaine							
Considered	13	21	17	17	28	21	117
Recommended	13	21	17	17	28	21	117
UM - Augusta							
Considered	0	2	2	3	3	4	14
Recommended	0	2	2	3	3	4	14
UM - Farmington							
Considered	4	1	5	7	3	2	22
Recommended	4	1	5	7	3	2	22
UM - Fort Kent							
Considered	0	0	1	0	0	2	3
Recommended	0	0	1	0	0	2	3
UM - School of Law							
Considered				0	0	1	1
Recommended				0	0	1	1
UM - Machias							
Considered	1	0	1	0	0	0	2
Recommended	1	0	1	0	0	0	2
UM - Presque Isle							
Considered	3	1	4	2	2	1	13
Recommended	3	1	4	2	2	1	13
USM							
Considered	2	3	3	5	14	21	48
Recommended	2	3	3	5	14	21	48
System Total							
Considered	23	28	33	34	50	52	220
Recommended	23	28	33	34	50	52	220

2022 - 2023

Faculty And Tenure Report

James Clark, UMS Interim Director of Compensation
February 6, 2023

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

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UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

INTRODUCTION

The following report provides summary information regarding tenure status and demographic characteristics of the regular faculty at the University of Maine System. Current information and trends since 1981 are provided. All data reported is as of the fall census date (October 31).

For the purpose of this report, a regular faculty member is defined as any benefits eligible professional employee with a rank of professor, associate professor, assistant professor, instructor, lecturer, senior lecturer, principal lecturer, or clinical faculty. Included are teaching faculty and administrators with rank who may or may not be teaching. Faculty belonging to the Maine Part-Time Faculty Association (PATFA) are not included in this report.

Data Source: PeopleSoft HRPRD Database; the University of Maine System.

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

HIGHLIGHTS

- 1,189 faculty are included in this report. This is a decrease of 12 (-1.0%) faculty from last year. Tenured faculty decreased to 611 from 631 and the number of faculty without tenure increased to 578. There are 52 faculty going up for tenure this coming academic year.
- 51.4% (611) faculty have tenure which is a 1.1% decrease from last year's figure. 48.6% (578) of faculty do not have tenure. Of this group, 48.6% (281) are tenure eligible, while 51.4% (297) are not eligible. On average, a faculty member serves 5.2 years before being awarded tenure.
- There were 123 new faculty hires of which 50 (40.7%) are tenure eligible and 2 (1.6%) were hired with tenure. Of these 123 hires, 60 (48.8%) are women and 63 (51.2%) are men; 19 (15.4%) are of minority status.
- Of the total faculty 49.0% (583) are women and 51.0% (606) are men. The percentage of faculty who are women has increased from 40.6% in 2009 to its present level, which is the highest percentage of women faculty ever reported at the University of Maine System. With respect to tenured faculty, 41.9% (256) of all women faculty have tenure while 58.1% (355) of all men faculty have tenure.
- Minority faculty members have increased from last year at 131 from 130, or 11.0% of total faculty. In 2003, 4.0% of faculty were minority. The present figure of 11.0% is the highest level of minority representation ever reported at the University of Maine System. However, the current figure should also be put in the context of the current demographic profile for the State of Maine, which shows a 5.8% minority population as reported by the U.S. Census Bureau.
- The average age of all faculty is 51. For tenured faculty the average age is 56 and for non-tenured the average age is 45. The average age by rank is: professors, 60; associate professors, 52; assistant professors, 42; instructors, 45; lecturers, 43; senior lecturers, 51; principal lecturers, 59; clinical faculty, 46. 226 tenured faculty (293 total faculty) are over the age of 60 and 126 tenured faculty (159 total faculty) are over the age of 65.
- Education is the discipline area with the largest number of faculty (152), followed by Health Sciences (103), Physical Sciences (92), Social Sciences (88), and Biological and Life Sciences (86). The top ten disciplines have remained relatively constant for the past five years.
- 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-to-5-year period. There were 64 faculty on sabbatical this year, which is up 30 from the prior year.

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TENURE STATUS BY RANK BY CAMPUS

University of Maine

Status	Rank	Men	Women	Grand Total
Tenure	Professor	111	50	161
Tenure	Associate Professor	87	60	147
Tenure	Total	198	110	308
Non-Tenure	Professor	6	1	7
Non-Tenure	Associate Professor	6	7	13
Non-Tenure	Assistant Professor	70	63	133
Non-Tenure	Instructor	0	1	1
Non-Tenure	Lecturer	52	44	96
Non-Tenure	Senior Lecturer	7	13	20
Non-Tenure	Principal Lecturer	11	12	23
Non-Tenure	Clinical Faculty	1	0	1
Non-Tenure	Total	153	141	294
Total	Grand Total	351	251	602

University of Maine Augusta

Status	Rank	Men	Women	Grand Total
Tenure	Professor	10	10	20
Tenure	Associate Professor	10	12	22
Tenure	Total	20	22	42
Non-Tenure	Professor	0	0	0
Non-Tenure	Associate Professor	0	0	0
Non-Tenure	Assistant Professor	10	25	35
Non-Tenure	Instructor	0	0	0
Non-Tenure	Lecturer	3	13	16
Non-Tenure	Senior Lecturer	1	0	1
Non-Tenure	Principal Lecturer	1	4	5
Non-Tenure	Clinical Faculty	0	0	0
Non-Tenure	Total	15	42	57
Total	Grand Total	35	64	99

University of Maine Farmington

Status	Rank	Men	Women	Grand Total
Tenure	Professor	18	19	37
Tenure	Associate Professor	14	22	36
Tenure	Total	32	41	73
Non-Tenure	Professor	0	0	0
Non-Tenure	Associate Professor	0	0	0
Non-Tenure	Assistant Professor	7	13	20
Non-Tenure	Instructor	0	0	0
Non-Tenure	Lecturer	0	6	6
Non-Tenure	Senior Lecturer	0	1	1
Non-Tenure	Principal Lecturer	0	3	3
Non-Tenure	Clinical Faculty	0	0	0
Non-Tenure	Total	7	23	30
Total	Grand Total	39	64	103

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University of Maine Fort Kent

Status	Rank	Men	Women	Grand Total
Tenure	Professor	6	3	9
Tenure	Associate Professor	1	0	1
Tenure	Total	7	3	10
Non-Tenure	Professor	0	0	0
Non-Tenure	Associate Professor	0	0	0
Non-Tenure	Assistant Professor	7	6	13
Non-Tenure	Instructor	0	1	1
Non-Tenure	Lecturer	0	0	0
Non-Tenure	Senior Lecturer	0	1	1
Non-Tenure	Principal Lecturer	1	1	2
Non-Tenure	Clinical Faculty	0	0	0
Non-Tenure	Total	8	9	17
Total	Grand Total	15	12	27

University of Maine Machias

Status	Rank	Men	Women	Grand Total
Tenure	Professor	5	4	9
Tenure	Associate Professor	4	5	9
Tenure	Total	9	9	18
Non-Tenure	Professor	0	0	0
Non-Tenure	Associate Professor	0	0	0
Non-Tenure	Assistant Professor	0	0	0
Non-Tenure	Instructor	1	0	1
Non-Tenure	Lecturer	1	1	2
Non-Tenure	Senior Lecturer	0	0	0
Non-Tenure	Principal Lecturer	1	0	1
Non-Tenure	Clinical Faculty	0	0	0
Non-Tenure	Total	3	1	4
Total	Grand Total	12	10	22

University of Maine Presque Isle

Status	Rank	Men	Women	Grand Total
Tenure	Professor	9	4	13
Tenure	Associate Professor	5	8	13
Tenure	Total	14	12	26
Non-Tenure	Professor	0	0	0
Non-Tenure	Associate Professor	2	0	2
Non-Tenure	Assistant Professor	4	4	8
Non-Tenure	Instructor	0	0	0
Non-Tenure	Lecturer	0	0	0
Non-Tenure	Senior Lecturer	0	0	0
Non-Tenure	Principal Lecturer	2	0	2
Non-Tenure	Clinical Faculty	0	0	0
Non-Tenure	Total	8	4	12
Total	Grand Total	22	16	38

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University of Southern Maine

Status	Rank	Men	Women	Grand Total
Tenure	Professor	40	19	59
Tenure	Associate Professor	31	36	67
Tenure	Total	71	55	126
Non-Tenure	Professor	0	0	0
Non-Tenure	Associate Professor	0	6	6
Non-Tenure	Assistant Professor	30	48	78
Non-Tenure	Instructor	0	0	0
Non-Tenure	Lecturer	9	22	31
Non-Tenure	Senior Lecturer	7	13	20
Non-Tenure	Principal Lecturer	4	6	10
Non-Tenure	Clinical Faculty	0	4	4
Non-Tenure	Total	50	99	149
Total	Grand Total	121	154	275

Maine Law

Status	Rank	Men	Women	Grand Total
Tenure	Professor	4	3	7
Tenure	Associate Professor	0	1	1
Tenure	Total	4	4	8
Non-Tenure	Professor	3	6	9
Non-Tenure	Associate Professor	3	1	4
Non-Tenure	Assistant Professor	0	0	0
Non-Tenure	Instructor	0	0	0
Non-Tenure	Lecturer	0	0	0
Non-Tenure	Senior Lecturer	0	0	0
Non-Tenure	Principal Lecturer	0	0	0
Non-Tenure	Clinical Faculty	1	1	2
Non-Tenure	Total	7	8	15
Total	Grand Total	11	12	23

University of Maine System

Status	Rank	Men	Women	Grand Total
Tenure	Professor	203	112	315
Tenure	Associate Professor	152	144	296
Tenure	Total	355	256	611
Non-Tenure	Professor	9	7	16
Non-Tenure	Associate Professor	11	14	25
Non-Tenure	Assistant Professor	128	159	287
Non-Tenure	Instructor	1	2	3
Non-Tenure	Lecturer	65	86	151
Non-Tenure	Senior Lecturer	15	28	43
Non-Tenure	Principal Lecturer	20	26	46
Non-Tenure	Clinical Faculty	2	5	7
Non-Tenure	Total	251	327	578
Total	Grand Total	606	583	1,189

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

PROFESSORS BY GENDER AND CAMPUS**Women and Men Professors Compared to All Faculty**

Campus	Women Professors	All Women	Men Professors	All Men	% of Women Who Are Professors	% of Men Who Are Professors
University of Maine	51	251	117	351	20.3%	33.3%
University of Maine Augusta	10	64	10	35	15.6%	28.6%
University of Maine Farmington	19	64	18	39	29.7%	46.2%
University of Maine Fort Kent	3	12	6	15	25.0%	40.0%
University of Maine Machias	4	10	5	12	40.0%	41.7%
University of Maine Presque Isle	4	16	9	22	25.0%	40.9%
University of Southern Maine	19	154	40	121	12.3%	33.1%
Maine Law	9	12	7	11	75.0%	63.6%
Total	119	583	212	606	20.4%	35.0%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

TENURE STATUS BY GENDER AND CAMPUS

Tenured Faculty by Gender by Campus

Campus	Women	% of All Women	Men	% of All Men	Tenured Faculty	% of All Faculty
University of Maine	110	43.8%	198	56.4%	308	51.2%
University of Maine Augusta	22	34.4%	20	57.1%	42	42.4%
University of Maine Farmington	41	64.1%	32	82.1%	73	70.9%
University of Maine Fort Kent	3	25.0%	7	46.7%	10	37.0%
University of Maine Machias	9	90.0%	9	75.0%	18	81.8%
University of Maine Presque Isle	12	75.0%	14	63.6%	26	68.4%
University of Southern Maine	55	35.7%	71	58.7%	126	45.8%
Maine Law	4	33.3%	4	36.4%	8	34.8%
Total	256	43.9%	355	58.6%	611	51.4%

Tenure Status by Campus

Campus	Tenured	Tenure Eligible	Not Tenure Eligible	Total Not Tenured	Tenured Or Tenure Eligible	Total
University of Maine	308	127	167	294	435	602
University of Maine Augusta	42	35	22	57	77	99
University of Maine Farmington	73	16	14	30	89	103
University of Maine Fort Kent	10	13	4	17	23	27
University of Maine Machias	18	1	3	4	19	22
University of Maine Presque Isle	26	10	2	12	36	38
University of Southern Maine	126	77	72	149	203	275
Maine Law	8	2	13	15	10	23
Total	611	281	297	578	892	1,189

Tenure Status by Campus (Percentages)

Campus	Tenured	Tenure Eligible	Not Tenure Eligible	Total Not Tenured	Tenured Or Tenure Eligible
University of Maine	51.2%	21.1%	27.7%	48.8%	72.3%
University of Maine Augusta	42.4%	35.4%	22.2%	57.6%	77.8%
University of Maine Farmington	70.9%	15.5%	13.6%	29.1%	86.4%
University of Maine Fort Kent	37.0%	48.1%	14.8%	63.0%	85.2%
University of Maine Machias	81.8%	4.5%	13.6%	18.2%	86.4%
University of Maine Presque Isle	68.4%	26.3%	5.3%	31.6%	94.7%
University of Southern Maine	45.8%	28.0%	26.2%	54.2%	73.8%
Maine Law	34.8%	8.7%	56.5%	65.2%	43.5%
Total	51.4%	23.6%	25.0%	48.6%	75.0%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

ETHNICITY AND MINORITY FIGURES

Ethnicity by Tenure Status

Ethnicity	Tenure Number	Tenure Percent	Tenure Eligible Number	Tenure Eligible Percent	Not Tenure Eligible Number	Not Tenure Eligible Percent	Total Number	Total Percent
White	558	91.3%	231	37.8%	269	44.0%	1,058	89.0%
Minority	53	8.7%	50	8.2%	28	4.6%	131	11.0%
Total	611	100%	281	46%	297	49%	1,189	100%

Minority by Campus

Campus	Minority Number	Minority Percent
University of Maine	81	13.5%
University of Maine Augusta	2	2.0%
University of Maine Farmington	6	5.8%
University of Maine Fort Kent	3	11.1%
University of Maine Machias	1	4.5%
University of Maine Presque Isle	2	5.3%
University of Southern Maine	34	12.4%
Maine Law	2	8.7%
Total	131	11.0%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

YEARS TO TENURE**Average Years of Service to Tenure**

Campus	Women	Men	All
University of Maine	5.3	5.0	5.1
University of Maine Augusta	5.5	6.2	5.8
University of Maine Farmington	4.9	5.1	5.0
University of Maine Fort Kent	4.7	5.4	5.2
University of Maine Machias	6.0	5.6	5.8
University of Maine Presque Isle	5.5	4.9	5.2
University of Southern Maine	5.1	5.3	5.2
Maine Law	4.0	2.8	3.4
Total	5.2	5.1	5.2

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

AVERAGE AGE BY GENDER BY CAMPUS AND RANK

Average Age by Gender by Campus

Campus	Tenured Women	Tenured Men	Tenured	Non-Tenured Women	Non-Tenured Men	Non-Tenured	All Faculty
University of Maine	54	56	55	42	43	43	49
University of Maine Augusta	58	59	59	48	51	49	53
University of Maine Farmington	55	57	56	46	44	46	53
University of Maine Fort Kent	54	58	57	47	47	47	51
University of Maine Machias	60	57	59	70	39	47	56
University of Maine Presque Isle	57	59	58	48	51	50	56
University of Southern Maine	56	60	58	48	46	47	52
Maine Law	53	59	56	50	45	47	50
Total	55	57	56	46	44	45	51

University of Maine

Status	Rank	Men	Women	All Faculty
Tenure	Professor	60	60	60
Tenure	Associate Professor	49	50	50
Tenure	Total	54	56	55
Non-Tenure	Professor	74	69	69
Non-Tenure	Associate Professor	49	55	52
Non-Tenure	Assistant Professor	39	39	39
Non-Tenure	Instructor	62		62
Non-Tenure	Lecturer	40	40	40
Non-Tenure	Senior Lecturer	46	44	45
Non-Tenure	Principal Lecturer	58	58	58
Non-Tenure	Clinical Faculty		30	30
Non-Tenure	Total	42	43	43
Total	Grand Total	48	50	49

University of Maine Augusta

Status	Rank	Men	Women	All Faculty
Tenure	Professor	64	62	63
Tenure	Associate Professor	54	56	55
Tenure	Total	58	59	59
Non-Tenure	Professor			
Non-Tenure	Associate Professor			
Non-Tenure	Assistant Professor	46	44	45
Non-Tenure	Instructor			
Non-Tenure	Lecturer	47	60	50
Non-Tenure	Senior Lecturer		63	63
Non-Tenure	Principal Lecturer	69	74	70
Non-Tenure	Clinical Faculty			
Non-Tenure	Total	48	51	49
Total	Grand Total	52	55	53

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

University of Maine Farmington

Status	Rank	Men	Women	All Faculty
Tenure	Professor	58	61	59
Tenure	Associate Professor	53	51	52
Tenure	Total	55	57	56
Non-Tenure	Professor			
Non-Tenure	Associate Professor			
Non-Tenure	Assistant Professor	41	44	42
Non-Tenure	Instructor			
Non-Tenure	Lecturer	47		47
Non-Tenure	Senior Lecturer	68		68
Non-Tenure	Principal Lecturer	62		62
Non-Tenure	Clinical Faculty			
Non-Tenure	Total	46	44	46
Total	Grand Total	52	54	53

University of Maine Fort Kent

Status	Rank	Men	Women	All Faculty
Tenure	Professor	54	57	56
Tenure	Associate Professor		61	61
Tenure	Total	54	58	57
Non-Tenure	Professor			
Non-Tenure	Associate Professor			
Non-Tenure	Assistant Professor	45	46	46
Non-Tenure	Instructor	34		34
Non-Tenure	Lecturer			
Non-Tenure	Senior Lecturer	52		52
Non-Tenure	Principal Lecturer	69	52	61
Non-Tenure	Clinical Faculty			
Non-Tenure	Total	47	47	47
Total	Grand Total	49	52	51

University of Maine Machias

Status	Rank	Men	Women	All Faculty
Tenure	Professor	65	60	62
Tenure	Associate Professor	56	54	55
Tenure	Total	60	57	59
Non-Tenure	Professor			
Non-Tenure	Associate Professor			
Non-Tenure	Assistant Professor			
Non-Tenure	Instructor		38	38
Non-Tenure	Lecturer	70	34	52
Non-Tenure	Senior Lecturer			
Non-Tenure	Principal Lecturer		44	44
Non-Tenure	Clinical Faculty			
Non-Tenure	Total	70	39	47
Total	Grand Total	61	53	56

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

University of Maine Presque Isle

Status	Rank	Men	Women	All Faculty
Tenure	Professor	60	62	61
Tenure	Associate Professor	55	55	55
Tenure	Total	57	59	58
Non-Tenure	Professor			
Non-Tenure	Associate Professor		46	46
Non-Tenure	Assistant Professor	48	50	49
Non-Tenure	Instructor			
Non-Tenure	Lecturer			
Non-Tenure	Senior Lecturer			
Non-Tenure	Principal Lecturer		59	59
Non-Tenure	Clinical Faculty			
Non-Tenure	Total	48	51	50
Total	Grand Total	54	56	56

University of Southern Maine

Status	Rank	Men	Women	All Faculty
Tenure	Professor	57	63	61
Tenure	Associate Professor	56	56	56
Tenure	Total	56	60	58
Non-Tenure	Professor			
Non-Tenure	Associate Professor	58		58
Non-Tenure	Assistant Professor	47	41	45
Non-Tenure	Instructor			
Non-Tenure	Lecturer	43	46	44
Non-Tenure	Senior Lecturer	51	61	55
Non-Tenure	Principal Lecturer	58	57	58
Non-Tenure	Clinical Faculty	50		50
Non-Tenure	Total	48	46	47
Total	Grand Total	51	54	52

Maine Law

Status	Rank	Men	Women	All Faculty
Tenure	Professor	57	59	58
Tenure	Associate Professor	40		40
Tenure	Total	53	59	56
Non-Tenure	Professor	51	49	50
Non-Tenure	Associate Professor	43	40	41
Non-Tenure	Assistant Professor			
Non-Tenure	Instructor			
Non-Tenure	Lecturer			
Non-Tenure	Senior Lecturer			
Non-Tenure	Principal Lecturer			
Non-Tenure	Clinical Faculty	49	46	48
Non-Tenure	Total	50	45	47
Total	Grand Total	51	50	50

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

University of Maine System

Status	Rank	Men	Women	All Faculty
Tenure	Professor	59	61	60
Tenure	Associate Professor	52	52	52
Tenure	Total	55	57	56
Non-Tenure	Professor	54	62	59
Non-Tenure	Associate Professor	53	49	51
Non-Tenure	Assistant Professor	43	41	42
Non-Tenure	Instructor	48	38	45
Non-Tenure	Lecturer	43	42	43
Non-Tenure	Senior Lecturer	49	53	51
Non-Tenure	Principal Lecturer	61	58	59
Non-Tenure	Clinical Faculty	50	38	46
Non-Tenure	Total	46	44	45
Total	Grand Total	50	52	51

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

FACULTY DISCIPLINES Faculty by Disciplines by Campus

Discipline	UM	UMA	UMF	UMFK	UMM	UMPI	USM	LAW	Total
AGRICULTURE BUSINESS & PRODUCTION	44	2	0	5	0	0	3	0	54
ARCHITECTURE & RELATED PROGRAMS	1	3	0	0	0	0	0	0	4
AREA ETHNIC & CULTURAL STUDIES	0	2	0	0	0	0	3	0	5
BIOLOGICAL SCIENCES/LIFE SCIENCES	53	6	6	0	5	3	13	0	86
BUSNS MNGMT & ADMINISTRATIVE SERVICES	34	7	3	2	1	2	21	0	70
COMMUNICATIONS	11	1	0	0	0	0	6	0	18
COMPUTER & INFORMATION SCIENCES	11	6	1	2	0	3	5	0	28
CRIMINAL JUSTICE AND CORRECTIONS	0	4	0	1	0	0	0	0	5
EDUCATION	74	3	33	0	3	4	35	0	152
ENGINEERING	72	0	0	0	0	0	8	0	80
ENGINEERING OR RELATED TECHNOLOGIES	19	0	0	0	0	0	0	0	19
ENGLISH LANGUAGE & LITERATURE	27	9	12	2	2	6	11	0	69
FORIEGN LANGUAGES & LITERATURE	6	1	1	0	0	0	5	0	13
HEALTH SCIENCES	25	22	1	8	0	3	44	0	103
HISTORY	11	2	2	1	0	3	6	0	25
HOME ECONOMICS & FAMILY AND CONSUMER LIFE	9	0	0	0	0	0	0	0	9
LAW AND LEGAL STUDIES	0	0	0	0	0	0	0	23	23
LIBERAL ARTS & SCIENCES	3	0	1	0	0	0	1	0	5
LIBRARY SCIENCE	0	2	0	0	0	0	0	0	2
MATHEMATICS	30	4	8	1	2	2	8	0	55
MULTI/INTERDISCIPLINARY STUDIES	6	2	0	1	0	0	0	0	9
PARKS,RECREATION,LEISURE & FITNESS STUDIES	10	0	0	0	1	2	13	0	26
PHILOSOPHY & RELIGION	7	1	0	0	0	0	4	0	12
PHYSICAL SCIENCES	64	2	8	1	2	4	11	0	92
PSYCHOLOGY	15	6	8	1	4	2	8	0	44
PUBLIC ADMINISTRATION & SOCIAL SERVICES	10	0	1	0	0	2	23	0	36
SOCIAL SCIENCES	36	8	10	1	1	2	30	0	88
VISUAL & PERFORMING ARTS	24	6	8	1	1	0	17	0	57
Total	602	99	103	27	22	38	275	23	1,189

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

Disciplines with the Greatest Number of Faculty

Discipline	Faculty
EDUCATION	152
HEALTH SCIENCES	103
PHYSICAL SCIENCES	92
SOCIAL SCIENCES	88
BIOLOGICAL SCIENCES/LIFE SCIENCES	86
ENGINEERING	80
BUSNS MNGMT & ADMINISTRATIVE SERVICES	70
ENGLISH LANGUAGE & LITERATURE	69
VISUAL & PERFORMING ARTS	57
MATHEMATICS	55

Disciplines with the Greatest Number of Faculty 2018/19 to 2022/23

Discipline	2018/19	2019/20	2020/21	2021/22	2022/23
BIOLOGICAL SCIENCES/LIFE SCIENCES	98	95	93	89	86
BUSNS MNGMT & ADMINISTRATIVE SERVICES	74	73	70	71	70
EDUCATION	141	151	150	144	152
ENGINEERING	78	79	81	85	80
ENGLISH LANGUAGE & LITERATURE	73	70	65	65	69
HEALTH SCIENCES	90	99	97	106	103
MATHEMATICS	61	62	55	56	55
PHYSICAL SCIENCES	95	93	95	89	92
SOCIAL SCIENCES	94	94	91	90	88
VISUAL & PERFORMING ARTS	64	63	59	57	57

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

GENDER COMPARISONS

Percent of Faculty Composition by Gender 1981 to 2022

Year	Tenured Women	Tenured Men	Non-Tenured Women	Non-Tenured Men	All Women	All Men
2022	21.5%	29.9%	27.5%	21.1%	49.0%	51.0%
2021	21.1%	31.5%	26.5%	20.9%	47.6%	52.4%
2020	21.2%	31.6%	26.3%	20.9%	47.5%	52.5%
2017	22.2%	34.5%	23.1%	20.2%	45.3%	54.7%
2014	24.6%	41.8%	17.7%	15.9%	42.3%	57.7%
2011	24.2%	42.0%	17.7%	16.1%	41.9%	58.1%
2008	23.1%	41.6%	17.4%	17.9%	40.6%	59.4%
2002	19.8%	42.3%	18.8%	19.1%	38.6%	61.4%
1997	17.5%	52.2%	14.5%	15.8%	32.0%	68.0%
1993	13.9%	51.8%	15.2%	19.1%	29.1%	70.9%
1987	10.0%	48.8%	15.8%	25.4%	25.9%	74.1%
1981	8.1%	55.1%	13.8%	23.0%	21.9%	78.1%

Total Number of Faculty from 1990 to 2022

Year	Faculty	Percent Men	Percent Women
2022	1,189	51.0%	49.0%
2021	1,201	52.4%	47.6%
2020	1,212	52.5%	47.5%
2019	1,244	52.8%	47.2%
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%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

Percent Tenured Faculty by Gender from 1990 to 2022

Year	Count	Percent of All Faculty	Percent Men	Percent Women
2022	611	51.4%	58.6%	43.9%
2021	631	52.5%	60.1%	44.3%
2020	640	52.8%	60.2%	44.6%
2019	650	52.3%	60.1%	43.4%
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%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

STUDENT VERSUS FACULTY METRICS**Student Headcount and Credit Hours versus Faculty Headcount**

Metric	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Student Headcount	29,871	28,881	27,867	27,939	26,726	26,750	26,403	26,250	26,111	24,808
Student Credit Hours	323,408	314,820	307,143	307,456	304,285	304,185	300,550	294,620	289,936	271,924
Faculty Headcount	1,272	1,198	1,144	1,156	1,180	1,226	1,244	1,212	1,201	1,189

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

TENURE AND TENURE ELIGIBLE TRENDS**Tenure Status by Percent by Year**

Status	1987	1997	2009	2016	2019	2021	2022
Tenured	58.8%	67.3%	66.6%	59.3%	52.3%	52.5%	51.4%
Eligible	27.4%	19.0%	14.8%	17.8%	22.1%	24.2%	23.6%
Not Eligible	13.8%	13.7%	18.6%	22.9%	25.6%	23.3%	25.0%

New Hire Faculty on Tenure Track

Year	All Faculty	All New Hires	Tenure Track
2022	1,189	123	50
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
2013	1,272	68	24
2008	1,400	62	37

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

FACULTY PROFILE TRENDS

Academic Rank Profile

Year	Professor	Associate Professor	Assistant Professor	Instructor	Lecturers
2022	331	321	287	3	247
2021	360	309	304	9	219
2020	373	304	319	10	206
2019	373	310	318	22	221
2017	379	317	269	25	190
2016	392	327	228	19	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
1987	387	417	339	77	54

Academic Rank Profile (Percentages)

Year	Professor	Associate Professor	Assistant Professor	Instructor	Lecturers
2022	27.8%	27.0%	24.1%	0.3%	20.8%
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%
2016	33.9%	28.3%	19.7%	1.7%	16.4%
2014	36.0%	33.2%	15.7%	2.1%	13.0%
2011	34.7%	34.5%	15.8%	2.4%	12.6%
2008	33.6%	34.8%	18.0%	3.6%	9.9%
2005	31.5%	34.5%	22.0%	3.8%	8.4%
2002	31.2%	32.7%	25.2%	3.2%	7.6%
1999	30.8%	35.0%	24.7%	3.0%	6.5%
1996	32.4%	39.8%	19.3%	3.3%	5.2%
1993	31.9%	37.6%	22.1%	4.2%	4.2%
1990	29.3%	33.1%	29.5%	4.0%	4.2%
1987	30.4%	32.7%	26.6%	6.0%	4.2%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

Average Faculty Age

Year	Average Age	Tenured	Non-Tenured	Percent of Tenured Over 40
2022	51	56	45	92%
2021	52	57	46	95%
2020	52	57	46	96%
2019	52	57	45	97%
2017	52	57	45	97%
2016	53	58	46	98%
2014	54	57	47	96%
2011	53	57	47	97%
2008	54	57	47	97%
2005	52	55	46	96%
2002	50	54	44	95%
1999	50	53	43	96%
1996	50	53	43	94%
1993	49	51	43	90%
1990	48	51	42	89%
1987	46	50	40	88%

Years to Tenure by Gender

Year	Average	Women	Men
2022	5.2	5.2	5.1
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
1987	5.2	5.0	6.1

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

Minority Faculty Profile

Year	Count	Percent
2022	131	11.0%
2021	130	10.8%
2020	132	10.9%
2019	110	8.8%
2017	109	8.5%
2016	94	8.1%
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%

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

TENURE ELIGIBLE PROJECTIONS

Tenure Eligible Faculty by Anticipated Year of Tenure by Gender

Year	Gender	UM	UMA	UMF	UMFK	UMM	UMPI	USM	LAW	Total
2024	Men	10			1	1		8		20
2024	Women	11	4	2				13		30
2025	Men	14	3	2			2	8	1	30
2025	Women	11	10	1	2		1	11		36
2026	Men	10		2	2		1	12	1	28
2026	Women	8	1	2	2			11		24
2027	Men	7			1					8
2027	Women	8	3	1			1			13
2028	Men	14	5	1	1		2	2		25
2028	Women	18	6	2	1		2	3		32

Tenure Eligible Faculty by Anticipated Year of Tenure by Ethnicity

Year	Gender	UM	UMA	UMF	UMFK	UMM	UMPI	USM	LAW	Total
2024	Minority	4						5		9
2024	White	17	4	2	1	1		16		41
2025	Minority	6						3		9
2025	White	19	13	3	2		3	16	1	57
2026	Minority	4	1					9		14
2026	White	14		4	4		1	14	1	38
2027	Minority	4								4
2027	White	11	3	1	1		1			17
2028	Minority	8		1	1					10
2028	White	24	11	2	1		4	5		47

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

RETIREMENT PROJECTIONS**Number of Faculty Reaching Retirement Age (65) by Year**

2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
35	18	24	27	34	30	37	37	32	30

Number of Faculty Reaching Retirement Age (65) by Year (cont.)

2033	2034	2035	2036	2037	2038	2039	2040	2041	2042
30	25	27	30	35	30	35	21	30	27

UNIVERSITY OF MAINE SYSTEM – 2022-2023 FACULTY AND TENURE REPORT

FACULTY SABBATICALS**Faculty Sabbaticals 2011/12 to 2022/23**

Year	Fall	Spring	Academic Year	Total
2011/12	26	35	14	75
2014/15	25	26	28	79
2017/18	21	31	14	66
2020/21	12	21	11	44
2021/22	14	11	9	34
2022/23	26	23	15	64



**Vice Chancellor for
Academic Affairs**
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Orono, ME 04469

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Date: February 13, 2023

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

From: Dr. Jeffrey St. John, Interim VCAA

Regarding: 2022 AY Tenure Applications

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

Fifty-two applications were submitted to the University of Maine System (UMS) for evaluation in the 2022 academic year. Each of these applications were reviewed by me with respect to (a) adherence to BOT policy, (b) documentation, and (c) applicant quality and productivity. The pool includes 31 females (59%), with an overall distribution among the seven UMS universities as follows:

UM	21
UMA	4
UMF	2
UMFK	2
UM Law	1
UMPI	1
USM	21

The academic contributions of each of these applicants appear to meet the UMS and campus standards for tenure; and, in fact, all applicants were recommended across four levels of review on their respective campuses.

In summary, I concur with the campus recommendations to grant tenure to each of the 52 applicants. I am happy to address any questions or provide additional details as needed.


Chancellor Dannel Malloy

2.14.23

Date

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Tenure at time of hire, Professor in the Department of History, UM

INITIATED BY: David M. MacMahon, 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. Gabriel Paquette be awarded tenure at the rank of Professor in the Department of History within the College of Liberal Arts and Sciences at the University of Maine, effective February 3, 2023, in accordance with Board of Trustee Policy 310. Dr. Paquette was selected after an extensive search and rigorous evaluation process. Dr. Paquette's credentials have been reviewed by the faculty of the Department of History within the College of Liberal Arts and Sciences at the University of Maine and received their full support.

TEXT OF PROPOSED RESOLUTION:

That the Academic and Student Affairs Committee forwards this item to the March 26-27, 2023 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees accepts the recommendation of the Academic & Student Affairs Committee and approves tenure at time of hire, Professor in the College of Liberal Arts and Sciences at the University of Maine with tenure to be effective February 1, 2023

02/16/20023

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Tenure at Time of Hire, Professor in the Department of Kinesiology, Physical Education, and Athletic Training, UM

INITIATED BY: David M. MacMahon, 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. T Scott Marzilli be awarded tenure at the rank of Professor in the Department of Kinesiology, Physical Education, and Athletic Training within the College of Education and Human Development at the University of Maine, effective February 1, 2023, in accordance with Board of Trustee Policy 310. Dr. Marzilli was selected after an extensive search and rigorous evaluation process. Dr. Marzilli's credentials have been reviewed by the faculty of the College of Education and Human Development at the University of Maine and received their full support.

TEXT OF PROPOSED RESOLUTION:

That the Academic and Student Affairs Committee forwards this item to the March 26-27, 2023 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees accepts the recommendation of the Academic & Student Affairs Committee and approves tenure at time of hire, Professor in the School of Education and Human Development at the University of Maine with tenure to be effective February 1, 2023.

02/16/2023

University of Maine System
Board of Trustees

4

AGENDA ITEM SUMMARY

NAME OF ITEM: Unified Accreditation Update

INITIATED BY: David M. MacMahon, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

Transparency and Board Engagement

BACKGROUND:

Interim Vice Chancellor for Academic Affairs Jeffrey St. John will share three brief updates on recent and ongoing initiatives, including two undertaken in response to actions recommended in the NECHE evaluation team report.

02/16/2023

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

5

NAME OF ITEM: Maine College of Engineering and Computing Naming and UMaine/USM Engineering Framework Approval

INITIATED BY: David M. MacMahon, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

309 - [Organization & Establishment of Major Units](#)

UNIFIED ACCREDITATION CONNECTION:

The formation of a statewide Maine College of Engineering and Computing (MCEC) is a signature initiative of the Harold Alfond Foundation's \$240 million grant commitment to the University of Maine System, which relative to MCEC (formerly referred to as MCECIS) is intended to facilitate greater academic collaboration between UMS universities to better meet state needs for engineers and computer and information scientists.

BACKGROUND:

As part of larger UMS TRANSFORMS \$240 million investment by the Harold Alfond Foundation, the Maine College of Engineering, Computing and Information Science initiative was awarded \$75 million over 12 years (2022-2033), \$50 million of which is intended to renovate existing engineering infrastructure and \$25 million of which is intended to support scholarships; new faculty, faculty development, and curricular innovation; planning, development, and administration of the new college; and assessment and marketing. UMS is required to match an additional \$75 million that advances the initiative through privately raised funds and corporate philanthropy, state support (bonding, debt service, or targeted appropriation), and federal grants and congressionally directed spending.

USM engineering faculty and administration requested in November 2021 that UMS commit in writing to an arrangement that allowed USM to continue granting engineering degrees in its own programs even as they partner with University of Maine engineering programs in MCEC. Further, USM requested to retain administrative control over the USM Department of Engineering and continue to be the "home" of USM engineering faculty.

A proposed MOU was reviewed and approved by the Academic & Student Affairs (ASA) Committee at its May 2022 meeting and was originally intended to go before the Board for consideration in June 2022. Given the arrival of a new president at USM, a new Dean of Engineering at UM, and the desire to review reports received from numerous system-wide consultative working groups convened to consider all areas of impact of MCEC, the proposed MOU was not moved forward to the Board.

02/16/2023

The proposed MCEC MOU that will be presented at the February 2023 ASA Committee meeting has been modified based on the feedback from all the stakeholder groups noted above.

Vice Chancellors Joan Ferrini-Mundy and Carolyn Dorsey (co-Principal Investigators for the UMS TRANSFORMS Harold Alfond Foundation grant initiatives) and USM President Jacqueline Edmondson will discuss the revised MCEC MOU framework highlighting modifications made from the initial version, offer an overview of the stakeholder approval process to date, and offer next steps in the planning process.

TEXT OF PROPOSED RESOLUTION:

That the Academic and Student Affairs Committee of the Board of Trustees approves the following resolution to be forwarded to the full Board of Trustees for approval at the March 26-27, 2023, Board meeting:

That the Board of Trustees:

- Approves the renaming of the University of Maine College of Engineering to be the Maine College of Engineering and Computing (MCEC), to be effective April 1, 2023;
- Approves, under Board Policy 309 – *Organization and Establishment of Major Units*, the conceptual framework for collaboration and participation by USM engineering programs in MCEC as described in the February 2023 MCEC MOU; and
- Encourages and confirms the faculty's shared governance responsibility for curriculum and academic policy development, program and university collaboration, and a focus and strong emphasis on DEI within MCEC and UMS TRANSFORMS.

02/16/2023

Memorandum of Understanding Regarding Formation and Initial Governance of the Maine College of Engineering and Computing (MCEC)

This Memorandum of Understanding (MOU) among the undersigned Co-Principal Investigators of UMS TRANSFORMS, the Vice Chancellor for Strategic Initiatives, the President of the University of Maine, the President of the University of Southern Maine (USM), and the Chancellor of the University of Maine System (UMS) documents their agreement to the process and initial framework specified below regarding the basic structure, administration, and governance planned for the Harold Alfond Foundation-funded initiative to establish the Maine College of Engineering and Computing (MCEC) and include the existing USM engineering department.

This MOU is not a legal contract between USM and UMaine, as UMS universities do not have the legal capacity to contract between themselves. However, it is the intent and promise of the undersigned that these provisions be honored and presented to the UMS Board for approval following the process described below. The MOU remains subject to UMS Board Policy 309 and final review and approval of its relevant provisions by the UMS Board of Trustees.

Process

- This MOU will be submitted to the Chief Academic Officers Committee on February 21st and to the UMS Faculty Governance Council on March 6th for information. The MOU will be provided to AFUM at the same time. The framework further specified below, including as updated in the discretion of the Co-Principal Investigators, USM President, UMaine President, and UMS Chancellor, will thereafter be presented to the full UMS Board of Trustees for review and approval pursuant to UMS Board Policy 309 at its March 2023 meeting.
- Although this MOU relates specifically to engineering, shared governance and administrative discussions related to the future relationship of UMaine's School of Computing and Information Science and other UMS university computing programs and departments to and within MCEC are ongoing and will be addressed in supplements to this MOU, submitted for review and comment to the appropriate faculty shared governance bodies, and the UMS Board of Trustees for review and approval.

Initial MCEC Administrative and Governance Framework for Engineering

- The existing College of Engineering at the University of Maine will be renamed the Maine College of Engineering and Computing (MCEC). The current USM engineering department will participate in MCEC, as both a USM degree-granting academic department administratively housed within USM as well as a cooperating department within MCEC with coordination between the head of the USM engineering department and their counterpart UMaine programs, as explained further below.
- In accordance with the provisions of a cooperating department USM will continue to be the "home University" of USM engineering faculty. This provision does not restrict future collaborative faculty appointments within MCEC or between universities participating in MCEC.

- Undergraduate students who complete the degree requirements for any of USM's engineering degree programs will be awarded degrees in the name of USM. This provision does not restrict (i) the development of future collaborative engineering degree opportunities within MCEC or between universities participating in MCEC, or (ii) USM students from electing to complete degree requirements for other degrees in other MCEC programs that exist at its initiation or are established later or (iii) MCEC students from electing to complete degree requirements for other degrees in other USM programs that exist at its initiation or are established later.
- The MCEC Dean will have primary administrative responsibility for MCEC and convening its executive committee. The head of the USM engineering department and the appropriate chairs of counterpart engineering departments at UMaine will coordinate closely regarding departmental and program curricular matters, future faculty hires in engineering, research, public service and outreach, and related matters affecting MCEC, with the goal being to build forward-looking, collaborative, and innovative program options that achieve strategic complementarity. The head of the USM engineering department will continue to report through USM's existing academic organizational chart. Executive committee composition will expand as additional academic programs join MCEC.
- Plans for programmatic coordination and collaboration within MCEC will build on the UMS Academic Program Review and Integration Process (APRIP) Engineering Team report recommendations from 2015 and the February 2018 report titled "Growing Engineering to Grow Maine's Economy: Five-Year Plan to Build Up Engineering in the University of Maine System."
- USM will receive an appropriation of HAF funds to support programmatic initiatives consistent with UMS TRANSFORMS goals proportional to student enrollment in the USM engineering department. USM will be responsible for raising comparable challenge match dollars.
- Subject to UMS Board, university, and college policies, at the formation of MCEC, USM engineering faculty will retain primary control of USM engineering curriculum, as is customary for academic departments. It is expected that USM engineering degree programs will maintain ABET accreditation independently. Engineering and computing-curricular committees will be convened by the MCEC Dean in consultation with the Dean of the College of Science, Technology, and Health (CSTH) at USM, and others as appropriate, to coordinate both distinct and collaborative academic offerings by and among UMS universities participating in MCEC in the future, with a goal of meeting the engineering and computing needs of the Maine economy and maximizing strengths and efficiencies in and among USM and UMaine and other System universities.
- Review of engineering and computing facilities will be undertaken at both universities for consideration of implementation of MCEC plans and for growth of the production of engineers and computer scientists. This review will form the basis, together with the established goals and vision of MCEC and UMS capital infrastructure needs generally, for future facilities renovation and planning at both universities. Future capital projects will include the Green Engineering and Materials (GEM) building and consideration for renovation/replacement of UMaine's Boardman, Barrows, Jenness, and Crosby halls, future expansions to accommodate growth, and consideration for renovation as well as of USM's John Mitchell Center and other USM facilities deemed important to MCEC's future.

As of the signing of this specific MOU, [date] UMS Board review and action on the plans described in this MOU is not yet expected to include integration of UMaine's School of Computing and Information

Science and other UMS computing and information sciences programs, since planning for those matters continues through the UMS TRANSFORMS MCEC steering and working committees. Additional MOUs and a process similar to that followed for MCEC engineering will be developed for computing about how these areas will be coordinated and/or integrated with MCEC as appropriate.

Effective Term

The terms in this MOU are intended to apply to the formation and initial operation of MCEC with respect to the USM engineering department and the renaming of UMaine's College of Engineering to become and operate thereafter as MCEC. The programs, administration and governance of MCEC will be reviewed and subject to future evolution under UMS Board Policy 309 no later than three years after this MOU is signed, or sooner upon the Chancellor's request.

The substance of this MOU was first communicated to the faculty of the USM Department of Engineering on May 19, 2021.

Jacqueline Edmondson, President, University of Southern Maine

Joan Ferrini-Mundy, President, University of Maine

Carolyn Dorsey, University of Maine System Vice Chancellor for Strategic Initiatives

Dannel P. Malloy, Chancellor, UMS



Maine College of Engineering and Computing (MCEC)

*Access, excellence and
opportunity for all Maine
students*

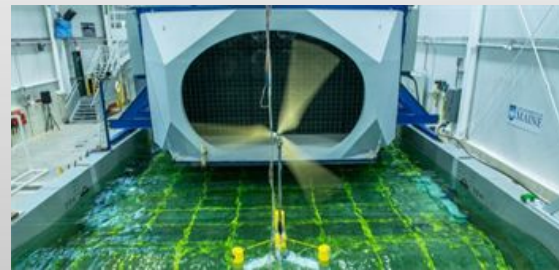
*Academic and Student Affairs
Committee Update*

February 27, 2023



Answering the need for thousands of new engineering, computing, and information science graduates in Maine through a new statewide college offering **expanded** educational opportunities in **collaboration** with programs across the University of Maine System.

5.2



Our highest priority is empowering and educating Maine's future workforce 5.2

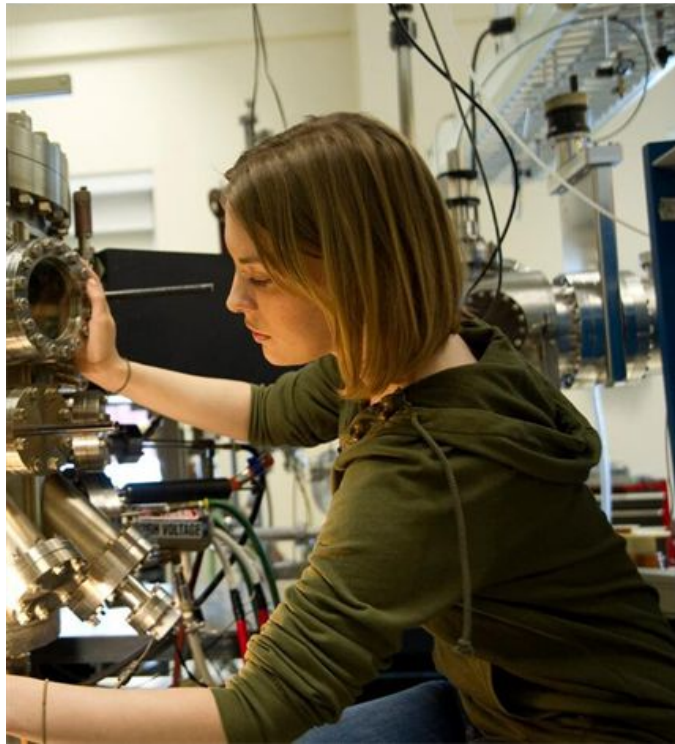


- Doubles graduates to meet Maine's workforce needs
- Doubles faculty and research funding
- Upgrades and expands facilities with state-of-the-art classrooms, labs, and meeting space
- Increases diversity
- Creates opportunities for shared programs, interdisciplinary structures, and partnerships



We are making progress and capitalizing on opportunities.

5.2



We are creating the factory of the future. 5.2



Green Engineering and Materials (GEM) Lab

- Frontier research and development
- Student access and opportunities
- Cutting edge AI technologies



We are taking a statewide system-wide approach. 5.2

- Additional undergraduate engineering and computing programs at UMaine and USM
- UMaine graduate engineering programs based in Portland
- Expanded pathways into the statewide college from all UMS universities, community colleges, and preK–12
- New opportunities for shared programs, interdisciplinary structures and partnerships



UMaine College of Engineering



- A full suite of undergraduate and graduate programs encompassing 11 distinct disciplines
- 93% of all B.S. and 100 % of M.S. and Ph.D. engineers in Maine
- 57% get their first job in Maine
- Placement rates of 99% with great reputations among CEOs of Maine's major companies
- Almost 2,000 undergraduates enrolled
- In 2020-2021 364 degrees conferred (37 graduate)
- Total of 77.5 FTE faculty



USM Department of Engineering



UNIVERSITY OF
SOUTHERN MAINE

5.2

- Provides 3 undergraduate degrees in engineering
 - Electrical and Computer Engineering (EE)
 - Mechanical Engineering (ME)
 - *new* Industrial Engineering (IE)
- In 2020-21 USM had a total enrollment of 234
 - EE enrolled 96 students / ME enrolled 138
- In 2020-21 there were 45 degrees conferred
 - EE conferred 20 / ME conferred 25
- Total of 8 FTE faculty



We have revised the MOU to reflect stakeholder feedback. 5.2



- Reflects *new* preferred name: Maine College of Engineering and Computing
- Changes reference to USM engineering *programs* to USM engineering *department*
- Amends reference to USM as a *Division of engineering* within MCEC to a *cooperating department* within MCEC
- Deletes reference to USM faculty *with appointments in the USM Division of Engineering in MCEC* and replaces it with *in accordance with the provisions of a cooperating department.*

We are asking ASA to approve the following resolution.

5.2



UMS seeks Academic and Student Affairs Committee approval for the BOT to:

- Authorize the renaming of the UMaine College of Engineering to the Maine College of Engineering and Computing
- Approve the conceptual framework for collaboration and participation by USM engineering programs in MCEC as described in the MOU; and
- Confirm shared governance faculty responsibility for curriculum and academic policy and the overall DEI emphasis for the work.



University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Faculty Initiated Discussion

INITIATED BY: David M. MacMahon, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

NA

UNIFIED ACCREDITATION CONNECTION:

Board and Faculty engagement

BACKGROUND:

The Academic and Student Affairs (ASA) Committee of the Board invites faculty-rank members of the Faculty Representative to the Board of Trustees to bring forward discussion items relevant to their university communities and the University of Maine System. The faculty representatives, working in conjunction with the ASA Chair, have decided that the February 2023 ASA meeting's subject will be shared governance, including: 1.) a discussion of the Board's 2007 Statement on Shared Governance, and 2.) clarity on the roles of faculty and campus personnel in shared governance.

02/16/2023

University of Maine System

Board of Trustees

Statement on Shared Governance

The University of Maine System is a public body created by charter and state statutes to carry out responsibilities on behalf of the citizens of Maine. Authority to carry out these responsibilities is vested in the Board of Trustees, appointed by the Governor and confirmed by the Legislature. The following statement on Shared Governance expresses the System's commitment to fostering an atmosphere of trust, communication, and participation. The statement, however, is in no way intended to jeopardize, modify or minimize the authority of the Board of Trustees assigned by the State of Maine.

Shared governance relates to collaboration in specific areas where the mission of a University is strengthened by the joint participation of administrators and faculty members. Shared governance does not mean everything has to be done by joint efforts or by delegating decision making to faculty members; rather, it is an approach whereby the talents and collective intelligence of the university community are used to make effective and efficient decisions in specific areas.

The Board of Trustees affirms its support of governance systems and processes that are characterized by collaboration between the Board, the administration, faculty, students and staff in communication and decision making. Collaboration benefits the quality of education by:

Creating an atmosphere that fosters trust:

Effective decision-making depends on accountability and the development of trust among the parties. This trust then provides the foundation for effective activities and efficient use of participants' time and reflects the collective knowledge of both faculty members and administrators.

Enhancing communication and participation:

Effective communication is essential for successful shared governance. With respect to major decisions that could affect the educational process, such as budgeting, communication and program changes, input from all involved groups should be sought early in the process and final decisions should be communicated to all parties. Channels for communication should be widely known and participation encouraged.

Encouraging participation and efficiency:

Those involved in shared governance need to be sufficiently informed to participate effectively. Efficiency in implementing decisions is the result of clearly defined roles and willing participation or understanding among those affected. Suitable resources and support must be made available for effective and efficient implementation of collaborative decisions.

Through governance bodies established at the university level, and through the roles of faculty and student representatives to the Board of Trustees, the University of Maine System Board of Trustees strives to strengthen communication and participation of faculty, students and staff.

At the university level, there are three major areas in which shared governance plays a role, as described below:

1. Academic policies.
2. Peer Review and Academic Administrative Selection processes
3. Budget and Strategic Planning

Faculty have a critical role in fundamental areas such as curriculum, instruction, research and student life. Faculty engagement in these areas is important to assure the competence and quality of university graduates.

Faculty participate in the selection and review of their peers, including recommendations for appointment, reappointment, promotion and tenure, in accordance with the boundaries of the collective bargaining agreement. Faculty also participate in the selection process for academic administrators.

In major decisions regarding the direction of the university, such as mission, strategic plans and budgets, it is desirable that input be sought from all involved groups early in the process and that final decisions be communicated to all parties. Channels for communication, consultation and information dissemination should be widely known and documented. Faculty participation in discussion of these topics should be encouraged.

Policy

Each university is expected to have in place a policy that clearly outlines how collaborative discussion of critical academic issues occurs at the university. This policy will be consistent with the guidelines in this document and in most cases will be embodied in the by-laws of the faculty governance body.

Approved by the UMS Board of Trustees on March 23, 2007.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Student Representative Discussion

INITIATED BY: David M. MacMahon, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

The Academic and Student Affairs Committee of the Board invites Student Representatives of the Board of Trustees to bring forward discussion items relevant to their university communities and the University of Maine System. This month's discussion will be specific to campus communication from and between the administration and the students. Rachael Smith, the student representative from the University of Maine at Machias, will introduce the discussion.

02/16/2023