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Public  
Universities*

UNIVERSITY OF MAINE SYSTEM

# **Faculty and Tenure Statistics**

2019 - 2020

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

**March 2020**

# 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 2020, reflecting the 2019-2020 academic year. For the purpose of this report, a faculty member is defined as any full-time regular professional employee with a rank of professor, associate professor, assistant professor, instructor, or lecturer. Included are teaching faculty and administrators with rank who may or may not be teaching.

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# University Of Maine System

## Faculty and Tenure Statistics: Highlights

### Number of Faculty

- 1,244 faculty are included in this report. The number of faculty grew steadily throughout the 1980's; decreased throughout the 1990's, rose from 1997 to 2007, then declined steadily until 2015. There has been a steady increase from 2015 to 2019. The change in the number of faculty continues to follow enrollment trends
- There are 18 more faculty than last year. Tenured faculty decreased to 650 from 658 last year, and the number of faculty without tenure increased over last year's number by 26 to reach 594.
- 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. 43 faculty members are in the partial retirement program.
- There are 33 faculty members who will be considered for tenure in the coming academic year.

### Tenured and Non-tenured Faculty

- 52.3% (650) of the faculty have tenure. The percentage of tenured faculty varies from a high of 71.4% at UMM due to turnover in non-tenured faculty, to a low of 47.6% at USM due to turnover in tenured faculty.
- The percent of tenured faculty at UMS decreased this year to 52.3% from last year's 53.7%.
- 47.7% (594) of UMS faculty do not have tenure. Of this number, 46.3% (275) are eligible for tenure, and 53.7% (319) are not eligible for tenure.

On average, a faculty member serves 5.2 years in the University of Maine System before being awarded tenure. The average years of service from date of appointment to tenure has remained relatively consistent since 2009's value of 5.4 years.

- There are 66 pre-tenured faculty who have 5 or more years of service that are eligible for tenure over the next two academic years.
- There were 96 new faculty hired in 2019, of this number 45 (46.9%) are eligible for tenure.

# University Of Maine System

## Faculty and Tenure Statistics: Highlights

### Women and Minority Faculty

- Of the total faculty 47.2% (587) are women and 52.8% (657) are men. The proportion of women faculty ranges from a high of 59.5% at UMF to a low of 39.5% at UM.
- The percentage of faculty who are women has increased from 40.6% in 2009 to 47.2% in 2019. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 60.1% of men faculty have tenure, and 43.4% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 40.9% at UM and 38.5% 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 continues to be substantially lower than the percentage of men with tenure (60.1%).
- Women are under-represented at the rank of full professor; 21.1% of women are professors while 37.9% of men are professors. The percentage of women professors has steadily decreased since the peak in 2014/15 at 25.4%. In 2003, 22.5% of women were professors.
- Women faculty have an average of 5.3 years of service in a tenure track appointment when awarded tenure; men faculty serve 5.2 years on average before being awarded tenure. In this year's report a revised method for calculating this metric was employed that used the tenure track start date as the beginning date as opposed to the first date of employment within UMS regardless of appointment type.
- Minority faculty members have increased from last year at 110 from 100, or 8.8% 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 5.3% minority population as reported by the U.S. Census Bureau.

# University Of Maine System

## Faculty and Tenure Statistics: Highlights

### Age Distribution

- The average age of all faculty has continued to decrease over the last few years. The average age this year decreased slightly from last year at 51.9 down to 51.7.
- Tenured faculty average 57.0 years of age and non-tenured faculty average 45.4 years of age.
- The average age varies from 50.3 years at UM to 55.2 years at UMA.
- The average age of faculty by rank is: professors, 60.4; associate professors, 53.6; assistant professors, 42.3; instructors, 55.6; and lecturers, 47.3.
- 97.7% of tenured faculty are age 40 or older while 62.2% 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%.
- 272 tenured faculty (360 total faculty) are over the age of 60 and 138 tenured faculty (172 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 2020 to fiscal year 2024, 185 faculty members will attain age 65.

### Disciplines

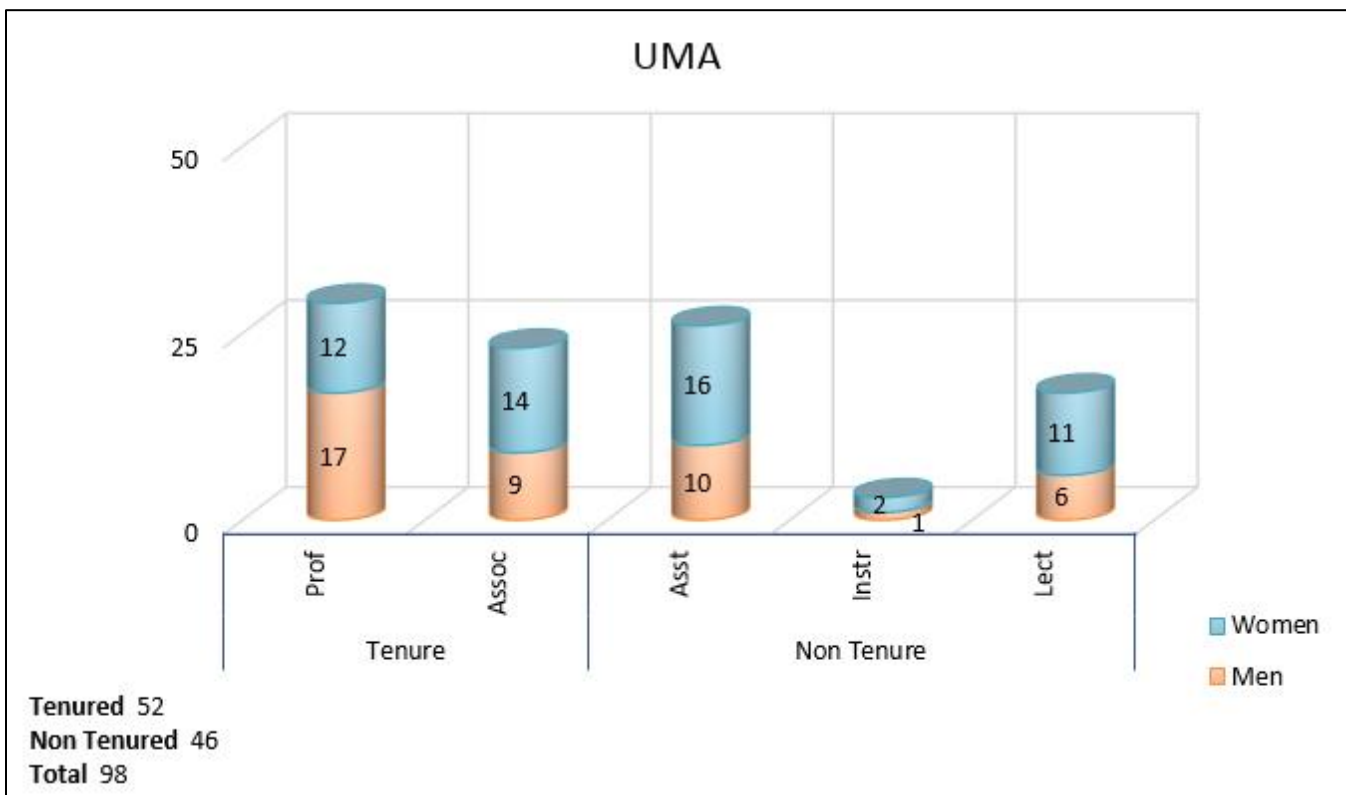
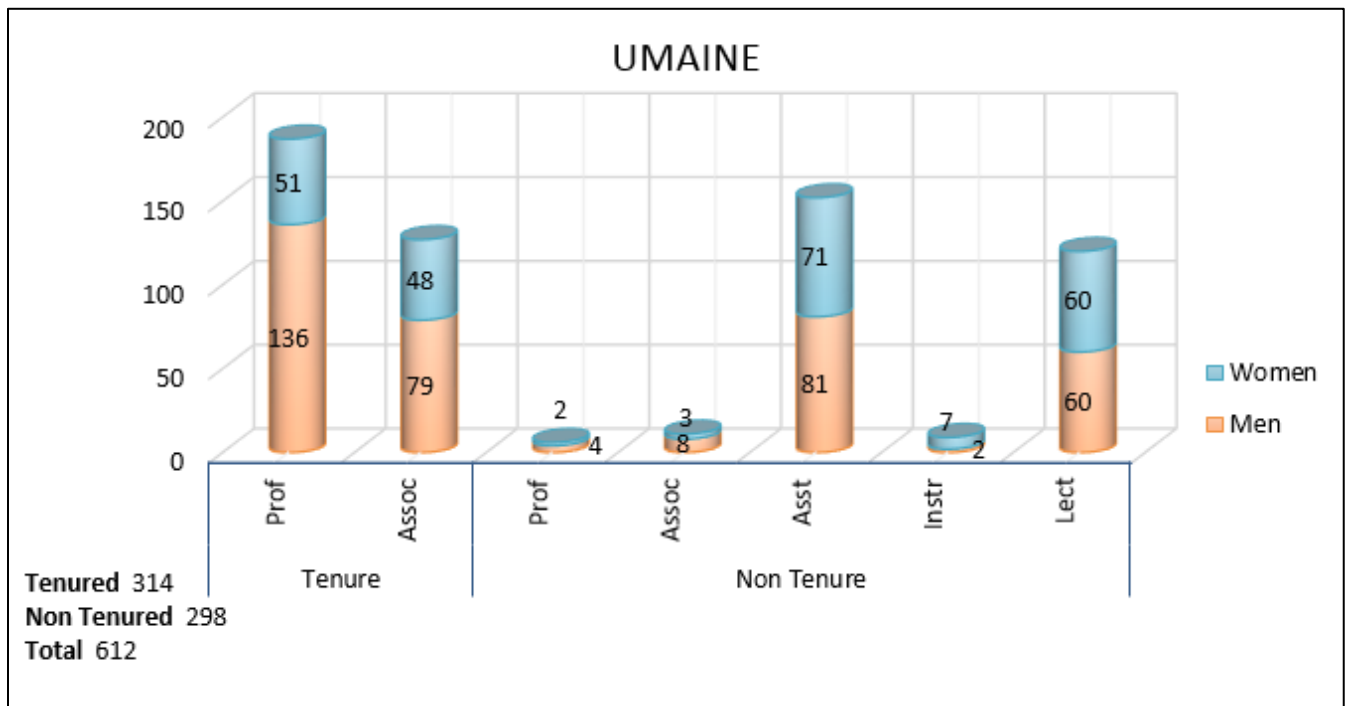
- Education is the discipline area with the largest number of faculty (151), followed by Health Sciences (99), Biological and Life Sciences (95), Social Sciences (94), and Physical Sciences (93). The top 10 disciplines have remained constant for the past five years.

### Sabbaticals

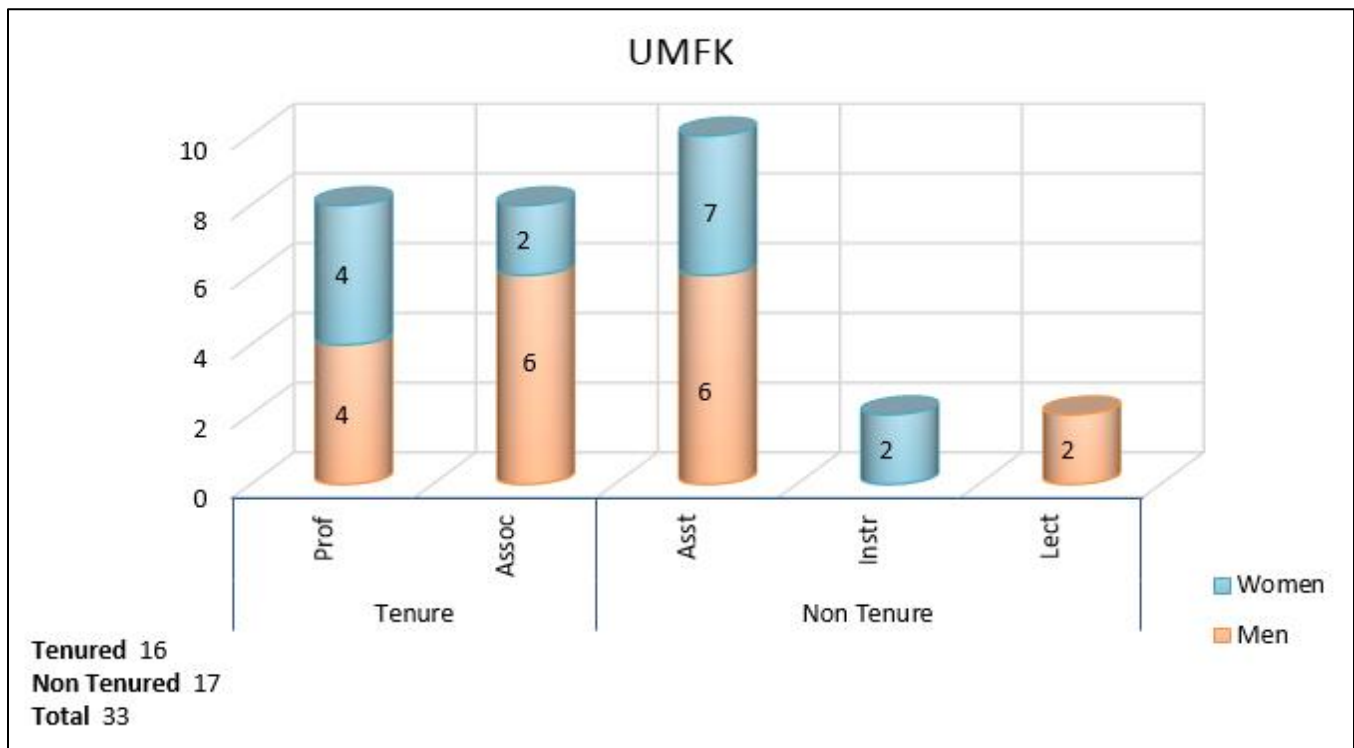
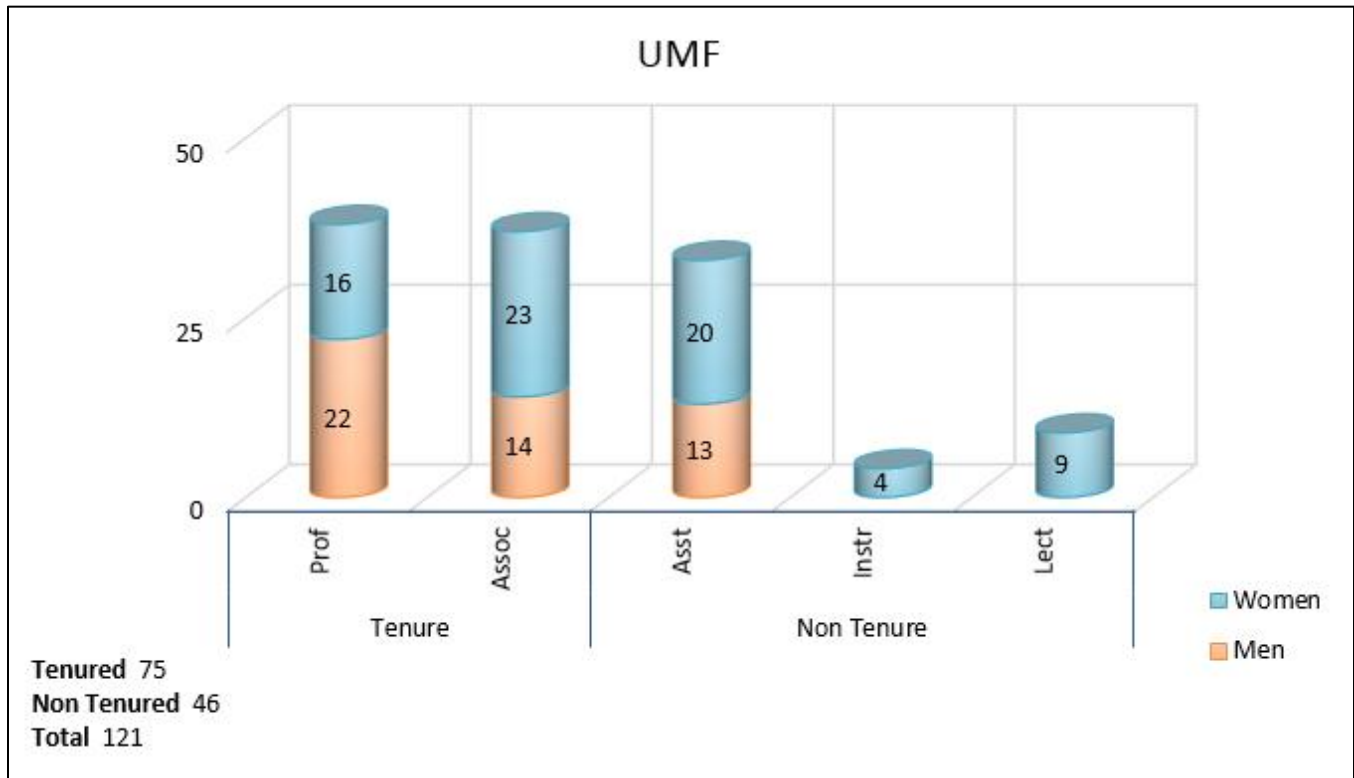
- The AFUM collective bargaining agreement provides 51 sabbaticals per year across all Universities. Additional sabbaticals may be granted at the discretion of the departments if there are no additional costs to the University and the Chief Administrative Officer recommends additional awards.
- The total 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 19/20. There were 71 faculty on sabbatical this year, which is up 13 from the prior year.

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

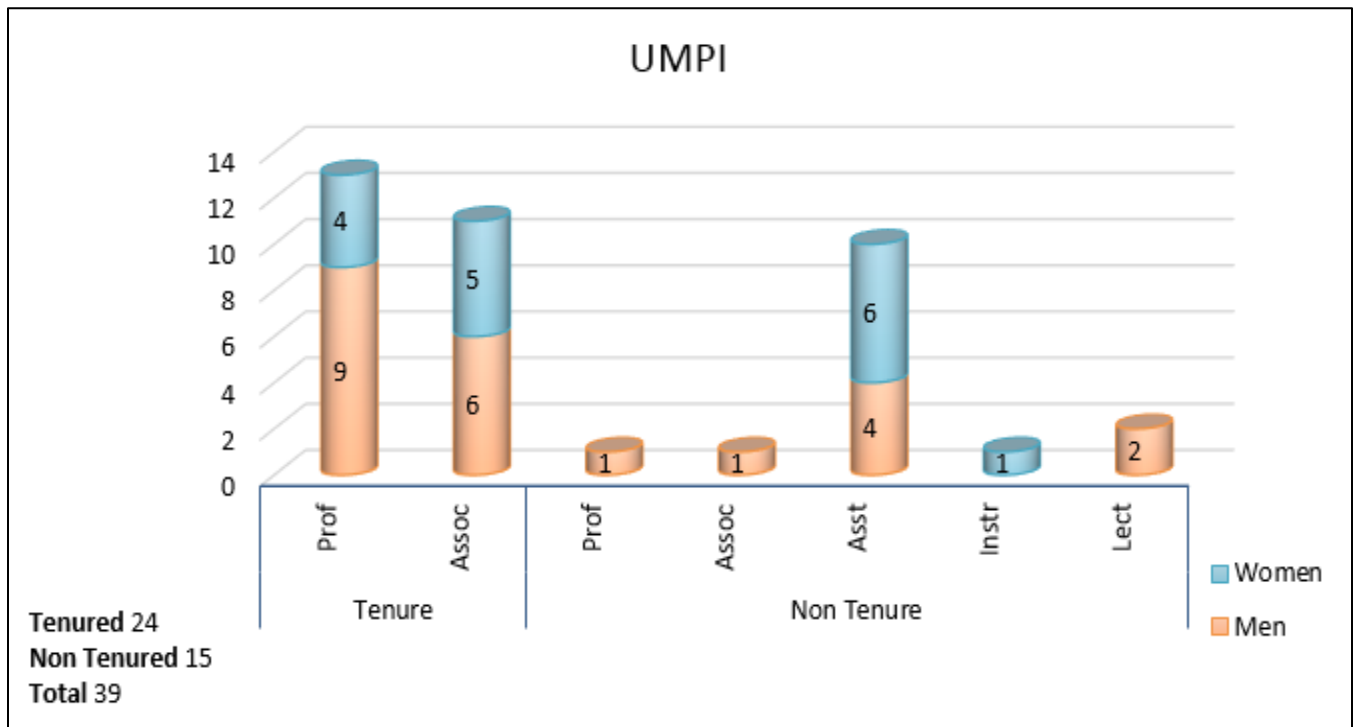
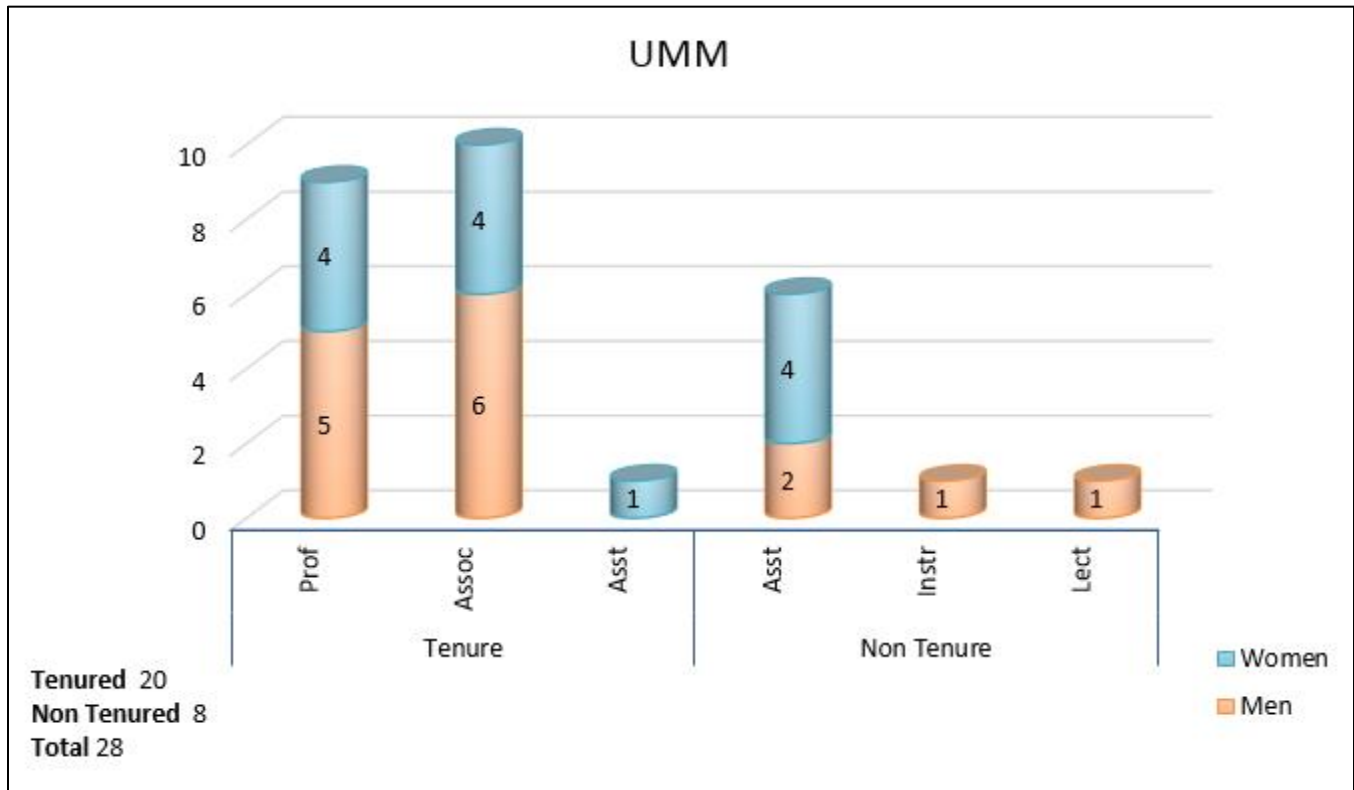
## Tenure Status by Rank and University



## Tenure Status by Rank and University

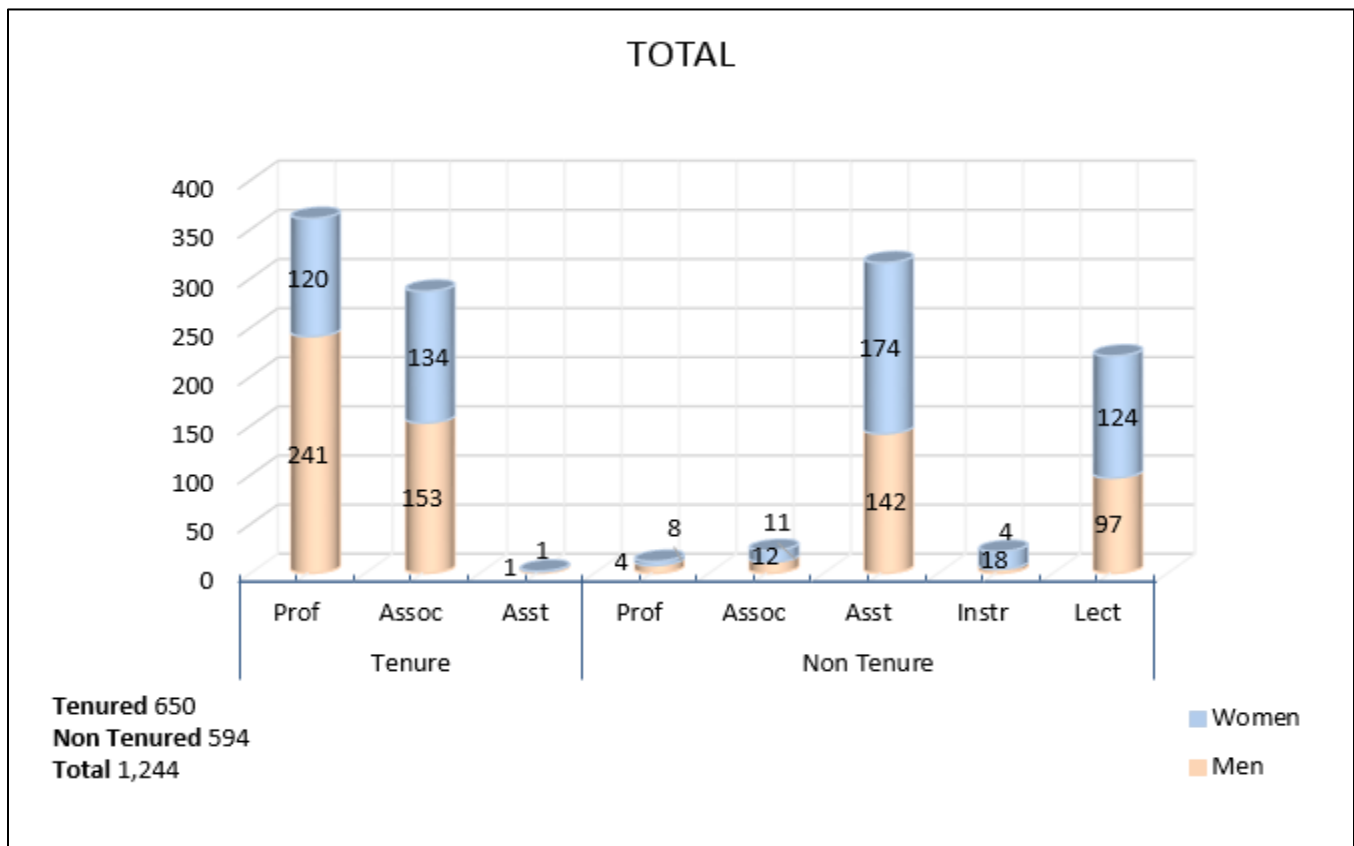
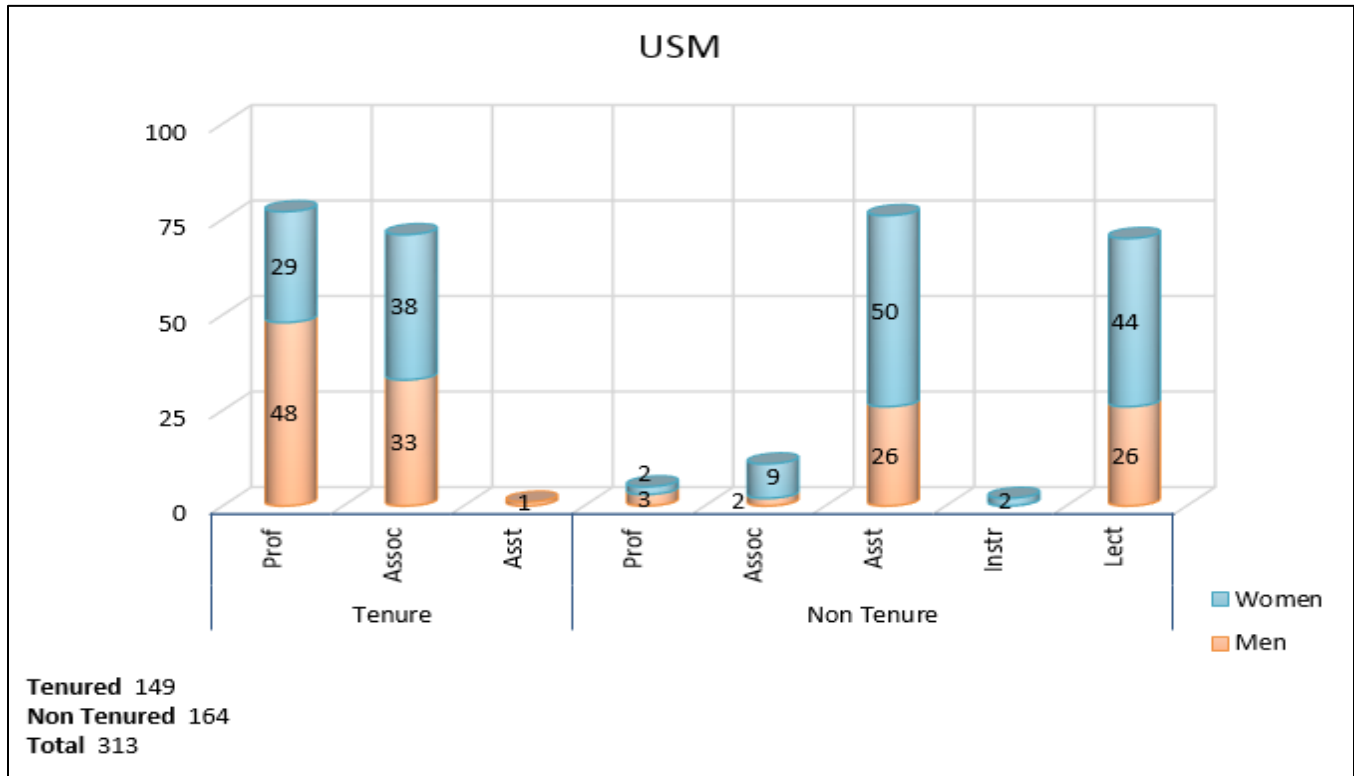


## Tenure Status by Rank and University

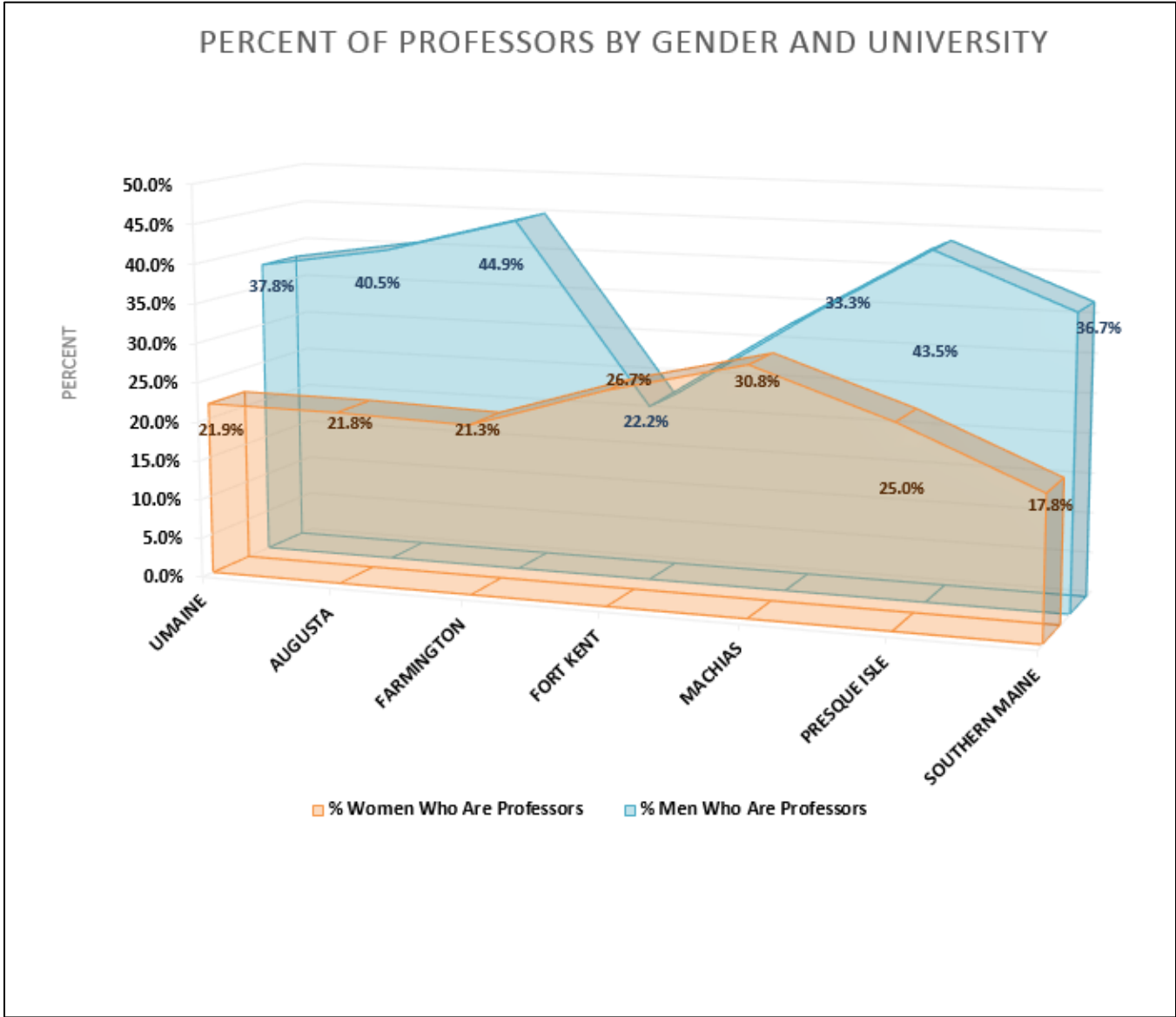




## Tenure Status by Rank and University



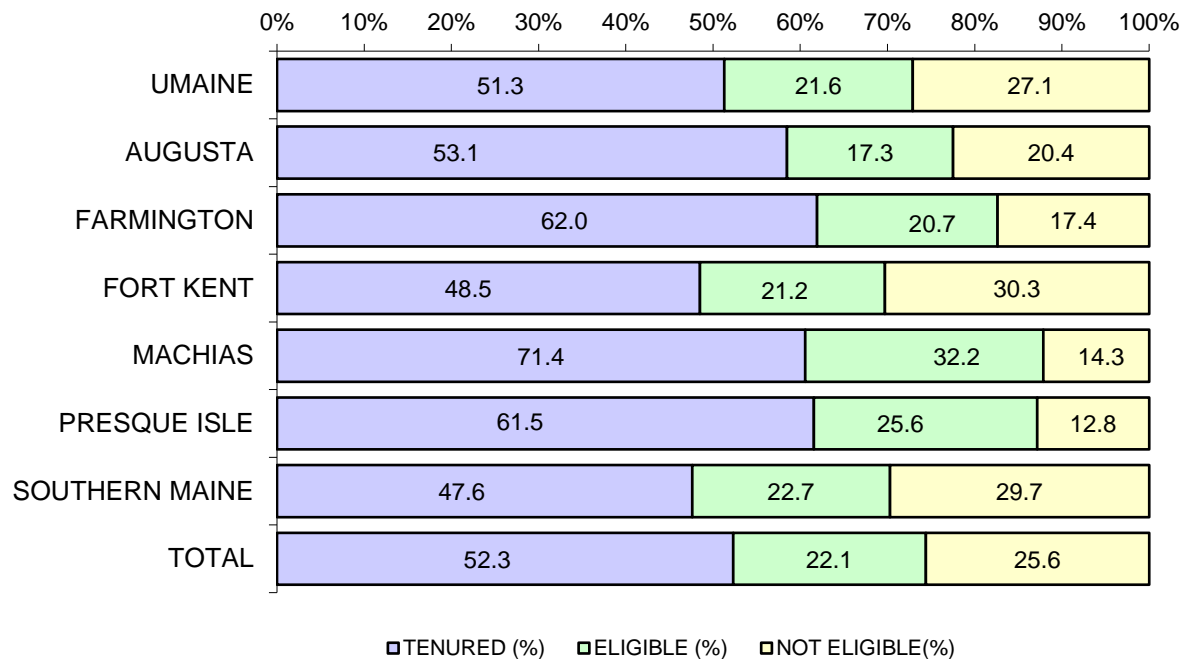
# Percent of Professors by Gender and University



## Tenure Status by Gender and University

UNIVERSITY	TENURED WOMEN			TENURED MEN			TENURED FACULTY	
	NO.	% OF TOTAL WOMEN FACULTY		NO.	% OF TOTAL MEN FACULTY		NO.	% OF TOTAL FACULTY
UMAINE	99	40.9%		215	58.1%		314	51.3%
AUGUSTA	26	47.3%		26	60.5%		52	53.1%
FARMINGTON	39	54.2%		36	73.5%		75	62.0%
FORT KENT	6	40.0%		10	55.6%		16	48.5%
MACHIAS	9	69.2%		11	73.3%		20	71.4%
PRESQUE ISLE	9	56.3%		15	65.2%		24	61.5%
SOUTHERN MAINE	67	38.5%		82	59.0%		149	47.6%
TOTAL	255	43.4%		395	60.1%		650	52.3%

## Tenure Status by University



## Tenure Status by University Number of Non-Tenured Faculty

UNIVERSITY	TOTAL NUMBER OF TENURED FACULTY	ELIGIBLE FOR TENURE	NOT ELIGIBLE FOR TENURE	TOTAL NOT TENURED	TENURED OR ELIGIBLE FOR TENURE	TOTAL FACULTY
UMAINE	314	132	166	298	446	612
AUGUSTA	52	26	20	46	78	98
FARMINGTON	75	25	21	46	100	121
FORT KENT	16	7	10	17	23	33
MACHIAS	20	4	4	8	24	28
PRESQUE ISLE	24	10	5	15	34	39
SOUTHERN MAINE	149	71	93	164	220	313
<b>TOTAL</b>	<b>650</b>	<b>275</b>	<b>319</b>	<b>594</b>	<b>925</b>	<b>1,244</b>

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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	51.3	72.9	27.1	44.3
AUGUSTA	66.7	53.1	79.6	20.4	56.5
FARMINGTON	75.0	62.0	82.6	17.4	54.3
FORT KENT	69.6	48.5	69.7	30.3	41.2
MACHIAS	83.3	71.4	85.7	14.3	50.0
PRESQUE ISLE	70.6	61.5	87.2	12.8	66.7
SOUTHERN MAINE	67.7	47.6	70.3	29.7	43.3
<b>TOTAL</b>	<b>70.3</b>	<b>52.3</b>	<b>74.4</b>	<b>25.6</b>	<b>46.3</b>

### Ethnicity by Tenure Status

ETHNICITY	TENURE		ELIGIBLE FOR TENURE		NOT ELIGIBLE FOR TENURE		TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
WHITE	600	92.3%	244	88.7%	290	90.9%	1,134	91.2%
MINORITY	50	7.7%	31	11.3%	29	9.1%	110	8.8%
TOTAL	650	100.0%	275	100.0%	319	100.0%	1,244	100.0%

### Ethnicity by University

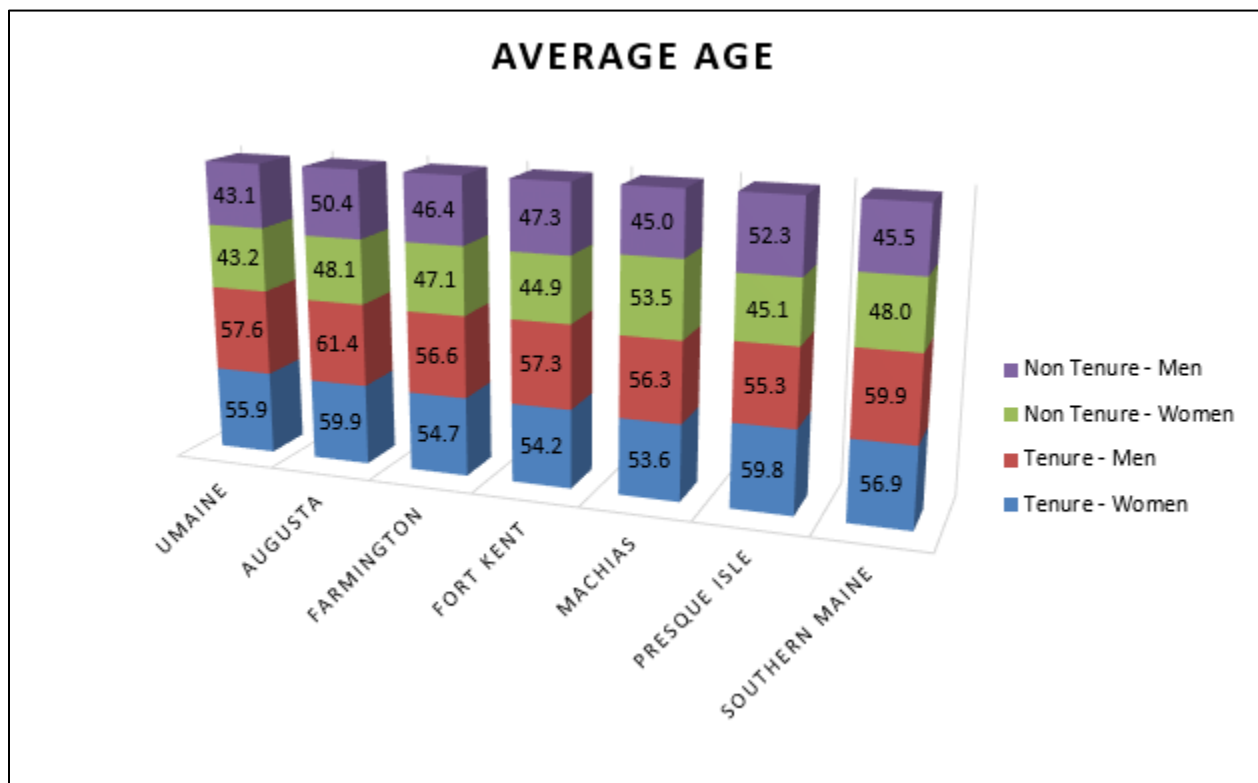
UNIVERSITY	MINORITY NUMBER	MINORITY PERCENT
UMAINE	66	10.8
AUGUSTA	2	2.0
FARMINGTON	5	4.1
FORT KENT	3	9.1
MACHIAS	0	0.0
PRESQUE ISLE	4	10.3
SOUTHERN MAINE	30	9.6
TOTAL	110	8.8

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

UNIVERSITY	WOMEN	MEN	TOTAL
UMAINE	5.4	5.0	5.1
AUGUSTA	5.9	6.0	5.9
FARMINGTON	4.8	5.1	5.0
FORT KENT	5.3	5.6	5.5
MACHIAS	5.9	5.6	5.8
PRESQUE ISLE	5.6	4.9	5.1
SOUTHERN MAINE	5.3	5.2	5.2
TOTAL	5.3	5.2	5.2

## Average Age by Gender and University

	Tenured			Non Tenured			Grand Total
	Women	Men	Total	Women	Men	Total	
UMAINE	55.9	57.6	57.1	43.2	43.1	43.2	50.3
AUGUSTA	59.9	61.4	60.6	48.1	50.4	49.0	55.2
FARMINGTON	54.7	56.6	55.6	47.1	46.4	46.9	52.3
FORT KENT	54.2	57.3	56.1	44.9	47.3	46.0	50.9
MACHIAS	53.6	56.3	55.1	53.5	45.0	49.3	53.4
PRESQUE ISLE	59.8	55.3	57.0	45.1	52.3	48.9	53.9
SOUTHERN MAINE	56.9	59.9	58.5	48.0	45.5	47.1	52.6
<b>Grand Total</b>	<b>56.4</b>	<b>58.1</b>	<b>57.4</b>	<b>45.8</b>	<b>44.7</b>	<b>45.3</b>	<b>51.6</b>



## Average Age by Gender and Rank

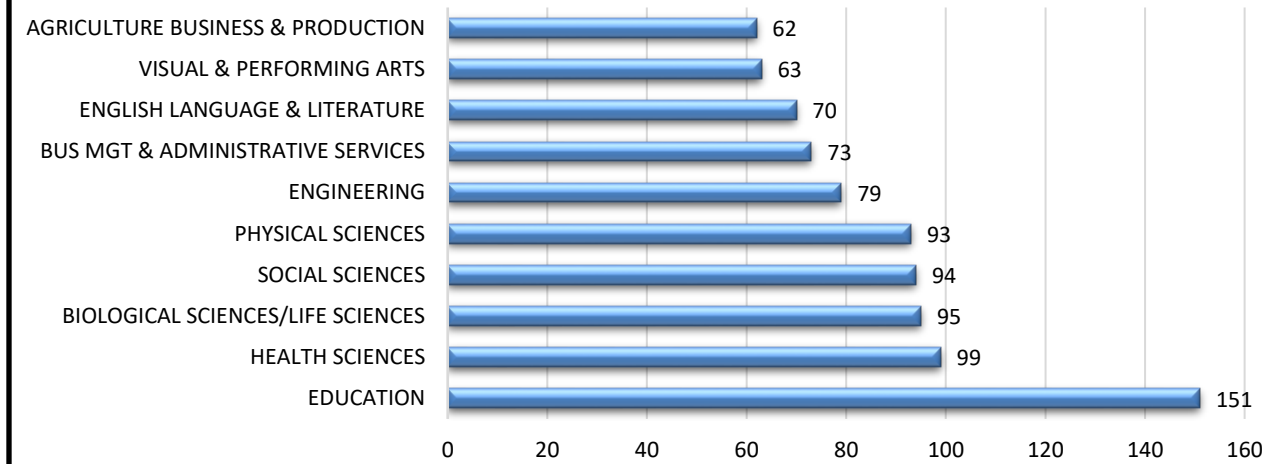
University	Rank	Tenure			Non Tenure			Total
		Women	Men	Total	Women	Men	Total	
UMAINE	Professor	60.9	60.8	60.8	69.0	64.5	66.0	61.0
	Associate Professor	50.6	52.2	51.6	57.0	56.5	56.6	52.0
	Assistant Professor				40.3	38.9	39.5	39.5
	Instructor				55.6	64.0	57.4	57.4
	Lecturer				43.7	44.9	44.3	44.3
UMAINE Total		55.9	57.6	57.1	43.2	43.1	43.2	50.3
AUGUSTA	Professor	63.2	64.1	63.7				63.7
	Associate Professor	57.1	56.2	56.7				56.7
	Assistant Professor				43.5	45.4	44.2	44.2
	Instructor				66.0	68.0	66.7	66.7
	Lecturer				51.5	55.8	53.1	53.1
AUGUSTA Total		59.9	61.4	60.6	48.1	50.4	49.0	55.2
FARMINGTON	Professor	58.8	59.3	59.1				59.1
	Associate Professor	51.8	52.4	52.0				52.0
	Assistant Professor				43.1	46.4	44.4	44.4
	Instructor				46.8		46.8	46.8
	Lecturer				56.2		56.2	56.2
FARMINGTON Total		54.7	56.6	55.6	47.1	46.4	46.9	52.3
FORT KENT	Professor	59.8	55.0	57.4				57.4
	Associate Professor	43.0	58.8	54.9				54.9
	Assistant Professor				41.3	46.3	43.6	43.6
	Instructor				57.5		57.5	57.5
	Lecturer					50.0	50.0	50.0
FORT KENT Total		54.2	57.3	56.1	44.9	47.3	46.0	50.9
MACHIAS	Professor	62.3	59.0	60.4				60.4
	Associate Professor	48.5	54.0	51.8				51.8
	Assistant Professor	39.0		39.0	53.5	52.0	53.0	51.0
	Instructor					35.0	35.0	35.0
	Lecturer					41.0	41.0	41.0
MACHIAS Total		53.6	56.3	55.1	53.5	45.0	49.3	53.4
PRESQUE ISLE	Professor	58.0	58.6	58.4		64.0	64.0	58.8
	Associate Professor	61.2	50.5	55.4		50.0	50.0	54.9
	Assistant Professor				45.7	48.0	46.6	46.6
	Instructor				42.0		42.0	42.0
	Lecturer					56.0	56.0	56.0
PRESQUE ISLE Total		58.4	59.8	55.3	57.0	45.1	52.3	48.9
SOUTHERN MAINE	Professor	56.2	62.2	59.9	50.0	44.0	46.4	59.1
	Associate Professor	57.4	56.2	56.8	48.9	49.0	48.9	55.7
	Assistant Professor		71.0	71.0	45.8	41.0	44.1	44.5
	Instructor				64.0		64.0	64.0
	Lecturer				49.6	49.9	49.7	49.7
SOUTHERN MAINE Total		55.4	56.9	59.9	58.5	48.0	45.5	47.1
Grand Total		56.4	58.1	57.4	45.8	44.7	45.3	51.6
ALL CAMPUSES	Professor	59.6	60.9	60.5	59.5	56.8	57.7	60.4
	Associate Professor	53.6	53.6	53.6	50.9	54.5	52.7	53.5
	Assistant Professor	39.0	71.0	55.0	43.0	41.2	42.2	42.3
	Instructor				55.2	57.8	55.6	55.6
	Lecturer				47.4	47.2	47.3	47.3
ALL CAMPUSES Total		56.4	58.1	57.4	45.8	44.7	45.3	51.6

## Faculty by Discipline by University Tenured and Non-Tenured

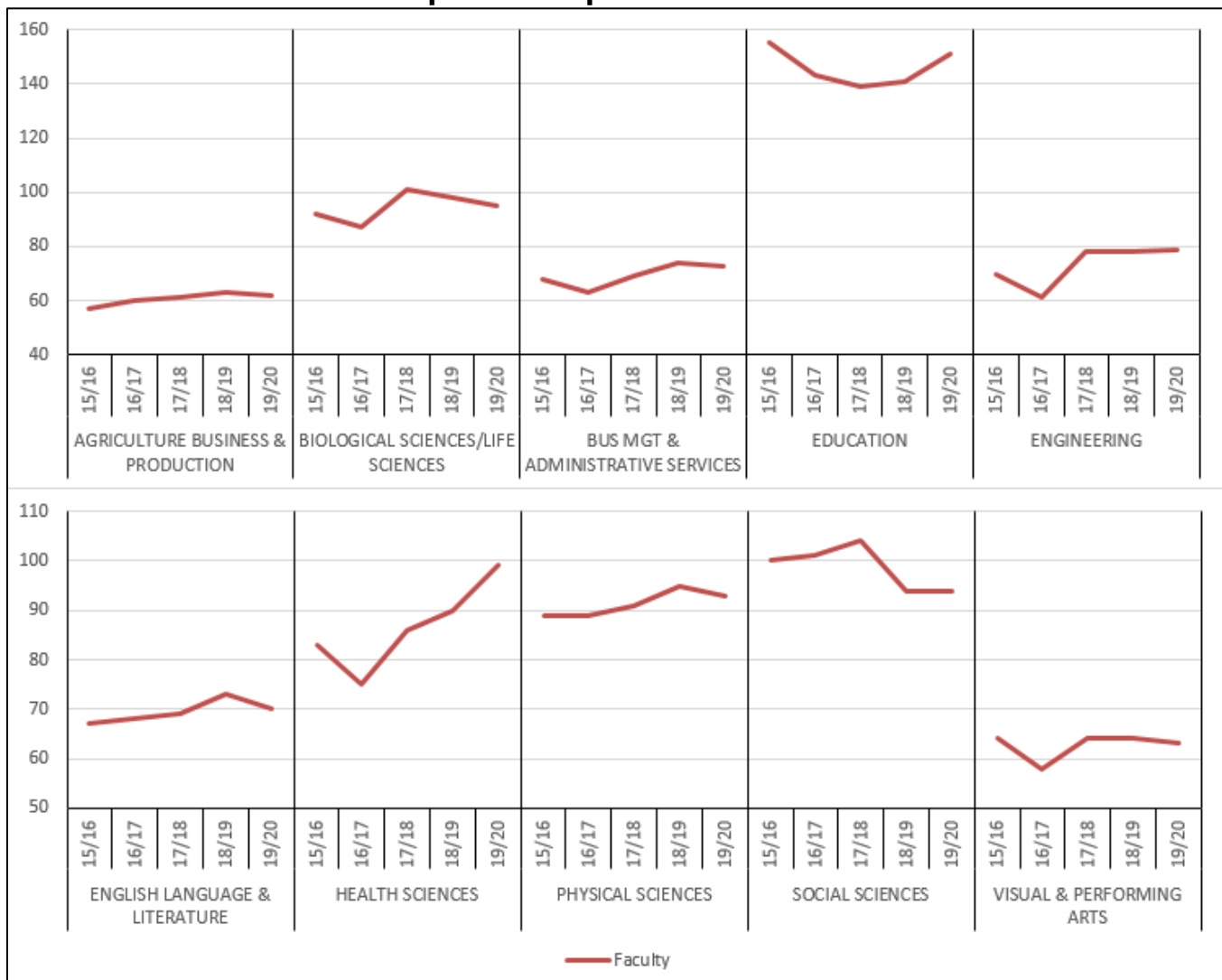
DISCIPLINE	UM	UMA	UMF	UMFK	UMM	UMPI	USM	Total
Agriculture Business & Production	49	1		6		1	5	62
Architecture & Related Programs	1	3						4
Area Ethnic & Cultural Studies	1	1	1				2	5
Biological Sciences/Life Sciences	58	7	8		6	4	12	95
Business Management & Administrative Services	33	6	4	3	2	3	22	73
Communications	10	1		1			7	19
Computer & Information Sciences	9	6	1	2			6	24
Criminal Justice And Corrections		3		1				4
Education	73	1	33	1	3	5	35	151
Engineering	73						6	79
Engineering Or Related Technologies	20							20
English Language & Literature	23	11	14	2	2	5	13	70
Foreign Languages & Literature	7	1	4	1			6	19
Health Sciences	25	18	2	9		3	42	99
History	14	2	4	1	1	3	9	34
Home Economics – Family And Consumer Life	9							9
Law And Legal Studies		1					18	19
Liberal Arts & Sciences	4		2				1	7
Library Science		2						2
Mathematics	30	6	10	1	2	2	11	62
Multi/Interdisciplinary Studies	4	2						6
Parks, Recreation, Leisure & Fitness Studies	8				2	2	14	26
Philosophy & Religion	9	1	3				5	18
Physical Sciences	64	1	8	1	2	4	13	93
Psychology	18	9	9	1	4	2	10	53
Public Administration & Social Services	9					2	23	34
Social Sciences	35	8	11	2	2	2	34	94
Visual & Performing Arts	26	7	7	1	2	1	19	63
<b>TOTAL</b>	<b>612</b>	<b>98</b>	<b>121</b>	<b>33</b>	<b>28</b>	<b>39</b>	<b>313</b>	<b>1,244</b>



## DISCIPLINES WITH GREATEST NUMBERS OF FACULTY Tenured and Non-Tenured



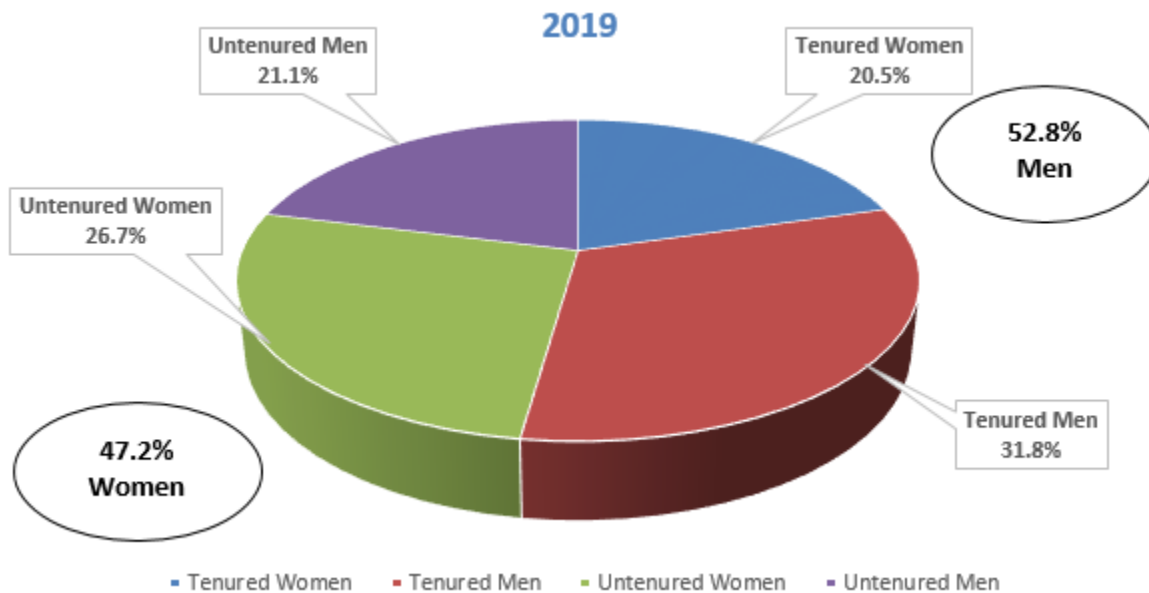
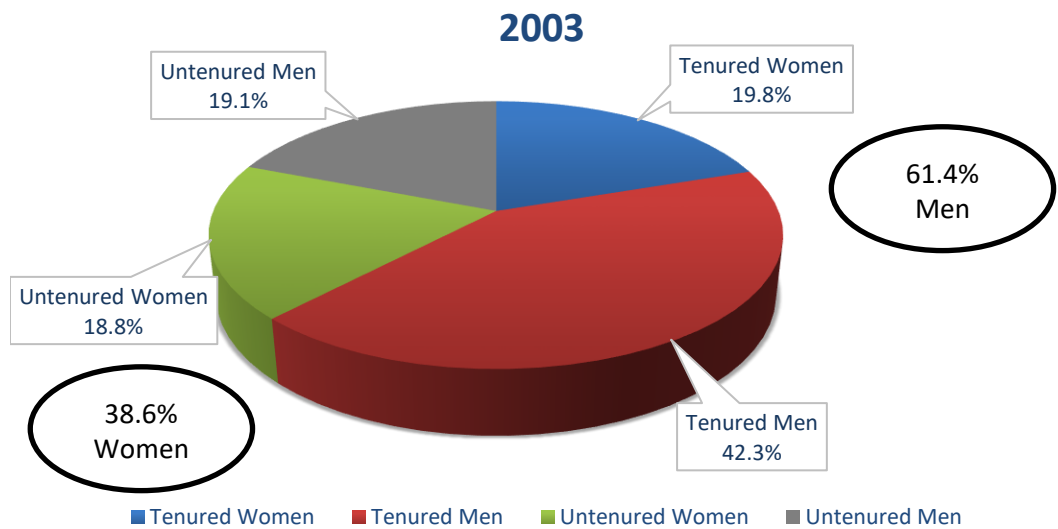
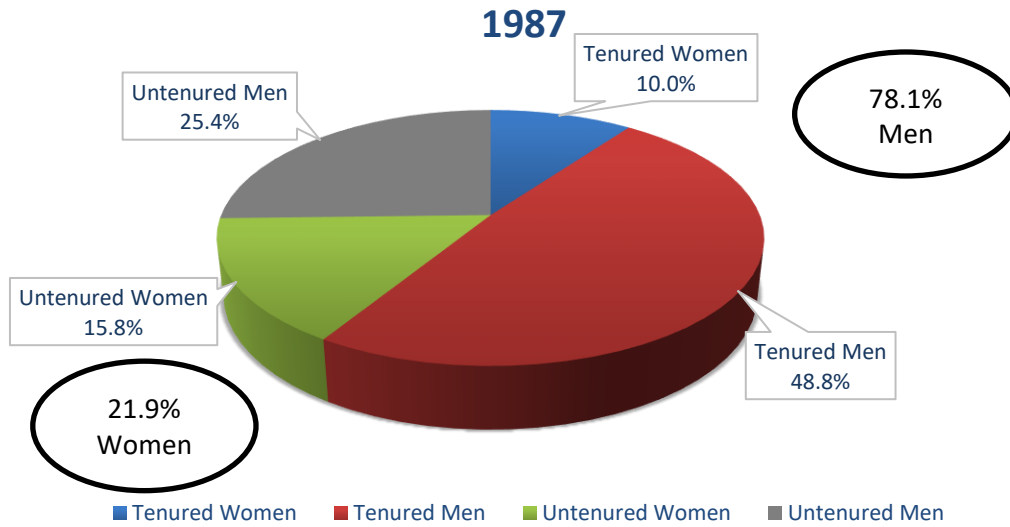
## Top 10 Disciplines 2015 – 2019



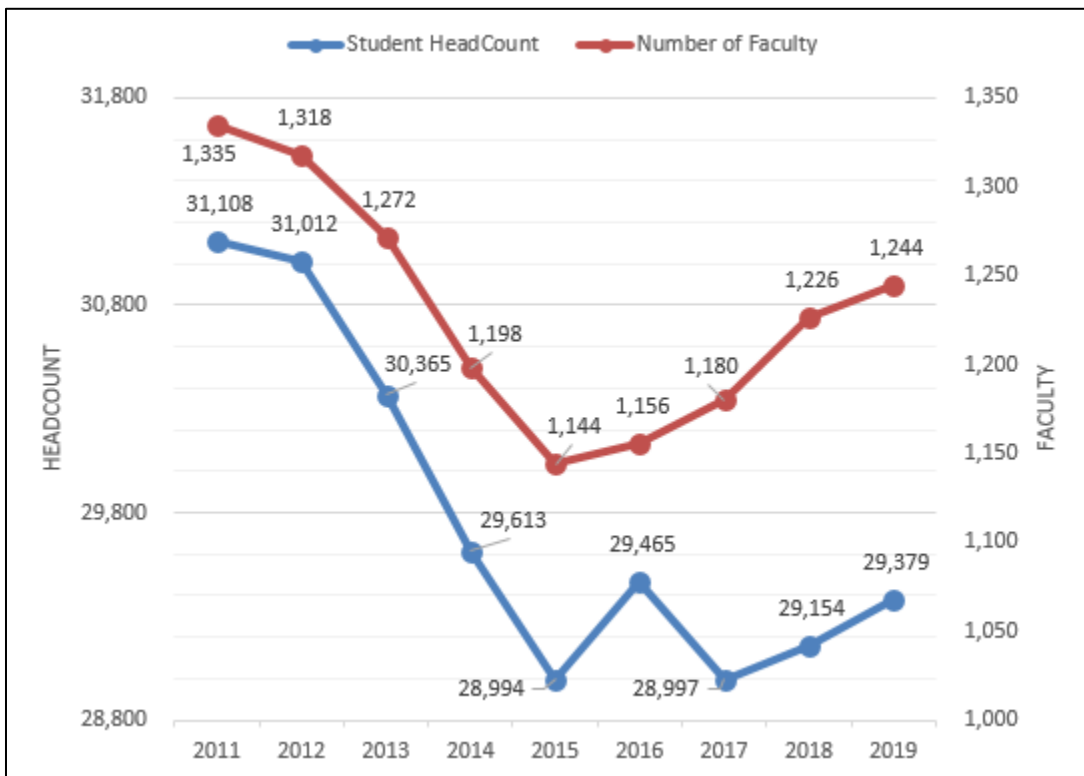
From 1990 Through 2019			
Total Number of All Faculty			
YEAR	FACULTY	MEN %	WOMEN %
2019	1,244	52.8	47.2
2018	1,226	53.4	46.6
2017	1,180	54.7	45.3
2016	1,156	53.3	43.7
2015	1,144	57.1	42.9
2014	1,198	57.7	42.3
2011	1,335	57.9	42.1
2008	1,400	59.4	40.6
2005	1,380	60.5	39.5
2002	1,388	61.1	38.9
1999	1,310	64.9	35.1
1996	1,288	68.0	32.0
1993	1,325	69.7	30.3
1990	1,394	72.0	28.0

Percent Tenured Faculty by Gender				
YEAR	NUMBER	TENURED FACULTY %	MEN %	WOMEN %
2019	650	52.3	60.1	43.4
2018	658	52.9	62.2	44.0
2017	669	56.7	63.1	49.0
2016	685	58.1	64.7	52.3
2015	694	60.7	66.8	52.5
2014	795	66.4	72.4	58.2
2011	876	65.6	71.9	56.9
2008	906	64.7	70.0	57.0
2005	870	63.0	69.0	53.9
2002	848	61.1	69.7	47.6
1999	832	63.5	70.5	50.7
1996	897	69.6	76.7	54.6
1993	907	68.5	75.8	51.6
1990	856	61.4	68.6	42.8

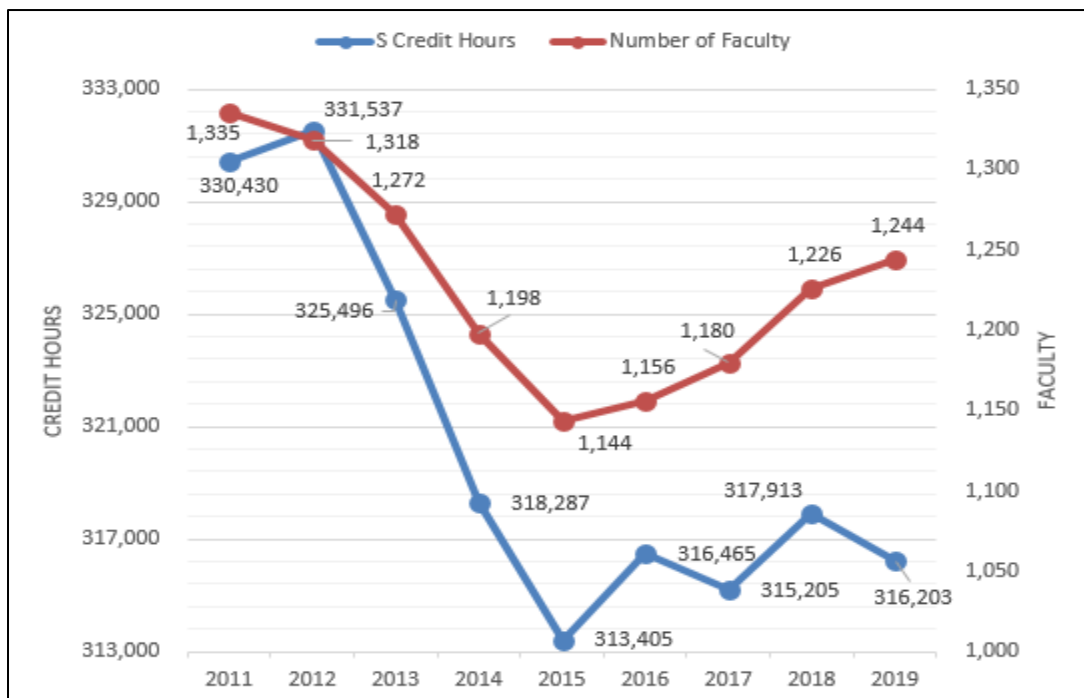
## Gender Composition Faculty 1987 - 2003 - 2019



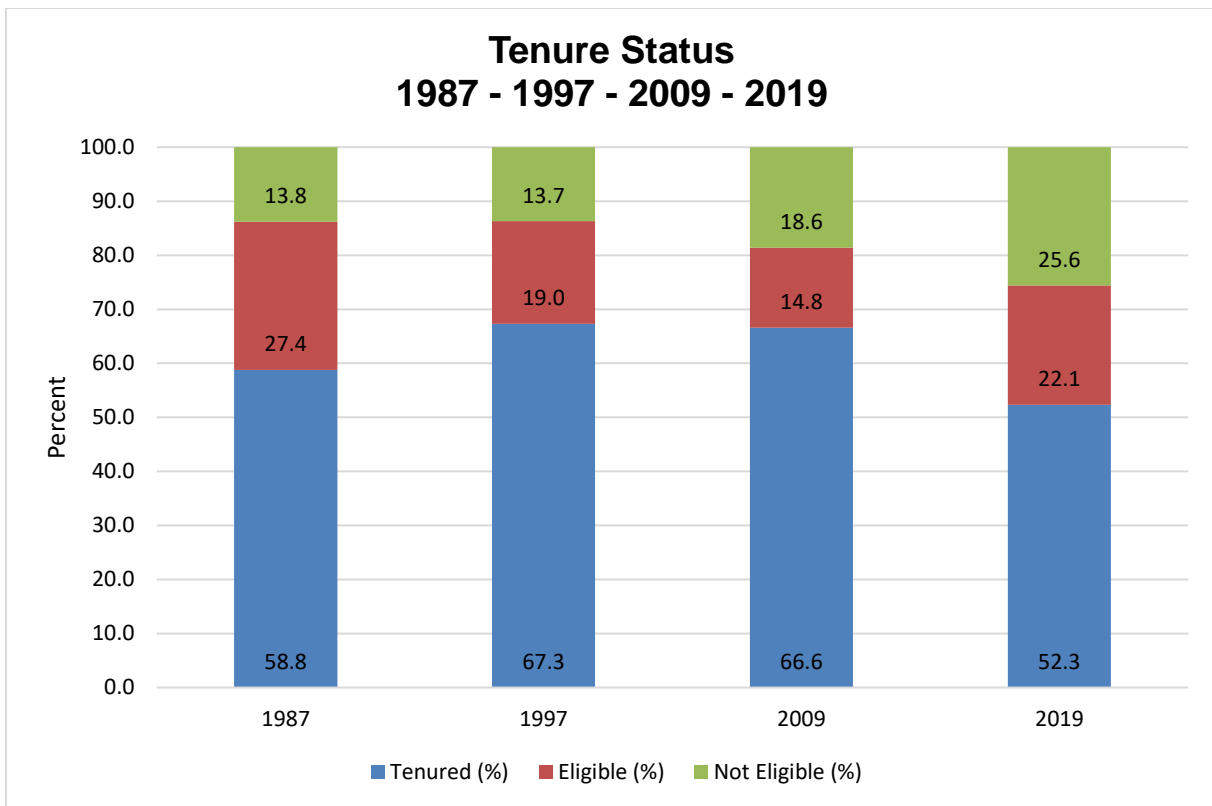
## Student Head Count/Number of Faculty 2011-2019



## Student Credit Hours/Number of Faculty 2011-2019



\*The information for the student head count and credit hours was from the University of Maine System Fall 2019 Enrollment Report



New Hire* Faculty on Tenure Track			
Year	Total Faculty	New Hires	Tenure Track
2019	1,244	96	45
2018	1,226	117	52
2017	1,180	85	44
2016	1,156	63	38
2015	1,144	95	40
2014	1,198	59	29
2013	1,272	68	24
2012	1,318	61	27
2008	1,400	62	37

\* New hire as of 3/1/2019

<b>Faculty and Tenure Profile Trends</b>			
<b>From 1990 Through 2019</b>			
<b>Years to Tenure by Gender</b>			
<u>YEAR</u>	<u>AVG</u>	<u>MEN</u>	<u>WOMEN</u>
2019*	5.2	5.2	5.3
2018	5.7	5.5	6.1
2017	5.7	5.5	6.1
2016	5.7	5.5	6.0
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.

<b>Minority Faculty</b>		
<u>YEAR</u>	<u>NUMBER</u>	<u>PERCENT</u>
2019	110	8.8
2018	100	8.2
2017	109	9.2
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

<b>Average Age</b>				
<u>YEAR</u>	<u>AVG AGE</u>	<u>TENURED</u>	<u>NON-TENURED</u>	<u>TENURED OVER 40 %</u>
2019	51.6	57.4	45.3	96.5
2018	52.0	57.7	45.2	96.7
2017	52.2	57.4	45.4	97.2
2016	52.7	57.5	45.8	97.7
2014	53.8	57.4	46.8	96.1
2011*	53.3	56.8	46.8	96.5
2008	53.5	56.9	47.1	97.1
2005	51.5	55.0	45.7	96.0
2002*	49.9	54.0	43.5	95.4
1999	49.7	53.4	43.1	95.8
1996	49.6	52.5	42.9	94.1
1993	48.5	51.2	42.7	89.7
1990	47.5	51.0	41.9	88.7

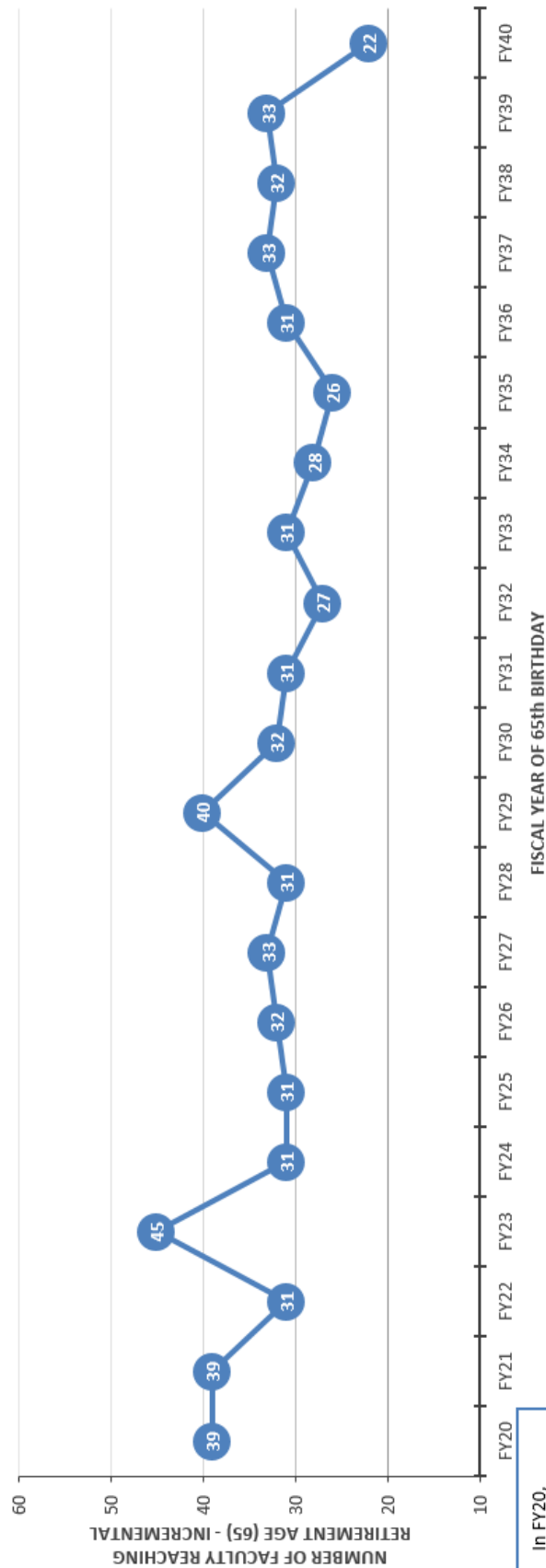
\*There was a revision to the method for determining age in 2002 that resulted in rounding differences. Average age information has been revised to correct errors in the March 2011 report

<b>Faculty and Tenure Profile Trends</b>					
<b>From 1990 Through 2019</b>					
<b>Academic Rank</b>					
<b>YEAR</b>	<b>PROFESSOR</b>	<b>ASSOC PROF</b>	<b>ASST PROF</b>	<b>INSTRUCTOR</b>	<b>LECTURER</b>
2019	30.0%	24.9%	25.6%	1.8%	17.8%
2018	30.9%	25.5%	24.3%	2.0%	17.4%
2017	32.1%	26.9%	22.8%	2.1%	16.1%
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%

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<b>YEAR</b>	<b>PROFESSOR</b>	<b>ASSOC PROF</b>	<b>ASST PROF</b>	<b>INSTRUCTOR</b>	<b>LECTURER</b>
2019	373	310	318	22	221
2018	379	313	297	24	213
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

# University of Maine System Number of Current Faculty Reaching Normal Retirement Age(65)

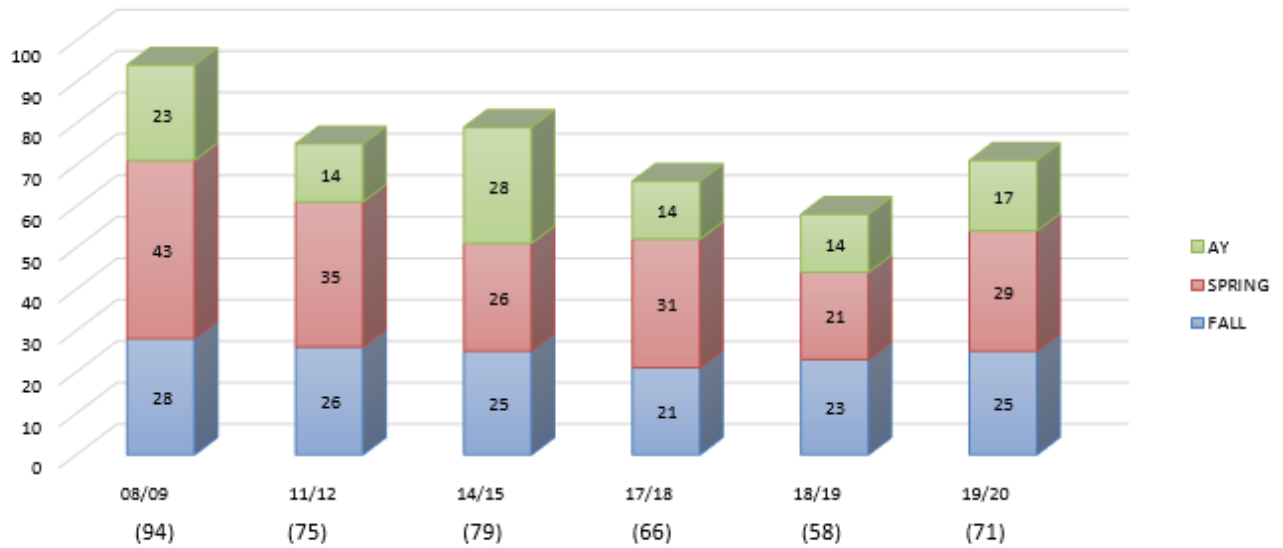


In FY20,  
172 faculty are  
currently over the age  
of 65

Note: Analysis includes regular, full and part-time faculty using October 31, 2019 employee snapshot and assumes NO new faculty are hired.



# FACULTY SABBATICALS Academic years 08/09 through 19/20



FALL AND SPRING SABBATICALS ARE A FULL RELEASE FOR ONLY ONE SEMESTER. AN ACADEMIC YEAR (AY) SABBATICAL IS A 1/2 TIME RELEASE FOR THE FACULTY MEMBER OVER AN ACADEMIC YEAR.