

UNIVERSITY OF MAINE SYSTEM
Board of Trustees Meeting

at the University of Maine System
March 11, 2016

**Joint Session between Academic and Student Affairs Committee
and Human Resources and Labor Relations Committee**

Present: Committee Members: Gregory Johnson, Chair of the ASA Committee; Marjorie Medd, Chair of the HR/LR Committee; Samuel Collins, James Erwin (at USM), Norman Fournier, Michelle Hood, Shawn Moody, Paul Nelson (by phone), Bonnie Newsom, Sarah Newell, and Karl Turner (by phone). **Chancellor:** James Page. **Presidents:** Glenn Cummings (at USM), John Murphy (at UMFK), Kate Foster (at UMF), Linda Schott (at UMPI), Susan Hunter and Stuart Swain (at UMM). **Faculty Representatives:** Ray Albert (at UMFK), Terry Colby (at UMA), Uriah Anderson (at UMM), Patti Miles and Cathleen McAnney (at UMF). **Student Representatives:** Connor Scott (at UM), Jay Knowlton (at USM), Brad O'Brien, Clair Aldrich (at UMM), Katharine Waldron (at UMPI), Sarah Connelly (at USM) and Jay Knowlton (at USM). **System Staff:** Dan Demeritt, Tracy Bigney, Lynda Dec, Mark Schmelz, Rosa Redonnett, Ryan Low and Rebecca Wyke. **Others Present:** Joe Szakas (at UMA), Jeff Hecker, Ray Rice (at UMPI), Kay Kimble (at UMM), Tanya Sleeper (at UMFK), Joe McGinn, and Jeannie Uzzi (at USM).

Committee Members Absent: None.

Trustee Johnson, Chair of the Academic & Student Affairs Committee, and Trustee Medd, Chair of the Human Resources and Labor Relations Committee, called the joint session between the Academic & Student Affairs Committee and the Human Resources and Labor Relations Committee to order.

Executive Session

On a motion by Trustee Fournier, which was seconded by Trustee Newsom, the Joint Session between the Academic and Student Affairs Committee and the Human Resources and Labor Relations Committee agreed to go into Executive Session under provisions of 1 MRSA Section 405 6-1 discussion the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties and 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Hood, which was seconded by Trustee Fournier, the Joint Session concluded the Executive Session.

Tenure Nominations for 2016

On a motion by Trustee Collins, which was seconded by Trustee Fournier, the Academic and Student Affairs Committee agreed to forward the recommendations for tenure submitted by the universities of the University of Maine System to the Board of Trustees meeting on March 13-14, 2016. Approvals will take effect September 1, 2016.

Tenure Report. Mr. Mark Schmelz, Director of Labor Relations, and UM Provost Jeff Hecker, reviewed the Faculty and Tenure Statistics for 2015-2016. Provost Hecker reviewed the UMS faculty peer tenure comparison data. Highlights from the Report are as follows:

Numbers of Faculty

- 1,144 faculty are included in the report. The number of faculty grew steadily throughout the 1980's; decreased throughout the 1990's, rose from 1997 to 2007, and has since declined. The change in the number of faculty generally follows enrollment trends.

Tenured and Non-tenured Faculty

- 60.7% (694) of the faculty have tenure. The percentage of tenured faculty varies from a high of 66.4% at USM to a low of 46.5% at UMPI.
- 54.9% of all faculty in public institutions nationally are tenured (Annual Report on the Economic Status of the Profession, 2014/2015 published by the American Association of University Professors). This statistic includes institutions with academic ranks who grant Associate degrees. This is a slight decrease from the previous year.
- The percent of tenured faculty at public institutions nationally declined from 1998 to 2008. The proportion of tenured faculty of the University of Maine System also declined during this period and was below the national average until 2002. The percent of tenured faculty at UMS decreased this year to 60.7%. This is 5.8% above the national average for tenured faculty at public institutions (Annual Report on the Economic Status of the Profession, 2014/2015). Last year UMS was above the national average by 11.1%.
- Nationally 19.8% of faculty at public institutions are in pre-tenure status, and 25.2% are not eligible for tenure. This compares to 15.5% in pre-tenure status, and 23.8% not eligible for tenure at the University of Maine System.
- While UMS is below the national average for full-time faculty not eligible for tenure and pre-tenured faculty, we are still above the national average for tenured faculty.

Women and Minority Faculty

- 42.9% (491) are women and 57.1% (653) of the faculty are men. The proportion of women faculty ranges from a high of 58.5% at UMF to a low of 34.6% at UM. The variation in the proportion of women is related in part to the mix of programs and disciplines at each university.
- The percentage of faculty who are women has steadily increased from 21.9% in 1981 to 42.9% in 2015. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 66.8% of men faculty have tenure, and 52.5% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 50.3% at UM and 55.5% at USM.
- The percentage of women faculty with tenure has grown over the last 25 years, from 37.4% in 1981 to 52.5% this year. This is a 5.7% drop from the prior year primarily due to retirements. However, the percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (66.8%).

Age Distribution

- The average age of all faculty increased steadily for more than twenty years, but slightly decreased this year 52.7 from 53.8 last year.
- Tenured faculty average 57.1 years of age and non-tenured faculty average 45.9 years of age.

Disciplines

- Education is the discipline area with the largest number of faculty (155), followed by Social Sciences (100), Biological and Life Sciences (92), Physical Sciences (89), and Health Sciences (83). The top 10 disciplines have remained constant for the past five years, however,

there is a decreasing trend in Education, Social Sciences, Biological Sciences/Life Sciences and Physical Sciences.

Adjournment

Ellen Doughty for
Tracy B. Bigney, Clerk of the Board