

UNIVERSITY OF MAINE SYSTEM
Board of Trustees Meeting

at the University of Maine System
253 Estabrooke Hall, Orono

March 6, 2017

**Academic and Student Affairs Committee with the
Human Resources and Labor Relations Committee**

Present: Committee Members: Gregory Johnson, Chair (at USM); Sam Collins (at UMPI), Jason Coombs (at UMA), James Erwin (at USM), Michelle Hood, Shawn Moody (at USM), Karl Turner (at USM) and Theresa Sutton (at USM). **Chancellor:** James Page (at UMA). **Presidents:** James Conneely (at UMA), John Short (at UMFK), Sue Huseman (at UMM), Ray Rice (at UMPI), and Kate Foster. **Faculty Representatives:** Ray Albert, Terry Colby (at UMA), and Cathleen McAnney (at UMF). **Student Representatives:** Jay Knowlton. **System Staff:** Tracy Bigney, Lynda Dec, Robert Neely (at USM), Rosa Redonnett (at USM), Mark Schmelz, Dan Demeritt, and Rebecca Wyke (at UMA). **Others Present:** Jeannine Uzzi (at USM), Jeff St. John, Eric Brown, Steve Gammon (at UMFK), Kay Kimball (at UMM), Nina Lavoie (at UMA), Brenda Haskell (at UMA) and Joe Szakas (at UMA).

Committee Members Absent: none.

Trustee Johnson, Chair of the Academic & Student Affairs Committee, called the meeting to order. The Human Resources and Labor Relations Committee was invited to participate in this meeting.

Executive Session

On a motion by Trustee Turner, which was seconded by Trustee Sutton, the Academic and Student Affairs Committee agreed to go into Executive Session under provisions of 1 MRSA Section 405 6-A for discussion of the evaluation of personnel and the consideration and discussion of appointments, employment and duties.

On a motion by Trustee Erwin, which was seconded by Trustee Sutton, the Committee concluded the Executive Session.

Tenure Nominations for 2017

On a motion by Trustee Turner, which was seconded by Trustee Erwin, the Academic and Student Affairs Committee forwarded this item to the March 26-27, 2017 meeting of the Board of Trustees for approval of the following resolution:

That the Board of Trustees approves the recommendations for tenure submitted by the universities of the University of Maine System. Approvals will take effect September 1, 2017 for faculty with academic-year appointments and July 1, 2017 for faculty with fiscal-year appointments.

Tenure Report. Dr. Robert Neely, Vice Chancellor for Academic Affairs, reviewed the Faculty and Tenure Statistics for 2016-2017. Highlights from the Report are as follows:

Numbers of Faculty

- 1,156 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 is a slight increase this year. The change in the number of faculty generally follows enrollment trends.

- There are 12 more faculty than last year. The decline from the peak in 2007 is 274 (18.5%). Tenured faculty decreased to 685 from 694 last year, and the number of faculty without tenure increased by 21 from last year to 471.
- 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. 27 faculty members are in the partial retirement program, 6 are in shared appointments.
- There are 27 faculty members who will be considered for tenure in the 2017/2018 academic year.

Tenured and Non-tenured Faculty

- 59.3% (685) of the faculty have tenure. The percentage of tenured faculty varies from a high of 66.3% at USM to a low of 47.5% 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.
- The percent of tenured faculty nationally declined steadily. The percent of tenured faculty at UMS decreased this year to 59.3%. This is 4.4% 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 5.8%.
- Nationally 19.8% of faculty at public institutions are in pre-tenure status, and 25.2% are not eligible for tenure. This compares to 15.6% 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.
- 40.7% (471) of UMS faculty do not have tenure. Of this number, 43.7% are eligible for tenure, and 56.3% are not eligible for tenure.
- On average, a faculty member serves 5.7 years in the University of Maine System before being awarded tenure. The average years of service from date of appointment to tenure has remained constant since 2009.
- There are 54 pre-tenured faculty who have 5 or more years of service that are eligible for tenure in the next academic year.
- There were 63 new faculty hired in 2016, of this number 38 (60.3%) are eligible for tenure.

Women and Minority Faculty

- 43.7% (505) are women and 56.3% (651) of the faculty are men. The proportion of women faculty ranges from a high of 57.4% at UMF to a low of 37.0% 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 43.7% in 2016. This is the highest percentage of women faculty ever reported at the University of Maine System.
- 64.7% of men faculty have tenure, and 52.3% of women faculty have tenure. At the two graduate centers, the proportion of women with tenure is 46.1% at UM and 57.5% at USM.
- The percentage of women faculty with tenure has grown over the last 25 years, from 37.4% in 1981 to 58.2% in 2014/15. However, there was a slight decrease both last year and this year in

the percentage of women faculty with tenure (52.5% in 2015/16; 52.3% in 2016/17). The percentage of women with tenure continues to be substantially lower than the percentage of men with tenure (64.7%).

- Women are under-represented at the rank of full professor; 22.6% of women are professors while 42.5% of men are professors. The number of women professors increased to the highest percentage in 2014/15 (25.4%), then decreased last year and this year following the trend in the percentage of women faculty with tenure. In 1984 only 6.3% of women were professors.
- Women faculty have an average of 6.0 years of service when awarded tenure; men faculty serve 5.5 years on average before being awarded tenure. Over time the data have shown a consistent difference between men and women in the number of years of employment prior to the granting of tenure.
- Minority faculty members have increased from last year to 94 or 8.1%. In 1993, 2.6% of faculty were minority. This year shows the highest percentage of minority faculty members recorded for the University of Maine System.

Age Distribution

- The average age of all faculty increased steadily for more than twenty years, then decreased last year. The average age this year is the same as last year, 52.7%.
- Tenured faculty average 57.5 years of age and non-tenured faculty average 45.8 years of age.
- The average age varies from 51.1 years at UM to 56.6 years at UMA.
- The average age of faculty by rank is: professors, 60.0; associate professors, 54.0; assistant professors, 41.7; instructors, 56.1; and lecturers, 48.5.
- 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 increased steadily from approximately 80% in 1981.
- 317 tenured faculty (398 total faculty) are age 60 or over and 158 tenured faculty (191 total faculty) are age 65 or older.
- Projections based on the current workforce indicate a large number of faculty reaching normal retirement age. From fiscal year 2017 to fiscal year 2021, 205 faculty members will attain age 65.

Disciplines

- Education is the discipline area with the largest number of faculty (143), followed by Social Sciences (101), Physical Sciences (89), Biological and Life Sciences (87), and Health Sciences (75). The top 10 disciplines have remained constant for the past five years, however, there is a decreasing trend in Education, Biological Sciences/Life Sciences and Health Sciences.

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 periods. 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 15/16. There were 57 faculty on sabbatical this year, the same number as last year appointments.

Dr. Neely focused on the comparison of numbers of tenured faculty in UMS universities to national peers. He pointed out the importance of comparing like groups, e.g. all faculty or instructional faculty, to make meaningful comparisons.

Board Policy 420 (Sex Discrimination, Sexual Harassment, Sexual Assault, Relationship Violence, Stalking and Retaliation) and UMS Implementation: Update and Discussion.

Ms. Redonnett; Ms. Lynda Dec, Chief Human Resources Officer; Ms. Nina Lavoie, UMS Senior Legal Counsel, and Brenda Haskell, Interim Director of Equal Opportunity, provided a brief update on the status of implementation for Board Policy 402 - Sex Discrimination, Sexual Harassment, Sexual Assault, Relationship Violence, Stalking and Retaliation.

Board Policy 402, Sex Discrimination, Sexual Harassment, Sexual Assault, Relationship Violence, Stalking and Retaliation, was approved at the May 2015 Board of Trustees meeting. At the same time, we updated the Student Conduct Code and several other related policies.

Since our last report (June 2016), much activity has occurred, including launching the third year of our online training, the delivery of comprehensive training for all Title IX and Student Conduct staff, focused training for specific campuses (including Student Conduct Review Boards), and the implementation of a System-wide case management system for our student conduct cases (and associated behavioral intervention tracking) and for our internal investigations specific to human resources which is leading to a better alignment of practices across our campuses and to the potential for sharing cases as necessary. In addition, the Department of Learning and Organizational Development, led by Megan Clough, is developing a comprehensive approach to employee training and tracking which will further the important training already conducted specific to Board Policy 402; an overview of this was presented to the Academic and Student Affairs Committee at its January 2017 meeting.

Several national cases have been in the media spotlight over the past months, leading to the impression that we should review our current policy and process to ensure that we have the right procedures in place to fairly adjudicate any incident, and that we have our faculty and staff appropriately trained to respond. The presentation at the joint meeting of the Human Resources/Labor Relations and Academic and Student Affairs Committees included an update on, and discussion of, current legal and political issues, status to date including completion statistics, the training program and other educational programs in place, and planning for the future.

A lengthy discussion followed focusing on the requirements of the law and which populations will be required, versus strongly recommended, to participate in the training. The Committee members present agreed to delay approval of the recommendation until the Chancellor and the Presidents can provide additional feedback. The agenda item will be placed on the May Academic & Student Affairs Committee meeting with the intent to forward the recommendation to the Consent Agenda for the May Board of Trustees meeting.

Adjournment

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