- Table 1 Tenured/tenure-eligible faculty by gender and rank (headcount); 2018-2019
- Table 2 Gender by tenure status (headcount); 2018-2019
- Table 3 Tenure-review outcome (spring 2018)
- Table 4a Promotion-review outcome: Assistant Professor to Associate Professor (spring 2018)
- Promotion-review outcome: Associate Professor to Full Professor (spring 2018) Table 4b
- Years in rank as Associate Professor (as of 8.31.18) Table 5
- Voluntary, non-retirement attrition of tenured/tenure-eligible (9.1.17 through 8.31.18) Table 6 New tenured/tenure-eligible faculty hires (9.1.17 through 8.31.18) Table 7
- Table 8 Years in rank as Associate Professor (among tenured Full Professors as of 8.31.18)
- Years in rank as Professor as of 8.31.18 (tenured Full Professors) Table 9

Professor         Professor         Professor         Professor         Professor         Professor         Professor           R         CH         0         2         3         5         1         1         0%           ECE         00         0         61         7         5         44         0%         0%           ECE         10         00         62         5         44         0         0%         0%           FR         11         00         0         2         7         3         2         22%         1           FR         11         1         4         0         3         3         33%         33%           FR         11         0         5         1         1         11         3         3         33%         33%           FR<         11         0         5         2         1         113         3         33% <th>(These data refle</th> <th>ect ADVANCE-s</th> <th>pecific definiti</th> <th>ons regarding</th> <th>the counting of</th> <th>of faculty. The</th> <th>ey therefore sh</th> <th>t); 2018-2019 ould not be cit ://umaine.edu/</th> <th></th> <th>pared with,</th> <th></th>	(These data refle	ect ADVANCE-s	pecific definiti	ons regarding	the counting of	of faculty. The	ey therefore sh	t); 2018-2019 ould not be cit ://umaine.edu/		pared with,	
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SET         2         0         2         7         3         2         22%           LAS         CH         2         0         0         5         1         33%         22%           MS         1         1         1         1         4         3         2         33%           STEM         1         0         0         4         3         2         33%           FRM         1         1         0         0         4         3         2         33%           FRM         1         0         0         4         3         1         11%           FRM         1         0         5         5         2         6         17%           SES         3         7         5         5         7         5         33%           SES         3         7         5         5         7         5         33%           MS         3         7         5         3         2         33         7         3         33%         1           SE         3         7         0         2         2         3         3         1 </td <td></td> <td>ENGR</td> <td>ECE</td> <td>1</td> <td>0</td> <td>0</td> <td>6</td> <td>5</td> <td>0</td> <td>14%</td> <td>na</td>		ENGR	ECE	1	0	0	6	5	0	14%	na
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Mumanities         MLC         0         2         0         0         3         na           NMP         0         1         0         1         0         1         0%         1         1         0         0%         1         1         0         0%         1         1         0%         1         1         0%         1         1         0%         1         1         0%         1         1         0%         1         1         0%         1 <td></td> <td>145</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>33%</td>		145									33%
NMC         0         1         0         0         0         1         1         0         0         0         1         1         0		LAS				-		-			0%
PL         0         2         0         2         1         2         0%           TH         0         1         0         1         1         0         0%         0%           NSFA         CSD         1         1         2         0         0         1         100%         100%           NSFA         NURS         1         2         6         0         0         0         100%           SWK         3         1         1         2         0         0         0         60%           RP         IMFA         0         0         0         1         0         0%         0%           AC         CES         3         5         0         0         3         0         100%	numanities			-		-	-	-	-		0%
TH         0         1         0         1         1         0         0%           NSFA         CSD         1         1         2         0         0         1         100%           NSFA         NURS         1         2         6         0         0         0         100%           SWK         3         1         1         2         0         0         60%           RP         IMFA         0         0         0         1         0         0%           AC         CES         3         5         0         0         3         0         100%				-		-		-			0%
NSFA         CSD         1         1         2         0         0         1         100%           NURS         1         2         6         0         0         0         100%           SWK         3         1         1         2         0         0         60%           RP         IMFA         0         0         0         1         0         0         0%           AC         CES         3         5         0         0         3         0         100%				-		-					0%
NSFA         NURS         1         2         6         0         0         100%           SWK         3         1         1         2         0         0         60%           RP         IMFA         0         0         0         1         0         0         0%           AC         CES         3         5         0         0         3         0         100%											na
SWK         3         1         1         2         0         60%           RP         IMFA         0         0         0         1         0         0         0%           AC         CES         3         5         0         0         3         0         100%							-	-			67%
RP         IMFA         0         0         0         1         0         0         0%           AC         CES         3         5         0         0         3         0         100%		NOFA									100%
AC CES 3 5 0 0 3 0 100%								-	-		100%
											na
PSH total: 23 32 28 28 26 23 45%		AC				-	-		-		na
total across all units: 54 59 73 142 83 74 28%										45%	55% 50%

Note: 1. Includes individuals coded by HR as 6, 7, or 9 (i.e., "faculty") -- tenured/tenure-eligible only. Faculty on full-year unpaid leave are not included, nor are coaches, DLL faculty, associate deans, and deans. 2. Faculty having a joint appointment involving only one academic unit (e.g., Anthropology and the Climate Change Institute) are counted only in the academic unit. 3. Faculty having a joint appointment involving two academic units (e.g., School of Marine Sciences and Anthropology) are counted only in the primary unit. Tenured/tenure-eligible faculty whose entire appointment is in a center (e.g., Climate Change Institute) are counted in the academic unit in which they

are tenured/tenure-eligible (e.g., School of Earth & Climate Studies). 4. "LAS INS" comprises faculty teaching in Women's, Gender, & Sexuality Studies; Native American Studies; Franco American Studies; Canadian American Studies;

and SPIA. 5. Cooperative Extension faculty are treated as tenured/tenure-eligibile and are assigned to STEM, SBS, or PSH according to the faculty member's HR discipline

code.

				tenured-elig	y, see see http:/	/umaine.euu	% of wome		
discipline group	college (or equivalent)	unit		-	1		non-T/TE	0/	who are
		CE	women	men	% women	women	men	% women	non-T/TE
		-	5	7	42%	1	2	33%	17%
	ENGR	CHE ECE	1	13 11	7% 8%	3	1	75% na	75% 0%
	LINGIN	ME	2	14	13%	0	5	0%	0%
		SET	4	14	25%	0	4	0%	0%
		CH	2	9	18%	2	2	50%	50%
		CIS	4	9	31%	2	3	40%	33%
	LAS	MS	2	13	13%	6	15	29%	75%
		PS	1	12	8%	2	3	40%	67%
		BMMB	5	5	50%	3	1	75%	38%
STEM		ERS	4	12	25%	3	1	75%	43%
		FORM	6	13	32%	2	4	33%	25%
	NSFA	SBE	9	11	45%	9	4	69%	50%
		SFA	15	17	47%	4	2	67%	21%
		SMS	9	14	39%	0	4	0%	0%
		W	2	5	29%	2	0	100%	50%
		ADCC	-	-	na	0	1	0%	na
	VPR	CLIM			na	0	1	0%	na
		WRI			na	1	0	100%	100%
	AC	CES	8	14	36%	0	0	na	0%
	STEM		80	191	30%	40	53	43%	33%
		AY	4	7	36%	1	0	100%	20%
		INS	1	0	100%	2	2	50%	67%
	LAS	POL	2	6	25%	0	3	0%	0%
	LAO	PY	8	6	57%	2	3	40%	20%
social and behavioral sciences		SY	3	2	60%	0	0	na	0%
	NSFA	SOE	4	10	29%	1	2	33%	20%
	AC	CES	1	0	100%	0	0	na	0%
	SBS to		23	31	43%	6	10	38%	21%
	MDO	5.4	_	10	070/	10		100/	500/
	MBS	BA	7	12	37%	10	11	48%	59%
	FUD	EDUH	6	3	67%	1	4	20%	14%
	EHD	EDUK	0	3	0%	4	6	40%	100%
		EDUL	12	6	67%	48	7	87%	80%
		ASDN			na	0	1	0%	na
		AT	4	5	50%	5	6	45%	56%
		CMJM	5	3	63%	9	3	75%	64%
		EH	9	9	50%	15	8	65%	63%
	LAS	HY	4	10	29%	0	3	0%	0%
nucleasienel esheele		MC	3	6	33%	7	6	54%	70%
professional schools,		MLC	2	3	40%	3	1	75%	60%
humanities		NMP	1	2	33%	0	1	0%	0%
		PL	2	5	29%	0	1	0%	0%
		TH	1	2	33%	5	2	71%	83%
		CSD	4	1	80%	6	1	86%	60%
	NSFA	NURS	9	0	50%	39	6	87%	81%
		SWK	5	2	71%	6	1	86%	55%
	RP	IMFA	0	1	0%	0	0	na	na
		MST		-	na	0	0	na	na
	AC	CES	8	3	73%	0	0	na	0%
	Honors College		1	1	50%	7	5	58%	88%
		PSH total:	83	77	52%	165	73	69%	67%
	total ac	ross all units:	186	299	38%	211	136	61%	53%

Note:

1. Includes individuals coded by HR as 6, 7, or 9 (i.e., "faculty") -- both full-time and part-time, and tenured/tenure-eligible (T/TE) and non-T/TE.

Faculty on full-year unpaid leave are not included, nor are coaches, DLL faculty, associate deans, and deans.

2. Faculty having a joint appointment involving only one academic unit (e.g., Anthropology and the Climate Change Institute) are counted only in the academic unit.

Faculty having a joint appointment involving two academic units (e.g., School of Marine Sciences and Anthropology) are counted only in the primary unit. Tenured/tenure-eligible faculty whose entire appointment is in a center (e.g., Climate Change Institute) are counted in the academic unit in which they are tenured/tenure-eligible (e.g., School of Earth & Climate Studies).
 "LAS INS" comprises faculty teaching in Women's, Gender, & Sexuality Studies; Native American Studies; Franco American Studies; Canadian American Studies; and SDM

American Studies; and SPIA.

5. Cooperative Extension faculty are treated as tenured/tenure-eligibile and are assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.

	Table 3 Ten				<u>,</u>	-	
discipline group	unit	reviewed		approved		denied	
alselpline Broab	unit	men	women	men	women	men	women
	College of Engineering	3		3			
	College of LAS						
STEM	College of NSFA	2	1	2	1		
	Cooperative Extension						
	STEM total:	5	1	5	1	0	0
social and	Cooperative Extension						
behaviorial	College of LAS		1		1		
	College of NSFA		1		1		
sciences	SBS total:	0	2	0	2	0	0
	MBS	1		1			
	College of EHD						
professional	College of LAS	2	1	2	1		
schools,	College of NSFA		1		1		
humanities	Honors College						
	Cooperative Extension						
	PSH total:	3	2	3	2	0	0
	total across all units	8	5	8	5	0	0

	Table 4a Promotion Assistant Professo		•		.,		
dissipling group	unit	revi	ewed	app	roved	de	nied
discipline group	um	men	women	men	women	men	women
	College of Engineering	2		2			
	College of LAS						
STEM	College of NSFA	3	1	3	1		
	Cooperative Extension						
	STEM total:	5	1	5	1	0	0
social and	Cooperative Extension						
behaviorial	College of LAS		1		1		
	College of NSFA		1		1		
sciences	SBS total:	0	2	0	2	0	0
	MBS	1		1			
	College of EHD						
professional	College of LAS	2	1	2	1		
schools,	College of NSFA		1		1		
humanities	Honors College						
	Cooperative Extension						
	PSH total:	3	2	3	2	0	0
	total across all units	8	5	8	5	0	0

	Table 4b Promotion-review outcome (tenured faculty): Associate Professor to Full Professor (spring 2018)									
dissipling group	unit	revi	ewed	app	roved	de	nied			
discipline group	unit	men	women	men	women	men	women			
	College of Engineering									
	College of LAS	1	1	1	1					
STEM	College of NSFA	2		2						
	Cooperative Extension		1		1					
	STEM total:	3	2	3	2	0	0			
social and	College of LAS									
behaviorial	College of NSFA									
	Cooperative Extension									
sciences	SBS total:	0	0	0	0	0	0			
	MBS									
	College of EHD									
professional	College of LAS		1		1					
schools,	College of NSFA		1		1					
humanities	Honors College									
	Cooperative Extension									
	PSH total:	0	2	0	2	0	0			
	total across all units	3	4	3	4	0	0			

	ars in rank as Associa ired/tenure-eligible A			31-2018		
		W	omen	Men		
discipline group	years in rank	Ν	% of women	Ν	% of men	
	1-2	3	13.0%	5	12.8%	
	3-5	10	43.5%	4	10.3%	
	6-8	5	21.7%	7	17.9%	
STEM	9-11	1	4.3%	4	10.3%	
	12-14	3	13.0%	3	7.7%	
	15 or more	1	4.3%	16	41.0%	
	STEM total:	23	100%	39	100%	
	1-2	0	0.0%	3	27.3%	
	3-5	1	33.3%	2	18.2%	
social and behavioral	6-8	1	33.3%	2	18.2%	
sciences	9-11	0	0.0%	1	9.1%	
301011003	12-14	1	33.3%	0	0.0%	
	15 or more	0	0.0%	3	27.3%	
	SBS total:	3	100%	11	100%	
	1-2	1	3.2%	2	8.7%	
	3-5	5	16.1%	6	26.1%	
nuclearly achori-	6-8	7	22.6%	6	26.1%	
professional schools, humanities	9-11	6	19.4%	1	4.3%	
	12-14	6	19.4%	1	4.3%	
	15 or more	6	19.4%	7	30.4%	
	PSH total:	31	100%	23	100%	

Note. Combines Assistant Professor hires and Associate Professor hires.

Table 6 Voluntary, Non-retirement attrition: 9-1-2017 through 8-31-2018 (tenured/tenure-eligible faculty)									
discipline group	women men								
uiscipiille group	full	associate	assistant	full	associate	assistant			
STEM		1		1		1			
SBS									
PSH		1 1 3							
total :	0 2 1 1 0 4								

		Table 7 n		/tenure-eligibl hrough 8.31.18	•			
				women	, 		men	
discipline group	college	dept	full	associate	assistant	full	associate	assistant
		CE			1			
	ENGR	ME				1		2
		SET			1			
	LAS	MS						2
STEM	NSFA	BMMB						1
		SBE						1
		ERS			1			
		SMS			1			1
	CES				2			1
				- <b>F</b>				
SBS	LAS	HY						1
				1			1	
	EDUC	EDUL			3			
		CMJM			1			
	LAS	MLC						1
PSH		NMP						1
	MBS	BA			1		1	2
	NSFA	SWK			1			
	CES				1			
	total ac	ross all units:	0	0	12	1	1	13

		Wo	omen	Men		
discipline group	years in rank	N	% of women	N	% of men	
	1-2	0	0.0%	0	0.0%	
	3-5	4	17.4%	29	32.6%	
	6-8	9	39.1%	42	47.2%	
STEM	9-11	5	21.7%	8	9.0%	
	12-14	2	8.7%	3	3.4%	
	15 or more	3	13.0%	7	7.9%	
	STEM total:	23	100%	89	100%	
	1-2	0	0.0%	0	0.0%	
	3-5	0	0.0%	4	26.7%	
social and	6-8	3	50.0%	8	53.3%	
behavioral	9-11	1	16.7%	1	6.7%	
sciences	12-14	1	16.7%	2	13.3%	
	15 or more	1	16.7%	0	0.0%	
	SBS total:	6	100%	15	100%	
	1-2	0	0.0%	0	0.0%	
	3-5	4	21.1%	5	20.0%	
professional	6-8	7	36.8%	9	36.0%	
schools,	9-11	3	15.8%	4	16.0%	
humanities	12-14	3	15.8%	3	12.0%	
	15 or more	2	10.5%	4	16.0%	
	PSH total:	19	100%	25	100%	

Note. Full-professor hires excluded.

Table 9 Years in rank as Full Professor as of 8.31.18 (tenured faculty)								
		Wo	men	Men				
discipline group	years in rank	Ν	% of women	Ν	% of men			
	1-2	1	4.5%	6	6.5%			
	3-5	4	18.2%	14	15.1%			
	6-8	4	18.2%	7	7.5%			
STEM	9-11	1	4.5%	13	14.0%			
	12-14	1	4.5%	7	7.5%			
	15 or more	11	50.0%	46	49.5%			
	STEM total:	22	100%	93	100%			
	1-2	0	0.0%	0	0.0%			
	3-5	2	33.3%	2	12.5%			
social and	6-8	3	50.0%	1	6.3%			
behavioral	9-11	0	0.0%	3	18.8%			
sciences	12-14	1	16.7%	4	25.0%			
	15 or more	0	0.0%	6	37.5%			
	SBS total:	6	100%	16	100%			
	1-2	4	18.2%	2	7.1%			
	3-5	3	13.6%	3	10.7%			
professional	6-8	4	18.2%	9	32.1%			
schools,	9-11	1	4.5%	1	3.6%			
humanities	12-14	3	13.6%	4	14.3%			
	15 or more	7	31.8%	9	32.1%			
	PSH total:	22	100%	28	100%			

## EHD College of Education & Human Development

- EDUH School of Ed Ldr, Higher Ed, & Human Dev
- EDUK School of Kinesiology, Phy Ed, & Ath Training
- EDUL School of Learning & Teaching

# ENGR College of Engineering

- CE Civil & Environmental Engineering
- CHE Chemical & Biological Engineering
- ECE Electrical & Computer Engineering ME Mechanical Engineering
- SET School of Engineering Technology

### LAS College of Liberal Arts and Sciences

- ASDN Dean's office
- AT Art
- AY Anthropology
- CH Chemistry
- CIS School of Computing & Information Sciences
- CMJM Communication & Journalism
- EH English
- HY History
- INS interdisciplinary faculty (Women's, Gender, & Sexuality Studies; Native American Studies;
  - Franco American Studies; Canadian American Studies; and SPIA)
- MC Music
- MLC Modern Languages & Classics
- MS Mathematics & Statistics
- NMP New Media
- PL Philosophy
- POL Political Science
- PS Physics & Astronomy
- PY Psychology
- SY Sociology
- TH Theater

#### MBS Maine Business School

BA Maine Business School

### NSFA College of Natural Sciences, Forestry, and Agriculture

- BMMB Molecular & Biomedical Science
- CSD Communication Sciences & Disorders
- ERS School of Earth & Climate Studies
- FORM School of Forest Resources
- NURS School of Nursing
- SBE School of Biology & Ecology
- SFA School of Food & Agriculture
- SMS School of Marine Sciences
- SOE School of Economics
- SWK School of Social Work
- W Wildlife Ecology
- VPR Vice President for Research
  - ADCC Advanced Structures & Composites Center
  - CLIM Climate Change Institute
  - WRI Water Research Institute

# AC Academic Affairs

CES Cooperative Extension Service HNRS Honors College

### RP Graduate School

- IMFA Intermedia MFA
- MST Master of Science in Teaching Program