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discipline group	college (or equivalent)	unit	women			men			% women	
			Professor	**Associate Professor**	**Assistant Professor**	**Professor**	**Associate Professor**	**Assistant Professor**	**Professor**	**Assistant Professor**
STEM	ENGR	CE	0	2	3	5	1	1	0%	75%
		CHE	0	0	1	7	5	1	0%	50%
		ECE	1	0	0	6	5	0	14%	na
		ME	0	0	2	5	4	5	0%	29%
		SET	2	0	2	7	3	2	22%	50%
	LAS	CH	2	0	0	5	1	3	29%	0%
		CIS	2	1	1	4	3	2	33%	33%
		MS	1	1	0	4	2	7	20%	0%
		PS	1	0	0	8	3	1	11%	0%
	NSFA	BMMB	1	2	2	2	1	2	33%	50%
		ERS	1	1	2	8	2	2	11%	50%
		FORM	1	0	5	5	2	6	17%	45%
		SBE	3	2	4	6	2	3	33%	57%
		SFA	3	7	5	5	7	5	38%	50%
		SMS	3	5	1	10	1	3	23%	25%
		W	1	0	1	2	1	2	33%	33%
	AC	CES	3	2	3	9	3	2	25%	60%
		STEM total:	**25**	**23**	**32**	**98**	**46**	**47**	**20%**	**41%**
social and behavioral sciences	LAS	AY	0	2	2	3	3	1	0%	67%
		INS	0	1	0	0	0	0	na	na
		POL	1	0	1	3	2	1	25%	50%
		PY	2	1	5	2	4	0	50%	100%
		SY	1	0	2	2	0	0	33%	100%
	NSFA	SOE	1	0	3	6	2	2	14%	60%
	AC	CES	1	0	0	0	0	0	100%	na
		SBS total:	**6**	**4**	**13**	**16**	**11**	**4**	**27%**	**76%**
professional schools, humanities	MBS	BA	2	2	3	2	6	4	50%	43%
	EHD	EDUH	2	1	3	1	1	1	67%	75%
		EDUK	0	0	0	1	0	2	0%	0%
		EDUL	0	4	8	3	1	2	0%	80%
	Honors College		0	1	0	0	1	0	na	na
	LAS	AT	2	2	0	1	3	1	67%	0%
		CMJM	0	2	3	2	1	0	0%	100%
		EH	5	3	1	2	5	2	71%	33%
		HY	2	1	1	5	3	2	29%	33%
		MC	2	1	0	4	0	2	33%	0%
		MLC	0	2	0	0	0	3	na	0%
		NMP	0	1	0	1	0	1	0%	0%
		PL	0	2	0	2	1	2	0%	0%
		TH	0	1	0	1	1	0	0%	na
	NSFA	CSD	1	1	2	0	0	1	100%	67%
		NURS	1	2	6	0	0	0	100%	100%
		SWK	3	1	1	2	0	0	60%	100%
	RP	IMFA	0	0	0	1	0	0	0%	na
	AC	CES	3	5	0	0	3	0	100%	na
		PSH total:	**23**	**32**	**28**	**28**	**26**	**23**	**45%**	**55%**
		total across all units:	**54**	**59**	**73**	**142**	**83**	**74**	**28%**	**50%**

Table 1 -- tenured/tenure-eligible faculty by gender and rank (headcount); 2018-2019
(These data reflect ADVANCE-specific definitions regarding the counting of faculty. They therefore should not be cited as, or compared with, official UMaine statistics. For official UMaine statistics regarding faculty, see http://umaine.edu/oir/.)

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.

Table 2 -- gender by tenure status (headcount); 2018-2019
(These data reflect ADVANCE-specific definitions regarding the counting of faculty. They therefore should not be cited as, or compared with, official UMaine statistics. For official UMaine statistics regarding faculty, see see http://umaine.edu/oir/.)

discipline group	college (or equivalent)	unit	tenured/tenured-eligible (T/TE)			non-T/TE			% of women who are non-T/TE
			women	men	% women	women	men	% women	
STEM	ENGR	CE	5	7	42%	1	2	33%	17%
		CHE	1	13	7%	3	1	75%	75%
		ECE	1	11	8%	0	0	na	0%
		ME	2	14	13%	0	5	0%	0%
		SET	4	12	25%	0	4	0%	0%
	LAS	CH	2	9	18%	2	2	50%	50%
		CIS	4	9	31%	2	3	40%	33%
		MS	2	13	13%	6	15	29%	75%
		PS	1	12	8%	2	3	40%	67%
	NSFA	BMMB	5	5	50%	3	1	75%	38%
		ERS	4	12	25%	3	1	75%	43%
		FORM	6	13	32%	2	4	33%	25%
		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%
	VPR	ADCC			na	0	1	0%	na
		CLIM			na	0	1	0%	na
		WRI			na	1	0	100%	100%
	AC	CES	8	14	36%	0	0	na	0%
		STEM total:	**80**	**191**	**30%**	**40**	**53**	**43%**	**33%**
social and behavioral sciences	LAS	AY	4	7	36%	1	0	100%	20%
		INS	1	0	100%	2	2	50%	67%
		POL	2	6	25%	0	3	0%	0%
		PY	8	6	57%	2	3	40%	20%
		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 total:	**23**	**31**	**43%**	**6**	**10**	**38%**	**21%**
professional schools, humanities	MBS	BA	7	12	37%	10	11	48%	59%
	EHD	EDUH	6	3	67%	1	4	20%	14%
		EDUK	0	3	0%	4	6	40%	100%
		EDUL	12	6	67%	48	7	87%	80%
	LAS	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%
		HY	4	10	29%	0	3	0%	0%
		MC	3	6	33%	7	6	54%	70%
		MLC	2	3	40%	3	1	75%	60%
		NMP	1	2	33%	0	1	0%	0%
		PL	2	5	29%	0	1	0%	0%
		TH	1	2	33%	5	2	71%	83%
	NSFA	CSD	4	1	80%	6	1	86%	60%
		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 across 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.
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.

Table 3 -- Tenure-review outcome (spring 2018)

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	3		3			
	College of LAS						
	College of NSFA	2	1	2	1		
	Cooperative Extension						
	STEM total:	**5**	**1**	**5**	**1**	**0**	**0**
social and behaviorial sciences	Cooperative Extension						
	College of LAS		1		1		
	College of NSFA		1		1		
	SBS total:	**0**	**2**	**0**	**2**	**0**	**0**
professional schools, humanities	MBS	1		1			
	College of EHD						
	College of LAS	2	1	2	1		
	College of NSFA		1		1		
	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-review outcome (tenure-eligible faculty): Assistant Professor to Associate Professor (spring 2018)

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	2		2			
	College of LAS						
	College of NSFA	3	1	3	1		
	Cooperative Extension						
	STEM total:	**5**	**1**	**5**	**1**	**0**	**0**
social and behaviorial sciences	Cooperative Extension						
	College of LAS		1		1		
	College of NSFA		1		1		
	SBS total:	**0**	**2**	**0**	**2**	**0**	**0**
professional schools, humanities	MBS	1		1			
	College of EHD						
	College of LAS	2	1	2	1		
	College of NSFA		1		1		
	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)

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering						
	College of LAS	1	1	1	1		
	College of NSFA	2		2			
	Cooperative Extension		1		1		
	STEM total:	**3**	**2**	**3**	**2**	**0**	**0**
social and behaviorial sciences	College of LAS						
	College of NSFA						
	Cooperative Extension						
	SBS total:	**0**	**0**	**0**	**0**	**0**	**0**
professional schools, humanities	MBS						
	College of EHD						
	College of LAS		1		1		
	College of NSFA		1		1		
	Honors College						
	Cooperative Extension						
	PSH total:	**0**	**2**	**0**	**2**	**0**	**0**
	total across all units	**3**	**4**	**3**	**4**	**0**	**0**

discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	3	13.0%	5	12.8%
	3-5	10	43.5%	4	10.3%
	6-8	5	21.7%	7	17.9%
	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%**
social and behavioral sciences	1-2	0	0.0%	3	27.3%
	3-5	1	33.3%	2	18.2%
	6-8	1	33.3%	2	18.2%
	9-11	0	0.0%	1	9.1%
	12-14	1	33.3%	0	0.0%
	15 or more	0	0.0%	3	27.3%
	SBS total:	**3**	**100%**	**11**	**100%**
professional schools, humanities	1-2	1	3.2%	2	8.7%
	3-5	5	16.1%	6	26.1%
	6-8	7	22.6%	6	26.1%
	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%**

Table 5 -- Years in rank as Associate Professor as of 8-31-2018 (tenured/tenure-eligible Associate Professors)

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		
	full	associate	assistant	full	associate	assistant
STEM		1		1		1
SBS						
PSH		1	1			3
total :	**0**	**2**	**1**	**1**	**0**	**4**

Table 7 -- new tenured/tenure-eligible faculty hires (9.1.17 through 8.31.18)								
discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
STEM	ENGR	CE			1			
		ME				1		2
		SET			1			
	LAS	MS						2
	NSFA	BMMB						1
		SBE						1
		ERS			1			
		SMS			1			1
	CES				2			1
SBS	LAS	HY						1
PSH	EDUC	EDUL			3			
	LAS	CMJM			1			
		MLC						1
		NMP						1
	MBS	BA			1		1	2
	NSFA	SWK			1			
	CES				1			
total across all units:			**0**	**0**	**12**	**1**	**1**	**13**

Table 8 -- Years in rank as Associate Professor as of 8-31-2018 (tenured Full Professors)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	0	0.0%	0	0.0%
	3-5	4	17.4%	29	32.6%
	6-8	9	39.1%	42	47.2%
	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%
social and behavioral sciences	1-2	0	0.0%	0	0.0%
	3-5	0	0.0%	4	26.7%
	6-8	3	50.0%	8	53.3%
	9-11	1	16.7%	1	6.7%
	12-14	1	16.7%	2	13.3%
	15 or more	1	16.7%	0	0.0%
	SBS total:	6	100%	15	100%
professional schools, humanities	1-2	0	0.0%	0	0.0%
	3-5	4	21.1%	5	20.0%
	6-8	7	36.8%	9	36.0%
	9-11	3	15.8%	4	16.0%
	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)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	1	4.5%	6	6.5%
	3-5	4	18.2%	14	15.1%
	6-8	4	18.2%	7	7.5%
	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%
social and behavioral sciences	1-2	0	0.0%	0	0.0%
	3-5	2	33.3%	2	12.5%
	6-8	3	50.0%	1	6.3%
	9-11	0	0.0%	3	18.8%
	12-14	1	16.7%	4	25.0%
	15 or more	0	0.0%	6	37.5%
	SBS total:	6	100%	16	100%
professional schools, humanities	1-2	4	18.2%	2	7.1%
	3-5	3	13.6%	3	10.7%
	6-8	4	18.2%	9	32.1%
	9-11	1	4.5%	1	3.6%
	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