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**Academic Unit key**

**BPPH**

BA Maine Business School  
PA Public Administration  
SWK School of Social Work

**EHD**

EDUC Education & Human Development

**ENGR**

CE Civil & Environmental Engineering  
CHE Chemical & Biological Engineering  
ECE Electrical & Computer Engineering  
ME Mechanical Engineering  
SE Spatial Information Science & Engineering  
SET School of Engineering Technology

**LAS**

AT Art  
AY Anthropology  
CH Chemistry  
CMJM Communication & Journalism  
CS Computer Science  
CSD Communication Sciences & Disorders  
EH English  
HY History  
IEI Intensive English Institute  
INS interdisciplinary faculty (teaching in Women Studies, Native American Studies, and Franco American Studies)  
MC Music  
MLC Modern Languages & Classics  
MS Mathematics & Statistics  
NMP New Media  
PL Philosophy  
POL Political Science  
PS Physics and Astronomy  
PY Psychology  
SY Sociology  
TH Theater

**NSFA**

ANV Animal & Veterinary Sciences  
BMMB Molecular & Biomedical Science (formerly Biochemistry, Microbiology, & Molecular Biology)  
ERS Earth Sciences  
FORM School of Forest Resources  
FSN Food Science & Human Nutrition  
NURS School of Nursing  
PSE Plant, Soil, & Environmental Sciences  
SBE School of Biology & Ecology  
SMS School of Marine Sciences  
SOE School of Economics  
W Wildlife Ecology

**VPR**

AEWC Advanced Structures and Composites Center  
CCI Center for Community Inclusion  
CLIM Climate Change Institute  
LSST Laboratory for Surface Science & Technology  
WRI Water Research Institute

**AcAF**

CES Cooperative Extension Service  
HNRS Honors College

**Table 1 -- tenure-stream faculty by gender and rank (headcount); 2010-2011**

(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://www.umaine.edu/ois/fact\\_book/faculty/faculty.htm](http://www.umaine.edu/ois/fact_book/faculty/faculty.htm).)

discipline group	college dept		women			men			% women		
			Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor
STEM	ENGR	CE	0	1	1	5	1	1	0%	50%	50%
		CHE	0	0	0	5	8	0	0%	0%	na
		ECE	1	0	0	3	6	2	25%	0%	0%
		ME	0	0	0	4	4	3	0%	0%	0%
		SE	1	1	0	4	1	1	20%	50%	0%
		SET	0	2	0	6	4	2	0%	33%	0%
	LAS	CH	1	1	0	6	4	0	14%	20%	na
		CS	0	0	0	2	4	0	0%	0%	na
		MS	1	0	1	8	3	1	11%	0%	50%
	NSFA	PS	1	0	0	6	5	1	14%	0%	0%
		ANV	0	0	1	2	5	0	0%	0%	100%
		BMMB	3	0	2	2	2	1	60%	0%	67%
		ERS	0	1	1	8	3	1	0%	25%	50%
		FORM	0	0	1	9	5	3	0%	0%	25%
		FSN	3	2	1	2	0	0	60%	100%	100%
		PSE	1	2	2	5	4	0	17%	33%	100%
		SBE	4	4	0	6	5	2	40%	44%	0%
		SMS	4	2	1	16	1	0	20%	67%	100%
		W	0	2	0	3	0	1	0%	100%	0%
	Cooperative Extension	1	4	3	5	3	2	17%	57%	60%	
	<b>STEM total:</b>			<b>21</b>	<b>22</b>	<b>14</b>	<b>107</b>	<b>68</b>	<b>21</b>	<b>16%</b>	<b>24%</b>
social and behavioral sciences	LAS	AY	1	0	2	4	2	1	20%	0%	67%
		INS	1	2	0	0	0	0	100%	100%	na
		POL	0	1	0	3	3	0	0%	25%	na
		PY	3	1	2	6	1	2	33%	50%	50%
	NSFA	SY	1	2	0	3	0	0	25%	100%	na
		SOE	0	2	1	9	3	1	0%	40%	na
	Cooperative Extension	0	1	0	0	0	0	na	100%	na	
<b>SBS total:</b>			<b>6</b>	<b>9</b>	<b>5</b>	<b>25</b>	<b>9</b>	<b>4</b>	<b>19%</b>	<b>50%</b>	<b>56%</b>
professional schools, humanities	BPPH	BA	2	2	3	3	3	5	40%	40%	38%
		PA	0	1	0	2	1	0	0%	50%	na
		SWK	3	1	0	2	0	0	60%	100%	na
	EHD	EDUC	1	11	2	4	9	0	20%	55%	100%
		AT	2	2	0	3	1	1	40%	67%	0%
	LAS	CMJM	1	2	1	2	3	0	33%	40%	100%
		CSD	0	2	1	0	1	0	na	67%	100%
		EH	2	5	1	3	5	3	40%	50%	25%
		HY	1	0	0	9	2	1	10%	0%	0%
		MC	2	1	1	5	3	0	29%	25%	100%
		MLC	1	3	1	2	1	0	33%	75%	100%
		NMP	0	1	0	0	2	0	na	33%	na
		PL	0	1	1	2	1	0	0%	50%	100%
	TH	0	2	0	1	0	1	0%	100%	0%	
	NSFA	NURS	0	5	2	1	0	1	na	100%	67%
	Cooperative Extension	1	5	4	0	1	2	100%	83%	67%	
<b>PSH total:</b>			<b>16</b>	<b>44</b>	<b>17</b>	<b>39</b>	<b>33</b>	<b>14</b>	<b>29%</b>	<b>57%</b>	<b>55%</b>
<b>total across all units:</b>			<b>43</b>	<b>75</b>	<b>36</b>	<b>171</b>	<b>110</b>	<b>39</b>	<b>20%</b>	<b>41%</b>	<b>48%</b>

Notes:

- Includes individuals coded by HR as 6 or 7 (i.e., "faculty") -- tenure-stream only. Faculty on full-year unpaid leave are not included, nor are retired tenured faculty who have returned in a part-time capacity. Department chairs are included; deans and associate deans are not.
- Faculty having at least a partial appointment in an academic unit (e.g., a joint in Earth Sciences and, say, Cooperative Extension or the Climate Change Institute) are counted only in the academic unit.
- Faculty having a joint appointment in two academic units (e.g., School of Marine Sciences and Anthropology) are counted only in the primary unit.
- Tenure-stream faculty whose entire assignment is to a center (e.g., LSST, NCGIA, Climate Change Institute) are counted in an appropriate academic unit.
- "LAS INS" comprises faculty teaching in Women Studies, Native American Studies, and Franco American Studies.
- Cooperative Extension faculty were assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.
- All economics faculty are included in SOE in NSFA (consistent with the present location of these faculty).

Table 2 -- gender by tenure status (headcount); 2010-2011											
(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 <a href="http://www.umaine.edu/ois/fact_book/faculty/faculty.htm">http://www.umaine.edu/ois/fact_book/faculty/faculty.htm</a> .)											
discipline group	college	dept	tenure stream			nontenure stream (NTS)			% of women in NTS	% of men in NTS	
			women	men	% women	women	men	% women			
STEM	ENGR	CE	2	7	22%	1	2	33%	33%	22%	
		CHE	0	13	0%	0	0	na	na	0%	
		ECE	1	11	8%	0	0	na	0%	0%	
		ME	0	11	0%	3	1	na	na	8%	
		SE	2	6	25%	0	0	na	0%	0%	
		SET	2	12	14%	1	3	25%	33%	20%	
	LAS	CH	2	10	17%	2	0	100%	50%	0%	
		CS	0	6	0%	1	2	33%	100%	25%	
		MS	2	12	14%	5	6	45%	71%	33%	
		PS	1	12	8%	2	3	40%	67%	20%	
	NSFA	ANV	1	7	13%	0	0	na	0%	0%	
		BMMB	5	5	50%	1	1	50%	17%	17%	
		ERS	2	12	14%	1	0	100%	33%	0%	
		FORM	1	17	6%	0	2	0%	0%	11%	
		FSN	6	2	75%	1	0	100%	14%	0%	
		PSE	5	9	36%	1	1	50%	17%	10%	
		SBE	8	13	38%	1	4	20%	11%	24%	
		SMS	7	17	29%	3	4	43%	30%	19%	
	VPR	W	2	4	33%	2	0	100%	50%	0%	
		AEWC	0	0	na	0	1	0%	na	100%	
		CLIM	0	0	na	1	2	na	na	na	
	Cooperative Extension	WRI	0	0	na	1	0	100%	100%	na	
	Cooperative Extension		8	10	44%	0	0	na	0%	0%	
	<b>STEM total:</b>			<b>57</b>	<b>196</b>	<b>23%</b>	<b>27</b>	<b>32</b>	<b>46%</b>	<b>32%</b>	<b>14%</b>
	social and behavioral sciences	LAS	AY	3	7	30%	1	0	100%	25%	0%
			INS	3	0	100%	3	1	75%	50%	100%
POL			1	6	14%	0	2	0%	0%	25%	
PY			6	9	40%	2	1	67%	25%	10%	
SY			3	3	50%	1	0	100%	25%	0%	
NSFA		SOE	3	13	19%	2	2	50%	40%	13%	
Cooperative Extension			1	0	100%	0	0	na	na	na	
<b>SBS total:</b>			<b>20</b>	<b>38</b>	<b>34%</b>	<b>9</b>	<b>6</b>	<b>60%</b>	<b>31%</b>	<b>14%</b>	
professional schools, humanities	BPPH	BA	7	11	39%	3	4	43%	30%	27%	
		PA	1	3	25%	0	1	0%	0%	25%	
		SWK	4	2	67%	6	2	75%	60%	50%	
	EHD	EDUC	14	13	52%	44	13	77%	76%	50%	
			4	5	44%	1	2	33%	20%	29%	
	LAS	CMJM	4	5	44%	0	1	0%	0%	17%	
		CSD	3	1	75%	7	1	88%	70%	50%	
		EH	8	11	42%	9	11	45%	53%	50%	
		HY	1	12	8%	2	1	67%	67%	8%	
		IEI	0	0	na	1	1	50%	100%	100%	
		MC	4	8	33%	2	2	50%	33%	20%	
		MLC	5	3	63%	5	1	83%	50%	25%	
		NMP	1	2	33%	1	5	17%	50%	71%	
		PL	2	3	40%	1	1	50%	33%	25%	
		TH	2	2	50%	1	2	33%	33%	50%	
	NSFA	NURS	7	2	78%	20	2	91%	74%	50%	
	VPR	CCI	0	0	na	1	0	100%	100%	na	
	Honors College		0	0	0	5	3	63%	na	na	
	Cooperative Extension		10	3	77%	0	0	na	0%	0%	
<b>PSH total:</b>			<b>77</b>	<b>86</b>	<b>47%</b>	<b>109</b>	<b>53</b>	<b>67%</b>	<b>59%</b>	<b>38%</b>	
<b>total across all units:</b>			<b>154</b>	<b>320</b>	<b>32%</b>	<b>145</b>	<b>91</b>	<b>61%</b>	<b>48%</b>	<b>22%</b>	

Notes:

- Includes individuals coded by HR as 6 or 7 (i.e., "faculty") -- both full-time and part-time, and tenure stream and nontenure stream. Department chairs are included; deans and associate deans are not. Coaches are not included, nor are DLL faculty. Faculty on full-year unpaid leave are not included.
- Faculty having at least a partial appointment in an academic unit (e.g., a joint in Earth Sciences and, say, Cooperative Extension or the Climate Change Institute) are counted only in the academic unit.
- Faculty having a joint appointment in two academic units (e.g., School of Marine Sciences and Anthropology) are counted only in the primary unit.
- Tenure-stream faculty whose entire assignment is to a center (e.g., LSST, NCGIA, Climate Change Institute) are counted in an appropriate academic unit.
- "LAS INS" comprises faculty teaching in Women Studies, Native American Studies, and Franco American Studies.
- Cooperative Extension faculty were assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.
- All economics faculty are included in SOE in NSFA (consistent with the present location of these faculty).

Table 3 -- Tenure-review outcome (spring 2010)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1		1			
	College of LAS	2		2			
	College of NSFA		2		2		
	Cooperative Extension						
	<b>STEM total:</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
social and behavioral sciences	BPPH						
	College of LAS	1	1	1	1		
	College of NSFA						
	<b>SBS total:</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
professional schools, humanities	College of BPPH						
	College of EHD		1		1		
	College of LAS	1	1	1	1		
	College of NSFA						
	Cooperative Extension						
	<b>PSH total:</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
	<b>total across all units</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>

Table 4a -- Promotion-review outcome: Assistant Professor to Associate Professor (spring 2010)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1		1			
	College of LAS	2		2			
	College of NSFA	1	3	1	3		
	Cooperative Extension						
	<b>STEM total:</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>
social and behavioral sciences	BPPH						
	College of LAS	1	1	1	1		
	College of NSFA						
	<b>SBS total:</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
professional schools, humanities	College of BPPH						
	College of EHD		1		1		
	College of LAS	1	1	1	1		
	College of NSFA						
	Cooperative Extension						
	<b>PSH total:</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
	<b>total across all units</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>

(Note: Table 4a includes two nontenure-stream instructors.)

Table 4b -- Promotion-review outcome: Associate Professor to Full Professor (spring 2010)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering						
	College of LAS	1		1			
	College of NSFA	1	1	1	1		
	Cooperative Extension						
	<b>STEM total:</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
social and behavioral sciences	BPPH						
	College of LAS						
	College of NSFA	1		1			
	<b>SBS total:</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
professional schools, humanities	College of BPPH	1	1	1	1		
	College of EHD	1		1			
	College of LAS	1	1	1	1		
	College of NSFA						
	Cooperative Extension						
	<b>PSH total:</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
	<b>total across all units</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>

Table 5a -- Years in rank as Associate Professor as of 8-31-2010 (for those hired as Assistant Professor); tenure-stream faculty only					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	0-2	3	15.0%	9	15.3%
	3-5	7	35.0%	16	27.1%
	6-8	6	30.0%	7	11.9%
	9-11	1	5.0%	2	3.4%
	12-14			3	5.1%
	15 or more	3	15.0%	22	37.3%
	<b>total:</b>		<b>20</b>		<b>59</b>
social and behavioral sciences	0-2	1	12.5%	2	25.0%
	3-5	2	25.0%	1	12.5%
	6-8	3	37.5%	1	12.5%
	9-11				
	12-14	1	12.5%	2	25.0%
	15 or more	1	12.5%	2	25.0%
	<b>total:</b>		<b>8</b>		<b>8</b>
professional schools, humanities	0-2	6	15.0%	6	20.7%
	3-5	13	32.5%	2	6.9%
	6-8	3	7.5%	6	20.7%
	9-11	3	7.5%	1	3.4%
	12-14	3	7.5%	5	17.2%
	15 or more	12	30.0%	9	31.0%
	<b>total:</b>		<b>40</b>		<b>29</b>

Table 5b -- Years in rank as Associate Professor as of 8-31-2010 (for those hired as Associate Professor); tenure-stream faculty only					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	0-2			1	20.0%
	3-5			1	20.0%
	6-8				
	9-11			1	20.0%
	12-14				
	15 or more			2	40.0%
	<b>total:</b>		<b>0</b>		<b>5</b>
social and behavioral sciences	0-2				
	3-5				
	6-8				
	9-11			1	
	12-14				
	15 or more				
	<b>total:</b>		<b>0</b>		<b>1</b>
professional schools, humanities	0-2				
	3-5				
	6-8			1	50.0%
	9-11				
	12-14				
	15 or more			1	50.0%
	<b>total:</b>		<b>0</b>		<b>2</b>

Table 6 -- Voluntary, Non-retirement attrition; tenure-stream (9-1-2009 through 8-31-2010)						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM					2	1
SBS			2			
PSH						1
<b>total :</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>

Table 7 -- new tenure-stream hires (9-1-2009 through 8-31-2010)								
discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
STEM	NSFA	SBE						1
SBS	NSFA	SOE						1
PSH	NSFA	NURS				1		1
	Cooperative Extension							1
<b>total across all units:</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>