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Table 1 -- tenured/tenure-eligible faculty by gender and rank (headcount); 2015-2016												
(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://umaine.edu/oir/">http://umaine.edu/oir/</a> .)												
discipline group	college (or equivalent)	unit	women			men			% women			
			Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	
STEM	ENGR	CE	0	2	2	5	2	0	0%	50%	100%	
		CHE	0	0	0	6	4	1	0%	0%	na	
		ECE	1	0	0	6	4	1	14%	0%	0%	
		ME	0	0	0	6	5	2	0%	0%	0%	
		SET	2	0	0	6	2	3	25%	0%	0%	
	LAS	CH	1	1	0	4	3	2	20%	25%	0%	
		CIS	1	1	0	4	5	1	20%	17%	0%	
		MS	1	1	0	3	4	3	25%	20%	0%	
		PS	1	0	0	7	3	1	13%	0%	0%	
	NSFA	BMMB	1	1	1	1	2	1	50%	33%	50%	
		ERS	1	0	2	10	1	2	9%	0%	50%	
		FORM	0	1	3	9	2	3	0%	33%	50%	
		SBE	4	2	4	7	2	0	36%	50%	100%	
		SFA	5	8	1	6	4	5	45%	67%	17%	
		SMS	4	4	1	11	1	2	27%	80%	33%	
	W	W	1	0	0	2	1	2	33%	0%	0%	
		W	1	0	0	2	1	2	33%	0%	0%	
	AC	CES	2	4	1	9	2	3	18%	67%	25%	
<b>STEM total:</b>			<b>25</b>	<b>25</b>	<b>15</b>	<b>102</b>	<b>47</b>	<b>32</b>	<b>20%</b>	<b>35%</b>	<b>32%</b>	
social and behavioral sciences	LAS	AY	0	1	0	4	4	1	0%	20%	0%	
		INS	0	2	0	0	0	1	na	100%	0%	
		POL	1	0	1	4	0	1	20%	na	50%	
		PY	2	1	2	4	3	1	33%	25%	67%	
		SY	1	1	0	2	0	0	33%	100%	na	
	NSFA	SOE	1	0	2	7	2	3	13%	0%	40%	
		CES	1	0	0	0	0	0	100%	na	na	
	<b>SBS total:</b>			<b>6</b>	<b>5</b>	<b>5</b>	<b>21</b>	<b>9</b>	<b>7</b>	<b>22%</b>	<b>36%</b>	<b>42%</b>
professional schools, humanities	MBS	BA	2	2	2	2	6	2	50%	25%	50%	
	EHD	EDUH	2	3	1	1	1	1	67%	75%	na	
		EDUK	0	1	0	3	2	3	0%	33%	0%	
		EDUL	0	2	1	1	3	1	0%	40%	50%	
	Honors College			0	1	0	0	1	0	na	50%	na
	LAS	AT	2	2	0	2	2	1	50%	50%	0%	
		CMJM	1	0	3	3	2	1	25%	0%	75%	
		EH	4	4	2	4	4	2	50%	50%	50%	
		HY	2	1	0	7	2	1	22%	33%	0%	
		MC	2	1	0	3	1	0	40%	50%	na	
		MLC	0	2	0	1	0	2	0%	100%	0%	
		NMP	0	1	0	2	0	1	0%	100%	0%	
		PL	0	2	0	2	1	0	0%	67%	na	
	TH	0	1	0	1	1	0	na	50%	na		
	NSFA	CSD	0	2	0	0	1	1	na	67%	na	
		NURS	1	3	4	0	0	0	100%	100%	100%	
SWK		3	1	0	2	0	0	60%	100%	na		
AC	CES	3	9	0	0	3	0	100%	75%	na		
<b>PSH total:</b>			<b>22</b>	<b>38</b>	<b>13</b>	<b>34</b>	<b>30</b>	<b>16</b>	<b>39%</b>	<b>56%</b>	<b>45%</b>	
<b>total across all units:</b>			<b>53</b>	<b>68</b>	<b>33</b>	<b>157</b>	<b>86</b>	<b>55</b>	<b>25%</b>	<b>44%</b>	<b>38%</b>	

Notes:

- 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, associated deans, and deans.
- 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; or Canadian American Studies.
- Cooperative Extension faculty are treated as tenured/tenure-eligible and are assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.

**Table 2 -- gender by tenure status (headcount); 2015-2016**

(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/>.)

discipline group	college (or equivalent)	unit	tenured/tenured-eligible (T/TE)			non-T/TE			% of women who are non-T/TE	% of men who are non-T/TE
			women	men	% women	women	men	% women		
STEM	ENGR	CE	4	7	36%	1	1	50%	20%	13%
		CHE	0	11	0%	1	1	50%	100%	8%
		ECE	1	11	8%	0	0	na	0%	0%
		ME	0	13	0%	1	3	25%	100%	19%
		SET	2	11	15%	0	7	0%	0%	39%
	LAS	CH	2	9	18%	1	4	20%	33%	31%
		CIS	2	10	17%	1	2	33%	33%	17%
		MS	2	10	17%	5	14	26%	71%	58%
		PS	1	11	8%	0	3	0%	0%	21%
	NSFA	BMMB	3	4	43%	0	7	0%	0%	64%
		EES	0	0	na	1	0	100%	100%	na
		ERS	3	13	19%	2	0	100%	40%	0%
		FORM	4	14	22%	2	3	40%	33%	18%
		SBE	10	9	53%	7	6	54%	41%	40%
		SFA	14	15	48%	4	2	67%	22%	12%
		SMS	9	14	39%	1	4	20%	10%	22%
		W	1	5	17%	1	0	100%	50%	0%
	VPR	ADCC	0	0	na	0	1	0%	na	100%
		CLIM	0	0	na	0	2	0%	na	100%
	AC	CES	7	14	33%	0	0	na	0%	0%
<b>STEM total:</b>			<b>65</b>	<b>181</b>	<b>26%</b>	<b>28</b>	<b>60</b>	<b>32%</b>	<b>30%</b>	<b>25%</b>
social and behavioral sciences	LAS	AY	1	9	10%	4	0	100%	80%	0%
		INS	2	1	67%	4	4	50%	67%	80%
		POL	2	5	29%	1	4	20%	33%	44%
		PY	5	8	38%	4	2	67%	44%	20%
		SY	2	2	50%	0	1	0%	0%	33%
	NSFA	SOE	3	12	20%	1	2	33%	25%	14%
	AC	CES	1	0	100%	0	0	na	0%	na
<b>SBS total:</b>			<b>16</b>	<b>37</b>	<b>30%</b>	<b>14</b>	<b>13</b>	<b>52%</b>	<b>47%</b>	<b>26%</b>
professional schools, humanities	MBS	BA	6	10	38%	5	10	33%	45%	50%
	EHD	EDUC	0	0	na	32	9	78%	100%	100%
		EDUH	6	3	67%	2	2	50%	25%	40%
		EDUK	1	8	11%	4	0	100%	80%	0%
		EDUL	3	5	38%	5	1	83%	63%	17%
	LAS	AT	4	5	44%	7	4	64%	64%	44%
		CMJM	4	6	40%	8	2	80%	67%	25%
		EH	10	10	50%	14	8	64%	58%	44%
		HY	3	10	23%	0	3	0%	0%	23%
		IEI	0	0	na	0	1	0%	na	100%
		MC	3	4	43%	4	6	40%	57%	60%
		MLC	2	3	40%	5	0	100%	71%	0%
		NMP	1	3	25%	4	3	57%	80%	50%
		PL	2	3	40%	0	2	0%	0%	40%
	TH	1	2	33%	5	2	71%	83%	50%	
	NSFA	CSD	2	2	50%	7	1	88%	78%	33%
		NURS	8	0	100%	43	7	86%	84%	100%
		SWK	4	2	67%	10	1	91%	71%	33%
	VPR	MST	0	0	na	1	0	100%	100%	na
	AC	CES	12	3	80%	0	0	na	0%	0%
CSP		0	0	na	1	0	100%	100%	na	
Honors College			1	1	50%	4	8	33%	80%	89%
<b>PSH total:</b>			<b>73</b>	<b>80</b>	<b>48%</b>	<b>161</b>	<b>70</b>	<b>70%</b>	<b>69%</b>	<b>47%</b>
<b>total across all units:</b>			<b>154</b>	<b>298</b>	<b>34%</b>	<b>203</b>	<b>143</b>	<b>59%</b>	<b>57%</b>	<b>32%</b>

Notes:

- 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, associated deans, and deans.
- 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; or Canadian American Studies.
- Cooperative Extension faculty are treated as tenured/tenure-eligible and are assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.

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

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

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
<b>STEM</b>	College of Engineering	4	1	4	1		
	College of LAS						
	College of NSFA	3		3			
	Cooperative Extension						
	<b>STEM total:</b>	<b>7</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>social and behavioral sciences</b>	College of LAS		1		1		
	College of NSFA	1	1	1	1		
	Cooperative Extension						
	<b>SBS total:</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>professional schools, humanities</b>	MBS						
	College of EHD		1		1		
	College of LAS	1	1	1	1		
	College of NSFA						
	Honors College						
	Cooperative Extension		1		1		
	<b>PSH total:</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>
	<b>total across all units</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>0</b>

<b>Table 5 – Years in rank as Associate Professor as of 8-31-2015 (tenured/tenure-eligible faculty)</b>					
<b>discipline group</b>	<b>years in rank</b>	<b>Women</b>		<b>Men</b>	
		<b>N</b>	<b>% of women</b>	<b>N</b>	<b>% of men</b>
<b>STEM</b>	1-2	6	27.3%	5	10.9%
	3-5	6	27.3%	9	19.6%
	6-8	2	9.1%	8	17.4%
	9-11	4	18.2%	3	6.5%
	12-14	2	9.1%	2	4.3%
	15 or more	2	9.1%	19	41.3%
	<b>STEM total:</b>	<b>22</b>	<b>100%</b>	<b>46</b>	<b>100%</b>
<b>social and behavioral sciences</b>	1-2	1	20.0%	1	12.5%
	3-5	1	20.0%	3	37.5%
	6-8	1	20.0%	1	12.5%
	9-11	1	20.0%	0	0.0%
	12-14	1	20.0%	1	12.5%
	15 or more	0	0.0%	2	25.0%
	<b>SBS total:</b>	<b>5</b>	<b>100%</b>	<b>8</b>	<b>100%</b>
<b>professional schools, humanities</b>	1-2	4	11.1%	6	20.7%
	3-5	9	25.0%	6	20.7%
	6-8	6	16.7%	4	13.8%
	9-11	7	19.4%	1	3.4%
	12-14	2	5.6%	4	13.8%
	15 or more	8	22.2%	8	27.6%
	<b>PSH total:</b>	<b>36</b>	<b>100%</b>	<b>29</b>	<b>100%</b>

Note. Combines Assistant Professor hires and Associate Professor hires.

Table 6 -- Voluntary, Non-retirement attrition: 9-1-2014 through 8-31-2015 (tenured/tenure-eligible faculty)						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM						1
SBS			1			
PSH			1			2
<b>total :</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>

Table 7 -- new tenured/tenure-eligible faculty hires (9-1-2014 through 8-31-2015)								
discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
STEM	ENGR	ME						1
		SET						1
	LAS	CH						1
		MS						1
	NSFA	BMMB			1			
		FORM			1			
		SBE			1			
SFA							1	
SBS	LAS	AY						1
		POL			1			
	NSFA	SOE						1
PSH	EDUC	EDUK			1			
		CMJM						1
	LAS	MLC						2
		NMP						1
	MBS	BA						1
	NSFA	NURS			1			
<b>total across all units:</b>			<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>12</b>

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UMaine units (key)

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**EHD College of Education & Human Development**

EDUH Educational Leadership, Higher Education, & Human Development  
EDUK Exercise Science & STEM Education  
EDUL Teacher & Counselor Education

**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**

AT Art  
AY Anthropology  
CH Chemistry  
CIS School of Computing & Information Sciences  
CMJM Communication & Journalism  
EH English  
HY History  
IEI Intensive English Institute  
INS interdisciplinary faculty (Women Studies, Native American Studies, Franco American Studies, and Canadian American Studies)  
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  
MST Master of Science in Teaching Program  
WRI Water Research Institute

**AC Academic Affairs**

CES Cooperative Extension Service  
CSP College Success Program  
HNRS Honors College