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Table 1 -- tenured/tenure-eligible faculty by gender and rank (headcount); 2016-2017												
(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	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	1	1	0%	67%	67%	
		CHE	0	0	1	6	4	1	0%	0%	50%	
		ECE	1	0	0	6	4	1	14%	0%	0%	
		ME	0	0	2	7	4	2	0%	0%	50%	
		SET	2	0	1	7	3	2	22%	0%	33%	
	LAS	CH	1	1	0	4	2	3	20%	33%	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	8	2	1	11%	0%	0%	
	NSFA	BMMB	1	2	2	1	2	2	50%	50%	50%	
		ERS	1	1	1	8	1	2	11%	50%	33%	
		FORM	0	0	3	6	2	5	0%	0%	38%	
		SBE	4	3	4	6	2	3	40%	60%	57%	
		SFA	5	8	3	6	4	6	45%	67%	33%	
		SMS	3	5	1	11	1	4	21%	83%	20%	
	AC	W	1	0	1	2	1	2	33%	0%	33%	
		CES	2	3	1	9	3	3	18%	50%	25%	
	STEM total:			24	27	22	99	45	42	20%	38%	34%
social and behavioral sciences	LAS	AY	0	1	2	4	4	1	0%	20%	67%	
		INS	0	2	0	0	0	0	na	100%	na	
		POL	1	0	1	4	0	1	20%	na	50%	
		PY	2	1	4	3	3	1	40%	25%	80%	
		SY	1	0	1	2	0	0	33%	na	100%	
	NSFA	SOE	1	0	3	6	3	3	14%	0%	50%	
		CES	1	0	0	0	0	0	100%	na	na	
	SBS total:			6	4	11	19	10	6	24%	29%	65%
professional schools, humanities	MBS	BA	3	2	1	3	4	2	50%	33%	33%	
	EHD	EDUH	2	3	2	1	1	1	67%	75%	na	
		EDUK	0	0	0	1	0	2	0%	na	0%	
		EDUL	0	3	3	3	2	4	0%	60%	43%	
	Honors College			0	1	0	0	1	0	na	50%	na
	LAS	AT	2	2	0	1	2	1	67%	50%	0%	
		CMJM	0	1	3	3	1	1	0%	50%	75%	
		EH	4	4	2	4	4	3	50%	50%	40%	
		HY	2	1	0	7	2	2	22%	33%	0%	
		MC	2	1	0	3	1	1	40%	50%	0%	
		MLC	0	2	0	1	0	2	0%	100%	0%	
		NMP	0	1	0	2	0	1	0%	100%	0%	
		PL	0	1	0	2	1	0	0%	50%	na	
	TH	0	1	0	1	1	0	0%	50%	na		
	NSFA	CSD	0	2	1	0	0	1	na	100%	50%	
NURS		1	3	6	0	0	0	100%	100%	100%		
SWK		3	1	0	2	0	0	60%	100%	na		
AC	CES	2	8	0	0	3	0	100%	73%	na		
PSH total:			21	37	18	34	23	21	38%	62%	46%	
total across all units:			51	68	51	152	78	69	25%	47%	43%	

Note:

- 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.
- 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; or SPIA.
- 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); 2016-2017

(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	% of men who are non-T/TE
			women	men	% women	women	men	% women	T/TE	T/TE
STEM	ENGR	CE	4	7	36%	1	1	50%	20%	13%
		CHE	1	11	8%	2	0	100%	67%	0%
		ECE	1	11	8%	0	0	na	0%	0%
		ME	2	13	13%	0	7	0%	0%	35%
		SET	3	12	20%	1	2	33%	25%	14%
	LAS	CH	2	9	18%	1	4	20%	33%	31%
		CIS	2	10	17%	2	1	67%	50%	9%
		MS	2	10	17%	7	13	35%	78%	57%
	NSFA	PS	1	11	8%	2	2	50%	67%	15%
		BMMB	5	5	50%	0	4	0%	0%	44%
		ERS	3	11	21%	3	1	75%	50%	8%
		FORM	3	13	19%	4	3	57%	57%	19%
		SBE	11	11	50%	6	3	67%	35%	21%
		SFA	16	16	50%	2	2	50%	11%	11%
		SMS	9	16	36%	1	3	25%	10%	16%
	VPR	W	2	5	29%	2	2	50%	50%	29%
		ADCC	0	0	na	0	1	0%	na	100%
	AC	CLIM	0	0	na	1	2	33%	100%	100%
CES		6	15	29%	0	0	na	0%	0%	
STEM total:			73	186	28%	35	51	41%	32%	22%
social and behavioral sciences	LAS	AY	3	9	25%	1	1	50%	25%	10%
		INS	2	0	100%	3	3	50%	60%	100%
		POL	2	5	29%	0	3	0%	0%	38%
		PY	7	7	50%	1	3	25%	13%	30%
		SY	2	2	50%	1	1	50%	33%	33%
	NSFA	SOE	4	12	25%	1	1	50%	20%	8%
	AC	CES	1	0	100%	0	0	na	0%	na
SBS total:			21	35	38%	7	12	37%	25%	26%
professional schools, humanities	MBS	BA	6	9	40%	5	10	33%	45%	53%
	EHD	EDUH	7	3	70%	3	5	38%	30%	63%
		EDUK	0	3	0%	4	6	40%	100%	67%
		EDUL	6	9	40%	36	9	80%	86%	50%
	LAS	ASDN	0	0	na	1	0	100%	100%	na
		AT	4	4	50%	5	5	50%	56%	56%
		CMJM	4	5	44%	7	2	78%	64%	29%
		EH	10	11	48%	16	10	62%	62%	48%
		HY	3	11	21%	1	1	50%	25%	8%
		MC	3	5	38%	3	2	60%	50%	29%
		MLC	2	3	40%	4	1	80%	67%	25%
		NMP	1	3	25%	1	3	25%	50%	50%
		PL	1	3	25%	0	2	0%	0%	40%
	TH	1	2	33%	5	2	71%	83%	50%	
	NSFA	CSD	3	1	75%	6	2	75%	67%	67%
		NURS	10	0	100%	33	7	83%	77%	100%
		SWK	4	2	67%	9	2	82%	69%	50%
	EM	IEI	0	0	na	0	1	0%	100%	0%
VPR	MST	0	0	na	1	0	100%	100%	na	
AC	CESpsh	10	3	77%	0	0	na	0%	0%	
Honors College		1	1	50%	4	6	40%	80%	86%	
PSH total:			76	78	49%	144	76	65%	65%	49%
total across all units:			170	299	36%	186	139	57%	52%	32%

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; or
5. 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
STEM	College of Engineering	2		2			
	College of LAS						
	College of NSFA		3		3		
	Cooperative Extension	1		1			
	STEM total:	3	3	3	3	0	0
social and behavioral sciences	Cooperative Extension						
	College of LAS						
	College of NSFA	1		1			
	SBS total:	1	0	1	0	0	0
professional schools, humanities	MBS						
	College of EHD						
	College of LAS		1		1		
	College of NSFA						
	Honors College						
	Cooperative Extension						
	PSH total:	0	1	0	1	0	0
	total across all units	4	4	4	4	0	0

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

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	2		2			
	College of LAS	1		1			
	College of NSFA						
	Cooperative Extension						
	STEM total:	3	0	3	0	0	0
social and behavioral sciences	College of LAS						
	College of NSFA						
	Cooperative Extension						
	SBS total:	0	0	0	0	0	0
professional schools, humanities	MBS	1	1		1	1	
	College of EHD	1		1			
	College of LAS						
	College of NSFA						
	Honors College						
	Cooperative Extension						
	PSH total:	2	1	1	1	1	0
	total across all units	5	1	4	1	1	0

Table 5 – Years in rank as Associate Professor as of 8-31-2016 (tenured/tenure-eligible Associate Professors)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	8	33.3%	4	9.5%
	3-5	5	20.8%	8	19.0%
	6-8	3	12.5%	5	11.9%
	9-11	5	20.8%	4	9.5%
	12-14	2	8.3%	4	9.5%
	15 or more	1	4.2%	17	40.5%
	STEM total:	24	100%	42	100%
social and behavioral sciences	1-2	1	25.0%	1	11.1%
	3-5	1	25.0%	3	33.3%
	6-8	0	0.0%	2	22.2%
	9-11	1	25.0%	0	0.0%
	12-14	1	25.0%	1	11.1%
	15 or more	0	0.0%	2	22.2%
	SBS total:	4	100%	9	100%
professional schools, humanities	1-2	3	8.1%	4	17.4%
	3-5	11	29.7%	6	26.1%
	6-8	5	13.5%	3	13.0%
	9-11	7	18.9%	1	4.3%
	12-14	2	5.4%	2	8.7%
	15 or more	9	24.3%	7	30.4%
	PSH total:	37	100%	23	100%

Note. Combines Assistant Professor hires and Associate Professor hires.

Table 6 -- Voluntary, Non-retirement attrition: 9-1-2015 through 8-31-2016 (tenured/tenure-eligible faculty)						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM	1			2	1	1
SBS		1				
PSH		1	5		1	2
total :	1	2	5	2	2	3

Table 7 -- new tenured/tenure-eligible faculty hires (9-1-2015 through 8-31-2016)									
discipline group	college	dept	women			men			
			full	associate	assistant	full	associate	assistant	
STEM	ENGR	SET						1	
		CBE						1	
		CE			1				
	LAS	MS						1	
	NSFA	SMS		1					2
		ERS			1				1
		FORM							1
SBE				1					
	W							1	
SBS	LAS	PY			1				
	NSFA								
PSH	EDUC	EDUH			1			1	
		EDUL			1			2	
	LAS	ENG						1	
		HY	1					1	
		CMJM			3				
	MBS							1	
NSFA	CSD							1	
	NURS			1					
total across all units:			1	1	10	0	0	15	

Table 8 – Years In rank as Associate Professor as of 8-31-2016 (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%	44	49.4%
	9-11	6	26.1%	8	9.0%
	12-14	2	8.7%	3	3.4%
	15 or more	2	8.7%	5	5.6%
	STEM total:		23	100%	89
social and behavioral sciences	1-2	0	0.0%	1	5.6%
	3-5	0	0.0%	4	22.2%
	6-8	3	50.0%	9	50.0%
	9-11	1	16.7%	2	11.1%
	12-14	1	16.7%	2	11.1%
	15 or more	1	16.7%	0	0.0%
	SBS total:		6	100%	18
professional schools, humanities	1-2	0	0.0%	0	0.0%
	3-5	4	22.2%	7	22.6%
	6-8	7	38.9%	11	35.5%
	9-11	2	11.1%	5	16.1%
	12-14	4	22.2%	3	9.7%
	15 or more	1	5.6%	5	16.1%
	PSH total:		18	100%	31

Note. Full-professor hires excluded.

Table 9 – Years In rank as Professor as of 8-31-2016 (tenured Full Professors)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	1	4.3%	10	11.2%
	3-5	7	30.4%	11	12.4%
	6-8	1	4.3%	8	9.0%
	9-11	2	8.7%	12	13.5%
	12-14	3	13.0%	6	6.7%
	15 or more	10	43.5%	48	53.9%
	STEM total:		24	100%	95
social and behavioral sciences	1-2	2	33.3%	2	11.1%
	3-5	3	50.0%	0	0.0%
	6-8	0	0.0%	2	11.1%
	9-11	1	16.7%	6	33.3%
	12-14	0	0.0%	0	0.0%
	15 or more	0	0.0%	9	50.0%
	SBS total:		6	100%	19
professional schools, humanities	1-2	1	5.6%	3	9.7%
	3-5	5	27.8%	6	19.4%
	6-8	2	11.1%	4	12.9%
	9-11	4	22.2%	4	12.9%
	12-14	1	5.6%	1	3.2%
	15 or more	6	33.3%	14	45.2%
	PSH total:		19	100%	32

UMaine units (key)

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 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
MST Master of Science in Teaching Program
WRI Water Research Institute

AC Academic Affairs

CES Cooperative Extension Service
HNRS Honors College