

### List of Tables

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Table 1	Tenure-stream faculty by gender and rank (headcount); 2008-2009
Table 2	Gender by tenure status (headcount); 2008-2009
Table 3	Tenure-review outcome (9-1-2003 to 8-31-2008)
Table 4a	Promotion-review outcome: Assistant Professor to Associate Professor (9-1-2003 to 8-31-2008)
Table 4b	Promotion-review outcome: Associate Professor to Full Professor (9-1-2003 to 8-31-2008)
Table 5a	Years in rank as Associate Professor (for those hired as Assistant Professors as of 8-31-2008)
Table 5b	Years in rank as Associate Professor (for those hired as Associate Professors as of 8-31-2008)
Table 6	Voluntary, Non-retirement attrition (9-1-2003 to 8-31-2008)
Table 7	New tenure-stream hires (9-1-2003 to 8-31-2008)

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**Department key**

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**BPPH**

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

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**EHD**

EDUC	Education & Human Development
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**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

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**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

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**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

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**VPR**

CCI	Center for Community Inclusion
CLIM	Climate Change Institute
LSST	Laboratory for Surface Science & Technology
WRI	Water Research Institute

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**Table 1 -- Tenure-stream faculty by gender and rank (headcount): 2008-2009**

(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		
			full	assoc	assist	full	assoc	assist	full	assoc	assist
STEM	ENGR	CE	0	1	1	4	4	1	0.0%	20.0%	50.0%
		CHE	0	0	0	6	7	1	0.0%	0.0%	0.0%
		ECE	1	0	0	3	5	3	25.0%	0.0%	0.0%
		ME	0	0	0	5	4	2	0.0%	0.0%	0.0%
		SE	1	1	0	4	1	1	20.0%	50.0%	0.0%
	LAS	SET	0	2	0	6	2	4	0.0%	50.0%	0.0%
		CH	1	1	0	5	5	0	16.7%	16.7%	na
		CS	0	0	0	2	2	2	0.0%	0.0%	0.0%
		MS	1	0	1	8	3	2	11.1%	0.0%	33.3%
	NSFA	PS	1	0	0	8	4	2	11.1%	0.0%	0.0%
		ANV	0	0	0	2	4	0	0.0%	0.0%	na
		BMMB	2	1	2	2	2	1	50.0%	33.3%	66.7%
		ERS	0	1	1	9	2	1	0.0%	33.3%	50.0%
		FORM	0	0	1	12	5	3	0.0%	0.0%	25.0%
		FSN	3	1	1	2	1	0	60.0%	50.0%	100.0%
		PSE	1	2	1	4	3	0	20.0%	40.0%	100.0%
		SBE	4	2	2	7	6	1	36.4%	25.0%	66.7%
		SMS	4	1	2	16	2	0	20.0%	33.3%	100.0%
	W	0	2	0	3	0	1	0.0%	100.0%	0.0%	
	Cooperative Extension		1	5	3	5	4	1	16.7%	55.6%	75.0%
<b>STEM total:</b>		<b>20</b>	<b>20</b>	<b>15</b>	<b>113</b>	<b>66</b>	<b>26</b>	<b>15.0%</b>	<b>23.3%</b>	<b>36.6%</b>	
social and behavioral sciences	LAS	AY	1	0	1	4	0	2	20.0%	na	33.3%
		INS	1	2	1	0	0	0			
		POL	0	0	0	3	3	1	0.0%	0.0%	0.0%
		PY	3	1	2	7	3	2	30.0%	25.0%	50.0%
		SY	1	1	2	4	0	0	20.0%	100.0%	100.0%
	NSFA	SOE	0	2	1	9	4	0	0.0%	33.3%	na
	Cooperative Extension		0	2	0	0	0	0	na	100.0%	na
<b>SBS total:</b>		<b>6</b>	<b>8</b>	<b>7</b>	<b>27</b>	<b>10</b>	<b>5</b>	<b>18.2%</b>	<b>44.4%</b>	<b>58.3%</b>	
professional schools, humanities	BPPH	BA	1	4	2	1	4	5	50.0%	50.0%	28.6%
		PA	0	1	0	1	2	0	0.0%	33.3%	na
		SWK	3	1	0	2	1	0	60.0%	50.0%	na
	EHD	EDUC	2	10	5	5	10	2	28.6%	50.0%	71.4%
	LAS	AT	2	2	0	3	1	2	40.0%	66.7%	0.0%
		CMJM	1	2	2	2	2	2	33.3%	50.0%	50.0%
		CSD	0	2	1	0	0	1	na	100.0%	50.0%
		EH	2	5	1	3	5	3	40.0%	50.0%	25.0%
		HY	2	0	1	9	3	1	18.2%	0.0%	50.0%
		MC	1	2	1	5	3	0	16.7%	40.0%	100.0%
		MLC	1	4	1	2	1	0	33.3%	80.0%	100.0%
		NMP	0	1	0	0	2	0	na	33.3%	na
		PL	0	1	1	3	1	0	0.0%	50.0%	100.0%
	TH	0	2	0	1	0	1	0.0%	100.0%	0.0%	
NSFA	NURS	0	6	2	0	0	0	na	100.0%	100.0%	
Cooperative Extension		1	5	4	0	2	2	100.0%	71.4%	66.7%	
<b>PSH total:</b>		<b>16</b>	<b>48</b>	<b>21</b>	<b>37</b>	<b>37</b>	<b>19</b>	<b>30.2%</b>	<b>56.5%</b>	<b>52.5%</b>	
<b>total across all units:</b>		<b>42</b>	<b>76</b>	<b>43</b>	<b>177</b>	<b>113</b>	<b>50</b>	<b>19.2%</b>	<b>40.2%</b>	<b>46.2%</b>	

Notes:

1. 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.
2. 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.
3. Faculty having a joint appointment in two academic units (e.g., School of Marine Sciences and Anthropology) are counted only in the primary unit.
4. Tenure-stream faculty whose entire assignment is to a center (e.g., LSST, NCGIA, Climate Change Institute) are counted in an appropriate academic unit.
5. "LAS INS" comprises faculty teaching in Women Studies, Native American Studies, and Franco American Studies.
6. Cooperative Extension faculty were assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.
7. All economics faculty are included in SOE in NSFA (consistent with the present location of these faculty).

Table 2 -- Gender by tenure status (headcount): 2008-2009										
(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	% of men
			women	men	% female	women	men	% female		
STEM	ENGR	CE	2	9	18%	0	3	0%	0%	25%
		CHE	0	14	0%	0	1	na	na	7%
		ECE	1	11	8%	0	1	0%	na	8%
		ME	0	11	0%	0	1	na	na	8%
		SE	2	6	25%	0	0	na	0%	0%
	SET	2	12	14%	0	4	0%	0%	25%	
	LAS	CH	2	10	17%	3	0	100%	60%	0%
		CS	0	6	0%	1	1	50%	100%	14%
		MS	2	13	13%	3	6	33%	60%	32%
		PS	1	14	7%	2	4	33%	67%	22%
	NSFA	ANV	0	6	0%	1	1	na	100%	14%
		BMMB	5	5	50%	1	2	33%	17%	29%
		ERS	2	12	14%	1	0	100%	33%	0%
		FORM	1	20	5%	2	1	67%	67%	5%
		FSN	5	3	63%	2	0	100%	29%	0%
		PSE	4	7	36%	2	6	25%	33%	46%
		SBE	8	14	36%	2	5	29%	20%	26%
		SMS	7	18	28%	5	4	56%	42%	18%
	W	2	4	33%	2	0	100%	50%	0%	
	VPR	CLIM	0	0	na	1	3	25%		
WRI		0	0	na	1	1	50%			
Cooperative Extension			9	10	47%	0	0	na		
<b>STEM total:</b>			<b>55</b>	<b>205</b>	<b>21%</b>	<b>29</b>	<b>44</b>	<b>40%</b>	<b>35%</b>	<b>18%</b>
social and behavioral sciences	LAS	AY	2	6	25%	0	0	na	0%	0%
		INS	4	0	100%	4	1	80%	50%	100%
		POL	0	7	0%	0	4	0%	na	36%
		PY	6	12	33%	2	3	40%	25%	20%
	SY	4	4	50%	0	2	0%	0%	33%	
	NSFA	SOE	3	13	19%	3	2	60%	50%	13%
Cooperative Extension			2	0	100%	0	0	na	0%	na
<b>SBS total:</b>			<b>21</b>	<b>42</b>	<b>33%</b>	<b>9</b>	<b>12</b>	<b>43%</b>	<b>30%</b>	<b>22%</b>
professional schools, humanities	BPPH	BA	7	10	41%	5	5	50%	42%	33%
		PA	1	3	25%	1	2	33%	50%	40%
		SWK	4	3	57%	3	2	60%	43%	40%
	EHD	EDUC	17	17	50%	54	14	79%	76%	45%
	LAS	AT	4	6	40%	3	0	100%	43%	0%
		CMJM	5	6	45%	2	2	50%	29%	25%
		CSD	3	1	75%	7	1	88%	70%	50%
		EH	8	11	42%	11	12	48%	58%	52%
		HY	3	13	19%	1	2	33%	25%	13%
		IEI	0	0	na	1	1	50%	100%	100%
		MC	4	8	33%	3	1	75%	43%	11%
		MLC	6	3	67%	4	2	67%	40%	40%
		NMP	1	2	33%	2	4	33%	67%	67%
	PL	2	4	33%	0	3	0%	0%	43%	
	TH	2	2	50%	2	2	50%	50%	50%	
	NSFA	NURS	8	0	100%	25	4	86%	76%	100%
	VPR	CCI	0	0	na	1	0	100%	100%	na
Honors College			0	0	na	7	7	50%	100%	100%
Cooperative Extension			10	4	71%	0	0	na	0%	0%
<b>PSH total:</b>			<b>85</b>	<b>93</b>	<b>48%</b>	<b>132</b>	<b>64</b>	<b>67%</b>	<b>61%</b>	<b>41%</b>
<b>total across all units:</b>			<b>161</b>	<b>340</b>	<b>32%</b>	<b>170</b>	<b>120</b>	<b>59%</b>	<b>51%</b>	<b>26%</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 (9-1-2003 to 8-31-2008)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	12	3	12	3	0	0
	College of LAS	8	0	7	0	1	0
	College of NSFA	12	4	11	3	1	1
	Cooperative Extension	2	1	2	1	0	0
	<b>STEM total:</b>	<b>34</b>	<b>8</b>	<b>32</b>	<b>7</b>	<b>2</b>	<b>1</b>
social and behavioral sciences	College of BPPH	0	0	0	0	0	0
	College of LAS	5	1	3	1	2	0
	College of NSFA	2	1	2	1	0	0
	Cooperative Extension	1	0	1	0	0	0
<b>SBS total:</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>0</b>	
professional schools, humanities	College of BPPH	0	3	0	3	0	0
	College of EHD	4	8	4	8	0	0
	College of LAS	8	11	7	11	1	0
	College of NSFA	0	0	0	0	0	0
	Cooperative Extension	0	2	0	2	0	0
<b>PSH total:</b>	<b>12</b>	<b>24</b>	<b>11</b>	<b>24</b>	<b>1</b>	<b>0</b>	
<b>total across all units</b>	<b>54</b>	<b>34</b>	<b>49</b>	<b>33</b>	<b>5</b>	<b>1</b>	

Table 4a -- Promotion-review outcome: Assistant Professor to Associate Professor (9-1-2003 to 8-31-2008)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	10	3	10	3	0	0
	College of LAS	7	0	6	0	1	0
	College of NSFA	12	4	11	3	1	1
	Cooperative Extension	2	1	2	1	0	0
	<b>STEM total:</b>	<b>31</b>	<b>8</b>	<b>29</b>	<b>7</b>	<b>2</b>	<b>1</b>
social and behavioral sciences	College of BPPH	0	0	0	0	0	0
	College of LAS	4	1	2	1	2	0
	College of NSFA	2	1	2	1	0	0
	Cooperative Extension	1	0	1	0	0	0
<b>SBS total:</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	
professional schools, humanities	College of BPPH	0	3	0	3	0	0
	College of EHD	0	8	0	8	0	0
	College of LAS	8	11	7	11	1	0
	College of NSFA	0	0	0	0	0	0
	Cooperative Extension	0	2	0	2	0	0
<b>PSH total:</b>	<b>8</b>	<b>24</b>	<b>7</b>	<b>24</b>	<b>1</b>	<b>0</b>	
<b>total across all units</b>	<b>46</b>	<b>34</b>	<b>41</b>	<b>33</b>	<b>5</b>	<b>1</b>	

Table 4b -- Promotion-review outcome: Associate Professor to Full Professor (9-1-2003 to 8-31-2008)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	8	0	8	0	0	0
	College of LAS	2	0	2	0	0	0
	College of NSFA	9	3	9	3	0	0
	Cooperative Extension	0	1	0	0	0	1
<b>STEM total:</b>	<b>19</b>	<b>4</b>	<b>19</b>	<b>3</b>	<b>0</b>	<b>1</b>	
social and behavioral sciences	College of BPPH	0	0	0	0	0	0
	College of LAS	5	3	5	3	0	0
	College of NSFA	2	0	2	0	0	0
	Cooperative Extension	1	0	1	0	0	0
<b>SBS total:</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	
professional schools, humanities	College of BPPH	1	1	1	1	0	0
	College of EHD	0	0	0	0	0	0
	College of LAS	7	3	7	3	0	0
	College of NSFA	0	0	0	0	0	0
	Cooperative Extension	0	0	0	0	0	0
<b>PSH total:</b>	<b>8</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>	
<b>total across all units</b>	<b>35</b>	<b>11</b>	<b>35</b>	<b>10</b>	<b>0</b>	<b>1</b>	

<b>Table 5a -- Years in rank as Associate Professor (for those hired as Assistant Professors as of 8-31-2008)</b>					
discipline group	years in rank	Women		Men	
		N	% of	N	% of men
<b>STEM</b>	0-2	6	30.0%	22	34.9%
	3-5	8	40.0%	12	19.0%
	6-8	1	5.0%	2	3.2%
	9-11	1	5.0%	5	7.9%
	12-14	2	10.0%	2	3.2%
	15 or more	2	10.0%	20	31.7%
	<b>total:</b>		<b>20</b>		<b>63</b>
<b>social and behavioral sciences</b>	0-2	1	16.7%	2	20.0%
	3-5	1	16.7%	1	10.0%
	6-8	0	0.0%	1	10.0%
	9-11	1	16.7%	3	30.0%
	12-14	1	16.7%	2	20.0%
	15 or more	2	33.3%	1	10.0%
	<b>total:</b>		<b>6</b>		<b>10</b>
<b>professional schools, humanities</b>	0-2	17	34.0%	3	9.1%
	3-5	12	24.0%	9	27.3%
	6-8	3	6.0%	5	15.2%
	9-11	6	12.0%	4	12.1%
	12-14	0	0.0%	3	9.1%
	15 or more	12	24.0%	9	27.3%
	<b>total:</b>		<b>50</b>		<b>33</b>

<b>Table 5b -- Years in rank as Associate Professor (for those hired as Associate Professors as of 8-31-2008)</b>					
discipline group	years in rank	Women		Men	
		N	% of	N	% of men
<b>STEM</b>	0-2				
	3-5				
	6-8				
	9-11			1	33.3%
	12-14				
	15 or more			2	66.7%
	<b>total:</b>		<b>0</b>		<b>3</b>
<b>social and behavioral sciences</b>	0-2				
	3-5				
	6-8				
	9-11				
	12-14				
	15 or more				
	<b>total:</b>		<b>0</b>		<b>0</b>
<b>professional schools, humanities</b>	0-2				
	3-5			1	25.0%
	6-8			2	50.0%
	9-11			1	25.0%
	12-14				
	15 or more				
	<b>total:</b>		<b>0</b>		<b>4</b>

<b>Table 6 -- Voluntary, Non-retirement attribution (9-1-2003 through 8-31-2008)</b>						
<b>discipline group</b>	<b>women</b>			<b>men</b>		
	<b>full</b>	<b>assoc</b>	<b>assist</b>	<b>full</b>	<b>assoc</b>	<b>assist</b>
<b>STEM</b>	0	2	4	4	10	11
<b>SBS</b>	0	1	2	3	1	3
<b>PSH</b>	1	4	5	0	2	7
<b>Cooperative Extension</b>	0	0	0	0	0	4
<b>total :</b>	<b>1</b>	<b>7</b>	<b>11</b>	<b>7</b>	<b>13</b>	<b>25</b>

**Table 7 -- New tenure-stream hires (9-1-2003 through 8-31-2008)**

discipline group	college dept		women			men		
			full	assoc	assist	full	assoc	assist
<b>STEM</b>	ENGR	CE			1			1
		CHE			2		1	1
		ECE						3
		ME			1	1		3
		SET						4
	LAS	CH						1
		CS						2
		MS						3
		PS						2
	NSFA	ANV				1		1
		BMMB				1		2
ERS					1			
FORM					1	1	3	
FSN					1			
PSE					1			
SBE					3	1	2	
SMS								
W					1	1		
VPR	CLIM			1			2	
Cooperative Extension							5	2
<b>STEM total:</b>			<b>0</b>	<b>0</b>	<b>19</b>	<b>2</b>	<b>3</b>	<b>33</b>
<b>social and behavioral sciences</b>	BPPH	EC			1			
	LAS	AY			2			2
		POL						1
		PY				2		1
		SY		1		2		
	NSFA	SOE			1			
Cooperative Extension								1
<b>SBS total:</b>			<b>1</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>professional schools, humanities</b>	BPPH	BA			1			3
		SWK	1					
	EHD	EDUC			5		1	1
	LAS	AT						2
		CMJM						2
		CSD				1		1
		EH				1		3
		HY				1		
		MLC				1		
		MC						1
PL				1				
NSFA	NUR			1				
Cooperative Extension							3	1
<b>PSH total:</b>			<b>1</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>14</b>
<b>total across all units:</b>			<b>2</b>	<b>0</b>	<b>42</b>	<b>2</b>	<b>4</b>	<b>52</b>