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**Table 1 -- tenured/tenure-eligible faculty by gender and rank (headcount); 2011-2012**

(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	2	5	1	1	0%	50%	67%
		CHE	0	0	0	5	8	0	0%	0%	na
		ECE	1	0	0	3	6	2	25%	0%	0%
		ME	0	0	0	6	4	1	0%	0%	0%
	LAS	SET	0	2	0	6	5	1	0%	29%	0%
		CH	1	1	0	5	4	0	17%	20%	na
		CIS	1	1	0	6	5	1	14%	17%	0%
		MS	1	0	1	8	4	0	11%	0%	100%
	NSFA	PS	1	0	0	6	5	2	14%	0%	0%
		ANV	0	0	1	2	5	1	0%	0%	50%
		BMMB	3	0	1	2	2	1	60%	0%	50%
		ERS	0	1	1	10	1	2	0%	50%	33%
		FORM	0	1	0	8	5	3	0%	17%	0%
		FSN	3	2	1	2	0	0	60%	100%	100%
		PSE	1	3	1	6	3	0	14%	50%	100%
		SBE	3	4	1	6	6	2	33%	40%	33%
		SMS	4	2	2	14	1	0	22%	67%	100%
		W	1	1	0	3	0	1	25%	100%	0%
	Cooperative Extension	1	4	3	6	2	2	14%	67%	60%	
	<b>STEM total:</b>		<b>21</b>	<b>23</b>	<b>14</b>	<b>109</b>	<b>67</b>	<b>20</b>	<b>16%</b>	<b>26%</b>	<b>41%</b>
social and behavioral sciences	LAS	AY	0	1	2	4	2	1	0%	33%	67%
		INS	1	2	0	0	0	0	100%	100%	na
		POL	1	0	0	3	3	0	25%	0%	na
		PY	4	0	2	6	1	2	40%	0%	50%
	NSFA	SY	1	2	0	3	0	0	25%	100%	na
		SOE	0	2	1	8	3	1	0%	40%	50%
	Cooperative Extension	1	0	0	1	0	0	50%	na	na	
<b>SBS total:</b>		<b>8</b>	<b>7</b>	<b>5</b>	<b>25</b>	<b>9</b>	<b>4</b>	<b>24%</b>	<b>44%</b>	<b>56%</b>	
PSH	BPPH	BA	1	1	4	3	3	3	25%	25%	57%
		PA	0	0	0	2	1	0	0%	0%	na
	EHD	EDUC	2	8	2	4	7	3	33%	53%	40%
		AT	2	2	0	2	1	1	50%	67%	0%
	LAS	CMJM	1	2	1	2	3	0	33%	40%	100%
		EH	2	5	1	3	5	2	40%	50%	33%
		HY	1	0	1	9	2	1	10%	0%	50%
		MC	2	1	1	6	2	0	25%	33%	100%
		MLC	1	4	0	1	1	0	50%	80%	na
		NMP	0	1	0	1	2	0	0%	33%	na
		PL	0	1	1	2	1	0	0%	50%	100%
		TH	0	2	0	1	0	1	0%	100%	0%
	NSFA	CSD	0	2	0	0	1	1	na	67%	0%
		NURS	0	5	1	1	0	1	0%	100%	50%
		SWK	3	1	1	2	0	0	60%	100%	100%
	Cooperative Extension	1	5	4	0	2	1	100%	71%	80%	
<b>PSH total:</b>		<b>16</b>	<b>40</b>	<b>17</b>	<b>39</b>	<b>31</b>	<b>14</b>	<b>29%</b>	<b>56%</b>	<b>55%</b>	
<b>total across all units:</b>		<b>45</b>	<b>70</b>	<b>36</b>	<b>173</b>	<b>107</b>	<b>38</b>	<b>21%</b>	<b>40%</b>	<b>49%</b>	

**Notes:**

1. Includes individuals coded by HR as 6 or 7 (i.e., "faculty") -- tenured/tenure-eligible 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. Tenured/tenure-eligible faculty whose entire assignment is to a center (e.g., LSST, NCGIA, Climate Change Institute) are counted in an academic unit consistent with the faculty member's HR discipline code.
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.

**Table 2 -- gender by tenure status (headcount); 2011-2012**

(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	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			
			<b>STEM</b>								
STEM	ENGR	CE	3	7	30%	0	2	0%	0%	22%	
		CHE	0	13	0%	0	0	na	na	0%	
		ECE	1	11	8%	0	0	na	0%	0%	
		ME	0	11	0%	1	7	13%	100%	39%	
	LAS	SET	2	12	14%	0	4	0%	0%	25%	
		CH	2	9	18%	2	1	67%	50%	10%	
		CIS	2	12	14%	1	4	20%	33%	25%	
		MS	2	12	14%	6	7	46%	75%	37%	
		PS	1	13	7%	2	4	33%	67%	24%	
		ANV	1	8	11%	0	0	na	0%	0%	
	NSFA	BMMB	4	5	44%	3	1	75%	43%	17%	
		ERS	2	13	13%	1	1	50%	33%	7%	
		FORM	1	16	6%	0	3	0%	0%	16%	
		FSN	6	2	75%	2	2	50%	25%	50%	
		PSE	5	9	36%	1	2	33%	17%	18%	
		SBE	8	14	36%	4	4	50%	33%	22%	
		SMS	8	15	35%	4	6	40%	33%	29%	
		W	2	4	33%	2	0	100%	50%	0%	
	VPR	AEWC	0	0	na	0	1	0%	na	100%	
		CLIM	0	0	na	1	2	33%	100%	100%	
WRI		0	0	na	1	0	100%	100%	na		
Cooperative Extension		8	10	44%	0	0	na	0%	0%		
<b>STEM total:</b>			<b>58</b>	<b>196</b>	<b>23%</b>	<b>31</b>	<b>51</b>	<b>38%</b>	<b>35%</b>	<b>21%</b>	
<b>social and behavioral sciences</b>											
social and behavioral sciences	LAS	AY	3	7	30%	1	1	50%	25%	13%	
		INS	3	0	100%	3	1	75%	50%	100%	
		POL	1	6	14%	0	4	0%	0%	40%	
		PY	6	9	40%	2	4	33%	25%	31%	
	NSFA	SY	3	3	50%	1	2	33%	25%	40%	
		SOE	3	12	20%	3	3	50%	50%	20%	
Cooperative Extension		1	1	50%	0	0	na	0%	0%		
<b>SBS total:</b>			<b>20</b>	<b>38</b>	<b>34%</b>	<b>10</b>	<b>15</b>	<b>40%</b>	<b>33%</b>	<b>28%</b>	
<b>professional schools, humanities</b>											
professional schools, humanities	BPPH	BA	6	9	40%	4	8	33%	40%	47%	
		PA	0	3	0%	1	1	50%	100%	25%	
	EHD	EDUC	12	14	46%	64	19	77%	84%	58%	
		AT	4	4	50%	5	5	50%	56%	56%	
	LAS	CMJM	4	5	44%	2	3	40%	33%	38%	
		EH	8	10	44%	18	13	58%	69%	57%	
		HY	2	12	14%	3	0	100%	60%	0%	
		IEI	0	0	na	1	1	50%	100%	100%	
		MC	4	8	33%	3	3	50%	43%	27%	
		MLC	5	2	71%	7	3	70%	58%	60%	
		NMP	1	3	25%	4	5	44%	80%	63%	
		PL	2	3	40%	0	1	0%	0%	25%	
		TH	2	2	50%	5	4	56%	71%	67%	
		NSFA	CSD	2	2	50%	7	1	88%	78%	33%
	NURS		6	2	75%	32	5	86%	84%	71%	
	SWK		5	2	71%	8	0	100%	62%	0%	
	Honors College		0	0	0	4	4	50%	100%	100%	
	Cooperative Extension		10	3	77%	0	0	na	0%	0%	
	<b>PSH total:</b>			<b>73</b>	<b>84</b>	<b>46%</b>	<b>168</b>	<b>76</b>	<b>69%</b>	<b>70%</b>	<b>48%</b>
	<b>total across all units:</b>			<b>151</b>	<b>318</b>	<b>32%</b>	<b>209</b>	<b>142</b>	<b>60%</b>	<b>58%</b>	<b>31%</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 academic unit consistent with the faculty member's HR discipline code.
- "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.

**Table 3 -- Tenure-review outcome (spring 2011)**

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
<b>STEM</b>	College of Engineering	4		4			
	College of LAS	1		1			
	College of NSFA	1	3	1	3		
	Cooperative Extension						
	<b>STEM total:</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>social and behavioral sciences</b>	BPPH						
	Cooperative Extension		1		1		
	College of LAS						
	College of NSFA						
	<b>SBS total:</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>professional schools, humanities</b>	College of BPPH	2		1		1	
	College of EHD						
	College of LAS	1		1			
	College of NSFA						
	Cooperative Extension	1		1			
	<b>PSH total:</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>
	<b>total across all units</b>	<b>10</b>	<b>4</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>0</b>

**Table 4a -- Promotion-review outcome:  
Assistant Professor to Associate Professor (spring 2011)**

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
<b>STEM</b>	College of Engineering	4		4			
	College of LAS	1		1			
	College of NSFA	1	3	1	3		
	Cooperative Extension						
	<b>STEM total:</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>social and behavioral sciences</b>	BPPH						
	Cooperative Extension		1		1		
	College of LAS						
	College of NSFA						
	<b>SBS total:</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>professional schools, humanities</b>	College of BPPH	2		1		1	
	College of EHD						
	College of LAS	1		1			
	College of NSFA						
	Cooperative Extension	1		1			
	<b>PSH total:</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>
	<b>total across all units</b>	<b>10</b>	<b>4</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>0</b>

**Table 4b -- Promotion-review outcome:  
Associate Professor to Full Professor (spring 2011)**

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
<b>STEM</b>	College of Engineering	2		2			
	College of LAS						
	College of NSFA	4	1	4	1		
	Cooperative Extension	1		1			
	<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>	BPPH						
	College of LAS		2		2		
	College of NSFA						
	Cooperative Extension		1		1		
	<b>SBS total:</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>professional schools, humanities</b>	College of BPPH						
	College of EHD	2	1	2	1		
	College of LAS	1		1			
	College of NSFA						
	Cooperative Extension						
	<b>PSH total:</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
	<b>total across all units</b>	<b>10</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>

**Table 5a -- Years in rank as Associate Professor as of 8-31-2011  
(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%	8	14.5%
	3-5	6	30.0%	13	23.6%
	6-8	7	35.0%	6	10.9%
	9-11			2	3.6%
	12-14			3	5.5%
	15 or more	4	20.0%	23	41.8%
	<b>total:</b>		<b>20</b>		<b>55</b>
social and behavioral sciences	0-2	3	50.0%	2	22.2%
	3-5	2	33.3%	2	22.2%
	6-8	1	16.7%		
	9-11			1	11.1%
	12-14			2	22.2%
	15 or more			2	22.2%
	<b>total:</b>		<b>6</b>		<b>9</b>
professional schools, humanities	0-2	4	10.0%	5	18.5%
	3-5	12	30.0%	2	7.4%
	6-8	6	15.0%	5	18.5%
	9-11	3	7.5%	3	11.1%
	12-14	3	7.5%	3	11.1%
	15 or more	12	30.0%	9	33.3%
	<b>total:</b>		<b>40</b>		<b>27</b>

**Table 5b -- Years in rank as Associate Professor as of 8-31-2011  
(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				
	3-5				
	6-8			1	33.3%
	9-11				
	12-14				
	15 or more			2	66.7%
	<b>total:</b>		<b>0</b>		<b>3</b>
social and behavioral sciences	0-2				
	3-5				
	6-8				
	9-11				
	12-14				
	15 or more				
	<b>total:</b>		<b>0</b>		<b>0</b>
professional schools, humanities	0-2				
	3-5				
	6-8				
	9-11				
	12-14				
	15 or more			1	100.0%
	<b>total:</b>		<b>0</b>		<b>1</b>

discipline group	women			men		
	full	associate	assistant	full	associate	assistant
<b>STEM</b>			2			
<b>SBS</b>						
<b>PSH</b>		3	1	1	1	3
<b>total :</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>3</b>

discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
<b>STEM</b>	ENGR	CE			1			
<b>STEM</b>	ENGR	ECE						1
<b>STEM</b>	ENGR	ME				1		
<b>STEM</b>	LAS	PS						1
<b>STEM</b>	NSFA	ANV						1
<b>STEM</b>	NSFA	SBE			1			
<b>STEM</b>	NSFA	SMS			1			
<b>STEM</b>		SSI						1
<b>SBS</b>	LAS	AY			1			
<b>SBS</b>	NSFA	SOE			1			
<b>PSH</b>	BPPH	BA			1			
<b>PSH</b>	EHD	EDUC						3
<b>PSH</b>	LAS	EH						1
<b>PSH</b>	NSFA	CSD						1
<b>PSH</b>	NSFA	SWK			1			
<b>total across all units:</b>			<b>0</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>9</b>

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**Department key**

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**BPPH**

BA Maine Business School  
PA Public Administration

**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  
SET School of Engineering Technology

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**LAS**

AT Art  
AY Anthropology  
CH Chemistry  
CMJM Communication & Journalism  
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  
SCIS School of Computing and Information Sciences  
SY Sociology  
TH Theater

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**NSFA**

ANV Animal & Veterinary Sciences  
BMMB Molecular & Biomedical Science (formerly Biochemistry, Microbiology, & Molecular Biology)  
CSD Communication Sciences & Disorders  
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  
SWK School of Social Work  
W Wildlife Ecology

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**VPR**

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

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