

### **List of Tables**

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Table 1	Tenured/tenure-eligible faculty by gender and rank (headcount); 2012-2013
Table 2	Gender by tenure status (headcount); 2012-2013
Table 3	Tenure-review outcome (spring 2012)
Table 4a	Promotion-review outcome: Assistant Professor to Associate Professor (spring 2012)
Table 4b	Promotion-review outcome: Associate Professor to Full Professor (spring 2012)
Table 5	Years in rank as Associate Professor (as of 8-31-2012)
Table 6	Voluntary, non-retirement attrition of tenured/tenure-eligible (9-1-2011 through 8-31-2012)
Table 7	New tenured/tenure-eligible faculty hires (9-1-2011 through 8-31-2012)

**Table 1 -- tenured/tenure-eligible faculty by gender and rank (headcount); 2012-2013**

(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	2	0	0%	33%	100%
		CHE	0	0	0	4	8	0	0%	0%	na
		ECE	1	0	0	3	6	3	25%	0%	0%
		ME	0	0	0	6	5	2	0%	0%	0%
	LAS	SET	0	2	0	6	5	0	0%	29%	na
		CH	1	1	0	5	4	0	17%	20%	na
		CIS	1	1	0	5	5	1	17%	17%	0%
		MS	1	0	1	4	4	0	20%	0%	100%
	NSFA	PS	1	0	0	6	5	2	14%	0%	0%
		ANV	0	0	1	2	5	1	0%	0%	50%
		BMMB	2	0	1	2	2	2	50%	0%	33%
		ERS	1	0	1	10	2	1	9%	0%	50%
		FORM	0	1	0	8	5	1	0%	17%	0%
		FSN	3	3	1	1	0	1	75%	100%	50%
		PSE	2	3	1	3	3	0	40%	50%	100%
		SBE	4	3	1	7	5	1	36%	38%	50%
		SMS	4	2	2	14	1	0	22%	67%	100%
		W	1	1	0	2	1	0	33%	50%	na
Cooperative Extension	0	4	3	6	2	2	0%	67%	60%		
<b>STEM total:</b>			<b>22</b>	<b>22</b>	<b>14</b>	<b>99</b>	<b>70</b>	<b>17</b>	<b>18%</b>	<b>24%</b>	<b>45%</b>
social and behavioral sciences	LAS	AY	0	1	2	3	3	0	0%	25%	100%
		INS	1	2	0	0	0	0	100%	100%	na
		POL	1	0	0	3	2	0	25%	0%	na
		PY	4	0	2	5	2	2	44%	0%	50%
	SY	1	2	0	3	0	0	25%	100%	na	
	NSFA	SOE	0	1	1	8	4	1	0%	20%	50%
	Cooperative Extension	1	0	0	1	0	0	50%	na	na	
<b>SBS total:</b>			<b>8</b>	<b>6</b>	<b>5</b>	<b>23</b>	<b>11</b>	<b>3</b>	<b>26%</b>	<b>35%</b>	<b>63%</b>
PSH	BPPH	BA	1	2	2	3	3	3	25%	40%	40%
		PA	0	0	0	1	1	0	0%	0%	na
	EHD	EDUC	2	10	0	4	7	3	33%	59%	0%
		AT	2	2	0	2	2	1	50%	50%	0%
	LAS	CMJM	1	2	1	3	2	0	25%	50%	100%
		EH	3	4	1	4	4	2	43%	50%	33%
		HY	1	0	1	9	3	0	10%	0%	100%
		MC	2	2	0	6	2	0	25%	50%	na
		MLC	1	3	0	1	1	0	50%	75%	na
		NMP	0	1	0	1	1	0	0%	50%	na
		PL	0	2	0	2	1	0	0%	67%	na
		TH	0	2	0	1	0	1	0%	100%	0%
	NSFA	CSD	0	2	0	0	1	1	na	67%	0%
		NURS	0	6	1	0	0	1	na	100%	50%
		SWK	3	1	1	2	0	0	60%	100%	100%
Cooperative Extension	2	6	2	1	2	1	67%	75%	67%		
<b>PSH total:</b>			<b>18</b>	<b>45</b>	<b>9</b>	<b>40</b>	<b>30</b>	<b>13</b>	<b>31%</b>	<b>60%</b>	<b>41%</b>
<b>total across all units:</b>			<b>48</b>	<b>73</b>	<b>28</b>	<b>162</b>	<b>111</b>	<b>33</b>	<b>23%</b>	<b>40%</b>	<b>46%</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, Franco American Studies, and Canadian-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); 2012-2013										
(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	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	3	7	30%	1	3	25%	25%	30%
		CHE	0	12	0%	1	0	na	na	0%
		ECE	1	12	8%	0	0	na	0%	0%
		ME	0	13	0%	2	4	33%	100%	24%
		SET	2	11	15%	1	8	11%	33%	42%
	LAS	CH	2	9	18%	1	2	33%	33%	18%
		CIS	2	11	15%	2	3	40%	50%	21%
		MS	2	8	20%	6	8	43%	75%	50%
		PS	1	13	7%	0	2	0%	0%	13%
	NSFA	ANV	1	8	11%	0	0	na	0%	0%
		BMMB	3	6	33%	3	2	60%	50%	25%
		ERS	2	13	13%	1	1	50%	33%	7%
		FORM	1	14	7%	1	4	20%	50%	22%
		FSN	7	2	78%	3	0	100%	30%	0%
		PSE	6	6	50%	1	2	33%	14%	25%
		SBE	8	13	38%	3	5	38%	27%	28%
		SMS	8	15	35%	4	6	40%	33%	29%
		W	2	3	40%	1	0	100%	33%	0%
	VPR	AEWC	0	0	na	0	2	0%	na	100%
		CLIM	0	0	na	0	1	0%	na	100%
		WRI	0	0	na	1	0	100%	100%	na
	Cooperative Extension		7	10	41%	0	0	na	0%	0%
	other		0	0	na	2	0	100%	100%	na
<b>STEM total:</b>			<b>58</b>	<b>186</b>	<b>24%</b>	<b>34</b>	<b>53</b>	<b>39%</b>	<b>37%</b>	<b>22%</b>
social and behavioral sciences	LAS	AY	3	6	33%	1	2	33%	25%	25%
		INS	3	0	100%	4	2	67%	57%	100%
		POL	1	5	17%	0	4	0%	0%	44%
		PY	6	9	40%	4	5	44%	40%	36%
		SY	3	3	50%	1	1	50%	25%	25%
	NSFA	SOE	2	13	13%	2	5	29%	50%	28%
	Cooperative Extension		1	1	50%	0	0	na	0%	0%
<b>SBS total:</b>			<b>19</b>	<b>37</b>	<b>34%</b>	<b>12</b>	<b>19</b>	<b>39%</b>	<b>39%</b>	<b>34%</b>
professional schools, humanities	BPPH	BA	5	9	36%	5	8	38%	50%	47%
		PA	0	2	0%	0	0	na	na	0%
	EHD	EDUC	12	14	46%	54	13	81%	82%	48%
		AT	4	5	44%	8	4	67%	67%	44%
	LAS	CMJM	4	5	44%	6	2	75%	60%	29%
		EH	8	10	44%	17	15	53%	68%	60%
		HY	2	12	14%	2	2	50%	50%	14%
		IEI	0	0	na	0	1	0%	na	100%
		MC	4	8	33%	7	9	44%	64%	53%
		MLC	4	2	67%	6	1	86%	60%	33%
		NMP	1	2	33%	4	5	44%	80%	71%
		PL	2	3	40%	3	1	75%	60%	25%
		TH	2	2	50%	5	4	56%	71%	67%
	NSFA	CSD	2	2	50%	7	3	70%	78%	60%
		NURS	7	1	88%	31	8	79%	82%	89%
		SWK	5	2	71%	8	2	80%	62%	50%
	Honors College		0	0	na	4	5	44%	100%	100%
Cooperative Extension		10	4	71%	0	0	na	0%	0%	
other		0	0	na	3	2	60%	77%	44%	
<b>PSH total:</b>			<b>72</b>	<b>83</b>	<b>46%</b>	<b>170</b>	<b>85</b>	<b>67%</b>	<b>70%</b>	<b>51%</b>
<b>total across all units:</b>			<b>149</b>	<b>306</b>	<b>33%</b>	<b>216</b>	<b>157</b>	<b>58%</b>	<b>59%</b>	<b>34%</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, Franco American Studies, and Canadian-American Studies.
- Cooperative Extension faculty were assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.
- "Other" includes Libra professors and faculty associated with the College Success Program or Master of Science in Teaching Program (none of whom has a formal appointment in an academic unit).

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
<b>STEM</b>	College of Engineering	1		1			
	College of LAS						
	College of NSFA	5		5			
	Cooperative Extension		1		1		
	<b>STEM total:</b>	<b>6</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>social and behavioral sciences</b>	BPPH						
	Cooperative Extension						
	College of LAS	2		2			
	College of NSFA						
<b>SBS total:</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>professional schools, humanities</b>	College of BPPH		1		1		
	College of EHD		2		2		
	College of LAS	2	2	2	2		
	College of NSFA		1		1		
	Cooperative Extension		2		2		
	<b>PSH total:</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>0</b>
<b>total across all units</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>9</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	1		1			
	College of LAS						
	College of NSFA	4		4			
	Cooperative Extension		1		1		
	<b>STEM total:</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>social and behavioral sciences</b>	BPPH						
	Cooperative Extension						
	College of LAS	2		2			
	College of NSFA						
<b>SBS total:</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>professional schools, humanities</b>	College of BPPH		1		1		
	College of EHD		2		2		
	College of LAS	2	2	2	2		
	College of NSFA		1		1		
	Cooperative Extension		2		2		
	<b>PSH total:</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>0</b>
<b>total across all units</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</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	1				1	
	College of LAS						
	College of NSFA	2	1	2	1		
	Cooperative Extension						
	<b>STEM total:</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>social and behavioral sciences</b>	BPPH						
	College of LAS						
	College of NSFA						
	Cooperative Extension						
<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>	College of BPPH						
	College of EHD						
	College of LAS	2	1	2	1		
	College of NSFA						
	Cooperative Extension		1		1		
<b>PSH total:</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	
<b>total across all units</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	

Table 5 -- Years in rank as Associate Professor as of 8-31-2012 (tenured/tenure-eligible faculty)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	0-2	6	25.0%	10	15.2%
	3-5	7	29.2%	16	24.2%
	6-8	3	12.5%	10	15.2%
	9-11	5		2	3.0%
	12-14			4	6.1%
	15 or more	3	12.5%	24	36.4%
	<b>total:</b>		<b>24</b>		<b>66</b>
social and behavioral sciences	0-2	2	33.3%	1	10.0%
	3-5	2	33.3%	3	30.0%
	6-8	1	16.7%	1	
	9-11	1		1	10.0%
	12-14			1	10.0%
	15 or more			3	30.0%
	<b>total:</b>		<b>6</b>		<b>10</b>
professional schools, humanities	0-2	4	9.8%	5	16.7%
	3-5	9	22.0%	5	16.7%
	6-8	10	24.4%	2	6.7%
	9-11	2	4.9%	4	13.3%
	12-14	4	9.8%	2	6.7%
	15 or more	12	29.3%	12	40.0%
	<b>total:</b>		<b>41</b>		<b>30</b>

Note. This table combines Assistant Professor hires and Associate Professors hires.

<b>Table 6 -- Voluntary, Non-retirement attrition; tenured/tenure-eligible faculty (9-1-2011 through 8-31-2012)</b>						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM				2	2	1
SBS						
PSH			1			1
<b>total :</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>

<b>Table 7 -- new tenured/tenure-eligible faculty hires (9-1-2011 through 8-31-2012)</b>								
discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
STEM	ENGR	ME					1	
STEM	NSFA	FSN			1			
STEM	NSFA	FORM			1			
PSH	LAS	HY			1			
<b>total across all units:</b>			<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>

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**UMaine units (key)**

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**BPPH College of Business, Public Policy, and Health**

BA Maine Business School  
PA Public Administration

**EHD College of Education & Human Development**

EDUC Education & Human Development

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**ENGR College of Engineering**

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 College of Liberal Arts and Sciences**

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

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**NSFA College of Natural Sciences, Forestry, and Agriculture**

ANV Animal & Veterinary Sciences  
BMMB Molecular & Biomedical Science  
CSD Communication Sciences & Disorders  
ERS School of Earth & Climate Studies  
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 Vice President for Research**

CCI Center for Community Inclusion  
CLIM Climate Change Institute  
LSST Laboratory for Surface Science & Technology  
MST Master of Science in Teaching Program  
SSI Sustainability Solutions Initiative  
WRI Water Research Institute

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**AA Academic Affairs**

CES Cooperative Extension  
CSP College Success Program  
HNRS Honors College