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Table 1 -- tenured/tenure-eligible faculty by gender and rank (headcount); 2013-2014

(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	1	2	5	2	0	0%	33%	100%
		CHE	0	0	0	6	6	0	0%	0%	na
		ECE	1	0	0	4	5	3	20%	0%	0%
		ME	0	0	0	6	5	1	0%	0%	0%
	LAS	SET	1	1	0	6	4	2	14%	20%	na
		CH	1	1	0	5	3	1	17%	25%	na
		CIS	1	1	0	4	6	1	20%	14%	0%
		MS	1	1	0	5	4	1	17%	20%	0%
	NSFA	PS	1	0	0	6	4	2	14%	0%	0%
		BMMB	1	0	1	2	2	2	33%	0%	33%
		ERS	1	0	1	10	2	1	9%	0%	50%
		FORM	0	1	1	8	6	1	0%	14%	50%
		SBE	5	2	2	8	3	1	38%	40%	67%
		SFA	5	6	3	6	9	3	45%	40%	50%
	AC	SMS	3	3	2	15	1	0	17%	75%	100%
		W	1	0	0	2	1	1	33%	0%	na
		CES	2	4	1	9	2	2	18%	67%	33%
STEM total:			24	21	13	107	65	22	18%	24%	37%
social and behavioral sciences	LAS	AY	0	1	0	3	3	0	0%	25%	na
		INS	0	2	0	0	0	0	na	100%	na
		POL	1	0	0	3	2	0	25%	0%	na
		PY	3	0	3	4	3	0	43%	0%	100%
	NSFA	SY	1	2	0	3	0	0	25%	100%	na
		SOE	0	1	2	8	4	2	0%	20%	50%
	AC	CES	1	0	0	1	0	0	50%	na	na
SBS total:			6	6	5	22	12	2	21%	33%	71%
professional schools, humanities	BPPH	BA	2	1	3	3	4	2	40%	20%	60%
		PA	0	0	0	0	1	0	na	0%	na
	EHD	EDUH	2	4	0	2	2	0	50%	67%	na
		EDUK	0	2	0	2	2	3	0%	50%	0%
	LAS	EDUL	0	3	1	0	3	1	na	50%	50%
		AT	2	2	0	2	2	1	50%	50%	0%
		CMJM	1	1	1	3	2	0	25%	33%	100%
		EH	3	4	1	4	4	2	43%	50%	33%
		HY	1	0	2	9	3	1	10%	0%	67%
		MC	2	1	0	5	2	0	29%	33%	na
		MLC	1	3	0	1	0	0	50%	100%	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	0	na	100%	100%
		SWK	3	1	1	2	0	0	60%	100%	100%
AC	CES	2	12	1	1	2	1	67%	86%	50%	
PSH total:			19	47	11	38	30	13	33%	61%	46%
total across all units:			49	74	29	167	107	37	23%	41%	44%

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 assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.

Table 2 -- gender by tenure status (headcount); 2013-2014										
(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		
STEM	ENGR	CE	3	7	30%	0	2	0%	0%	22%
		CHE	0	12	0%	0	0	na	na	0%
		ECE	1	12	8%	0	1	na	0%	8%
		ME	0	12	0%	4	6	40%	100%	33%
		SET	2	12	14%	0	6	0%	0%	33%
	LAS	CH	2	9	18%	1	5	17%	33%	36%
		CIS	2	11	15%	1	2	33%	33%	15%
		MS	2	10	17%	7	8	47%	78%	44%
		PS	1	12	8%	0	3	0%	0%	20%
	NSFA	BMMB	2	6	25%	1	3	25%	33%	33%
		ERS	2	13	13%	1	1	50%	33%	7%
		FORM	2	15	12%	0	5	0%	0%	25%
		SBE	9	12	43%	4	5	44%	31%	29%
		SFA	14	18	44%	4	1	80%	22%	5%
		SMS	8	16	33%	3	6	33%	27%	27%
		W	1	4	20%	2	0	100%	67%	0%
	VPR	ADCC	0	0	na	0	2	0%	na	100%
		CLIM	0	0	na	0	2	0%	na	100%
		WRI	0	0	na	1	0	100%	100%	na
	AC	CES	7	13	35%	1	0	na	13%	0%
CSP		0	0	na	1	0	100%	100%	na	
STEM total:			58	194	23%	31	58	35%	35%	23%
social and behavioral sciences	LAS	AY	1	6	14%	2	2	50%	67%	25%
		INS	2	0	100%	4	3	57%	67%	100%
		POL	1	5	17%	0	4	0%	0%	44%
		PY	6	7	46%	4	4	50%	40%	36%
	NSFA	SY	3	3	50%	1	1	50%	25%	25%
		SOE	3	14	18%	1	3	25%	25%	18%
		MCSC	0	0	na	1	0	100%	na	na
		CES	1	1	50%	0	0	na	0%	0%
SBS total:			17	36	32%	13	17	43%	43%	32%
professional schools, humanities	BPPH	BA	6	9	40%	3	12	20%	33%	57%
		PA	0	1	0%	0	0	na	na	0%
	EHD	EDUH	6	4	60%	8	3	73%	43%	57%
		EDUK	2	7	22%	8	6	57%	20%	54%
		EDUL	4	4	50%	44	9	83%	na	31%
	LAS	AT	4	5	44%	8	4	67%	67%	44%
		CMJM	3	5	38%	7	3	70%	70%	38%
		EH	8	10	44%	19	13	59%	70%	57%
		HY	3	13	19%	3	3	50%	50%	19%
		IEI	0	0	na	0	1	0%	na	100%
		MC	3	7	30%	10	9	53%	77%	56%
		MLC	4	1	80%	10	3	77%	71%	75%
		NMP	1	2	33%	5	4	56%	83%	67%
		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	7	0	100%	31	6	84%	82%	100%
		SWK	5	2	71%	9	2	82%	64%	50%
	VPR	MST	0	0	na	1	0	100%	na	na
		CCI	0	0	na	1	0	100%	na	na
	AC	CES	15	4	79%	0	0	na	0%	0%
		CSP	0	0	na	1	0	100%	0%	100%
	Honors College		0	0	na	5	8	38%	100%	100%
PSH total:			77	81	49%	185	92	67%	71%	53%
total across all units:			152	311	33%	229	167	58%	60%	35%

Notes:

- Includes UMaine employees 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 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 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 assigned to STEM, SBS, or PSH according to the faculty member's HR discipline code.

Table 3 -- Tenure-review outcome (spring 2013)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering						
	College of LAS	2	1	2	1		
	College of NSFA	1		1			
	Cooperative Extension		1		1		
	STEM total:	3	2	3	2	0	0
social and behavioral sciences	BPPH						
	Cooperative Extension						
	College of LAS	1		1			
	College of NSFA						
	SBS total:	1	0	1	0	0	0
professional schools, humanities	College of BPPH						
	College of EHD						
	College of LAS		1		1		
	College of NSFA						
	Cooperative Extension		1		1		
	PSH total:	0	2	0	2	0	0
	total across all units	4	4	4	4	0	0

Table 4a -- Promotion-review outcome (tenure-eligible faculty): Assistant Professor to Associate Professor (spring 2013)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering						
	College of LAS	1	1	1	1		
	College of NSFA	1		1			
	Cooperative Extension		1		1		
	STEM total:	2	2	2	2	0	0
social and behavioral sciences	BPPH						
	Cooperative Extension						
	College of LAS	1		1			
	College of NSFA						
	SBS total:	1	0	1	0	0	0
professional schools, humanities	College of BPPH						
	College of EHD						
	College of LAS		1		1		
	College of NSFA						
	Cooperative Extension		1		1		
	PSH total:	0	2	0	2	0	0
	total across all units	3	4	3	4	0	0

Table 4b -- Promotion-review outcome (tenured faculty): Associate Professor to Full Professor (spring 2013)							
discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	3	1	3	1		
	College of LAS	1		1			
	College of NSFA						
	Cooperative Extension		1		1		
	STEM total:	4	2	4	2	0	0
social and behavioral sciences	BPPH		1		1		
	College of LAS						
	College of NSFA						
	Cooperative Extension						
	SBS total:	0	1	0	1	0	0
professional schools, humanities	College of BPPH						
	College of EHD						
	College of LAS		1		1		
	College of NSFA						
	Cooperative Extension						
	PSH total:	0	1	0	1	0	0
	total across all units	4	4	4	4	0	0

Table 5 -- Years in rank as Associate Professor as of 8-31-2013					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	0-2	3	16.7%	11	18.6%
	3-5	3	16.7%	11	18.6%
	6-8	6	33.3%	5	8.5%
	9-11	2	11.1%	5	8.5%
	12-14	1	5.6%	2	3.4%
	15 or more	3	16.7%	25	42.4%
	total:	18		59	
social and behavioral sciences	0-2	1	16.7%	2	18.2%
	3-5	2	33.3%	3	27.3%
	6-8	2	33.3%	1	9.1%
	9-11	1	16.7%	1	9.1%
	12-14	0	0.0%	0	0.0%
	15 or more	0	0.0%	4	36.4%
	total:	6		11	
professional schools, humanities	0-2	9	20.0%	5	17.2%
	3-5	7	15.6%	6	20.7%
	6-8	10	22.2%	1	3.4%
	9-11	2	4.4%	5	17.2%
	12-14	2	4.4%	1	3.4%
	15 or more	15	33.3%	11	37.9%
	total:	45		29	

Note. Tenured faculty only; combines Assistant Professor hires and Associate Professors hires.

Table 6 -- Voluntary, Non-retirement attrition; tenured/tenure-eligible faculty (9-1-2012 through 8-31-2013)						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM						1
SBS			2	1		1
PSH		1	1			2
total :	0	1	3	1	0	4

Table 7 -- new tenured/tenure-eligible faculty hires (9-1-2012 through 8-31-2013)								
discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
STEM	ENGR	ME						1
STEM	ENGR	ECE						1
STEM	LAS	MS				1		
STEM	NSFA	BMMB						1
STEM	NSFA	FORM						1
STEM	NSFA	SBE						1
STEM	NSFA	SFA						2
SBS	LAS	PY						1
SBS	NSFA	SOE						1
PSH	BPPH	BA						1
PSH	EDUC	EDUK						1
PSH	EDUC	EDUL			1			
PSH	LAS	AT						1
PSH	LAS	HY			1			
PSH	LAS	CMJM			1			
total across all units:			0	0	3	1	0	12

UMaine units (key)

BPPH College of Business, Public Policy, and Health

BA Maine Business School
PA Public Administration

EHD College of Education & Human Development

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

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
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

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

AC Academic Affairs

CES Cooperative Extension Service
CSP College Success Program
HNRS Honors College