

List of Tables

Table 1	Tenured/tenure-eligible faculty by gender and rank (headcount); 2014-2015
Table 2	Gender by tenure status (headcount); 2014-2015
Table 3	Tenure-review outcome (spring 2014)
Table 4a	Promotion-review outcome: Assistant Professor to Associate Professor (spring 2014)
Table 4b	Promotion-review outcome: Associate Professor to Full Professor (spring 2014)
Table 5	Years in rank as Associate Professor (as of 8-31-2014)
Table 6	Voluntary, non-retirement attrition of tenured/tenure-eligible (9-1-2013 through 8-31-2014)
Table 7	New tenured/tenure-eligible faculty hires (9-1-2013 through 8-31-2014)

Table 1 – tenured/tenure-eligible faculty by gender and rank (headcount); 2014-2015												
(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	1	5	2	0	0%	50%	100%	
		CHE	0	0	0	6	5	0	0%	0%	na	
		ECE	1	0	0	4	6	1	20%	0%	0%	
		ME	0	0	0	6	5	2	0%	0%	0%	
	LAS	SET	1	1	0	5	3	2	17%	25%	0%	
		CH	1	1	0	5	3	2	17%	25%	0%	
		CIS	1	1	0	4	6	1	20%	14%	0%	
		MS	1	1	0	5	4	2	17%	20%	0%	
	NSFA	PS	1	0	0	7	3	2	13%	0%	0%	
		BMMB	1	1	1	2	2	1	33%	33%	50%	
		ERS	1	0	1	10	2	1	9%	0%	50%	
		FORM	0	1	2	9	5	1	0%	17%	67%	
		SBE	5	2	3	8	2	1	38%	50%	75%	
		SFA	6	5	3	6	6	4	50%	45%	43%	
		SMS	3	4	1	14	1	0	18%	80%	100%	
	AC	W	1	0	0	2	1	1	33%	0%	0%	
		CES	2	4	1	9	2	2	18%	67%	33%	
STEM total:			25	23	13	107	58	23	19%	28%	36%	
social and behavioral sciences	LAS	AY	0	1	0	4	3	1	0%	25%	0%	
		INS	0	2	0	0	0	1	na	100%	0%	
		POL	1	0	1	5	0	1	17%	na	50%	
		PY	3	1	1	4	3	1	43%	25%	50%	
	NSFA	SY	1	2	0	2	0	0	33%	100%	na	
		SOE	0	1	2	8	3	3	0%	25%	40%	
	AC	CES	1	0	0	0	0	0	100%	na	na	
SBS total:			6	7	4	23	9	7	21%	44%	36%	
professional schools, humanities	MBS	BA	2	2	2	3	6	1	40%	25%	67%	
	EHD	EDUH	2	3	0	2	2	0	50%	60%	na	
		EDUK	0	2	1	2	2	2	0%	50%	33%	
		EDUL	1	2	1	0	3	1	100%	40%	50%	
	Honors College			0	1	0	0	1	0	na	50%	na
	LAS	AT	2	2	0	2	2	1	50%	50%	0%	
		CMJM	1	0	1	3	2	1	25%	0%	50%	
		EH	4	4	2	4	4	1	50%	50%	67%	
		HY	1	0	1	8	3	0	11%	0%	100%	
		MC	2	1	0	3	1	0	40%	50%	na	
		MLC	0	2	0	1	0	2	0%	100%	0%	
		NMP	0	1	0	2	0	1	0%	100%	0%	
	NSFA	PL	0	2	0	2	1	0	0%	67%	na	
		TH	0	1	0	0	1	0	na	50%	na	
		CSD	0	2	0	0	1	0	na	67%	na	
AC	NURS	1	5	2	0	0	0	100%	100%	100%		
	SWK	3	1	1	2	0	0	60%	100%	100%		
AC	CES	2	11	1	0	2	1	100%	85%	50%		
PSH total:			21	42	12	34	31	11	38%	58%	52%	
total across all units:			52	72	29	164	98	41	24%	42%	41%	

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 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); 2014-2015										
(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	1	0%	0%	13%
		CHE	0	11	0%	1	1	50%	100%	8%
		ECE	1	11	8%	0	2	0%	0%	15%
		ME	0	13	0%	4	5	44%	100%	28%
	LAS	SET	2	10	17%	1	8	11%	33%	44%
		CH	2	10	17%	0	5	0%	0%	33%
		CIS	2	11	15%	2	2	50%	50%	15%
		MS	2	11	15%	6	12	33%	75%	52%
	NSFA	PS	1	12	8%	0	4	0%	0%	25%
		BMMB	3	5	38%	1	5	17%	25%	50%
		ERS	2	13	13%	1	1	50%	33%	7%
		FORM	3	15	17%	1	3	25%	25%	17%
		SBE	10	11	48%	4	5	44%	29%	31%
		SFA	14	16	47%	4	0	100%	22%	0%
	VPR	SMS	8	15	35%	2	6	25%	20%	29%
		W	1	4	20%	3	0	100%	75%	0%
		ADCC	0	0	na	0	1	0%	na	100%
	AC	CLIM	0	0	na	0	2	0%	na	100%
		WRI	0	0	na	1	0	100%	100%	na
		CES	7	13	35%	0	0	na	0%	0%
		CSP	0	0	na	1	0	100%	100%	na
		STEM total:	61	188	24%	32	63	34%	34%	25%
social and behavioral sciences	LAS	AY	1	8	11%	3	0	100%	75%	0%
		INS	2	1	67%	2	5	29%	50%	83%
		POL	2	6	25%	0	4	0%	0%	40%
		PY	5	8	38%	4	2	67%	44%	20%
	NSFA	SY	3	2	60%	2	1	67%	40%	33%
		SOE	3	14	18%	1	3	25%	25%	18%
	AC	CES	1	0	100%	0	0	na	0%	na
		SBS total:	17	39	30%	12	15	44%	41%	28%
professional schools, humanities	MBS	BA	6	10	38%	3	10	23%	33%	50%
	EHD	EDUH	5	4	56%	6	4	60%	55%	50%
		EDUK	3	6	33%	8	6	57%	73%	50%
		EDUL	4	4	50%	41	5	89%	91%	56%
	LAS	AT	4	5	44%	7	4	64%	64%	44%
		CMJM	2	6	25%	6	5	55%	75%	45%
		EH	10	9	53%	14	12	54%	58%	57%
		HY	2	11	15%	4	2	67%	67%	15%
		IEI	0	0	na	0	1	0%	na	100%
		MC	3	4	43%	7	10	41%	70%	71%
		MLC	2	3	40%	5	2	71%	71%	40%
		NMP	1	3	25%	3	6	33%	75%	67%
	NSFA	PL	2	3	40%	0	2	0%	0%	40%
		TH	1	1	50%	4	3	57%	80%	75%
		CSD	2	1	67%	8	2	80%	80%	67%
	VPR	NURS	8	0	100%	39	8	83%	83%	100%
		SWK	5	2	71%	10	1	91%	67%	33%
	AC	MST	0	0	na	1	0	100%	100%	na
		CES	14	3	82%	0	0	na	0%	0%
		CSP	0	0	na	1	0	100%	100%	na
		Honors College	1	1	50%	2	6	25%	67%	86%
		PSH total:	75	76	50%	169	89	66%	69%	54%
		total across all units:	153	303	34%	213	167	56%	58%	36%

Notes:

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, associated 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; or Canadian American Studies.
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 division.

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1	1	1	1		
	College of LAS	1		1			
	College of NSFA	1	4	1	4		
	Cooperative Extension	1	1	1	1		
	STEM total:	3	5	3	5	0	0
social and behavioral sciences	Cooperative Extension						
	College of LAS		2		2		
	College of NSFA						
	SBS total:	0	2	0	2	0	0
professional schools, humanities	MBS	2	1	2	1		
	College of EHD						
	College of LAS	2	1	2	1		
	College of NSFA						
	Honors College		1		1		
	Cooperative Extension		1		1		
	PSH total:	4	4	4	4	0	0
total across all units	7	11	7	11	0	0	

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1	1	1	1		
	College of LAS	1		1			
	College of NSFA	1	4	1	4		
	Cooperative Extension	1	1	1	1		
	STEM total:	3	5	3	5	0	0
social and behavioral sciences	Cooperative Extension						
	College of LAS		2		2		
	College of NSFA						
	SBS total:	0	2	0	2	0	0
professional schools, humanities	MBS	2	1	2	1		
	College of EHD						
	College of LAS	2	1	2	1		
	College of NSFA						
	Honors College						
	Cooperative Extension		1		1		
	PSH total:	4	3	4	3	0	0
total across all units	7	10	7	10	0	0	

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	2		2			
	College of LAS	2		2			
	College of NSFA	1	1	1	1		
	Cooperative Extension						
	STEM total:	5	1	5	1	0	0
social and behavioral sciences	College of LAS	2		2			
	College of NSFA						
	Cooperative Extension						
	SBS total:	2	0	2	0	0	0
professional schools, humanities	MBS						
	College of EHD						
	College of LAS	2		2			
	College of NSFA		1		1		
	Cooperative Extension						
PSH total:	2	1	2	1	0	0	
total across all units	9	2	9	2	0	0	

Table 5 -- Years in rank as Associate Professor as of 8-31-2014 (tenured/tenure-eligible faculty)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	2-Jan	4	20.0%	8	14.3%
	3-5	5	25.0%	12	21.4%
	6-8	5	25.0%	7	12.5%
	9-11	4	20.0%	5	8.9%
	12-14	0	0.0%	2	3.6%
	15 or more	2	10.0%	22	39.3%
	STEM total:	20	100%	56	100%
social and behavioral sciences	2-Jan	0	0.0%	3	33.3%
	3-5	3	50.0%	2	22.2%
	6-8	2	33.3%	0	0.0%
	9-11	1	16.7%	0	0.0%
	12-14	0	0.0%	1	11.1%
	15 or more	0	0.0%	3	33.3%
	SBS total:	6	100%	9	100%
professional schools, humanities	2-Jan	12	27.9%	4	14.8%
	3-5	4	9.3%	7	25.9%
	6-8	8	18.6%	1	3.7%
	9-11	5	11.6%	4	14.8%
	12-14	2	4.7%	3	11.1%
	15 or more	12	27.9%	8	29.6%
	PSH total:	43	100%	27	100%

Note. Combines Assistant Professor hires and Associate Professor hires.

Table 6 -- Voluntary, Non-retirement attrition: 9-1-2013 through 8-31-2014 (tenured/tenure-eligible faculty)						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM						
SBS			1		1	1
PSH			1			1
total :	0	0	2	0	1	2

Table 7 -- new tenured/tenure-eligible faculty hires (9-1-2013 through 8-31-2014)									
discipline group	college	dept	women			men			
			full	associate	assistant	full	associate	assistant	
STEM	ENGR	SET						2	
	LAS	CH						1	
		CIS						1	
		MS						1	
	NSFA	FORM				1			2
		SBE				1			1
		SFA							1
		SMS			2				
	W							1	
SBS	LAS	AY			2				
		PY			1				
	NSFA	SOE			1			1	
PSH	BPPH	BA			1		1		
	EDUC	EDUL			1				
	LAS	EH			1				
total across all units:			0	2	9	0	1	11	

UMaine units (key)

EHD College of Education & Human Development

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

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
CIS School of Computing & Information Sciences
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
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
CSP College Success Program
HNRS Honors College