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Table 1 – tenured/tenure-eligible faculty by gender and rank (headcount); 2019-2020 (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	Assistant Professor	
STEM	ENGR	CE	0	1	2	6	0	2	0%	50%	
		CHE	0	0	2	7	4	1	0%	67%	
		ECE	1	0	0	6	5	0	14%	na	
		ME	0	0	2	6	3	5	0%	29%	
		SET	2	0	2	6	4	2	25%	50%	
	LAS	CH	2	0	0	5	2	2	200%	0%	
		CIS	2	2	1	5	4	1	100%	50%	
		MS	1	1	1	5	1	5	500%	17%	
		PS	1	0	0	8	3	1	100%	0%	
	NSFA	BMMB	1	2	2	2	1	2	33%	50%	
		ERS	1	1	2	8	2	2	11%	50%	
		FORM	1	1	4	5	4	4	17%	50%	
		SBE	2	3	5	5	3	4	29%	56%	
		SFA	4	6	7	3	6	4	57%	64%	
		SMS	3	6	1	9	2	4	25%	20%	
	W	W	1	0	1	2	2	1	33%	50%	
		AC	CES	4	1	2	7	4	1	36%	67%
	STEM total:			26	24	34	95	50	41	21%	45%
	social and behavioral sciences	LAS	AY	0	3	1	2	4	0	0%	100%
			INS	0	1	0	0	0	0	na	na
POL			1	0	1	3	1	1	25%	50%	
PY			2	2	4	2	4	0	50%	100%	
SY			1	0	2	2	0	0	33%	100%	
NSFA		SOE	1	2	1	5	2	4	17%	20%	
AC		CES	0	0	0	0	0	0	na	na	
SBS total:			5	8	9	14	11	5	26%	64%	
professional schools, humanities	MBS	BA	2	2	4	3	5	7	40%	36%	
	EHD	EDUH	2	1	3	1	2	1	67%	75%	
		EDUK	0	0	0	1	0	1	0%	0%	
		EDUL	1	2	8	4	1	1	20%	89%	
	Honors College			0	1	0	0	1	0	na	na
	LAS	AT	2	2	0	2	2	1	50%	0%	
		CMJM	0	2	3	2	1	0	0%	100%	
		EH	5	4	2	1	3	2	83%	50%	
		HY	2	0	1	5	3	3	29%	25%	
		MC	2	1	0	4	0	2	33%	0%	
		MLC	0	2	0	0	2	1	na	0%	
		PL	2	0	0	2	1	2	50%	0%	
	TH	0	1	0	1	0	0	0%	na		
	NSFA	CSD	1	1	2	0	0	1	100%	67%	
		NURS	2	0	7	0	0	0	100%	100%	
		SWK	3	0	1	2	0	0	60%	100%	
RP	IMFA	0	0	0	1	0	0	0%	na		
AC	CES	5	3	0	0	3	0	na	na		
PSH total:			29	22	31	29	24	22	50%	58%	
total across all units:			60	54	74	138	85	68	30%	52%	

Note:

1. 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, associate 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; Canadian American Studies; and SPIA.
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 discipline code.

Table 2 -- gender by tenure status (headcount); 2019-2020									
(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
			women	men	% women	women	men	% women	
STEM	ENGR	CE	3	8	27%	2	1	67%	40%
		CHE	2	12	14%	2	1	67%	50%
		ECE	1	11	8%	1	1	50%	50%
		ME	2	14	13%	0	5	0%	0%
		SET	4	12	25%	0	4	0%	0%
	LAS	CH	2	9	18%	3	1	75%	60%
		CIS	5	10	33%	2	6	25%	29%
		MS	3	11	21%	5	15	25%	63%
		PS	1	12	8%	1	3	25%	50%
	NSFA	BMMB	5	5	50%	3	2	60%	38%
		EES				0	1	0%	na
		ERS	4	12	25%	2	1	67%	33%
		FORM	6	13	32%	1	2	33%	14%
		SBE	10	12	45%	10	3	77%	50%
		SFA	17	13	57%	4	1	80%	19%
		SMS	10	15	40%	2	2	50%	17%
	W	2	5	29%	3	0	100%	60%	
	VPR	ADCC			na	0	2	0%	na
		CLIM			na	1	1	50%	100%
		VPRP				0	1	0%	na
WRI				na	1	1	50%	100%	
AC	CES	7	12	37%	0	0	na	0%	
STEM total:			84	186	31%	43	54	44%	34%
social and behavioral sciences	LAS	AY	4	6	40%	2	0	100%	33%
		INS	1	0	100%	0	3	0%	0%
		POL	2	5	29%	1	2	33%	33%
		PY	8	6	57%	1	2	33%	11%
		SY	3	2	60%	0	0	na	na
	NSFA	SOE	4	11	27%	1	1	50%	20%
	AC	CES	0	0	na	0	0	na	na
SBS total:			22	30	42%	5	8	38%	19%
professional schools, humanities	MBS	BA	8	15	35%	6	9	40%	43%
	EHD	EDUH	6	4	60%	0	2	0%	0%
		EDUK	0	2	0%	5	7	42%	100%
		EDUL	11	6	65%	33	8	80%	75%
	LAS	ASDN			na	1	1	50%	100%
		AT	4	5	50%	6	5	55%	60%
		CMJM	5	3	63%	7	2	78%	58%
		EH	11	6	65%	14	9	61%	56%
		HY	3	11	21%	0	2	0%	0%
		MC	3	6	33%	8	12	40%	73%
		MLC	2	3	40%	4	1	80%	67%
		PL	2	5	29%	0	2	0%	0%
	TH	1	1	50%	4	3	57%	80%	
	NSFA	CSD	4	1	80%	5	1	83%	56%
		NURS	9	0	50%	58	2	97%	87%
		SWK	4	2	67%	10	1	91%	71%
	RP	IMFA	0	1	0%	0	0	na	na
		MST			na			na	na
	AC	CES	8	3	73%			na	0%
	Honors College		1	1	50%	5	3	63%	83%
PSH total:			82	75	52%	166	70	70%	67%
total across all units:			188	291	39%	214	132	62%	53%

Note:

- 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, associate 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; Canadian American Studies; and SPIA.
- 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.

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1		1			
	College of LAS	2		2			
	College of NSFA	5	3	5	3		
	Cooperative Extension						
	STEM total:	8	3	8	3	0	0
social and behavioral sciences	Cooperative Extension						
	College of LAS	1	2	1	2		
	College of NSFA		1		1		
	SBS total:	1	3	1	3	0	0
professional schools, humanities	MBS		1		1		0
	College of EHD	1		1			
	College of LAS	2	2	2	2		
	College of NSFA						
	Honors College						
	Cooperative Extension						
	PSH total:	3	3	3	3	0	0
	total across all units	12	9	12	9	0	0

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1		1			
	College of LAS	2		2			
	College of NSFA	5	3	5	3		
	Cooperative Extension						
	STEM total:	8	3	8	3	0	0
social and behavioral sciences	Cooperative Extension						
	College of LAS	1	2	1	2		
	College of NSFA		1		1		
	SBS total:	1	3	1	3	0	0
professional schools, humanities	MBS		1		1		
	College of EHD	1		1			
	College of LAS	2	2	2	2		
	College of NSFA						
	Honors College						
	Cooperative Extension						
	PSH total:	3	3	3	3	0	0
	total across all units	12	9	12	9	0	0

discipline group	unit	reviewed		approved		denied	
		men	women	men	women	men	women
STEM	College of Engineering	1		1			
	College of LAS						
	College of NSFA		1		1		
	Cooperative Extension		2		2		0
	STEM total:	1	3	1	3	0	0
social and behavioral sciences	College of LAS						
	College of NSFA						
	Cooperative Extension						
	SBS total:	0	0	0	0	0	0
professional schools, humanities	MBS	1		1			
	College of EHD		1		1		
	College of LAS	3	1	2	1	1	0
	College of NSFA		1		1		
	Honors College						
	Cooperative Extension		2		2		0
	PSH total:	4	5	3	5	1	0
	total across all units	5	8	4	8	1	0

Table 5 -- Years in rank as Associate Professor as of 8-31-2019 (tenured/tenure-eligible Associate Professors)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	1	4.8%	9	21.4%
	3-5	7	33.3%	7	16.7%
	6-8	4	19.0%	4	9.5%
	9-11	4	19.0%	2	4.8%
	12-14	4	19.0%	3	7.1%
	15 or more	1	4.8%	17	40.5%
	STEM total:	21	100%	42	100%
social and behavioral sciences	1-2	2	40.0%	2	20.0%
	3-5	1	20.0%	2	20.0%
	6-8	1	20.0%	3	30.0%
	9-11	0	0.0%	1	10.0%
	12-14	1	20.0%	0	0.0%
	15 or more	0	0.0%	2	20.0%
	SBS total:	5	100%	10	100%
professional schools, humanities	1-2	2	10.5%	5	25.0%
	3-5	1	5.3%	3	15.0%
	6-8	6	31.6%	4	20.0%
	9-11	2	10.5%	2	10.0%
	12-14	5	26.3%	1	5.0%
	15 or more	3	15.8%	5	25.0%
	PSH total:	19	100%	20	100%

Note. Combines Assistant Professor hires and Associate Professor hires.

Table 6 -- Voluntary, Non-retirement attrition: 9-1-2018 through 8-31-2019 (tenured/tenure-eligible faculty)						
discipline group	women			men		
	full	associate	assistant	full	associate	assistant
STEM	0	2	1	0	0	3
SBS	0	0	0	0	0	0
PSH	0	1	1	2	0	4
total :	0	3	2	2	0	7

Table 7 -- new tenured/tenure-eligible faculty hires (9.1.18 through 8.31.19)								
discipline group	college	dept	women			men		
			full	associate	assistant	full	associate	assistant
STEM	ENGR	ME						1
	LAS	MS						2
		CIS	1					2
		PS						1
	NSFA	ERS						2
		FORM			2			1
		SFA			1			
CES				1			1	
SBS	LAS	AY			1			
		POL						1
		PY			1			
		SY			1			
PSH	EDUC	EDUL			1			
		EDUH			1			1
	LAS	AT				1		
		HY			1			
		MC						1
		PL						2
	MBS	BA			1			1
	NSFA	CSD			1			
NURS				1				
total across all units:			1	0	13	0	0	17

Table 8 -- Years in rank as Associate Professor as of 8-31-2019 (tenured Full Professors)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	0	0.0%	0	0.0%
	3-5	5	20.0%	7	28.0%
	6-8	9	36.0%	9	36.0%
	9-11	4	16.0%	3	12.0%
	12-14	4	16.0%	3	12.0%
	15 or more	3	12.0%	3	12.0%
	STEM total:		25	100%	25
social and behavioral sciences	1-2	0	0.0%	0	0.0%
	3-5	0	0.0%	4	28.6%
	6-8	3	60.0%	7	50.0%
	9-11	1	20.0%	1	7.1%
	12-14	1	20.0%	2	14.3%
	15 or more	0	0.0%	0	0.0%
	SBS total:		5	100%	14
professional schools, humanities	1-2	0	0.0%	0	0.0%
	3-5	6	25.0%	28	33.3%
	6-8	9	37.5%	39	46.4%
	9-11	5	20.8%	9	10.7%
	12-14	1	4.2%	2	2.4%
	15 or more	3	12.5%	6	7.1%
	PSH total:		24	100%	84

Note. Full-professor hires excluded.

Table 9 -- Years in rank as Full Professor as of 8.31.19 (tenured faculty)					
discipline group	years in rank	Women		Men	
		N	% of women	N	% of men
STEM	1-2	3	13.0%	1	3.8%
	3-5	3	13.0%	4	15.4%
	6-8	5	21.7%	6	23.1%
	9-11	1	4.3%	4	15.4%
	12-14	4	17.4%	2	7.7%
	15 or more	7	30.4%	9	34.6%
	STEM total:		23	100%	26
social and behavioral sciences	1-2	0	0.0%	0	0.0%
	3-5	2	40.0%	2	14.3%
	6-8	2	40.0%	0	0.0%
	9-11	0	0.0%	2	14.3%
	12-14	1	20.0%	6	42.9%
	15 or more	0	0.0%	4	28.6%
	SBS total:		5	100%	14
professional schools, humanities	1-2	3	13.0%	6	6.6%
	3-5	1	4.3%	14	15.4%
	6-8	7	30.4%	11	12.1%
	9-11	0	0.0%	8	8.8%
	12-14	1	4.3%	10	11.0%
	15 or more	11	47.8%	42	46.2%
	PSH total:		23	100%	91

UMaine units (key)

EHD	College of Education & Human Development
EDUH	School of Ed Ldr, Higher Ed, & Human Dev
EDUK	School of Kinesiology, Phy Ed, & Ath Training
EDUL	School of Learning & Teaching
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
ASDN	Dean's office
AT	Art
AY	Anthropology
CH	Chemistry
CIS	School of Computing & Information Sciences
CMJM	Communication & Journalism
EH	English
HY	History
INS	interdisciplinary faculty (Women's, Gender, & Sexuality Studies; Native American Studies; Franco American Studies; Canadian American Studies; and SPIA)
MC	Music
MLC	Modern Languages & Classics
MS	Mathematics & Statistics
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
WRI	Water Research Institute
AC	Academic Affairs
CES	Cooperative Extension Service
HNRS	Honors College
RP	Graduate School
IMFA	Intermedia MFA
MST	Master of Science in Teaching Program