

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic

06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 10 Executives</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. ACT ASSOC VC CHANC STDNT AFF; 2. ASST VI <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ADJ PROF; 2. CEO, HEALTHCARE SYST <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC CHANC FOR ACCESS, EQUITY; 2. INTER <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC CHANC, PUB AFF <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC DN ORG ETH&REG COMP <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROF; 2. ASSOC PROF (RT); 3. SR ASSC <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROF; 2. ASSOC VC FOR CAP PRGM <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROF; 2. ASST DEAN <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROF; 2. VICE CHANC FOR STDNT AFF <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROVOST & EXEC DIR, UHP <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC V CHANC <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC V CHANC FOR CIVIC & CORP <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC V CHANC FOR STDNT AFF; 2. ASST PRC <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC VC FOR RES RSRC <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC VC STDNT AFF/DEAN OF STD <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST PROF MED EDUC (RT); 2. ASSOC DEAN F <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST V CHANC <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST V CHANC FOR ACAD AFF & DI <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST V CHANC FOR ADMN <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST V CHANC FOR HLTH AFF <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST V CHANC; 2. ASST V PRES <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. CHANC; 2. PROF <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN ASSOC ADMINISTRATION <i>001 - Chief Executives</i>	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DEAN; 2. DISTINGUISHED PROFESSOR; 3. PRO 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. EXEC V PROVOST FOR ACAD AFF; 3. F 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. PROF 001 - Chief Executives	10.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. PROF (RT) 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. PROF; 3. RES PROF 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. PROF; 3. V PROVOST FOR UNDERGRA 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DPTY ASSOC CHANC FOR DEVL P 001 - Chief Executives	2.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DPTY ASSOC CHANC FOR DVLP 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. EXEC ASSOC DEAN FOR PLNG 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. EXEC ASSOC DEAN; 2. PROF 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. EXEC ASSOC PROVOST FOR ACAD & 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. EXEC ASST TO CHANC 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. EXEC ASST TO PROVOST 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. HUMAN REL SPEC; 2. INTERIM CHANC DPASC H 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. INTRM VCHANC FOR EXTERNAL AFFR 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. PROF; 2. PROVOST & V CHANC FOR ACAD AFF 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. PROF; 2. V CHANC FOR RES 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. PROF; 2. VICE PROVOST FOR PLNG & PRGMS 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. REGISTRAR 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. UNIV LIBRN & PROF 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. V PROVOST FOR RESRC PLNG & MAN 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. VICE CHAN ADMIN SERV 001 - Chief Executives	1.00	44925	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
<i>Total Weight:</i>	55.00							

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## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 11 General Educ. Administrators</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. ASST DIR, MSP; 2. DIR OF COMPL <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST TO THE DEAN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RES PROGMS; 2. COORD RES PROGS. <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF BUS OPER; 2. DIR OF BUS OPER <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF CLIN SUPPORT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. SPEC ASST TO THE HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ACAD COORD <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ACT ASST DIR AAAN; 2. COUNS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ACT ASST DIR FOR RES PRGM; 2. RES TRANSP <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ACT ASST TO VC CHANC; 2. DIR OF CAMPUS UI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ACTING ASST TO THE UNIV LIBRAR; 2. LIB SYS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASSOC PROF; 2. ADJ ASST PROF; 3. ASSO <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ADJ ASSOC PROF; 2. ASSOC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASSOC PROF; 2. DIR, URBAN HLTH PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ADJ ASST PROF; 2. ASSISTANT TO THE HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. ASSOC DEAN FOR BUS DEV <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ADJ ASST PROF; 2. ASSOC DIR CLIN AFF; 3. CLI <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ ASST PROF; 2. ASST DEAN, MED ED EVAL <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ ASST PROF; 2. ASST DEAN; 3. CLIN ASST P <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ ASST PROF; 2. DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. DIR, LAB AN CARE FACILIT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ CLIN ASSOC; 2. ASSOC DIR CLIN AFF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ CLIN INSTR; 2. COORD RES SUBJECT ADVK <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ADJ CLIN INSTR; 2. SR CLIN COORD PED SURG <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ PROF; 2. DIR CAMPUS LRNG ENVR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ADM DIR MATEC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ADMIN COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMIN DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMIN DIR, DIAG IMAGING <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADMIN DIR, MED CLINICS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADMIN PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMN DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMN DIR PATH LABS; 2. ASST PROF CLIN PAT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ANATOMIC PATH COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. APC COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. AREA COORD <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASC DIR OF HOSP FIN-GEN ACCT & <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSESSMENT LIASON; 2. ASST DIR OF COMPO <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSISTANT DIRECTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT TO THE DEAN <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT TO THE DIRECTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC CHANC FOR GREAT CITIES C; 2. DIR, GF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DEAN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN ACADEMIC AFFAIRS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR ACAD AFF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR ACAD AFF; 2. ASSOC PROF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR ADMN <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. ASSOC DEAN FOR ADMN; 2. DIR, URBAN HLTH I <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR CMTY, GRMT & AL <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR FIN & CHIEF FIN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DEAN FOR FIN & RSRCS PLN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DEAN FOR FISCAL AFF & AD <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DEAN FOR STDNT AFF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR STDNT AFF; 2. ASST PROF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN INFO RSRC & CHIEF I; 2. ASST PR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DEAN MED CNTR AFFRS; 2. ASSOC PRC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DEAN OF STDNTS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN STDNT ALUM AFFRS; 2. CLIN ASS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN; 2. ASSOC PROF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN; 2. CHIEF NURS OFCR & ASSOC D <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN; 2. ECON DEVL P PLANNER; 3. RE <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR <i>043 - Managers, All Other</i>	31.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR DEVL P-MAJ GIFT OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR - ACAD SERV-EMBA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR ADMIN, BRL; 2. ASSOC DIR ADMN, F <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR ADMISSIONS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR ADV SERVS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR AMB PHARM; 2. CLIN ASST PROF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR CLIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR CPC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR ESSENTIALS OF CLIN M <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR FOR ADMIN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR ADMN <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR DEVL P <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR DISTANCE LEARNIN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR FOR FEDERAL & BUS DE <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR FOR OPERATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR PRGM SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR RECRUITMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR RES PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR TECH SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR TRNG <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR HOSP FIN REIM <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR MKTG COMMNC <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR MKTG COMNC <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR NATL NETWORK OF LIB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR NEWS BUREAU <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR NEWS BUREAU; 2. RES EDITOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF ADM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF ADM & REC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR OF ADVANCEMENT <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF BILL & COLLECT <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF CAMPUS RECR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF CLIN AFFAIRS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR OF CLIN OPER BIO GEN <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR OF COMPLIANCE & RISK <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF DECISION SUPP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF DEVEL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF DEVL P <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF ELECTRONIC VISUAL <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR OF FIN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF FIN AID <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF FISCAL AFF <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF FUNC SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF MKTG CMMNC <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF MKTG COMMNC <i>012 - Financial Managers</i>	4.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF NURS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR OF NURS FOR MED CTR <i>035 - Medical and Health Services Managers</i>	4.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR OF NURSING <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR OF PHYSICAL PLANT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF PHYSL PLANT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF RES MGMT & PL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF SPEC EVENTS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF STUDENT AFFS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR PHARM ITS; 2. CLIN ASST PROF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR PRGM DEVELOP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR PUB SRVCS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR RES SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR STDNT SERV; 2. DIR ASSOC STSV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR TESTING <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR TESTING SVCS; 2. DIR, UNDRGRD M <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR UNDERGRD MED ED <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR US/ASIA EMBA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, ADMIN & CMTY REL; 2. LUMP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, BLOOD BANK; 2. ASST PROF (CT); 3 <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR, CAMPUS PRGMS <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CAMPUS UNIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CLIN RES LAB; 2. RES SPEC IN PHA <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR, CME <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, COMTY ENGAGEMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CTR FOR LITERACY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CUB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CURE <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR, ELECTRONIC VISUALIZ <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, EVL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, HISPANIC CTR OF EXC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, ITS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, MATH & EDUC REFORM; 2. CONT E <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, MEETINGS, CONF & GU <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, PAVILION <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, RES & TRAIN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, STDNT DEVLV SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, UICNI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR-CAREER SVC, LGSB <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR; 2. CLIN ASSOC PROF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC DIR; 2. INTERIM ASSOC DIR DEVL P; 3. I <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR; 2. OTHAC NOSVC ASPRO RSRCH <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR; 2. VST LECTURER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC EDITOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC EXEC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC HOSP DIR <i>035 - Medical and Health Services Managers</i>	3.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC MED DIR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC PROJ DIR <i>043 - Managers, All Other</i>	7.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC PROJ DIR, CLIN SERV; 2. CLIN ASST PR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASSOC PROJ DIR; 2. INSTRUCTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST COORD FOR CONT EDUC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST COORD, COMPUT-ASSISTED IN <i>011 - Computer/Information Systems Manager</i>	1.00	14260	4198 29.44%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
1. ASST DEAN <i>023 - Education Administrators</i>	3.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN & DIR OF MBA PRGM; 2. LECTURE <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN COM HLTH; 2. DIR UICNI <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR ACAD AFF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR ADMIN <i>023 - Education Administrators</i>	3.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR COMMUNICATIONS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR FAC & STUD SVCS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR FACULTY DEVELOPM; 2. DIR, F <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR HLTH SYST RES <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR INFO RSRC; 2. DIR, DECISION <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. ASST DEAN FOR REC & MIN AFFRS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR STDNT SERV <i>023 - Education Administrators</i>	3.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR URBAN HLTH PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN MED ED EVAL <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN OF ADVANC & ALUM AFF; 2. DIR O <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN OF STUDENTS <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN STDNT AFF <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN STUDENT AFF &MSP <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN UGO RECRUIT & MERRP <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN, ADMN SERV; 2. LECTURER <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN, ADVC; 2. DIR OF ADVC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN, STDNT AFFRS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN, SYST INTGR; 2. ASST TO THE HEA <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN; 2. RES ASSOC PROF MED SOC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEP HEAD; 2. ASST DEPT HEAD; 3. CLIN A <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEPT HEAD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR <i>043 - Managers, All Other</i>	56.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR ACAD SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR ADMSONS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR AM CARE PHARM; 2. CLIN INSTR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR AMB SVCS ADMIN; 2. INTRM ASSOC C <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR AMBUL CARE PHARM; 2. CLIN ASSO <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR AMBULATORY CARE PHARM; 2. CLIN <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR AMBULATORY SVS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR BUDGETS & CONTRACTS <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR CAREER SERV, LGSB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR CBA CAREER CTR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR CENTRAL W CASE MGMT E <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR CENTRAL WEST CARE MGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR CHILDRENS CTR (SITE D) <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR COMMNC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR DSCC HR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FACILTY INFO MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FIN OPERATIONS <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FIN SERV <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FINANCIAL AID <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FOR ACAD PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR FOR BUSINESS AND FIN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FOR CURR DEVL P; 2. VST RES ASSO <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR EXTERNAL AFF & SP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR FIN SERV <i>012 - Financial Managers</i>	2.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FOR FISCAL AFF <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FOR HR, FACILITIES MG <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR FOR INFO SYST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR OPER <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR PLNG & DEVL P; 2. INTERIM DIR, I <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR RECRUITMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR RES PLNG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR FOR RES PRGM <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR STDNT AFF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR FOR TRANSFER RECRUITM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR UIMCC HR OPER <i>013 - Human Resources Managers</i>	2.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR MANAGED CARE OPER; 2. INTERIM A <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR OF ACTG ACAD PROG <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR OF ADM & REC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR OF ADMIN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF ADMIN SYST PLNG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF AMBULATORY SVC ADM; 2. INTR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR OF BDGT <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR OF BUS <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR OF CAMPUS SERV <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF COLL CMPUT SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF COMPOSITION FOR TH <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF FIN AID, COM <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR OF HOSP FIN BUDG & CA <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR OF HOSP PHARM SERV; 2. CLIN ASS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR OF HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR OF HR FOR COMPLIANCE; 2. ASST DI <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR OF LIB HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR OF MATERIALS MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF NETWORK & WEB SITE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR OF OPER <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF PHYS PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR OF PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR OF PRGMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF RES PRGMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF STUD FIN AID <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR OF SYSTEMS & SVCS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF TRANS & GARAGE OPE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OPRS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR PH WORKFORCE DEV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR PHYSN PRAC CLIN OPER <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR QA/QI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR RADIOL <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR RECS & REGISTR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR RETAIL OPER BOOK DEPT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR SPEC SCHOLARSHIP PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR UIMCC HR OPERATIONS <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR USER SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, FAM BUS COUN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR, ADMISSIONS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, AMBULATORY SERV ADMN; 2. INTR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR, AMBULATORY SVS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR, CAMPUS UNIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR, CAREER CTR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, CBA CAREER CNTR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, CHEM SAFETY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, CLIN PRACT BUS DEVEL; 2. ASST DIF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR, COMPUT-ASSISTED INST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, CRL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, DEVL P <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, DIV RES SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, DOCTORAL PRGMS & RES <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, ECON ACAD PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, HOSP PHARM SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR, HOSP PHARM SERV; 2. CLIN ASST PF <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR, HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR, IDS ACAD PRGMS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, INFO & TECH SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, MATERIALS MGMT LOG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, MBA ACAD SRVCS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, MSA PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, NCRHP; 2. EXT SPEC, CMTY DEVL P <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, ORS , CONTRACTS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, PHYSN PRACT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR, PT ACCESS SVCS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, RECRUIT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, RES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR, STDNT DEVLV SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, STDT AFF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR; 2. ASST DIR FOR BUS OPER <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR; 2. ASST DIRECTOR; 3. DIR, URBAN E; <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR; 2. CLIN ASSOC PROF; 3. TEAM LEAD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR; 2. CLIN ASST PROF <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR; 2. CLIN TCH ASSOC; 3. STAFF SPEC I <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR; 2. CLNCL ASST PROF <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIR; 2. STAFF SPEC IN NURS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST DIREC, ADVC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST HOSP DIR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST PROF (RT); 2. DIR OF RES SERV FACILITY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST PROF, MED ED (RT); 2. DIR, BUS AND FIN/ <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ASST TO ASSOC CHANC FOR DEVLV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DEAN <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DEAN FOR ACAD AF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DEAN FOR RES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC HOSP DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC PROV & EXEC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC V CHANC FOR CIVI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASST DEAN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASST V CHANC FOR ACAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO CHAIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST TO CHANC <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO CHIEF AMB OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DEAN <i>043 - Managers, All Other</i>	8.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DEAN; 2. ASST TO THE DEAN FOR STC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DEPT HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DEPT HEAD; 2. ASST TO DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DEPUTY ASSOC CHANC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR <i>043 - Managers, All Other</i>	11.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR OF DEVL P <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR OF ROCKFORD RE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR, COMMUNITY REL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR, IRRPP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO EXEC DIR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO HEAD <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO HEAD, BUS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE ASSOC ATHLETIC DIR; 2. LUMP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE ASSOC CHANC, DEVL P <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE ASSOC DEAN FOR ACA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE ASSOC DEAN FOR RES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE ATHL DIR; 2. ASST VARSITY COAC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE CHAIR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE CHAIR-OPERATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE COORD OF ELEMENTAR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DEAN <i>043 - Managers, All Other</i>	11.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST TO THE DEAN FOR ALUMNI RE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DEAN FOR STDNT AFF <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DEAN; 2. ASST TO V PROVOST U <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DEPT HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR <i>043 - Managers, All Other</i>	25.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR FOR OPER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR OF FISCAL SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR, A&A SLIDE LIB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR, BRL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR, CFDC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR, JANE ADDAMS H <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DIR, PRGM & BUDGET <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE EXEC DIR, CTE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE HEAD <i>043 - Managers, All Other</i>	41.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE HEAD; 2. ASST TO HEAD - HPC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE HEAD; 2. DIR PHYSN PRACTICE <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE HEAD; 2. LECTURER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE UNIT HEAD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE UNIV LIBRARIAN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE UNIV LIBRN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE V CHANC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE V CHANCELLOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE VICE CHANC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE VICE PROVOST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST TO V CHANC <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO V DEAN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO V PROVOST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO V PROVOST PLNG & PRGMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO V PROVOST, FAC AFF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO VICE CHANC EXT AFF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO VICE CHANCELLOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TOTHE EXEC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. AST TO ASC DEAN FOR AC AFFAIRS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. AST TO ASC VC CIVIC & CORP REL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BLOOD DONOR RECRUITMENT COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. BUDGET DIR <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. BUS OPER COORD <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. CAMPUS PRGMS DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CAMPUS RECR COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CAS FIN SERV DIR <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. CAS PROJ PLAN & DEV DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CHIEF AMB OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CHIEF AMBULATORY OFFCR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CHIEF INFO OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CHIEF OF POLICE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CLIN ASSOC; 2. COORD, ICM/SURG <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN ASST PROF; 2. COORD, CLIN PRGM <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN ASST PROF; 2. CTR MED DIR; 3. PHYSN SL <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLIN ASST PROF; 2. DIR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN ASST PROF; 2. DIR EXP ED; 3. PHARMACO <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN ASST PROF; 2. MED DIR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN ASST; 2. COORD INSTR DEVL P <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN INSTR; 2. DIR, PATIENT CARE SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN INSTR; 2. PROJ COORD <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN LAB OPER COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLINIC DIR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLINICAL ASSOCIATE PROFESSOR; 2. DIR, STD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CO-DIR OF PRO DEVL P & OUTREACH <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CO-DIRECTOR; 2. RES ASST PROF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COMM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COMMNC COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COMNC COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COOR OF STDNT TCH & FIELD EXPE <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COOR, CAMPUS PRGMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD <i>043 - Managers, All Other</i>	8.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD -INFOED SYSTEMS MANAGER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ADMIN SRVCS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD CLIN SRVCS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD CMHSV ACCSV; 2. COORD MD/PHD PF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD EDUC CNTED <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD INSTRUC DEVEL; 2. TCH ASSOC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD INTERNAL MED RESID <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD IT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF CASE MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF GRANTS & CONTRACTS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RES INFO <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RESIDENCY & EDUC SVCS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RSSPT RSADM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RSSPT; 2. PROJ COORD FOR FAM ME <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD STSVC INTNL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD (SPORTS INFO) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD (SPORTS OPER) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD (SPORTS OPERATIONS) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ADMIN SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ANLYT FORNSC TOXIC <i>034 - Lodging Managers</i>	1.00	2240	1033 46.12%	983 43.88%	295 13.17%	340 15.18%	265 11.83%	14 0.63%
1. COORD BUS SYSTEMS USERS <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. COORD CAMPUS PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CAMPUS U-PASS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CASE MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CASE MGMT - THE ELDERLY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CLIN AFF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD CLIN RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD CLIN SKILLS LAB <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD CLIN SRVCS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD CLIN SVCS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD FOR WEB COMNC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD GRANTS & CONTRACTS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF ADM & ADVY <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF ADM & DATA MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF ADMIN SERVICES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF APPLIC DEVEL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF APPLICATIONS DEVEL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF CASE MGMT FOR ELDERLY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF CASE MGMT FOR THE ELD <i>043 - Managers, All Other</i>	17.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF CERTIFICATION <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF CLIN & RES PRGM <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF CLIN & RES PRGMS <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF CLIN & RES PROG <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF CLIN AND RES PGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF CLIN AND RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF CLIN SERV <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF CODING & COMPLIANCE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF COMNC SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF ENERGY & ENVIR RES PR; 2. VST LE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF GRAD EDUC PRGM <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF GRANTS & CONTR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF GRANTS & CONTRACT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF GRANTS & CONTRACTS <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF GRANTS CONTRACTS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF HIGH SCH INITIATIVES; 2. PROJ COO <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD OF INATL ADM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF INFO TECH & SYS PROG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF INFO TECH & SYST PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF INSTR LABS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD OF INSTR RSRC & STDNT SE <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF IT & SYST PROGRAMING <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF MKTG & RES <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. COORD OF OAPS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF PRIVACY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES GRANT PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES PRGM <i>043 - Managers, All Other</i>	6.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES PRGM; 2. DIR, IPSP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES PRGMS <i>043 - Managers, All Other</i>	4.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES PRGMS, SRL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES PROGRAMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF SOC WORK <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF SOC WORK FOR CASE MGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF SOCIAL WORK <i>043 - Managers, All Other</i>	18.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF STDNT AFFAIRS ACTIVIT <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF WEB COMMUNICATION <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD PED CLIN RES TRIAL <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD PEDS EDUC PROGM <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD RES & ACAD PROG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD RES PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RES PRGRMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RURAL MED EDUC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD SCHOLARS PROG <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD SOC SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD SOUTH CAMPUS PROJ <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD STUDENT AFF&MSP <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD, CLIN SERVS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD, ADMIN SERV RADIOL <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD, CAMPUS PRGMS <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, CAMPUS RECR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, CENTRAL STERILIZATION <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, HIM SYST <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, ORGAN PROCUREMENT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD, PATH EDUC PROG <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD, PED CARDIOLOGY <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD, PROPERTY CONTROL <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. COORD, UNDERGRAD CHEM LABS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. COORD,SUMMER RES OPPTY PROGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD-INTERVENTIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD-ITA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD-MGR OF HOSP ARCH <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORD; 2. RECRUITMENT & ADM COUNS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORDINATOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORDINATOR OF RESEARCH PROG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CURR COORD <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DATA REDUCTION OPERATIONS MNGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DEVELP PROG COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DEVLV OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DEVLV PRGM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIGITAL IMAGING COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR <i>043 - Managers, All Other</i>	9.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR CLIN PRAC BUS DEVELOPMT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR ASSOC HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR ASSOC RETAIL OPER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ASST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ASST COMPR MRKTG <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR ASST HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR COMMUNICATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR CORP FNDTN REL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR MED PRAC SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR NETWORK SECURITY; 2. NETWORK ANLY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADMIN SERVICES <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR PUB SERVICES; 2. LUMP - CONT EDUC FA <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR ADMIN OPERS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ADVERTISNG & OUTREACH <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ADVNC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR ADVNCMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR BUDGT RES PLNG <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR BUS & FIN OPER <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR CMPUT SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR COMPUTER AND INFOR SYSTEMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR COMPUTING SUPPORT SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR CTR FOR URBAN BUS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ENGR ADMISS & RECORDS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR EXTERNAL & FACULTY AFFAIRS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR FAM BUS COUNCIL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR FOR OPER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR GRAD MED EDUC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR HLT INFO MGMT/PRV OFC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR HLTH SOC WORK/OPER & REV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR HR & FAC AFFRS <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR MANAGED CARE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OCCUPATION THER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADMIN SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ADMISSIONS <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ADV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADV & ALUM AFF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADVANCEMENT SRVCS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADVC <i>043 - Managers, All Other</i>	6.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADVNC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR OF ADVNCMNT, A&A <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF AIDS EDUC & TRAINING <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF ANNUAL GIVING <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF BEHAV HLTH-CQI & SERV O <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF BUS PLNG & DECISION SUP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CAMPUS HOUSING <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CHILDREN'S CTR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF CLIN OPER <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF CMPUT, MSCS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF CMTY REL <i>042 - Social and Community Service Managers</i>	1.00	8515	5594 65.70%	2652 31.15%	1844 21.66%	510 5.99%	180 2.11%	59 0.69%
1. DIR OF COMNC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF COMPLIANCE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CONT EDUC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF COOP EDUC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF DEPT BUS AFFAIRS <i>012 - Financial Managers</i>	3.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF DEVELOPMENT; 2. INTERIM ASST DEAN C <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF DEVL P <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF EDUC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF EDUC TECH LAB & CMPUT R <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ENGR CAREER CENTER <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ENGR MEDIA SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ENVIR HLTH & SAFETY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF FACILITIES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF FIN <i>012 - Financial Managers</i>	3.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR OF FIN AFF <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF FISCAL SERV/CHIEF FIN O <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF FLOW CYTOMETRY; 2. RES ASST PROF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF FOOD & NUTRITION SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF GUEST SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF HOSP FIN; 2. INTERIM ASSOC DIR, CFO <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR OF HUMAN RES; 2. LUMP SUM <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR OF INTERNATIONAL SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF INTRAMURAL ACTIVITY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF LABS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF LIB HUMAN RESOURCES <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR OF MATERIAL MNGT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF MEETINGS, CONFERENCES & <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF NEWS BUREAU <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF OPER, EMBA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF OPERATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PASTORAL CARE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PATIENT ACCTS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF PHYS PLANT & IT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR OF POLICE SERVS <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PROGRAMS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF PROJ MGMT SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR OF PUB REL & MKTG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF REC & REGSTR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF RES PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF RES SERV FACILITY <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF RES SERV FACILITY; 2. PROFESSOR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF RES SERV FACILITY; 2. RES ASST PRO <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF RETAIL OPER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF RISK MGMT <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF RSRC MGMT & PLNG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF SCIENTIFIC CMPUT SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF SPEC EVENTS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF SPEC SCHOLARSHIPS PRGMS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF STDNT PRGMS & ASSESSMEN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF THE ACAD CMPUT & COMNC; 2. V PROV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF TIMETABLE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF WEB COMMUNICATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF WEB COMNC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OFC OF DATA RSRC & INSTITU <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR PATIENT CARE SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR PEDS RESOURCE CNTR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	4.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR PHYSN PRAC; 2. RSRC & POLICY ANLYS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR SCHOOL REL; 2. VST DIR, PROJ CHANCE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR SUPPORT SERVICES; 2. STAFF ASSOC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR WORKFORCE DEVL P PARTNERSHI; 2. SR A <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, A&A SLIDE LIB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, ACAD AFF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, ACAD SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, ADMIN OPERATIONS <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, ADVANCEMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, BIOLOGIC RES LAB <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, CADE <i>011 - Computer/Information Systems Manager</i>	1.00	14260	4198 29.44%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
1. DIR, COLL CMPUT SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, COM FIN AID <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR, COMMERCE PLACEMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, CONT EDUC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, DENT SERV PLAN <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, EARLY OUTREACH <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, EDUCATIONAL OPPORTUNITY O <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, FAC AFF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, FINANCE <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR, GALLERY FOUR-HUNDRED <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, HUMAN RSRC <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR, ICHLD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, IST FOR ENV SCI & POL; 2. PROF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, IVF/ASSISTED REPRODUCTIVE <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, LAS ADVY CTR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, MEDIA SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR, METHODS RES CORE; 2. SR BIOSTATISTIC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, METSI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, MGMT INFO SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, OFC OF FACILITY PLNG & SP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, OFC OF RES SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, OFC OF STDNT DEVLV SERV <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, OFC OF WOMEN'S AFFRS; 2. MENTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, ORS, PRE-AWARD CONTRACTS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, PATIENT ACCESS SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, PATIENT ACCT SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, PATIENT CARE SERV <i>035 - Medical and Health Services Managers</i>	3.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	5.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, QUALITY MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, RAFAEL CINTRON-ORTIZ CULT; 2. PROG C <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, RESEARCH DEVELOPMENT SERV; 2. INTEF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, RRC EAST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, STDNT SYST SUPP <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, STEM CELL LAB <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, STUDENT AFFAIRS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, SURVEY RES LAB; 2. PROF <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, UM/DC PLANNING <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, UNIV HLTH SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIR, URBAN HLTH PRGM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. DIR,DARS PROJ OFC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR; 2. DIRECTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR; 2. PROF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR; 2. RES ASST PROF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR PATIENT CARE SERVICES <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DIRECTOR, JA HULL-HOUSE MUSEUM; 2. PROF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIV COORD <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIVISION COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ECON DEVL P PLANNER <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. EDITOR, FAC/STAFF NEWSPAPER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EDITORIAL ASSOC <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EDITORIAL COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EDUC & COMNC COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EDUC COM ACAD COORDIN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EDUC COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASSOC DIR FOR ADMN; 2. SR RES SPEC I <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASSOC DIR OF ADMN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASSOC DIR, MKTG COMNC <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. EXEC ASST TO THE DEAN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC COORD WEB DESIGN DEV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR - EXTERNAL EDUC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR DEVELP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR FOR FAC MGMT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. EXEC DIR HR & ADMIN <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. EXEC DIR MKTG COMMNC <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. EXEC DIR OF ADM <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC DIR OF CASEL; 2. RESEARCH PROFESSOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR OF INATL AFF & DPTY A; 2. PROF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR, GRP PRAC; 2. PROF (CT) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR-US/ASIA EDP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXECUTIVE DIR, ACAD ADMIN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. FAC AFF COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. FIELD CUST SRVC COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. FIELD OPER MNGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. FIN AID ADMIN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. FIN AID ADMINISTRATOR <i>012 - Financial Managers</i>	2.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. FIN AID ADMNR <i>012 - Financial Managers</i>	2.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. FINANCIAL AID ADMIN <i>012 - Financial Managers</i>	2.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. FINANCIAL AID ADMINISTRATOR <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. GRAD STDY COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. GRANT COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. GRANTS COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. HLTH INFO MGMT SYST COORD <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. HOSP FACILTS PLANT MGR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. HUMAN RSRC DIR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. INSTR; 2. PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. INTERIM CHIEF HR OPER OFF <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. INTERIM DIR CLIN NUTR; 2. SPEC IN NUTRITIO <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. INTERIM DIR PATIENT CARE; 2. INTRM DIR, IS O <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. INTERIM DIR, PATIENT CARE SYST; 2. RADIOL I <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. LAB COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. LAB SUPPORT SPEC <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. LECTURER; 2. PROJS COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LEGAL COORD, ORS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LIB SYST COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LIBRARY SYSTEMS COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LUMP SUM; 2. SALES COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LUMP; 2. REGIONAL SALES COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, NURSING ADMIN. SVCS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MGR OF NURS ADMIN IN RADIOLOGY <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR OF RES OPER <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MGR OF RES OPERATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MGR OF SURVEY SYST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MGR OF SYST SERV <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MICROBIOLOGY COORD, CLIN PATH <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. NETWORK ADMINISTRATOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. NURS COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ONLINE EDUC PRGM COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ORTHOPTIST-CLIN ADMR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. OUTREACH FIELD CUST SERV COORD <i>042 - Social and Community Service Managers</i>	1.00	8515	5594 65.70%	2652 31.15%	1844 21.66%	510 5.99%	180 2.11%	59 0.69%
1. PATH ASST <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PATIENT INTAKE COORD, STEM CEL <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. PRGM COORD <i>053 - Purch Agnts Excpt Whlsl/Retail/Farm Prod</i>	34.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. PRGM COORD MED CTR MKTG <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. PRGM COORD, CONT EDUC & PUBLI <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. PRGM COORD, ANATOMIC PATH; 2. PROG COO <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. PRGM COORD, NSSE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRGM COORD: TECHNOLOGY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRGM DIR, BANNER FIN OPER <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. PRIN RES ECONOMIST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRODUCTION MGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROG COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROG COORD EDUC & OTR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. PROJ COOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD <i>043 - Managers, All Other</i>	116.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD - WEB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD - WEB BASED PROJ <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD EDUC CLIN SRVS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. PROJ COORD HLTH DISPARITIES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD OF EDUC & CLIN SERV <i>023 - Education Administrators</i>	7.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. PROJ COORD QUALITY ASSURANCE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD WEB <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD, EDUC & CLIN SERV; 2. RESIDENC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. PROJ COORD; 2. PROJECT COORDINATOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD; 2. RES INFO SPEC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PROJ COORD; 2. RES SPEC IN HLTH SCI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD; 2. VST RES INFO SPEC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ DIR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJECT COORDINATOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJS COORD <i>043 - Managers, All Other</i>	18.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. QUALITY MGMT COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RECRUIT & SCHOL COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. RECRUITMENT & ADM COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. REIMBURSEMENT COMPLIANCE OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES & DEVL COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES INFO COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES PGRM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES PRGM <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES PROJ COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RES TRANSPORTATION PRGM MGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RESIDENT DIR <i>043 - Managers, All Other</i>	8.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RESIDENT DIRECTOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RETENTION COORDINATOR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SAMPLING OPERATIONS SUPERVISOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SEN DIR OF POLICE SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SENIOR FIELD COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SENIOR PROG COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC ASST TO THE HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SPEC ASST FOR TECHNOL & DEVL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC ASST TO ASSOC CHANC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC ASST TO HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC ASST TO THE HEAD <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC COORD ANLYT FORNSC TOXIC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. SPEC IN ED <i>023 - Education Administrators</i>	2.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. SPECIAL ASST TO HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR ASSOC DIR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR DIR OF DEVL <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR FIELD COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR INFO SYST MGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR PRGM COORD <i>043 - Managers, All Other</i>	7.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. STAFF ASSOC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. STAFF ASST <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. STUDENT AFFAIRS COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. STUDNT FIN AID ADMIN <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. TEAM LEADER-SOCIAL WORK COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. TECH DIR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. TICKET MGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. UIC HISTORIAN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. UTIL ENERGY & ENVIR COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VOLUNTEER SERV PRGM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
<b>Total Weight:</b>	1362.00							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 19 Specialists</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. RES INFO SPEC; 2. RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. ACAD RSRC SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ACAD SKILLS SPEC <i>255 - Other Education/Training/Library Workers</i>	6.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ACAD SKILLS SPEC IN MATH <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ACAD SKILLS SPEC; 2. ACE-UHP COORD <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ADA TECH ASSISTANCE & TRNG SPE <i>255 - Other Education/Training/Library Workers</i>	3.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ADAPTIVE TECHNOLOGY SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ADM AND RECRUIT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ADMIN INFO SYST SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ADVISEMENT & ADM SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. AMB CARE FACILITIES MGR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ANLYT FORNSC TOXIC SPEC <i>165 - Medical Scientists</i>	3.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. APPLICATION SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. ARCHIVAL OPER & REF SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ARCHIVAL OPERATIONS & REF SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ASSISTIVE TECH SPEC <i>104 - Computer Support Specialists</i>	2.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. ASSISTIVE TECHNOL SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. BUS & FIN SYS SPEC <i>073 - Other Business Operations Specialists</i>	1.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. BUS & FIN SYST SPEC <i>073 - Other Business Operations Specialists</i>	2.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. BUSINESS SERVICES SPECIALIST; 2. VST LECT <i>073 - Other Business Operations Specialists</i>	1.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. CME EDUC SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. CMPUT ASSISTED INSTRN SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. CMPUT SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. CMPUT SUPPORT SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. COMM SPEC <i>202 - Misc Community/Social Srv Spel</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. COMMUNITY NURS SPEC <i>202 - Misc Community/Social Srv Spel</i>	2.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. COMPUTER SPECIALIST <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. COSTUME DESIGNER <i>263 - Designers</i>	1.00	26440	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
1. DATA ANALYST SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. DATA ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. DATA MGMT SPEC <i>104 - Computer Support Specialists</i>	3.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. DATABASE SYST SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. DECISION & FIN SPEC <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. DIAG SPEC IN DD <i>165 - Medical Scientists</i>	2.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. DIAG SPEC IN DEVL P DISABILITIE <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. DIAGNOSTIC SPEC IN DD <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. DIGITAL MEDIA & RSRC SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. DOCUMENTS LIBRN <i>243 - Librarians</i>	1.00	6110	4924 80.59%	947 15.50%	450 7.36%	129 2.11%	340 5.56%	14 0.23%
1. E-LEARNING INITIATIVE SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. EARLY CHILDHOOD SPEC IN EDUC T <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. EDUC MEDIA PRODUCER; 2. EDUCATIONAL MEI <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. EDUC SPEC <i>255 - Other Education/Training/Library Workers</i>	3.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. EDUCATIONAL MEASUREMENT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. ELECTRONICS RES PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EMBRIOLOGY SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. EMRGY PLNG SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. ENVIR CHEM SPEC <i>174 - Environmental Scientists &amp; Geoscientists</i>	1.00	1395	395 28.32%	234 16.77%	125 8.96%	35 2.51%	70 5.02%	4 0.29%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. GRANTS & CONTRACTS SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. HR SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	4.00	33155	22255 67.12%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. HR/ BUS SERVICES SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33155	22255 67.12%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. INDUST HYG <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. INDUST HYGIENIST <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. INFO SERV SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. INFO TECH SPEC <i>255 - Other Education/Training/Library Workers</i>	3.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. INSTRN COMNC SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. INSTRN MEDIA PLANNER <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. INTERIM SPEC IT WEB & DATA; 2. WEBMASTER <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. INTERNAL PROVIDER SERV REP <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. INTL SERV SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. INTRA-OPER MONITORING SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. IRB TECH WRTR COMP SPEC <i>285 - Writers and Authors</i>	1.00	5830	3259 55.90%	724 12.42%	280 4.80%	170 2.92%	210 3.60%	45 0.77%
1. ISLET TRANSPLANT PRGM SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. ISLET TRANSPLANT SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. LIB TECH SERV SYST SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. NETWORK SERV SPEC <i>104 - Computer Support Specialists</i>	2.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. NON-PHYSICIAN ANESTH <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. NUTRITION SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. PATH INFO SYS SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. PATH INFO SYST <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. PATH INFO SYST SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. PHARM INFO SYS TECH SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PRAC ADV SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. PRAC ADVC SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. PRE DOC FELLOW; 2. PROJ COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. PRGM ASSOC <i>255 - Other Education/Training/Library Workers</i>	4.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. PRGMR SPEC <i>255 - Other Education/Training/Library Workers</i>	3.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. PRGRM SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. PROCUREMENT SPEC <i>095 - Financial Specialists, All Other</i>	2.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. PROG-HLMED ANESTH SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES ANIMAL SCI SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES ASST PROF; 2. SR RES SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES DATA SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	28.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES INFO SPEC (ACC/IBC COORD) <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES INFO SPEC; 2. RES SPEC HLTH SCI <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES INFOR SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES NURSE SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES OUTREACH SPEC <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. RES SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	17.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES SPEC - COMPUTER SCI <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. RES SPEC EAES <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. RES SPEC IN CHEM <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. RES SPEC IN DD <i>165 - Medical Scientists</i>	4.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES SPEC IN DENT <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES SPEC IN DEVLDP DIS <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. RES SPEC IN DEVL P DISABILITIES <i>165 - Medical Scientists</i>	3.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES SPEC IN HLTH SYST RES <i>165 - Medical Scientists</i>	3.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES SPEC IN HUMANITIES <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES SPEC IN LIFE SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	4.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES SPEC IN ORAL BIOLOGY <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES SPEC IN PHYSICS <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES SPEC IN PUB HEALTH <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES SPEC IN PUB HLTH <i>186 - Msc Social Scientists, Incl Sociologists</i>	23.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. RES SPEC-OCULARIST <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES SPEC; 2. RES SPEC IN PHARM SCI <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. RES TRANSPORTATION SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. RESEARCH SPECIALIST <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. RISK MGMT SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	2.00	33155	22255 67.12%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. SEN BIOL SAFETY SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SERIALS SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. SOFTWARE SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. SPEC IT <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPEC MULTIMEDIA <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. SPEC TUMOR RESEARCH <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC - HSPIF <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC ASST TO THE ASSOC CHANC <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC CIRB ACCREDITATION & COMP <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. SPEC EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SPEC FOR ENVIR CARE <i>174 - Environmental Scientists &amp; Geoscientists</i>	1.00	1395	395 28.32%	234 16.77%	125 8.96%	35 2.51%	70 5.02%	4 0.29%
1. SPEC IN CHEM EDUC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC IN EDUC <i>255 - Other Education/Training/Library Workers</i>	8.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. SPEC IN EDUCATION <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. SPEC IN NUTR <i>165 - Medical Scientists</i>	4.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC IN NUTR & MED DIET <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC IN NUTRITION <i>165 - Medical Scientists</i>	2.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC IN OCCUP THER <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC IN WRITING & EDITING <i>283 - Editors</i>	1.00	8140	4682 57.52%	846 10.39%	324 3.98%	239 2.94%	250 3.07%	4 0.05%
1. SPEC MULTIMEDIA PRODUCTION <i>286 - Misc Media/Communication Workers</i>	2.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. SPEC, IN VITRO FERTILIZATION/A <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC- HSPIS <i>165 - Medical Scientists</i>	2.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SR ANLYT FORNSC SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SR ANLYT FORNSC TOXIC SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SR ECON RES SPEC <i>180 - Economists</i>	1.00	915	285 31.15%	160 17.49%	45 4.92%	15 1.64%	100 10.93%	0 0.00%
1. SR PATH INFO SYS SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SR PRGMR SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	2.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. SR PRGMR SPEC - LAR <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. SR RES <i>186 - Msc Social Scientists, Incl Sociologists</i>	3.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. SR RES DATA ANLYS <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SR RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. SR RES SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	11.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. SR RES SPEC IN BEHAV SCI; 2. SR RES SPEC I <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SR RES SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spl</i>	14.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SR SPEC IN NUTRITION <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SR SPEC MULTIMEDIA PRODUCTION <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. TEST DEVELOPER <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
<i>Total Weight:</i>	297.00							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 20 Analysts</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. PRGM & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. ASST NETWORK ANALYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. CLAIMS ANALYST <i>083 - Credit Analysts</i>	1.00	1565	890 56.87%	490 31.31%	240 15.34%	155 9.90%	95 6.07%	0 0.00%
1. MGMT DATA ANLYS <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGMT MEHTODS ANLYS <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGMT METHOD ANLYS <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGMT METHODS ANLYS <i>071 - Management Analysts</i>	37.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGMT METHODS ANLYS; 2. OTHAC NOSVC INS <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGT MTHDS ANALYST <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGT MTHDS ANALYST; 2. RES PRGMR <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MGT MTHDS ANALYST <i>071 - Management Analysts</i>	3.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MNGMT METHODS ANLYS <i>071 - Management Analysts</i>	1.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MNGT METHODS ANLYS <i>071 - Management Analysts</i>	7.00	29575	10755 36.37%	5594 18.91%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. NETWORK ANALYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	6.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	17.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. NETWORK ANYLS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. PGRM & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. PRGM & POLICY ANLYS <i>122 - Operations Research Analysts</i>	10.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. PRGM & POLICY ANLYS; 2. RESOURCE PLCY AN <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. PRGM POLICY ANLYST <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. PRGRM PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. PRGRM POLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. PROG & POLICY ANALYST-CLIN AFF <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. PROG POLCY ANLYST; 2. PROJ COORD <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES & POLICY ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES & POLICY ANALYST <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES & POLICY ANLYS <i>122 - Operations Research Analysts</i>	3.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES DATA ANALYST <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES DATA ANAYLST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES DATA ANLYS <i>122 - Operations Research Analysts</i>	7.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RES DATA ANLYST <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOC & POLCI ANALYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOUC & POLCY ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOURCE & POLCY ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOURCE & POLICY ANALYST <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOURCE & POLICY ANLYS <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOURCE & POLICY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOURCE PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESOURCE POLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RESRC & POLICY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RSRC & POLICY ANALYST <i>122 - Operations Research Analysts</i>	4.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RSRC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	29.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RSRC AND POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RSRS & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RSRSC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. RSRSC & POLICY ANLYS (SPEC) <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. SENIOR PLNG & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SR NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	2.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. TRANSPLANT ASST ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. WEBMASTER/NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
<i>Total Weight:</i>	170.00							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 29 Coaching Related/Athletics</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. ASSOC ATHL DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	5.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST ATHL TRAINER <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	3.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST ATHLETIC DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST TICKET MGR; 2. HEAD VARSITY COACH, V <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	5.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH - MEN'S BAS <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH MEN'S BSKTB; 2. LUMP S <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH SOFTBALL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH WOMEN'S BAS <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH WOMEN'S VOL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH, WOMEN BASK <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ASST VARSITY COACH-MEN'S/ WOME <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. ATHL DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD ATHL TRAINER <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD COACH - WOMEN'S SOFTBALL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD COACH, MEN'S BASEBALL; 2. LUMP SUM <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - MEN'S & W <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - MEN'S TEN <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - SOFTBALL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - WOMEN'S B <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - WOMEN'S T; 2. LUMP S <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH STREN COND <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. HEAD VARSITY COACH, MEN'S BASK; 2. LUMP S <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH, MEN'S GYMN <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH, MEN/WOMEN <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH, WOMEN VB <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
<i>Total Weight:</i>	37.00							
<b>Job Group: 30 Engineers</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. APP DEVELP <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. PRIN RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. PRINC RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. SEN RES ENGR; 2. VST LECTURER <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. SOFTWARE ENGR <i>102 - Computer Software Engineers</i>	2.00	26550	6809 25.65%	9933 37.41%	1645 6.20%	835 3.15%	7099 26.74%	69 0.26%
1. SR RES ENGIN <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. SR RES ENGINEER <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. SR RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
<i>Total Weight:</i>	9.00							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 31 Advisors/Counselors</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. RECRUIT & ADM COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVISOR <i>200 - Counselors</i>	4.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVISOR; 2. ACAD ADVR <i>200 - Counselors</i>	6.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR <i>200 - Counselors</i>	13.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR-LGSB <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR; 2. ACADEMIC ADVISOR <i>200 - Counselors</i>	3.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVSR <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD COUNS <i>200 - Counselors</i>	2.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ACAD COUNSELOR; 2. COORD <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ADM COUNS <i>200 - Counselors</i>	8.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ADMISSIONS COUNS <i>200 - Counselors</i>	4.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ADMISSIONS COUNSELOR <i>200 - Counselors</i>	2.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. ADMS COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. COUNS <i>200 - Counselors</i>	6.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. GRAD ACAD ADVR <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUIT & ADM COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUIT & ADMISS COUNSELOR <i>200 - Counselors</i>	2.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUIT ADMS COUNSLR <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT & ADM COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT & ADM COUNS <i>200 - Counselors</i>	13.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT & ADMS COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT AND ADM COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT COUNS <i>200 - Counselors</i>	3.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SNR ACADEMIC ADVISOR <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
<i>Total Weight:</i>	78.00							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 60 Research Scientists</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC IN THE HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. ASSOC PROF OF CLIN FAM MED; 2. PHYSN SUR <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. INSTR; 2. SR RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. INSTRUCTOR; 2. SR RES SPEC IN PUB HLTH <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. PRE DOC FELLOW; 2. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. PRIN RES ENGR; 2. SR RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. PRIN RES PRGMR <i>101 - Computer Programmers</i>	3.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. PRINCIPAL RES SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES ASST PROF; 2. RES SEPC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES ASST PROF; 2. SR RES SPEC IN DD <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES POLCY ANLYST; 2. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES PRGMR <i>101 - Computer Programmers</i>	57.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. RES PRGRMR <i>101 - Computer Programmers</i>	5.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. RES PROGRAMMER <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. RES PROGRAMMER; 2. RESEARCH PROGRAMM <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. RES SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	31.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC HLTH SCI; 2. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	98.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC IN HLTH SCI; 2. VST RES SPEC HLT <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC IN HTLH SCI <i>176 - Physical Scientists, All Other</i>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. RES SPEC IN PHARM SCI <i>172 - Chemists and Materials Scientists</i>	7.00	4950	1890 38.18%	1624 32.81%	385 7.78%	200 4.04%	1005 20.30%	14 0.28%
1. RES SPEC IN PHARMACEUTICAL SCI <i>172 - Chemists and Materials Scientists</i>	2.00	4950	1890 38.18%	1624 32.81%	385 7.78%	200 4.04%	1005 20.30%	14 0.28%
1. RES SPEC IN THE HLTH SCI <i>176 - Physical Scientists, All Other</i>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. RES SPEC PROGRAMMR <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. RESEARCH SPEC IN HEALTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SEN RES PRGRMR <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. SNR PROGRAMMER <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. SNR RES SCIENTIST-SPECIALIST <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR PGMR SPEC - LSA <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR RES PRGMR <i>101 - Computer Programmers</i>	14.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. SR RES SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	12.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	34.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR RES SPEC IN THE HLTH SCI <i>176 - Physical Scientists, All Other</i>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. SR RES SPEC PHARM SCI <i>172 - Chemists and Materials Scientists</i>	1.00	4950	1890 38.18%	1624 32.81%	385 7.78%	200 4.04%	1005 20.30%	14 0.28%
<b>Total Weight:</b>	296.00							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 70 General</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. VST RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. ADJ ASST PROF; 2. VST COORD, DOCTORAL PF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ CLIN INSTR; 2. LUMP SUM - OB/GYN; 3. VS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. ADJ PROF; 2. VST SR RES SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. ASSOC DEAN FOR ADMIN <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. ASTFE <9MO UGRDAP; 2. VST ACAD SKILLS SPI <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. CLIN INSTR; 2. VST RES SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. COORD EDUC PUBSV VISTN <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CLIN & RES PRGMS PSYCH; 2. VST RE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. HOURLY RESEARCH SPECIALIST; 2. VST PROJ <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. INSTR CLIN FAM MED; 2. VST CLIN PHYS <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. INSTRUCTOR; 2. VST RES SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. LUMP SUM; 2. VST PGRM ASSOC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. OCCUP MED PHYSN <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. OTHAC <9MO PODOC VISTN; 2. VST RES SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. OTHAC NOSVC INSTR CLNCL ADJNT; 2. VST NU <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. POSTDOC RES ASSOC; 2. VST SR RES SPEC I <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. PREDOC FELLOW; 2. VST ACAD SKILLS SPEC I <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. RES ASST PROF; 2. VST BIOSTAT <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. SPEC RSDIS BSSCI VISTN; 2. VST ASST DIR, PA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VISITING PROJECT COORDINATOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VISTN DIR DISABLTY SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VISTN PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST RES SPECHLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST WISE COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST A&D LAB SPEC - SA <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ACAD ADVISOR; 2. VST RES & POLICY ANL' <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST ACAD COUNS <i>200 - Counselors</i>	2.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST ACAD COUNSELOR <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST ACAD MEDIA COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ACAD RECRUIT ALUM SERV CAR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ACAD RSRSC & POLICY ANLYS <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ACAD SKILLS SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ACCREDITATION COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ACUTE CARE NURSE PRAC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST ADM COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST ADMIN COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ADULT & FAM LIT ED TEAM LD <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ADULT & FAM LIT EDUC <i>255 - Other Education/Training/Library Workers</i>	2.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ADULT & FAM LITERACY EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ADULT/FAM LIT EDUC TM LDR <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ADULT/FAM LIT EDUC TM LEAD <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST APP PRGRMR/SOFTWARE ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. VST ARCH OPS & REF SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ASS TECH SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST ASSOC DIR <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASSOC DIR HR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST ASSOC DIR OF BUS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DEAN URBAN HLTH DVSTY <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ASST DIR <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DIR ADMIN SERV & COMM <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ASST DIR COM HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST DIR DEPT BUS AFF <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ASST DIR GME <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST DIR HR UIMCC <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST DIR OF RES PRGM <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST ASST DIR OF UIMCC HR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST DIR UIMCC HR OPER <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST TO ASSOC DEAN <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO ASSOC DIR, CNT LIT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO CHIEF HR OPER OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO CHIEF HR OPER OFF <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO CHIEF NURS OFCR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO DEAN <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO DIR <i>043 - Managers, All Other</i>	7.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO DIR OF ADVANCEMENT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO HEAD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO THE ASSOC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO THE DEAN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO THE DIR <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO THE EXEC DIR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST ASST TO THE HEAD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST UNIV HIST <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST BUS OPER COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST CLIENT SERV COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST CLIENT SERVICES COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST CLIN COM ACAD COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST CLIN PRAC SPEC <i>165 - Medical Scientists</i>	2.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST CLIN PSYCHOLGST <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. VST CLIN TRAIN COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COLL LIAISON/COMNC SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. VST COMPL & CREDENT SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1865	1204 64.56%	1014 54.37%	150 8.04%	625 33.51%	224 12.01%	0 0.00%
1. VST COMPUTER SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST COMPUTER SUPP SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST COOR CLIN RES PROGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COOR OF CLIN & RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD <i>043 - Managers, All Other</i>	8.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF RES PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD RES PRGMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD CLIN & RES PRGM IN P <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD CLIN RES PRGMS <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD CLIN RES PRGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD CLIN RES PROGMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD CLIN&RES PRGRM PSYCH <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF ADM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST COORD OF CAMPUS REC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF CLIN & RES PGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN & RES PRGMS <i>035 - Medical and Health Services Managers</i>	3.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN & RES PROG <i>035 - Medical and Health Services Managers</i>	8.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN & RES PROGMS; 2. VST RI <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN AND RES PGRM <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN AND RES PRGM <i>035 - Medical and Health Services Managers</i>	3.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN AND RES PROG <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN ANDRES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST COORD OF CLIN RES PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF NEW CLIENTS & GRA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF RES PRGM <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF SOCIAL WORK <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD RES PRGRMS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD RES PROG <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD TICKET OPER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD, EDU & CLIN PROG <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD, FAM START LEARN CNR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD, FAST ESL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD, PARTNERSHIP READ FE; 2. VST DI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COUNS <i>200 - Counselors</i>	4.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST DATA ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST DATA REDUCTION COORD <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST DATABASE MNGT & ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST DATABASE SOFTWARE SPEC <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST DEV OPER COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DEVL P DIR <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR <i>023 - Education Administrators</i>	3.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR CIVIC & CORP RELATIONS <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR DEVL P <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR EVAL & RES <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR OF FINANCE <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR OF OPER <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR PROJ MGMT, FAC MGMT <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR, CLIN PRAC & BUS DVLP <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR, PROF DEV & OUTREACH <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIR, READING CLINIC; 2. VST PRGM ASSO <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DISABILITY SPEC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST DIV COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST DOCUMENTATION SPEC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST ECON DEVL P PLANNER <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST EDIT & STAFF ASSOC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST EDU & CLIN PROG COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST EXEC ASST TO THE DEAN <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST FELLOWSHIP & FIN AID COORD <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST GIS COORD; 2. VST RES SPEC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST GRANTS & CONTRACTS SPEC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%
1. VST GRANTS AND CONTRACTS SPEC <i>023 - Education Administrators</i>	1.00	21635	13884 64.17%	6597 30.49%	4575 21.15%	1345 6.22%	519 2.40%	48 0.22%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST HD STRT ERLY LIT/YOTH COOD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST HR SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33155	22255 67.12%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. VST INSTR DESIGN SPEC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST IT MANAGER <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST LAB SPEC <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST LECTURER; 2. VST RES ENGINEERING SPE <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST LITERACY PRGM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MED PHYSICIST <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST MEMS/NANO PROCESS SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST MGMT METHODS ANLYS <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MGR NURS ADMIN SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MGR OF NURS ADMIN SERV <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MGT MTHDS ANALYST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST NCAA ELIGIBILITY COORD <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5320	2010 37.78%	1059 19.91%	495 9.30%	315 5.92%	205 3.85%	4 0.08%
1. VST NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. VST NETWORK ANALYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. VST NURS PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. VST NURS PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. VST NUTR SPEC <i>360 - Nursing/Psychiatric/Home Health Aides</i>	3.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. VST NUTRITION SPEC <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. VST OUTREACH SALES COORD <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PHARM PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. VST POLICY RESC ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST PRAC ADV SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST PRGM ASSOC <i>255 - Other Education/Training/Library Workers</i>	9.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PRGM ASSOC, HEAD START EAR <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PRGM ASSOC; 2. VST PROG ASSOC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PRGM COOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PRGM COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PRGRM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROCUREMENT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PRODUCER/PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROG & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST PROG ASSOC <i>255 - Other Education/Training/Library Workers</i>	7.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PROG COORD <i>043 - Managers, All Other</i>	9.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROG COORD EDU & CLIN PROG <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST PROG COORD MED ED <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST PROG COORD, FAST <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROG SPEC - GAMES & SIM <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST PROGM PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST PROGRM PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST PROJ COORD <i>043 - Managers, All Other</i>	63.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD EDUC & CLIN SVS <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST PROJ COORD FOR GLATTC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD OF ED & CLIN SE; 2. VSTG PF <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VST PROJ COORD WEB <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD, FINANCE <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD-WEB BASED PROJ <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST PROJ COORD; 2. VST PROJS COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD; 2. VST RES SPEC <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD; 2. VST RES SPEC HOURLY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD; 2. VST RES SPEC IN PUB HL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD; 2. VST SPEC IN OCCUP THE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ CORR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ DIR <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJS COORD <i>043 - Managers, All Other</i>	10.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJS COORD; 2. VST RES SPEC IN PUB H <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PSYCHIAT SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. VST RECRUIT & ADM COUNS <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST RECRUIT AND ADM COUNSELOR <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST RECRUIT COUNS <i>200 - Counselors</i>	2.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST RECRUITMENT COUNS <i>200 - Counselors</i>	2.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. VST RES & COMNC SPEC <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES & INFO SPEC <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES & PLCY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES & POL ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES & POL ANLYS <i>122 - Operations Research Analysts</i>	3.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES & POLICY ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES & POLICY ANLYS <i>122 - Operations Research Analysts</i>	3.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES ANIMAL SCI SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST RES DATA ANALYS; 2. VST RES SPEC IN PL <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES DATA ANALYST <i>122 - Operations Research Analysts</i>	9.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST RES DATA ANLYS <i>122 - Operations Research Analysts</i>	7.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES DATA ANLYST <i>122 - Operations Research Analysts</i>	5.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RES ENG <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. VST RES ENG SPEC <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. VST RES ENGINEERING SPEC <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. VST RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	4.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. VST RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	19.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. VST RES INFO SPEC; 2. VSTG RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. VST RES NURSE SPEC <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST RES PRGM <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. VST RES PRGRMR <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. VST RES PROG COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST RES PROJ COORD <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST RES SPEC <i>176 - Physical Scientists, All Other</i>	51.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC BEHAV SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	3.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. VST RES SPEC HLT SCI; 2. VST RES SPEC IN HL <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	61.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC IN BEHAV SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	8.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. VST RES SPEC IN DD <i>165 - Medical Scientists</i>	2.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	33.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC IN HTLH SCI <i>176 - Physical Scientists, All Other</i>	4.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC IN ISLET CELL <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST RES SPEC IN PHARM SCI <i>165 - Medical Scientists</i>	3.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST RES SPEC IN PHYS <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. VST RES SPEC IN PUB HEALTH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. VST RES SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	36.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. VST RES SPEC IN PUB HTLH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. VST RES SPEC LIFE SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	630	325 51.59%	109 17.30%	50 7.94%	0 0.00%	45 7.14%	10 1.59%
1. VST RES SPEC PUBL HLTH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. VST RES SPEC; 2. VISITING CLINICAL INSTRUCT <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC; 2. VST RES SPEC IN DD <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SR SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RESEARCH WRITER SPECIALIST <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST RESOURCE & POLICY ANLYS <i>122 - Operations Research Analysts</i>	2.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RESOURCE POLICY & ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RSCH SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RSRC & PLCY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RSRC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST RSRC & POLICY ANALYST <i>122 - Operations Research Analysts</i>	1.00	2725	1340 49.17%	689 25.28%	260 9.54%	145 5.32%	235 8.62%	4 0.15%
1. VST SCI TECH <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SEN PROG ADMIN <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SEN RES SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SEN RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SENIOR RES <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SEVIS IMM TECH SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SNR IDS RES SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SNR RES SPEC HLTH SCI <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. VST SPEC IN CHEM EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SPEC IN NUTR <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST SPEC IN OFC COMP SYST <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SPEC IN OT <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. VST SPEC IT <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. VST SPEC NUTR <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST SPEC PROJ COORD <i>043 - Managers, All Other</i>	7.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SPEC RSDIS BALSC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SPEC-OVCR INFO SYS <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SPECIAL PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SR ASSOC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SR BIostatistician <i>165 - Medical Scientists</i>	1.00	2525	1103 43.68%	1091 43.21%	80 3.17%	69 2.73%	919 36.40%	0 0.00%
1. VST SR PRGMR SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SCI/SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SPEC <i>176 - Physical Scientists, All Other</i>	4.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SPEC BEHAV SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	6.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SPEC IN BEHAV SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	3.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST SR RES SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	4.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. VST SR. RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST STAFF SPEC IN NURS <i>360 - Nursing/Psychiatric/Home Health Aides</i>	2.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST STDNT EMPLOYMENT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST SURG COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TCH AND INTERN SUPVR <i>255 - Other Education/Training/Library Workers</i>	1.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST TCH ARTIST <i>255 - Other Education/Training/Library Workers</i>	4.00	1465	942 64.30%	382 26.08%	195 13.31%	55 3.75%	114 7.78%	14 0.96%
1. VST TECH RSRC MGMT SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST TELEMEDICINE SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST TRAIN PRGM COOR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TRAIN PRGM COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TRAINING COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VSTG PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VSTG RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	4.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VSTG RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	3.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VSTG RSRCH SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VSTG SPEC PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VSTG SR PROJ COORD <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VSTG SR RES SCI/SPEC <i>176 - Physical Scientists, All Other</i>	1.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VSTING PROJ COORD FOR GLATTC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VSTN CLIN PSYCHOLOGIST <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. VSTN PROJ COORD <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. VSTN RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
<b>Total Weight:</b>	<b>728.00</b>							

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 80 Medical Professionals</b>		<i>Labor Area: Chicago, IL PMSA</i>						
<b><u>Employee Job Titles:</u></b>								
1. CLNCL INSTR; 2. PHARM PRACTITIONER <i>326 - Hlth Diagnosing/Treating Pract All Other</i>	1.00	260	139 53.46%	92 35.38%	4 1.54%	8 3.08%	80 30.77%	0 0.00%
1. ACUTE CARE NURS PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ACUTE CARE NURSE PRACT <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ACUTE CARE NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	5.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ACUTE CARE NURSE PRACTITIONER; 2. CLIN I <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ACUTE NURS PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ACUTE NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ACUTE NURSE PRATITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ADJ CLIN INST; 2. CERTIFIED NURSE MIDWIFE <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. ADJ CLIN INSTR; 2. PED NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ADJUNCT CLINICAL INSTRUCTOR; 2. PED NURS <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. ANTENATAL TEST CTR <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. ASSOC PROF (CT); 2. LUMP - DOM; 3. PHYSN SL <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. ASST PROF CLIN EMERG MED; 2. CLIN PHYSN; <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. ASST PROF CLIN FAM MED; 2. PHYSN SURG <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. ASST PROF CLIN PSYCH; 2. PSYCHIAT SOCIAL <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. ASST PROF OF CLIN EMRGY MED; 2. PHYSN SU <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. ASST PROF OF CLIN FAM MED; 2. PHYSN SUR <i>306 - Physicians and Surgeons</i>	2.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. ASST PROF OF CLIN FAM PRAC; 2. PHYSN SUR <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. ASST PROF OF CLIN PSYCH; 2. CLIN PSYCHOLC <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. ASST PROF; 2. PHYSN SURG <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CERT NURS MIDWIFE; 2. CLINICAL INST; 3. LUM <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTFD NRSNG MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURS MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURSE MIDWIFE; 2. CLIN INSTR <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	14.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INSTR <i>313 - Registered Nurses</i>	3.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. CHIEF PERFUSIONIST <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. CLIN ASSOC <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. CLIN ASSOC; 2. CLIN SOC WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. CLIN ASSOC; 2. STAFF SPEC IN NURS <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. CLIN ASST PROF; 2. CLIN PEDIATRICIAN <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHYSN <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CLIN ASST PROF; 2. LUMP SUM; 3. SUPVR PHAF <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CLIN ASST PROF; 2. PHARMACOTHER <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CLIN ASST PROF; 2. PHARMACOTHERAPIST <i>324 - Therapists, All Other</i>	37.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CLIN ASST PROF; 2. PHYSN SURG <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CLIN ASST PROF; 2. STAFF SPEC IN NURS <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. CLIN INSTR; 2. CLIN PHYSN; 3. LUMP EMERGEN <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CLIN INSTR; 2. COMPLIANCE & QUALITY SPEC; <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. CLIN INSTR; 2. LUMP SUM; 3. PHARM PRACTITIC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. CLIN INSTR; 2. LUMP SUM; 3. SUPVR PHARM <i>305 - Pharmacists</i>	2.00	5750	2799 48.68%	1549 26.94%	385 6.70%	94 1.63%	1045 18.17%	0 0.00%
1. CLIN INSTR; 2. MGR OF NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CLIN INSTR; 2. PHARM INFO SYST PHARM <i>305 - Pharmacists</i>	2.00	5750	2799 48.68%	1549 26.94%	385 6.70%	94 1.63%	1045 18.17%	0 0.00%
1. CLIN INSTR; 2. PHARM PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	7.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLIN NURS SPEC <i>360 - Nursing/Psychiatric/Home Health Aides</i>	2.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. CLIN PHARM <i>305 - Pharmacists</i>	3.00	5750	2799 48.68%	1549 26.94%	385 6.70%	94 1.63%	1045 18.17%	0 0.00%
1. CLIN PHARMACIST <i>305 - Pharmacists</i>	1.00	5750	2799 48.68%	1549 26.94%	385 6.70%	94 1.63%	1045 18.17%	0 0.00%
1. CLIN PHYSN, HLTH SERV; 2. PHYSN, HLTH SER <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CLIN PHYSN; 2. INSTR; 3. LUMP EMERGENCY M <i>306 - Physicians and Surgeons</i>	2.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. CLIN PRAC SPEC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	4.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. CLIN PSYCHOLOGIST <i>182 - Psychologists</i>	4.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. CLIN SPEECH & HEARING THERAPIS <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CLIN STAFF PHARM <i>305 - Pharmacists</i>	3.00	5750	2799 48.68%	1549 26.94%	385 6.70%	94 1.63%	1045 18.17%	0 0.00%
1. CLIN TCHNG ASSOC; 2. STAFF SPEC NURSG <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. CLIN VET <i>325 - Veterinarians</i>	3.00	1290	630 48.84%	144 11.16%	30 2.33%	15 1.16%	84 6.51%	0 0.00%
1. CLIN VETERINARIAN <i>325 - Veterinarians</i>	1.00	1290	630 48.84%	144 11.16%	30 2.33%	15 1.16%	84 6.51%	0 0.00%
1. CLINICAL INSTRUCTOR; 2. PHARM PRAC; 3. PH <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. CLNCL ASST PROF; 2. LUMP SUM; 3. PHARMACI <i>305 - Pharmacists</i>	1.00	5750	2799 48.68%	1549 26.94%	385 6.70%	94 1.63%	1045 18.17%	0 0.00%
1. CLNCL ASST PROF; 2. PHARMACOTHERAPIST <i>324 - Therapists, All Other</i>	2.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. COUNS PSYCHOLOGIST <i>182 - Psychologists</i>	5.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. COUNS PSYCHOLOGIST; 2. PROJ COORD <i>182 - Psychologists</i>	2.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. COUNS PYSCHOLOGIST <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. COUNSELING PSYCH <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. COUNSELING PSYCHOLOGIST <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. DIABETES EDUC - DISEASE MGMT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. EMRGY NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. GENET COUNS <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. GENET COUNS SPEC <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	2.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. GENETIC COUNS <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. GENETIC COUNSELOR <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. GERIATRIC NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. HEALTH PHYSICIST <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. HLTH PHYSICIST <i>354 - Other Healthcare Practitioners/Tech Occp</i>	3.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. LEAD ACUTE CARE NURSE PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. LUMP SUM; 2. PHAR PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. LUMP SUM; 2. PHARM PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. LUMP SUM; 2. PHARM PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	6.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. LUMP SUM; 2. PHARMACIST PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. MGR NURS ADMIN & RECRUITMENT <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR NURS ADMIN; 2. RN SHORTAGE LUMP SU <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR OF NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	2.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR OF NURS ADMN SERV <i>035 - Medical and Health Services Managers</i>	4.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. MGR OF NURSING ADMIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. NURS ADMIN MGR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. NURS EDUC; 2. RES ADMIN; 3. TCH ASSOC <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. NURS PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. NURS PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. NURS PRACTITIONER MGR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. NURS PRACTITIONER, OCCUP HLTH <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. NURSE PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. PED NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. PHARM INFO SYST DEVL P MGR <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. PHARM PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. PHARM PRACTICIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. PHARM PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	5.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. PHARM PRACTITONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. PHARM PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1445	518 35.85%	378 26.16%	214 14.81%	94 6.51%	70 4.84%	0 0.00%
1. PHARMACOTHEAPIST <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. PHARMACOTHERAPIST <i>324 - Therapists, All Other</i>	15.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. PHARMACOTHR <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. PHYSN ASST <i>311 - Physician Assistants</i>	1.00	1370	865 63.14%	519 37.88%	125 9.12%	180 13.14%	199 14.53%	0 0.00%
1. PHYSN SURG; 2. VST PROF OF CLIN ANESTH <i>306 - Physicians and Surgeons</i>	1.00	25140	8240 32.78%	9168 36.47%	1415 5.63%	1295 5.15%	6155 24.48%	14 0.06%
1. PSYCH SOC WORK <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. PSYCH SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	2.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. PSYCHIAT SOC WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. PSYCHIAT SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	13.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. PSYCHIATRI SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. PSYCHIATRIC SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. PSYCHIATRIST <i>182 - Psychologists</i>	1.00	5795	3900 67.30%	673 11.61%	275 4.75%	225 3.88%	144 2.48%	10 0.17%
1. SR GENET COUNS <i>326 - Hlth Diagnosing/Treating Pract All Other</i>	1.00	260	139 53.46%	92 35.38%	4 1.54%	8 3.08%	80 30.77%	0 0.00%
1. STAFF PERFUSIONIST <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	2.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. STAFF SEPC IN NURS <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. STAFF SPEC IN NRSG <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. STAFF SPEC IN NURS <i>360 - Nursing/Psychiatric/Home Health Aides</i>	17.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. STAFF SPEC IN NURSG <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. STAFF SPEC NURS <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. STAFF SPEC NURSG <i>360 - Nursing/Psychiatric/Home Health Aides</i>	2.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. SURG ASST <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
<i>Total Weight:</i>	270.00							

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 10 Executives</b>								
<u>Feeders:</u>								
Job Title: 1. ASSOC V CHANC (10)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST V CHANC (10)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST V CHANC FOR HLTH AFF (10)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST V CHANC; 2. ASST V PRES (10)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADJ ASSOC PROF; 2. ASSOC DIR (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSOC DIR (11)	-	31	17 54.84%	8 25.81%	3 9.68%	1 3.23%	4 12.90%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 11 General Educ. Administrators</b>								
<b><u>Feeders:</u></b>								
Job Title: 1. ASSISTANT DIRECTOR (11)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ASSOC DIR (11)	-	31	17 54.84%	8 25.81%	3 9.68%	1 3.23%	4 12.90%	0 0.00%
Job Title: 1. ASSOC DIR FOR OPERATIONS (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSOC DIR OF FIN (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSOC EDITOR (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN (11)	-	3	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN FOR INFO RSRC; 2. DIR, D	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN OF ADVANC & ALUM AFF; ;	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN STDNT AFF (11)	-	2	1 50.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN STUDENT AFF &MSP (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN, ADVC; 2. DIR OF ADVC (1	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN, STDNT AFFRS (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DEAN; 2. RES ASSOC PROF ME	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR (11)	-	56	27 48.21%	19 33.93%	6 10.71%	11 19.64%	1 1.79%	1 1.79%
Job Title: 1. ASST DIR ADMSONS (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR OF ADM & REC (11)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR OF ADMIN (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR OF ADMIN SYST PLNG (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR, ADMISSIONS (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR, MBA ACAD SRVCS (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR, ORS , CONTRACTS (11)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR; 2. ASST DIR FOR BUS OPE	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR; 2. ASST DIRECTOR; 3. DIR, U	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. ASST DIR; 2. CLIN ASSOC PROF; 3. TE	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR; 2. CLIN ASST PROF (11)	-	2	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. ASST DIR; 2. CLIN TCH ASSOC; 3. STAF	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR; 2. CLNCL ASST PROF (11)	-	2	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. ASST DIR; 2. STAFF SPEC IN NURS (1	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO ASSOC DEAN (11)	-	3	3 100.00%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO DEAN (11)	-	8	6 75.00%	4 50.00%	2 25.00%	2 25.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO DEAN; 2. ASST TO THE DEAN	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO DEPT HEAD (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO DEPT HEAD; 2. ASST TO DIR	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO HEAD (11)	-	5	2 40.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO THE DEAN (11)	-	11	10 90.91%	4 36.36%	1 9.09%	2 18.18%	1 9.09%	0 0.00%
Job Title: 1. ASST TO THE DEAN; 2. ASST TO V PRC	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO THE DEPT HEAD (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO THE DIR, BRL (11)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO THE HEAD (11)	-	41	32 78.05%	12 29.27%	5 12.20%	4 9.76%	3 7.32%	0 0.00%
Job Title: 1. ASST TO THE HEAD; 2. ASST TO HEAD	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO THE HEAD; 2. DIR PHYSN PR	-	2	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO THE HEAD; 2. LECTURER (11	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF GRANTS & CONTRACTS (	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD FOR WEB COMNC (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD GRANTS & CONTRACTS (11)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF GRANTS & CONTR (11)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. COORD OF GRANTS & CONTRACT (11	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. COORD OF GRANTS & CONTRACTS (1	-	3	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF GRANTS CONTRACTS (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF MKTG & RES (11)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF RES (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF RES PRGM (11)	-	6	6 100.00%	1 16.67%	0 0.00%	1 16.67%	0 0.00%	0 0.00%
Job Title: 1. COORD OF RES PRGM; 2. DIR, IPSP (1	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF RES PRGMS (11)	-	4	3 75.00%	2 50.00%	0 0.00%	0 0.00%	2 50.00%	0 0.00%
Job Title: 1. COORD OF RES PRGMS, SRL (11)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF RES PROGRAMS (11)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. COORD OF WEB COMMUNICATION (1	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. COORD RES & ACAD PROG (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD RES PRGM (11)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. COORD RES PRGRMS (11)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. DEVELP PROG COORD (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. DEVL P PRGM COORD (11)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. DIR (11)	-	9	4 44.44%	3 33.33%	1 11.11%	1 11.11%	0 0.00%	1 11.11%
Job Title: 1. DIR ASST (11)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. DIR; 2. DIRECTOR (11)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. DIR; 2. PROF (11)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. DIR; 2. RES ASST PROF (11)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. DIRECTOR (11)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. EDITOR, FAC/STAFF NEWSPAPER (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. EDITORIAL ASSOC (11)	-	5	4 80.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. EXEC DIR - EXTERNAL EDUC (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. PRGM COORD (11)	-	34	26 76.47%	16 47.06%	9 26.47%	4 11.76%	3 8.82%	0 0.00%
Job Title: 1. PROG COORD (11)	-	2	1 50.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJ COOR (11)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. PROJ COORD (11)	-	116	82 70.69%	59 50.86%	21 18.10%	17 14.66%	20 17.24%	1 0.86%
Job Title: 1. PROJ COORD; 2. PROJECT COORDINA	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJ COORD; 2. RES INFO SPEC (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJ COORD; 2. RES SPEC IN HLTH S	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJ COORD; 2. VST RES INFO SPEC	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJECT COORDINATOR (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJS COORD (11)	-	18	17 94.44%	11 61.11%	7 38.89%	3 16.67%	1 5.56%	0 0.00%
Job Title: 1. RES COORD (11)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RES PGRM COORD (11)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESIDENT DIR (11)	-	8	4 50.00%	3 37.50%	1 12.50%	2 25.00%	0 0.00%	0 0.00%
Job Title: 1. RESIDENT DIRECTOR (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPEC ASST TO THE HEAD (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPEC ASST TO HEAD (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPEC ASST TO THE HEAD (11)	-	3	2 66.67%	2 66.67%	0 0.00%	1 33.33%	1 33.33%	0 0.00%
Job Title: 1. RES INFO SPEC; 2. RES INFO SPEC (	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ACAD SKILLS SPEC (19)	-	6	2 33.33%	3 50.00%	2 33.33%	1 16.67%	0 0.00%	0 0.00%
Job Title: 1. ACAD SKILLS SPEC; 2. ACE-UHP COOF	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. APPLICATION SPEC (19)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BUSINESS SERVICES SPECIALIST; 2. V	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. HR SPEC (19)	-	4	4 100.00%	2 50.00%	1 25.00%	0 0.00%	1 25.00%	0 0.00%
Job Title: 1. HR/ BUS SERVICES SPEC (19)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. PROCUREMENT SPEC (19)	-	2	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. RES INFO SPEC (19)	-	28	21 75.00%	11 39.29%	5 17.86%	3 10.71%	3 10.71%	0 0.00%
Job Title: 1. RES INFO SPEC (ACC/IBC COORD) (19)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES INFO SPEC; 2. RES SPEC HLTH S	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES INFOR SPEC (19)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES SPEC (19)	-	17	10 58.82%	13 76.47%	1 5.88%	2 11.76%	10 58.82%	0 0.00%
Job Title: 1. RESEARCH SPECIALIST (19)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. NETWORK ANALYST (20)	-	6	0 0.00%	5 83.33%	0 0.00%	1 16.67%	4 66.67%	0 0.00%
Job Title: 1. NETWORK ANLYS (20)	-	17	2 11.76%	11 64.71%	2 11.76%	0 0.00%	9 52.94%	0 0.00%
Job Title: 1. NETWORK ANYLS (20)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RES & POLICY ANALYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES & POLICY ANALYST (20)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. RES & POLICY ANLYS (20)	-	3	1 33.33%	1 33.33%	0 0.00%	0 0.00%	1 33.33%	0 0.00%
Job Title: 1. RESOC & POLCI ANALYS (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOUC & POLCY ANALYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE & POLCY ANALYST (20)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RESOURCE & POLICY ANALYST (20)	-	2	1 50.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE & POLICY ANLYS (20)	-	2	2 100.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%
Job Title: 1. RESOURCE & POLICY ANLYST (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE PLCY ANLYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE POLCY ANLYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESRC & POLICY ANLYST (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RSRC & POLICY ANALYST (20)	-	4	3 75.00%	1 25.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RSRC & POLICY ANLYS (20)	-	29	20 68.97%	16 55.17%	8 27.59%	5 17.24%	3 10.34%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. RSRC AND POLICY ANLYS (20)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RSRSC & POLICY ANLYS (20)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RSRSC & POLICY ANLYS (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RSRSC & POLICY ANLYS (SPEC) (20)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT & ADM COUNS (31)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT & ADM COUNS (31)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT & ADMISS COUNSELOR (31)	-	2	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT ADMS COUNSLR (31)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT & ADM COUNS (31)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT & ADM COUNS (31)	-	13	10 76.92%	7 53.85%	4 30.77%	3 23.08%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT & ADMS COUNS (31)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT AND ADM COUNS (31)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RES SPEC IN HLTH SCI (60)	-	2	1 50.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%
Job Title: 1. RES SPEC IN THE HLTH SCI (60)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RES SPEC IN HLTH SCI (60)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RES SPEC HLTH SCI (60)	-	31	20 64.52%	18 58.06%	5 16.13%	1 3.23%	12 38.71%	0 0.00%
Job Title: 1. RES SPEC HLTH SCI; 2. RES SPEC IN F	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES SPEC IN HLTH SCI (60)	-	98	60 61.22%	50 51.02%	8 8.16%	2 2.04%	40 40.82%	0 0.00%
Job Title: 1. RES SPEC IN HLTH SCI; 2. VST RES SP	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RES SPEC IN HTLH SCI (60)	-	2	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. RES SPEC IN THE HLTH SCI (60)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. RESEARCH SPEC IN HEALTH SCI (60)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLNCL INSTR; 2. PHARM PRACTITIONI	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ACUTE CARE NURS PRACTITIONER (8	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. CLIN ASSOC (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLIN ASSOC; 2. CLIN SOC WORKER (8	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLIN ASSOC; 2. STAFF SPEC IN NURS	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLIN ASST PROF; 2. PHARMACOTHER	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. CLIN ASST PROF; 2. PHARMACOTHER/	-	37	29 78.38%	12 32.43%	3 8.11%	2 5.41%	7 18.92%	0 0.00%
Job Title: 1. CLIN INSTR; 2. LUMP SUM; 3. PHARM P	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLIN INSTR; 2. PHARM PRACTITIONER	-	7	4 57.14%	4 57.14%	1 14.29%	0 0.00%	3 42.86%	0 0.00%
Job Title: 1. CLINICAL INSTRUCTOR; 2. PHARM PR/	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. CLNCL ASST PROF; 2. LUMP SUM; 3. P	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLNCL ASST PROF; 2. PHARMACOTHE	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. LUMP SUM; 2. PHAR PRACTITIONER (	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. LUMP SUM; 2. PHARM PRAC (80)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. LUMP SUM; 2. PHARM PRACTITIONER	-	6	4 66.67%	5 83.33%	0 0.00%	0 0.00%	5 83.33%	0 0.00%
Job Title: 1. LUMP SUM; 2. PHARMACIST PRACTITIK	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PHARM PRAC (80)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. PHARM PRACTICIONER (80)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PHARM PRACTITIONER (80)	-	5	4 80.00%	1 20.00%	0 0.00%	0 0.00%	1 20.00%	0 0.00%
Job Title: 1. PHARM PRACTITONER (80)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. PHARM PRACTR (80)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. PHARMACOTHEAPIST (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PHARMACOTHERAPIST (80)	-	15	11 73.33%	6 40.00%	0 0.00%	0 0.00%	6 40.00%	0 0.00%
Job Title: 1. PHARMACOTHR (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PSYCH SOC WORK (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PSYCHIAT SOC WORKER (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. PSYCHIAT SOCIAL WORKER (80)	-	13	11 84.62%	3 23.08%	3 23.08%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PSYCHIATRI SOCIAL WORKER (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PSYCHIATRIC SOCIAL WORKER (80)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
<b>Job Group: 19 Specialists</b>								
<b><u>Feeders:</u></b>								
Job Title: 1. ASSOC DIR OF PHYSICAL PLANT (11)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO DIR (11)	-	11	9 81.82%	4 36.36%	1 9.09%	0 0.00%	3 27.27%	0 0.00%
Job Title: 1. ASST TO THE DIR (11)	-	25	21 84.00%	11 44.00%	5 20.00%	2 8.00%	3 12.00%	1 4.00%
Job Title: 1. HLTH INFO MGMT SYST COORD (11)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PRGM COORD (11)	-	34	26 76.47%	16 47.06%	9 26.47%	4 11.76%	3 8.82%	0 0.00%
Job Title: 1. PROG COORD (11)	-	2	1 50.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES ANIMAL SCI SPEC (19)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RES DATA ANALYST (20)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES DATA ANAYLST (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES DATA ANLYS (20)	-	7	6 85.71%	3 42.86%	1 14.29%	0 0.00%	2 28.57%	0 0.00%
Job Title: 1. RES DATA ANLYST (20)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST ATHL TRAINER (29)	-	3	1 33.33%	1 33.33%	0 0.00%	0 0.00%	1 33.33%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 20 Analysts</b>								
<u>Feeders:</u>								
Job Title: 1. COORD CLIN SRVCS (11)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. COORD CLIN SRVCS (11)	-	1	0	1	0	0	1	0
		0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Job Title: 1. COORD CLIN SVCS (11)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. COORD OF CLIN SERV (11)	-	2	2	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. COORD OF RES PRGM (11)	-	6	6	1	0	1	0	0
		100.00%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%
Job Title: 1. COORD OF RES PRGM; 2. DIR, IPSP (1	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. COORD OF RES PRGMS (11)	-	4	3	2	0	0	2	0
		75.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Job Title: 1. COORD OF RES PRGMS, SRL (11)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. COORD OF RES PROGRAMS (11)	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. COORD RES PRGM (11)	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. COORD RES PRGRMS (11)	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. COORD, CLIN SERVS (11)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. COORDINATOR OF RESEARCH PROG I	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES PGRM COORD (11)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. APPLICATION SPEC (19)	-	1	0	1	1	0	0	0
		0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NETWORK ANALYST (20)	-	6	0	5	0	1	4	0
		0.00%	83.33%	0.00%	16.67%	66.67%	0.00%	0.00%
Job Title: 1. NETWORK ANLYS (20)	-	17	2	11	2	0	9	0
		11.76%	64.71%	11.76%	0.00%	52.94%	0.00%	0.00%
Job Title: 1. NETWORK ANYLS (20)	-	1	0	1	0	0	1	0
		0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. RES DATA ANALYST (20)	-	2	2	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES DATA ANAYLST (20)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES DATA ANLYS (20)	-	7	6	3	1	0	2	0
		85.71%	42.86%	14.29%	0.00%	28.57%	0.00%	0.00%
Job Title: 1. RES DATA ANLYST (20)	-	2	2	2	2	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RECRUIT & ADM COUNS (31)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. ADM COUNS (31)	-	8	5 62.50%	7 87.50%	4 50.00%	0 0.00%	3 37.50%	0 0.00%
Job Title: 1. ADMISSIONS COUNS (31)	-	4	3 75.00%	3 75.00%	3 75.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMISSIONS COUNSELOR (31)	-	2	1 50.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ADMS COUNS (31)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT & ADM COUNS (31)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT & ADMISS COUNSELOR (31)	-	2	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUIT ADMS COUNSLR (31)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT & ADM COUNS (31)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT & ADM COUNS (31)	-	13	10 76.92%	7 53.85%	4 30.77%	3 23.08%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT & ADMS COUNS (31)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RECRUITMENT AND ADM COUNS (31)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 31 Advisors/Counselors</b>								
<u>Feeders:</u>								
Job Title: 1. RES & POLICY ANALYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES & POLICY ANALYST (20)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. RES & POLICY ANALYS (20)	-	3	1 33.33%	1 33.33%	0 0.00%	0 0.00%	1 33.33%	0 0.00%
Job Title: 1. RESOC & POLCI ANALYS (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOUC & POLCY ANALYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE & POLCY ANALYST (20)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RESOURCE & POLICY ANALYST (20)	-	2	1 50.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE & POLICY ANALYS (20)	-	2	2 100.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%
Job Title: 1. RESOURCE & POLICY ANALYST (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE PLCY ANALYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESOURCE POLCY ANALYST (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RESRC & POLICY ANALYST (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RSRC & POLICY ANALYST (20)	-	4	3 75.00%	1 25.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RSRC & POLICY ANALYS (20)	-	29	20 68.97%	16 55.17%	8 27.59%	5 17.24%	3 10.34%	0 0.00%
Job Title: 1. RSRC AND POLICY ANALYS (20)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RSRSC & POLICY ANALYS (20)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RSRSC & POLICY ANALYS (20)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RSRSC & POLICY ANALYS (SPEC) (20)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ADM COUNS (31)	-	8	5 62.50%	7 87.50%	4 50.00%	0 0.00%	3 37.50%	0 0.00%
Job Title: 1. ADMISSIONS COUNS (31)	-	4	3 75.00%	3 75.00%	3 75.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMISSIONS COUNSELOR (31)	-	2	1 50.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ADMS COUNS (31)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

# Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 60 Research Scientists</b>								
<u>Feeders:</u>								
Job Title: 1. COORD (11)	-	8	4 50.00%	4 50.00%	1 12.50%	2 25.00%	1 12.50%	0 0.00%
Job Title: 1. COORDINATOR (11)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 80 Medical Professionals</b>								
<b><u>Feeders:</u></b>								
Job Title: 1. PROJ COORD EDUC CLIN SRVS (11)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. PROJ COORD OF EDUC & CLIN SERV (	-	7	6	4	3	0	1	0
		85.71%	57.14%	42.86%	0.00%	14.29%	0.00%	0.00%
Job Title: 1. PROJ COORD, EDUC & CLIN SERV; 2. F	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN PUB HEALTH (19)	-	1	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN PUB HLTH (19)	-	23	18	9	3	2	4	0
		78.26%	39.13%	13.04%	8.70%	17.39%	0.00%	0.00%
Job Title: 1. RES SPEC; 2. RES SPEC IN PHARM SC	-	1	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN HLTH SCI (60)	-	2	1	2	0	0	2	0
		50.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN THE HLTH SCI (60)	-	1	0	1	0	1	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PRIN RES ENGR; 2. SR RES SPEC IN H	-	1	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN HLTH SCI (60)	-	1	0	1	0	0	1	0
		0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. RES POLCY ANLYST; 2. RES SPEC IN F	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES SPEC HLTH SCI (60)	-	31	20	18	5	1	12	0
		64.52%	58.06%	16.13%	3.23%	38.71%	0.00%	0.00%
Job Title: 1. RES SPEC HLTH SCI; 2. RES SPEC IN F	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN HLTH SCI (60)	-	98	60	50	8	2	40	0
		61.22%	51.02%	8.16%	2.04%	40.82%	0.00%	0.00%
Job Title: 1. RES SPEC IN HLTH SCI; 2. VST RES SP	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN HTLH SCI (60)	-	2	1	1	0	0	1	0
		50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Job Title: 1. RES SPEC IN THE HLTH SCI (60)	-	2	2	1	0	0	1	0
		100.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Job Title: 1. RESEARCH SPEC IN HEALTH SCI (60)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SR RES SPEC HLTH SCI (60)	-	1	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SR RES SPEC HLTH SCI (60)	-	12	6	11	0	0	11	0
		50.00%	91.67%	0.00%	0.00%	91.67%	0.00%	0.00%
Job Title: 1. SR RES SPEC IN HLTH SCI (60)	-	34	19	15	2	3	10	0
		55.88%	44.12%	5.88%	8.82%	29.41%	0.00%	0.00%
Job Title: 1. SR RES SPEC IN THE HLTH SCI (60)	-	2	1	2	0	0	2	0
		50.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. CLIN ASSOC (80)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC-Academic  
06/25/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. CLIN ASSOC; 2. CLIN SOC WORKER (	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLIN ASSOC; 2. STAFF SPEC IN NURS	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%