

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 10 Executives		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACT ASST TO VC CHANC; 2. DIR OF CAMPUS UI <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ADJ ASST PROF; 2. ADJ PROF; 3. CEO, HEALTHI <i>001 - Chief Executives</i>	1.00	44913	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	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC CHANC FOR GREAT CITIES C; 2. DIR, GF <i>001 - Chief Executives</i>	1.00	44913	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	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC CHANC; 2. DEAN; 3. PROF <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROF OF EPI; 2. INTERIM DEAN <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROF; 2. ASST V CHANC - COI <i>001 - Chief Executives</i>	1.00	44913	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	44913	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	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC PROVOST & EXEC DIR; 2. PROF <i>001 - Chief Executives</i>	1.00	44913	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	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASSOC V CHANC & DIR AUX SER <i>001 - Chief Executives</i>	1.00	44913	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	44913	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	44913	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	44913	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	44913	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	44913	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	44913	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	44913	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	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST VCHANC & EXEC DIR HS <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. ASST VICE CHANCELLOR <i>001 - Chief Executives</i>	1.00	44913	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CHANC; 2. PROF <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. DISTINGUISHED PROFESSOR; 3. PRO <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. PROF <i>001 - Chief Executives</i>	9.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DEAN; 2. PROF (RT) <i>001 - Chief Executives</i>	1.00	44913	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 <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DIR OF THE ACAD CMPUT & COMNC; 2. V PROV <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DPTY ASSOC CHANC <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DPTY ASSOC CHANC FOR DEVLV <i>001 - Chief Executives</i>	2.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. DPTY ASSOC CHANC FOR DVLP <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. INTERIM DEAN; 2. PHARMACOTHER; 3. PROF; 4 <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. PROF & UNIV LIBRN <i>001 - Chief Executives</i>	1.00	44913	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 <i>001 - Chief Executives</i>	1.00	44913	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 <i>001 - Chief Executives</i>	1.00	44913	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 <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. REGISTRAR <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. V CHANC FOR EXTERNAL AFF <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. V CHANC HR <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. V PROVOST FOR ACAD & ENRL SERV <i>001 - Chief Executives</i>	1.00	44913	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 <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
1. VICE CHAN ADMIN SERV <i>001 - Chief Executives</i>	1.00	44913	8175 18.20%	4533 10.09%	1580 3.52%	1025 2.28%	1714 3.82%	60 0.13%
<i>Total Weight:</i>	52.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 11 General Educ. Administrators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ASST TO THE DEAN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF CLIN AND RES PRGM <i>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CLIN SUPPORT <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ACAD COORD <i>043 - Managers, All Other</i>	7.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ACAD MEDIA COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ACAD RECRUIT ALUM SERV CAR <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ACT DIR HR; 2. DIR ASSOC HR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASSOC PROF; 2. ASSOC DEAN STU AFF/MS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASSOC PROF; 2. ASSOC DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASSOC PROF; 2. ASST DEAN URBAN/DIR UI <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ADJ ASST PROF; 2. ASSOC DEAN ACADEMIC AF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ADJ ASST PROF; 2. ASSOC DEAN BUS DEVL P & <i>043 - Managers, All Other</i>	1.00	69494	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 CURRIC I <i>043 - Managers, All Other</i>	1.00	69494	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 ORG ETHICS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. ASSOC DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. ASSOC DIR CLIN AFF; 3. CLI <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADJ ASST PROF; 2. ASST DEAN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. ASST DEAN MED ED EVAL <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADJ ASST PROF; 2. ASST HEAD FOR ADMN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. COORD CLIN SKILLS LAB <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. EXEC DIR <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ADJ ASST PROF; 2. PRGM COORD, NSSE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ CLIN ASSOC; 2. ASSOC DIR CLIN AFF <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADJ CLIN ASST PROF; 2. ASST DIR, PROJ EXPO <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADJ CLIN ASST PROF; 2. OCCUP MED PHYSN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADJ CLIN INSTR; 2. SR CLIN COORD PED SURG <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADJ LECTURER; 2. ASSOC DIR <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ADM DIR MATEC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ADMIN COORD <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMIN PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ADMN DIR, DIAG IMAGING <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ANATOMIC PATH COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. APC COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. APP DEVL P <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. AQUATICS COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ARCHEO <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. AREA COORD <i>043 - Managers, All Other</i>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. AREA COORD CAMPUS HSG <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSESSMENT LIASON; 2. ASST DIR OF COMPO <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSISTANT TO THE DEAN <i>043 - Managers, All Other</i>	1.00	69494	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>	2.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR ACAD AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%

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UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DEAN FOR ACAD AFF; 2. ASSOC PROF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR ADMN <i>023 - Education Administrators</i>	2.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR ADMN; 2. DIR, URBAN HLTH I <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR CMTY, GRMT & AL <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN FOR FIN & RSRCS PLN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	40999	20330 49.59%	8014 19.55%	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	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	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DEAN OF STDNTS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN-ADMIN <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN; 2. ASSOC PROF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DEAN; 2. ECON DEVLPL PLANNER; 3. RE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DEAN; 2. PROF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR <i>043 - Managers, All Other</i>	27.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR DEVLPL-MAJ GIFT OFCR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR ADM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR ADMN, RRC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR ADVCMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR AMBULATORY SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR CAMPUS RECR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR CLIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR CONT MED ED <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR CORP AND FNDTN REL <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR CPC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR DEVL P <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR FIN AID; 2. INTERIM DIR FIN AID <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR FIN SERV <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR FOR ADMIN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR ADMIN <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR BUS & FIN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR FOR DEVL P <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR DSTN LRNG; 2. TCH ASSOC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR FOR FEDERAL & BUS DE <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR FOR PRGM SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR FOR RECRUIT <i>043 - Managers, All Other</i>	1.00	69494	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>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR FOR TECH SERV <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR HR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR NATL NETWORK OF LIB <i>043 - Managers, All Other</i>	1.00	69494	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>	6.00	69494	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	69494	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	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR OF ADM & REC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF ADVCMNT SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF ADVCMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF CAMPUS RECR <i>043 - Managers, All Other</i>	2.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR OF CLIN OPER BIO GEN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR OF COMPLIANCE & RISK <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF CORP & FNDDTN REL <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR OF DECISION SUPP <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR OF FIN AID <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	40999	20330 49.59%	8014 19.55%	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF MKTG COMMNC <i>043 - Managers, All Other</i>	4.00	69494	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>	2.00	69494	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>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR OF SPEC EVENTS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR OF STDNT AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR OF STDNT DEVL P SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR PUB SRVCS <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR SPEC PROJ <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR STDNT SERV; 2. DIR ASSOC STSV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR TESTING <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR UNDERGRD MED ED <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR US/ASIA EMBA <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, ACCT <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR, ADMIN & CMTY REL; 2. LUMP SUM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, ADVC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, AHR & RECORDS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, AMBULATORY SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR, BLOOD BANK; 2. ASST PROF (CT); 3 <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR, CAMPUS PRGMS <i>043 - Managers, All Other</i>	2.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CLIENT SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, CLIN RES LAB; 2. RES SPEC IN PHA <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. ASSOC DIR, CMTY ENGAGMT <i>043 - Managers, All Other</i>	1.00	69494	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>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, CUB <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, CURE; 2. LECTUER <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR, ELECTRONIC VISUALIZ <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, EVL <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, MEETINGS, CONF & GU <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASSOC DIR, RES & TRAIN <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, STDNT DEVLV SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR, STFNG & RCRTMNT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, TRNG & DEVELP <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR, UICNI <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR-BILL & COLLECT <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR-BUS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR-FIN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASSOC DIR; 2. ASSOC DIR, PAVILION <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR; 2. ASST DEAN FAC ADVCMT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC DIR; 2. INTERIM DIR, MANAGED CARE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC DIR; 2. RES ASST PROF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC EDITOR <i>043 - Managers, All Other</i>	1.00	69494	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>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC MED DIR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC PROF (RT); 2. CO- DIR, GEMS; 3. DIR RE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC PROF; 2. ASSOC PROF (RT); 3. SR ASSC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSOC PROF; 2. ASSOC VC FOR FACILT/SPAC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC PROF; 2. ASST DEAN <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASSOC PROJ DIR <i>043 - Managers, All Other</i>	7.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC PROJ DIR; 2. INSTRUCTOR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST BDGT DIR <i>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST COORD, COMPUT-ASSISTED IN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DEAN <i>023 - Education Administrators</i>	3.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN ADM AND STU ENGAGE <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN COM HLTH; 2. DIR UICNI <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR ACAD AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR ADMIN <i>023 - Education Administrators</i>	3.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR COMNC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR FAC & STDNT SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR FACULTY DEVELOPM; 2. DIR, F <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DEAN FOR HLTH SYST RES <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR STDNT SERV <i>023 - Education Administrators</i>	3.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN FOR URBAN HLTH PRGM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN REC & MINORITY AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN STDNT AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN STDNT AFF; 2. INTRM ASSOC DEA <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN STUDENT AFF &MSP <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN UGO RECRUIT & MERRP <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN URBAN HLTH & DVSTY <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DEAN, ADVC; 2. DIR OF ADVCMT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN, STDNT AFF <i>023 - Education Administrators</i>	2.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN, URBAN ALLIED HLTH <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DEAN; 2. ASST DEAN, ADMN SERV; 3. LEC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DEAN; 2. RES ASSOC PROF MED SOC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DEPT HEAD <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR <i>043 - Managers, All Other</i>	66.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR ADM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR AMBULATORY SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR BUDGETS & CONTRACTS <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	69494	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	69494	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	69494	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>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR COLL FISCAL OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR COMMNC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FIN AID <i>012 - Financial Managers</i>	2.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FIN OPERATIONS <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FIN SERV <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FINANCIAL AFFAIRS <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR FOR BUS OPER; 2. INTERIM ASST DI <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR CURR DEVL; 2. RES ASSOC PR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR FOR FIN SERV <i>012 - Financial Managers</i>	2.00	40999	20330 49.59%	8014 19.55%	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	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR FOR HR, FACILITIES MG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR INFO SYST <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR PLNG & DEVL; 2. INTERIM DIR, I <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR FOR RES PRGM <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR FOR TRANSFER RECRUIT <i>043 - Managers, All Other</i>	1.00	69494	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	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR GME <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR HR <i>013 - Human Resources Managers</i>	1.00	15624	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF ACTG ACAD PRGM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF ADM & REC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR OF ADMIN <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF BDGT <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF DEVL <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR OF FIN AID, COM <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR OF HR FOR COMPLIANCE <i>013 - Human Resources Managers</i>	1.00	15624	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	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR OF MATERIALS MGMT; 2. INTERIM DIF <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF OPER; 2. INTERIM ASSOC DIR FO <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR OF RES PRGMS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF SYSTEMS & SVCS <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR OF UIMCC HR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR OPER <i>043 - Managers, All Other</i>	2.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR PHYSL THER <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR PHYSN PRAC CLIN OPER <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR QA/QI <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR QUANT BIOMED SCI CORE <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR RADIOL <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR REC & REGSTR <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR RETAIL OPER BOOK DEPT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR RSRSC PROG <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR STDNT EMPLOYMENT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR STDNT FIN AID <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR UIMCC HR OPER <i>013 - Human Resources Managers</i>	2.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR URBAN HLTH STDNT SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, ADM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, AHR & RECORDS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, AMBULATORY SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR, CAREER CTR <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, CBA CAREER CNTR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR, COMPUT-ASSISTED INST <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, DEPT OF MAT MGMT <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, ECON ACAD PRGM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, FIS AFF <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR, HR <i>013 - Human Resources Managers</i>	1.00	15624	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, IMRP; 2. CLIN ASSOC; 3. TCH ASSOC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR, INFO & TECH SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, MATERIALS MGMT LOG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, MSA PRGM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR, ORS , CONTRACTS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, PT ACCESS SVCS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR, QUANT PRGM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, RADIOL <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR, RECRUIT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, STDNT DEVLV SERV <i>023 - Education Administrators</i>	3.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR, STDT AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST DIR-BUS <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. ASST DIR-HR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. ASST DIR; 2. CLIN ASSOC PROF; 3. TEAM LEAD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR; 2. CLIN ASST PROF <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR; 2. CLNCL ASST PROF <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR; 2. DIR CAMPUS LRNG ENVR, VST <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST PROF (RT); 2. DIR OF RES SERV FACILITY <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST PROF; 2. DIR <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. ASST TO ASSOC CHANC FOR DEVLV <i>043 - Managers, All Other</i>	1.00	69494	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>	6.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DEAN ACAD AFF <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DEAN OF ACAD AFF <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO ASSOC DEAN; 2. INTERIM ASST DIR DI <i>043 - Managers, All Other</i>	1.00	69494	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>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST TO ASSOC PROV & EXEC DIR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO CHANC <i>043 - Managers, All Other</i>	2.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO CHIEF HR OPER OFCR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO CHIEF HR OPER OFF <i>043 - Managers, All Other</i>	1.00	69494	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>	10.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DEAN FOR ALUMNI REL <i>043 - Managers, All Other</i>	1.00	69494	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 STU <i>043 - Managers, All Other</i>	1.00	69494	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>	2.00	69494	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	69494	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>	13.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR OF ADVANCEMENT <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR, IRRPP; 2. INTERIM ASSOC DIR; 3. <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO DIR; 2. SR RES SPEC IN THE HLTH SC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>	17.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE ASSOC AD; 2. COORD <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST TO THE ASST DEAN <i>043 - Managers, All Other</i>	1.00	69494	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>	3.00	69494	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	69494	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>	12.00	69494	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>	1.00	69494	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>	29.00	69494	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; 2. PRE DOC FELL <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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	69494	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	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE DPTY ASSOC CHANC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>	40.00	69494	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	69494	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 PRAC <i>043 - Managers, All Other</i>	1.00	69494	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>	1.00	69494	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	69494	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>	2.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE VC FOR HR <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST TO THE VICE CHANC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO THE VP FOR FAC AFF <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO V CHANC <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST TO V CHANC EXTERNAL AFF <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST UNIV HIST <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ATHL DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BLOOD DONOR RECRUIT COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BUDGET DIR <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. BUS OPER COORD <i>043 - Managers, All Other</i>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CAMPUS RECR DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CAS PROJ PLAN & DEV DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CHIEF AMBULATORY OFCR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CHIEF INFO OFCR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CHIEF PERFUSIONIST <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CLIENT SERV COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CLIENT SERVICES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CLIN ASSOC PROF FAM MED; 2. INTERIM ASST <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN ASSOC; 2. COORD, ICM/SURG <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLIN ASST PROF; 2. COORD, CLIN PRGM <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN ASST; 2. COORD INSTR DEVL P <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN COORD <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN DATA INTERFACE TEAM COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN INSTR FAM MED; 2. PROJ COORD OF EDU <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN INSTR; 2. PROJ COORD <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CO-DIR OF PRO DEVL P & OUTREACH <i>043 - Managers, All Other</i>	2.00	69494	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	69494	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	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD <i>043 - Managers, All Other</i>	15.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ADMIN SRVCS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CMHSV ACCSV; 2. COORD MD/PHD PR <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD INSTRN DEVL P; 2. COORD CAT FAC SC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD IT <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF INFO TECHNOL <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RES PRGMS <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD STDNT SERV INATL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ADMIN SERV; 2. VST FINANCL COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ADMN SERV <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD ANLYT FORNSC TOXIC <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD BUS SYSTEMS USERS <i>043 - Managers, All Other</i>	1.00	69494	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>	2.00	69494	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	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD CLIN & RES PRGM <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD CLIN AFF <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD CLIN RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD CLIN RES PROGMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD CLIN SRVCS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD EDUC DIVRS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD FOR WEB COMNC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD GRANTS & CONTRACTS <i>043 - Managers, All Other</i>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD GRANTS AND CONTRACTS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD INFO TECHNOL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD MKT BUS DEVELOPMENT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD NEW CLIENTS & GRANT WRIT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF ADM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF ADM & ADVY <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF ADM & DATA MGMT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF APPLIC DEVEL <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF APPLICATIONS DEVEL <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF CAMPUS RECR <i>043 - Managers, All Other</i>	1.00	69494	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>	11.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD OF CASE MGMT FOR THE ELD; 2. VST A <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN & RES PRGMS <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN & RES PROG <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN AND RES PGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN AND RES PRGM <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN AND RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN RES PRGM <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CLIN SERV <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF CODING & COMPLIANCE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF EDUC PRGMS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF ENERGY & ENVIR RES PR; 2. VST LE <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF GRANTS & CONTRACTS <i>043 - Managers, All Other</i>	4.00	69494	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>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF INATL ADM <i>043 - Managers, All Other</i>	1.00	69494	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>023 - Education Administrators</i>	2.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF INSTR LABS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF IT & SYST PROGRAMING <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF OAPS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF PHYSL THER <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD OF PRIVACY <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD OF RES PRGM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF RES GRANT PRGM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF RES PRGM <i>023 - Education Administrators</i>	5.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF RES PRGM; 2. LUMP SUM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF RES PRGMS <i>023 - Education Administrators</i>	3.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF RES PROGRAMS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. COORD OF SOC WORK <i>043 - Managers, All Other</i>	1.00	69494	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>	17.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF SPEC PRGMS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF STDNT AFF ACTIVITY <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD OF THE SENATE <i>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD PEDS EDUC PROGM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD PHYSL THER <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD PHYSL THER CLINIC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RES & ACAD PROG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD RES PRGM <i>043 - Managers, All Other</i>	3.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD SOC SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD SOC WORK FOR CASE MGMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD SOCIAL WORK <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD THEATRE OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD TICKET OPER <i>043 - Managers, All Other</i>	2.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COORD, CLIN SERVS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, ADMIN SERV RADIOL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, CAMPUS PRGMS <i>043 - Managers, All Other</i>	2.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, CNTRL STER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, EDU & CLIN PROG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, FACILITY OPER <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, IMRP <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, INSTRN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, PATH EDUC PROG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, PROPERTY CONTROL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, SLEEP LAB <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD, UNDERGRAD CHEM LABS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD,SUMMER RES OPPTY PROGR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD-GRANT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. COORD-INTERVENTIONS; 2. RES INFO SPEC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CURR COORD <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DATA REDUCTION COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DATA REDUCTION OPER MGR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DEAN ASSOC ADMINISTRATION <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DEVL P OPER COORD <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DEVLPR PRGM COORD <i>043 - Managers, All Other</i>	3.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DINING SERV DIR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR CLIN PRAC BUS DEVLPR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR ASSOC RETAIL OPER <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR ASST HR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR CORP FNDTN REL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR MED PRAC SERV; 2. VST DIR ADMIN AFF <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR NETWORK SECURITY; 2. NETWORK ANLY <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR PUB SERVICES; 2. LUMP SUM-CONT EDUC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR ADMN OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ADVCMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ADVISING & OUTREACH <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ANML & INST BIOSAF <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ANNUAL & SPEC GIVING <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR BDGT & PRGM ANLYS <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR BUDGT RES PLNG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR BUDGTS & CONTRCTS <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR BUS & FIN OPER <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR BUS OPER <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR CLIN NUTR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR CLIN PRAC & BUS DEVELO <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR COMPUTER AND INFOR SYSTEMS <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR DEPT BUS AFF <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR DEVL P <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR DISABLTY SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR ENGR ADMISS & RECORDS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR EXTERNAL & FACULTY AFFAIRS <i>040 - Postmasters and Mail Superintendents</i>	1.00	473	133 28.12%	253 53.49%	205 43.34%	44 9.30%	4 0.85%	0 0.00%
1. DIR EXTERNAL AFF <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR FISCAL SERV/CHIEF FIN OFCR <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR FOR OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR GRAD MED EDUC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR HIHAC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR HLT INFO MGMT/PRV OFC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR HUMAN RSRSC <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR INFO TECHNOL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR MANAGED CARE <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR MED PRAC PLAN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR MNR FACILTS <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR OCCUP THER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF COMNC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ACAD ADMN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADMIN SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADMISSIONS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ADVC; 2. DIR OF ADVCMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF ADVCMT <i>043 - Managers, All Other</i>	10.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF ANNUAL GIVING <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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; 2. INTERIM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CAMPUS HSG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CAMPUS PRGMS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CE <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF CLIN OPER <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF CMPUT, MSCS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF CMTY REL <i>042 - Social and Community Service Managers</i>	1.00	8502	5594 65.80%	2652 31.19%	1844 21.69%	510 6.00%	180 2.12%	59 0.69%
1. DIR OF COMNC <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF COMNC & MKTG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF COMPL <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF COOP EDUC <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF DEPT BUS AFF <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR OF DEPT BUS AFFAIRS <i>012 - Financial Managers</i>	2.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF DEVL P <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF DEVL P MAJOR GIFTS <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF EDUC TECH LAB & CMPUT R <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ENGR CAREER CENTER <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF ENGR MEDIA SERV <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>	4.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF FIN AFF <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR OF FOOD & NUTRITION SERV <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF HR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR OF HUMAN RES <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR OF INATL SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF INSTITUTIONAL RES <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF IS APPS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF JAHH MUSEUM <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF LIB HUMAN RESOURCES <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR OF MEETINGS, CONFERENCES & <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF OPER <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR OF OPER, EMBA <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF PHYS PLANT & IT <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR OF POLICE SERVS <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PRGMS & ACAD ASSMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PROJ MGMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF PROJ MGMT SERV <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF RECRUIT/RETENTION <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF RES PRGM <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF RES SERV FACILITY <i>043 - Managers, All Other</i>	5.00	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF RETAIL OPER <i>043 - Managers, All Other</i>	1.00	69494	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	40999	20330 49.59%	8014 19.55%	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF SPEC EVENTS <i>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF STDNT PRGM & ASSESSMENT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR OF TIMETABLE <i>043 - Managers, All Other</i>	1.00	69494	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>	2.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OFC PROT RES SUBJ <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OR DEVL P <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR PASTORAL CARE & CPE <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR PATIENT CARE SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR PEDS RSRSC CTR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	8.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR PHYSN PRAC; 2. RSRSC & POLICY ANLYS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR STANDZD PATIENTS; 2. OB/GYN MSP Z' PM' <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR SUPPORT SERVICES; 2. STAFF ASSOC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR TECHNOL ADVCMT <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, A&A SLIDE LIB <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, ACAD SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, ADMIN OPERATIONS <i>023 - Education Administrators</i>	2.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, ADVANCEMENT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, BDGT & FIN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR, BIOLOGIC RES LAB <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, CADE <i>011 - Computer/Information Systems Manager</i>	1.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
1. DIR, CAS FIN SERV <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR, COLL CMPUT SERV <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, COM FIN AID <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. DIR, COMMERCE PLACEMENT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, COMNC & SPEC PRGMS <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, EARLY OUTREACH <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, EDUCATIONAL OPPORTUNITY <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR, FAC AFF <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, FIN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	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	69494	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	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. DIR, IES <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, IHRP COMNC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, IPSP <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, IS OPER <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, IVF/ASSISTED REPRODUCTIVE <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR, LABOR & EE REL <i>042 - Social and Community Service Managers</i>	1.00	8502	5594 65.80%	2652 31.19%	1844 21.69%	510 6.00%	180 2.12%	59 0.69%
1. DIR, LAS ADVY CTR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, METHODS RES CORE; 2. SR BIOSTATISTIC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, OFC OF WOMEN'S AFFRS <i>043 - Managers, All Other</i>	1.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, PATIENT ACCESS SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR, PUB REL & MKTG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, QUALITY MGMT <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, RRC EAST <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DIR, SHARED LAB RSRSC; 2. RESEARCH ASSIS <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, STDNT SYST SUPP <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR, SURVEY RES LAB; 2. PROF <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR, UM/DC PLANNING <i>043 - Managers, All Other</i>	1.00	69494	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR,DARS PROJ OFC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR-ADV & ALUM AFF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. DIR-DENT SERV PLAN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR-FACILITIES <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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	69494	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>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIVISION COORDINATOR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DOCUMENTS LIBRN <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ECON DEVLPL PLANNER <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EDITOR & STAFF ASSOC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EDITOR, FAC/STAFF NEWSPAPER <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EDITORIAL ASSOC <i>043 - Managers, All Other</i>	4.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EDU & CLIN PROG COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EDUC COM ACAD COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ELECTRONICS RES PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ENTERPRISE APP TEAM COORD <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. EXEC ASSOC DEAN FOR PLNG <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASSOC DEAN; 2. PROF <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASSOC DIR OF ADMN <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASST TO CEO, HEALTHCARE <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. EXEC ASST TO CHANC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASST TO PROVOST <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC ASST TO THE DEAN <i>043 - Managers, All Other</i>	3.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR DEVL P <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR HR & ADMIN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR MKTG COMMNC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR OF ADM <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. EXEC DIR OF CASEL; 2. RESEARCH PROFESSO <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR ORS <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC DIR, INFO TECHNOL <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC SR PROG COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXTERNAL REL COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. FAC AFF COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. FELLOWSHIP & FIN AID COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. FIELD CUSTOMER SERV COORD; 2. LUMP SUM <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. FIELD OPER MGR <i>043 - Managers, All Other</i>	1.00	69494	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	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. FIN AID ADMN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. FIN AID ADMNR <i>012 - Financial Managers</i>	7.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. GIS COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. GRAD CAREER PLACEMENT COORD <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. GRAD EDUC COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. GRAD STDY COORD <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. HEAD; 2. INTERIM DIR IMMUNO RES; 3. PROF (R <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. HR COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. HR OPER COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. HUMAN RSRC DIR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. I-CARD COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. INDUST HYGIENIST <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. INSTR; 2. PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. INSTRN MEDIA PLANNER <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. INTERIM ASSOC DEAN FIN CHF FIN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. INTERIM ASST ADMN DIR; 2. MICROBIOLOGY C <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. INTERIM ASST DIR FOR RES PRGM; 2. RES TRA <i>043 - Managers, All Other</i>	1.00	69494	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	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. INTERIM DIR FIN <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. INTERNAL PROVIDER SERV REP <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. INTRAMURAL SPORTS COORD <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. IRB PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. IS TRNG & DEVL P TEAM COORD; 2. OTHAC NOS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LAB COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LAB SERV COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LECTURER; 2. PROJS COORD <i>043 - Managers, All Other</i>	1.00	69494	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>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LUMP SUM; 2. OUTREACH FIELD CUST SERV CC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LUMP SUM; 2. PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGING EDITOR <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. MGR OF RES OPER <i>043 - Managers, All Other</i>	3.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MKTG & PROMO DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MS RES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. NETWORK ADMNR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. NURS COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ONLINE EDUC PRGM COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. OUTR & PRGM COORD EDUC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PATH ASST <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PATH INFO SYST <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PHARM INFO SYST COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRE DOC FELLOW; 2. PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PRGM ASSOC <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRGM COORD <i>043 - Managers, All Other</i>	43.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRGM COORD, CONT EDUC & PUBLI <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRGM COORD, BUS PLNG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PRGM COORD, COMNC <i>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROD MGR <i>043 - Managers, All Other</i>	1.00	69494	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>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROG COORD ANATOMIC PATH <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROG COORD EDU & CLIN PROG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROG COORD MED ED <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. PROJ COORD <i>043 - Managers, All Other</i>	119.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD (ASCEND) <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD QUALITY ASSURANCE <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD, ADMIN <i>043 - Managers, All Other</i>	1.00	69494	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>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD, RES <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ COORD; 2. PROJ COORD FOR FAM MED F <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PROJ COORD; 2. PROJECT COORDINATOR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJ MGMT <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PROJS COORD <i>043 - Managers, All Other</i>	14.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJS COORD; 2. PROJS COORD (T) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. QUALITY COORD <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. QUALITY MGT COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RECRUIT & SCHOL COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RECRUITMENT & ADM COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. REIMBURSEMENT COMPLIANCE OFCR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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	69494	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>	1.00	69494	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>	9.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. RETENTION COORD <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SAMPLING OPER SUPVR <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC EVENTS COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR ASSOC HOSP DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR COMNC COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR DIR DEVL MAJOR GIFTS <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SR DIR OF DEVL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR DIR OF POLICE SERV <i>043 - Managers, All Other</i>	1.00	69494	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>	2.00	69494	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	69494	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>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR PROJ COORD <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR PROJS COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR RES ERA COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR RES NURSE COORD <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR WEB MKTG DEVLPR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. STAFF ASST <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. STAFF PERFUSIONIST <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SURG COORD, ORTHO CTR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. TEAM LEADER SOCIAL WORK <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. TEAM LEADER-SOCIAL WORK COORD <i>043 - Managers, All Other</i>	2.00	69494	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	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. TEST DEVLPR <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. TICKET MGR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. TRNG PRGM COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. UIC HISTORIAN <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. UIMC EMPLOYEE REL COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. UTIL ENERGY & ENVIR COORD <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<i>Total Weight:</i>	1452.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 19 Specialists		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. SPEC ASST TO THE HEAD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ACAD HR SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ACAD RSRC SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ACAD SKILLS SPEC <i>255 - Other Education/Training/Library Workers</i>	6.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ACAD SKILLS SPEC IN MATH <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ACAD SKILLS SPEC; 2. ACE-UHP COORD <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ADA TECH ASSISTANCE & TRNG SPE <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ADJ CLIN INSTR; 2. SPEC IN PHYSL THER <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ADJUNCT CLINICAL INSTRUCTOR; 2. STAFF SPI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. ADM AND RECRUIT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ADMIN INFO SYST SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ADVISEMENT & ADM SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ANLYT FORNSC TOX SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. ANLYT FORNSC TOXIC SPEC <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. ANTENATAL TEST CTR SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. APP DEVLPR SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. APP SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. ARCHIVAL OPER & REF SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ARCHIVAL OPERATIONS & REF SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ASSISTIVE TECH SPEC <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. BDGT & RSRSC MGMT SPEC <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. BILLING COMPL SPEC <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. BIostatistician; 2. RES INFO SPEC <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. BUS & FIN SYS SPEC <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. BUS & FIN SYST SPEC <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. BUS SERV SPEC <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. BUS SRVS SPEC <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. BUS/HLTHCARE SYST ADMNR SPEC <i>073 - Other Business Operations Specialists</i>	6.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. CAD SPEC <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
1. CLIN ASSOC PROF; 2. STAFF SPEC IN NURS <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN ASSOC; 2. STAFF SPEC IN NURS <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN DOC SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN DOCUMENTATION SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN INSTR; 2. COMPLIANCE & QUALITY SPEC; <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN INSTR; 2. RES SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN PRAC SPEC <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN PRAC SPEC; 2. SPEC RSSPT VISTN <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN TCHNG ASSOC; 2. STAFF SPEC NURSG <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CME EDUC SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. CMPUT SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. CMPUT SUPPORT SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. CMTY NURS SPEC <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. COLL LIAISON/COMNC SPEC <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. COMM SPEC <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. COMPUTER SPECIALIST <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. DATA ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. DATA MGMT SPEC <i>104 - Computer Support Specialists</i>	3.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DATABASE ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. DATABASE MGMT & ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. DATABASE SFTWR SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. DATABASE SYST SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. DIAG SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. DIAG SPEC IN DD <i>165 - Medical Scientists</i>	4.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. DIAGNOSTIC SPEC IN DD <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. DIGITAL MEDIA & RSRSC SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1859	1204 64.77%	1014 54.55%	150 8.07%	625 33.62%	224 12.05%	0 0.00%
1. E-LEARNING INITIATIVE SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. EARLY CHILDHOOD SPEC IN EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EDUC MEDIA PRODUCER; 2. EDUCATIONAL MEI <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EDUC SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EDUCATIONAL MEASUREMENT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. EMBRIOLOGY SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. EMRGY PLNG SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. ENTERPRISE APP DEVLPR (SPEC) <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ENTERPRISE APP DEVLPR SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ENTERPRISE STORAGE ADMNR SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ENVIR CHEM SPEC <i>174 - Environmental Scientists & Geoscientists</i>	1.00	1399	395 28.23%	234 16.73%	125 8.93%	35 2.50%	70 5.00%	4 0.29%
1. EXEC ASSOC DIR FOR ADMN; 2. LECTURER; 3. : <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. GRANTS & CONTRACTS SPEC <i>255 - Other Education/Training/Library Workers</i>	4.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. GRPWARE ANLYS SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. HEALTHCARE PRAC ANLYS SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. HLTHCARE PRAC ANLYS (SPEC) <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. HLTHCARE PRAC ANLYS SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. HLTHCARE PRACT ANLYS SPEC <i>165 - Medical Scientists</i>	3.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. HLTHCARE PRACT ANLYS/PRGM SPEC <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. HR SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	13.00	33165	22255 67.10%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. HR SPEC EE REL <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33165	22255 67.10%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. HR SPEC LABOR & EE REL <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33165	22255 67.10%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. INFO SERV SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. INFO TECH SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. INFORMATICS SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. INSTR; 2. SR RES SPEC IN HLTH SCI <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. INSTRN COMNC SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1859	1204 64.77%	1014 54.55%	150 8.07%	625 33.62%	224 12.05%	0 0.00%
1. INSTRUCTOR; 2. SR RES SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. INTERIM ANLYS PRGRMR SPEC; 2. MNGT METH <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. INTERIM PATH SR INFOSYST SPEC; 2. PATH INF <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. INTERIM SPEC IT WEB & DATA; 2. WEBMASTER <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. INTERIM TECH PROJ MGMT SPEC; 2. MNGT ME <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. INTRA-OPER MONITORING SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. IRB TECH WRTR COMP SPEC <i>285 - Writers and Authors</i>	1.00	5834	3259 55.86%	724 12.41%	280 4.80%	170 2.91%	210 3.60%	45 0.77%
1. IS TRNG & DEVL P SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. ISLET TRANSPLANT PRGM SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. ISLET TRANSPLANT SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. IT SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. LAB SUPPORT SPEC <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. LACTATION CONSULTANT SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. LIB TECH SERV SYST SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. LUMP SUM; 2. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. LUMP SUM; 2. SR RES SPEC IN HLTH SCI <i>202 - Misc Community/Social Srv Spl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. MED TESTING SPEC <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. MKTG & BUS DEVL P SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. MULTIMEDIA SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. MUSIC TECH & INSTR REPAIR SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. NETWORK SERV SPEC <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. NUTR MGMT SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. NUTRITION SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. PATH INFO SYST SPEC <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. PRAC ADV SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PRAC ADV C SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PRAC ADV CMT SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PRE DOC FELLOW; 2. RES SPEC IN HLTH SCI <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. PRGM ANLYS (SPEC) <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PRGM SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PRGMR SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PRGRM SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. PROCUREMENT SPEC <i>095 - Financial Specialists, All Other</i>	4.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
1. PROG PLNG FACILITATOR SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. PROG SPEC - GAMES & SIM <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. PROG-HLMED ANESTH SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. PROJ MGMT SPEC <i>255 - Other Education/Training/Library Workers</i>	3.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES ANIMAL SCI SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES ANIMAL SCI, SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES ASST PROF; 2. SR RES SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES ASST PROF; 2. SR RES SPEC IN DD <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES DATA SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	39.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES NURSE SPEC <i>165 - Medical Scientists</i>	5.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES POLCY ANLYST; 2. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES PRGM SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. RES SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	18.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC - COMPUTER SCI <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. RES SPEC BIOMECH <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. RES SPEC DEVL P DISABILITIES <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC EAES <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. RES SPEC IN CHEM <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. RES SPEC IN DD <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC IN DD; 2. RES SPEC IN PUB HLTH (T) <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC IN DEVL P DIS <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC IN DEVL P DISABILITIES <i>165 - Medical Scientists</i>	3.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RISK MGMT SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	3.00	33165	22255 67.10%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%
1. SAFETY COMNC SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SERIALS SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SEVIS IMMIGR TECH SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SNR RES SPEC HLT SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SOFTWARE SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC ASST TO THE HEAD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC IT <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. SPEC TUMOR RES <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC ASST FOR CAMPUS REL <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPEC ASST TO THE ASSOC CHANC <i>043 - Managers, All Other</i>	2.00	69494	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	69494	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	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC FOR ENVIR CARE <i>174 - Environmental Scientists & Geoscientists</i>	1.00	1399	395 28.23%	234 16.73%	125 8.93%	35 2.50%	70 5.00%	4 0.29%
1. SPEC IN CHEM EDUC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN ED <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC IN EDUC <i>255 - Other Education/Training/Library Workers</i>	7.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC IN NUTR <i>165 - Medical Scientists</i>	6.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN NUTR & MED DIET <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN OCCUP THER <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN OFC COMP SYST <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN PHSYL THER <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN PHYSL THER <i>165 - Medical Scientists</i>	10.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC IN WRITING & EDITING <i>283 - Editors</i>	1.00	8141	4682 57.51%	846 10.39%	324 3.98%	239 2.94%	250 3.07%	4 0.05%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SPEC MULTIMEDIA <i>286 - Misc Media/Communication Workers</i>	1.00	1859	1204 64.77%	1014 54.55%	150 8.07%	625 33.62%	224 12.05%	0 0.00%
1. SPEC MULTIMEDIA PRODUCTION <i>286 - Misc Media/Communication Workers</i>	1.00	1859	1204 64.77%	1014 54.55%	150 8.07%	625 33.62%	224 12.05%	0 0.00%
1. SPEC NUTR <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC PHYSL THER <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC, EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SPEC, IN VITRO FERTILIZATION/A <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SPEC-OVCR INFO SYST <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SPECIAL ASST TO HEAD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SR RES SPEC IN HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR ANLYT FORNSC TOX SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SR ANLYT FORNSC TOXIC SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SR BIOL SAFETY SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SR CLIN DATA INTERFACE SPEC <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SR DATABASE ANLYS SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
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 HLTHCARE PRACT ANLYS SPEC <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SR OPER SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SR PGMR SPEC - LSA <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR PRGMR SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	3.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR PRGMR SPEC - LAR <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR SPEC IN NUTRITION <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. SR STAFF SPEC IN NURS <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. STAFF SPEC IN NURS <i>165 - Medical Scientists</i>	13.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. STAFF SPEC NURS <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. STAFF SPEC NURSG <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. TECH PROJ MGMT SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. TRNG SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
<i>Total Weight:</i>	356.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 20 Analysts		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. PRGM & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. ASST NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. CLAIMS ANLYS <i>083 - Credit Analysts</i>	1.00	1560	890 57.05%	490 31.41%	240 15.38%	155 9.94%	95 6.09%	0 0.00%
1. CLIENT/SERV APP SYST ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. CUSTOMER SERV TECH ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	2.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. CUSTOMER SERV TECHN ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. CUSTOMER SERV TECHNICAL ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	5.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. DATA ANALYST SPEC <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. DATA CTR QUAL ADVCMT ANLYS; 2. MGT MTHC <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. DATA MGMT ANALYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. HLTHCARE PRAC ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. HLTHCARE PRACS ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. HLTHCARE TECH ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. MGMT METHODS ANLYS <i>071 - Management Analysts</i>	8.00	29574	10755 36.37%	5594 18.92%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. MNGT METHODS ANLYS <i>071 - Management Analysts</i>	1.00	29574	10755 36.37%	5594 18.92%	2165 7.32%	865 2.92%	2234 7.55%	90 0.30%
1. NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	21.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. NETWORK ANLYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. PGRM & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. PRGM & POLICY ANLYS <i>122 - Operations Research Analysts</i>	12.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. PRGM & POLICY ANLYS - CLIN AFF <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. PRGM & POLICY ANLYS; 2. RSRSC & POLICY AI <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. PRGM POLICY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RES DATA ANALYST <i>122 - Operations Research Analysts</i>	5.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. RES DATA ANAYLST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RES DATA ANLYS <i>122 - Operations Research Analysts</i>	7.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RES DATA ANLYST <i>122 - Operations Research Analysts</i>	3.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RESOURCE PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRC & POLICY ANALYST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	21.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRC & POLICY ANLYS; 2. RSRSC & POLICY AN <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRC AND POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRSC & POLCY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRSC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRSC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	25.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. RSRSC POLICY ANYLS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR CLIENT/SERV APP SYST ANLYS <i>122 - Operations Research Analysts</i>	2.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR CUSTOMER SERV TECHN ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR HLTHCARE PRAC ANLYS/PRGRMR <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR HLTHCARE PRACS ANLYS PROG S <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	2.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. SR PLNG & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR TECH INFRASTRUCTURE ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. SR TECHNOL INFRASTRUCTURE ANLY <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. TECHNOL INFRASTRUCTURE ANLYS <i>122 - Operations Research Analysts</i>	3.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. TRANSPLANT ASST ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. WEBMASTER/NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
Total Weight:	149.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 29 Coaching Related/Athletics		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ASSOC ATHL DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	4.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST ATHL DIR; 2. ASST TO ASSOC DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST ATHL DIR; 2. COORD <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST ATHL DIR; 2. COORD (SPORTS INFO) <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST ATHL DIR; 2. HEAD ATHL TRAINER <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST ATHL TRAINER <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	3.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST ATHLETIC DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	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	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST TO THE ATHL DIR; 2. ASST VARSITY COAC <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	6.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH - MEN'S BAS <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH MEN'S BSKTB <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH WOMEN'S BAS <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH WOMEN'S VOL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH, WOMEN BASK <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. ASST VARSITY COACH-MEN'S/ WOME <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. BASKETBALL OPER DIR <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. HEAD COACH - WOMEN'S SOFTBALL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. HEAD COACH, MEN'S BASEBALL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - MEN'S & W <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - MEN'S TEN <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%
1. HEAD VARSITY COACH - SOFTBALL <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 37.72%	1059 19.87%	495 9.29%	315 5.91%	205 3.85%	4 0.08%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. HEAD VARSITY COACH - WOMEN'S B <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
1. HEAD VARSITY COACH - WOMEN'S T <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
1. HEAD VARSITY COACH STREN COND <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
1. HEAD VARSITY COACH, MEN'S BASK <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
1. HEAD VARSITY COACH, MEN'S GYM <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
1. HEAD VARSITY COACH, MEN/WOMEN <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
1. HEAD VARSITY COACH, WOMEN VB <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	5329	2010 <i>37.72%</i>	1059 <i>19.87%</i>	495 <i>9.29%</i>	315 <i>5.91%</i>	205 <i>3.85%</i>	4 <i>0.08%</i>
<i>Total Weight:</i>	40.00							
Job Group: 30 Engineers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. APP PRGRMR/SOFTWARE ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. PRIN RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. PRIN RES ENGR; 2. SR NEUROPHYSIO SPEC <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. PRINC RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. SOFTWARE ENGR <i>102 - Computer Software Engineers</i>	2.00	26548	6809 <i>25.65%</i>	9933 <i>37.42%</i>	1645 <i>6.20%</i>	835 <i>3.15%</i>	7099 <i>26.74%</i>	69 <i>0.26%</i>
1. SR RES ENGIN <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. SR RES ENGINEER <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. SR RES ENGR <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
1. SR RES ENGR; 2. VST LECTURER <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 <i>10.45%</i>	2918 <i>27.14%</i>	485 <i>4.51%</i>	445 <i>4.14%</i>	1810 <i>16.83%</i>	15 <i>0.14%</i>
<i>Total Weight:</i>	10.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 31 Advisors/Counselors		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACAD ADV 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR 200 - Counselors	28.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR, ASCEND 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR; 2. ASST ATHL DIR 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. ACAD ADVR; 2. PRGM COORD 200 - Counselors	2.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. ACAD COUNS 200 - Counselors	5.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. ADM COUNS 200 - Counselors	16.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. CLIN ASSOC PROF; 2. COUNS PSYCHOLOGIST 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. COORD; 2. RECRUITMENT & ADM COUNS 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. COUNS 200 - Counselors	4.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. COUNS PSYCHOLOGIST 200 - Counselors	7.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. COUNS PSYCHOLOGIST; 2. PROJ COORD 200 - Counselors	2.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. DIR, COUNS CTR 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. GENET COUNS 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. GENETIC COUNS 200 - Counselors	2.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. GENETIC COUNSELR; 2. GENETIC COUNSLR 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. GENETICS COUNS SPEC 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. GRAD ACAD ADVR 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. RECRUIT & ADM COUNS 200 - Counselors	4.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. RECRUIT & ADMISS COUNSELOR 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. RECRUIT COUNS 200 - Counselors	3.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT & ADM COUNS 200 - Counselors	11.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. RECRUITMENT & ADMS COUNS 200 - Counselors	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. RECRUITMENT AND ADM COUNS <i>200 - Counselors</i>	1.00	13401	8614 <i>64.28%</i>	5641 <i>42.09%</i>	4068 <i>30.36%</i>	985 <i>7.35%</i>	444 <i>3.31%</i>	39 <i>0.29%</i>
1. RECRUITMENT COUNS <i>200 - Counselors</i>	1.00	13401	8614 <i>64.28%</i>	5641 <i>42.09%</i>	4068 <i>30.36%</i>	985 <i>7.35%</i>	444 <i>3.31%</i>	39 <i>0.29%</i>
1. SNR ACADEMIC ADVISOR <i>200 - Counselors</i>	1.00	13401	8614 <i>64.28%</i>	5641 <i>42.09%</i>	4068 <i>30.36%</i>	985 <i>7.35%</i>	444 <i>3.31%</i>	39 <i>0.29%</i>
<i>Total Weight:</i>	<u>99.00</u>							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 60 Research Scientists		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. RES INFO SPEC; 2. RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. PRIN RES PRGMR <i>101 - Computer Programmers</i>	3.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. RES & POLICY ANLYS <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 & POLICY ANLYS <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 DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
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 INFO SPEC (ACC/IBC COORD) <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES PRGM <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. RES PRGMR <i>101 - Computer Programmers</i>	41.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. RES PRGMR; 2. RES PRGRMR <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. RES PRGRMR <i>101 - Computer Programmers</i>	16.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. RES PROGRAMMER <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. RES PROGRAMMER; 2. RESEARCH PROGRAMM <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	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 HLT SCI; 2. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC HLTH SCI <i>165 - Medical Scientists</i>	41.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC HLTH SCI; 2. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC HLTH SCI; 2. RES SPEC IN HLTH SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC HLTH SCI; 2. VST PROJ COOR <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>186 - Msc Social Scientists, Incl Sociologists</i>	98.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN HLTH SCI; 2. RES SPEC IN PUB HL <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN HLTH SYST RES <i>165 - Medical Scientists</i>	3.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. RES SPEC IN HTLH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN LIFE SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	4.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN ORAL BIOLOGY <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC IN PHARM SCI <i>165 - Medical Scientists</i>	5.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC IN PHARMACEUTICAL SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	2.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN PHYSICS <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN PUB HLTH <i>186 - Msc Social Scientists, Incl Sociologists</i>	18.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC IN THE HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC ON HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC PHARM SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	2.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC PROGRMR <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES SPEC-OCULARIST <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. RES SPEC; 2. RES SPEC IN PHARM SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. RES TRANSPORTATION SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. SR PRGMR <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. SR RES <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. SR RES DATA ANLYS <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 INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES PRGMR <i>101 - Computer Programmers</i>	13.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. SR RES PRGMR; 2. VST ASST TO THE UNIV LIBF <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. SR RES PRGRMR <i>101 - Computer Programmers</i>	3.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. SR RES SCI <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. SR RES SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	13.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES SPEC HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SR RES SPEC HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	14.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES SPEC IN BEHAV SCI; 2. SR RES SPEC I <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES SPEC IN HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	32.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES SPEC IN PUB HLTH <i>186 - Msc Social Scientists, Incl Sociologists</i>	15.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES SPEC IN THE HLTH SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. SR RES SPEC PHARM SCI <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
<i>Total Weight:</i>	361.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 70 General		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. COORD RES PROGMS; 2. DIR OF FINANCE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
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 <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ ASST PROF; 2. VST DIR BUSINESS& FINAN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADJ CLIN INSTR; 2. VST STAFF SPEC IN NURSIN <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 INSTR; 2. VST 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. ADJ LECTURER; 2. VST PRGM ASSOC <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. ADJUNCT LECTURER; 2. VST PRGM ASSOC <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. CHIEF OF POLICE <i>385 - Police Officers</i>	1.00	22635	3800 16.79%	7155 31.61%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. CHIEF OPER OFCR <i>002 - General and Operations Managers</i>	1.00	30579	8784 28.73%	4704 15.38%	2064 6.75%	1300 4.25%	1030 3.37%	145 0.47%
1. CLIN INSTR; 2. VST PROJ COORD; 3. VST SPEC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CLIN LAB OPER COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CLNCL INSTR; 2. VST RES SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. COSTUME DESIGNER <i>S27 - Arts/Design/Entertainment/Sports/Media</i>	1.00	84676	41021 48.44%	16386 19.35%	6469 7.64%	5405 6.38%	3579 4.23%	248 0.29%
1. DIR SCHOOL REL; 2. VST DIR, PROJ CHANCE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. EXEC COORD WEB DESIGN DEV; 2. VST ASST I <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LUMP SUM; 2. VST REGIONAL SALES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LUMP SUM; 2. VST RES SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. LUMP SUM; 2. VST SALES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PROJS COORD; 2. VST GRANTS & CONTRACTS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PSYCHIAT SOCIAL WORKER; 2. VST PROJ COO <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. RES ASST PROF; 2. VST PROJ DIR <i>043 - Managers, All Other</i>	1.00	69494	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
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SPEC RSDIS BSSCI VISTN; 2. VST ASST DIR, PA <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST A&D LAB SPEC - SA <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ACAD COUNS <i>200 - Counselors</i>	2.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. VST ACCREDITATION COORD <i>043 - Managers, All Other</i>	1.00	69494	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	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. VST ADMISSIONS & RECRUIT COUNS <i>200 - Counselors</i>	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. VST ADULT & FAM LIT ED TEAM LD <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ADULT & FAM LIT EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ADULT & FAM LITERACY EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ADULT/FAM LIT EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ADULT/FAM LIT EDUC TM LDR <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ADULT/FAM LIT EDUC TM LEAD <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ASSOC DIR <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST COACH-TRACK <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ASST DIR <i>043 - Managers, All Other</i>	8.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DIR ADMN SERV & COMNC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ASST DIR BUS & FISC OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DIR COM HR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST DIR FACILTS MGMT <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DIR FINANCE <i>012 - Financial Managers</i>	1.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. VST ASST DIR HR <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. VST ASST DIR OF CPC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DIR OF DEVL P <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	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. VST ASST DIR OPER <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. VST ASST DIR PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST ASST DIR RES PROG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST DIR-UM/DC PLNG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TECHNOL SPEC <i>235 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST ASST TO ASSOC DEAN <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO CHIEF NEPHROLOGY <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO CO-DIR <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO DIR GME <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	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>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO THE HEAD <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST TO UNIT HEAD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST ASST VARSITY COACH <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST CEASE FIRE CMTY COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST CERTIFIED NURSE MIDWIFE <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. VST CLIN ASST; 2. VST OCCUP HLTH NURS PRA <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN COM ACAD COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN INSTR; 2. VST PROJ COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN INSTR; 2. VST RES SPEC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST CLIN INVENTORY COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN MGR & PAT CARE COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN MNGR & COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN PSYCH <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN PSYCHOLGST <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN PSYCHOLOGIST <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLIN TRAIN COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CLINIC COORD <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST CMPTR SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST COMMUNICATIONS SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1859	1204 64.77%	1014 54.55%	150 8.07%	625 33.62%	224 12.05%	0 0.00%
1. VST COMPUTER SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST COMPUTER SUPP SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST COOR OF CLIN AND RES PGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD <i>043 - Managers, All Other</i>	17.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD CLIN SVCS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD EDUC PRGMS <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD PROJ MGMT QA <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD CLIN & EDU PROGRAMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN & RES PRGMS <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN AND RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN AND RES PRGS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN RES PRGMS <i>035 - Medical and Health Services Managers</i>	4.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST COORD CLIN RES PRGMS PSYCH <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN RES PRGRMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN SRVCS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD CLIN&RES PRGMS PSYCH; 2. VST I <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD FAST INFO SYST; 2. VST FAM LIT C <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD GRANTS AND CONTRACTS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF CASE MGMT <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF CLIN & RES PRGMS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD OF CLIN & RES PROG <i>035 - Medical and Health Services Managers</i>	5.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD OF CLIN AND RES PGRM <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD OF CLIN AND RES PRGM <i>035 - Medical and Health Services Managers</i>	5.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD OF CLIN AND RES PROG <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST COORD OF COMNC & MKTG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF FIN RSRSC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF RES PROGRAMS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD OF SOC WORK <i>043 - Managers, All Other</i>	1.00	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD SPORT OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD, COMMUNITY OUTREACH <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST COORD, INTERVENTIONS <i>043 - Managers, All Other</i>	1.00	69494	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>	5.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. VST CREDENTIALING SPEC <i>043 - Managers, All Other</i>	1.00	69494	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 DATA ANALYS <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST DATA RES ANALYST <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST DATABASE SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST DIGITAL IMGNG COORD <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST DIGITAL TECHNOL SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST DIR <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR DISABLTY SERV <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR BUS OPER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR COMPENSATION UIMCC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR EVAL & RES <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR MKTG & COMNC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR OF EDUC PROG <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR OF FINANCE <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR OF OPER <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DIR OF QUALITY CONTROL <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST DISABILITY SPEC <i>023 - Education Administrators</i>	1.00	21637	13884 64.17%	6597 30.49%	4575 21.14%	1345 6.22%	519 2.40%	48 0.22%
1. VST ECON DEVLPL PLANNER <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST EDITORIAL ASSOC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST FAMILY NURSE PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST FIELD COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST GRANTS & CONTRACT SPEC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST HD STRT ERLY LIT/YOTH COOD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST HEAD VARSITY COACH <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST HR SPEC <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33165	22255 67.10%	8920 26.90%	5090 15.35%	2700 8.14%	895 2.70%	100 0.30%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST IHRP OPERATIONS COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST INATL SERV SPEC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST INFO TECHN NETWORK DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST IT SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
1. VST LAB SPEC <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
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 LIB SYST COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MED AESTHETICS 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 DATA ANLYS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MGMT DATA ANLYS SPEC, MED <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MGMT METHODS ANLYS <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MGR MULTIMEDIA & WEBCAST <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MKTG ANLYS <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST MULTIMEDIA SPEC <i>286 - Misc Media/Communication Workers</i>	1.00	1859	1204 64.77%	1014 54.55%	150 8.07%	625 33.62%	224 12.05%	0 0.00%
1. VST NCAA ELIGIBILITY COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST NET ANALYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. VST NETWORK ANLYS <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. VST NETWORK ANLYST <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. VST NURS ANESTH <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. VST NURS PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. VST NUTR SPEC <i>360 - Nursing/Psychiatric/Home Health Aides</i>	4.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. VST PGRM COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PHYSN SUPPORT SERV SPEC <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PRGM & POLICY ANLYS <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST PRGM ASSOC <i>255 - Other Education/Training/Library Workers</i>	13.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PRGM COORD <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PRGM COORD CBC <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PRGM DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PRGM SPEC <i>255 - Other Education/Training/Library Workers</i>	2.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PROCUREMENT COORD PATH LAB <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PROG ASSOC <i>255 - Other Education/Training/Library Workers</i>	5.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PROG COORD <i>043 - Managers, All Other</i>	9.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROG COORD, FAST <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROG DIR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROGM PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST PROGRAM COORD, EDU & CLIN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. VST PROGM PLCY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST PROJ ASSOC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PROJ COORD <i>043 - Managers, All Other</i>	62.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD FOR GLATTC <i>043 - Managers, All Other</i>	1.00	69494	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	69494	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	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ COORD; 2. VST PROJS COORD <i>043 - Managers, All Other</i>	1.00	69494	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>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PROJ DIR <i>043 - Managers, All Other</i>	6.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST PROJ SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST PROJS COORD <i>043 - Managers, All Other</i>	6.00	69494	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	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST PSYCHIATRIC SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. VST RECRUIT & ADMISS COUNS <i>200 - Counselors</i>	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. VST RECRUITMENT & ADM COUNS <i>200 - Counselors</i>	3.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
1. VST REGIONAL SALES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST RES & INFO SPEC <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES & POLICY ANLYS <i>122 - Operations Research Analysts</i>	2.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES & POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES DATA ANALYS <i>122 - Operations Research Analysts</i>	3.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES DATA ANALYST <i>122 - Operations Research Analysts</i>	10.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES DATA ANALYST; 2. VST RES SPEC IN F <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES DATA ANLYS <i>122 - Operations Research Analysts</i>	6.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES DATA ANLYST <i>122 - Operations Research Analysts</i>	6.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES ENG <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 10.45%	2918 27.14%	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	10753	1124 10.45%	2918 27.14%	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	10753	1124 10.45%	2918 27.14%	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>	5.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. VST RES INFO COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST RES INFO SPEC <i>186 - Msc Social Scientists, Incl Sociologists</i>	14.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. VST RES POLICY ANLYS <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RES PRGRMR <i>101 - Computer Programmers</i>	3.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
1. VST RES PROG COORD <i>043 - Managers, All Other</i>	1.00	69494	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>	58.00	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	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
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%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST RES SPEC HLTH SCI; 2. VST SPEC NUTR <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 IN BEHAV SCI <i>186 - Msc Social Scientists, Incl Sociologists</i>	4.00	634	325 51.26%	109 17.19%	50 7.89%	0 0.00%	45 7.10%	10 1.58%
1. VST RES SPEC IN DD <i>165 - Medical Scientists</i>	2.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. VST RES SPEC IN HLTH SCI <i>176 - Physical Scientists, All Other</i>	24.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
1. VST RES SPEC IN HLTH SCI; 2. VST RES SPEC I <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 RES SPEC IN HTLH 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 RES SPEC IN LIFE 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 RES SPEC IN PHARM SCI <i>165 - Medical Scientists</i>	3.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. VST RES SPEC IN PUB HEALTH <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. VST RES SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	27.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. VST RES SPEC IN PUB HTLH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
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. 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 RSRSC & POLICY ANLYS <i>122 - Operations Research Analysts</i>	6.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST RSRSC & POLICY ANLYST <i>122 - Operations Research Analysts</i>	1.00	2714	1340 49.37%	689 25.39%	260 9.58%	145 5.34%	235 8.66%	4 0.15%
1. VST SALES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SCHOLAR <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SEN PROG ADMIN <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SEN 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 SERV COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SNR 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. VST SPEC IN EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SPEC IN NUTR <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. VST SPEC IN NUTRITION <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST SPEC IN OT <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. VST SPEC IN PHYSL THER <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. VST SPEC IN PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. VST SPEC MULTIMEDIA <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SPEC NUTR <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. VST SPEC PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SPEC, HSPIS <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR ASSOC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR CLIENT SERVER <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR CLIENT SERVER APP SYST <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR PLANNER <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR RES <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 COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST SR RES PRGRMR <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 SCIENTIST/SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR RES SPEC <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 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 CHEM <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SR RES SPEC HLTH SCI <i>176 - Physical Scientists, All Other</i>	8.00	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>	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 PUB HLTH <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
1. VST STAFF PSYCHOLOGIST <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 STAFF PSYCHOLOGIST, CFC <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 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%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. VST 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. VST STDNT AFF SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST STDNT EMPLOYMENT SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST SUPPORT/GRANT DEVL P COORD <i>043 - Managers, All Other</i>	1.00	69494	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	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST TCH ARTIST <i>255 - Other Education/Training/Library Workers</i>	4.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST TRAINING COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TRANSP RES COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TRANSPLANT OUTREACH COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TRNG & CAPACITY BLDG COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST TRNG PRGM COORD <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. VST WRITER/EDITOR SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VST-MGR WEB DESIGN, DEV & EDUC <i>255 - Other Education/Training/Library Workers</i>	1.00	1462	942 64.43%	382 26.13%	195 13.34%	55 3.76%	114 7.80%	14 0.96%
1. VSTG PROJ COORD <i>043 - Managers, All Other</i>	1.00	69494	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>	1.00	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>	2.00	4255	1680 39.48%	1410 33.14%	140 3.29%	145 3.41%	1079 25.36%	8 0.19%
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%
Total Weight:	690.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 80 Medical Professionals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACUTE CARE NURS PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ACUTE CARE NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	4.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ACUTE CARE NURSE PRACTITIONER; 2. CLIN I <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ACUTE CARE NURSE PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ACUTE NURS PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ACUTE NURS PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ACUTE NURSE PRATITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ADJ CLIN INST; 2. CERTIFIED NURSE MIDWIFE <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. ADJ CLIN INSTR; 2. LUMP SUM; 3. MGR OF NUR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ADJ CLIN INSTR; 2. NURS PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ADJ CLIN INSTR; 2. NURS PRACTR MGR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ADJUNCT CLINICAL INSTRUCTOR; 2. PED NUR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ADJUNCT CLINICAL INSTRUCTOR; 2. PED NURS <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ADMIN DIR, MED CLINICS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. AMB CARE FACILTIES MGR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR AMB PHARM; 2. CLIN ASST PROF <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. ASSOC DIR OF NURS FOR MED CTR <i>035 - Medical and Health Services Managers</i>	4.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR OF NURSING <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR PHARM ITS; 2. CLIN ASST PROF <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC DIR; 2. CLIN ASSOC PROF <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC HOSP DIR; 2. INTERIM CHIEF NURS OFC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASSOC PROF; 2. CO-DIR OFC OF APPL PSYCHC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DEPT HEAD; 2. CLIN ASSOC PROF; 3. CLI <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ASST DIR AM CARE PHARM; 2. CLIN INSTR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR AMBUL CARE PHARM; 2. CLIN ASSO <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST DIR AMBULATORY CARE PHARM; 2. CLIN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR DIC; 2. CLIN ASST PROF; 3. CLIN PHAI <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST DIR DIC; 2. CLIN ASST PROF; 3. CLIN PHAI <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST DIR OF HOSP PHARM SERV; 2. CLIN ASS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR, HOSP PHARM SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	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	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. ASST DIR; 2. CLIN TCH ASSOC; 3. STAFF SPEC I <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. ASST DIR; 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. ASST PROF CLIN EMERG MED; 2. CLIN PHYSN; <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST PROF OF CLIN EMRGY MED; 2. CLIN PHSY <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST PROF OF CLIN FAM MED; 2. CLIN ASST PF <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST PROF OF CLIN FAM PRAC; 2. PHYSN SUR <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST PROF OF CLIN PSYCH; 2. CLIN PSYCHOLC <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. ASST PROF; 2. PHYSN SURG <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. ASST TO CHIEF NURS OFCR <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. BUS HLTHCARE SYST ADMNR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CERT NRSNG MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERT NSG MIDWIFE; 2. CERTIFIED NURSE MIDW <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERT NURS MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERT NURSE MIDWIFE; 2. CERTIFIED NURSE M <i>313 - Registered Nurses</i>	3.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	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	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CERTIFIED NURS PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CERTIFIED NURSE MIDWIFE <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INST <i>313 - Registered Nurses</i>	11.00	67549	63460 93.95%	23574 34.90%	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	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. CLIN ASSOC <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. CLIN ASSOC PROF; 2. CLIN PHARM; 3. TEAM LE <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASSOC PROF; 2. INTERIM DEPT HEAD <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASSOC; 2. CLIN SOC WORKER; 3. FHC/MS <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. CLIN ASST PROF FAM MED; 2. CLIN PHYSN <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PEDIATRICIAN <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM <i>306 - Physicians and Surgeons</i>	26.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. CLNCL ASS <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. DIR EXP E <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. LUMP SU <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. ONCOLOG <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. PHARMAC <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. PRIMARY C <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHARM; 3. TEAM LEA <i>306 - Physicians and Surgeons</i>	4.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHYSN <i>306 - Physicians and Surgeons</i>	2.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN PHYSN; 3. LUMP EMEI <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CLIN STAFF PHARM <i>306 - Physicians and Surgeons</i>	2.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. CTR MED DIR; 3. PHYSN SL <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN ASST PROF; 2. INTERIM SR ASSOC DEAN <i>165 - Medical Scientists</i>	1.00	2521	1103 43.75%	1091 43.28%	80 3.17%	69 2.74%	919 36.45%	0 0.00%
1. CLIN ASST PROF; 2. PHARMACOTHERAPIST <i>324 - Therapists, All Other</i>	1.00	2218	1599 72.09%	668 30.12%	399 17.99%	165 7.44%	70 3.16%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLIN ASST PROF; 2. PHARMACOTHR <i>324 - Therapists, All Other</i>	2.00	2218	1599 72.09%	668 30.12%	399 17.99%	165 7.44%	70 3.16%	0 0.00%
1. CLIN ASST PROF; 2. PHYSN SURG <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN INSTR; 2. CLIN PHSYN <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN INSTR; 2. CLIN PHYSN <i>306 - Physicians and Surgeons</i>	4.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN INSTR; 2. CLIN PHYSN; 3. MEDICAL DIR <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN INSTR; 2. CLIN STAFF PHARM <i>306 - Physicians and Surgeons</i>	8.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN INSTR; 2. CLIN STAFF PHARM; 3. CLNCL AS <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN INSTR; 2. CLIN STAFF PHARM; 3. LUMP SU <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN INSTR; 2. DIR, PATIENT CARE SERV <i>305 - Pharmacists</i>	1.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN INSTR; 2. INFO SYST PHARM <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN INSTR; 2. LUMP SUM; 3. SUPVR PHARM <i>305 - Pharmacists</i>	1.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN INSTR; 2. MGR OF NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLIN INSTR; 2. PHARM PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN INSTR; 2. PHARM PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN INSTR; 2. SUPVR PHARM <i>305 - Pharmacists</i>	1.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN PHARM <i>305 - Pharmacists</i>	6.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN PHARM; 2. CLIN ASST PROF; 3. TEAM LEAD <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN PHARM; 2. CLNCL ASST PROF <i>354 - Other Healthcare Practitioners/Tech Occp</i>	8.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN PHARM; 2. CLNCL ASST PROF; 3. LUMP SL <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN PHARM; 2. LUMP SUM <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN PHARM; 2. TEAM LEADER <i>305 - Pharmacists</i>	2.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN PHARMACIST; 2. CLIN ASST PROF <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. CLIN PHYSN, HLTH SERV; 2. LUMP <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLIN PSYCHOLOGIST <i>182 - Psychologists</i>	4.00	5803	3900 67.21%	673 11.60%	275 4.74%	225 3.88%	144 2.48%	10 0.17%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLIN SPEECH & HEARING THERAPIS <i>324 - Therapists, All Other</i>	1.00	2218	1599 72.09%	668 30.12%	399 17.99%	165 7.44%	70 3.16%	0 0.00%
1. CLIN STAFF PHARM <i>305 - Pharmacists</i>	6.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN STAFF PHARM; 2. CLIN INSTRUCTOR <i>305 - Pharmacists</i>	1.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN STAFF PHARM; 2. CLN INSTR <i>305 - Pharmacists</i>	1.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN STAFF PHARM; 2. CLNCL INSTR <i>305 - Pharmacists</i>	1.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN STAFF PHARM; 2. LUMP SUM <i>305 - Pharmacists</i>	9.00	5754	2799 48.64%	1549 26.92%	385 6.69%	94 1.63%	1045 18.16%	0 0.00%
1. CLIN VET <i>325 - Veterinarians</i>	3.00	1289	630 48.88%	144 11.17%	30 2.33%	15 1.16%	84 6.52%	0 0.00%
1. CLIN VETERINARIAN <i>325 - Veterinarians</i>	1.00	1289	630 48.88%	144 11.17%	30 2.33%	15 1.16%	84 6.52%	0 0.00%
1. CLINIC DIR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. CLINICAL ASSOCIATE PROFESSOR; 2. DIR, STD <i>306 - Physicians and Surgeons</i>	1.00	25128	8240 32.79%	9168 36.49%	1415 5.63%	1295 5.15%	6155 24.49%	14 0.06%
1. CLNCL ASST PROF; 2. PHARMACIST PRACTR <i>324 - Therapists, All Other</i>	1.00	2218	1599 72.09%	668 30.12%	399 17.99%	165 7.44%	70 3.16%	0 0.00%
1. CLNCL ASST PROF; 2. PHARMACOTHERAPIST <i>324 - Therapists, All Other</i>	1.00	2218	1599 72.09%	668 30.12%	399 17.99%	165 7.44%	70 3.16%	0 0.00%
1. CO-DIR, OFC OF APPL PSYCHOL <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. COORD CLIN SRVCS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR, BUS OPER; 2. DIR, PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR, PATIENT CARE SERV <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. DIR, PHYSN PRAC <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. EMRGY NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. HLTH PHYSICIST <i>354 - Other Healthcare Practitioners/Tech Occp</i>	4.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. HOSP FACILTS PLANT MGR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. INDUST HYG ENVRL COMPL <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. INDUST HYGENIST <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. INTERIM ASSOC DIR NURS MED CTR; 2. MGR O <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. INTERIM DIR PHSYN PRAC; 2. MGR NURS ADMI <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. LEAD ACUTE CARE NURSE PRAC <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. LUMP SUM; 2. MGR NURS ADMN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. LUMP SUM; 2. MGR OF NURS ADMN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. LUMP SUM; 2. PHARM PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. MANAGER, NURSING ADMIN. SVCS <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. MED PHYS <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. MGR NURS ADMIN <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. MGR NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	2.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. MGR NURS ADMN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. MGR OF NURS ADMIN SERV <i>035 - Medical and Health Services Managers</i>	3.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. MGR OF NURS ADMN SERV <i>035 - Medical and Health Services Managers</i>	4.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. MGR, NURS ADMN SERV <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. NON-PHYSICIAN ANESTH <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. NURS EDUC; 2. RES ADMIN; 3. TCH ASSOC <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. NURS PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	6.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. NURS PRACTR, OCCUP HLTH <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. NURSE PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. ORTHOPTIST-CLIN ADMNR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. PED NURSE PRACTITIONER <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. PHARM INFO SYST DEVL P MGR <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
1. PHARM PRACTR <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. PHYSN ASST <i>311 - Physician Assistants</i>	1.00	1369	865 63.18%	519 37.91%	125 9.13%	180 13.15%	199 14.54%	0 0.00%
1. PSYCH SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. PSYCH SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	2.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. PSYCHIAT SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	15.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. PSYCHIATRIC SOCIAL WORKER <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
1. PSYCHIATRIST <i>182 - Psychologists</i>	1.00	5803	3900 67.21%	673 11.60%	275 4.74%	225 3.88%	144 2.48%	10 0.17%
1. SR ANAPLASTOLOGIST <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	1438	518 36.02%	378 26.29%	214 14.88%	94 6.54%	70 4.87%	0 0.00%
1. SURG ASST <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
<i>Total Weight:</i>	279.00							

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 10 Executives <u>Feeders:</u> Job Title: 1. DEAN; 2. PROF (10)	-	9	6 66.67%	2 22.22%	1 11.11%	0 0.00%	1 11.11%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 11 General Educ. Administrators								
<u>Feeders:</u>								
Job Title: 1. AREA COORD (11)	-	4	2 50.00%	1 25.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSOC DEAN OF STDNTS (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 (11)	-	27	14 51.85%	8 29.63%	3 11.11%	1 3.70%	4 14.81%	0 0.00%
Job Title: 1. ASSOC DIR, ADVC (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 (11)	-	66	36 54.55%	21 31.82%	7 10.61%	12 18.18%	1 1.52%	1 1.52%
Job Title: 1. ASST DIR AMBULATORY SERV (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 OPER (11)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO ASSOC HOSP DIR (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 HEAD (11)	-	17	14 82.35%	3 17.65%	1 5.88%	1 5.88%	1 5.88%	0 0.00%
Job Title: 1. ASST TO THE EXEC DIR, CTE (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 THE UNIT HEAD (11)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST TO V PROVOST (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COMM COORD (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	-	4	3 75.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COORD OF INSTR LABS (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)	-	5	5 100.00%	2 40.00%	1 20.00%	1 20.00%	0 0.00%	0 0.00%
Job Title: 1. COORD, CAMPUS RECR (11)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. DIR OF CMPUT, MSCS (11)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. EDITORIAL ASSOC (11)	-	4	3 75.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. FIN AID ADMNR (11)	-	7	5 71.43%	6 85.71%	3 42.86%	3 42.86%	0 0.00%	0 0.00%
Job Title: 1. PRGM COORD (11)	-	43	30 69.77%	15 34.88%	8 18.60%	3 6.98%	4 9.30%	0 0.00%
Job Title: 1. PROJ COORD (11)	-	119	86 72.27%	59 49.58%	26 21.85%	15 12.61%	18 15.13%	0 0.00%
Job Title: 1. PROJS COORD (11)	-	14	13 92.86%	10 71.43%	7 50.00%	2 14.29%	1 7.14%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. QUALITY MGT 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)	-	9	5 55.56%	4 44.44%	1 11.11%	2 22.22%	1 11.11%	0 0.00%
Job Title: 1. SR PRGM COORD (11)	-	5	5 100.00%	1 20.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%
Job Title: 1. ACAD RSRC SPEC (19)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ANLYT FORNSC TOXIC SPEC (19)	-	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BUS & FIN SYS SPEC (19)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. EDUC SPEC (19)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. INFO TECH SPEC (19)	-	2	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROCUREMENT SPEC (19)	-	4	2 50.00%	1 25.00%	0 0.00%	0 0.00%	1 25.00%	0 0.00%
Job Title: 1. STAFF SPEC IN NURS (19)	-	13	13 100.00%	3 23.08%	1 7.69%	0 0.00%	2 15.38%	0 0.00%
Job Title: 1. MGMT METHODS ANLYS (20)	-	8	3 37.50%	3 37.50%	2 25.00%	0 0.00%	1 12.50%	0 0.00%
Job Title: 1. NETWORK ANLYS (20)	-	21	3 14.29%	15 71.43%	2 9.52%	1 4.76%	12 57.14%	0 0.00%
Job Title: 1. PRGM & POLICY ANLYS (20)	-	12	8 66.67%	4 33.33%	4 33.33%	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. RSRC & POLICY ANLYS (20)	-	21	13 61.90%	11 52.38%	4 19.05%	3 14.29%	4 19.05%	0 0.00%
Job Title: 1. ASSOC ATHL DIR (29)	-	4	1 25.00%	1 25.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. COUNS (31)	-	4	2 50.00%	4 100.00%	3 75.00%	0 0.00%	0 0.00%	1 25.00%
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. RECRUITMENT COUNS (31)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SR RES SPEC HLTH SCI (60)	-	14	7 50.00%	12 85.71%	1 7.14%	0 0.00%	11 78.57%	0 0.00%
Job Title: 1. CLIN ASST PROF FAM MED; 2. CLIN PH	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. CLIN ASST PROF; 2. PHARMACOTHER/	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 19 Specialists								
<u>Feeders:</u>								
Job Title: 1. ASST TO DIR (11)	-	13	10 76.92%	6 46.15%	2 15.38%	0 0.00%	4 30.77%	0 0.00%
Job Title: 1. ASST TO V CHANC (11)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PROJ COORD (11)	-	119	86 72.27%	59 49.58%	26 21.85%	15 12.61%	18 15.13%	0 0.00%
Job Title: 1. PROJS COORD (11)	-	14	13 92.86%	10 71.43%	7 50.00%	2 14.29%	1 7.14%	0 0.00%
Job Title: 1. ANLYT FORNSC TOXIC SPEC (19)	-	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MGMT METHODS ANLYS (20)	-	8	3 37.50%	3 37.50%	2 25.00%	0 0.00%	1 12.50%	0 0.00%
Job Title: 1. RES PRGRMR (60)	-	16	1 6.25%	4 25.00%	0 0.00%	1 6.25%	3 18.75%	0 0.00%
Job Group: 20 Analysts								
<u>Feeders:</u>								
Job Title: 1. ASST TO THE HEAD (11)	-	40	30 75.00%	14 35.00%	6 15.00%	3 7.50%	5 12.50%	0 0.00%
Job Title: 1. MNGT METHODS ANLYS (20)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RES PRGMR (60)	-	41	13 31.71%	18 43.90%	4 9.76%	5 12.20%	9 21.95%	0 0.00%
Job Title: 1. CLIN ASST PROF; 2. PHARMACOTHER	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Group: 29 Coaching Related/Athletics								
<u>Feeders:</u>								
Job Title: 1. ACAD ADVR (31)	-	28	22 78.57%	8 28.57%	5 17.86%	3 10.71%	0 0.00%	0 0.00%
Job Group: 31 Advisors/Counselors								
<u>Feeders:</u>								
Job Title: 1. ASST DIR (11)	-	66	36 54.55%	21 31.82%	7 10.61%	12 18.18%	1 1.52%	1 1.52%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Academic
06/11/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 60 Research Scientists								
<u>Feeders:</u>								
Job Title: 1. RES PRGMR (60)	-	41	13 31.71%	18 43.90%	4 9.76%	5 12.20%	9 21.95%	0 0.00%
Job Title: 1. RES SPEC ON HLTH SCI (60)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 80 Medical Professionals								
<u>Feeders:</u>								
Job Title: 1. MGMT METHODS ANALYS (20)	-	8	3 37.50%	3 37.50%	2 25.00%	0 0.00%	1 12.50%	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. CLIN ASST PROF; 2. PHARMACOTHERV	-	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%