

Incumbency v. Estimated Availability Detail

UIC-Academic
06/25/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
10 Executives	55	Female	25	45.45	20.08	11.0	14.0	4.70	
		Minority	8	14.55	10.90	6.0	2.0	0.87	
		Black	5	9.09	3.93	2.2	2.8	1.97	
		Hispanic	1	1.82	2.31	1.3	-0.3	-0.24	
		Asian	2	3.64	4.21	2.3	-0.3	-0.21	
		AmIndian	0	0.00	0.13	0.1	-0.1	-0.26	
11 General Educ. Administrators	1362	Female	903	66.30	47.03	640.5	262.5	14.25	
		Minority	478	35.10	24.53	334.0	144.0	9.07	
		Black	229	16.81	11.95	162.8	66.2	5.53	
		Hispanic	123	9.03	6.29	85.6	37.4	4.17	
		Asian	121	8.88	5.43	74.0	47.0	5.62	
		AmIndian	5	0.37	0.23	3.1	1.9	1.10	
19 Specialists	297	Female	190	63.97	53.87	160.0	30.0	3.49	
		Minority	119	40.07	29.39	87.3	31.7	4.04	
		Black	37	12.46	11.08	32.9	4.1	0.76	
		Hispanic	23	7.74	4.14	12.3	10.7	3.12	
		Asian	59	19.87	12.67	37.6	21.4	3.73	
		AmIndian	0	0.00	0.84	2.5	-2.5	-1.59	
20 Analysts	170	Female	88	51.76	42.56	72.4	15.6	2.43	
		Minority	84	49.41	25.06	42.6	41.4	7.33	
		Black	31	18.24	9.50	16.2	14.8	3.88	
		Hispanic	12	7.06	4.79	8.2	3.8	1.38	
		Asian	41	24.12	9.39	16.0	25.0	6.59	
		AmIndian	0	0.00	0.20	0.3	-0.3	-0.58	
29 Coaching Related/Athletics	37	Female	12	32.43	37.78	14.0	-2.0	-0.67	
		Minority	6	16.22	19.91	7.4	-1.4	-0.56	
		Black	5	13.51	9.30	3.4	1.6	0.88	
		Hispanic	0	0.00	5.92	2.2	-2.2	-1.53	
		Asian	1	2.70	3.85	1.4	-0.4	-0.36	
		AmIndian	0	0.00	0.08	0.0	0.0	-0.17	
30 Engineers	9	Female	2	22.22	13.83	1.2	0.8	0.73	
		Minority	0	0.00	29.42	2.6	-2.6	-1.94	
		Black	0	0.00	4.88	0.4	-0.4	-0.68	
		Hispanic	0	0.00	3.92	0.4	-0.4	-0.61	
		Asian	0	0.00	19.03	1.7	-1.7	-1.45	
		AmIndian	0	0.00	0.17	0.0	0.0	-0.12	
31 Advisors/Counselors	78	Female	53	67.95	64.32	50.2	2.8	0.67	
		Minority	41	52.56	42.41	33.1	7.9	1.81	
		Black	28	35.90	30.24	23.6	4.4	1.09	
		Hispanic	9	11.54	7.46	5.8	3.2	1.37	
		Asian	3	3.85	3.67	2.9	0.1	0.08	
		AmIndian	1	1.28	0.28	0.2	0.8	1.66	
60 Research Scientists	296	Female	150	50.68	36.60	108.3	41.7	5.03	
		Minority	149	50.34	31.91	94.5	54.5	6.80	
		Black	24	8.11	4.43	13.1	10.9	3.07	
		Hispanic	17	5.74	3.76	11.1	5.9	1.79	
		Asian	108	36.49	22.62	66.9	41.1	5.70	
		AmIndian	0	0.00	0.20	0.6	-0.6	-0.77	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00*

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70 General	728	Female	496	68.13	46.46	338.3	157.7	11.72	
		Minority	328	45.05	29.17	212.4	115.6	9.43	
		Black	102	14.01	10.93	79.5	22.5	2.67	
		Hispanic	73	10.03	5.17	37.6	35.4	5.93	
		Asian	144	19.78	11.90	86.7	57.3	6.56	
		AmIndian	2	0.27	0.32	2.4	-0.4	-0.24	
80 Medical Professionals	270	Female	215	79.63	64.66	174.6	40.4	5.15	
		Minority	76	28.15	35.09	94.7	-18.7	-2.39	Yes
		Black	18	6.67	18.59	50.2	-32.2	-5.04	Yes
		Hispanic	8	2.96	6.71	18.1	-10.1	-2.46	Yes
		Asian	50	18.52	8.83	23.8	26.2	5.62	
		AmIndian	0	0.00	0.10	0.3	-0.3	-0.53	

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