

# Incumbency v. Estimated Availability Detail

UIC Academic

06/11/2007

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
10 Executives	52	Female	20	38.46	22.08	11.5	8.5	2.85	
		Minority	9	17.31	11.06	5.8	3.2	1.44	
		Black	5	9.62	4.13	2.1	2.9	1.99	
		Hispanic	2	3.85	2.10	1.1	0.9	0.88	
		Asian	2	3.85	4.40	2.3	-0.3	-0.19	
		Amlndian	0	0.00	0.12	0.1	-0.1	-0.25	
11 General Educ. Administrators	1452	Female	969	66.74	45.68	663.2	305.8	16.11	
		Minority	532	36.64	25.02	363.3	168.7	10.22	
		Black	262	18.04	12.09	175.6	86.4	6.96	
		Hispanic	131	9.02	6.46	93.8	37.2	3.97	
		Asian	134	9.23	5.61	81.4	52.6	6.00	
		Amlndian	5	0.34	0.25	3.7	1.3	0.70	
19 Specialists	356	Female	240	67.42	51.70	184.0	56.0	5.94	
		Minority	147	41.29	31.52	112.2	34.8	3.97	
		Black	41	11.52	9.80	34.9	6.1	1.09	
		Hispanic	31	8.71	4.46	15.9	15.1	3.88	
		Asian	75	21.07	15.99	56.9	18.1	2.61	
		Amlndian	0	0.00	0.60	2.1	-2.1	-1.47	
20 Analysts	149	Female	75	50.34	43.83	65.3	9.7	1.60	
		Minority	78	52.35	26.08	38.9	39.1	7.30	
		Black	32	21.48	9.57	14.3	17.7	4.94	
		Hispanic	11	7.38	5.52	8.2	2.8	1.00	
		Asian	35	23.49	9.52	14.2	20.8	5.81	
		Amlndian	0	0.00	0.17	0.2	-0.2	-0.50	
29 Coaching Related/Athletics	40	Female	12	30.00	42.26	16.9	-4.9	-1.57	
		Minority	9	22.50	20.84	8.3	0.7	0.26	
		Black	6	15.00	10.24	4.1	1.9	0.99	
		Hispanic	1	2.50	6.44	2.6	-1.6	-1.02	
		Asian	1	2.50	3.42	1.4	-0.4	-0.32	
		Amlndian	1	2.50	0.07	0.0	1.0	5.96	
30 Engineers	10	Female	1	10.00	13.49	1.3	-0.3	-0.32	
		Minority	1	10.00	29.19	2.9	-1.9	-1.33	
		Black	0	0.00	4.85	0.5	-0.5	-0.71	
		Hispanic	0	0.00	3.94	0.4	-0.4	-0.64	
		Asian	1	10.00	18.81	1.9	-0.9	-0.71	
		Amlndian	0	0.00	0.16	0.0	0.0	-0.13	
31 Advisors/Counselors	99	Female	66	66.67	64.28	63.6	2.4	0.50	
		Minority	49	49.49	42.09	41.7	7.3	1.49	
		Black	32	32.32	30.36	30.1	1.9	0.43	
		Hispanic	12	12.12	7.35	7.3	4.7	1.82	
		Asian	3	3.03	3.31	3.3	-0.3	-0.16	
		Amlndian	1	1.01	0.29	0.3	0.7	1.33	
60 Research Scientists	361	Female	197	54.57	44.22	159.6	37.4	3.96	
		Minority	164	45.43	24.96	90.1	73.9	8.99	
		Black	25	6.93	6.89	24.9	0.1	0.03	
		Hispanic	21	5.82	1.90	6.9	14.1	5.45	
		Asian	118	32.69	14.49	52.3	65.7	9.82	
		Amlndian	0	0.00	0.94	3.4	-3.4	-1.86	

*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	690	Female	476	68.99	45.89	316.6	159.4	12.18	
		Minority	307	44.49	28.62	197.5	109.5	9.22	
		Black	92	13.33	10.71	73.9	18.1	2.23	
		Hispanic	64	9.28	5.23	36.1	27.9	4.78	
		Asian	139	20.14	11.52	79.5	59.5	7.09	
		AmIndian	0	0.00	0.31	2.2	-2.2	-1.47	
80 Medical Professionals	279	Female	219	78.49	53.45	149.1	69.9	8.39	
		Minority	84	30.11	32.64	91.1	-7.1	-0.90	
		Black	24	8.60	13.08	36.5	-12.5	-2.22	Yes
		Hispanic	12	4.30	5.43	15.2	-3.2	-0.83	
		Asian	48	17.20	13.36	37.3	10.7	1.89	
		AmIndian	0	0.00	0.08	0.2	-0.2	-0.46	

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