

Incumbency v. Estimated Availability

UIC-Academic
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Job Group	Less than Reasonably Expected?					
	Female	Minority	Black	Hisp	Asian	Amlnd
10 Executives						
11 General Educ. Administrators						
19 Specialists						
20 Analysts						
29 Coaching Related/Athletics						
30 Engineers						
31 Advisors/Counselors						
60 Research Scientists						
70 General						
80 Medical Professionals		Yes	Yes	Yes		

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