

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total                               | Female          | Minority       | Black          | Hisp          | Asian         | AmInd       |
|--|--------|-------------------------------------|-----------------|----------------|----------------|---------------|---------------|-------------|
| <b>Job Group: 10 Executives</b>  |        | <i>Labor Area: Chicago, IL PMSA</i> |                 |                |                |               |               |             |
| <b><u>Employee Job Titles:</u></b>   |        |                                     |                 |                |                |               |               |             |
| 1. ASSOC PROF; 2. VICE CHANC FOR STDNT AFF<br><i>001 - Chief Executives</i>          | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. CHANC; 2. PROF<br><i>001 - Chief Executives</i>                                   | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. DEAN; 2. PROF; 3. V PROVOST FOR UNDERGRA<br><i>001 - Chief Executives</i>         | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. DIR OF THE ACAD CMPUT & COMNC; 2. V PROV<br><i>023 - Education Administrators</i> | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49% | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22% |
| 1. PROF & UNIV LIBRN<br><i>001 - Chief Executives</i>                                | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. PROF; 2. PROVOST & V CHANC FOR ACAD AFF<br><i>001 - Chief Executives</i>          | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. PROF; 2. V CHANC FOR RES<br><i>001 - Chief Executives</i>                         | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. V CHANC FOR EXTERNAL AFF<br><i>001 - Chief Executives</i>                         | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. V CHANC HR<br><i>001 - Chief Executives</i>                                       | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. V PROVOST FOR ACAD & ENRL SERV<br><i>001 - Chief Executives</i>                   | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. V PROVOST FOR RESRC PLNG & MAN<br><i>001 - Chief Executives</i>                   | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| 1. VICE CHAN ADMIN SERV<br><i>001 - Chief Executives</i>                             | 1.00   | 44913                               | 8175<br>18.20%  | 4533<br>10.09% | 1580<br>3.52%  | 1025<br>2.28% | 1714<br>3.82% | 60<br>0.13% |
| <i>Total Weight:</i>   | 12.00  |                                     |                 |                |                |               |               |             |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------------------------------------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| <b>Job Group: 11 General Educ. Administrators</b>                                       |        | <i>Labor Area: Chicago, IL PMSA</i> |                 |                 |                |               |               |              |
| <b><u>Employee Job Titles:</u></b>  |        |                                     |                 |                 |                |               |               |              |
| 1. ASST TO THE DEAN<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD<br><i>043 - Managers, All Other</i>                                       | 3.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ACAD COORD<br><i>043 - Managers, All Other</i>                                       | 8.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ACAD MEDIA COORD<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ACAD RECRUIT ALUM SERV CAR<br><i>255 - Other Education/Training/Library Workers</i>  | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACAD RES COORD<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ACT ASST DEAN STDNT SERV; 2. DIR<br><i>023 - Education Administrators</i>            | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ACT ASST TO V CHANC; 2. DIR OF CAMPUS UNI<br><i>023 - Education Administrators</i>   | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ACT DIR HR; 2. ASSOC DIR HR<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ACT DIR, CONT EDUC; 2. ASSOC DIR<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ACT EXEC DIR; 2. DIR OF STDNT PRGM & ASSE:<br><i>023 - Education Administrators</i>  | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASSOC PROF; 2. ASSOC DIR<br><i>023 - Education Administrators</i>                | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASSOC PROF; 2. ASST DEAN URBAN/DIR U<br><i>023 - Education Administrators</i>    | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASSOC PROF; 2. DIR, METHODS RES CORE<br><i>023 - Education Administrators</i>    | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ADJ PROF; 3. CEO, HEALTH<br><i>023 - Education Administrators</i>  | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASSOC DEAN ACADEMIC A<br><i>023 - Education Administrators</i>     | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASSOC DEAN BUS DEVLP &<br><i>023 - Education Administrators</i>    | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASSOC DEAN FOR CURRIC<br><i>023 - Education Administrators</i>     | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASSOC DIR, RES & TRAIN<br><i>023 - Education Administrators</i>    | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASST DEAN<br><i>023 - Education Administrators</i>                 | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASST DEAN MED ED EVAL<br><i>023 - Education Administrators</i>     | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASST DIR ACAD ASSMT; 3. V<br><i>023 - Education Administrators</i> | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. ASST HEAD FOR ADMN<br><i>023 - Education Administrators</i>        | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ADJ ASST PROF; 2. ASST STUDY DIR<br><i>023 - Education Administrators</i>           | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. COORD OF RES PRGMS<br><i>023 - Education Administrators</i>       | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. DIR, UNIV HLTH SERV<br><i>023 - Education Administrators</i>      | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ ASST PROF; 2. EXEC DIR<br><i>023 - Education Administrators</i>                 | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ LECTURER; 2. ASSOC DIR<br><i>023 - Education Administrators</i>                 | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADJ LECTURER; 2. DIR, METSI<br><i>023 - Education Administrators</i>                | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ADM DIR MATEC<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ADMIN COORD<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ADMIN PROJ COORD<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ADMN DIR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ADMN DIR, CARDIOVASCULAR PULM<br><i>035 - Medical and Health Services Managers</i>  | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ADMN DIR, DIAG IMAGING<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ADVCMT COORD<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. APC COORD<br><i>043 - Managers, All Other</i>                                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. APP DEVLP<br><i>043 - Managers, All Other</i>                                       | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. AQUATICS COORD<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ARCHEO<br><i>255 - Other Education/Training/Library Workers</i>                     | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. AREA COORD<br><i>043 - Managers, All Other</i>                                      | 5.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. AREA COORD CAMPUS HSG<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASC DIR OF HOSP FIN-GEN ACCT &<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSESSMENT LIASON; 2. ASST DIR OF COMPO<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSMT PRGM COORD<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC ATHL DIR<br><i>043 - Managers, All Other</i>                                  | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC CHANC FOR ACCESS, EQUITY<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASSOC CHANC, PUB AFF<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC CHANC; 2. DEAN; 3. PROF; 4. V PROVOS<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DEAN<br><i>023 - Education Administrators</i>                                 | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DEAN FIN CHF FIN<br><i>023 - Education Administrators</i>                     | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DEAN FOR ACAD AFF<br><i>023 - Education Administrators</i>                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DEAN FOR ACAD AFF; 2. ASSOC PROF<br><i>023 - Education Administrators</i>     | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DEAN FOR ADMIN<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN FOR ADMN<br><i>043 - Managers, All Other</i>                             | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN FOR ADMN; 2. DIR, URBAN HLTH I<br><i>043 - Managers, All Other</i>       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN FOR ADVCMT; 2. CHIEF DEVL P OI<br><i>043 - Managers, All Other</i>       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN FOR CORP RL TNS & CA<br><i>023 - Education Administrators</i>            | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DEAN FOR FIN & RSRCS PLN<br><i>012 - Financial Managers</i>                   | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASSOC DEAN FOR FISCAL AFF & AD<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN FOR STDNT AFF<br><i>043 - Managers, All Other</i>                        | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN FOR STDNT AFF; 2. ASST PROF<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN INFO RSRC & CHIEF I; 2. ASST PR<br><i>043 - Managers, All Other</i>      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN OF STDNTS<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN RURAL HLTH PRFN; 2. RES ASSO<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN STU AFF/MSP<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN, ADMIN<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN-ADMIN<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DEAN; 2. ECON DEVL P PLANNER; 3. RE<br><i>023 - Education Administrators</i>  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC DIR<br><i>043 - Managers, All Other</i>                                       | 27.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR DEVL P-MAJ GIFT OFCR<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASSOC DIR - ACAD SERV-EMBA<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR ADM<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR ADMN, RRC<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR AMBULATORY SERV<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR CAMPUS RECR<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR CONT MED ED<br><i>035 - Medical and Health Services Managers</i>     | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR CORP AND FNDTN REL<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR CPC<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR DEVL P<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FIN AID<br><i>012 - Financial Managers</i>                           | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASSOC DIR FIN SERV<br><i>012 - Financial Managers</i>                          | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASSOC DIR FOR ADMIN<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR ADMN<br><i>043 - Managers, All Other</i>                         | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR BUS & FIN<br><i>012 - Financial Managers</i>                     | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASSOC DIR FOR FED & BUS DEVL P<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR OPER<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR PRGM SERV<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR PRGMS<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR RECRUIT<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR RES PRGM<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR TECH SERV<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR FOR TRNG<br><i>255 - Other Education/Training/Library Workers</i>    | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ASSOC DIR HOSP FIN REIM<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR HR<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASSOC DIR MANAGED CARE<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR NATL NETWORK OF LIB<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR NEWS BUREAU<br><i>043 - Managers, All Other</i>                                      | 6.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR NEWS BUREAU; 2. RES EDITOR<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR NURS MED CTR<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF ADM & REC<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF ADMIN OPER<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF CAMPUS RECR<br><i>043 - Managers, All Other</i>                                   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF COMNC DEVL P<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF CORP & FNDTN REL<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF DECISION SUPP<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF DEVEL<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF ELECTRONIC VISUAL<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF FISCAL AFF<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF FUNC SERV<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF MKTG COMMNC<br><i>043 - Managers, All Other</i>                                   | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF NURS FOR MED CTR<br><i>035 - Medical and Health Services Managers</i>             | 4.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR OF NURSING<br><i>035 - Medical and Health Services Managers</i>                      | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR OF NURSING; 2. LUMP SUM; 3. OTH<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR OF PHYSL PLANT<br><i>043 - Managers, All Other</i>                                   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OF STDNT DEVL P SERV<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR OVCR INFO SYS<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR PRGM DEVL P<br><i>043 - Managers, All Other</i>                                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR PUB SRVCS<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASSOC DIR QUALITY ASSURANCE<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR RES COMPL<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR RES SERV<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR SPEC PROJ<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR STDNT SERV; 2. ASSOC DIR, SECON<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR TESTING<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR UNDERGRD MED ED<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR US/ASIA EMBA<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, ACCT<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, ADMIN & CMTY REL; 2. LUMP SUM<br><i>043 - Managers, All Other</i>    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, AHR & RECORDS<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, AMBULATORY SERV<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASSOC DIR, CAMPUS PRGMS<br><i>043 - Managers, All Other</i>                     | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, CAMPUS UNIONS<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, CUB<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, CURE; 2. LECTUER<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, DEVL P<br><i>043 - Managers, All Other</i>                           | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, ELECTRONIC VISUALIZ<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, EVL<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, HISPANIC CTR OF EXC<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, INATL CTR FUTURE<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, ITS<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, MEETINGS, CONF & GU<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, PROF EDUC<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASSOC DIR, STDNT DEVLV SERV<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, STDNT FIN AID<br><i>043 - Managers, All Other</i>  | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, STFNG & RCRTMNT<br><i>043 - Managers, All Other</i>                                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, TRNG & DEVELP; 2. INTERIM DIR H<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ASSOC DIR, UIC STDNT CTR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR, UICNI<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR-BILL & COLLECT<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR-BUS<br><i>012 - Financial Managers</i>  | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASSOC DIR-FIN<br><i>012 - Financial Managers</i>  | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASSOC DIR; 2. INTERIM DIR MANGED CARE & D<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC DIR; 2. RES ASST PROF<br><i>023 - Education Administrators</i>                                | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC EDITOR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC HOSP DIR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC PROF OF EPI; 2. INTERIM DEAN<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC PROF; 2. DIR EMER READINESS TRAIN;<br><i>023 - Education Administrators</i>                   | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASSOC PROJ DIR<br><i>043 - Managers, All Other</i>  | 7.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC PROJ DIR; 2. INSTRUCTOR<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC V CHANC<br><i>043 - Managers, All Other</i>   | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC V CHANC & DIR AUX SER<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC V CHANC FOR CIVIC & CORP<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC V CHANC FOR STDNT AFF; 2. ASST PRC<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC V PROVOST<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC VC STDNT AFF/DEAN OF STD<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASSOC VP TECH & ECON DEV; 2. ASST V CHAN<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASSR DIR PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>         | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST ATHL DIR; 2. COORD<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST ATHL DIR; 2. COORD (SPORTS INFO)<br><i>043 - Managers, All Other</i>        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST ATHL DIR; 2. HEAD ATHL TRAINER<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST ATHL TRAINER<br><i>043 - Managers, All Other</i>                            | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST ATHLETIC DIR<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST BDGT DIR<br><i>023 - Education Administrators</i>                           | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST COACH-TRACK<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN<br><i>023 - Education Administrators</i>                               | 5.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DEAN & DIR OF MBA PRGM; 2. LECTURE<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DEAN ADM AND STU ENGAGE<br><i>023 - Education Administrators</i>            | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DEAN COM HLTH; 2. DIR UICNI<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR ACAD AFF<br><i>023 - Education Administrators</i>                  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DEAN FOR ADMIN<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR ADVCMT; 2. VST DIR OF ADVC<br><i>043 - Managers, All Other</i>     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR COMNC<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR EXT AFF; 2. DIR OF ADVCMT<br><i>043 - Managers, All Other</i>      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR HLTH SYST RES<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR INFO RSRC; 2. DIR, DECISION<br><i>043 - Managers, All Other</i>    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN FOR STDNT SERV<br><i>023 - Education Administrators</i>                | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DEAN OF STDNTS<br><i>023 - Education Administrators</i>                     | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DEAN REC & MINORITY AFF<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN STDNT AFF<br><i>043 - Managers, All Other</i>                          | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN UGO RECRUIT & MERRP; 2. DIR, AS<br><i>043 - Managers, All Other</i>    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASST DEAN, STDNT AFF<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEAN, URBAN ALLIED HLTH<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DEPT HEAD<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR<br><i>043 - Managers, All Other</i>                                       | 72.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR DEVL P<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR ACAD SERV<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR ADMN SERV & COMNC<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR AMBULATORY SERV<br><i>035 - Medical and Health Services Managers</i>      | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR BUDGETS & CONTRACTS<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR CELL TRANSP CELL ISOL<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR CHILDRENS CTR (SITE D)<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR COLL FISCAL OPER<br><i>012 - Financial Managers</i>                       | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR COM HR<br><i>013 - Human Resources Managers</i>                           | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR DEVL P<br><i>043 - Managers, All Other</i>                                | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR DSCC HR<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FACILTY INFO MGMT<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FIN AID<br><i>012 - Financial Managers</i>                                | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FIN OPERATIONS<br><i>012 - Financial Managers</i>                         | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FIN SERV<br><i>012 - Financial Managers</i>                               | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FINANCE<br><i>012 - Financial Managers</i>                                | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FINANCIAL AFFAIRS<br><i>012 - Financial Managers</i>                      | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FOOD & CAFETERIA SERV<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FOR ACAD PRGM<br><i>023 - Education Administrators</i>                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR FOR CURR DEVL P; 2. RES ASSOC PR<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASST DIR FOR FIN SERV<br><i>012 - Financial Managers</i>                | 2.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FOR FISCAL AFF<br><i>012 - Financial Managers</i>              | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR FOR HR, FACILITIES MG<br><i>013 - Human Resources Managers</i> | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR FOR INFO SYST<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FOR OPER<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FOR PLNG & DEVL P<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FOR RECRUITMENT<br><i>023 - Education Administrators</i>       | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR FOR RES PLNG<br><i>043 - Managers, All Other</i>               | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FOR RES PRGM<br><i>023 - Education Administrators</i>          | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR FOR STDNT AFF<br><i>023 - Education Administrators</i>         | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR FOR TRANSFER RECRUIT<br><i>043 - Managers, All Other</i>       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR FOR UIMCC HR OPER<br><i>013 - Human Resources Managers</i>     | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR GME<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR HR<br><i>013 - Human Resources Managers</i>                    | 3.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR OF ACTG ACAD PRGM<br><i>023 - Education Administrators</i>     | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR OF ADM<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF ADMIN<br><i>043 - Managers, All Other</i>                   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF ADMIN SYST PLNG<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF BDGT<br><i>012 - Financial Managers</i>                     | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR OF CAMPUS SERV<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF COLL CMPUT SERV<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF COMPOSITION FOR TH<br><i>043 - Managers, All Other</i>      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF CPC<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF DEVL P<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASST DIR OF DEVL P & ALUMNI REL<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF FIN AID, COM<br><i>012 - Financial Managers</i>                         | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR OF HOSP FIN BUDG & CA<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF HR<br><i>013 - Human Resources Managers</i>                             | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR OF HSG<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF LIB HR<br><i>013 - Human Resources Managers</i>                         | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR OF NETWORK & WEB SITE<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF OPER<br><i>043 - Managers, All Other</i>                                | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>         | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR OF RES PRGMS<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF SYSTEMS & SVCS<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OF TRANS & GARAGE OPE<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OPER<br><i>043 - Managers, All Other</i>                                   | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR OPER DIV SPEC CARE<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR PH WORKFORCE DEV<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR PHYSL THER<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>            | 2.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR QA/QI<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR QUANT BIOMED SCI CORE<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR RADIOL<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR REC & REGSTR<br><i>023 - Education Administrators</i>                      | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR RETAIL OPER BOOK DEPT<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR RSRSC PROG<br><i>023 - Education Administrators</i>                        | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR SPEC CURR PGRMS<br><i>023 - Education Administrators</i>                   | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

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

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASST DIR, HR<br><i>013 - Human Resources Managers</i>                            | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR, IHRP HR<br><i>013 - Human Resources Managers</i>                       | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR, INFO & TECH SERV<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, MANAGED CARE<br><i>035 - Medical and Health Services Managers</i>      | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR, MATERIALS MGMT LOG<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, MSA PRGM<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, OFC INATL SERV<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, OFC OF CAREER SERV<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, OFC OF CONT EDUC<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR, PT ACCESS SVCS<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, QUANT PRGM; 2. VST RES SPEC<br><i>043 - Managers, All Other</i>        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, RADIOL<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST DIR, RECRUIT<br><i>023 - Education Administrators</i>                       | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR, RETAIL OPER<br><i>043 - Managers, All Other</i>                        | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, STDNT DEVLV SERV<br><i>043 - Managers, All Other</i>                   | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, STDT AFF<br><i>023 - Education Administrators</i>                      | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST DIR, UIC PAVILION<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR, UIC PAVILLION<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR-BUS<br><i>012 - Financial Managers</i>                                  | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. ASST DIR-HR<br><i>013 - Human Resources Managers</i>                             | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. ASST DIR; 2. INTERIM ASSOC DIR, OPRS<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST DIR; 2. SHC/MSP Y' PMT; 3. STAFF SPEC I<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST HOSP DIR<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. ASST PROF (RT); 2. DIR OF RES SERV FACILITY<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST PROF OF PUB HLTH CLI PSYC; 2. DIR OF I<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST PROF; 2. DIR<br><i>023 - Education Administrators</i>                           | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST PROF; 2. DIR, EARLY OUTREACH<br><i>023 - Education Administrators</i>           | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. ASST TO ASSOC DEAN<br><i>043 - Managers, All Other</i>                               | 7.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASSOC DEAN ACAD AFF<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASSOC DEAN FOR RES<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASSOC DEAN OF ACAD AFF<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASSOC DEAN OF ADMIN<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASSOC PROV & EXEC DIR<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASSOC V CHANC FOR CIVI<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO ASST DEAN<br><i>043 - Managers, All Other</i>                                | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO CHAIR<br><i>043 - Managers, All Other</i>                                    | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO CHANC<br><i>043 - Managers, All Other</i>                                    | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO CHIEF HR OPER OFF<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO CHIEF MED OFCR<br><i>035 - Medical and Health Services Managers</i>          | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST TO CHIEF NEPHROLOGY<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST TO CHIEF, HOSP SERV<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. ASST TO CO-DIR<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DEAN<br><i>043 - Managers, All Other</i>                                     | 10.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DEAN; 2. ASST TO THE DEAN FOR STI<br><i>043 - Managers, All Other</i>        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DEPT HEAD<br><i>043 - Managers, All Other</i>                                | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DEPUTY ASSOC CHANC<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DIR<br><i>043 - Managers, All Other</i>                                      | 12.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black         | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|---------------|---------------|---------------|--------------|
| 1. ASST TO DIR GME<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DIR OF DEVL P<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DIR, FIELD INSTRN<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DIR, IJR<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO DIR; 2. SR RES SPEC IN THE HLTH SC<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO EXEC DIR<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO HEAD<br><i>043 - Managers, All Other</i>                               | 15.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO HEAD; 2. LECTURER<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE ASSOC AD; 2. COORD<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE ASST DEAN<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE ATHL DIR; 2. ASST VARSITY COAC<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE CHAIR<br><i>043 - Managers, All Other</i>                          | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE CHANC<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DEAN<br><i>043 - Managers, All Other</i>                           | 9.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DEAN FOR STDNT AFF<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DIR<br><i>043 - Managers, All Other</i>                            | 28.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DIR FOR OPER; 2. PRE DOC FELL<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DIR OF FISCAL SERV<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DIR, BRL<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DIR, JANE ADDAMS H<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DIR, PRGM & BUDGET<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE DPTY ASSOC CHANC<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE EXEC DIR, CTE<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE HEAD<br><i>043 - Managers, All Other</i>                           | 35.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black         | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|---------------|---------------|---------------|--------------|
| 1. ASST TO THE HEAD; 2. ASST TO HEAD - HPC<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE HEAD; 2. DIR PHYSN PRAC<br><i>043 - Managers, All Other</i>     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE HEAD; 2. DIR PHYSN PRAC<br><i>043 - Managers, All Other</i>     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE HEAD; 2. LUMP SUM<br><i>043 - Managers, All Other</i>           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE UNIT HEAD<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE UNIV LIBRARIAN<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE UNIV LIBRN<br><i>043 - Managers, All Other</i>                  | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE V CHANC<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE V CHANCELLOR<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE VC FOR HR<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE VICE CHANC<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO THE VICE PROVOST<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO UNIT HEAD<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO V CHANC<br><i>043 - Managers, All Other</i>                         | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO V CHANC EXTERNAL AFF<br><i>043 - Managers, All Other</i>            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO V CHANC RES<br><i>043 - Managers, All Other</i>                     | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO V PROVOST<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO V PROVOST PLNG & PRGMS<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST TO V PROVOST, FAC AFF<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST V CHANC FOR ACAD AFF & DI<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST V CHANC FOR ADMN<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ASST VCHANC & EXEC DIR HS<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ATHL DIR<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. BASKETBALL OPER DIR<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. BLOOD DONOR RECRUIT COORD; 2. LUMP SU<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. BSKTBAL OPER COORD<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. BUDGET DIR<br><i>012 - Financial Managers</i>   | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. BUS OPER COORD<br><i>012 - Financial Managers</i>   | 6.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. C NWS BUILDING MANAGER; 2. NURS COORD<br><i>035 - Medical and Health Services Managers</i>      | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. CAS PROJ PLAN & DEV DIR<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CHIEF FIN OFCR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CHIEF INFO OFCR<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CHIEF OF POLICE<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CHIEF OPER OFCR<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CHIEF, CARDIOLOGY; 2. PHYSN SURG; 3. VST D<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. CLIENT SERV COORD<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CLIENT SERVICES COORD<br><i>035 - Medical and Health Services Managers</i>                      | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. CLNCL ASST PROF; 2. PHARMACOTHR<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CO-DIR OF PRO DEVL P & OUTREACH<br><i>043 - Managers, All Other</i>                             | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CO-DIR, OFC OF APPL PSYCHOL<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CO-DIRECTOR; 2. RES ASST PROF<br><i>023 - Education Administrators</i>                          | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COMNC COORD<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COOR OF STDNT TCH & FIELD EXPE<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD<br><i>043 - Managers, All Other</i>   | 10.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD ADMIN SRVCS<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD CMHSV ACCSV; 2. COORD MD/PHD PR<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD EDUC PRGMS<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD FACAF<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. COORD INSTRN DEVL; 2. COORD CAT FAC SC<br><i>043 - Managers, All Other</i>    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD IT<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF GRANTS & CONTRACTS<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF INFO TECHNOL<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD PROJ MGMT QA<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD RES INFO<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD RES PRGMS<br><i>023 - Education Administrators</i>                      | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD RESIDENCY & EDUC SVCS<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD ADMN SERV<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD ADMN SERV; 2. COORD ADMN SRVS<br><i>043 - Managers, All Other</i>       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD ANLYT FORNSC TOXIC<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD BUS SYSTEMS USERS<br><i>012 - Financial Managers</i>                    | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. COORD CAMPUS RECR<br><i>043 - Managers, All Other</i>                         | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD CAMPUS U-PASS<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD CHILD PHYSL ABUSE CASES<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD EDUC DIVRS<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD FOR CONT EDUC<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD FOR WEB COMNC<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD GRANTS & CONTRACTS<br><i>043 - Managers, All Other</i>                  | 5.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD INFO TECHNOL<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD MKT BUS DEVELOPMENT<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD NEW CLIENTS & GRANT WRIT<br><i>043 - Managers, All Other</i>            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF ADM<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF ADVS & REGSTR<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. COORD OF APPLIC DEVEL<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF APPLICATIONS DEVEL<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF CAMPUS RECR<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF CASE MGMT FOR THE ELD; 2. INTEF<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF CERTIFICATION<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF COCHLEAR IMPLANT SERV<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF DATA MGMT & REC<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF EDUC PRGMS<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF ENERGY & ENVIR RES PR<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF FIN RSRSC<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF GRAD EDUC PRGM<br><i>023 - Education Administrators</i>               | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD OF GRANTS & CONTRACTS<br><i>043 - Managers, All Other</i>                | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF GRANTS CONTRACTS<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF HIGH SCH INITIATIVES; 2. PROJ COC<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF INATL ADM<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF INFO TECH & SYST PRGM<br><i>043 - Managers, All Other</i>             | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF INSTR LABS<br><i>035 - Medical and Health Services Managers</i>       | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD OF IT & SYST PROGRAMING<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF ONLINE COMNC<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF PHYSL THER<br><i>035 - Medical and Health Services Managers</i>       | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD OF PRIVACY<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF RES PRGM<br><i>023 - Education Administrators</i>                     | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD OF RES PRGM<br><i>023 - Education Administrators</i>                     | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD OF RES PRGMS<br><i>023 - Education Administrators</i>                    | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. COORD OF RES PROGRAMS<br><i>023 - Education Administrators</i>             | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD OF SOC WORK<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF SOCIAL WORK<br><i>043 - Managers, All Other</i>                   | 13.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF STDNT AFF ACTIVITY<br><i>023 - Education Administrators</i>       | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD OF THE SENATE<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD OF WEB COMNC<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD PATH MSP FIN SVCS<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD PEDS EDUC PRGM<br><i>035 - Medical and Health Services Managers</i>  | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD PEDS EDUC PROGM<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD PHYSL THER<br><i>035 - Medical and Health Services Managers</i>      | 2.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD RES PRGM<br><i>023 - Education Administrators</i>                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD RES PRGRMS<br><i>023 - Education Administrators</i>                  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD SOC SERV<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD SOC WORK FOR CASE MGMT<br><i>043 - Managers, All Other</i>           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD SOCIAL WORK<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD SOUTH CAMPUS PROJ<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD SPORTS INFO<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD SPORTS OPER<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD THEATRE OPER<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD TICKET OPER<br><i>043 - Managers, All Other</i>                      | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, ADMIN SERV RADIOL<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, CAMPUS PRGMS<br><i>043 - Managers, All Other</i>                    | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, CAMPUS RECR<br><i>043 - Managers, All Other</i>                     | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, CNTRL STER<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. COORD, COMNC & MKTG<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, CONFLICT OF INTEREST<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, DENT INVENTORY<br><i>023 - Education Administrators</i>                   | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD, FACILITY OPER<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, FACILT OPER<br><i>043 - Managers, All Other</i>                           | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, GRANTS & CONTRACTS<br><i>043 - Managers, All Other</i>                    | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, HR CAMPUS AUX SERV<br><i>013 - Human Resources Managers</i>               | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. COORD, HUMAN SUBJECTS REG<br><i>013 - Human Resources Managers</i>               | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. COORD, IMRP<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, INATL SERV<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, INSTRN<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD, OAPS<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, PATH EDUC PROG<br><i>035 - Medical and Health Services Managers</i>       | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD, PSYCHIAT SOCIAL WORK<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD, RES & EDUC PRGMS<br><i>023 - Education Administrators</i>                 | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD, RES GRANT PRGMS<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, RES PRGMS<br><i>023 - Education Administrators</i>                        | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COORD, SLEEP LAB<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, SOCIAL WORK<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD, UNDERGRAD CHEM LABS<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD,SUMMER RES OPPTY PROGR<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD-GRANT<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD-INTERVENTIONS; 2. RES INFO SPEC<br><i>043 - Managers, All Other</i>        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. COORD-ITA<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. COORD; 2. COORD PEDS EDUC PRGM<br><i>035 - Medical and Health Services Managers</i>              | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. COORD; 2. RECRUITMENT & ADM COUNS<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CORP OUTR & RECRUIT COORD<br><i>023 - Education Administrators</i>                               | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. COSTUME DESIGNER<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CURATOR, EXHIBITIONS & COLLECT<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. CURR COORD<br><i>023 - Education Administrators</i>  | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. CUSTOMER REL COORD<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DATA REDUCTION OPER MGR<br><i>043 - Managers, All Other</i>                                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DEAN ASSOC ADMINISTRATION<br><i>023 - Education Administrators</i>                               | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DEAN; 2. PHARMACOTHER; 3. PROF; 4. PROF (F)<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DEAN; 2. PROF<br><i>023 - Education Administrators</i>   | 8.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DEAN; 2. PROF (RT)<br><i>023 - Education Administrators</i>                                      | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DEVL P OPER COORD<br><i>043 - Managers, All Other</i>  | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DEVL P PRGM COORD<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIGITAL IMAGING COORD<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DINING SERV DIR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR<br><i>043 - Managers, All Other</i>  | 10.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ASSOC RETAIL OPER<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ASSOC STSVC INTNL<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ASST<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ASST COMPR MRKTG<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR CORP FNDTN REL<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR MED PRAC SERV; 2. DIR ADMIN AFF<br><i>035 - Medical and Health Services Managers</i>         | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>                              | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR ADMIN OPERATIONS<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ADMN OPER<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ADVISING & OUTREACH<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ANML & INST BIOSAF<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR ANNUAL & SPEC GIVING<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR BUDGT RES PLNG<br><i>012 - Financial Managers</i>                    | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR BUDGTS & CONTRCTS<br><i>012 - Financial Managers</i>                 | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR BUS & FIN OPER<br><i>012 - Financial Managers</i>                    | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR BUS OPER<br><i>012 - Financial Managers</i>                          | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR CAREER SERV<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR COLL MED TSTG SERV; 2. INSTR<br><i>043 - Managers, All Other</i>     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR COMPUTER AND INFOR SYSTEMS<br><i>043 - Managers, All Other</i>       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR COMPUTING SUPPORT SERV<br><i>043 - Managers, All Other</i>           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR CTR FOR URBAN BUS<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR DEPT BUS AFF; 2. LUMP SUM<br><i>012 - Financial Managers</i>         | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR DEVL P<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR DISABLITY SERV<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR DISTANCE EDUC; 2. TCH ASSOC<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR ENGR ADM & RECORDS<br><i>023 - Education Administrators</i>          | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR EXTERNAL & FACULTY AFFAIRS<br><i>023 - Education Administrators</i>  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR FAM BUS COUNCIL<br><i>012 - Financial Managers</i>                   | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR FIN<br><i>012 - Financial Managers</i>                               | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR FIN AID<br><i>012 - Financial Managers</i>                           | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR FISCAL SERV/CHIEF FIN OFCR<br><i>012 - Financial Managers</i>        | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR FOR OPER<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR GRAD MED EDUC<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR HIHAC<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR HLT INFO MGMT/PRV OFC<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR HLTH SOC WORK/OPER & REV; 2. INTERIM<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR HR & FAC AFFRS<br><i>013 - Human Resources Managers</i>                                   | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR HUMAN RSRSC<br><i>013 - Human Resources Managers</i>                                      | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR INFO TECHNOL<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR IS PLNG<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR LABOR, EMP REL<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR MANAGED CARE<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR MED PRAC PLAN<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR MKTG & COMNC<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR MNR FACILTS<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OCCUP THER<br><i>035 - Medical and Health Services Managers</i>                           | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR OF ADM<br><i>023 - Education Administrators</i>   | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF ADMIN SERV<br><i>023 - Education Administrators</i>                                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF ADMISSIONS<br><i>023 - Education Administrators</i>                                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF ADV<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF ADVCMT<br><i>043 - Managers, All Other</i>   | 11.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF AIDS EDUC & TRAINING<br><i>035 - Medical and Health Services Managers</i>              | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR OF ANNUAL GIVING<br><i>043 - Managers, All Other</i>                                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF BUS PLNG & DECISION SUP<br><i>012 - Financial Managers</i>                             | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF CAMPUS HSG<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR OF CAMPUS PRGMS<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF CE<br><i>023 - Education Administrators</i>                      | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF CHILDREN'S CTR<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF COMNC<br><i>023 - Education Administrators</i>                   | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF COMNC & MKTG<br><i>023 - Education Administrators</i>            | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF COMP<br><i>023 - Education Administrators</i>                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF COMPL<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF COOP EDUC<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF DEPT BUS AFF<br><i>012 - Financial Managers</i>                  | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF DEPT BUS AFFAIRS<br><i>012 - Financial Managers</i>              | 2.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF DEVL P<br><i>043 - Managers, All Other</i>                       | 7.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF DEVL P - MAJOR GIFTS<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF EDUC<br><i>023 - Education Administrators</i>                    | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF EDUC TECH LAB & CMPUT R<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF ENGR MEDIA SERV<br><i>023 - Education Administrators</i>         | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF ENVIR HLTH & SAFETY<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF FIN<br><i>012 - Financial Managers</i>                           | 3.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF FIN AFF<br><i>012 - Financial Managers</i>                       | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF FINANCE<br><i>012 - Financial Managers</i>                       | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF FOOD & NUTRITION SERV<br><i>043 - Managers, All Other</i>        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF GUEST SERV<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF HOSP FIN<br><i>012 - Financial Managers</i>                      | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR OF HUMAN RES<br><i>013 - Human Resources Managers</i>               | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR OF INATL SERV<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR OF INSTITUTIONAL RES<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF IS APPS<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF JAHH MUSEUM<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF LABS<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF LIB HUMAN RESOURCES<br><i>013 - Human Resources Managers</i>        | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR OF MEETINGS, CONFERENCES &<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF NEWS BUREAU<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF OPER<br><i>043 - Managers, All Other</i>                            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF OPER, EMBA<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF ORG EFFECTIVENESS<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF PATIENT ACCTS<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF PHYS PLANT & IT<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF POLICE SERVS<br><i>043 - Managers, All Other</i>                    | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF PRGMS & ACAD ASSMT<br><i>023 - Education Administrators</i>         | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF PROJ MGMT<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF PROJ MGMT SERV<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF REC & REGSTR<br><i>023 - Education Administrators</i>               | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF RECRUIT/RETENTION<br><i>023 - Education Administrators</i>          | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF RES PRGM<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF RES PRGMS<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF RES SERV FACILITY<br><i>043 - Managers, All Other</i>               | 6.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF RES SERV FACILITY; 2. PROFESSOR<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF RETAIL OPER<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF RISK MGMT<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR OF RSRC MGMT & PLNG<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF SPEC EVENTS<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF SPEC SCHOLARSHIPS PRGMS<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF THE ENGR CAREER CTR<br><i>023 - Education Administrators</i>                            | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR OF TIMETABLE<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OF WEB COMNC<br><i>043 - Managers, All Other</i>   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OFC OF DATA RSRC & INSTITU<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR OR DEVL P<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR PASTORAL CARE & CPE<br><i>035 - Medical and Health Services Managers</i>                   | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR PATIENT CARE SERV<br><i>035 - Medical and Health Services Managers</i>                     | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR PEDS RSRSC CTR<br><i>035 - Medical and Health Services Managers</i>                        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR PHSYN PRAC<br><i>035 - Medical and Health Services Managers</i>                            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>                            | 10.00  | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR RETAIL SALES/CATERING<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR SPEC EVENTS & ALUMNI REL<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR STANDZD PATIENTS; 2. OB/GYN MSP Z' PM<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR SUPPORT SERVICES; 2. STAFF ASSOC<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR TECHNOL ADVCM T<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, A&A SLIDE LIB<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, ACAD AFF<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, ACAD INFO TECHNOL<br><i>023 - Education Administrators</i>                                | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR, ACAD SERV<br><i>023 - Education Administrators</i>  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR, ADMIN OPER<br><i>023 - Education Administrators</i>                                       | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR, ADMIN OPERATIONS<br><i>023 - Education Administrators</i>                                 | 2.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR, ADVANCE/WISEST PROJ<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, AUDIOLOGY<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, BDGT & FIN<br><i>012 - Financial Managers</i>                          | 2.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, BDGT & FIN ANYLS<br><i>012 - Financial Managers</i>                    | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, BIOLOGIC RES LAB<br><i>012 - Financial Managers</i>                    | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, BUS AFFAIRS; 2. DIR, HUMAN RESOURCE<br><i>012 - Financial Managers</i> | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, BUS OPER; 2. DIR, PHYSN PRAC<br><i>012 - Financial Managers</i>        | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, CADE<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, CAS FIN SERV<br><i>012 - Financial Managers</i>                        | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, CMPTR SERV<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, CMTY LITERACY PRGMS<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, COLL CMPUT SERV<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, COM FIN AID<br><i>012 - Financial Managers</i>                         | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, COMMERCE PLACEMENT<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, CONT EDUC<br><i>023 - Education Administrators</i>                     | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR, COUNS CTR<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, FAC AFF<br><i>023 - Education Administrators</i>                       | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIR, FIN<br><i>012 - Financial Managers</i>                                 | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. DIR, GALLERY FOUR-HUNDRED<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, HR INFO SYST<br><i>013 - Human Resources Managers</i>                  | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR, HUMAN RSRC<br><i>013 - Human Resources Managers</i>                    | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR, IHRP COMNC<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, IHRP FIN OPER<br><i>013 - Human Resources Managers</i>                 | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. DIR, IHRP HR<br><i>013 - Human Resources Managers</i>                       | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR, IPSP<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, IS OPER<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, LAS ADVY CTR<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, MAT MGMT<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, MEDIA SERV<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, MKTG & COMNC<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, OFC OF FACILITY PLNG & SP<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, OFC OF STDNT DEVLV SERV<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, OFC OF WOMEN'S AFFRS<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, OFC STATISTICAL SUPPORT<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, PATIENT CARE SERV<br><i>035 - Medical and Health Services Managers</i>     | 3.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR, PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>            | 3.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR, PUB AFF & SPEC EVENTS<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, PUB REL & MKTG<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, QUALITY MGMT<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, RAFAEL CINTRON-ORTIZ CULT; 2. PROG C<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, RES SERV FACILT; 2. RES SPEC IN HLTH S<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, RRC EAST<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, SHARED LAB RSRSC; 2. RES ASST PROF<br><i>043 - Managers, All Other</i>     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, STDNT ALUMNI PRGM<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, STDNT SYST SUPP<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, UIC PAVILLION<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR, UM/DC PLANNING<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR,DARS PROJ OFC<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. DIR-ADV & ALUM AFF<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR-DENT SERV PLAN<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. DIR-FACILITIES<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR-MGMT INFO SERV<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DIR; 2. RES ASST PROF<br><i>023 - Education Administrators</i>                 | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. DIV COORD<br><i>043 - Managers, All Other</i>                                  | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DOCUMENTS LIBRN<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. DPTY ASSOC CHANC<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ECON DEVL P PLANNER<br><i>043 - Managers, All Other</i>                        | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EDITOR & STAFF ASSOC<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EDITOR, FAC/STAFF NEWSPAPER<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EDITORIAL ASSOC<br><i>043 - Managers, All Other</i>                            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EDITORIAL COORD<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EDUC MEDIA PRODUCER; 2. EDUCATIONAL MEI<br><i>043 - Managers, All Other</i>    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ELECTRONICS RES PROJ COORD<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ENROLLMENT MGR<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ENTERPRISE APP TEAM COORD<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EVID BSD SUPPRT EMPLMT COORD<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASSOC DEAN FOR PLNG<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASSOC DIR FOR ADMN; 2. LECTURER; 3. :<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASSOC DIR OF ADMN<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASST DEAN STU AFF & MSP<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASST TO CEO, HEALTHCARE<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASST TO CHANC<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. EXEC ASST TO DEAN<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASST TO PROVOST<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC ASST TO THE DEAN<br><i>043 - Managers, All Other</i>            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR<br><i>043 - Managers, All Other</i>                         | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR - EXTERNAL EDUC<br><i>043 - Managers, All Other</i>         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR DEVL P<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR DEVL P MAJOR GIFTS<br><i>043 - Managers, All Other</i>      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR FOR FAC MGMT<br><i>043 - Managers, All Other</i>            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR OF ADM<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR ORS<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR, GRP PRAC; 2. PROF (CT)<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR, INFO TECHNOL<br><i>043 - Managers, All Other</i>           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC DIR-US/ASIA EDP<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. EXEC SR PROG COORD<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. FAC AFF COORD<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. FELLOWSHIP & FIN AID COORD<br><i>012 - Financial Managers</i>        | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. FIELD CUSTOMER SERV COORD<br><i>043 - Managers, All Other</i>        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. FIELD OPER MGR<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. FIN AID ADMNR<br><i>012 - Financial Managers</i>                     | 5.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. GIS COORD<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. GRAD CAREER PLACEMENT COORD<br><i>023 - Education Administrators</i> | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. GRAD EDUC COORD<br><i>023 - Education Administrators</i>             | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. GRAD STDY COORD<br><i>023 - Education Administrators</i>             | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. GRANTS COORD<br><i>043 - Managers, All Other</i>                     | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. HOSP FACILTS PLANT MGR<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. HR COORD<br><i>013 - Human Resources Managers</i>                              | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. HRIS COORD<br><i>013 - Human Resources Managers</i>                            | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. HUMAN RSRC DIR<br><i>013 - Human Resources Managers</i>                        | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. I-CARD COORD<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INATL SERV COORD<br><i>043 - Managers, All Other</i>                           | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INFO TECHN NETWORK DIR<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INSTR; 2. PROJ COORD; 3. PROJ DIR<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INSTRN MEDIA PLANNER<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INTERIM ASST DIR CONTRACTS; 2. LEGAL COO<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INTERIM ASST DIR FOR RES PRGM; 2. RES TRA<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INTERIM ASST DIR; 2. RES INFO SPEC (ACC/IB<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INTERIM DEAN; 2. PROF<br><i>043 - Managers, All Other</i>                      | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. INTRAMURAL SPORTS COORD<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. IRB PROJ COORD<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. IS TRNG & DEVL P TEAM COORD; 2. OTHAC NOS<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LAB COORD<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LAB SERV COORD<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LECTURER; 2. PROJS COORD<br><i>023 - Education Administrators</i>              | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. LIB SYST COORD<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LIBRARY SYSTEMS COORD<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LUMP SUM; 2. OUTREACH FIELD CUST SERV CC<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LUMP SUM; 2. PROJ COORD<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. LUMP SUM; 2. REGIONAL SALES COORD<br><i>043 - Managers, All Other</i>          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. MGR OF RES OPER<br><i>043 - Managers, All Other</i>                                      | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. MGR OF SURVEY SYST<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. MGR OF SYST SERV<br><i>043 - Managers, All Other</i>                                     | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. MKTG & PROMO DIR<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. MKTG AND PROMOS COORD<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. MSP COORD FISC SERV<br><i>043 - Managers, All Other</i>                                  | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. MSP COORD OF FISC SERV<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. NETWORK ADMNR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. ONLINE EDUC PRGM COORD<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. OPER COORD<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. OUTF & PRGM COORD EDUC<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. OUTF ACTIVITIES COORD<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PATH INFO SYST<br><i>043 - Managers, All Other</i>                                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PHARM INFO SYST COORD<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. PHYSN SURG; 2. PROF; 3. VST MED DIR<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. PRGM ASSOC<br><i>043 - Managers, All Other</i>   | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD<br><i>043 - Managers, All Other</i>   | 45.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD TECHNOLOGY<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD, CONT EDUC & PUBLI<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD, COMNC<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD, NSSE<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD, PHOTO SERV<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM COORD, UPA PRGM<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGM DIR<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. PRGM DIR, BANNER FIN OPER<br><i>043 - Managers, All Other</i>               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRGRM COORD<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PRIN RES ECONOMIST<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROD MGR<br><i>043 - Managers, All Other</i>                                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROG COORD ANATOMIC PATH<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROG COORD MED ED<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD<br><i>043 - Managers, All Other</i>                              | 112.00 | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD - WEB<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD - WEB BASED PROJS<br><i>043 - Managers, All Other</i>            | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD QUALITY ASSURANCE<br><i>043 - Managers, All Other</i>            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD WEB<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD, ADMIN<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD, RES<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ COORD; 2. PROJ COORD FOR FAM MED F<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ DIR<br><i>043 - Managers, All Other</i>                                | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJ MGMT<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. PROJS COORD<br><i>043 - Managers, All Other</i>                             | 12.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. QUAL & SAFETY COORD<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. QUALITY COORD<br><i>043 - Managers, All Other</i>                           | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. QUALITY MGT COORD<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RECRUIT ADMSS COORD<br><i>023 - Education Administrators</i>                | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. RECRUITMENT & ADM COORD<br><i>023 - Education Administrators</i>            | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. REGISTRAR<br><i>023 - Education Administrators</i>                          | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. REIMBURSEMENT COMPLIANCE OFCR<br><i>043 - Managers, All Other</i>           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. RES & DEVL COORD<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RES ASST DIR<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RES ASST PROF; 2. SR ASSOC<br><i>023 - Education Administrators</i>           | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. RES INFO COORD<br><i>043 - Managers, All Other</i>                            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RES INFO SPEC (IRB COORD)<br><i>043 - Managers, All Other</i>                 | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RES PGRM COORD<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RES PROJ COORD<br><i>043 - Managers, All Other</i>                            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RESIDENT DIR<br><i>043 - Managers, All Other</i>                              | 9.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. RETENTION COORD<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SAMPLING OPER SUPVR<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SPEC CIRB ACCREDITATION & COMP; 2. VST AS<br><i>043 - Managers, All Other</i> | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SPEC EVENTS COORD<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SPEC PROJ COORD<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR ASSOC DIR<br><i>043 - Managers, All Other</i>                              | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR ASSOC HOSP DIR<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. SR CLIENT SERVER APP SYST<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR COMNC COORD<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR COORD<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR DIR OF DEVL COORD<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR DIR OF POLICE SERV<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR EXEC ASST TO THE DEAN<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR FIELD COORD<br><i>043 - Managers, All Other</i>                            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR INFO SYST MGR<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR PRGM COORD<br><i>043 - Managers, All Other</i>                             | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight         | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|----------------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. SR PROJ COORD<br><i>043 - Managers, All Other</i>                            | 5.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR PROJS COORD<br><i>043 - Managers, All Other</i>                           | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR RES ERA COORD<br><i>043 - Managers, All Other</i>                         | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR RES NURSE COORD<br><i>035 - Medical and Health Services Managers</i>      | 2.00           | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. SR RES PROJ COORD<br><i>043 - Managers, All Other</i>                        | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR TECHNOL INFRASTRUCTURE ANLY<br><i>043 - Managers, All Other</i>           | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. STAFF ASST<br><i>043 - Managers, All Other</i>                               | 2.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SURG ASST<br><i>035 - Medical and Health Services Managers</i>               | 1.00           | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. SURG COORD, ORTHO CTR<br><i>035 - Medical and Health Services Managers</i>   | 1.00           | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. TEAM LEADER SOCIAL WORK<br><i>035 - Medical and Health Services Managers</i> | 1.00           | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. TECH DIR<br><i>043 - Managers, All Other</i>                                 | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. TEST DEVLPR<br><i>043 - Managers, All Other</i>                              | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. TICKET MGR<br><i>043 - Managers, All Other</i>                               | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. TRNG PRGM COORD<br><i>043 - Managers, All Other</i>                          | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. UIC HISTORIAN<br><i>043 - Managers, All Other</i>                            | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. UIC-ONE CARD COORD<br><i>043 - Managers, All Other</i>                       | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. UIMC EMPLOYEE REL COORD<br><i>043 - Managers, All Other</i>                  | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. UTIL ENERGY & ENVIR COORD<br><i>043 - Managers, All Other</i>                | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VOLUNTEER SERV PRGM COORD<br><i>043 - Managers, All Other</i>                | 1.00           | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| <b>Total Weight:</b>  | <b>1462.00</b> |       |                 |                 |                |               |               |              |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------------------------------------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| <b>Job Group: 19 Specialists</b>  |        | <i>Labor Area: Chicago, IL PMSA</i> |                 |                 |                |               |               |              |
| <b><u>Employee Job Titles:</u></b>  |        |                                     |                 |                 |                |               |               |              |
| 1. RES INFO SPEC; 2. RES INFO SPEC<br><i>186 - Msc Social Scientists, Incl Sociologists</i>           | 1.00   | 634                                 | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58%  |
| 1. SPEC ASST TO THE HEAD<br><i>043 - Managers, All Other</i>  | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. A&D LAB SPEC - SA<br><i>255 - Other Education/Training/Library Workers</i>                         | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACAD HR SPEC<br><i>255 - Other Education/Training/Library Workers</i>                              | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACAD RSRC SPEC<br><i>255 - Other Education/Training/Library Workers</i>                            | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACAD SKILLS SPEC<br><i>255 - Other Education/Training/Library Workers</i>                          | 8.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACAD SKILLS SPEC IN MATH<br><i>255 - Other Education/Training/Library Workers</i>                  | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACAD SKILLS SPEC; 2. ACE ACAD SKILLS COOF<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ACUTE CARE NURS PRAC SPEC; 2. ADJNT CLN<br><i>165 - Medical Scientists</i>                         | 1.00   | 2521                                | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. ADA TECH ASSTC & TRNG SPEC<br><i>255 - Other Education/Training/Library Workers</i>                | 2.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ADAPTIVE TECHNOL SPEC<br><i>104 - Computer Support Specialists</i>                                 | 1.00   | 13203                               | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. ADJ INSTR; 2. NUTR & MED DIET SPEC<br><i>165 - Medical Scientists</i>                              | 1.00   | 2521                                | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. ADM & STDNT SERV SPEC<br><i>255 - Other Education/Training/Library Workers</i>                     | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ADM AND RECRUIT SPEC<br><i>255 - Other Education/Training/Library Workers</i>                      | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ADMIN INFO SYST SPEC<br><i>255 - Other Education/Training/Library Workers</i>                      | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ADVISEMENT SPEC<br><i>255 - Other Education/Training/Library Workers</i>                           | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ANLYT FORNSC TOX SPEC<br><i>165 - Medical Scientists</i>   | 3.00   | 2521                                | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. ANLYT FORNSC TOXIC SPEC<br><i>165 - Medical Scientists</i>   | 1.00   | 2521                                | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. ANTENATAL TEST CTR SPEC<br><i>165 - Medical Scientists</i>   | 1.00   | 2521                                | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. APP DEVLPR SPEC<br><i>104 - Computer Support Specialists</i>                                       | 1.00   | 13203                               | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. APP SPEC<br><i>104 - Computer Support Specialists</i>  | 1.00   | 13203                               | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. ARCHIVAL OPER & REF SPEC<br><i>255 - Other Education/Training/Library Workers</i>                  | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ARCHIVAL OPERATIONS & REF SPEC<br><i>255 - Other Education/Training/Library Workers</i>            | 1.00   | 1462                                | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black           | Hisp           | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|-----------------|----------------|---------------|--------------|
| 1. ASSESSMENT SPEC<br><i>255 - Other Education/Training/Library Workers</i>            | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%   | 55<br>3.76%    | 114<br>7.80%  | 14<br>0.96%  |
| 1. ASSISTIVE TECH SPEC<br><i>104 - Computer Support Specialists</i>                    | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. BDGT & RSRSC MGMT SPEC<br><i>073 - Other Business Operations Specialists</i>        | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. BILLING COMPL SPEC<br><i>073 - Other Business Operations Specialists</i>            | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. BUS & FIN SYS SPEC<br><i>073 - Other Business Operations Specialists</i>            | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. BUS HLTH CARE SYST ADMNR SPEC<br><i>073 - Other Business Operations Specialists</i> | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. BUS SERV SPEC<br><i>073 - Other Business Operations Specialists</i>                 | 2.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. BUS SRVS SPEC<br><i>073 - Other Business Operations Specialists</i>                 | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. BUS/HLTHCARE SYST ADMNR SPEC<br><i>073 - Other Business Operations Specialists</i>  | 4.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. CAD SPEC<br><i>073 - Other Business Operations Specialists</i>                      | 2.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. CAMPUS FACILTS PLNG SPEC<br><i>073 - Other Business Operations Specialists</i>      | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. CHILD PROTECTION SPEC<br><i>460 - Child Care Workers</i>                            | 1.00   | 37408 | 35130<br>93.91% | 16953<br>45.32% | 10364<br>27.71% | 4780<br>12.78% | 1110<br>2.97% | 104<br>0.28% |
| 1. CME EDUC SPEC<br><i>255 - Other Education/Training/Library Workers</i>              | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%   | 55<br>3.76%    | 114<br>7.80%  | 14<br>0.96%  |
| 1. CMPTR SPEC<br><i>104 - Computer Support Specialists</i>                             | 2.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. CMPTR SUPP SPEC<br><i>104 - Computer Support Specialists</i>                        | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. CMPTR SUPPORT SPEC<br><i>104 - Computer Support Specialists</i>                     | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. CMPUT SPEC<br><i>104 - Computer Support Specialists</i>                             | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. COLL LIAISON/COMNC SPEC<br><i>202 - Misc Community/Social Srv Spcl</i>              | 1.00   | 6880  | 4390<br>63.81%  | 3645<br>52.98%  | 2425<br>35.25%  | 760<br>11.05%  | 320<br>4.65%  | 25<br>0.36%  |
| 1. COMNC SPEC<br><i>202 - Misc Community/Social Srv Spcl</i>                           | 1.00   | 6880  | 4390<br>63.81%  | 3645<br>52.98%  | 2425<br>35.25%  | 760<br>11.05%  | 320<br>4.65%  | 25<br>0.36%  |
| 1. COMP & REIMBURS SPEC<br><i>202 - Misc Community/Social Srv Spcl</i>                 | 1.00   | 6880  | 4390<br>63.81%  | 3645<br>52.98%  | 2425<br>35.25%  | 760<br>11.05%  | 320<br>4.65%  | 25<br>0.36%  |
| 1. COMPENSATION CONSLT SPEC<br><i>073 - Other Business Operations Specialists</i>      | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. CREDENTIALING SPEC<br><i>073 - Other Business Operations Specialists</i>            | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04%  | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. DATA ANALYSIS SPEC; 2. RES INFO SPEC<br><i>104 - Computer Support Specialists</i>   | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. DATA ANALYST SPEC<br><i>104 - Computer Support Specialists</i>                      | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07%  | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

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

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority       | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|----------------|----------------|---------------|---------------|--------------|
| 1. HR SPEC<br><i>062 - HR/Training/Labor Relations Specialists</i>                         | 8.00   | 33165 | 22255<br>67.10% | 8920<br>26.90% | 5090<br>15.35% | 2700<br>8.14% | 895<br>2.70%  | 100<br>0.30% |
| 1. HR SPEC EE REL<br><i>062 - HR/Training/Labor Relations Specialists</i>                  | 1.00   | 33165 | 22255<br>67.10% | 8920<br>26.90% | 5090<br>15.35% | 2700<br>8.14% | 895<br>2.70%  | 100<br>0.30% |
| 1. HRIS TECH SPEC<br><i>062 - HR/Training/Labor Relations Specialists</i>                  | 1.00   | 33165 | 22255<br>67.10% | 8920<br>26.90% | 5090<br>15.35% | 2700<br>8.14% | 895<br>2.70%  | 100<br>0.30% |
| 1. INFO SERV SPEC<br><i>255 - Other Education/Training/Library Workers</i>                 | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. INFO TECH SPEC<br><i>255 - Other Education/Training/Library Workers</i>                 | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. INSTRN COMNC SPEC<br><i>286 - Misc Media/Communication Workers</i>                      | 1.00   | 1859  | 1204<br>64.77%  | 1014<br>54.55% | 150<br>8.07%   | 625<br>33.62% | 224<br>12.05% | 0<br>0.00%   |
| 1. INTERIM PATH SR INFOSYST SPEC; 2. PATH INF<br><i>104 - Computer Support Specialists</i> | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. INTERIM SR PATH INFO SYST SPEC; 2. PATH IN<br><i>104 - Computer Support Specialists</i> | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. INTRA-OPER MONITORING SPEC<br><i>255 - Other Education/Training/Library Workers</i>     | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. IS TRNG & DEVL P SPEC<br><i>255 - Other Education/Training/Library Workers</i>          | 2.00   | 1462  | 942<br>64.43%   | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. ISLET TRANSPLANT PRGM SPEC<br><i>165 - Medical Scientists</i>                           | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. IT OPER SPEC<br><i>104 - Computer Support Specialists</i>                               | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. LAB SPEC, GRAPHIC DESIGN<br><i>104 - Computer Support Specialists</i>                   | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. LAB SPEC-EV/ID<br><i>104 - Computer Support Specialists</i>                             | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. LAB SPEC-PHOTO<br><i>104 - Computer Support Specialists</i>                             | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. LAB SUPPORT SPEC<br><i>104 - Computer Support Specialists</i>                           | 2.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. LIB TECH SERV SYST SPEC<br><i>255 - Other Education/Training/Library Workers</i>        | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. MED TESTING SPEC<br><i>165 - Medical Scientists</i>                                     | 2.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. MKTG & BUS DEVL P SPEC<br><i>255 - Other Education/Training/Library Workers</i>         | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. MULTIMEDIA PROD SPEC<br><i>104 - Computer Support Specialists</i>                       | 4.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. MULTIMEDIA SPEC<br><i>104 - Computer Support Specialists</i>                            | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. NETWORK SERV SPEC<br><i>104 - Computer Support Specialists</i>                          | 2.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. NURSE PRAC, SPEC<br><i>165 - Medical Scientists</i>                                     | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. NUTR MGMT SPEC<br><i>165 - Medical Scientists</i>                                       | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female         | Minority       | Black         | Hisp          | Asian         | AmInd       |
|---|--------|-------|----------------|----------------|---------------|---------------|---------------|-------------|
| 1. NUTRITION SPEC<br><i>165 - Medical Scientists</i>                                | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. ORG EFFECTIVENESS SPEC<br><i>165 - Medical Scientists</i>                        | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. PATH INFO SYST SPEC<br><i>255 - Other Education/Training/Library Workers</i>     | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PHYSN SUPPORT SERV SPEC<br><i>165 - Medical Scientists</i>                       | 2.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. PRAC ADV SPEC<br><i>255 - Other Education/Training/Library Workers</i>           | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PRAC ADVC SPEC<br><i>255 - Other Education/Training/Library Workers</i>          | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PRAC ADVCMT SPEC<br><i>255 - Other Education/Training/Library Workers</i>        | 2.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PRGM SPEC<br><i>255 - Other Education/Training/Library Workers</i>               | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PRGM SPEC - GAMES & SIM<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PRGMR SPEC<br><i>255 - Other Education/Training/Library Workers</i>              | 2.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. PRIN ANLYT FORNSC TOX SPEC<br><i>165 - Medical Scientists</i>                    | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. PRIN RES ENGR; 2. SR NEUROPHYSIO SPEC<br><i>165 - Medical Scientists</i>         | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. PROCUREMENT SPEC<br><i>095 - Financial Specialists, All Other</i>                | 4.00   | 1137  | 598<br>52.59%  | 367<br>32.28%  | 160<br>14.07% | 145<br>12.75% | 24<br>2.11%   | 19<br>1.67% |
| 1. PROG-HLMED ANESTH SPEC<br><i>165 - Medical Scientists</i>                        | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. PROJ MGMT SPEC<br><i>255 - Other Education/Training/Library Workers</i>          | 6.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. RECRUIT & TRNG SPEC<br><i>255 - Other Education/Training/Library Workers</i>     | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. REGSTR & REC SPEC<br><i>255 - Other Education/Training/Library Workers</i>       | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. RES ANIMAL SCI, SPEC<br><i>165 - Medical Scientists</i>                          | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. RES INFO SPEC<br><i>186 - Msc Social Scientists, Incl Sociologists</i>           | 34.00  | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58% |
| 1. RES NURSE SPEC<br><i>165 - Medical Scientists</i>                                | 4.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. RES OUTR SPEC; 2. RES OUTREACH SPEC<br><i>165 - Medical Scientists</i>           | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. RES PRGM SPEC<br><i>255 - Other Education/Training/Library Workers</i>           | 1.00   | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. RES SPEC<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                | 14.00  | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58% |
| 1. RES SPEC, BEHAV SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>     | 2.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian          | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|----------------|--------------|
| 1. RES SPEC, MEDICINAL CHEM<br><i>165 - Medical Scientists</i>                      | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%   |
| 1. RES SPEC-OCULARIST<br><i>165 - Medical Scientists</i>                            | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%   |
| 1. RES TRANSPORTATION SPEC<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. RISK MGMT SPEC<br><i>062 - HR/Training/Labor Relations Specialists</i>           | 2.00   | 33165 | 22255<br>67.10% | 8920<br>26.90%  | 5090<br>15.35% | 2700<br>8.14% | 895<br>2.70%   | 100<br>0.30% |
| 1. SAFETY COMNC SPEC<br><i>255 - Other Education/Training/Library Workers</i>       | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SERIALS SPEC<br><i>255 - Other Education/Training/Library Workers</i>            | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SEVIS IMMIGR TECH SPEC<br><i>255 - Other Education/Training/Library Workers</i>  | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SPEC<br><i>255 - Other Education/Training/Library Workers</i>                    | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SPEC ASST TO THE HEAD<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. SPEC BSFIN GRANT VISTN<br><i>255 - Other Education/Training/Library Workers</i>  | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SPEC IT<br><i>104 - Computer Support Specialists</i>                             | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79%  | 40<br>0.30%  |
| 1. SPEC ASST FOR CAMPUS REL<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. SPEC ASST TO ASSOC CHANC<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. SPEC ASST TO HEAD<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. SPEC ASST TO THE ASSOC CHANC<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. SPEC ASST TO THE HEAD<br><i>043 - Managers, All Other</i>                        | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. SPEC EDUC<br><i>255 - Other Education/Training/Library Workers</i>               | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SPEC FOR ENVIR CARE<br><i>174 - Environmental Scientists &amp; Geoscientists</i> | 1.00   | 1399  | 395<br>28.23%   | 234<br>16.73%   | 125<br>8.93%   | 35<br>2.50%   | 70<br>5.00%    | 4<br>0.29%   |
| 1. SPEC IN AUDIOLOGY<br><i>314 - Audiologists</i>                                   | 3.00   | 339   | 295<br>87.02%   | 4<br>1.18%      | 0<br>0.00%     | 0<br>0.00%    | 4<br>1.18%     | 0<br>0.00%   |
| 1. SPEC IN CHEM EDUC<br><i>172 - Chemists and Materials Scientists</i>              | 1.00   | 4944  | 1890<br>38.23%  | 1624<br>32.85%  | 385<br>7.79%   | 200<br>4.05%  | 1005<br>20.33% | 14<br>0.28%  |
| 1. SPEC IN EDUC<br><i>255 - Other Education/Training/Library Workers</i>            | 10.00  | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. SPEC IN EXERCISE PHYSIO<br><i>362 - Physical Therapist Assistants/Aides</i>      | 1.00   | 1109  | 914<br>82.42%   | 309<br>27.86%   | 195<br>17.58%  | 60<br>5.41%   | 50<br>4.51%    | 0<br>0.00%   |
| 1. SPEC IN NUTR<br><i>303 - Dietitians and Nutritionists</i>                        | 8.00   | 1774  | 1615<br>91.04%  | 609<br>34.33%   | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%   | 0<br>0.00%   |
| 1. SPEC IN NUTR & MED DIET<br><i>303 - Dietitians and Nutritionists</i>             | 1.00   | 1774  | 1615<br>91.04%  | 609<br>34.33%   | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%   | 0<br>0.00%   |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. SPEC IN OCCUP THER<br><i>315 - Occupational Therapists</i>                   | 1.00   | 2174  | 2034<br>93.56%  | 419<br>19.27%   | 190<br>8.74%   | 80<br>3.68%   | 145<br>6.67%  | 4<br>0.18%   |
| 1. SPEC IN PHSYL THER<br><i>316 - Physical Therapists</i>                       | 1.00   | 3978  | 2904<br>73.00%  | 983<br>24.71%   | 169<br>4.25%   | 125<br>3.14%  | 655<br>16.47% | 0<br>0.00%   |
| 1. SPEC IN PHYSL THER<br><i>316 - Physical Therapists</i>                       | 13.00  | 3978  | 2904<br>73.00%  | 983<br>24.71%   | 169<br>4.25%   | 125<br>3.14%  | 655<br>16.47% | 0<br>0.00%   |
| 1. SPEC IN WRITING & EDITING<br><i>283 - Editors</i>                            | 1.00   | 8141  | 4682<br>57.51%  | 846<br>10.39%   | 324<br>3.98%   | 239<br>2.94%  | 250<br>3.07%  | 4<br>0.05%   |
| 1. SPEC NUTR<br><i>303 - Dietitians and Nutritionists</i>                       | 2.00   | 1774  | 1615<br>91.04%  | 609<br>34.33%   | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%  | 0<br>0.00%   |
| 1. SPEC NUTR MED DIET<br><i>303 - Dietitians and Nutritionists</i>              | 1.00   | 1774  | 1615<br>91.04%  | 609<br>34.33%   | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%  | 0<br>0.00%   |
| 1. SPEC PHYSL THER<br><i>316 - Physical Therapists</i>                          | 2.00   | 3978  | 2904<br>73.00%  | 983<br>24.71%   | 169<br>4.25%   | 125<br>3.14%  | 655<br>16.47% | 0<br>0.00%   |
| 1. SPEC, EDUC<br><i>255 - Other Education/Training/Library Workers</i>          | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. SPEC, HSPIS<br><i>255 - Other Education/Training/Library Workers</i>         | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. SPEC, IN VITRO FERTILIZATION/A<br><i>165 - Medical Scientists</i>            | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. SPEC, SPEECH PATH<br><i>323 - Speech-Language Pathologists</i>               | 2.00   | 3147  | 3018<br>95.90%  | 387<br>12.30%   | 235<br>7.47%   | 130<br>4.13%  | 8<br>0.25%    | 14<br>0.44%  |
| 1. SPECIAL ASST TO HEAD<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. SR ANLYT FORNSC TOX SPEC<br><i>165 - Medical Scientists</i>                  | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. SR ANLYT FORNSC TOXIC SPEC<br><i>165 - Medical Scientists</i>                | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. SR BIOL SAFETY SPEC<br><i>165 - Medical Scientists</i>                       | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. SR ECON RES SPEC<br><i>180 - Economists</i>                                  | 1.00   | 915   | 285<br>31.15%   | 160<br>17.49%   | 45<br>4.92%    | 15<br>1.64%   | 100<br>10.93% | 0<br>0.00%   |
| 1. SR ENTERPRISE APP DEVLPR SPEC<br><i>104 - Computer Support Specialists</i>   | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. SR IT SPEC<br><i>104 - Computer Support Specialists</i>                      | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. SR MED ILLUSTRATION SPEC<br><i>165 - Medical Scientists</i>                  | 1.00   | 2521  | 1103<br>43.75%  | 1091<br>43.28%  | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%   |
| 1. SR OPER SPEC<br><i>255 - Other Education/Training/Library Workers</i>        | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. SR PGMR SPEC - LSA<br><i>186 - Msc Social Scientists, Incl Sociologists</i>  | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58%  |
| 1. SR PRGMR SPEC<br><i>186 - Msc Social Scientists, Incl Sociologists</i>       | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58%  |
| 1. SR PRGMR SPEC - LAR<br><i>186 - Msc Social Scientists, Incl Sociologists</i> | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%   | 10<br>1.58%  |
| 1. SR RES INFO SPEC<br><i>104 - Computer Support Specialists</i>                | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight        | Total | Female         | Minority       | Black          | Hisp          | Asian         | Amlnd       |
|--|---------------|-------|----------------|----------------|----------------|---------------|---------------|-------------|
| 1. SR RISK MGMT SPEC<br><i>255 - Other Education/Training/Library Workers</i>            | 2.00          | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. SR SPEC IN NUTR; 2. SR SPEC IN NUTRITION<br><i>303 - Dietitians and Nutritionists</i> | 1.00          | 1774  | 1615<br>91.04% | 609<br>34.33%  | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%  | 0<br>0.00%  |
| 1. SR STAFF SPEC NURSING<br><i>165 - Medical Scientists</i>                              | 1.00          | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. STAFF SPEC IN NURS<br><i>165 - Medical Scientists</i>                                 | 16.00         | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. STAFF SPEC NURS<br><i>165 - Medical Scientists</i>                                    | 1.00          | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%    | 69<br>2.74%   | 919<br>36.45% | 0<br>0.00%  |
| 1. STDNT AFF SPEC<br><i>255 - Other Education/Training/Library Workers</i>               | 1.00          | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. TECH PROJ MGMT SPEC<br><i>255 - Other Education/Training/Library Workers</i>          | 3.00          | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. TECHNOL SPEC<br><i>255 - Other Education/Training/Library Workers</i>                 | 1.00          | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. THESIS/DISSERTATION SPEC<br><i>255 - Other Education/Training/Library Workers</i>     | 1.00          | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. TRNG SPEC<br><i>255 - Other Education/Training/Library Workers</i>                    | 1.00          | 1462  | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96% |
| 1. WEB & DATABASE SPEC<br><i>104 - Computer Support Specialists</i>                      | 1.00          | 13203 | 4914<br>37.22% | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30% |
| 1. WEBMASTER SPEC<br><i>104 - Computer Support Specialists</i>                           | 1.00          | 13203 | 4914<br>37.22% | 3998<br>30.28% | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30% |
| <b>Total Weight:</b>   | <b>331.00</b> |       |                |                |                |               |               |             |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female         | Minority       | Black         | Hisp         | Asian          | AmInd       |
|---|--------|-------------------------------------|----------------|----------------|---------------|--------------|----------------|-------------|
| <b>Job Group: 20 Analysts</b>   |        | <i>Labor Area: Chicago, IL PMSA</i> |                |                |               |              |                |             |
| <b><u>Employee Job Titles:</u></b>  |        |                                     |                |                |               |              |                |             |
| 1. PRGM & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                               | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. CLAIMS ANLYS<br><i>083 - Credit Analysts</i>   | 1.00   | 1560                                | 890<br>57.05%  | 490<br>31.41%  | 240<br>15.38% | 155<br>9.94% | 95<br>6.09%    | 0<br>0.00%  |
| 1. CLIENT/SERV APP SYST ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>            | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. CLIENT/SERVER APP SYST ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>          | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. CUSTOMER SERV TECH ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>              | 2.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. CUSTOMER SERV TECHN ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>             | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. CUSTOMER SERV TECHNICAL ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>         | 5.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DATA CTR QUAL ADVCMT ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>            | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DATA MGMT ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                       | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DATA RSRSC ANLYST<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                     | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DATABASE ANLYS (SPEC)<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                 | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DATABASE ANLYS SPEC<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                   | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DATABASE MGMT & ANLYS SPEC<br><i>111 - Netwrk Syst/Data Communications Analysts</i>            | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DIR NETWORK SECURITY; 2. NETWORK ANLY<br><i>111 - Netwrk Syst/Data Communications Analysts</i> | 1.00   | 12499                               | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. DIR BDGT & PRGM ANLYS<br><i>122 - Operations Research Analysts</i>                             | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. DIR, METABOLISM PROGRAMS; 2. RSRC & POLI<br><i>122 - Operations Research Analysts</i>          | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. GRPWARE ANLYS SPEC<br><i>122 - Operations Research Analysts</i>                                | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HEALTHCARE PRAC ANLYS SPEC<br><i>122 - Operations Research Analysts</i>                        | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRAC ANLYS<br><i>122 - Operations Research Analysts</i>                               | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRAC ANLYS (SPEC)<br><i>122 - Operations Research Analysts</i>                        | 2.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRAC ANLYS PRGRMR<br><i>122 - Operations Research Analysts</i>                        | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRAC ANLYS PROG SPEC<br><i>122 - Operations Research Analysts</i>                     | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRAC ANLYS SPEC<br><i>122 - Operations Research Analysts</i>                          | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority       | Black         | Hisp         | Asian          | AmInd       |
|---|--------|-------|-----------------|----------------|---------------|--------------|----------------|-------------|
| 1. HLTHCARE PRAC ANLYST SPEC<br><i>122 - Operations Research Analysts</i>                   | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRAC ANYLS PRGRMR<br><i>122 - Operations Research Analysts</i>                  | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE PRACT ANLYS/PRGM SPEC<br><i>122 - Operations Research Analysts</i>              | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. HLTHCARE TECH ANLYS<br><i>122 - Operations Research Analysts</i>                         | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. INTERIM ASST DIR AMBULATORY; 2. RSRSC & F<br><i>122 - Operations Research Analysts</i>   | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. INTERIM BUS OPER COORD; 2. RSRC & POLICY<br><i>122 - Operations Research Analysts</i>    | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. INTERIM RSRSC & POLICY ANLYS; 2. RECRUIT &<br><i>122 - Operations Research Analysts</i>  | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. LUMP SUM; 2. RSCR & POLICY ANLYS; 3. VST TR<br><i>122 - Operations Research Analysts</i> | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. LUMP; 2. NETWORK ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>          | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. MGMT DATA ANLYS<br><i>071 - Management Analysts</i>                                      | 1.00   | 29574 | 10755<br>36.37% | 5594<br>18.92% | 2165<br>7.32% | 865<br>2.92% | 2234<br>7.55%  | 90<br>0.30% |
| 1. MGMT METHODS ANLYS<br><i>071 - Management Analysts</i>                                   | 9.00   | 29574 | 10755<br>36.37% | 5594<br>18.92% | 2165<br>7.32% | 865<br>2.92% | 2234<br>7.55%  | 90<br>0.30% |
| 1. NETWORK ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                   | 16.00  | 12499 | 3550<br>28.40%  | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. NETWORK ANLYS SPEC<br><i>111 - Netwrk Syst/Data Communications Analysts</i>              | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. NETWORK ANLYS WEB SPEC<br><i>111 - Netwrk Syst/Data Communications Analysts</i>          | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. NETWORK ANLYST<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                  | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. PRGM & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                         | 10.00  | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. PRGM & POLICY ANLYS; 2. RSRSC & POLICY AI<br><i>122 - Operations Research Analysts</i>   | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. PRGM ANLYS (SPEC)<br><i>122 - Operations Research Analysts</i>                           | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. PRGM POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                           | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. PRGM POLICY ANLYST<br><i>122 - Operations Research Analysts</i>                          | 2.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. PROJ COORD; 2. TRANSPLANT ASST ANLYS<br><i>122 - Operations Research Analysts</i>        | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RES & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                          | 2.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RES DATA ANALYST<br><i>122 - Operations Research Analysts</i>                            | 8.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RES DATA ANLYS<br><i>122 - Operations Research Analysts</i>                              | 7.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female         | Minority       | Black         | Hisp         | Asian          | AmInd       |
|---|--------|-------|----------------|----------------|---------------|--------------|----------------|-------------|
| 1. RES DATA ANLYST<br><i>122 - Operations Research Analysts</i>                           | 3.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RES POLICY ANLYST<br><i>122 - Operations Research Analysts</i>                         | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RESOURCE PLCY ANLYST<br><i>122 - Operations Research Analysts</i>                      | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRC & POLICY ANALYST<br><i>122 - Operations Research Analysts</i>                     | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRC & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                       | 20.00  | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRC & POLICY ANLYS; 2. RSRSC & POLICY AN<br><i>122 - Operations Research Analysts</i> | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRCS & POLICY ANYLS<br><i>122 - Operations Research Analysts</i>                      | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRSC & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                      | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRSC & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                      | 29.00  | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRSC & POLICY ANYLS<br><i>122 - Operations Research Analysts</i>                      | 2.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRSC POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                        | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. RSRSC POLICY ANYLS<br><i>122 - Operations Research Analysts</i>                        | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR CLIENT/SERV APP SYST ANLYS<br><i>122 - Operations Research Analysts</i>             | 2.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR CUSTOMER SERV TECHN ANLYS<br><i>122 - Operations Research Analysts</i>              | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR DATABASE ANLYS SPEC<br><i>122 - Operations Research Analysts</i>                    | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR HLTHCARE PRAC ANLYS SPEC<br><i>122 - Operations Research Analysts</i>               | 4.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR HLTHCARE PRAC ANLYS/PRGRMR<br><i>122 - Operations Research Analysts</i>             | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR HLTHCARE PRACS ANLYS PROG S<br><i>122 - Operations Research Analysts</i>            | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR HLTHCARE PRACT ANLYS SPEC<br><i>122 - Operations Research Analysts</i>              | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR HLTHCARE TECH ANLYS SPEC<br><i>122 - Operations Research Analysts</i>               | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR NETWORK ANYLS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>              | 1.00   | 12499 | 3550<br>28.40% | 3289<br>26.31% | 1170<br>9.36% | 690<br>5.52% | 1300<br>10.40% | 29<br>0.23% |
| 1. SR OPER SYST ANLYS SPEC<br><i>122 - Operations Research Analysts</i>                   | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR OPERATING SYST ANLYS<br><i>122 - Operations Research Analysts</i>                   | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |
| 1. SR OPERATING SYST ANLYS SPEC<br><i>122 - Operations Research Analysts</i>              | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34% | 235<br>8.66%   | 4<br>0.15%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female         | Minority      | Black        | Hisp         | Asian        | Amlnd      |
|--|--------|-------|----------------|---------------|--------------|--------------|--------------|------------|
| 1. SR PLNG & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>       | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39% | 260<br>9.58% | 145<br>5.34% | 235<br>8.66% | 4<br>0.15% |
| 1. SR PRGM & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>       | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39% | 260<br>9.58% | 145<br>5.34% | 235<br>8.66% | 4<br>0.15% |
| 1. SR TECH INFRASTRUCTURE ANLYS<br><i>122 - Operations Research Analysts</i> | 1.00   | 2714  | 1340<br>49.37% | 689<br>25.39% | 260<br>9.58% | 145<br>5.34% | 235<br>8.66% | 4<br>0.15% |
| 1. TECHNOL INFRASTRUCTURE ANLYS<br><i>122 - Operations Research Analysts</i> | 3.00   | 2714  | 1340<br>49.37% | 689<br>25.39% | 260<br>9.58% | 145<br>5.34% | 235<br>8.66% | 4<br>0.15% |
| <i>Total Weight:</i>   | 184.00 |       |                |               |              |              |              |            |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight       | Total                               | Female         | Minority       | Black        | Hisp         | Asian        | AmInd      |
|---|--------------|-------------------------------------|----------------|----------------|--------------|--------------|--------------|------------|
| <b>Job Group: 29 Coaching Related/Athletics</b>   |              | <i>Labor Area: Chicago, IL PMSA</i> |                |                |              |              |              |            |
| <b><u>Employee Job Titles:</u></b>  |              |                                     |                |                |              |              |              |            |
| 1. ASST TICKET MGR; 2. HEAD VARSITY COACH, V<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i> | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. ASST VARSITY COACH<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>                        | 5.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. ASST VARSITY COACH WOMEN'S BAS<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. ASST VARSITY COACH WOMEN'S VOL<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. ASST VARSITY COACH, WOMEN BASK<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. ASST VARSITY COACH; 2. INTERIM ASSOC HEA<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>  | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD COACH - WOMEN'S SOFTBALL<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>             | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD COACH, MEN'S BASEBALL<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>                | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>                        | 2.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH - MEN'S & W<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH - MEN'S TEN<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH - SOFTBALL<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>             | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH - WOMEN'S B<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH - WOMEN'S T<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH, MEN'S BASK<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>            | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH, MEN'S GYM<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>             | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH, MEN/WOMEN<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>             | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| 1. HEAD VARSITY COACH, WOMEN VB<br><i>272 - Athletes/Coaches/Umpires/Related Workers</i>              | 1.00         | 5329                                | 2010<br>37.72% | 1059<br>19.87% | 495<br>9.29% | 315<br>5.91% | 205<br>3.85% | 4<br>0.08% |
| <b>Total Weight:</b>  | <b>23.00</b> |                                     |                |                |              |              |              |            |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female         | Minority       | Black         | Hisp         | Asian          | Amlnd       |
|---|--------|-------------------------------------|----------------|----------------|---------------|--------------|----------------|-------------|
| <b>Job Group: 30 Engineers</b>  |        | <i>Labor Area: Chicago, IL PMSA</i> |                |                |               |              |                |             |
| <b><u>Employee Job Titles:</u></b>  |        |                                     |                |                |               |              |                |             |
| 1. PRIN RES ENGR<br><i>153 - Misc Eng Includ Agricultural and Biomed</i>  | 1.00   | 10753                               | 1124<br>10.45% | 2918<br>27.14% | 485<br>4.51%  | 445<br>4.14% | 1810<br>16.83% | 15<br>0.14% |
| 1. PRINC RES ENGR<br><i>153 - Misc Eng Includ Agricultural and Biomed</i> | 1.00   | 10753                               | 1124<br>10.45% | 2918<br>27.14% | 485<br>4.51%  | 445<br>4.14% | 1810<br>16.83% | 15<br>0.14% |
| 1. RES ENGR<br><i>153 - Misc Eng Includ Agricultural and Biomed</i>       | 3.00   | 10753                               | 1124<br>10.45% | 2918<br>27.14% | 485<br>4.51%  | 445<br>4.14% | 1810<br>16.83% | 15<br>0.14% |
| 1. SOFTWARE ENGR<br><i>102 - Computer Software Engineers</i>              | 2.00   | 26548                               | 6809<br>25.65% | 9933<br>37.42% | 1645<br>6.20% | 835<br>3.15% | 7099<br>26.74% | 69<br>0.26% |
| <i>Total Weight:</i>  | 7.00   |                                     |                |                |               |              |                |             |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female         | Minority       | Black          | Hisp         | Asian        | AmInd       |
|---|--------|-------------------------------------|----------------|----------------|----------------|--------------|--------------|-------------|
| <b>Job Group: 31 Advisors/Counselors</b>                      |        | <i>Labor Area: Chicago, IL PMSA</i> |                |                |                |              |              |             |
| <b><u>Employee Job Titles:</u></b>                            |        |                                     |                |                |                |              |              |             |
| 1. ACAD ADV<br>200 - Counselors                               | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ACAD ADVR<br>200 - Counselors                              | 30.00  | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ACAD ADVR, ASCEND<br>200 - Counselors                      | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ACAD ADVR; 2. ASST ATHL DIR<br>200 - Counselors            | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ACAD ADVR; 2. PRGM COORD<br>200 - Counselors               | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ACAD COUNS<br>200 - Counselors                             | 2.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ACAD COUNS; 2. INTERIM ASST TO THE DIR<br>200 - Counselors | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. ADM COUNS<br>200 - Counselors                              | 13.00  | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. COUNS<br>200 - Counselors                                  | 2.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. COUNS PSYCHOLOGIST<br>200 - Counselors                     | 5.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. COUNS PSYCHOLOGIST; 2. PROJ COORD<br>200 - Counselors      | 2.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. DOCTORAL PRGM & FIN AID ADVR<br>200 - Counselors           | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. GENETIC COUNS<br>200 - Counselors                          | 3.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. GRAD ACAD ADVR<br>200 - Counselors                         | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. GRAD ADVR<br>200 - Counselors                              | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. MED & BA PRGM ADVR<br>200 - Counselors                     | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. RECRUIT & ADM COUNS<br>200 - Counselors                    | 4.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. RECRUIT & ADM COUNSELOR<br>200 - Counselors                | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. RECRUIT COUNS<br>200 - Counselors                          | 4.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. RECRUITMENT & ADM COUNS<br>200 - Counselors                | 8.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. RECRUITMENT COUNS<br>200 - Counselors                      | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. SR ACAD ADVR<br>200 - Counselors                           | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |
| 1. SR ADM COUNS<br>200 - Counselors                           | 1.00   | 13401                               | 8614<br>64.28% | 5641<br>42.09% | 4068<br>30.36% | 985<br>7.35% | 444<br>3.31% | 39<br>0.29% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|                      | Weight | Total | Female | Minority | Black | Hisp | Asian | Amlnd |
|----------------------|--------|-------|--------|----------|-------|------|-------|-------|
| <i>Total Weight:</i> | 86.00  |       |        |          |       |      |       |       |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total                               | Female         | Minority       | Black         | Hisp          | Asian          | AmInd       |
|--|--------|-------------------------------------|----------------|----------------|---------------|---------------|----------------|-------------|
| <b>Job Group: 60 Research Scientists</b>   |        | <i>Labor Area: Chicago, IL PMSA</i> |                |                |               |               |                |             |
| <b><u>Employee Job Titles:</u></b>   |        |                                     |                |                |               |               |                |             |
| 1. RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                       | 1.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. INSTRUCTOR; 2. SR RES SPEC IN PUB HLTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>     | 2.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. LUMP SUM; 2. SR RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>       | 1.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. PRIN RES PRGMR<br><i>101 - Computer Programmers</i>   | 3.00   | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES POLCY ANLYST; 2. RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>  | 1.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES PRGM<br><i>101 - Computer Programmers</i>   | 1.00   | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES PRGMR<br><i>101 - Computer Programmers</i>  | 34.00  | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES PRGRMR<br><i>101 - Computer Programmers</i>   | 19.00  | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES PROGRAMMER<br><i>101 - Computer Programmers</i>   | 2.00   | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES SCI<br><i>176 - Physical Scientists, All Other</i>  | 4.00   | 4255                                | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. RES SPEC - COMPUTER SCI<br><i>101 - Computer Programmers</i>  | 1.00   | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES SPEC DEVL P DISABILITIES<br><i>165 - Medical Scientists</i>                                     | 1.00   | 2521                                | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. RES SPEC EAES<br><i>165 - Medical Scientists</i>  | 1.00   | 2521                                | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. RES SPEC ECHOCARDIOGRAPHY<br><i>165 - Medical Scientists</i>  | 1.00   | 2521                                | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. RES SPEC HLT SCI; 2. RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>  | 1.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                          | 46.00  | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC HLTH SCI; 2. RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i> | 2.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC HLTH SCI; 2. VST PROJ COOR<br><i>186 - Msc Social Scientists, Incl Sociologists</i>        | 1.00   | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN CHEM<br><i>172 - Chemists and Materials Scientists</i>                                  | 1.00   | 4944                                | 1890<br>38.23% | 1624<br>32.85% | 385<br>7.79%  | 200<br>4.05%  | 1005<br>20.33% | 14<br>0.28% |
| 1. RES SPEC IN DD<br><i>122 - Operations Research Analysts</i>   | 1.00   | 2714                                | 1340<br>49.37% | 689<br>25.39%  | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%  |
| 1. RES SPEC IN DEVL P DIS<br><i>101 - Computer Programmers</i>   | 1.00   | 28381                               | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. RES SPEC IN DEVL P DISABILITIES<br><i>255 - Other Education/Training/Library Workers</i>            | 4.00   | 1462                                | 942<br>64.43%  | 382<br>26.13%  | 195<br>13.34% | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96% |
| 1. RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                       | 87.00  | 634                                 | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female         | Minority       | Black         | Hisp          | Asian          | AmInd       |
|---|--------|-------|----------------|----------------|---------------|---------------|----------------|-------------|
| 1. RES SPEC IN HLTH SCI; 2. RES SPEC IN PUB HL<br><i>186 - Msc Social Scientists, Incl Sociologists</i> | 1.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN HLTH SYST RES<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                   | 3.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN HTLH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                        | 1.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN LIFE SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                        | 3.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN PHARM SCI<br><i>165 - Medical Scientists</i>   | 3.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. RES SPEC IN PHARMACEUTICAL SCI<br><i>165 - Medical Scientists</i>                                    | 2.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. RES SPEC IN PHYSICS<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                         | 1.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN PUB HLTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                        | 17.00  | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC IN THE HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                    | 2.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC ON HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                        | 1.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. RES SPEC PHARM SCI<br><i>165 - Medical Scientists</i>  | 2.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. RES SPEC; 2. RES SPEC IN PHARM SCI<br><i>165 - Medical Scientists</i>                                | 1.00   | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17%   | 69<br>2.74%   | 919<br>36.45%  | 0<br>0.00%  |
| 1. SEN RES SCI<br><i>176 - Physical Scientists, All Other</i>   | 1.00   | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                     | 1.00   | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58% |
| 1. SR PRGM ADMIN<br><i>101 - Computer Programmers</i>   | 1.00   | 28381 | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. SR PRGMR<br><i>101 - Computer Programmers</i>  | 1.00   | 28381 | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. SR PRGRMR<br><i>101 - Computer Programmers</i>   | 1.00   | 28381 | 8292<br>29.22% | 8081<br>28.47% | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22% |
| 1. SR RES<br><i>176 - Physical Scientists, All Other</i>  | 3.00   | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES ENGINEER<br><i>176 - Physical Scientists, All Other</i>                                       | 1.00   | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES ENGR<br><i>176 - Physical Scientists, All Other</i>   | 2.00   | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES PRGMR<br><i>176 - Physical Scientists, All Other</i>  | 14.00  | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES PRGRMR<br><i>176 - Physical Scientists, All Other</i>   | 4.00   | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES SCI<br><i>176 - Physical Scientists, All Other</i>  | 2.00   | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |
| 1. SR RES SPEC<br><i>176 - Physical Scientists, All Other</i>   | 16.00  | 4255  | 1680<br>39.48% | 1410<br>33.14% | 140<br>3.29%  | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight        | Total | Female         | Minority       | Black       | Hisp        | Asian         | Amlnd       |
|--|---------------|-------|----------------|----------------|-------------|-------------|---------------|-------------|
| 1. SR RES SPEC HLT SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                          | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                         | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                         | 11.00         | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC IN BEHAV SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                     | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC IN BEHAV SCI; 2. SR RES SPEC I<br><i>186 - Msc Social Scientists, Incl Sociologists</i>   | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                      | 29.00         | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC IN HLTH SCI; 2. SR RES SPEC IN I<br><i>186 - Msc Social Scientists, Incl Sociologists</i> | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC IN ORAL BIOL<br><i>165 - Medical Scientists</i>   | 1.00          | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17% | 69<br>2.74% | 919<br>36.45% | 0<br>0.00%  |
| 1. SR RES SPEC IN PUB HLTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                      | 10.00         | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC IN THE HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                  | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| 1. SR RES SPEC PHARM SCI<br><i>165 - Medical Scientists</i>  | 1.00          | 2521  | 1103<br>43.75% | 1091<br>43.28% | 80<br>3.17% | 69<br>2.74% | 919<br>36.45% | 0<br>0.00%  |
| 1. SR RES SPEC; 2. SR RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>      | 1.00          | 634   | 325<br>51.26%  | 109<br>17.19%  | 50<br>7.89% | 0<br>0.00%  | 45<br>7.10%   | 10<br>1.58% |
| <b>Total Weight:</b>   | <b>359.00</b> |       |                |                |             |             |               |             |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female          | Minority        | Black          | Hisp          | Asian          | AmInd        |
|---|--------|-------------------------------------|-----------------|-----------------|----------------|---------------|----------------|--------------|
| <b>Job Group: 70 General</b>  |        | <i>Labor Area: Chicago, IL PMSA</i> |                 |                 |                |               |                |              |
| <b><u>Employee Job Titles:</u></b>  |        |                                     |                 |                 |                |               |                |              |
| 1. ADJ ASST PROF; 2. VST PRGM ASSOC<br><i>023 - Education Administrators</i>                    | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. ADJ LECTURER; 2. CONT EDUC FACULTY; 3. VS<br><i>023 - Education Administrators</i>           | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. ADJNT CLNCL INSTR; 2. VST RES SPEC<br><i>035 - Medical and Health Services Managers</i>      | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. ASST TO DEAN; 2. VST ASST TO DEAN<br><i>023 - Education Administrators</i>                   | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. CLNCL ASST PROF; 2. VST RES INFO SPEC<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. CLNCL INSTR; 2. VST NURS PRAC SPEC<br><i>035 - Medical and Health Services Managers</i>      | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. CONT EDUC FACULTY; 2. VST SR RES<br><i>023 - Education Administrators</i>                    | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. COORD ADMIN SERV; 2. VST FINANCL COORD<br><i>012 - Financial Managers</i>                    | 1.00   | 40999                               | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74%  | 90<br>0.22%  |
| 1. EDITORIAL ASSOC; 2. VST GRANTS WRITER & C<br><i>043 - Managers, All Other</i>                | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. GENETIC COUNSELOR; 2. VST SPEC, GENETIC<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. INSTR POLITICAL SCI FAM MED; 2. VST PROJ C<br><i>043 - Managers, All Other</i>               | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. LUMP SUM; 2. VST FIELD COORD<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. LUMP SUM; 2. VST REGIONAL SALES COORD<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. LUMP; 2. VST SALES COORD OUTR TSTG<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. PRE DOC FELLOW; 2. VST ACAD SKILLS SPEC I<br><i>023 - Education Administrators</i>           | 1.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. PROJS COORD; 2. VST GRANTS & CONTRACTS<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494                               | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. RES ASST PROF; 2. VST DIR CLIN RES OPS<br><i>035 - Medical and Health Services Managers</i>  | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>            | 1.00   | 634                                 | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST ACAD ADVR<br><i>023 - Education Administrators</i>                                       | 2.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. VST ACAD COUNS<br><i>023 - Education Administrators</i>                                      | 4.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. VST ACAD SKILLS SPEC<br><i>023 - Education Administrators</i>                                | 2.00   | 21637                               | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. VST ACCT RECEIVABLE FIN COORD<br><i>012 - Financial Managers</i>                             | 1.00   | 40999                               | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74%  | 90<br>0.22%  |
| 1. VST ADA TECHNOL ASST SPEC<br><i>101 - Computer Programmers</i>                               | 1.00   | 28381                               | 8292<br>29.22%  | 8081<br>28.47%  | 1905<br>6.71%  | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. VST ADM COUNS<br><i>043 - Managers, All Other</i>                                       | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ADMIN COORD<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ADMIN DIR<br><i>023 - Education Administrators</i>                                  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. VST ADMISSIONS & RECRUIT COUNS<br><i>023 - Education Administrators</i>                 | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. VST ADULT & FAM LIT ED TEAM LD<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST ADULT & FAM LITCY EDUC<br><i>255 - Other Education/Training/Library Workers</i>     | 2.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST ADULT/FAM LIT EDUC<br><i>255 - Other Education/Training/Library Workers</i>         | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST ADULT/FAM LIT EDUC TM LDR<br><i>255 - Other Education/Training/Library Workers</i>  | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST ADULT/FAM LIT EDUC TM LEAD<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST AMERICORPS COORD<br><i>255 - Other Education/Training/Library Workers</i>           | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST ANATOMIC PATH COORD<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DEAN GRAD MED EDUC; 2. VST CLI<br><i>023 - Education Administrators</i>       | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. VST ASSOC DIR<br><i>043 - Managers, All Other</i>                                       | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DIR CMMTY ENGMNT<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DIR HR<br><i>013 - Human Resources Managers</i>                               | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66% | 615<br>3.94%  | 34<br>0.22%  |
| 1. VST ASSOC DIR MKTG/COMNC<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DIR OF DEVL P<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DIR RECRUIT AND ADM<br><i>023 - Education Administrators</i>                  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%  | 48<br>0.22%  |
| 1. VST ASSOC DIR SPEC PROJ<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DIR UGRAD MED EDUC<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASSOC DIR, AAAN<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR<br><i>043 - Managers, All Other</i>  | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR BUS & FISC OPER<br><i>012 - Financial Managers</i>                         | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60% | 1535<br>3.74% | 90<br>0.22%  |
| 1. VST ASST DIR COMNC<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. VST ASST DIR FACILTS MGMT<br><i>043 - Managers, All Other</i>                  | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR FOR ADMIN SYST<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR OF DEVL P<br><i>043 - Managers, All Other</i>                     | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR PHYSN PRAC<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST ASST DIR STDNT SERV<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR, PARTNERSHIP READ<br><i>043 - Managers, All Other</i>             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST DIR, STDNT DEVL P SERV<br><i>043 - Managers, All Other</i>            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TECHNOL SPEC<br><i>255 - Other Education/Training/Library Workers</i> | 2.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST ASST TO ASOC ATHL DIR<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO ASSOC DEAN<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO ASSOC DIR<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO ASSOC VC CIV&CORP<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO CHAIR<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO DEAN; 2. VST ASST TO VPROVOS<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO DIR<br><i>043 - Managers, All Other</i>                            | 5.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO DIR, OFC OF ADVCM T<br><i>043 - Managers, All Other</i>            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE ASSOC DEAN<br><i>043 - Managers, All Other</i>                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE ASST DIR; 2. VST PRGM COC<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE CHAIR<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE DEAN<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE DIR<br><i>043 - Managers, All Other</i>                        | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE EXEC DIR<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST TO THE HEAD<br><i>043 - Managers, All Other</i>                       | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST ASST VARSITY COACH<br><i>043 - Managers, All Other</i>                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian          | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|----------------|--------------|
| 1. VST BLOOD DONOR RECRUIT COORD<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST CAMPUS RECR COORD<br><i>043 - Managers, All Other</i>                                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST CEASE FIRE CMTY COORD<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST CLIN COACH, ASSMT/EVAL<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CLIN INSTR FAM MED; 2. VST CLIN PHYSN<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CLIN PSYCH<br><i>035 - Medical and Health Services Managers</i>                            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CLIN PSYCHOLGST<br><i>035 - Medical and Health Services Managers</i>                       | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CLIN PSYCHOLOGIST<br><i>035 - Medical and Health Services Managers</i>                     | 2.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CLIN STAFF PHARM<br><i>035 - Medical and Health Services Managers</i>                      | 2.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CLINIC COORD<br><i>035 - Medical and Health Services Managers</i>                          | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST CMPTR SUPPORT SPEC<br><i>101 - Computer Programmers</i>                                    | 1.00   | 28381 | 8292<br>29.22%  | 8081<br>28.47%  | 1905<br>6.71%  | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22%  |
| 1. VST COMMUNICATIONS SPEC<br><i>111 - Netwrk Syst/Data Communications Analysts</i>               | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31%  | 1170<br>9.36%  | 690<br>5.52%  | 1300<br>10.40% | 29<br>0.23%  |
| 1. VST COMNC & MKTG COORD<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST COMTY ENGAGMT SPEC<br><i>111 - Netwrk Syst/Data Communications Analysts</i>                | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31%  | 1170<br>9.36%  | 690<br>5.52%  | 1300<br>10.40% | 29<br>0.23%  |
| 1. VST COOR OF CLIN AND RES PRGMS<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD<br><i>043 - Managers, All Other</i>  | 8.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST COORD CLIN SVCS<br><i>035 - Medical and Health Services Managers</i>                       | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD CAMPUS PRGMS<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST COORD CLIN & RES PROG<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD CLIN AND RES PRGMS<br><i>035 - Medical and Health Services Managers</i>              | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD CLIN AND RES PRGS<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD CLIN RES PRG PSYCHIA<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD CLIN RES PRGMS PSYCH<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST COORD CLIN RES PRGRMS<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. VST COORD CLIN RES PROGRAM<br><i>035 - Medical and Health Services Managers</i>     | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD FAST INFO SYST; 2. VST FAM LIT C<br><i>043 - Managers, All Other</i>      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD MEETINGS & CONF<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD OF CLIN & RES PRGMS<br><i>035 - Medical and Health Services Managers</i>  | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD OF CLIN & RES PROG<br><i>035 - Medical and Health Services Managers</i>   | 7.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD OF CLIN & RES PROGMS<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD OF CLIN AND RES PGRM<br><i>035 - Medical and Health Services Managers</i> | 2.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD OF CLIN AND RES PGRM<br><i>035 - Medical and Health Services Managers</i> | 10.00  | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD OF CLIN AND RES PROG<br><i>035 - Medical and Health Services Managers</i> | 3.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST COORD OF SOCIAL WORK<br><i>043 - Managers, All Other</i>                        | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD SOCIAL WORK<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, ACAD SERV<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, CASE MGMT<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, COMMUNITY OUTREACH<br><i>043 - Managers, All Other</i>                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, FAM START LEARN CNR<br><i>043 - Managers, All Other</i>                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, FAST ESL<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, INTERVENTIONS; 2. VST SR RES E<br><i>043 - Managers, All Other</i>       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, MEETINGS & CONF<br><i>043 - Managers, All Other</i>                      | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, PROJ SOAR<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COORD, RES PRGMS<br><i>043 - Managers, All Other</i>                            | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST CORE PROCESSING COORD<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST COUNS<br><i>200 - Counselors</i>  | 4.00   | 13401 | 8614<br>64.28%  | 5641<br>42.09%  | 4068<br>30.36% | 985<br>7.35%  | 444<br>3.31%  | 39<br>0.29%  |
| 1. VST DATA ANLYS<br><i>104 - Computer Support Specialists</i>                         | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |
| 1. VST DATA ANLYS SPEC<br><i>104 - Computer Support Specialists</i>                    | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79% | 40<br>0.30%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp           | Asian         | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|----------------|---------------|--------------|
| 1. VST DATA MGMT ANLYS<br><i>104 - Computer Support Specialists</i>                      | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. VST DATA MGMT SPEC<br><i>104 - Computer Support Specialists</i>                       | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. VST DATA RES ANLYST<br><i>104 - Computer Support Specialists</i>                      | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. VST DATA RES DATA ANLYS<br><i>104 - Computer Support Specialists</i>                  | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. VST DATA RSRCS ANLYS<br><i>104 - Computer Support Specialists</i>                     | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%   | 1160<br>8.79% | 40<br>0.30%  |
| 1. VST DENT<br><i>301 - Dentists</i>   | 1.00   | 5745  | 1180<br>20.54%  | 1060<br>18.45%  | 140<br>2.44%   | 190<br>3.31%   | 660<br>11.49% | 0<br>0.00%   |
| 1. VST DEPT HUMAN RESOURCES SPEC<br><i>062 - HR/Training/Labor Relations Specialists</i> | 1.00   | 33165 | 22255<br>67.10% | 8920<br>26.90%  | 5090<br>15.35% | 2700<br>8.14%  | 895<br>2.70%  | 100<br>0.30% |
| 1. VST DEPTL OPER SPEC<br><i>073 - Other Business Operations Specialists</i>             | 1.00   | 8204  | 4479<br>54.60%  | 3134<br>38.20%  | 1480<br>18.04% | 1120<br>13.65% | 445<br>5.42%  | 24<br>0.29%  |
| 1. VST DIR<br><i>043 - Managers, All Other</i>   | 4.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR ADVC MED STDNT LRNG<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR BILLING OPER<br><i>012 - Financial Managers</i>                               | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60%  | 1535<br>3.74% | 90<br>0.22%  |
| 1. VST DIR BUS OPER<br><i>012 - Financial Managers</i>                                   | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60%  | 1535<br>3.74% | 90<br>0.22%  |
| 1. VST DIR CLIN ENGR<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR FOR EDUCATIONAL OUTR &<br><i>043 - Managers, All Other</i>                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR OF ADVC<br><i>043 - Managers, All Other</i>                                   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR OF EDUC PROG<br><i>043 - Managers, All Other</i>                              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR OF FINANCE<br><i>012 - Financial Managers</i>                                 | 1.00   | 40999 | 20330<br>49.59% | 8014<br>19.55%  | 3835<br>9.35%  | 2295<br>5.60%  | 1535<br>3.74% | 90<br>0.22%  |
| 1. VST DIR OF HR<br><i>013 - Human Resources Managers</i>                                | 1.00   | 15624 | 8945<br>57.25%  | 4759<br>30.46%  | 2530<br>16.19% | 1510<br>9.66%  | 615<br>3.94%  | 34<br>0.22%  |
| 1. VST DIR OF INTEGRATED HLTHCARE<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST DIR OF OPER<br><i>043 - Managers, All Other</i>                                   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR OF QUALITY CONTROL<br><i>043 - Managers, All Other</i>                        | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR UIC PRIN NETWORK<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR, COMNC<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |
| 1. VST DIR, CWCM<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71% | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian          | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|----------------|--------------|
| 1. VST DIV COORD<br><i>043 - Managers, All Other</i>                                | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST ECON DEVLPL PLANNER<br><i>043 - Managers, All Other</i>                      | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST EDITORIAL ASSOC<br><i>043 - Managers, All Other</i>                          | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST EDU RETENTION SPEC<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST EMPLOYMENT COORD<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST ERF PRGM COORD<br><i>043 - Managers, All Other</i>                           | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST EXEC COORD<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST EXEC DIR OF DEVLPL<br><i>043 - Managers, All Other</i>                       | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST FAMILY NURSE PRAC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>   | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%   |
| 1. VST FIELD CUSTOMER SERV COORD<br><i>043 - Managers, All Other</i>                | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST GENETIC COUNS<br><i>200 - Counselors</i>                                     | 1.00   | 13401 | 8614<br>64.28%  | 5641<br>42.09%  | 4068<br>30.36% | 985<br>7.35%  | 444<br>3.31%   | 39<br>0.29%  |
| 1. VST HEALTH/PROMOTER RECRUITER<br><i>043 - Managers, All Other</i>                | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST HISTOPATHOLOGY SPEC MED<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST HR RECRUITING SPEC<br><i>062 - HR/Training/Labor Relations Specialists</i>   | 1.00   | 33165 | 22255<br>67.10% | 8920<br>26.90%  | 5090<br>15.35% | 2700<br>8.14% | 895<br>2.70%   | 100<br>0.30% |
| 1. VST HR SPEC<br><i>062 - HR/Training/Labor Relations Specialists</i>              | 1.00   | 33165 | 22255<br>67.10% | 8920<br>26.90%  | 5090<br>15.35% | 2700<br>8.14% | 895<br>2.70%   | 100<br>0.30% |
| 1. VST IHRP OPER COORD<br><i>043 - Managers, All Other</i>                          | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST INFORMATICS SPEC<br><i>104 - Computer Support Specialists</i>                | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79%  | 40<br>0.30%  |
| 1. VST IS TRNG DEVLPL COORD CONSLT<br><i>043 - Managers, All Other</i>              | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST MGMT DATA ANLYS<br><i>104 - Computer Support Specialists</i>                 | 2.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79%  | 40<br>0.30%  |
| 1. VST MGMT METHODS ANLYS<br><i>104 - Computer Support Specialists</i>              | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79%  | 40<br>0.30%  |
| 1. VST MKTG COORD<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST NETWORK ANLYS<br><i>111 - Netwrk Syst/Data Communications Analysts</i>       | 2.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31%  | 1170<br>9.36%  | 690<br>5.52%  | 1300<br>10.40% | 29<br>0.23%  |
| 1. VST NETWORK ANLYS SPEC<br><i>104 - Computer Support Specialists</i>              | 1.00   | 13203 | 4914<br>37.22%  | 3998<br>30.28%  | 1725<br>13.07% | 975<br>7.38%  | 1160<br>8.79%  | 40<br>0.30%  |
| 1. VST NETWORK ANLYST<br><i>111 - Netwrk Syst/Data Communications Analysts</i>      | 1.00   | 12499 | 3550<br>28.40%  | 3289<br>26.31%  | 1170<br>9.36%  | 690<br>5.52%  | 1300<br>10.40% | 29<br>0.23%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian         | AmInd        |
|---|--------|-------|-----------------|-----------------|----------------|---------------|---------------|--------------|
| 1. VST NURS PRACT SPEC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>               | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST NURS PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                   | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST NURSE RES SPEC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST NURSE SPEC OTOLARYNG<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>          | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST NUTR OPER SPEC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST NUTR SPEC<br><i>303 - Dietitians and Nutritionists</i>                                 | 5.00   | 1774  | 1615<br>91.04%  | 609<br>34.33%   | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%  | 0<br>0.00%   |
| 1. VST PATH ASST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                     | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST PATH LAB INFO SYST SPEC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>       | 2.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%   | 0<br>0.00%   |
| 1. VST PATIENT INTAKE COORD<br><i>035 - Medical and Health Services Managers</i>              | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST PHYSN ASST<br><i>311 - Physician Assistants</i>  | 1.00   | 1369  | 865<br>63.18%   | 519<br>37.91%   | 125<br>9.13%   | 180<br>13.15% | 199<br>14.54% | 0<br>0.00%   |
| 1. VST PREDOC PROJ COORD<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%  | 10<br>0.09%  |
| 1. VST PRGM & POLICY ANLYS<br><i>255 - Other Education/Training/Library Workers</i>           | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST PRGM ASSOC<br><i>255 - Other Education/Training/Library Workers</i>                    | 20.00  | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST PRGM ASSOC; 2. VST PRGM COORD<br><i>255 - Other Education/Training/Library Workers</i> | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST PRGM ASSOC; 2. VST RES SPEC<br><i>255 - Other Education/Training/Library Workers</i>   | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST PRGM COORD<br><i>043 - Managers, All Other</i>   | 8.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST PRGM COORD CBC<br><i>043 - Managers, All Other</i>                                     | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST PRGM COORD, BUS PLNG<br><i>043 - Managers, All Other</i>                               | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST PRGM SPEC<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST PROCUREMENT COORD PATH LAB<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST PROG AND POLICY ANLYST<br><i>255 - Other Education/Training/Library Workers</i>        | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST PROG ASSOC<br><i>255 - Other Education/Training/Library Workers</i>                    | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |
| 1. VST PROG COORD<br><i>043 - Managers, All Other</i>   | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71% | 159<br>0.23% |
| 1. VST PROGM PLCY ANLYST<br><i>255 - Other Education/Training/Library Workers</i>             | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%  | 14<br>0.96%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp           | Asian          | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|----------------|----------------|--------------|
| 1. VST PROGRAM COORD, EDU & CLIN<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PROGRM PLCY ANLYST<br><i>255 - Other Education/Training/Library Workers</i>           | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%    | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST PROJ ASSOC<br><i>255 - Other Education/Training/Library Workers</i>                   | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%    | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST PROJ COORD<br><i>043 - Managers, All Other</i>  | 78.00  | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PROJ COORD ADMIN<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST PROJ COORD EDUC CLIN SRVC<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST PROJ COORD EDUC CLIN SRVS<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST PROJ COORD FAM MED<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST PROJ COORD FOR GLATTC<br><i>043 - Managers, All Other</i>                             | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PROJ COORD-WEB BASED PROJ<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PROJ COORD; 2. VST RES SPEC; 3. VST RE<br><i>176 - Physical Scientists, All Other</i> | 1.00   | 4255  | 1680<br>39.48%  | 1410<br>33.14%  | 140<br>3.29%   | 145<br>3.41%   | 1079<br>25.36% | 8<br>0.19%   |
| 1. VST PROJ DIR<br><i>043 - Managers, All Other</i>  | 5.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PROJ SPEC<br><i>255 - Other Education/Training/Library Workers</i>                    | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%    | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST PROJS COORD<br><i>043 - Managers, All Other</i>                                       | 3.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PROPERTY CONTROL COORD<br><i>043 - Managers, All Other</i>                            | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST PSYCH SOCIAL WORKER<br><i>365 - Med Assts/Othr Healthcare Suppt Occup</i>             | 1.00   | 11754 | 10004<br>85.11% | 5324<br>45.30%  | 2980<br>25.35% | 1405<br>11.95% | 769<br>6.54%   | 30<br>0.26%  |
| 1. VST PSYCHIAT SOCIAL WORKER<br><i>365 - Med Assts/Othr Healthcare Suppt Occup</i>          | 1.00   | 11754 | 10004<br>85.11% | 5324<br>45.30%  | 2980<br>25.35% | 1405<br>11.95% | 769<br>6.54%   | 30<br>0.26%  |
| 1. VST PURCH & PROCUREMENT COORD<br><i>043 - Managers, All Other</i>                         | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93%  | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST RECRUIT & ADM COUNS<br><i>200 - Counselors</i>  | 3.00   | 13401 | 8614<br>64.28%  | 5641<br>42.09%  | 4068<br>30.36% | 985<br>7.35%   | 444<br>3.31%   | 39<br>0.29%  |
| 1. VST RECRUIT & TRNG SPEC<br><i>255 - Other Education/Training/Library Workers</i>          | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%    | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST RECRUIT AND ADM COUNS<br><i>200 - Counselors</i>                                      | 1.00   | 13401 | 8614<br>64.28%  | 5641<br>42.09%  | 4068<br>30.36% | 985<br>7.35%   | 444<br>3.31%   | 39<br>0.29%  |
| 1. VST REIMBRSMNT COMPLIANC SPEC<br><i>255 - Other Education/Training/Library Workers</i>    | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%    | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST RES & INFO SPEC<br><i>122 - Operations Research Analysts</i>                          | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%   | 145<br>5.34%   | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES & POLICY ANYLS<br><i>122 - Operations Research Analysts</i>                       | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%   | 145<br>5.34%   | 235<br>8.66%   | 4<br>0.15%   |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female          | Minority        | Black         | Hisp          | Asian          | AmInd        |
|---|--------|-------|-----------------|-----------------|---------------|---------------|----------------|--------------|
| 1. VST RES AND COMNC SPEC<br><i>122 - Operations Research Analysts</i>                                  | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES COORD<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST RES DATA ANALYS<br><i>122 - Operations Research Analysts</i>                                     | 2.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES DATA ANALYST<br><i>122 - Operations Research Analysts</i>                                    | 11.00  | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES DATA ANLYS<br><i>122 - Operations Research Analysts</i>                                      | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES DATA ANLYST<br><i>122 - Operations Research Analysts</i>                                     | 3.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES ENGR<br><i>153 - Misc Eng Includ Agricultural and Biomed</i>                                 | 3.00   | 10753 | 1124<br>10.45%  | 2918<br>27.14%  | 485<br>4.51%  | 445<br>4.14%  | 1810<br>16.83% | 15<br>0.14%  |
| 1. VST RES INFO SPEC<br><i>122 - Operations Research Analysts</i>                                       | 21.00  | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES INFO SPEC; 2. VST RES PROJ COORD<br><i>122 - Operations Research Analysts</i>                | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES NURSE SPEC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                          | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88% | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%   |
| 1. VST RES PRGM COORD<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST RES PRGRMR<br><i>101 - Computer Programmers</i>  | 1.00   | 28381 | 8292<br>29.22%  | 8081<br>28.47%  | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22%  |
| 1. VST RES PROJ COORD<br><i>043 - Managers, All Other</i>   | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST RES SCIENTIST<br><i>101 - Computer Programmers</i>   | 1.00   | 28381 | 8292<br>29.22%  | 8081<br>28.47%  | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22%  |
| 1. VST RES SERVICE COORD<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST RES SPEC<br><i>101 - Computer Programmers</i>  | 56.00  | 28381 | 8292<br>29.22%  | 8081<br>28.47%  | 1905<br>6.71% | 1205<br>4.25% | 4629<br>16.31% | 63<br>0.22%  |
| 1. VST RES SPEC HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                       | 48.00  | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN BEHAV SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                   | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN BUS VENTURES<br><i>122 - Operations Research Analysts</i>                            | 1.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%  | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST RES SPEC IN DD<br><i>043 - Managers, All Other</i>   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17% | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                    | 45.00  | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN HLTH SCI; 2. VST RES SPEC I<br><i>186 - Msc Social Scientists, Incl Sociologists</i> | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN LIFE SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                    | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN PHARM SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>                   | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%   | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian          | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|----------------|--------------|
| 1. VST RES SPEC IN PUB HLTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>     | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN PUB HEALTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>   | 2.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC IN PUB HLTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>     | 23.00  | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST RES SPEC, BIOL SCI<br><i>176 - Physical Scientists, All Other</i>                 | 1.00   | 4255  | 1680<br>39.48%  | 1410<br>33.14%  | 140<br>3.29%   | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%   |
| 1. VST RSRSC & POLICY ANLYS<br><i>122 - Operations Research Analysts</i>                 | 3.00   | 2714  | 1340<br>49.37%  | 689<br>25.39%   | 260<br>9.58%   | 145<br>5.34%  | 235<br>8.66%   | 4<br>0.15%   |
| 1. VST SALES COORD<br><i>043 - Managers, All Other</i>                                   | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST SEN RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i> | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST SNR RES SPEC HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>    | 1.00   | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%    | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST SPEC IN EDUC<br><i>255 - Other Education/Training/Library Workers</i>             | 1.00   | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%  | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST SPEC IN NUTR<br><i>303 - Dietitians and Nutritionists</i>                         | 1.00   | 1774  | 1615<br>91.04%  | 609<br>34.33%   | 250<br>14.09%  | 190<br>10.71% | 149<br>8.40%   | 0<br>0.00%   |
| 1. VST SPEC IN PHYSL THER<br><i>316 - Physical Therapists</i>                            | 2.00   | 3978  | 2904<br>73.00%  | 983<br>24.71%   | 169<br>4.25%   | 125<br>3.14%  | 655<br>16.47%  | 0<br>0.00%   |
| 1. VST SPEC PROJ COORD<br><i>043 - Managers, All Other</i>                               | 2.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST SPEC, PHYSL THER<br><i>316 - Physical Therapists</i>                              | 1.00   | 3978  | 2904<br>73.00%  | 983<br>24.71%   | 169<br>4.25%   | 125<br>3.14%  | 655<br>16.47%  | 0<br>0.00%   |
| 1. VST SPEC, SPEECH PATH<br><i>323 - Speech-Language Pathologists</i>                    | 1.00   | 3147  | 3018<br>95.90%  | 387<br>12.30%   | 235<br>7.47%   | 130<br>4.13%  | 8<br>0.25%     | 14<br>0.44%  |
| 1. VST SR CLIN RES COORD<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST SR CURR COORD<br><i>023 - Education Administrators</i>                            | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. VST SR DIR<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST SR IDS RES SPEC<br><i>023 - Education Administrators</i>                          | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. VST SR MULTIMEDIA PROD SPEC<br><i>023 - Education Administrators</i>                  | 1.00   | 21637 | 13884<br>64.17% | 6597<br>30.49%  | 4575<br>21.14% | 1345<br>6.22% | 519<br>2.40%   | 48<br>0.22%  |
| 1. VST SR PATH ASST SPEC<br><i>035 - Medical and Health Services Managers</i>            | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST SR PRGM COORD<br><i>043 - Managers, All Other</i>                                 | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST SR RES<br><i>043 - Managers, All Other</i>  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST SR RES COORD<br><i>043 - Managers, All Other</i>                                  | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST SR RES SCI<br><i>043 - Managers, All Other</i>                                    | 1.00   | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%  | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight        | Total | Female          | Minority        | Black           | Hisp          | Asian          | AmInd        |
|--|---------------|-------|-----------------|-----------------|-----------------|---------------|----------------|--------------|
| 1. VST SR RES SPEC<br><i>176 - Physical Scientists, All Other</i>                          | 6.00          | 4255  | 1680<br>39.48%  | 1410<br>33.14%  | 140<br>3.29%    | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%   |
| 1. VST SR RES SPEC BEHAV SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>      | 1.00          | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%     | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST SR RES SPEC CHEM<br><i>176 - Physical Scientists, All Other</i>                     | 1.00          | 4255  | 1680<br>39.48%  | 1410<br>33.14%  | 140<br>3.29%    | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%   |
| 1. VST SR RES SPEC HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>       | 7.00          | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%     | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST SR RES SPEC IN HLTH SCI<br><i>186 - Msc Social Scientists, Incl Sociologists</i>    | 13.00         | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%     | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST SR RES SPEC IN PUB HLTH<br><i>186 - Msc Social Scientists, Incl Sociologists</i>    | 1.00          | 634   | 325<br>51.26%   | 109<br>17.19%   | 50<br>7.89%     | 0<br>0.00%    | 45<br>7.10%    | 10<br>1.58%  |
| 1. VST STAFF PSYCHOLOGIST<br><i>360 - Nursing/Psychiatric/Home Health Aides</i>            | 3.00          | 37845 | 32470<br>85.80% | 26765<br>70.72% | 19770<br>52.24% | 3375<br>8.92% | 2910<br>7.69%  | 130<br>0.34% |
| 1. VST STAFF PSYCHOLOGIST, CFC<br><i>360 - Nursing/Psychiatric/Home Health Aides</i>       | 1.00          | 37845 | 32470<br>85.80% | 26765<br>70.72% | 19770<br>52.24% | 3375<br>8.92% | 2910<br>7.69%  | 130<br>0.34% |
| 1. VST SUPPORT/GRANT DEVL P COORD<br><i>043 - Managers, All Other</i>                      | 1.00          | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%   | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VST TCH ARTIST<br><i>255 - Other Education/Training/Library Workers</i>                 | 3.00          | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%   | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST TELEMEDICINE SPEC<br><i>035 - Medical and Health Services Managers</i>              | 1.00          | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20%  | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST TRANSPLANT OUTR COORD<br><i>035 - Medical and Health Services Managers</i>          | 1.00          | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20%  | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09%  |
| 1. VST TRNG & CAPACITY BLDG COORD<br><i>255 - Other Education/Training/Library Workers</i> | 1.00          | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%   | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST WEBMASTER<br><i>255 - Other Education/Training/Library Workers</i>                  | 1.00          | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%   | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. VST WRITER/EDITOR SPEC<br><i>255 - Other Education/Training/Library Workers</i>         | 1.00          | 1462  | 942<br>64.43%   | 382<br>26.13%   | 195<br>13.34%   | 55<br>3.76%   | 114<br>7.80%   | 14<br>0.96%  |
| 1. VSTG PROJ COORD<br><i>043 - Managers, All Other</i>                                     | 1.00          | 69494 | 25179<br>36.23% | 14434<br>20.77% | 6370<br>9.17%   | 4120<br>5.93% | 3270<br>4.71%  | 159<br>0.23% |
| 1. VSTG SR RES SCI/SPEC<br><i>176 - Physical Scientists, All Other</i>                     | 1.00          | 4255  | 1680<br>39.48%  | 1410<br>33.14%  | 140<br>3.29%    | 145<br>3.41%  | 1079<br>25.36% | 8<br>0.19%   |
| <b>Total Weight:</b>   | <b>704.00</b> |       |                 |                 |                 |               |                |              |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total                               | Female          | Minority        | Black          | Hisp          | Asian           | AmInd        |
|---|--------|-------------------------------------|-----------------|-----------------|----------------|---------------|-----------------|--------------|
| <b>Job Group: 80 Medical Professionals</b>  |        | <i>Labor Area: Chicago, IL PMSA</i> |                 |                 |                |               |                 |              |
| <b><u>Employee Job Titles:</u></b>  |        |                                     |                 |                 |                |               |                 |              |
| 1. COORD OF CLIN AND RES PRGM<br><i>035 - Medical and Health Services Managers</i>                      | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. DIR OF CLIN SUPPORT<br><i>035 - Medical and Health Services Managers</i>                             | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. ACUTE CARE NURS PRACTITIONER<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ACUTE CARE NURS PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                      | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ACUTE CARE NURSE PRAC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                       | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ACUTE CARE NURSE PRACTITIONER<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>               | 4.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ACUTE CARE NURSE PRACTITIONER; 2. CLIN I<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>    | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ACUTE CARE NURSE PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                     | 2.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ACUTE NURS PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                           | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ ASST PROF; 2. ASSOC DIR CLIN AFF; 3. CLI<br><i>035 - Medical and Health Services Managers</i>    | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. ADJ ASST PROF; 2. COORD CLIN SKILLS LAB<br><i>035 - Medical and Health Services Managers</i>         | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. ADJ ASST PROF; 2. VST CLIN ASST PROF; 3. VS<br><i>035 - Medical and Health Services Managers</i>     | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. ADJ CLIN ASST PROF; 2. OCCUP MED PHYSN<br><i>035 - Medical and Health Services Managers</i>          | 1.00   | 11623                               | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. ADJ CLIN INST; 2. CERTIFIED NURSE MIDWIFE<br><i>313 - Registered Nurses</i>                          | 1.00   | 67549                               | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. ADJ CLIN INSTR; 2. ADV PRAC NURSE; 3. NURS<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>  | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. ASSOC DIR OF CLIN AFFAIR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i> | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. CERT NURSE MIDWIFE; 3. C<br><i>313 - Registered Nurses</i>                        | 1.00   | 67549                               | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. ADJ CLIN INSTR; 2. FAM NURSE PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>         | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. LACTATION CONSULTANT S<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>   | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. NURS PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>              | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. NURS PRACTR MGR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>          | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. OCCUP HLTH NURS PRACT<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>    | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. ADJ CLIN INSTR; 2. PED NURS PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>          | 1.00   | 1438                                | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female         | Minority       | Black          | Hisp          | Asian          | AmInd       |
|---|--------|-------|----------------|----------------|----------------|---------------|----------------|-------------|
| 1. ADJ CLIN INSTR; 2. SPEC IN PHYSL THER<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>     | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ADJ CLIN INSTR; 2. SR CLIN COORD PED SURG<br><i>354 - Other Healthcare Practitioners/Tech Occp</i> | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ADJ CLIN INSTR; 2. STAFF SPEC IN NURS<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>     | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ADJ CLIN INSTR; 2. STAFF SPEC IN NURSING<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>  | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ADJUNCT CLINICAL INSTRUCTOR; 2. FHC/MSP<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>   | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ADJUNCT CLINICAL INSTRUCTOR; 2. NURS PRA<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>  | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ADV PRAC NURSE<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                            | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. ASSOC DIR AMB PHARM; 2. CLIN ASST PROF<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASSOC DIR ESSENTIALS CLIN MED<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASSOC DIR OF CLIN OPER BIO GEN<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASSOC DIR, BLOOD BANK; 2. ASST PROF (CT);<br><i>035 - Medical and Health Services Managers</i>     | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASSOC DIR, CLIN RES LAB; 2. RES SPEC IN PHA<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASSOC PROF CLIN FAM MED; 2. ASST DEAN UR<br><i>306 - Physicians and Surgeons</i>                   | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. ASSOC PROF; 2. ASST HEAD RES&GRAD ED; 3.<br><i>306 - Physicians and Surgeons</i>                   | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. ASST DIR AM CARE PHARM; 2. CLIN INSTR<br><i>035 - Medical and Health Services Managers</i>         | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR AMBULATORY CARE PHARM; 2. CLIN<br><i>035 - Medical and Health Services Managers</i>       | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR DIC; 2. CLIN ASST PROF; 3. CLIN PHAI<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR OF PHYSN PRAC; 2. COORD, CLIN SE<br><i>035 - Medical and Health Services Managers</i>     | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR, CLIN PHARM; 2. CLIN ASST PROF<br><i>035 - Medical and Health Services Managers</i>       | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR, CLIN PRACT BUS DEVEL; 2. ASST DIF<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR, IMRP; 2. CLIN ASSOC; 3. TCH ASSOC<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR; 2. CLIN ASST PROF<br><i>035 - Medical and Health Services Managers</i>                   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST DIR; 2. CLIN TCH ASSOC; 3. MMHC/MSP Y<br><i>035 - Medical and Health Services Managers</i>    | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. ASST PROF CLIN FAM MED; 2. CLIN PHYSN<br><i>306 - Physicians and Surgeons</i>                      | 2.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female          | Minority        | Black          | Hisp          | Asian           | AmInd        |
|--|--------|-------|-----------------|-----------------|----------------|---------------|-----------------|--------------|
| 1. ASST PROF CLIN FAM MED; 2. CTR MED DIR; 3. 306 - Physicians and Surgeons  | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. ASST PROF CLIN FAM MED; 2. PHYSN SURG 306 - Physicians and Surgeons       | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. ASST PROF CLIN MED; 2. CLIN PHYSN; 3. VST P 306 - Physicians and Surgeons | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. ASST PROF CLIN OBGYN; 2. PHYS SURG 306 - Physicians and Surgeons          | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. ASST PROF CLIN PSYCHIAT; 2. VST CLIN PHYS 306 - Physicians and Surgeons   | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. ASST PROF IN DME; 2. CLIN PRAC SPEC; 3. LUM 306 - Physicians and Surgeons | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. ASST PROF OF CLIN NEURO; 2. PHYSN SURG 306 - Physicians and Surgeons      | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. BUS HLTHCARE SYST ADMNR 035 - Medical and Health Services Managers        | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. CERT NRSNG MIDWIFE; 2. CLINICAL INST 313 - Registered Nurses              | 1.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERT NSG MIDWIFE; 2. CERTIFIED NURSE MIDW 313 - Registered Nurses         | 1.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERT NURSE MIDWIFE; 2. CERTIFIED NURSE M 313 - Registered Nurses          | 2.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERT NURSE MIDWIFE; 2. CERTIFIED NURSE M 313 - Registered Nurses          | 2.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INST 313 - Registered Nurses         | 1.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERTIFIED NURS MIDWIFE; 2. CLINICAL INST 313 - Registered Nurses          | 1.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERTIFIED NURS PRACTR 313 - Registered Nurses                             | 1.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INST 313 - Registered Nurses         | 11.00  | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CERTIFIED NURSE MIDWIFE; 2. CLINICAL INSTR 313 - Registered Nurses        | 2.00   | 67549 | 63460<br>93.95% | 23574<br>34.90% | 9165<br>13.57% | 2290<br>3.39% | 11275<br>16.69% | 174<br>0.26% |
| 1. CHIEF AMBULATORY OFCR 035 - Medical and Health Services Managers          | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. CHIEF NURS OFCR 354 - Other Healthcare Practitioners/Tech Occp            | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. CHIEF PERFUSIONIST 354 - Other Healthcare Practitioners/Tech Occp         | 1.00   | 1438  | 518<br>36.02%   | 378<br>26.29%   | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%     | 0<br>0.00%   |
| 1. CLIN ASSOC 035 - Medical and Health Services Managers                     | 1.00   | 11623 | 8309<br>71.49%  | 3298<br>28.37%  | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%    | 10<br>0.09%  |
| 1. CLIN ASSOC PROF; 2. CLIN PHARM; 3. TEAM LE. 306 - Physicians and Surgeons | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. CLIN ASSOC; 2. CLIN SOC WORKER 306 - Physicians and Surgeons              | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |
| 1. CLIN ASSOC; 2. COORD, ICM/SURG 306 - Physicians and Surgeons              | 1.00   | 25128 | 8240<br>32.79%  | 9168<br>36.49%  | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49%  | 14<br>0.06%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female         | Minority       | Black          | Hisp          | Asian          | AmInd       |
|---|--------|-------|----------------|----------------|----------------|---------------|----------------|-------------|
| 1. CLIN ASSOC; 2. MARR FAM COUNS<br><i>306 - Physicians and Surgeons</i>                              | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASSOC; 2. SHC/MSP Y' PMT; 3. STAFF SPE<br><i>306 - Physicians and Surgeons</i>                | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASSOC; 2. STAFF SPEC IN NURS<br><i>306 - Physicians and Surgeons</i>                          | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM<br><i>306 - Physicians and Surgeons</i>                              | 23.00  | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM; 3. DIR DRUG<br><i>306 - Physicians and Surgeons</i>                 | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM; 3. INTERIM DI<br><i>306 - Physicians and Surgeons</i>               | 2.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM; 3. ONCOLOG<br><i>306 - Physicians and Surgeons</i>                  | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM; 3. PHARMAC<br><i>306 - Physicians and Surgeons</i>                  | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM; 3. PRIMARY C<br><i>306 - Physicians and Surgeons</i>                | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN PHARM; 3. TEAM LEA<br><i>306 - Physicians and Surgeons</i>                 | 5.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. CLIN STAFF PHARM<br><i>306 - Physicians and Surgeons</i>                        | 2.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. SR RES SPEC; 3. SR RES S<br><i>306 - Physicians and Surgeons</i>                | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. SUPVR PHARM<br><i>306 - Physicians and Surgeons</i>                             | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. VST PRIN INTERN COACH<br><i>306 - Physicians and Surgeons</i>                   | 2.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST PROF; 2. VST SR RES SPEC IN PUB I<br><i>306 - Physicians and Surgeons</i>                | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN ASST; 2. COORD INSTR DEVL P<br><i>306 - Physicians and Surgeons</i>                           | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN COORD<br><i>035 - Medical and Health Services Managers</i>                                    | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN DATA INTERFACE TEAM COORD<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN DOC SPEC<br><i>035 - Medical and Health Services Managers</i>                                 | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN DOCUMENTATION SPEC<br><i>035 - Medical and Health Services Managers</i>                       | 2.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN ENGR SPEC<br><i>035 - Medical and Health Services Managers</i>                                | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN INSTR FAM MED; 2. PROJ COORD OF EDU<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>  | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. CLIN PHYSN<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                 | 5.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. CLIN PHYSN; 3. MEDICAL DIR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i> | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|   | Weight | Total | Female         | Minority       | Black          | Hisp         | Asian          | AmInd       |
|---|--------|-------|----------------|----------------|----------------|--------------|----------------|-------------|
| 1. CLIN INSTR; 2. CLIN STAFF PHARM<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>             | 17.00  | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. CLIN STAFF PHARM; 3. LUMP SU<br><i>354 - Other Healthcare Practitioners/Tech Occp</i> | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. COMPLIANCE & QUALITY SPEC;<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>   | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. DIR, PATIENT CARE SERV<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>       | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. EDUC COM ACAD COORD<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>          | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. INFO SYST PHARM<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>              | 2.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. LUMP SUM; 3. SUPVR PHARM<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>     | 3.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. MGR OF NURS ADMIN SERV<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>       | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. PHARM INFO SYST DEVL P MGR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>   | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. PRFNL DEVL P COORD<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>           | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. PROJ COORD<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                   | 2.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. SUPVR PHARM<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                  | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. VST ASST TO THE HEAD; 3. VST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i> | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. VST CLIN COM ACAD COORD<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>      | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. VST CLIN PHYSN<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>               | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. VST CLIN STAFF PHARM<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>         | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INSTR; 2. VST PROJ COORD<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>               | 2.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN INVENTORY COORD<br><i>035 - Medical and Health Services Managers</i>                            | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN LAB OPER COORD<br><i>035 - Medical and Health Services Managers</i>                             | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN MGR & COORD<br><i>035 - Medical and Health Services Managers</i>                                | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN MGR & PAT CARE COORD<br><i>035 - Medical and Health Services Managers</i>                       | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN PEDIATRICIAN<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                           | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN PHARM<br><i>305 - Pharmacists</i>   | 2.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%  | 1045<br>18.16% | 0<br>0.00%  |
| 1. CLIN PHARM; 2. CLNCL ASST PROF<br><i>305 - Pharmacists</i>   | 8.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%  | 1045<br>18.16% | 0<br>0.00%  |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female         | Minority       | Black          | Hisp          | Asian          | AmInd       |
|--|--------|-------|----------------|----------------|----------------|---------------|----------------|-------------|
| 1. CLIN PHARMACIST (SPEC); 2. CLINICAL PHARM.<br><i>305 - Pharmacists</i>            | 1.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%   | 1045<br>18.16% | 0<br>0.00%  |
| 1. CLIN PHYSN, HLTH SERV<br><i>306 - Physicians and Surgeons</i>                     | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN PRAC COORD<br><i>306 - Physicians and Surgeons</i>                           | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. CLIN PRAC SPEC<br><i>035 - Medical and Health Services Managers</i>               | 5.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. CLIN PSYCHOLOGIST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>        | 4.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. CLIN SPEECH & HEARING THERAPIS<br><i>324 - Therapists, All Other</i>              | 1.00   | 2218  | 1599<br>72.09% | 668<br>30.12%  | 399<br>17.99%  | 165<br>7.44%  | 70<br>3.16%    | 0<br>0.00%  |
| 1. CLIN STAFF PHARM<br><i>305 - Pharmacists</i>                                      | 13.00  | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%   | 1045<br>18.16% | 0<br>0.00%  |
| 1. CLIN STAFF PHARM; 2. CLN INSTR<br><i>305 - Pharmacists</i>                        | 1.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%   | 1045<br>18.16% | 0<br>0.00%  |
| 1. CLIN STAFF PHARM; 2. LUMP<br><i>305 - Pharmacists</i>                             | 1.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%   | 1045<br>18.16% | 0<br>0.00%  |
| 1. CLIN STAFF PHARM; 2. LUMP SUM<br><i>305 - Pharmacists</i>                         | 7.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%   | 1045<br>18.16% | 0<br>0.00%  |
| 1. CLIN TCHNG ASSOC; 2. RHC/MSP Y' PMT; 3. ST/<br><i>324 - Therapists, All Other</i> | 1.00   | 2218  | 1599<br>72.09% | 668<br>30.12%  | 399<br>17.99%  | 165<br>7.44%  | 70<br>3.16%    | 0<br>0.00%  |
| 1. CLIN THER<br><i>324 - Therapists, All Other</i>                                   | 1.00   | 2218  | 1599<br>72.09% | 668<br>30.12%  | 399<br>17.99%  | 165<br>7.44%  | 70<br>3.16%    | 0<br>0.00%  |
| 1. CLIN THERAPIST<br><i>324 - Therapists, All Other</i>                              | 1.00   | 2218  | 1599<br>72.09% | 668<br>30.12%  | 399<br>17.99%  | 165<br>7.44%  | 70<br>3.16%    | 0<br>0.00%  |
| 1. CLIN VET<br><i>325 - Veterinarians</i>  | 3.00   | 1289  | 630<br>48.88%  | 144<br>11.17%  | 30<br>2.33%    | 15<br>1.16%   | 84<br>6.52%    | 0<br>0.00%  |
| 1. CLINIC DIR<br><i>035 - Medical and Health Services Managers</i>                   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COOR OF CLIN AND RES PGRMS<br><i>035 - Medical and Health Services Managers</i>   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN & EDU PROGRAMS<br><i>035 - Medical and Health Services Managers</i>    | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN & RES PRGM<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN & RES PRGMS<br><i>035 - Medical and Health Services Managers</i>       | 2.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN AFF<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN RES PRGM PSYCH<br><i>035 - Medical and Health Services Managers</i>    | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN RES PRGMS<br><i>035 - Medical and Health Services Managers</i>         | 3.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN RES PROGMS<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. COORD CLIN RES TRIALS<br><i>035 - Medical and Health Services Managers</i>        | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female         | Minority       | Black          | Hisp         | Asian        | AmInd       |
|--|--------|-------|----------------|----------------|----------------|--------------|--------------|-------------|
| 1. COORD CLIN SRVCS<br><i>035 - Medical and Health Services Managers</i>                         | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN & RES PRGM<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN & RES PRGMS<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN & RES PROG<br><i>035 - Medical and Health Services Managers</i>                 | 3.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN AND RES PGRM<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN AND RES PGRMS<br><i>035 - Medical and Health Services Managers</i>              | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN AND RES PRGM<br><i>035 - Medical and Health Services Managers</i>               | 4.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN AND RES PRGMS<br><i>035 - Medical and Health Services Managers</i>              | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN RES/SCHOL<br><i>035 - Medical and Health Services Managers</i>                  | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD OF CLIN SERV<br><i>035 - Medical and Health Services Managers</i>                       | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD PED CLIN RES TRIAL<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD PHYSL THER CLINIC<br><i>035 - Medical and Health Services Managers</i>                  | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. COORD, CLIN SERVS<br><i>035 - Medical and Health Services Managers</i>                        | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. DIR CLIN PRAC BUS DEVL P<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. DIR CLIN NUTR<br><i>035 - Medical and Health Services Managers</i>                            | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. DIR CLIN PRAC & BUS DEVELO<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. DIR OF CLIN OPER<br><i>035 - Medical and Health Services Managers</i>                         | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. EDU & CLIN PROG COORD<br><i>035 - Medical and Health Services Managers</i>                    | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |
| 1. EMRGY NURSE PRACTITIONER<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>             | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%  | 0<br>0.00%  |
| 1. HLTH PHYSICIST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                       | 3.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%  | 0<br>0.00%  |
| 1. INDUST HYG ENVRL COMPL<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>               | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%  | 0<br>0.00%  |
| 1. INDUST HYGENIST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                      | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%  | 0<br>0.00%  |
| 1. INDUST HYGIENIST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                     | 2.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%  | 70<br>4.87%  | 0<br>0.00%  |
| 1. INTERIM ASST ADMN DIR; 2. MICROBIOLOGY C<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07% | 510<br>4.39% | 10<br>0.09% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight | Total | Female         | Minority       | Black          | Hisp          | Asian          | AmInd       |
|--|--------|-------|----------------|----------------|----------------|---------------|----------------|-------------|
| 1. LUMP SUM; 2. MGR NURS ADMIN<br><i>035 - Medical and Health Services Managers</i>                | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MANAGER, NURSING ADMIN. SVCS<br><i>035 - Medical and Health Services Managers</i>               | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MED PHYS<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                               | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. MEDICAL DIR; 2. VST ASSOC PROF OF CLIN PS'<br><i>035 - Medical and Health Services Managers</i> | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MGR NURS ADMIN & RECRUIT<br><i>035 - Medical and Health Services Managers</i>                   | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MGR NURS ADMIN SERV<br><i>035 - Medical and Health Services Managers</i>                        | 2.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MGR NURS ADMN SERV<br><i>035 - Medical and Health Services Managers</i>                         | 5.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MGR OF NURS ADMIN SERV<br><i>035 - Medical and Health Services Managers</i>                     | 2.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MGR OF NURS ADMN SERV<br><i>035 - Medical and Health Services Managers</i>                      | 3.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. MGR, NURS ADMN SERV<br><i>035 - Medical and Health Services Managers</i>                        | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. NON-PHYSICIAN ANESTH<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                   | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. NURS ANESTH<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                            | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. NURS EDUC; 2. TCH ASSOC<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. NURS PRACTR<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                            | 6.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. NURS PRACTR MGR<br><i>035 - Medical and Health Services Managers</i>                            | 2.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. NURS PRACTR, OCCUP HLTH<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>                | 1.00   | 1438  | 518<br>36.02%  | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%   | 70<br>4.87%    | 0<br>0.00%  |
| 1. OPHTHAL Y' INCENTV; 2. PHYSN SURG; 3. VST /<br><i>306 - Physicians and Surgeons</i>             | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. ORTHOPTIST-CLIN ADMNR<br><i>035 - Medical and Health Services Managers</i>                      | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. PHARMACY INFO SYST PHARM<br><i>305 - Pharmacists</i>  | 1.00   | 5754  | 2799<br>48.64% | 1549<br>26.92% | 385<br>6.69%   | 94<br>1.63%   | 1045<br>18.16% | 0<br>0.00%  |
| 1. PHYSN ASST<br><i>311 - Physician Assistants</i>   | 1.00   | 1369  | 865<br>63.18%  | 519<br>37.91%  | 125<br>9.13%   | 180<br>13.15% | 199<br>14.54%  | 0<br>0.00%  |
| 1. PHYSN SURG; 2. VST CLIN INSTR<br><i>306 - Physicians and Surgeons</i>                           | 1.00   | 25128 | 8240<br>32.79% | 9168<br>36.49% | 1415<br>5.63%  | 1295<br>5.15% | 6155<br>24.49% | 14<br>0.06% |
| 1. PRGM & POLICY ANLYS - CLIN AFF<br><i>035 - Medical and Health Services Managers</i>             | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. PROG COORD EDU & CLIN PROG<br><i>035 - Medical and Health Services Managers</i>                 | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |
| 1. PROJ COORD EDUC CLIN SRVS<br><i>035 - Medical and Health Services Managers</i>                  | 1.00   | 11623 | 8309<br>71.49% | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%  | 510<br>4.39%   | 10<br>0.09% |

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Academic  
03/26/2008

|  | Weight        | Total | Female          | Minority       | Black          | Hisp           | Asian        | Amlnd       |
|--|---------------|-------|-----------------|----------------|----------------|----------------|--------------|-------------|
| 1. PROJ COORD OF EDUC & CLIN SERV<br><i>035 - Medical and Health Services Managers</i> | 5.00          | 11623 | 8309<br>71.49%  | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39% | 10<br>0.09% |
| 1. PSYCH SOCIAL WORKER<br><i>365 - Med Assts/Othr Healthcare Suppt Occup</i>           | 1.00          | 11754 | 10004<br>85.11% | 5324<br>45.30% | 2980<br>25.35% | 1405<br>11.95% | 769<br>6.54% | 30<br>0.26% |
| 1. PSYCH SOCIAL WORKER<br><i>365 - Med Assts/Othr Healthcare Suppt Occup</i>           | 2.00          | 11754 | 10004<br>85.11% | 5324<br>45.30% | 2980<br>25.35% | 1405<br>11.95% | 769<br>6.54% | 30<br>0.26% |
| 1. PSYCHIAT SOCIAL WORKER<br><i>365 - Med Assts/Othr Healthcare Suppt Occup</i>        | 14.00         | 11754 | 10004<br>85.11% | 5324<br>45.30% | 2980<br>25.35% | 1405<br>11.95% | 769<br>6.54% | 30<br>0.26% |
| 1. PSYCHIATRIC SOCIAL WORKER<br><i>365 - Med Assts/Othr Healthcare Suppt Occup</i>     | 2.00          | 11754 | 10004<br>85.11% | 5324<br>45.30% | 2980<br>25.35% | 1405<br>11.95% | 769<br>6.54% | 30<br>0.26% |
| 1. PSYCHIATRIST<br><i>182 - Psychologists</i>  | 1.00          | 5803  | 3900<br>67.21%  | 673<br>11.60%  | 275<br>4.74%   | 225<br>3.88%   | 144<br>2.48% | 10<br>0.17% |
| 1. SR ANAPLASTOLOGIST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>         | 1.00          | 1438  | 518<br>36.02%   | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%    | 70<br>4.87%  | 0<br>0.00%  |
| 1. SR BUS/HLTHCARE SYST ADMNR SPE<br><i>035 - Medical and Health Services Managers</i> | 1.00          | 11623 | 8309<br>71.49%  | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39% | 10<br>0.09% |
| 1. SR CLIN DATA INTERFACE ANLYS<br><i>035 - Medical and Health Services Managers</i>   | 1.00          | 11623 | 8309<br>71.49%  | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39% | 10<br>0.09% |
| 1. SR CLIN DATA INTERFACE SPEC<br><i>035 - Medical and Health Services Managers</i>    | 1.00          | 11623 | 8309<br>71.49%  | 3298<br>28.37% | 1999<br>17.20% | 705<br>6.07%   | 510<br>4.39% | 10<br>0.09% |
| 1. STAFF PERFUSIONIST<br><i>354 - Other Healthcare Practitioners/Tech Occp</i>         | 2.00          | 1438  | 518<br>36.02%   | 378<br>26.29%  | 214<br>14.88%  | 94<br>6.54%    | 70<br>4.87%  | 0<br>0.00%  |
| <b>Total Weight:</b>   | <b>355.00</b> |       |                 |                |                |                |              |             |

# Factor Components

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

UIC Academic  
03/26/2008

|  | Weight | Total | Female       | Minority     | Black        | Hisp        | Asian      | Amlnd       |
|--|--------|-------|--------------|--------------|--------------|-------------|------------|-------------|
| <b>Job Group: 10 Executives</b>          |        |       |              |              |              |             |            |             |
| <u>Feeders:</u>                          |        |       |              |              |              |             |            |             |
| Job Title: 1. DIR (11)                   | -      | 10    | 3<br>30.00%  | 5<br>50.00%  | 2<br>20.00%  | 2<br>20.00% | 0<br>0.00% | 1<br>10.00% |
| Job Title: 1. DIR OF ADMISSIONS (11)     | -      | 1     | 0<br>0.00%   | 1<br>100.00% | 1<br>100.00% | 0<br>0.00%  | 0<br>0.00% | 0<br>0.00%  |
| Job Title: 1. DPTY ASSOC CHANC (11)      | -      | 1     | 1<br>100.00% | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00% | 0<br>0.00%  |
| Job Title: 1. INTERIM DEAN; 2. PROF (11) | -      | 2     | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00% | 0<br>0.00%  |

# Factor Components

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

UIC Academic  
03/26/2008

|   | Weight | Total | Female       | Minority     | Black        | Hisp        | Asian        | Amlnd      |
|---|--------|-------|--------------|--------------|--------------|-------------|--------------|------------|
| <b>Job Group: 11 General Educ. Administrators</b> |        |       |              |              |              |             |              |            |
| <b><u>Feeders:</u></b>                            |        |       |              |              |              |             |              |            |
| Job Title: 1. ACAD SKILLS SPEC (19)               | -      | 8     | 5<br>62.50%  | 6<br>75.00%  | 2<br>25.00%  | 3<br>37.50% | 1<br>12.50%  | 0<br>0.00% |
| Job Title: 1. BUS & FIN SYS SPEC (19)             | -      | 1     | 0<br>0.00%   | 1<br>100.00% | 0<br>0.00%   | 0<br>0.00%  | 1<br>100.00% | 0<br>0.00% |
| Job Title: 1. HR SPEC (19)                        | -      | 8     | 8<br>100.00% | 6<br>75.00%  | 4<br>50.00%  | 1<br>12.50% | 1<br>12.50%  | 0<br>0.00% |
| Job Title: 1. PRAC ADV SPEC (19)                  | -      | 1     | 1<br>100.00% | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. RES INFO SPEC (19)                  | -      | 34    | 26<br>76.47% | 17<br>50.00% | 7<br>20.59%  | 4<br>11.76% | 6<br>17.65%  | 0<br>0.00% |
| Job Title: 1. MGMT METHODS ANLYS (20)             | -      | 9     | 4<br>44.44%  | 5<br>55.56%  | 4<br>44.44%  | 0<br>0.00%  | 1<br>11.11%  | 0<br>0.00% |
| Job Title: 1. NETWORK ANLYS WEB SPEC (20)         | -      | 1     | 1<br>100.00% | 1<br>100.00% | 0<br>0.00%   | 0<br>0.00%  | 1<br>100.00% | 0<br>0.00% |
| Job Title: 1. RES & POLICY ANLYS (20)             | -      | 2     | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. RES DATA ANALYST (20)               | -      | 8     | 7<br>87.50%  | 2<br>25.00%  | 1<br>12.50%  | 0<br>0.00%  | 1<br>12.50%  | 0<br>0.00% |
| Job Title: 1. RSRSC & POLICY ANALYST (20)         | -      | 1     | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. RSRSC & POLICY ANLYS (20)           | -      | 29    | 23<br>79.31% | 18<br>62.07% | 10<br>34.48% | 3<br>10.34% | 4<br>13.79%  | 1<br>3.45% |
| Job Title: 1. ACAD ADV (31)                       | -      | 1     | 1<br>100.00% | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. RECRUIT & ADM COUNSELOR (31)        | -      | 1     | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. RECRUITMENT & ADM COUNS (31)        | -      | 8     | 3<br>37.50%  | 6<br>75.00%  | 4<br>50.00%  | 2<br>25.00% | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. RES PRGMR (60)                      | -      | 34    | 12<br>35.29% | 16<br>47.06% | 3<br>8.82%   | 5<br>14.71% | 8<br>23.53%  | 0<br>0.00% |
| Job Title: 1. VST ASST TO DIR (70)                | -      | 5     | 4<br>80.00%  | 2<br>40.00%  | 1<br>20.00%  | 0<br>0.00%  | 1<br>20.00%  | 0<br>0.00% |
| Job Title: 1. VST COORD (70)                      | -      | 8     | 7<br>87.50%  | 4<br>50.00%  | 0<br>0.00%   | 2<br>25.00% | 2<br>25.00%  | 0<br>0.00% |
| Job Title: 1. VST COORD, RES PRGMS (70)           | -      | 2     | 2<br>100.00% | 1<br>50.00%  | 0<br>0.00%   | 0<br>0.00%  | 1<br>50.00%  | 0<br>0.00% |
| Job Title: 1. VST RES PRGM COORD (70)             | -      | 1     | 1<br>100.00% | 1<br>100.00% | 1<br>100.00% | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00% |
| Job Title: 1. VST RES SPEC (70)                   | -      | 56    | 40<br>71.43% | 31<br>55.36% | 6<br>10.71%  | 1<br>1.79%  | 24<br>42.86% | 0<br>0.00% |
| Job Title: 1. VST RSRSC & POLICY ANLYS (70)       | -      | 3     | 3<br>100.00% | 3<br>100.00% | 1<br>33.33%  | 2<br>66.67% | 0<br>0.00%   | 0<br>0.00% |

# Factor Components

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

UIC Academic  
03/26/2008

|  | Weight | Total | Female       | Minority     | Black       | Hisp         | Asian        | Amlnd      |
|--|--------|-------|--------------|--------------|-------------|--------------|--------------|------------|
| <b>Job Group: 19 Specialists</b>               |        |       |              |              |             |              |              |            |
| <u>Feeders:</u>                                |        |       |              |              |             |              |              |            |
| Job Title: 1. RESIDENT DIR (11)                | -      | 9     | 3<br>33.33%  | 5<br>55.56%  | 3<br>33.33% | 1<br>11.11%  | 1<br>11.11%  | 0<br>0.00% |
| Job Title: 1. MGMT METHODS ANLYS (20)          | -      | 9     | 4<br>44.44%  | 5<br>55.56%  | 4<br>44.44% | 0<br>0.00%   | 1<br>11.11%  | 0<br>0.00% |
| Job Title: 1. RES SPEC IN HTLH SCI (60)        | -      | 1     | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00% |
| <b>Job Group: 20 Analysts</b>                  |        |       |              |              |             |              |              |            |
| <u>Feeders:</u>                                |        |       |              |              |             |              |              |            |
| Job Title: 1. ADM COUNS (31)                   | -      | 13    | 7<br>53.85%  | 9<br>69.23%  | 7<br>53.85% | 1<br>7.69%   | 1<br>7.69%   | 0<br>0.00% |
| <b>Job Group: 31 Advisors/Counselors</b>       |        |       |              |              |             |              |              |            |
| <u>Feeders:</u>                                |        |       |              |              |             |              |              |            |
| Job Title: 1. ASST TO ASSOC DEAN ACAD AFF (11) | -      | 1     | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00% |
| <b>Job Group: 60 Research Scientists</b>       |        |       |              |              |             |              |              |            |
| <u>Feeders:</u>                                |        |       |              |              |             |              |              |            |
| Job Title: 1. NETWORK ADMNR (11)               | -      | 1     | 0<br>0.00%   | 1<br>100.00% | 0<br>0.00%  | 0<br>0.00%   | 1<br>100.00% | 0<br>0.00% |
| <b>Job Group: 70 General</b>                   |        |       |              |              |             |              |              |            |
| <u>Feeders:</u>                                |        |       |              |              |             |              |              |            |
| Job Title: 1. ASST DIR (11)                    | -      | 72    | 47<br>65.28% | 22<br>30.56% | 6<br>8.33%  | 12<br>16.67% | 2<br>2.78%   | 2<br>2.78% |
| <b>Job Group: 80 Medical Professionals</b>     |        |       |              |              |             |              |              |            |
| <u>Feeders:</u>                                |        |       |              |              |             |              |              |            |
| Job Title: 1. PROJ COORD (11)                  | -      | 3     | 3<br>100.00% | 0<br>0.00%   | 0<br>0.00%  | 0<br>0.00%   | 0<br>0.00%   | 0<br>0.00% |