

Incumbency v. Estimated Availability Detail

UIC Academic
03/26/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
10 Executives	12	Female	4	33.33	27.26	3.3	0.7	0.47	
		Minority	3	25.00	36.64	4.4	-1.4	-0.84	
		Black	2	16.67	18.14	2.2	-0.2	-0.13	
		Hispanic	1	8.33	11.95	1.4	-0.4	-0.39	
		Asian	0	0.00	0.74	0.1	-0.1	-0.30	
		Amlndian	0	0.00	5.74	0.7	-0.7	-0.86	
11 General Educ. Administrators	1462	Female	961	65.73	43.67	638.5	322.5	17.00	
		Minority	517	35.36	24.73	361.5	155.5	9.42	
		Black	243	16.62	11.52	168.5	74.5	6.11	
		Hispanic	131	8.96	6.36	92.9	38.1	4.08	
		Asian	136	9.30	5.96	87.1	48.9	5.40	
		Amlndian	7	0.48	0.24	3.5	3.5	1.87	
19 Specialists	331	Female	230	69.49	55.33	183.2	46.8	5.18	
		Minority	138	41.69	29.83	98.7	39.3	4.72	
		Black	46	13.90	11.09	36.7	9.3	1.63	
		Hispanic	30	9.06	4.73	15.7	14.3	3.71	
		Asian	61	18.43	12.80	42.4	18.6	3.07	
		Amlndian	1	0.30	0.60	2.0	-1.0	-0.70	
20 Analysts	184	Female	98	53.26	44.65	82.2	15.8	2.35	
		Minority	96	52.17	26.53	48.8	47.2	7.88	
		Black	38	20.65	10.73	19.7	18.3	4.35	
		Hispanic	15	8.15	5.34	9.8	5.2	1.69	
		Asian	42	22.83	8.91	16.4	25.6	6.63	
		Amlndian	1	0.54	0.17	0.3	0.7	1.25	
29 Coaching Related/Athletics	23	Female	10	43.48	37.72	8.7	1.3	0.57	
		Minority	3	13.04	19.87	4.6	-1.6	-0.82	
		Black	2	8.70	9.29	2.1	-0.1	-0.10	
		Hispanic	0	0.00	5.91	1.4	-1.4	-1.20	
		Asian	0	0.00	3.85	0.9	-0.9	-0.96	
		Amlndian	1	4.35	0.08	0.0	1.0	7.48	
30 Engineers	7	Female	0	0.00	14.79	1.0	-1.0	-1.10	
		Minority	0	0.00	30.07	2.1	-2.1	-1.74	
		Black	0	0.00	4.99	0.3	-0.3	-0.61	
		Hispanic	0	0.00	3.85	0.3	-0.3	-0.53	
		Asian	0	0.00	19.66	1.4	-1.4	-1.31	
		Amlndian	0	0.00	0.17	0.0	0.0	-0.11	
31 Advisors/Counselors	86	Female	57	66.28	62.69	53.9	3.1	0.69	
		Minority	45	52.33	41.05	35.3	9.7	2.12	
		Black	26	30.23	29.61	25.5	0.5	0.13	
		Hispanic	16	18.60	7.17	6.2	9.8	4.11	
		Asian	2	2.33	3.23	2.8	-0.8	-0.48	
		Amlndian	1	1.16	0.28	0.2	0.8	1.53	
60 Research Scientists	359	Female	200	55.71	45.10	161.9	38.1	4.04	
		Minority	166	46.24	23.29	83.6	82.4	10.29	
		Black	25	6.96	6.89	24.7	0.3	0.05	
		Hispanic	23	6.41	1.35	4.9	18.1	8.28	
		Asian	118	32.87	13.24	47.5	70.5	10.97	
		Amlndian	0	0.00	1.07	3.8	-3.8	-1.97	

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

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70 General	704	Female	486	69.03	47.11	331.6	154.4	11.65	
		Minority	332	47.16	23.59	166.1	165.9	14.73	
		Black	108	15.34	10.69	75.3	32.7	3.99	
		Hispanic	79	11.22	4.51	31.7	47.3	8.59	
		Asian	142	20.17	7.10	50.0	92.0	13.50	
		AmIndian	3	0.43	0.54	3.8	-0.8	-0.42	
80 Medical Professionals	355	Female	278	78.31	56.16	199.4	78.6	8.41	
		Minority	122	34.37	29.16	103.5	18.5	2.16	
		Black	40	11.27	13.00	46.2	-6.2	-0.97	
		Hispanic	13	3.66	5.52	19.6	-6.6	-1.53	
		Asian	68	19.15	10.00	35.5	32.5	5.75	
		AmIndian	1	0.28	0.06	0.2	0.8	1.61	

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