

Incumbency v. Estimated Availability Detail

UIC Admin&Academic Professionals 09/02/2009

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Detail

UIC Admin&Academic Professionals

09/02/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
300 Faculty RAMP	18	Female	7	38.89	16.18	2.9	4.1	2.62	
		Minority	3	16.67	8.97	1.6	1.4	1.14	
		Black	2	11.11	3.13	0.6	1.4	1.95	
		Hispanic	0	0.00	2.03	0.4	-0.4	-0.61	
		Asian	1	5.56	3.39	0.6	0.4	0.51	
		AmIndian	0	0.00	0.12	0.0	0.0	-0.15	
310 Nonfaculty RAMP	5	Female	1	20.00	18.20	0.9	0.1	0.10	
		Minority	3	60.00	10.09	0.5	2.5	3.70	
		Black	2	40.00	3.52	0.2	1.8	4.43	
		Hispanic	1	20.00	2.28	0.1	0.9	2.65	
		Asian	0	0.00	3.82	0.2	-0.2	-0.45	
		AmIndian	0	0.00	0.13	0.0	0.0	-0.08	
320 Other Exec Faculty	8	Female	4	50.00	64.17	5.1	-1.1	-0.84	
		Minority	0	0.00	30.49	2.4	-2.4	-1.87	
		Black	0	0.00	21.14	1.7	-1.7	-1.46	
		Hispanic	0	0.00	6.22	0.5	-0.5	-0.73	
		Asian	0	0.00	2.40	0.2	-0.2	-0.44	
		AmIndian	0	0.00	0.22	0.0	0.0	-0.13	
330 Other Exec Nonfaculty	37	Female	18	48.65	37.87	14.0	4.0	1.35	
		Minority	9	24.32	20.19	7.5	1.5	0.63	
		Black	6	16.22	9.19	3.4	2.6	1.48	
		Hispanic	2	5.41	5.61	2.1	-0.1	-0.06	
		Asian	1	2.70	4.51	1.7	-0.7	-0.53	
		AmIndian	0	0.00	0.23	0.1	-0.1	-0.29	
420 General Administrators	358	Female	237	66.20	48.79	174.7	62.3	6.59	
		Minority	123	34.36	19.89	71.2	51.8	6.86	
		Black	62	17.32	9.83	35.2	26.8	4.76	
		Hispanic	37	10.34	5.46	19.5	17.5	4.06	
		Asian	21	5.87	3.81	13.6	7.4	2.04	
		AmIndian	3	0.84	0.21	0.8	2.2	2.60	
430 Business/Fiscal Administrators	120	Female	70	58.33	49.01	58.8	11.2	2.04	
		Minority	50	41.67	17.60	21.1	28.9	6.92	
		Black	17	14.17	8.21	9.9	7.1	2.37	
		Hispanic	13	10.83	5.01	6.0	7.0	2.92	
		Asian	20	16.67	3.56	4.3	15.7	7.75	
		AmIndian	0	0.00	0.23	0.3	-0.3	-0.53	
440 IT Technology Managers	39	Female	14	35.90	32.68	12.7	1.3	0.43	
		Minority	7	17.95	19.41	7.6	-0.6	-0.23	
		Black	1	2.56	8.81	3.4	-2.4	-1.38	
		Hispanic	2	5.13	4.71	1.8	0.2	0.12	
		Asian	4	10.26	5.15	2.0	2.0	1.44	
		AmIndian	0	0.00	0.16	0.1	-0.1	-0.25	
450 Student Service Administrators	108	Female	72	66.67	50.89	55.0	17.0	3.28	
		Minority	40	37.04	28.12	30.4	9.6	2.06	
		Black	25	23.15	16.35	17.7	7.3	1.91	
		Hispanic	10	9.26	7.54	8.1	1.9	0.68	
		Asian	5	4.63	3.45	3.7	1.3	0.67	
		AmIndian	0	0.00	0.21	0.2	-0.2	-0.47	

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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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
460 Health and Human Care Managers	100	Female	68	68.00	69.34	69.3	-1.3	-0.29	
		Minority	36	36.00	29.61	29.6	6.4	1.40	
		Black	20	20.00	19.63	19.6	0.4	0.09	
		Hispanic	4	4.00	5.38	5.4	-1.4	-0.61	
		Asian	12	12.00	3.93	3.9	8.1	4.16	
		AmIndian	0	0.00	0.10	0.1	-0.1	-0.32	
470 Directors of Research Prgms	42	Female	27	64.29	42.79	18.0	9.0	2.82	
		Minority	10	23.81	21.21	8.9	1.1	0.41	
		Black	2	4.76	9.73	4.1	-2.1	-1.09	
		Hispanic	5	11.90	5.87	2.5	2.5	1.66	
		Asian	3	7.14	4.80	2.0	1.0	0.71	
		AmIndian	0	0.00	0.19	0.1	-0.1	-0.28	
480 Physcl&Sfty Envirmntl Mgrs	29	Female	12	41.38	36.01	10.4	1.6	0.60	
		Minority	8	27.59	20.43	5.9	2.1	0.96	
		Black	4	13.79	9.28	2.7	1.3	0.84	
		Hispanic	2	6.90	5.73	1.7	0.3	0.27	
		Asian	2	6.90	4.46	1.3	0.7	0.63	
		AmIndian	0	0.00	0.24	0.1	-0.1	-0.26	
490 Intercollegiate Athletics	9	Female	2	22.22	28.18	2.5	-0.5	-0.40	
		Minority	2	22.22	16.16	1.5	0.5	0.49	
		Black	2	22.22	7.13	0.6	1.4	1.76	
		Hispanic	0	0.00	4.61	0.4	-0.4	-0.66	
		Asian	0	0.00	3.66	0.3	-0.3	-0.58	
		AmIndian	0	0.00	0.18	0.0	0.0	-0.13	
720 General Administration	253	Female	187	73.91	48.83	123.5	63.5	7.98	
		Minority	113	44.66	26.01	65.8	47.2	6.76	
		Black	52	20.55	11.64	29.5	22.5	4.42	
		Hispanic	35	13.83	6.81	17.2	17.8	4.43	
		Asian	26	10.28	6.33	16.0	10.0	2.57	
		AmIndian	0	0.00	0.31	0.8	-0.8	-0.89	
721 Advcmnt and Devlp Professional	5	Female	2	40.00	36.23	1.8	0.2	0.18	
		Minority	0	0.00	20.77	1.0	-1.0	-1.14	
		Black	0	0.00	9.17	0.5	-0.5	-0.71	
		Hispanic	0	0.00	5.93	0.3	-0.3	-0.56	
		Asian	0	0.00	4.71	0.2	-0.2	-0.50	
		AmIndian	0	0.00	0.23	0.0	0.0	-0.11	
722 Administrative Support	242	Female	194	80.17	40.83	98.8	95.2	12.45	
		Minority	95	39.26	22.62	54.8	40.2	6.18	
		Black	48	19.83	10.78	26.1	21.9	4.54	
		Hispanic	23	9.50	6.39	15.5	7.5	1.98	
		Asian	23	9.50	4.56	11.0	12.0	3.69	
		AmIndian	1	0.41	0.21	0.5	0.5	0.68	
723 Communications Professionals	38	Female	26	68.42	45.39	17.2	8.8	2.85	
		Minority	7	18.42	20.38	7.7	-0.7	-0.30	
		Black	3	7.89	8.82	3.4	-0.4	-0.20	
		Hispanic	2	5.26	5.98	2.3	-0.3	-0.19	
		Asian	2	5.26	4.70	1.8	0.2	0.16	
		AmIndian	0	0.00	0.19	0.1	-0.1	-0.27	

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724 Educational Administrators	37	Female	29	78.38	58.60	21.7	7.3	2.44	
		Minority	16	43.24	32.92	12.2	3.8	1.34	
		Black	6	16.22	18.17	6.7	-0.7	-0.31	
		Hispanic	6	16.22	5.77	2.1	3.9	2.72	
		Asian	4	10.81	8.25	3.1	0.9	0.57	
		AmIndian	0	0.00	0.22	0.1	-0.1	-0.28	
725 Educators, Teachers	45	Female	34	75.56	58.37	26.3	7.7	2.34	
		Minority	18	40.00	28.24	12.7	5.3	1.75	
		Black	8	17.78	13.87	6.2	1.8	0.76	
		Hispanic	6	13.33	5.57	2.5	3.5	2.27	
		Asian	4	8.89	7.74	3.5	0.5	0.29	
		AmIndian	0	0.00	0.55	0.2	-0.2	-0.50	
726 Human Resource Professionals	25	Female	23	92.00	61.09	15.3	7.7	3.17	
		Minority	16	64.00	29.51	7.4	8.6	3.78	
		Black	11	44.00	16.15	4.0	7.0	3.78	
		Hispanic	4	16.00	9.15	2.3	1.7	1.19	
		Asian	1	4.00	3.50	0.9	0.1	0.14	
		AmIndian	0	0.00	0.26	0.1	-0.1	-0.25	
727 Research Support Professionals	300	Female	195	65.00	48.85	146.6	48.4	5.60	
		Minority	151	50.33	23.24	69.7	81.3	11.11	
		Black	43	14.33	9.92	29.7	13.3	2.56	
		Hispanic	30	10.00	3.61	10.8	19.2	5.93	
		Asian	78	26.00	8.30	24.9	53.1	11.12	
		AmIndian	0	0.00	0.61	1.8	-1.8	-1.36	
728 Librarians	7	Female	6	85.71	63.46	4.4	1.6	1.22	
		Minority	2	28.57	23.63	1.7	0.3	0.31	
		Black	1	14.29	10.90	0.8	0.2	0.29	
		Hispanic	0	0.00	5.32	0.4	-0.4	-0.63	
		Asian	1	14.29	6.68	0.5	0.5	0.81	
		AmIndian	0	0.00	0.48	0.0	0.0	-0.18	
729 Other Professionals	28	Female	20	71.43	46.04	12.9	7.1	2.70	
		Minority	9	32.14	24.84	7.0	2.0	0.89	
		Black	3	10.71	12.85	3.6	-0.6	-0.34	
		Hispanic	1	3.57	6.60	1.8	-0.8	-0.64	
		Asian	5	17.86	4.47	1.3	3.7	3.43	
		AmIndian	0	0.00	0.21	0.1	-0.1	-0.24	
730 Business and Fiscal Managers	14	Female	8	57.14	46.48	6.5	1.5	0.80	
		Minority	7	50.00	30.65	4.3	2.7	1.57	
		Black	2	14.29	14.77	2.1	-0.1	-0.05	
		Hispanic	1	7.14	8.62	1.2	-0.2	-0.20	
		Asian	4	28.57	6.49	0.9	3.1	3.35	
		AmIndian	0	0.00	0.19	0.0	0.0	-0.16	
731 Genrl Business, Budget & Fin	67	Female	48	71.64	46.02	30.8	17.2	4.21	
		Minority	32	47.76	28.39	19.0	13.0	3.52	
		Black	15	22.39	11.95	8.0	7.0	2.64	
		Hispanic	7	10.45	10.64	7.1	-0.1	-0.05	
		Asian	10	14.93	4.63	3.1	6.9	4.01	
		AmIndian	0	0.00	0.40	0.3	-0.3	-0.52	

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732 Operations Professionals	257	Female	196	76.26	38.66	99.4	96.6	12.38	
		Minority	100	38.91	21.85	56.2	43.8	6.62	
		Black	42	16.34	9.77	25.1	16.9	3.55	
		Hispanic	29	11.28	6.04	15.5	13.5	3.53	
		Asian	29	11.28	5.04	13.0	16.0	4.57	
		AmIndian	0	0.00	0.25	0.6	-0.6	-0.80	
740 Info Technology Specialists	92	Female	24	26.09	37.78	34.8	-10.8	-2.31	Yes
		Minority	40	43.48	29.45	27.1	12.9	2.95	
		Black	12	13.04	9.19	8.5	3.5	1.28	
		Hispanic	3	3.26	6.10	5.6	-2.6	-1.14	
		Asian	25	27.17	13.13	12.1	12.9	3.99	
		AmIndian	0	0.00	0.25	0.2	-0.2	-0.48	
741 Hlth Sci Info System Spec	76	Female	22	28.95	39.64	30.1	-8.1	-1.91	
		Minority	44	57.89	28.81	21.9	22.1	5.60	
		Black	14	18.42	11.78	9.0	5.0	1.80	
		Hispanic	5	6.58	6.39	4.9	0.1	0.07	
		Asian	25	32.89	9.76	7.4	17.6	6.80	
		AmIndian	0	0.00	0.23	0.2	-0.2	-0.42	
742 Other Information System Spec	5	Female	4	80.00	59.36	3.0	1.0	0.94	
		Minority	2	40.00	26.78	1.3	0.7	0.67	
		Black	0	0.00	14.15	0.7	-0.7	-0.91	
		Hispanic	0	0.00	7.62	0.4	-0.4	-0.64	
		Asian	2	40.00	4.24	0.2	1.8	3.97	
		AmIndian	0	0.00	0.29	0.0	0.0	-0.12	
750 Student Service Professionals	28	Female	19	67.86	56.33	15.8	3.2	1.23	
		Minority	15	53.57	26.34	7.4	7.6	3.27	
		Black	5	17.86	14.79	4.1	0.9	0.46	
		Hispanic	9	32.14	5.22	1.5	7.5	6.40	
		Asian	1	3.57	5.32	1.5	-0.5	-0.41	
		AmIndian	0	0.00	0.52	0.1	-0.1	-0.38	
751 Advrs&Non-Therapeutic Counslrs	68	Female	52	76.47	64.40	43.8	8.2	2.08	
		Minority	37	54.41	40.19	27.3	9.7	2.39	
		Black	24	35.29	28.58	19.4	4.6	1.22	
		Hispanic	11	16.18	7.49	5.1	5.9	2.72	
		Asian	2	2.94	3.12	2.1	-0.1	-0.08	
		AmIndian	0	0.00	0.27	0.2	-0.2	-0.43	
752 Admissions&Recruitment Officer	65	Female	45	69.23	61.94	40.3	4.7	1.21	
		Minority	42	64.62	33.70	21.9	20.1	5.27	
		Black	21	32.31	22.82	14.8	6.2	1.82	
		Hispanic	16	24.62	6.53	4.2	11.8	5.90	
		Asian	5	7.69	3.43	2.2	2.8	1.89	
		AmIndian	0	0.00	0.30	0.2	-0.2	-0.44	
753 Housing Officers	13	Female	7	53.85	36.23	4.7	2.3	1.32	
		Minority	6	46.15	20.77	2.7	3.3	2.26	
		Black	4	30.77	9.17	1.2	2.8	2.70	
		Hispanic	2	15.38	5.93	0.8	1.2	1.44	
		Asian	0	0.00	4.71	0.6	-0.6	-0.80	
		AmIndian	0	0.00	0.23	0.0	0.0	-0.17	

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760 Health&Human Care Professional	12	Female	8	66.67	56.08	6.7	1.3	0.74	
		Minority	3	25.00	26.96	3.2	-0.2	-0.15	
		Black	1	8.33	14.42	1.7	-0.7	-0.60	
		Hispanic	1	8.33	5.96	0.7	0.3	0.35	
		Asian	1	8.33	6.06	0.7	0.3	0.33	
		AmIndian	0	0.00	0.06	0.0	0.0	-0.09	
761 Dentists	2	Female	2	100.00	73.01	1.5	0.5	0.86	
		Minority	1	50.00	61.71	1.2	-0.2	-0.34	
		Black	1	50.00	4.91	0.1	0.9	2.95	
		Hispanic	0	0.00	52.34	1.0	-1.0	-1.48	
		Asian	0	0.00	3.97	0.1	-0.1	-0.29	
		AmIndian	0	0.00	0.02	0.0	0.0	-0.02	
762 Pharmacists	112	Female	82	73.21	47.79	53.5	28.5	5.39	
		Minority	46	41.07	26.89	30.1	15.9	3.39	
		Black	3	2.68	7.92	8.9	-5.9	-2.05	Yes
		Hispanic	3	2.68	2.32	2.6	0.4	0.25	
		Asian	40	35.71	16.25	18.2	21.8	5.58	
		AmIndian	0	0.00	0.00	0.0	0.0	-0.05	
763 Health Administrators	45	Female	30	66.67	63.51	28.6	1.4	0.44	
		Minority	22	48.89	29.07	13.1	8.9	2.93	
		Black	12	26.67	14.71	6.6	5.4	2.27	
		Hispanic	5	11.11	5.67	2.6	2.4	1.58	
		Asian	5	11.11	7.83	3.5	1.5	0.82	
		AmIndian	0	0.00	0.15	0.1	-0.1	-0.26	
764 Food and Nutrition Specialists	21	Female	21	100.00	84.28	17.7	3.3	1.98	
		Minority	7	33.33	35.61	7.5	-0.5	-0.22	
		Black	4	19.05	12.53	2.6	1.4	0.90	
		Hispanic	1	4.76	9.57	2.0	-1.0	-0.75	
		Asian	2	9.52	12.41	2.6	-0.6	-0.40	
		AmIndian	0	0.00	0.00	0.0	0.0	0.00	
765 Therapists	68	Female	56	82.35	72.42	49.2	6.8	1.83	
		Minority	18	26.47	34.83	23.7	-5.7	-1.45	
		Black	6	8.82	18.29	12.4	-6.4	-2.02	Yes
		Hispanic	6	8.82	7.14	4.9	1.1	0.54	
		Asian	6	8.82	8.28	5.6	0.4	0.16	
		AmIndian	0	0.00	0.12	0.1	-0.1	-0.28	
766 Social Workers	68	Female	55	80.88	74.07	50.4	4.6	1.28	
		Minority	34	50.00	49.12	33.4	0.6	0.14	
		Black	23	33.82	35.85	24.4	-1.4	-0.35	
		Hispanic	9	13.24	7.60	5.2	3.8	1.75	
		Asian	2	2.94	4.56	3.1	-1.1	-0.64	
		AmIndian	0	0.00	0.15	0.1	-0.1	-0.32	
767 Nursing Professionals	128	Female	121	94.53	65.69	84.1	36.9	6.87	
		Minority	34	26.56	36.05	46.1	-12.1	-2.24	
		Black	8	6.25	17.81	22.8	-14.8	-3.42	Yes
		Hispanic	7	5.47	5.38	6.9	0.1	0.04	Yes
		Asian	19	14.84	12.03	15.4	3.6	0.98	
		AmIndian	0	0.00	0.13	0.2	-0.2	-0.42	

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768 Other Health Care Professional	89	Female	67	75.28	55.71	49.6	17.4	3.72	
		Minority	28	31.46	29.37	26.1	1.9	0.43	
		Black	10	11.24	13.27	11.8	-1.8	-0.57	
		Hispanic	8	8.99	5.66	5.0	3.0	1.36	
		Asian	10	11.24	9.63	8.6	1.4	0.51	
		AmIndian	0	0.00	0.09	0.1	-0.1	-0.29	
771 Scientific&Eng Researchers	53	Female	21	39.62	35.88	19.0	2.0	0.57	
		Minority	21	39.62	28.78	15.3	5.7	1.74	
		Black	1	1.89	5.57	2.9	-1.9	-1.17	
		Hispanic	4	7.55	3.53	1.9	2.1	1.58	
		Asian	16	30.19	18.52	9.8	6.2	2.19	
		AmIndian	0	0.00	0.35	0.2	-0.2	-0.43	
772 Health&Human Care Research	321	Female	207	64.49	44.70	143.5	63.5	7.13	
		Minority	160	49.84	42.89	137.7	22.3	2.52	
		Black	18	5.61	3.67	11.8	6.2	1.85	
		Hispanic	21	6.54	2.90	9.3	11.7	3.89	
		Asian	121	37.69	35.42	113.7	7.3	0.85	
		AmIndian	0	0.00	0.00	0.0	0.0	-0.10	
773 Pharmaceutical Researchers	15	Female	8	53.33	45.60	6.8	1.2	0.60	
		Minority	6	40.00	42.28	6.3	-0.3	-0.18	
		Black	1	6.67	4.11	0.6	0.4	0.50	
		Hispanic	0	0.00	2.96	0.4	-0.4	-0.68	
		Asian	5	33.33	34.32	5.1	-0.1	-0.08	
		AmIndian	0	0.00	0.01	0.0	0.0	-0.03	
774 Other Researchers	79	Female	48	60.76	44.62	35.2	12.8	2.89	
		Minority	36	45.57	41.91	33.1	2.9	0.66	
		Black	4	5.06	4.10	3.2	0.8	0.43	
		Hispanic	5	6.33	3.25	2.6	2.4	1.54	
		Asian	27	34.18	33.59	26.5	0.5	0.11	
		AmIndian	0	0.00	0.03	0.0	0.0	-0.14	
781 Blding&Facilities Professional	12	Female	4	33.33	38.63	4.6	-0.6	-0.38	
		Minority	6	50.00	23.34	2.8	3.2	2.18	
		Black	0	0.00	10.63	1.3	-1.3	-1.19	
		Hispanic	4	33.33	6.93	0.8	3.2	3.60	
		Asian	2	16.67	4.85	0.6	1.4	1.91	
		AmIndian	0	0.00	0.24	0.0	0.0	-0.17	
782 Safety Professionals	11	Female	3	27.27	32.48	3.6	-0.6	-0.37	
		Minority	3	27.27	21.94	2.4	0.6	0.43	
		Black	1	9.09	12.18	1.3	-0.3	-0.31	
		Hispanic	1	9.09	4.70	0.5	0.5	0.69	
		Asian	1	9.09	4.93	0.5	0.5	0.64	
		AmIndian	0	0.00	0.13	0.0	0.0	-0.12	
790 Athletics,Coaching&Related Pro	3	Female	1	33.33	46.57	1.4	-0.4	-0.46	
		Minority	2	66.67	27.28	0.8	1.2	1.53	
		Black	1	33.33	16.31	0.5	0.5	0.80	
		Hispanic	1	33.33	6.39	0.2	0.8	1.91	
		Asian	0	0.00	3.67	0.1	-0.1	-0.34	
		AmIndian	0	0.00	0.15	0.0	0.0	-0.07	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Detail

UIC Admin&Academic Professionals

09/02/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
791 Coaches	33	Female	13	39.39	35.43	11.7	1.3	0.48	
		Minority	9	27.27	24.73	8.2	0.8	0.34	
		Black	6	18.18	14.79	4.9	1.1	0.55	
		Hispanic	1	3.03	5.55	1.8	-0.8	-0.63	
		Asian	1	3.03	3.61	1.2	-0.2	-0.18	
		AmIndian	1	3.03	0.07	0.0	1.0	6.41	
792 Recreation Professionals	7	Female	5	71.43	64.17	4.5	0.5	0.40	
		Minority	2	28.57	30.49	2.1	-0.1	-0.11	
		Black	0	0.00	21.14	1.5	-1.5	-1.37	
		Hispanic	2	28.57	6.22	0.4	1.6	2.45	
		Asian	0	0.00	2.40	0.2	-0.2	-0.41	
		AmIndian	0	0.00	0.22	0.0	0.0	-0.12	
Facility Total	3617	Female Minority Black Hispanic Asian AmIndian	2425 1481 557 345 574 5						

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Yes indicates Number of Standard Deviations <= -2.00