

# **Incumbency v. Estimated Availability**

UIC Admin&Academic Professionals 09/02/2009

## **Comparison Test**

**Two Standard Deviation Test**

# Incumbency v. Estimated Availability

UIC Admin&Academic Professionals

09/02/2009

Job Group	Less than Reasonably Expected?					
	Female	Minority	Black	Hisp	Asian	AmInd
300 Faculty RAMP						
310 Nonfaculty RAMP						
320 Other Exec Faculty						
330 Other Exec Nonfaculty						
420 General Administrators						
430 Business/Fiscal Administrators						
440 IT Technology Managers						
450 Student Service Administrators						
460 Health and Human Care Managers						
470 Directors of Research Prgms						
480 Physcl&Sfty Envirmntl Mgrs						
490 Intercollegiate Athletics						
720 General Administration						
721 Advcmnt and Devlp Professional						
722 Administrative Support						
723 Communications Professionals						
724 Educational Administrators						
725 Educators, Teachers						
726 Human Resource Professionals						
727 Research Support Professionals						
728 Librarians						
729 Other Professionals						
730 Business and Fiscal Managers						
731 Genrl Business, Budget & Fin						
732 Operations Professionals						
740 Info Technology Specialists	Yes					

*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

UIC Admin&Academic Professionals

09/02/2009

Job Group	Less than Reasonably Expected?					
	Female	Minority	Black	Hisp	Asian	Amlnd
741 Hlth Sci Info System Spec						
742 Other Information System Spec						
750 Student Service Professionals						
751 Advrs&Non-Therapeutic Counslrs						
752 Admissions&Recruitment Officer						
753 Housing Officers						
760 Health&Human Care Professional						
761 Dentists						
762 Pharmacists			Yes			
763 Health Administrators						
764 Food and Nutrition Specialists						
765 Therapists			Yes			
766 Social Workers						
767 Nursing Professionals		Yes	Yes			
768 Other Health Care Professional						
771 Scientific&Eng Researchers						
772 Health&Human Care Research						
773 Pharmaceutical Researchers						
774 Other Researchers						
781 Blding&Facilities Professional						
782 Safety Professionals						
790 Athletics, Coaching&Related Pro						
791 Coaches						
792 Recreation Professionals						

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 Yes indicates Number of Standard Deviations <= -2.00*