

Incumbency v. Estimated Availability Detail

UIC Admin & Acad Professional Oct 2010 07/28/2010

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Detail

UIC Admin & Acad Professional Oct 2010

07/28/2010

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	14	Female	6	42.86	19.89	2.8	3.2	2.15	
		Minority	3	21.43	10.34	1.4	1.6	1.36	
		Black	2	14.29	3.71	0.5	1.5	2.09	
		Hispanic	0	0.00	2.38	0.3	-0.3	-0.58	
		Asian	1	7.14	3.77	0.5	0.5	0.66	
		AmIndian	0	0.00	0.13	0.0	0.0	-0.14	
310 Nonfaculty RAMP	3	Female	1	33.33	18.20	0.5	0.5	0.68	
		Minority	3	100.00	10.09	0.3	2.7	5.17	
		Black	2	66.67	3.52	0.1	1.9	5.94	
		Hispanic	1	33.33	2.28	0.1	0.9	3.60	
		Asian	0	0.00	3.82	0.1	-0.1	-0.35	
		AmIndian	0	0.00	0.13	0.0	0.0	-0.06	
320 Other Exec Faculty	5	Female	3	60.00	64.17	3.2	-0.2	-0.19	
		Minority	0	0.00	30.49	1.5	-1.5	-1.48	
		Black	0	0.00	21.14	1.1	-1.1	-1.16	
		Hispanic	0	0.00	6.22	0.3	-0.3	-0.58	
		Asian	0	0.00	2.40	0.1	-0.1	-0.35	
		AmIndian	0	0.00	0.22	0.0	0.0	-0.11	
330 Other Exec Nonfaculty	33	Female	18	54.55	37.06	12.2	5.8	2.08	
		Minority	6	18.18	18.07	6.0	0.0	0.02	
		Black	3	9.09	8.31	2.7	0.3	0.16	
		Hispanic	1	3.03	4.98	1.6	-0.6	-0.52	
		Asian	2	6.06	4.01	1.3	0.7	0.60	
		AmIndian	0	0.00	0.20	0.1	-0.1	-0.26	
420 General Administrators	372	Female	253	68.01	46.58	173.3	79.7	8.28	
		Minority	127	34.14	23.79	88.5	38.5	4.69	
		Black	66	17.74	11.89	44.2	21.8	3.49	
		Hispanic	34	9.14	5.80	21.6	12.4	2.76	
		Asian	24	6.45	5.27	19.6	4.4	1.02	
		AmIndian	3	0.81	0.22	0.8	2.2	2.37	
430 Business/Fiscal Administrators	118	Female	70	59.32	46.59	55.0	15.0	2.77	
		Minority	52	44.07	23.31	27.5	24.5	5.33	
		Black	19	16.10	10.24	12.1	6.9	2.10	
		Hispanic	10	8.47	6.00	7.1	2.9	1.13	
		Asian	23	19.49	6.23	7.4	15.6	5.96	
		AmIndian	0	0.00	0.24	0.3	-0.3	-0.53	
440 IT Technology Managers	34	Female	13	38.24	34.44	11.7	1.3	0.47	
		Minority	6	17.65	20.46	7.0	-1.0	-0.41	
		Black	1	2.94	9.34	3.2	-2.2	-1.28	
		Hispanic	1	2.94	4.91	1.7	-0.7	-0.53	
		Asian	4	11.76	5.45	1.9	2.1	1.62	
		AmIndian	0	0.00	0.16	0.1	-0.1	-0.24	
450 Student Service Administrators	99	Female	65	65.66	48.13	47.6	17.4	3.49	
		Minority	33	33.33	24.00	23.8	9.2	2.17	
		Black	17	17.17	12.39	12.3	4.7	1.44	
		Hispanic	12	12.12	6.84	6.8	5.2	2.08	
		Asian	4	4.04	3.93	3.9	0.1	0.06	
		AmIndian	0	0.00	0.22	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

Incumbency v. Estimated Availability Detail

UIC Admin & Acad Professional Oct 2010

07/28/2010

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	99	Female	71	71.72	64.70	64.1	6.9	1.46	
		Minority	41	41.41	25.64	25.4	15.6	3.60	
		Black	23	23.23	14.97	14.8	8.2	2.30	
		Hispanic	4	4.04	5.71	5.7	-1.7	-0.72	
		Asian	13	13.13	4.22	4.2	8.8	4.42	
		AmIndian	0	0.00	0.11	0.1	-0.1	-0.33	
470 Directors of Research Prgms	28	Female	19	67.86	43.57	12.2	6.8	2.59	
		Minority	6	21.43	20.64	5.8	0.2	0.10	
		Black	2	7.14	10.01	2.8	-0.8	-0.51	
		Hispanic	3	10.71	5.57	1.6	1.4	1.19	
		Asian	1	3.57	4.17	1.2	-0.2	-0.16	
		AmIndian	0	0.00	0.21	0.1	-0.1	-0.25	
480 Physcl&Sfty Envirmntl Mgrs	31	Female	12	38.71	39.04	12.1	-0.1	-0.04	
		Minority	11	35.48	21.76	6.7	4.3	1.85	
		Black	5	16.13	10.36	3.2	1.8	1.05	
		Hispanic	3	9.68	5.94	1.8	1.2	0.88	
		Asian	3	9.68	4.46	1.4	1.6	1.41	
		AmIndian	0	0.00	0.26	0.1	-0.1	-0.28	
490 Intercollegiate Athletics	12	Female	4	33.33	33.55	4.0	0.0	-0.02	
		Minority	4	33.33	27.16	3.3	0.7	0.48	
		Black	3	25.00	16.76	2.0	1.0	0.76	
		Hispanic	1	8.33	5.43	0.7	0.3	0.44	
		Asian	0	0.00	4.12	0.5	-0.5	-0.72	
		AmIndian	0	0.00	0.17	0.0	0.0	-0.14	
720 General Administration	200	Female	144	72.00	50.55	101.1	42.9	6.07	
		Minority	83	41.50	26.20	52.4	30.6	4.92	
		Black	37	18.50	12.66	25.3	11.7	2.48	
		Hispanic	27	13.50	7.65	15.3	11.7	3.11	
		Asian	19	9.50	4.90	9.8	9.2	3.01	
		AmIndian	0	0.00	0.28	0.6	-0.6	-0.74	
721 Advcmnt and Devlp Professional	9	Female	4	44.44	36.23	3.3	0.7	0.51	
		Minority	2	22.22	20.77	1.9	0.1	0.11	
		Black	0	0.00	9.17	0.8	-0.8	-0.95	
		Hispanic	0	0.00	5.93	0.5	-0.5	-0.75	
		Asian	2	22.22	4.71	0.4	1.6	2.48	
		AmIndian	0	0.00	0.23	0.0	0.0	-0.14	
722 Administrative Support	246	Female	196	79.67	44.46	109.4	86.6	11.11	
		Minority	104	42.28	23.37	57.5	46.5	7.01	
		Black	50	20.33	11.01	27.1	22.9	4.67	
		Hispanic	28	11.38	6.49	16.0	12.0	3.11	
		Asian	25	10.16	4.97	12.2	12.8	3.74	
		AmIndian	1	0.41	0.21	0.5	0.5	0.68	
723 Communications Professionals	31	Female	22	70.97	45.85	14.2	7.8	2.81	
		Minority	7	22.58	22.34	6.9	0.1	0.03	
		Black	3	9.68	10.05	3.1	-0.1	-0.07	
		Hispanic	2	6.45	6.45	2.0	0.0	0.00	
		Asian	2	6.45	4.90	1.5	0.5	0.40	
		AmIndian	0	0.00	0.20	0.1	-0.1	-0.25	

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 & Acad Professional Oct 2010

07/28/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
724 Educational Administrators	32	Female	24	75.00	61.37	19.6	4.4	1.58	
		Minority	13	40.63	28.94	9.3	3.7	1.46	
		Black	5	15.63	19.03	6.1	-1.1	-0.49	
		Hispanic	6	18.75	6.09	1.9	4.1	2.99	
		Asian	2	6.25	3.04	1.0	1.0	1.06	
		AmIndian	0	0.00	0.23	0.1	-0.1	-0.27	
725 Educators, Teachers	41	Female	29	70.73	58.34	23.9	5.1	1.61	
		Minority	15	36.59	28.46	11.7	3.3	1.15	
		Black	5	12.20	14.11	5.8	-0.8	-0.35	
		Hispanic	6	14.63	5.47	2.2	3.8	2.58	
		Asian	4	9.76	7.84	3.2	0.8	0.46	
		AmIndian	0	0.00	0.53	0.2	-0.2	-0.47	
726 Human Resource Professionals	27	Female	21	77.78	57.81	15.6	5.4	2.10	
		Minority	14	51.85	31.84	8.6	5.4	2.23	
		Black	7	25.93	15.31	4.1	2.9	1.53	
		Hispanic	6	22.22	12.41	3.4	2.6	1.55	
		Asian	1	3.70	3.43	0.9	0.1	0.08	
		AmIndian	0	0.00	0.25	0.1	-0.1	-0.26	
727 Research Support Professionals	253	Female	159	62.85	44.18	111.8	47.2	5.98	
		Minority	122	48.22	29.31	74.2	47.8	6.61	
		Black	38	15.02	8.80	22.3	15.7	3.49	
		Hispanic	28	11.07	4.57	11.6	16.4	4.94	
		Asian	54	21.34	14.89	37.7	16.3	2.88	
		AmIndian	0	0.00	0.19	0.5	-0.5	-0.70	
728 Librarians	6	Female	5	83.33	67.80	4.1	0.9	0.81	
		Minority	0	0.00	19.92	1.2	-1.2	-1.22	
		Black	0	0.00	9.65	0.6	-0.6	-0.80	
		Hispanic	0	0.00	3.30	0.2	-0.2	-0.45	
		Asian	0	0.00	6.16	0.4	-0.4	-0.63	
		AmIndian	0	0.00	0.47	0.0	0.0	-0.17	
729 Other Professionals	49	Female	29	59.18	46.41	22.7	6.3	1.79	
		Minority	16	32.65	25.58	12.5	3.5	1.13	
		Black	6	12.24	11.80	5.8	0.2	0.10	
		Hispanic	0	0.00	6.52	3.2	-3.2	-1.85	
		Asian	8	16.33	6.36	3.1	4.9	2.86	
		AmIndian	1	2.04	0.21	0.1	0.9	2.80	
730 Business and Fiscal Managers	15	Female	9	60.00	48.97	7.3	1.7	0.85	
		Minority	7	46.67	25.04	3.8	3.2	1.93	
		Black	2	13.33	12.50	1.9	0.1	0.10	
		Hispanic	0	0.00	6.97	1.0	-1.0	-1.06	
		Asian	5	33.33	4.65	0.7	4.3	5.27	
		AmIndian	0	0.00	0.20	0.0	0.0	-0.17	
731 Genrl Business, Budget & Fin	60	Female	41	68.33	44.03	26.4	14.6	3.79	
		Minority	27	45.00	26.08	15.6	11.4	3.34	
		Black	14	23.33	11.90	7.1	6.9	2.73	
		Hispanic	7	11.67	8.65	5.2	1.8	0.83	
		Asian	6	10.00	4.32	2.6	3.4	2.17	
		AmIndian	0	0.00	0.41	0.2	-0.2	-0.50	

*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 & Acad Professional Oct 2010

07/28/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
732 Operations Professionals	226	Female	171	75.66	39.23	88.7	82.3	11.22	
		Minority	95	42.04	21.47	48.5	46.5	7.53	
		Black	33	14.60	9.91	22.4	10.6	2.36	
		Hispanic	27	11.95	6.06	13.7	13.3	3.71	
		Asian	32	14.16	4.52	10.2	21.8	6.98	
		AmIndian	1	0.44	0.25	0.6	0.4	0.58	
740 Info Technology Specialists	84	Female	23	27.38	35.07	29.5	-6.5	-1.48	
		Minority	37	44.05	28.70	24.1	12.9	3.11	
		Black	12	14.29	8.70	7.3	4.7	1.82	
		Hispanic	5	5.95	5.78	4.9	0.1	0.07	
		Asian	20	23.81	13.09	11.0	9.0	2.91	
		AmIndian	0	0.00	0.27	0.2	-0.2	-0.48	
741 Hlth Sci Info System Spec	77	Female	24	31.17	38.16	29.4	-5.4	-1.26	
		Minority	44	57.14	28.75	22.1	21.9	5.50	
		Black	11	14.29	11.17	8.6	2.4	0.87	
		Hispanic	5	6.49	5.51	4.2	0.8	0.38	
		Asian	28	36.36	11.17	8.6	19.4	7.02	
		AmIndian	0	0.00	0.22	0.2	-0.2	-0.41	
742 Other Information System Spec	8	Female	4	50.00	48.86	3.9	0.1	0.06	
		Minority	4	50.00	27.10	2.2	1.8	1.46	
		Black	0	0.00	12.82	1.0	-1.0	-1.08	
		Hispanic	1	12.50	7.06	0.6	0.4	0.60	
		Asian	3	37.50	6.35	0.5	2.5	3.61	
		AmIndian	0	0.00	0.28	0.0	0.0	-0.15	
750 Student Service Professionals	29	Female	20	68.97	56.60	16.4	3.6	1.34	
		Minority	16	55.17	26.48	7.7	8.3	3.50	
		Black	7	24.14	15.01	4.4	2.6	1.38	
		Hispanic	8	27.59	5.26	1.5	6.5	5.39	
		Asian	1	3.45	5.22	1.5	-0.5	-0.43	
		AmIndian	0	0.00	0.51	0.1	-0.1	-0.38	
751 Advrs&Non-Therapeutic Counslrs	65	Female	48	73.85	63.35	41.2	6.8	1.76	
		Minority	34	52.31	34.30	22.3	11.7	3.06	
		Black	18	27.69	24.04	15.6	2.4	0.69	
		Hispanic	11	16.92	6.61	4.3	6.7	3.35	
		Asian	4	6.15	2.79	1.8	2.2	1.64	
		AmIndian	1	1.54	0.25	0.2	0.8	2.10	
752 Admissions&Recruitment Officer	56	Female	39	69.64	62.70	35.1	3.9	1.07	
		Minority	35	62.50	34.92	19.6	15.4	4.33	
		Black	18	32.14	22.42	12.6	5.4	1.74	
		Hispanic	14	25.00	8.31	4.7	9.3	4.52	
		Asian	3	5.36	3.27	1.8	1.2	0.88	
		AmIndian	0	0.00	0.29	0.2	-0.2	-0.40	
753 Housing Officers	16	Female	7	43.75	36.23	5.8	1.2	0.63	
		Minority	8	50.00	20.77	3.3	4.7	2.88	
		Black	4	25.00	9.17	1.5	2.5	2.19	
		Hispanic	3	18.75	5.93	0.9	2.1	2.17	
		Asian	1	6.25	4.71	0.8	0.2	0.29	
		AmIndian	0	0.00	0.23	0.0	0.0	-0.19	

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 & Acad Professional Oct 2010

07/28/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
754 General Student Service Profes	6	Female	4	66.67	38.51	2.3	1.7	1.42	
		Minority	4	66.67	21.37	1.3	2.7	2.71	
		Black	1	16.67	10.64	0.6	0.4	0.48	
		Hispanic	1	16.67	5.28	0.3	0.7	1.25	
		Asian	1	16.67	4.59	0.3	0.7	1.41	
		AmIndian	1	16.67	0.24	0.0	1.0	8.23	
760 Health&Human Care Professional	10	Female	6	60.00	52.45	5.2	0.8	0.48	
		Minority	2	20.00	30.25	3.0	-1.0	-0.71	
		Black	0	0.00	11.91	1.2	-1.2	-1.16	
		Hispanic	1	10.00	5.56	0.6	0.4	0.61	
		Asian	1	10.00	11.98	1.2	-0.2	-0.19	
		AmIndian	0	0.00	0.08	0.0	0.0	-0.09	
761 Dentists	2	Female	2	100.00	46.01	0.9	1.1	1.53	
		Minority	1	50.00	23.41	0.5	0.5	0.89	
		Black	1	50.00	9.82	0.2	0.8	1.91	
		Hispanic	0	0.00	4.69	0.1	-0.1	-0.31	
		Asian	0	0.00	7.94	0.2	-0.2	-0.42	
		AmIndian	0	0.00	0.04	0.0	0.0	-0.03	
762 Pharmacists	105	Female	77	73.33	48.38	50.8	26.2	5.12	
		Minority	42	40.00	26.68	28.0	14.0	3.09	
		Black	4	3.81	6.98	7.3	-3.3	-1.28	
		Hispanic	2	1.90	1.79	1.9	0.1	0.09	
		Asian	36	34.29	17.48	18.4	17.6	4.53	
		AmIndian	0	0.00	0.00	0.0	0.0	-0.04	
763 Health Administrators	37	Female	26	70.27	59.19	21.9	4.1	1.37	
		Minority	20	54.05	25.56	9.5	10.5	3.97	
		Black	10	27.03	13.70	5.1	4.9	2.36	
		Hispanic	5	13.51	5.95	2.2	2.8	1.94	
		Asian	5	13.51	4.96	1.8	3.2	2.39	
		AmIndian	0	0.00	0.19	0.1	-0.1	-0.26	
764 Food and Nutrition Specialists	23	Female	22	95.65	84.87	19.5	2.5	1.44	
		Minority	8	34.78	35.50	8.2	-0.2	-0.07	
		Black	3	13.04	12.67	2.9	0.1	0.05	
		Hispanic	1	4.35	9.67	2.2	-1.2	-0.86	
		Asian	4	17.39	12.06	2.8	1.2	0.79	
		AmIndian	0	0.00	0.00	0.0	0.0	0.00	
765 Therapists	67	Female	56	83.58	71.11	47.6	8.4	2.25	
		Minority	16	23.88	33.45	22.4	-6.4	-1.66	
		Black	5	7.46	17.19	11.5	-6.5	-2.11	Yes
		Hispanic	5	7.46	6.81	4.6	0.4	0.21	
		Asian	5	7.46	8.38	5.6	-0.6	-0.27	
		AmIndian	0	0.00	0.10	0.1	-0.1	-0.26	
766 Social Workers	64	Female	51	79.69	75.31	48.2	2.8	0.81	
		Minority	32	50.00	48.52	31.1	0.9	0.24	
		Black	22	34.38	36.22	23.2	-1.2	-0.31	
		Hispanic	8	12.50	7.62	4.9	3.1	1.47	
		Asian	2	3.13	3.59	2.3	-0.3	-0.20	
		AmIndian	0	0.00	0.15	0.1	-0.1	-0.31	

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 & Acad Professional Oct 2010

07/28/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
767 Nursing Professionals	116	Female	111	95.69	66.38	77.0	34.0	6.68	
		Minority	30	25.86	36.79	42.7	-12.7	-2.44	Yes Yes
		Black	8	6.90	17.40	20.2	-12.2	-2.98	
		Hispanic	7	6.03	5.26	6.1	0.9	0.37	
		Asian	15	12.93	13.26	15.4	-0.4	-0.10	
		AmIndian	0	0.00	0.13	0.2	-0.2	-0.39	
768 Other Health Care Professional	117	Female	83	70.94	57.07	66.8	16.2	3.03	
		Minority	36	30.77	28.97	33.9	2.1	0.43	
		Black	11	9.40	13.73	16.1	-5.1	-1.36	
		Hispanic	14	11.97	5.74	6.7	7.3	2.89	
		Asian	11	9.40	8.76	10.2	0.8	0.25	
		AmIndian	0	0.00	0.09	0.1	-0.1	-0.33	
770 Researchers	44	Female	33	75.00	49.57	21.8	11.2	3.37	
		Minority	26	59.09	19.95	8.8	17.2	6.50	
		Black	14	31.82	9.37	4.1	9.9	5.11	
		Hispanic	8	18.18	5.58	2.5	5.5	3.64	
		Asian	4	9.09	4.08	1.8	2.2	1.68	
		AmIndian	0	0.00	0.21	0.1	-0.1	-0.31	
771 Scientific&Eng Researchers	52	Female	18	34.62	38.93	20.2	-2.2	-0.64	
		Minority	23	44.23	32.48	16.9	6.1	1.81	
		Black	1	1.92	6.54	3.4	-2.4	-1.35	
		Hispanic	3	5.77	3.65	1.9	1.1	0.82	
		Asian	18	34.62	21.13	11.0	7.0	2.38	
		AmIndian	0	0.00	0.32	0.2	-0.2	-0.41	
772 Health&Human Care Research	332	Female	212	63.86	45.67	151.6	60.4	6.65	
		Minority	167	50.30	42.17	140.0	27.0	3.00	
		Black	19	5.72	4.21	14.0	5.0	1.37	
		Hispanic	28	8.43	2.98	9.9	18.1	5.83	
		Asian	119	35.84	34.08	113.1	5.9	0.68	
		AmIndian	0	0.00	0.01	0.0	0.0	-0.20	
773 Pharmaceutical Researchers	13	Female	6	46.15	46.16	6.0	0.0	0.00	
		Minority	4	30.77	41.39	5.4	-1.4	-0.78	
		Black	0	0.00	4.83	0.6	-0.6	-0.81	
		Hispanic	0	0.00	3.41	0.4	-0.4	-0.68	
		Asian	4	30.77	32.19	4.2	-0.2	-0.11	
		AmIndian	0	0.00	0.03	0.0	0.0	-0.06	
774 Other Researchers	89	Female	57	64.04	65.67	58.4	-1.4	-0.32	
		Minority	44	49.44	30.79	27.4	16.6	3.81	Yes
		Black	5	5.62	14.63	13.0	-8.0	-2.41	
		Hispanic	6	6.74	5.67	5.0	1.0	0.44	
		Asian	32	35.96	9.67	8.6	23.4	8.39	
		AmIndian	0	0.00	0.09	0.1	-0.1	-0.28	
781 Blding&Facilities Professional	13	Female	5	38.46	43.18	5.6	-0.6	-0.34	
		Minority	7	53.85	29.05	3.8	3.2	1.97	
		Black	0	0.00	9.71	1.3	-1.3	-1.18	
		Hispanic	4	30.77	6.33	0.8	3.2	3.62	
		Asian	3	23.08	12.16	1.6	1.4	1.20	
		AmIndian	0	0.00	0.22	0.0	0.0	-0.17	

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 & Acad Professional Oct 2010

07/28/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
782 Safety Professionals	9	Female	2	22.22	32.56	2.9	-0.9	-0.66	
		Minority	2	22.22	22.04	2.0	0.0	0.01	
		Black	1	11.11	12.24	1.1	-0.1	-0.10	
		Hispanic	1	11.11	4.74	0.4	0.6	0.90	
		Asian	0	0.00	4.93	0.4	-0.4	-0.68	
		AmIndian	0	0.00	0.13	0.0	0.0	-0.11	
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	
791 Coaches	32	Female	14	43.75	37.30	11.9	2.1	0.75	
		Minority	8	25.00	22.72	7.3	0.7	0.31	
		Black	5	15.63	9.35	3.0	2.0	1.22	
		Hispanic	0	0.00	5.74	1.8	-1.8	-1.40	
		Asian	1	3.13	6.83	2.2	-1.2	-0.83	
		AmIndian	0	0.00	0.08	0.0	0.0	-0.16	
792 Recreation Professionals	7	Female	6	85.71	65.91	4.6	1.4	1.11	
		Minority	3	42.86	29.79	2.1	0.9	0.76	
		Black	0	0.00	20.11	1.4	-1.4	-1.33	
		Hispanic	3	42.86	6.52	0.5	2.5	3.89	
		Asian	0	0.00	2.53	0.2	-0.2	-0.43	
		AmIndian	0	0.00	0.19	0.0	0.0	-0.12	
Facility Total	3519	Female Minority Black Hispanic Asian AmIndian	2346 1452 524 352 556 8						

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