

Availability Analysis

AdminAcadProfessionals2011 03/31/2011

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 300 UIC Faculty RAMP

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	23.60	15.28	6.51	3.21	5.04	0.14	0.02	0.36	100.00	23.60	15.28	6.51	3.21	5.04	0.14	0.02	0.36
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										23.60	15.28	6.51	3.21	5.04	0.14	0.02	0.36

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 310 UIC Nonfaculty RAMP

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.55	14.46	6.05	2.92	5.02	0.14	0.02	0.32	100.00	22.55	14.46	6.05	2.92	5.02	0.14	0.02	0.32
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										22.55	14.46	6.05	2.92	5.02	0.14	0.02	0.32

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 330 UIC Oth Exec NonFaculty

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.23	25.85	13.23	6.83	4.80	0.23	0.04	0.74	100.00	32.23	25.85	13.23	6.83	4.80	0.23	0.04	0.74
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										32.23	25.85	13.23	6.83	4.80	0.23	0.04	0.74

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Job Group: 420 UIC General Administrators

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	45.18	29.43	15.77	7.65	4.89	0.24	0.04	0.83	93.60	42.29	27.54	14.76	7.16	4.58	0.23	0.03	0.78
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	67.23	50.71	33.77	8.17	8.69	0.00	0.00	0.08	6.40	4.30	3.25	2.16	0.52	0.56	0.00	0.00	0.01
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										46.59	30.79	16.92	7.69	5.14	0.23	0.03	0.78

Availability Analysis

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Job Group: 430 UIC Business/Fiscal Administra

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.27	26.32	13.98	7.09	4.24	0.27	0.01	0.73	91.20	43.11	24.00	12.75	6.46	3.87	0.25	0.01	0.67
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	86.25	56.25	15.00	0.00	28.75	0.00	0.00	12.50	8.80	7.59	4.95	1.32	0.00	2.53	0.00	0.00	1.10
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										50.70	28.95	14.07	6.46	6.40	0.25	0.01	1.77

Availability Analysis

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Job Group: 440 UIC IT Technology Managers

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	43.67	29.21	15.72	6.50	6.10	0.16	0.03	0.71	94.59	41.31	27.63	14.87	6.15	5.77	0.15	0.02	0.67
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.41	2.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)									44.01	27.63	14.87	6.15	5.77	0.15	0.02	0.67	

Availability Analysis

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Job Group: 450 UIC Student Service Administra

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.20	31.40	18.08	7.51	4.75	0.24	0.03	0.79	92.12	44.40	28.92	16.65	6.92	4.38	0.22	0.03	0.72
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	74.23	24.53	10.14	7.95	5.92	0.00	0.00	0.51	7.88	5.85	1.93	0.80	0.63	0.47	0.00	0.00	0.04
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										50.25	30.86	17.45	7.55	4.84	0.22	0.03	0.76

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Job Group: 460 UIC Health and Human Care Mana

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	62.64	35.17	21.16	8.40	4.81	0.17	0.01	0.62	93.13	58.34	32.75	19.70	7.82	4.48	0.16	0.01	0.58
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	64.16	61.50	50.19	3.99	6.65	0.68	0.00	0.00	6.87	4.41	4.23	3.45	0.27	0.46	0.05	0.00	0.00
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										62.75	36.98	23.15	8.09	4.94	0.21	0.01	0.58

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Job Group: 470 UIC Dir of Research Prgms and

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.20	28.01	14.21	7.47	5.16	0.23	0.04	0.90	96.96	39.95	27.16	13.78	7.24	5.00	0.22	0.04	0.87
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	75.00	25.00	12.50	12.50	0.00	0.00	0.00	0.00	3.04	2.28	0.76	0.38	0.38	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)									42.23	27.92	14.16	7.62	5.00	0.22	0.04	0.87	

Availability Analysis

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Job Group: 480 UIC Physical and Safety Enviro

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.10	26.66	13.02	7.20	5.30	0.24	0.04	0.86	100.00	38.10	26.66	13.02	7.20	5.30	0.24	0.04	0.86
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										38.10	26.66	13.02	7.20	5.30	0.24	0.04	0.86

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Job Group: 490 UIC Intercollegiate Athletics

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.27	28.32	13.55	8.14	5.39	0.16	0.04	1.04	100.00	39.27	28.32	13.55	8.14	5.39	0.16	0.04	1.04
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										39.27	28.32	13.55	8.14	5.39	0.16	0.04	1.04

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Job Group: 720 UIC General Administration

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.34	32.54	16.38	7.67	7.07	0.31	0.03	1.09	93.27	45.09	30.35	15.28	7.16	6.59	0.29	0.02	1.01
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	34.26	46.55	3.50	19.71	23.34	0.00	0.00	0.00	6.73	2.31	3.13	0.24	1.33	1.57	0.00	0.00	0.00
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										47.39	33.48	15.51	8.48	8.16	0.29	0.02	1.01

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Job Group: 721 UIC Advancement and Developmen

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.85	28.33	14.28	7.18	5.65	0.28	0.04	0.90	100.00	40.85	28.33	14.28	7.18	5.65	0.28	0.04	0.90
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										40.85	28.33	14.28	7.18	5.65	0.28	0.04	0.90

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Job Group: 722 UIC Administrative Support

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	45.41	30.23	15.01	7.48	6.37	0.29	0.04	1.04	98.10	44.55	29.65	14.72	7.34	6.25	0.28	0.04	1.02
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	91.16	70.62	19.59	19.84	30.81	0.00	0.00	0.38	1.90	1.73	1.34	0.37	0.38	0.59	0.00	0.00	0.01
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										46.28	31.00	15.09	7.72	6.84	0.28	0.04	1.03

Availability Analysis

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Job Group: 723 UIC Communications

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.67	27.60	12.72	8.13	5.64	0.23	0.04	0.83	100.00	49.67	27.60	12.72	8.13	5.64	0.23	0.04	0.83
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										49.67	27.60	12.72	8.13	5.64	0.23	0.04	0.83

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 724 UIC Educational Administrators

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	62.73	37.62	25.81	7.48	3.54	0.22	0.01	0.56	100.00	62.73	37.62	25.81	7.48	3.54	0.22	0.01	0.56
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										62.73	37.62	25.81	7.48	3.54	0.22	0.01	0.56

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 725 UIC Educators, Teachers

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.06	36.07	18.58	6.41	9.71	0.75	0.02	0.60	100.00	59.06	36.07	18.58	6.41	9.71	0.75	0.02	0.60
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										59.06	36.07	18.58	6.41	9.71	0.75	0.02	0.60

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 726 UIC Human Resource Professiona

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.28	35.57	20.33	9.71	4.79	0.14	0.00	0.60	97.29	53.78	34.61	19.78	9.45	4.66	0.14	0.00	0.58
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	79.61	49.51	15.53	13.59	20.39	0.00	0.00	0.00	2.71	2.16	1.34	0.42	0.37	0.55	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)										55.94	35.95	20.20	9.82	5.21	0.14	0.00	0.58

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 727 UIC Research Support Professio

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	44.04	32.17	12.13	5.63	12.92	0.41	0.02	1.05	99.44	43.79	31.99	12.06	5.60	12.84	0.41	0.02	1.05
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	79.81	49.04	15.38	13.46	20.19	0.00	0.00	0.00	0.56	0.45	0.27	0.09	0.08	0.11	0.00	0.00	0.00
	Source of Data: Feeder Job Titles and other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)									44.24	32.26	12.15	5.67	12.96	0.41	0.02	1.05	

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 728 UIC Librarians

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.71	29.32	14.30	8.00	5.83	0.26	0.05	0.87	100.00	42.71	29.32	14.30	8.00	5.83	0.26	0.05	0.87
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										42.71	29.32	14.30	8.00	5.83	0.26	0.05	0.87

Availability Analysis

AdminAcadProfessionals2011
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Job Group: 729 UIC Other Professionals

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.72	32.64	17.93	7.54	6.18	0.18	0.01	0.79	96.77	47.14	31.58	17.35	7.30	5.98	0.17	0.01	0.76
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	3.23	3.23	3.23	0.00	3.23	0.00	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										50.37	34.81	17.35	10.53	5.98	0.17	0.01	0.76

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 730 UIC Business and Fiscal Manage

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	43.21	27.82	13.96	7.63	5.05	0.23	0.04	0.90	100.00	43.21	27.82	13.96	7.63	5.05	0.23	0.04	0.90
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										43.21	27.82	13.96	7.63	5.05	0.23	0.04	0.90

Availability Analysis

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Job Group: 731 UIC General Business, Budget a

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.07	33.99	16.84	10.00	5.81	0.26	0.03	1.05	94.44	43.51	32.10	15.90	9.44	5.48	0.25	0.03	0.99
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	77.78	33.33	11.11	22.22	0.00	0.00	0.00	0.00	5.56	4.32	1.85	0.62	1.24	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)										47.83	33.95	16.52	10.68	5.48	0.25	0.03	0.99

Availability Analysis

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Job Group: 732 UIC Operations Professionals

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.70	35.34	19.53	9.19	5.50	0.37	0.02	0.73	100.00	55.70	35.34	19.53	9.19	5.50	0.37	0.02	0.73
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	71.43	60.71	30.36	14.29	14.29	1.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)										55.70	35.34	19.53	9.19	5.50	0.37	0.02	0.73

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 740 UIC Information Technology Spe

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.38	33.09	13.19	6.59	11.97	0.28	0.02	1.05	96.73	35.19	32.01	12.76	6.37	11.58	0.27	0.02	1.01
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	35.00	45.00	10.00	5.00	30.00	0.00	0.00	0.00	3.27	1.14	1.47	0.33	0.16	0.98	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)									36.34	33.48	13.08	6.54	12.56	0.27	0.02	1.01	

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 741 UIC Health Sci Info System Spe

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.43	33.62	16.46	7.04	8.94	0.25	0.00	0.92	98.76	40.91	33.20	16.26	6.96	8.83	0.25	0.00	0.90
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										40.91	33.20	16.26	6.96	8.83	0.25	0.00	0.90

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 742 UIC Other Information System S

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.93	32.63	14.55	6.77	10.28	0.20	0.00	0.82	92.85	35.21	30.30	13.51	6.29	9.54	0.19	0.00	0.76
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										35.21	30.30	13.51	6.29	9.54	0.19	0.00	0.76

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 750 UIC Student Service Profession

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.58	32.84	19.02	6.20	6.30	0.65	0.01	0.66	100.00	55.58	32.84	19.02	6.20	6.30	0.65	0.01	0.66
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										55.58	32.84	19.02	6.20	6.30	0.65	0.01	0.66

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 751 UIC Advisors and Non-Therapeut

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	62.85	52.14	40.08	7.88	2.99	0.33	0.00	0.85	93.44	58.73	48.72	37.45	7.36	2.80	0.31	0.00	0.80
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	68.52	50.00	29.63	14.81	3.70	0.00	0.00	1.85	6.56	4.49	3.28	1.94	0.97	0.24	0.00	0.00	0.12
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)									63.22	52.00	39.40	8.34	3.04	0.31	0.00	0.92	

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 752 UIC Admissions and Recruitment

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	61.18	42.87	30.56	7.65	3.61	0.34	0.00	0.71	96.55	59.07	41.39	29.50	7.38	3.49	0.33	0.00	0.69
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	3.45	3.45	3.45	3.45	0.00	0.00	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)									62.52	44.84	32.95	7.38	3.49	0.33	0.00	0.69	

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 753 UIC Housing Officers

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.32	28.41	13.94	7.77	5.46	0.22	0.05	0.96	100.00	40.32	28.41	13.94	7.77	5.46	0.22	0.05	0.96
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										40.32	28.41	13.94	7.77	5.46	0.22	0.05	0.96

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 754 UIC General Student Serv Profe

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.12	39.47	21.66	9.18	7.61	0.29	0.01	0.72	100.00	55.12	39.47	21.66	9.18	7.61	0.29	0.01	0.72
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										55.12	39.47	21.66	9.18	7.61	0.29	0.01	0.72

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 760 UIC Health and Human Care Prof

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	73.71	37.49	23.51	9.11	3.98	0.17	0.01	0.71	100.00	73.71	37.49	23.51	9.11	3.98	0.17	0.01	0.71
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										73.71	37.49	23.51	9.11	3.98	0.17	0.01	0.71

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 761 UIC Dentists

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.65	31.18	11.77	7.06	11.04	0.18	0.03	1.10	100.00	38.65	31.18	11.77	7.06	11.04	0.18	0.03	1.10
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										38.65	31.18	11.77	7.06	11.04	0.18	0.03	1.10

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 762 UIC Pharmacists

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.45	33.94	12.21	2.79	18.23	0.01	0.00	0.71	100.00	48.45	33.94	12.21	2.79	18.23	0.01	0.00	0.71
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										48.45	33.94	12.21	2.79	18.23	0.01	0.00	0.71

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 763 UIC Health Administrators

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.24	33.81	18.09	7.96	6.50	0.35	0.01	0.89	100.00	53.24	33.81	18.09	7.96	6.50	0.35	0.01	0.89
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										53.24	33.81	18.09	7.96	6.50	0.35	0.01	0.89

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 764 UIC Food and Nutrition Special

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	87.34	41.85	18.82	12.14	9.28	0.08	0.00	1.53	100.00	87.34	41.85	18.82	12.14	9.28	0.08	0.00	1.53
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										87.34	41.85	18.82	12.14	9.28	0.08	0.00	1.53

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 765 UIC Therapists

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	68.78	40.32	22.21	7.61	9.21	0.09	0.01	1.20	100.00	68.78	40.32	22.21	7.61	9.21	0.09	0.01	1.20
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										68.78	40.32	22.21	7.61	9.21	0.09	0.01	1.20

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 766 UIC Social Workers

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	74.10	56.77	41.90	9.01	4.61	0.09	0.01	1.16	100.00	74.10	56.77	41.90	9.01	4.61	0.09	0.01	1.16
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										74.10	56.77	41.90	9.01	4.61	0.09	0.01	1.16

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 767 UIC Nursing Professionals

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	62.10	41.00	22.36	7.22	10.72	0.11	0.01	0.57	100.00	62.10	41.00	22.36	7.22	10.72	0.11	0.01	0.57
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										62.10	41.00	22.36	7.22	10.72	0.11	0.01	0.57

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 768 UIC Other Health Care Professi

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	54.36	37.55	17.63	7.03	12.08	0.13	0.00	0.67	100.00	54.36	37.55	17.63	7.03	12.08	0.13	0.00	0.67
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										54.36	37.55	17.63	7.03	12.08	0.13	0.00	0.67

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 771 UIC Scientific and Engineering

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.34	35.02	9.77	4.77	18.93	0.38	0.01	1.17	97.18	38.23	34.03	9.49	4.64	18.40	0.36	0.01	1.13
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	60.61	54.55	6.06	12.12	36.36	0.00	0.00	0.00	2.82	1.71	1.54	0.17	0.34	1.03	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)										39.94	35.57	9.66	4.98	19.42	0.36	0.01	1.13

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 772 UIC Health and Human Care Rese

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.81	37.54	11.80	4.92	19.50	0.38	0.00	0.94	100.00	49.81	37.54	11.80	4.92	19.50	0.38	0.00	0.94
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										49.81	37.54	11.80	4.92	19.50	0.38	0.00	0.94

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 773 UIC Pharmaceutical Researchers

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.68	43.73	6.91	4.20	31.57	0.02	0.00	1.03	66.66	31.12	29.15	4.61	2.80	21.05	0.02	0.00	0.69
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	100.00	50.00	0.00	50.00	0.00	0.00	0.00	33.34	33.34	33.34	16.67	0.00	16.67	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)										64.46	62.49	21.28	2.80	37.72	0.02	0.00	0.69

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 774 UIC Other Researchers

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.23	44.73	3.99	3.44	36.16	0.00	0.00	1.14	100.00	42.23	44.73	3.99	3.44	36.16	0.00	0.00	1.14
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										42.23	44.73	3.99	3.44	36.16	0.00	0.00	1.14

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 781 UIC Building and Facilities Pr

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	44.04	35.48	18.29	10.67	5.42	0.24	0.02	0.84	100.00	44.04	35.48	18.29	10.67	5.42	0.24	0.02	0.84
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										44.04	35.48	18.29	10.67	5.42	0.24	0.02	0.84

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 782 UIC Safety Professionals

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.68	29.56	18.44	6.86	4.26	0.00	0.00	0.00	100.00	34.68	29.56	18.44	6.86	4.26	0.00	0.00	0.00
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										34.68	29.56	18.44	6.86	4.26	0.00	0.00	0.00

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 790 UIC Athletics, Coaching and Re

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.49	28.09	12.52	9.12	5.19	0.00	0.00	1.25	100.00	36.49	28.09	12.52	9.12	5.19	0.00	0.00	1.25
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										36.49	28.09	12.52	9.12	5.19	0.00	0.00	1.25

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 791 UIC Coaches

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.49	28.09	12.52	9.12	5.19	0.00	0.00	1.25	97.43	35.56	27.36	12.20	8.89	5.05	0.00	0.00	1.22
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.57	2.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Other Feeder Pools																
100.00																	
Job Group Final Availabilities (%)									38.13	27.36	12.20	8.89	5.05	0.00	0.00	1.22	

Availability Analysis

AdminAcadProfessionals2011
03/31/2011

Job Group: 792 UIC Recreation Professionals

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.95	39.89	29.03	7.36	2.76	0.24	0.00	0.50	100.00	66.95	39.89	29.03	7.36	2.76	0.24	0.00	0.50
	Source of Data: Census 2000 Special EEO File Cook, IL																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										66.95	39.89	29.03	7.36	2.76	0.24	0.00	0.50