

# Factor Availabilities

AdminAcadProfessionals2011 03/31/2011

# Factor Availabilities

AdminAcadProfessionals2011

03/31/2011

| Job Group   | Female (%) | Minority (%) | Black (%) | Hisp (%) | Asian (%) | AmInd (%) | NHOPI (%) | Two+ (%) |
|---|------------|--------------|-----------|----------|-----------|-----------|-----------|----------|
| <b>Factor 1 - Requisite Skills in Reasonable Recruiting Area</b>  |            |              |           |          |           |           |           |          |
| 300 UIC Faculty RAMP<br><i>Labor Area: Cook, IL</i>               | 23.60      | 15.28        | 6.51      | 3.21     | 5.04      | 0.14      | 0.02      | 0.36     |
| 310 UIC Nonfaculty RAMP<br><i>Labor Area: Cook, IL</i>            | 22.55      | 14.46        | 6.05      | 2.92     | 5.02      | 0.14      | 0.02      | 0.32     |
| 330 UIC Oth Exec NonFaculty<br><i>Labor Area: Cook, IL</i>        | 32.23      | 25.85        | 13.23     | 6.83     | 4.80      | 0.23      | 0.04      | 0.74     |
| 420 UIC General Administrators<br><i>Labor Area: Cook, IL</i>     | 45.18      | 29.43        | 15.77     | 7.65     | 4.89      | 0.24      | 0.04      | 0.83     |
| 430 UIC Business/Fiscal Administra<br><i>Labor Area: Cook, IL</i> | 47.27      | 26.32        | 13.98     | 7.09     | 4.24      | 0.27      | 0.01      | 0.73     |
| 440 UIC IT Technology Managers<br><i>Labor Area: Cook, IL</i>     | 43.67      | 29.21        | 15.72     | 6.50     | 6.10      | 0.16      | 0.03      | 0.71     |
| 450 UIC Student Service Administra<br><i>Labor Area: Cook, IL</i> | 48.20      | 31.40        | 18.08     | 7.51     | 4.75      | 0.24      | 0.03      | 0.79     |
| 460 UIC Health and Human Care Mana<br><i>Labor Area: Cook, IL</i> | 62.64      | 35.17        | 21.16     | 8.40     | 4.81      | 0.17      | 0.01      | 0.62     |
| 470 UIC Dir of Research Prgms and<br><i>Labor Area: Cook, IL</i>  | 41.20      | 28.01        | 14.21     | 7.47     | 5.16      | 0.23      | 0.04      | 0.90     |
| 480 UIC Physical and Safety Enviro<br><i>Labor Area: Cook, IL</i> | 38.10      | 26.66        | 13.02     | 7.20     | 5.30      | 0.24      | 0.04      | 0.86     |
| 490 UIC Intercollegiate Athletics<br><i>Labor Area: Cook, IL</i>  | 39.27      | 28.32        | 13.55     | 8.14     | 5.39      | 0.16      | 0.04      | 1.04     |
| 720 UIC General Administration<br><i>Labor Area: Cook, IL</i>     | 48.34      | 32.54        | 16.38     | 7.67     | 7.07      | 0.31      | 0.03      | 1.09     |
| 721 UIC Advancement and Developmen<br><i>Labor Area: Cook, IL</i> | 40.85      | 28.33        | 14.28     | 7.18     | 5.65      | 0.28      | 0.04      | 0.90     |
| 722 UIC Administrative Support<br><i>Labor Area: Cook, IL</i>     | 45.41      | 30.23        | 15.01     | 7.48     | 6.37      | 0.29      | 0.04      | 1.04     |
| 723 UIC Communications<br><i>Labor Area: Cook, IL</i>             | 49.67      | 27.60        | 12.72     | 8.13     | 5.64      | 0.23      | 0.04      | 0.83     |
| 724 UIC Educational Administrators<br><i>Labor Area: Cook, IL</i> | 62.73      | 37.62        | 25.81     | 7.48     | 3.54      | 0.22      | 0.01      | 0.56     |

# Factor Availabilities

AdminAcadProfessionals2011

03/31/2011

| Job Group   | Female (%) | Minority (%) | Black (%) | Hisp (%) | Asian (%) | AmInd (%) | NHOPI (%) | Two+ (%) |
|---|------------|--------------|-----------|----------|-----------|-----------|-----------|----------|
| 725 UIC Educators, Teachers<br><i>Labor Area: Cook, IL</i>        | 59.06      | 36.07        | 18.58     | 6.41     | 9.71      | 0.75      | 0.02      | 0.60     |
| 726 UIC Human Resource Professiona<br><i>Labor Area: Cook, IL</i> | 55.28      | 35.57        | 20.33     | 9.71     | 4.79      | 0.14      | 0.00      | 0.60     |
| 727 UIC Research Support Professio<br><i>Labor Area: Cook, IL</i> | 44.04      | 32.17        | 12.13     | 5.63     | 12.92     | 0.41      | 0.02      | 1.05     |
| 728 UIC Librarians<br><i>Labor Area: Cook, IL</i>                 | 42.71      | 29.32        | 14.30     | 8.00     | 5.83      | 0.26      | 0.05      | 0.87     |
| 729 UIC Other Professionals<br><i>Labor Area: Cook, IL</i>        | 48.72      | 32.64        | 17.93     | 7.54     | 6.18      | 0.18      | 0.01      | 0.79     |
| 730 UIC Business and Fiscal Manage<br><i>Labor Area: Cook, IL</i> | 43.21      | 27.82        | 13.96     | 7.63     | 5.05      | 0.23      | 0.04      | 0.90     |
| 731 UIC General Business, Budget a<br><i>Labor Area: Cook, IL</i> | 46.07      | 33.99        | 16.84     | 10.00    | 5.81      | 0.26      | 0.03      | 1.05     |
| 732 UIC Operations Professionals<br><i>Labor Area: Cook, IL</i>   | 55.70      | 35.34        | 19.53     | 9.19     | 5.50      | 0.37      | 0.02      | 0.73     |
| 740 UIC Information Technology Spe<br><i>Labor Area: Cook, IL</i> | 36.38      | 33.09        | 13.19     | 6.59     | 11.97     | 0.28      | 0.02      | 1.05     |
| 741 UIC Health Sci Info System Spe<br><i>Labor Area: Cook, IL</i> | 41.43      | 33.62        | 16.46     | 7.04     | 8.94      | 0.25      | 0.00      | 0.92     |
| 742 UIC Other Information System S<br><i>Labor Area: Cook, IL</i> | 37.93      | 32.63        | 14.55     | 6.77     | 10.28     | 0.20      | 0.00      | 0.82     |
| 750 UIC Student Service Profession<br><i>Labor Area: Cook, IL</i> | 55.58      | 32.84        | 19.02     | 6.20     | 6.30      | 0.65      | 0.01      | 0.66     |
| 751 UIC Advisors and Non-Therapeut<br><i>Labor Area: Cook, IL</i> | 62.85      | 52.14        | 40.08     | 7.88     | 2.99      | 0.33      | 0.00      | 0.85     |
| 752 UIC Admissions and Recruitment<br><i>Labor Area: Cook, IL</i> | 61.18      | 42.87        | 30.56     | 7.65     | 3.61      | 0.34      | 0.00      | 0.71     |
| 753 UIC Housing Officers<br><i>Labor Area: Cook, IL</i>           | 40.32      | 28.41        | 13.94     | 7.77     | 5.46      | 0.22      | 0.05      | 0.96     |
| 754 UIC General Student Serv Profe<br><i>Labor Area: Cook, IL</i> | 55.12      | 39.47        | 21.66     | 9.18     | 7.61      | 0.29      | 0.01      | 0.72     |
| 760 UIC Health and Human Care Prof<br><i>Labor Area: Cook, IL</i> | 73.71      | 37.49        | 23.51     | 9.11     | 3.98      | 0.17      | 0.01      | 0.71     |

# Factor Availabilities

AdminAcadProfessionals2011

03/31/2011

| Job Group   | Female (%) | Minority (%) | Black (%) | Hisp (%) | Asian (%) | AmInd (%) | NHOPI (%) | Two+ (%) |
|---|------------|--------------|-----------|----------|-----------|-----------|-----------|----------|
| 761 UIC Dentists<br><i>Labor Area: Cook, IL</i>                   | 38.65      | 31.18        | 11.77     | 7.06     | 11.04     | 0.18      | 0.03      | 1.10     |
| 762 UIC Pharmacists<br><i>Labor Area: Cook, IL</i>                | 48.45      | 33.94        | 12.21     | 2.79     | 18.23     | 0.01      | 0.00      | 0.71     |
| 763 UIC Health Administrators<br><i>Labor Area: Cook, IL</i>      | 53.24      | 33.81        | 18.09     | 7.96     | 6.50      | 0.35      | 0.01      | 0.89     |
| 764 UIC Food and Nutrition Special<br><i>Labor Area: Cook, IL</i> | 87.34      | 41.85        | 18.82     | 12.14    | 9.28      | 0.08      | 0.00      | 1.53     |
| 765 UIC Therapists<br><i>Labor Area: Cook, IL</i>                 | 68.78      | 40.32        | 22.21     | 7.61     | 9.21      | 0.09      | 0.01      | 1.20     |
| 766 UIC Social Workers<br><i>Labor Area: Cook, IL</i>             | 74.10      | 56.77        | 41.90     | 9.01     | 4.61      | 0.09      | 0.01      | 1.16     |
| 767 UIC Nursing Professionals<br><i>Labor Area: Cook, IL</i>      | 62.10      | 41.00        | 22.36     | 7.22     | 10.72     | 0.11      | 0.01      | 0.57     |
| 768 UIC Other Health Care Professi<br><i>Labor Area: Cook, IL</i> | 54.36      | 37.55        | 17.63     | 7.03     | 12.08     | 0.13      | 0.00      | 0.67     |
| 771 UIC Scientific and Engineering<br><i>Labor Area: Cook, IL</i> | 39.34      | 35.02        | 9.77      | 4.77     | 18.93     | 0.38      | 0.01      | 1.17     |
| 772 UIC Health and Human Care Rese<br><i>Labor Area: Cook, IL</i> | 49.81      | 37.54        | 11.80     | 4.92     | 19.50     | 0.38      | 0.00      | 0.94     |
| 773 UIC Pharmaceutical Researchers<br><i>Labor Area: Cook, IL</i> | 46.68      | 43.73        | 6.91      | 4.20     | 31.57     | 0.02      | 0.00      | 1.03     |
| 774 UIC Other Researchers<br><i>Labor Area: Cook, IL</i>          | 42.23      | 44.73        | 3.99      | 3.44     | 36.16     | 0.00      | 0.00      | 1.14     |
| 781 UIC Building and Facilities Pr<br><i>Labor Area: Cook, IL</i> | 44.04      | 35.48        | 18.29     | 10.67    | 5.42      | 0.24      | 0.02      | 0.84     |
| 782 UIC Safety Professionals<br><i>Labor Area: Cook, IL</i>       | 34.68      | 29.56        | 18.44     | 6.86     | 4.26      | 0.00      | 0.00      | 0.00     |
| 790 UIC Athletics, Coaching and Re<br><i>Labor Area: Cook, IL</i> | 36.49      | 28.09        | 12.52     | 9.12     | 5.19      | 0.00      | 0.00      | 1.25     |
| 791 UIC Coaches<br><i>Labor Area: Cook, IL</i>                    | 36.49      | 28.09        | 12.52     | 9.12     | 5.19      | 0.00      | 0.00      | 1.25     |
| 792 UIC Recreation Professionals<br><i>Labor Area: Cook, IL</i>   | 66.95      | 39.89        | 29.03     | 7.36     | 2.76      | 0.24      | 0.00      | 0.50     |

# Factor Availabilities

AdminAcadProfessionals2011

03/31/2011

| Job Group   | Female (%) | Minority (%) | Black (%) | Hisp (%) | Asian (%) | AmInd (%) | NHOPI (%) | Two+ (%) |
|---|------------|--------------|-----------|----------|-----------|-----------|-----------|----------|
| <b>Factor 2 - Promotable, Transferable, and Trainable within Organization</b> |            |              |           |          |           |           |           |          |
| 300 UIC Faculty RAMP  | -          | -            | -         | -        | -         | -         | -         | -        |
| 310 UIC Nonfaculty RAMP   | -          | -            | -         | -        | -         | -         | -         | -        |
| 330 UIC Oth Exec NonFaculty   | -          | -            | -         | -        | -         | -         | -         | -        |
| 420 UIC General Administrators  | 67.2       | 50.7         | 33.7      | 8.1      | 8.6       | 0.0       | 0.0       | 0.0      |
| 430 UIC Business/Fiscal Administra  | 86.2       | 56.2         | 15.0      | 0.0      | 28.7      | 0.0       | 0.0       | 12.5     |
| 440 UIC IT Technology Managers  | 50.0       | 0.0          | 0.0       | 0.0      | 0.0       | 0.0       | 0.0       | 0.0      |
| 450 UIC Student Service Administra  | 74.2       | 24.5         | 10.1      | 7.9      | 5.9       | 0.0       | 0.0       | 0.5      |
| 460 UIC Health and Human Care Mana  | 64.1       | 61.5         | 50.1      | 3.9      | 6.6       | 0.6       | 0.0       | 0.0      |
| 470 UIC Dir of Research Prgms and   | 75.0       | 25.0         | 12.5      | 12.5     | 0.0       | 0.0       | 0.0       | 0.0      |
| 480 UIC Physical and Safety Enviro  | -          | -            | -         | -        | -         | -         | -         | -        |
| 490 UIC Intercollegiate Athletics   | -          | -            | -         | -        | -         | -         | -         | -        |
| 720 UIC General Administration  | 34.2       | 46.5         | 3.5       | 19.7     | 23.3      | 0.0       | 0.0       | 0.0      |
| 721 UIC Advancement and Developmen  | -          | -            | -         | -        | -         | -         | -         | -        |
| 722 UIC Administrative Support  | 91.1       | 70.6         | 19.5      | 19.8     | 30.8      | 0.0       | 0.0       | 0.3      |
| 723 UIC Communications  | -          | -            | -         | -        | -         | -         | -         | -        |
| 724 UIC Educational Administrators  | -          | -            | -         | -        | -         | -         | -         | -        |
| 725 UIC Educators, Teachers   | -          | -            | -         | -        | -         | -         | -         | -        |
| 726 UIC Human Resource Professiona  | 79.6       | 49.5         | 15.5      | 13.5     | 20.3      | 0.0       | 0.0       | 0.0      |
| 727 UIC Research Support Professio  | 79.8       | 49.0         | 15.3      | 13.4     | 20.1      | 0.0       | 0.0       | 0.0      |
| 728 UIC Librarians  | -          | -            | -         | -        | -         | -         | -         | -        |
| 729 UIC Other Professionals   | 100.0      | 100.0        | 0.0       | 100.0    | 0.0       | 0.0       | 0.0       | 0.0      |
| 730 UIC Business and Fiscal Manage  | -          | -            | -         | -        | -         | -         | -         | -        |
| 731 UIC General Business, Budget a  | 77.7       | 33.3         | 11.1      | 22.2     | 0.0       | 0.0       | 0.0       | 0.0      |
| 732 UIC Operations Professionals  | 71.4       | 60.7         | 30.3      | 14.2     | 14.2      | 1.7       | 0.0       | 0.0      |
| 740 UIC Information Technology Spe  | 35.0       | 45.0         | 10.0      | 5.0      | 30.0      | 0.0       | 0.0       | 0.0      |

# Factor Availabilities

AdminAcadProfessionals2011

03/31/2011

| Job Group                          | Female (%) | Minority (%) | Black (%) | Hisp (%) | Asian (%) | AmInd (%) | NHOPI (%) | Two+ (%) |
|------------------------------------|------------|--------------|-----------|----------|-----------|-----------|-----------|----------|
| 741 UIC Health Sci Info System Spe | 0.0        | 0.0          | 0.0       | 0.0      | 0.0       | 0.0       | 0.0       | 0.0      |
| 742 UIC Other Information System S | 0.0        | 0.0          | 0.0       | 0.0      | 0.0       | 0.0       | 0.0       | 0.0      |
| 750 UIC Student Service Profession | -          | -            | -         | -        | -         | -         | -         | -        |
| 751 UIC Advisors and Non-Therapeut | 68.5       | 50.0         | 29.6      | 14.8     | 3.7       | 0.0       | 0.0       | 1.8      |
| 752 UIC Admissions and Recruitment | 100.0      | 100.0        | 100.0     | 0.0      | 0.0       | 0.0       | 0.0       | 0.0      |
| 753 UIC Housing Officers           | -          | -            | -         | -        | -         | -         | -         | -        |
| 754 UIC General Student Serv Profe | -          | -            | -         | -        | -         | -         | -         | -        |
| 760 UIC Health and Human Care Prof | -          | -            | -         | -        | -         | -         | -         | -        |
| 761 UIC Dentists                   | -          | -            | -         | -        | -         | -         | -         | -        |
| 762 UIC Pharmacists                | -          | -            | -         | -        | -         | -         | -         | -        |
| 763 UIC Health Administrators      | -          | -            | -         | -        | -         | -         | -         | -        |
| 764 UIC Food and Nutrition Special | -          | -            | -         | -        | -         | -         | -         | -        |
| 765 UIC Therapists                 | -          | -            | -         | -        | -         | -         | -         | -        |
| 766 UIC Social Workers             | -          | -            | -         | -        | -         | -         | -         | -        |
| 767 UIC Nursing Professionals      | -          | -            | -         | -        | -         | -         | -         | -        |
| 768 UIC Other Health Care Professi | -          | -            | -         | -        | -         | -         | -         | -        |
| 771 UIC Scientific and Engineering | 60.6       | 54.5         | 6.0       | 12.1     | 36.3      | 0.0       | 0.0       | 0.0      |
| 772 UIC Health and Human Care Rese | -          | -            | -         | -        | -         | -         | -         | -        |
| 773 UIC Pharmaceutical Researchers | 100.0      | 100.0        | 50.0      | 0.0      | 50.0      | 0.0       | 0.0       | 0.0      |
| 774 UIC Other Researchers          | -          | -            | -         | -        | -         | -         | -         | -        |
| 781 UIC Building and Facilities Pr | -          | -            | -         | -        | -         | -         | -         | -        |
| 782 UIC Safety Professionals       | -          | -            | -         | -        | -         | -         | -         | -        |
| 790 UIC Athletics, Coaching and Re | -          | -            | -         | -        | -         | -         | -         | -        |
| 791 UIC Coaches                    | 100.0      | 0.0          | 0.0       | 0.0      | 0.0       | 0.0       | 0.0       | 0.0      |
| 792 UIC Recreation Professionals   | -          | -            | -         | -        | -         | -         | -         | -        |