

Incumbency v. Estimated Availability Detail

AdminAcadProfessionals2011 03/31/2011

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Detail

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|--------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 300 UIC Faculty RAMP | 17 | Female | 7 | 41.18 | 23.60 | 4.0 | 3.0 | 1.71 | |
| | | Minority | 4 | 23.53 | 15.28 | 2.6 | 1.4 | 0.95 | |
| | | Black | 2 | 11.76 | 6.51 | 1.1 | 0.9 | 0.88 | |
| | | Hispanic | 1 | 5.88 | 3.21 | 0.5 | 0.5 | 0.63 | |
| | | Asian | 1 | 5.88 | 5.04 | 0.9 | 0.1 | 0.16 | |
| | | AmIndian | 0 | 0.00 | 0.14 | 0.0 | 0.0 | -0.16 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.06 | |
| | | Two+ | 0 | 0.00 | 0.36 | 0.1 | -0.1 | -0.25 | |
| 310 UIC Nonfaculty RAMP | 3 | Female | 1 | 33.33 | 22.55 | 0.7 | 0.3 | 0.45 | |
| | | Minority | 3 | 100.00 | 14.46 | 0.4 | 2.6 | 4.21 | |
| | | Black | 2 | 66.67 | 6.05 | 0.2 | 1.8 | 4.41 | |
| | | Hispanic | 1 | 33.33 | 2.92 | 0.1 | 0.9 | 3.13 | |
| | | Asian | 0 | 0.00 | 5.02 | 0.2 | -0.2 | -0.40 | |
| | | AmIndian | 0 | 0.00 | 0.14 | 0.0 | 0.0 | -0.06 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.02 | |
| | | Two+ | 0 | 0.00 | 0.32 | 0.0 | 0.0 | -0.10 | |
| 330 UIC Oth Exec NonFaculty | 7 | Female | 2 | 28.57 | 32.23 | 2.3 | -0.3 | -0.21 | |
| | | Minority | 2 | 28.57 | 25.85 | 1.8 | 0.2 | 0.16 | |
| | | Black | 2 | 28.57 | 13.23 | 0.9 | 1.1 | 1.20 | |
| | | Hispanic | 0 | 0.00 | 6.83 | 0.5 | -0.5 | -0.72 | |
| | | Asian | 0 | 0.00 | 4.80 | 0.3 | -0.3 | -0.59 | |
| | | AmIndian | 0 | 0.00 | 0.23 | 0.0 | 0.0 | -0.13 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.05 | |
| | | Two+ | 0 | 0.00 | 0.74 | 0.1 | -0.1 | -0.23 | |
| 420 UIC General Administrators | 378 | Female | 243 | 64.29 | 46.59 | 176.1 | 66.9 | 6.90 | |
| | | Minority | 126 | 33.33 | 30.79 | 116.4 | 9.6 | 1.07 | |
| | | Black | 63 | 16.67 | 16.92 | 64.0 | -1.0 | -0.13 | |
| | | Hispanic | 37 | 9.79 | 7.69 | 29.1 | 7.9 | 1.53 | |
| | | Asian | 22 | 5.82 | 5.14 | 19.4 | 2.6 | 0.60 | |
| | | AmIndian | 2 | 0.53 | 0.23 | 0.9 | 1.1 | 1.23 | |
| | | NHOPI | 0 | 0.00 | 0.03 | 0.1 | -0.1 | -0.36 | |
| | | Two+ | 2 | 0.53 | 0.78 | 3.0 | -1.0 | -0.56 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 430 UIC Business/Fiscal Administra | 125 | Female | 83 | 66.40 | 50.70 | 63.4 | 19.6 | 3.51 | |
| | | Minority | 54 | 43.20 | 28.95 | 36.2 | 17.8 | 3.51 | |
| | | Black | 18 | 14.40 | 14.07 | 17.6 | 0.4 | 0.11 | |
| | | Hispanic | 12 | 9.60 | 6.46 | 8.1 | 3.9 | 1.43 | |
| | | Asian | 22 | 17.60 | 6.40 | 8.0 | 14.0 | 5.12 | |
| | | AmIndian | 0 | 0.00 | 0.25 | 0.3 | -0.3 | -0.56 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.12 | |
| | | Two+ | 2 | 1.60 | 1.77 | 2.2 | -0.2 | -0.14 | |
| 440 UIC IT Technology Managers | 37 | Female | 17 | 45.95 | 44.01 | 16.3 | 0.7 | 0.24 | |
| | | Minority | 9 | 24.32 | 27.63 | 10.2 | -1.2 | -0.45 | |
| | | Black | 2 | 5.41 | 14.87 | 5.5 | -3.5 | -1.62 | |
| | | Hispanic | 3 | 8.11 | 6.15 | 2.3 | 0.7 | 0.50 | |
| | | Asian | 4 | 10.81 | 5.77 | 2.1 | 1.9 | 1.32 | |
| | | AmIndian | 0 | 0.00 | 0.15 | 0.1 | -0.1 | -0.24 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.09 | |
| | | Two+ | 0 | 0.00 | 0.67 | 0.2 | -0.2 | -0.50 | |
| 450 UIC Student Service Administra | 127 | Female | 83 | 65.35 | 50.25 | 63.8 | 19.2 | 3.40 | |
| | | Minority | 37 | 29.13 | 30.86 | 39.2 | -2.2 | -0.42 | |
| | | Black | 20 | 15.75 | 17.45 | 22.2 | -2.2 | -0.51 | |
| | | Hispanic | 12 | 9.45 | 7.55 | 9.6 | 2.4 | 0.81 | |
| | | Asian | 4 | 3.15 | 4.84 | 6.2 | -2.2 | -0.89 | |
| | | AmIndian | 1 | 0.79 | 0.22 | 0.3 | 0.7 | 1.36 | |
| | | NHOPI | 0 | 0.00 | 0.03 | 0.0 | 0.0 | -0.19 | |
| | | Two+ | 0 | 0.00 | 0.76 | 1.0 | -1.0 | -0.99 | |
| 460 UIC Health and Human Care Mana | 102 | Female | 68 | 66.67 | 62.75 | 64.0 | 4.0 | 0.82 | |
| | | Minority | 44 | 43.14 | 36.98 | 37.7 | 6.3 | 1.29 | |
| | | Black | 24 | 23.53 | 23.15 | 23.6 | 0.4 | 0.09 | |
| | | Hispanic | 8 | 7.84 | 8.09 | 8.3 | -0.3 | -0.09 | |
| | | Asian | 12 | 11.76 | 4.94 | 5.0 | 7.0 | 3.18 | |
| | | AmIndian | 0 | 0.00 | 0.21 | 0.2 | -0.2 | -0.46 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.09 | |
| | | Two+ | 0 | 0.00 | 0.58 | 0.6 | -0.6 | -0.77 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 470 UIC Dir of Research Prgms and | 33 | Female | 20 | 60.61 | 42.23 | 13.9 | 6.1 | 2.14 | |
| | | Minority | 10 | 30.30 | 27.92 | 9.2 | 0.8 | 0.31 | |
| | | Black | 2 | 6.06 | 14.16 | 4.7 | -2.7 | -1.33 | |
| | | Hispanic | 7 | 21.21 | 7.62 | 2.5 | 4.5 | 2.94 | |
| | | Asian | 1 | 3.03 | 5.00 | 1.7 | -0.7 | -0.52 | |
| | | AmIndian | 0 | 0.00 | 0.22 | 0.1 | -0.1 | -0.27 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.12 | |
| | | Two+ | 0 | 0.00 | 0.87 | 0.3 | -0.3 | -0.54 | |
| 480 UIC Physical and Safety Enviro | 27 | Female | 10 | 37.04 | 38.10 | 10.3 | -0.3 | -0.11 | |
| | | Minority | 8 | 29.63 | 26.66 | 7.2 | 0.8 | 0.35 | |
| | | Black | 3 | 11.11 | 13.02 | 3.5 | -0.5 | -0.29 | |
| | | Hispanic | 4 | 14.81 | 7.20 | 1.9 | 2.1 | 1.53 | |
| | | Asian | 1 | 3.70 | 5.30 | 1.4 | -0.4 | -0.37 | |
| | | AmIndian | 0 | 0.00 | 0.24 | 0.1 | -0.1 | -0.26 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.11 | |
| | | Two+ | 0 | 0.00 | 0.86 | 0.2 | -0.2 | -0.48 | |
| 490 UIC Intercollegiate Athletics | 11 | Female | 2 | 18.18 | 39.27 | 4.3 | -2.3 | -1.43 | |
| | | Minority | 4 | 36.36 | 28.32 | 3.1 | 0.9 | 0.59 | |
| | | Black | 4 | 36.36 | 13.55 | 1.5 | 2.5 | 2.21 | |
| | | Hispanic | 0 | 0.00 | 8.14 | 0.9 | -0.9 | -0.99 | |
| | | Asian | 0 | 0.00 | 5.39 | 0.6 | -0.6 | -0.79 | |
| | | AmIndian | 0 | 0.00 | 0.16 | 0.0 | 0.0 | -0.13 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.06 | |
| | | Two+ | 0 | 0.00 | 1.04 | 0.1 | -0.1 | -0.34 | |
| 720 UIC General Administration | 118 | Female | 79 | 66.95 | 47.39 | 55.9 | 23.1 | 4.25 | |
| | | Minority | 50 | 42.37 | 33.48 | 39.5 | 10.5 | 2.05 | |
| | | Black | 21 | 17.80 | 15.51 | 18.3 | 2.7 | 0.69 | |
| | | Hispanic | 16 | 13.56 | 8.48 | 10.0 | 6.0 | 1.98 | |
| | | Asian | 11 | 9.32 | 8.16 | 9.6 | 1.4 | 0.46 | |
| | | AmIndian | 0 | 0.00 | 0.29 | 0.3 | -0.3 | -0.58 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.17 | |
| | | Two+ | 2 | 1.69 | 1.01 | 1.2 | 0.8 | 0.74 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 721 UIC Advancement and Developmen | 16 | Female | 10 | 62.50 | 40.85 | 6.5 | 3.5 | 1.76 | |
| | | Minority | 5 | 31.25 | 28.33 | 4.5 | 0.5 | 0.26 | |
| | | Black | 2 | 12.50 | 14.28 | 2.3 | -0.3 | -0.20 | |
| | | Hispanic | 2 | 12.50 | 7.18 | 1.1 | 0.9 | 0.83 | |
| | | Asian | 1 | 6.25 | 5.65 | 0.9 | 0.1 | 0.10 | |
| | | AmIndian | 0 | 0.00 | 0.28 | 0.0 | 0.0 | -0.21 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.08 | |
| | | Two+ | 0 | 0.00 | 0.90 | 0.1 | -0.1 | -0.38 | |
| 722 UIC Administrative Support | 366 | Female | 287 | 78.42 | 46.28 | 169.4 | 117.6 | 12.33 | |
| | | Minority | 167 | 45.63 | 31.00 | 113.4 | 53.6 | 6.05 | |
| | | Black | 76 | 20.77 | 15.09 | 55.2 | 20.8 | 3.03 | |
| | | Hispanic | 46 | 12.57 | 7.72 | 28.2 | 17.8 | 3.48 | |
| | | Asian | 40 | 10.93 | 6.84 | 25.0 | 15.0 | 3.10 | |
| | | AmIndian | 2 | 0.55 | 0.28 | 1.0 | 1.0 | 0.95 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.1 | -0.1 | -0.37 | |
| | | Two+ | 3 | 0.82 | 1.03 | 3.8 | -0.8 | -0.40 | |
| 723 UIC Communications | 29 | Female | 20 | 68.97 | 49.67 | 14.4 | 5.6 | 2.08 | |
| | | Minority | 7 | 24.14 | 27.60 | 8.0 | -1.0 | -0.42 | |
| | | Black | 2 | 6.90 | 12.72 | 3.7 | -1.7 | -0.94 | |
| | | Hispanic | 2 | 6.90 | 8.13 | 2.4 | -0.4 | -0.24 | |
| | | Asian | 3 | 10.34 | 5.64 | 1.6 | 1.4 | 1.10 | |
| | | AmIndian | 0 | 0.00 | 0.23 | 0.1 | -0.1 | -0.26 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.11 | |
| | | Two+ | 0 | 0.00 | 0.83 | 0.2 | -0.2 | -0.49 | |
| 724 UIC Educational Administrators | 24 | Female | 18 | 75.00 | 62.73 | 15.1 | 2.9 | 1.24 | |
| | | Minority | 9 | 37.50 | 37.62 | 9.0 | 0.0 | -0.01 | |
| | | Black | 3 | 12.50 | 25.81 | 6.2 | -3.2 | -1.49 | |
| | | Hispanic | 4 | 16.67 | 7.48 | 1.8 | 2.2 | 1.71 | |
| | | Asian | 2 | 8.33 | 3.54 | 0.8 | 1.2 | 1.27 | |
| | | AmIndian | 0 | 0.00 | 0.22 | 0.1 | -0.1 | -0.23 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.04 | |
| | | Two+ | 0 | 0.00 | 0.56 | 0.1 | -0.1 | -0.37 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 725 UIC Educators, Teachers | 34 | Female | 24 | 70.59 | 59.06 | 20.1 | 3.9 | 1.37 | |
| | | Minority | 12 | 35.29 | 36.07 | 12.3 | -0.3 | -0.09 | |
| | | Black | 4 | 11.76 | 18.58 | 6.3 | -2.3 | -1.02 | |
| | | Hispanic | 6 | 17.65 | 6.41 | 2.2 | 3.8 | 2.68 | |
| | | Asian | 2 | 5.88 | 9.71 | 3.3 | -1.3 | -0.75 | |
| | | AmIndian | 0 | 0.00 | 0.75 | 0.3 | -0.3 | -0.51 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.08 | |
| | | Two+ | 0 | 0.00 | 0.60 | 0.2 | -0.2 | -0.45 | |
| 726 UIC Human Resource Professiona | 37 | Female | 28 | 75.68 | 55.94 | 20.7 | 7.3 | 2.42 | |
| | | Minority | 16 | 43.24 | 35.95 | 13.3 | 2.7 | 0.92 | |
| | | Black | 7 | 18.92 | 20.20 | 7.5 | -0.5 | -0.19 | |
| | | Hispanic | 6 | 16.22 | 9.82 | 3.6 | 2.4 | 1.31 | |
| | | Asian | 3 | 8.11 | 5.21 | 1.9 | 1.1 | 0.79 | |
| | | AmIndian | 0 | 0.00 | 0.14 | 0.1 | -0.1 | -0.23 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 0.58 | 0.2 | -0.2 | -0.47 | |
| 727 UIC Research Support Professio | 359 | Female | 259 | 72.14 | 44.24 | 158.8 | 100.2 | 10.65 | |
| | | Minority | 170 | 47.35 | 32.26 | 115.8 | 54.2 | 6.12 | |
| | | Black | 43 | 11.98 | 12.15 | 43.6 | -0.6 | -0.10 | |
| | | Hispanic | 32 | 8.91 | 5.67 | 20.4 | 11.6 | 2.65 | |
| | | Asian | 93 | 25.91 | 12.96 | 46.5 | 46.5 | 7.31 | |
| | | AmIndian | 1 | 0.28 | 0.41 | 1.5 | -0.5 | -0.40 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.1 | -0.1 | -0.28 | |
| | | Two+ | 1 | 0.28 | 1.05 | 3.8 | -2.8 | -1.43 | |
| 728 UIC Librarians | 46 | Female | 38 | 82.61 | 42.71 | 19.6 | 18.4 | 5.47 | |
| | | Minority | 19 | 41.30 | 29.32 | 13.5 | 5.5 | 1.79 | |
| | | Black | 7 | 15.22 | 14.30 | 6.6 | 0.4 | 0.18 | |
| | | Hispanic | 6 | 13.04 | 8.00 | 3.7 | 2.3 | 1.26 | |
| | | Asian | 6 | 13.04 | 5.83 | 2.7 | 3.3 | 2.09 | |
| | | AmIndian | 0 | 0.00 | 0.26 | 0.1 | -0.1 | -0.35 | |
| | | NHOPI | 0 | 0.00 | 0.05 | 0.0 | 0.0 | -0.15 | |
| | | Two+ | 0 | 0.00 | 0.87 | 0.4 | -0.4 | -0.63 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 729 UIC Other Professionals | 31 | Female | 14 | 45.16 | 50.37 | 15.6 | -1.6 | -0.58 | |
| | | Minority | 9 | 29.03 | 34.81 | 10.8 | -1.8 | -0.68 | |
| | | Black | 3 | 9.68 | 17.35 | 5.4 | -2.4 | -1.13 | |
| | | Hispanic | 1 | 3.23 | 10.53 | 3.3 | -2.3 | -1.32 | |
| | | Asian | 3 | 9.68 | 5.98 | 1.9 | 1.1 | 0.87 | |
| | | AmIndian | 1 | 3.23 | 0.17 | 0.1 | 0.9 | 4.10 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.06 | |
| | | Two+ | 1 | 3.23 | 0.76 | 0.2 | 0.8 | 1.58 | |
| 730 UIC Business and Fiscal Manage | 8 | Female | 5 | 62.50 | 43.21 | 3.5 | 1.5 | 1.10 | |
| | | Minority | 5 | 62.50 | 27.82 | 2.2 | 2.8 | 2.19 | |
| | | Black | 2 | 25.00 | 13.96 | 1.1 | 0.9 | 0.90 | |
| | | Hispanic | 0 | 0.00 | 7.63 | 0.6 | -0.6 | -0.81 | |
| | | Asian | 3 | 37.50 | 5.05 | 0.4 | 2.6 | 4.19 | |
| | | AmIndian | 0 | 0.00 | 0.23 | 0.0 | 0.0 | -0.14 | |
| | | NHOPI | 0 | 0.00 | 0.04 | 0.0 | 0.0 | -0.06 | |
| | | Two+ | 0 | 0.00 | 0.90 | 0.1 | -0.1 | -0.27 | |
| 731 UIC General Business, Budget a | 36 | Female | 28 | 77.78 | 47.83 | 17.2 | 10.8 | 3.60 | |
| | | Minority | 17 | 47.22 | 33.95 | 12.2 | 4.8 | 1.68 | |
| | | Black | 6 | 16.67 | 16.52 | 5.9 | 0.1 | 0.02 | |
| | | Hispanic | 8 | 22.22 | 10.68 | 3.8 | 4.2 | 2.24 | |
| | | Asian | 3 | 8.33 | 5.48 | 2.0 | 1.0 | 0.75 | |
| | | AmIndian | 0 | 0.00 | 0.25 | 0.1 | -0.1 | -0.30 | |
| | | NHOPI | 0 | 0.00 | 0.03 | 0.0 | 0.0 | -0.10 | |
| | | Two+ | 0 | 0.00 | 0.99 | 0.4 | -0.4 | -0.60 | |
| 732 UIC Operations Professionals | 58 | Female | 38 | 65.52 | 55.70 | 32.3 | 5.7 | 1.51 | |
| | | Minority | 18 | 31.03 | 35.34 | 20.5 | -2.5 | -0.69 | |
| | | Black | 8 | 13.79 | 19.53 | 11.3 | -3.3 | -1.10 | |
| | | Hispanic | 4 | 6.90 | 9.19 | 5.3 | -1.3 | -0.60 | |
| | | Asian | 4 | 6.90 | 5.50 | 3.2 | 0.8 | 0.47 | |
| | | AmIndian | 0 | 0.00 | 0.37 | 0.2 | -0.2 | -0.47 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.11 | |
| | | Two+ | 2 | 3.45 | 0.73 | 0.4 | 1.6 | 2.43 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 740 UIC Information Technology Spe | 92 | Female | 24 | 26.09 | 36.34 | 33.4 | -9.4 | -2.04 | Yes |
| | | Minority | 45 | 48.91 | 33.48 | 30.8 | 14.2 | 3.14 | |
| | | Black | 11 | 11.96 | 13.08 | 12.0 | -1.0 | -0.32 | |
| | | Hispanic | 6 | 6.52 | 6.54 | 6.0 | 0.0 | -0.01 | |
| | | Asian | 27 | 29.35 | 12.56 | 11.6 | 15.4 | 4.86 | |
| | | AmIndian | 0 | 0.00 | 0.27 | 0.2 | -0.2 | -0.50 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.12 | |
| | | Two+ | 1 | 1.09 | 1.01 | 0.9 | 0.1 | 0.07 | |
| 741 UIC Health Sci Info System Spe | 81 | Female | 28 | 34.57 | 40.91 | 33.1 | -5.1 | -1.16 | |
| | | Minority | 43 | 53.09 | 33.20 | 26.9 | 16.1 | 3.80 | |
| | | Black | 11 | 13.58 | 16.26 | 13.2 | -2.2 | -0.65 | |
| | | Hispanic | 8 | 9.88 | 6.96 | 5.6 | 2.4 | 1.03 | |
| | | Asian | 24 | 29.63 | 8.83 | 7.2 | 16.8 | 6.60 | |
| | | AmIndian | 0 | 0.00 | 0.25 | 0.2 | -0.2 | -0.45 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | -0.03 | |
| | | Two+ | 0 | 0.00 | 0.90 | 0.7 | -0.7 | -0.86 | |
| 742 UIC Other Information System S | 14 | Female | 7 | 50.00 | 35.21 | 4.9 | 2.1 | 1.16 | |
| | | Minority | 7 | 50.00 | 30.30 | 4.2 | 2.8 | 1.60 | |
| | | Black | 1 | 7.14 | 13.51 | 1.9 | -0.9 | -0.70 | |
| | | Hispanic | 2 | 14.29 | 6.29 | 0.9 | 1.1 | 1.23 | |
| | | Asian | 4 | 28.57 | 9.54 | 1.3 | 2.7 | 2.42 | |
| | | AmIndian | 0 | 0.00 | 0.19 | 0.0 | 0.0 | -0.16 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | -0.02 | |
| | | Two+ | 0 | 0.00 | 0.76 | 0.1 | -0.1 | -0.33 | |
| 750 UIC Student Service Profession | 31 | Female | 20 | 64.52 | 55.58 | 17.2 | 2.8 | 1.00 | |
| | | Minority | 17 | 54.84 | 32.84 | 10.2 | 6.8 | 2.61 | |
| | | Black | 8 | 25.81 | 19.02 | 5.9 | 2.1 | 0.96 | |
| | | Hispanic | 8 | 25.81 | 6.20 | 1.9 | 6.1 | 4.53 | |
| | | Asian | 1 | 3.23 | 6.30 | 2.0 | -1.0 | -0.70 | |
| | | AmIndian | 0 | 0.00 | 0.65 | 0.2 | -0.2 | -0.45 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.06 | |
| | | Two+ | 0 | 0.00 | 0.66 | 0.2 | -0.2 | -0.45 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 751 UIC Advisors and Non-Therapeut | 61 | Female | 42 | 68.85 | 63.22 | 38.6 | 3.4 | 0.91 | Yes |
| | | Minority | 31 | 50.82 | 52.00 | 31.7 | -0.7 | -0.18 | |
| | | Black | 14 | 22.95 | 39.40 | 24.0 | -10.0 | -2.63 | |
| | | Hispanic | 11 | 18.03 | 8.34 | 5.1 | 5.9 | 2.74 | |
| | | Asian | 4 | 6.56 | 3.04 | 1.9 | 2.1 | 1.60 | |
| | | AmIndian | 1 | 1.64 | 0.31 | 0.2 | 0.8 | 1.86 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 1 | 1.64 | 0.92 | 0.6 | 0.4 | 0.59 | |
| 752 UIC Admissions and Recruitment | 59 | Female | 42 | 71.19 | 62.52 | 36.9 | 5.1 | 1.38 | |
| | | Minority | 39 | 66.10 | 44.84 | 26.5 | 12.5 | 3.28 | |
| | | Black | 23 | 38.98 | 32.95 | 19.4 | 3.6 | 0.99 | |
| | | Hispanic | 14 | 23.73 | 7.38 | 4.4 | 9.6 | 4.80 | |
| | | Asian | 2 | 3.39 | 3.49 | 2.1 | -0.1 | -0.04 | |
| | | AmIndian | 0 | 0.00 | 0.33 | 0.2 | -0.2 | -0.44 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | -0.03 | |
| | | Two+ | 0 | 0.00 | 0.69 | 0.4 | -0.4 | -0.64 | |
| 753 UIC Housing Officers | 14 | Female | 6 | 42.86 | 40.32 | 5.6 | 0.4 | 0.19 | |
| | | Minority | 7 | 50.00 | 28.41 | 4.0 | 3.0 | 1.79 | |
| | | Black | 4 | 28.57 | 13.94 | 2.0 | 2.0 | 1.58 | |
| | | Hispanic | 2 | 14.29 | 7.77 | 1.1 | 0.9 | 0.91 | |
| | | Asian | 1 | 7.14 | 5.46 | 0.8 | 0.2 | 0.28 | |
| | | AmIndian | 0 | 0.00 | 0.22 | 0.0 | 0.0 | -0.18 | |
| | | NHOPI | 0 | 0.00 | 0.05 | 0.0 | 0.0 | -0.09 | |
| | | Two+ | 0 | 0.00 | 0.96 | 0.1 | -0.1 | -0.37 | |
| 754 UIC General Student Serv Profe | 10 | Female | 5 | 50.00 | 55.12 | 5.5 | -0.5 | -0.33 | |
| | | Minority | 3 | 30.00 | 39.47 | 3.9 | -0.9 | -0.61 | |
| | | Black | 0 | 0.00 | 21.66 | 2.2 | -2.2 | -1.66 | |
| | | Hispanic | 1 | 10.00 | 9.18 | 0.9 | 0.1 | 0.09 | |
| | | Asian | 2 | 20.00 | 7.61 | 0.8 | 1.2 | 1.48 | |
| | | AmIndian | 0 | 0.00 | 0.29 | 0.0 | 0.0 | -0.17 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.03 | |
| | | Two+ | 0 | 0.00 | 0.72 | 0.1 | -0.1 | -0.27 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 760 UIC Health and Human Care Prof | 8 | Female | 5 | 62.50 | 73.71 | 5.9 | -0.9 | -0.72 | |
| | | Minority | 2 | 25.00 | 37.49 | 3.0 | -1.0 | -0.73 | |
| | | Black | 0 | 0.00 | 23.51 | 1.9 | -1.9 | -1.57 | |
| | | Hispanic | 2 | 25.00 | 9.11 | 0.7 | 1.3 | 1.56 | |
| | | Asian | 0 | 0.00 | 3.98 | 0.3 | -0.3 | -0.58 | |
| | | AmIndian | 0 | 0.00 | 0.17 | 0.0 | 0.0 | -0.12 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.02 | |
| | | Two+ | 0 | 0.00 | 0.71 | 0.1 | -0.1 | -0.24 | |
| 761 UIC Dentists | 3 | Female | 3 | 100.00 | 38.65 | 1.2 | 1.8 | 2.18 | |
| | | Minority | 0 | 0.00 | 31.18 | 0.9 | -0.9 | -1.17 | |
| | | Black | 0 | 0.00 | 11.77 | 0.4 | -0.4 | -0.63 | |
| | | Hispanic | 0 | 0.00 | 7.06 | 0.2 | -0.2 | -0.48 | |
| | | Asian | 0 | 0.00 | 11.04 | 0.3 | -0.3 | -0.61 | |
| | | AmIndian | 0 | 0.00 | 0.18 | 0.0 | 0.0 | -0.07 | |
| | | NHOPI | 0 | 0.00 | 0.03 | 0.0 | 0.0 | -0.03 | |
| | | Two+ | 0 | 0.00 | 1.10 | 0.0 | 0.0 | -0.18 | |
| 762 UIC Pharmacists | 109 | Female | 81 | 74.31 | 48.45 | 52.8 | 28.2 | 5.40 | Yes |
| | | Minority | 41 | 37.61 | 33.94 | 37.0 | 4.0 | 0.81 | |
| | | Black | 5 | 4.59 | 12.21 | 13.3 | -8.3 | -2.43 | |
| | | Hispanic | 3 | 2.75 | 2.79 | 3.0 | 0.0 | -0.02 | |
| | | Asian | 33 | 30.28 | 18.23 | 19.9 | 13.1 | 3.26 | |
| | | AmIndian | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.08 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 0.71 | 0.8 | -0.8 | -0.88 | |
| 763 UIC Health Administrators | 55 | Female | 39 | 70.91 | 53.24 | 29.3 | 9.7 | 2.63 | |
| | | Minority | 23 | 41.82 | 33.81 | 18.6 | 4.4 | 1.26 | |
| | | Black | 10 | 18.18 | 18.09 | 10.0 | 0.0 | 0.02 | |
| | | Hispanic | 4 | 7.27 | 7.96 | 4.4 | -0.4 | -0.19 | |
| | | Asian | 9 | 16.36 | 6.50 | 3.6 | 5.4 | 2.97 | |
| | | AmIndian | 0 | 0.00 | 0.35 | 0.2 | -0.2 | -0.44 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.08 | |
| | | Two+ | 0 | 0.00 | 0.89 | 0.5 | -0.5 | -0.70 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 764 UIC Food and Nutrition Special | 24 | Female | 21 | 87.50 | 87.34 | 21.0 | 0.0 | 0.02 | |
| | | Minority | 13 | 54.17 | 41.85 | 10.0 | 3.0 | 1.22 | |
| | | Black | 4 | 16.67 | 18.82 | 4.5 | -0.5 | -0.27 | |
| | | Hispanic | 3 | 12.50 | 12.14 | 2.9 | 0.1 | 0.05 | |
| | | Asian | 5 | 20.83 | 9.28 | 2.2 | 2.8 | 1.95 | |
| | | AmIndian | 0 | 0.00 | 0.08 | 0.0 | 0.0 | -0.14 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 1 | 4.17 | 1.53 | 0.4 | 0.6 | 1.05 | |
| 765 UIC Therapists | 63 | Female | 48 | 76.19 | 68.78 | 43.3 | 4.7 | 1.27 | |
| | | Minority | 13 | 20.63 | 40.32 | 25.4 | -12.4 | -3.19 | Yes |
| | | Black | 3 | 4.76 | 22.21 | 14.0 | -11.0 | -3.33 | Yes |
| | | Hispanic | 4 | 6.35 | 7.61 | 4.8 | -0.8 | -0.38 | |
| | | Asian | 6 | 9.52 | 9.21 | 5.8 | 0.2 | 0.09 | |
| | | AmIndian | 0 | 0.00 | 0.09 | 0.1 | -0.1 | -0.24 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.07 | |
| | | Two+ | 0 | 0.00 | 1.20 | 0.8 | -0.8 | -0.87 | |
| 766 UIC Social Workers | 64 | Female | 52 | 81.25 | 74.10 | 47.4 | 4.6 | 1.31 | |
| | | Minority | 28 | 43.75 | 56.77 | 36.3 | -8.3 | -2.10 | Yes |
| | | Black | 18 | 28.13 | 41.90 | 26.8 | -8.8 | -2.23 | Yes |
| | | Hispanic | 8 | 12.50 | 9.01 | 5.8 | 2.2 | 0.98 | |
| | | Asian | 2 | 3.13 | 4.61 | 3.0 | -1.0 | -0.57 | |
| | | AmIndian | 0 | 0.00 | 0.09 | 0.1 | -0.1 | -0.24 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.06 | |
| | | Two+ | 0 | 0.00 | 1.16 | 0.7 | -0.7 | -0.87 | |
| 767 UIC Nursing Professionals | 143 | Female | 125 | 87.41 | 62.10 | 88.8 | 36.2 | 6.24 | |
| | | Minority | 39 | 27.27 | 41.00 | 58.6 | -19.6 | -3.34 | Yes |
| | | Black | 14 | 9.79 | 22.36 | 32.0 | -18.0 | -3.61 | Yes |
| | | Hispanic | 8 | 5.59 | 7.22 | 10.3 | -2.3 | -0.75 | |
| | | Asian | 17 | 11.89 | 10.72 | 15.3 | 1.7 | 0.45 | |
| | | AmIndian | 0 | 0.00 | 0.11 | 0.2 | -0.2 | -0.40 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.13 | |
| | | Two+ | 0 | 0.00 | 0.57 | 0.8 | -0.8 | -0.90 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 768 UIC Other Health Care Professi | 146 | Female | 103 | 70.55 | 54.36 | 79.4 | 23.6 | 3.93 | Yes |
| | | Minority | 51 | 34.93 | 37.55 | 54.8 | -3.8 | -0.65 | |
| | | Black | 13 | 8.90 | 17.63 | 25.7 | -12.7 | -2.77 | |
| | | Hispanic | 21 | 14.38 | 7.03 | 10.3 | 10.7 | 3.48 | |
| | | Asian | 17 | 11.64 | 12.08 | 17.6 | -0.6 | -0.16 | |
| | | AmIndian | 0 | 0.00 | 0.13 | 0.2 | -0.2 | -0.43 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | -0.07 | |
| | | Two+ | 0 | 0.00 | 0.67 | 1.0 | -1.0 | -1.00 | |
| 771 UIC Scientific and Engineering | 71 | Female | 23 | 32.39 | 39.94 | 28.4 | -5.4 | -1.30 | |
| | | Minority | 27 | 38.03 | 35.57 | 25.3 | 1.7 | 0.43 | |
| | | Black | 2 | 2.82 | 9.66 | 6.9 | -4.9 | -1.95 | |
| | | Hispanic | 5 | 7.04 | 4.98 | 3.5 | 1.5 | 0.80 | |
| | | Asian | 20 | 28.17 | 19.42 | 13.8 | 6.2 | 1.86 | |
| | | AmIndian | 0 | 0.00 | 0.36 | 0.3 | -0.3 | -0.51 | |
| | | NHOPI | 0 | 0.00 | 0.01 | 0.0 | 0.0 | -0.07 | |
| | | Two+ | 0 | 0.00 | 1.13 | 0.8 | -0.8 | -0.90 | |
| 772 UIC Health and Human Care Rese | 224 | Female | 147 | 65.63 | 49.81 | 111.6 | 35.4 | 4.73 | |
| | | Minority | 113 | 50.45 | 37.54 | 84.1 | 28.9 | 3.99 | |
| | | Black | 17 | 7.59 | 11.80 | 26.4 | -9.4 | -1.95 | |
| | | Hispanic | 33 | 14.73 | 4.92 | 11.0 | 22.0 | 6.80 | |
| | | Asian | 62 | 27.68 | 19.50 | 43.7 | 18.3 | 3.09 | |
| | | AmIndian | 0 | 0.00 | 0.38 | 0.9 | -0.9 | -0.93 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | -0.08 | |
| | | Two+ | 1 | 0.45 | 0.94 | 2.1 | -1.1 | -0.76 | |
| 773 UIC Pharmaceutical Researchers | 6 | Female | 3 | 50.00 | 64.46 | 3.9 | -0.9 | -0.74 | |
| | | Minority | 2 | 33.33 | 62.49 | 3.7 | -1.7 | -1.48 | |
| | | Black | 1 | 16.67 | 21.28 | 1.3 | -0.3 | -0.28 | |
| | | Hispanic | 0 | 0.00 | 2.80 | 0.2 | -0.2 | -0.42 | |
| | | Asian | 1 | 16.67 | 37.72 | 2.3 | -1.3 | -1.06 | |
| | | AmIndian | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.03 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 0.69 | 0.0 | 0.0 | -0.20 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 774 UIC Other Researchers | 177 | Female | 112 | 63.28 | 42.23 | 74.7 | 37.3 | 5.67 | |
| | | Minority | 96 | 54.24 | 44.73 | 79.2 | 16.8 | 2.54 | |
| | | Black | 13 | 7.34 | 3.99 | 7.1 | 5.9 | 2.28 | |
| | | Hispanic | 6 | 3.39 | 3.44 | 6.1 | -0.1 | -0.04 | |
| | | Asian | 77 | 43.50 | 36.16 | 64.0 | 13.0 | 2.03 | |
| | | AmIndian | 0 | 0.00 | 0.00 | 0.0 | 0.0 | -0.08 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 1.14 | 2.0 | -2.0 | -1.43 | |
| 781 UIC Building and Facilities Pr | 10 | Female | 6 | 60.00 | 44.04 | 4.4 | 1.6 | 1.02 | |
| | | Minority | 7 | 70.00 | 35.48 | 3.5 | 3.5 | 2.28 | |
| | | Black | 1 | 10.00 | 18.29 | 1.8 | -0.8 | -0.68 | |
| | | Hispanic | 3 | 30.00 | 10.67 | 1.1 | 1.9 | 1.98 | |
| | | Asian | 3 | 30.00 | 5.42 | 0.5 | 2.5 | 3.43 | |
| | | AmIndian | 0 | 0.00 | 0.24 | 0.0 | 0.0 | -0.16 | |
| | | NHOPI | 0 | 0.00 | 0.02 | 0.0 | 0.0 | -0.05 | |
| | | Two+ | 0 | 0.00 | 0.84 | 0.1 | -0.1 | -0.29 | |
| 782 UIC Safety Professionals | 7 | Female | 0 | 0.00 | 34.68 | 2.4 | -2.4 | -1.93 | |
| | | Minority | 1 | 14.29 | 29.56 | 2.1 | -1.1 | -0.89 | |
| | | Black | 0 | 0.00 | 18.44 | 1.3 | -1.3 | -1.26 | |
| | | Hispanic | 1 | 14.29 | 6.86 | 0.5 | 0.5 | 0.78 | |
| | | Asian | 0 | 0.00 | 4.26 | 0.3 | -0.3 | -0.56 | |
| | | AmIndian | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| 790 UIC Athletics, Coaching and Re | 2 | Female | 0 | 0.00 | 36.49 | 0.7 | -0.7 | -1.07 | |
| | | Minority | 0 | 0.00 | 28.09 | 0.6 | -0.6 | -0.88 | |
| | | Black | 0 | 0.00 | 12.52 | 0.3 | -0.3 | -0.54 | |
| | | Hispanic | 0 | 0.00 | 9.12 | 0.2 | -0.2 | -0.45 | |
| | | Asian | 0 | 0.00 | 5.19 | 0.1 | -0.1 | -0.33 | |
| | | AmIndian | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 1.25 | 0.0 | 0.0 | -0.16 | |

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

AdminAcadProfessionals2011

03/31/2011

| Job Group | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|----------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 791 UIC Coaches | 39 | Female | 17 | 43.59 | 38.13 | 14.9 | 2.1 | 0.70 | |
| | | Minority | 11 | 28.21 | 27.36 | 10.7 | 0.3 | 0.12 | |
| | | Black | 6 | 15.38 | 12.20 | 4.8 | 1.2 | 0.61 | |
| | | Hispanic | 3 | 7.69 | 8.89 | 3.5 | -0.5 | -0.26 | |
| | | Asian | 1 | 2.56 | 5.05 | 2.0 | -1.0 | -0.71 | |
| | | AmIndian | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 1 | 2.56 | 1.22 | 0.5 | 0.5 | 0.76 | |
| 792 UIC Recreation Professionals | 6 | Female | 5 | 83.33 | 66.95 | 4.0 | 1.0 | 0.85 | |
| | | Minority | 2 | 33.33 | 39.89 | 2.4 | -0.4 | -0.33 | |
| | | Black | 0 | 0.00 | 29.03 | 1.7 | -1.7 | -1.57 | |
| | | Hispanic | 2 | 33.33 | 7.36 | 0.4 | 1.6 | 2.44 | |
| | | Asian | 0 | 0.00 | 2.76 | 0.2 | -0.2 | -0.41 | |
| | | AmIndian | 0 | 0.00 | 0.24 | 0.0 | 0.0 | -0.12 | |
| | | NHOPI | 0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | |
| | | Two+ | 0 | 0.00 | 0.50 | 0.0 | 0.0 | -0.17 | |
| Facility Total | 3548 | Female | 2348 | | | | | | |
| | | Minority | 1466 | | | | | | |
| | | Black | 505 | | | | | | |
| | | Hispanic | 376 | | | | | | |
| | | Asian | 559 | | | | | | |
| | | AmIndian | 8 | | | | | | |
| | | NHOPI | 0 | | | | | | |
| | | Two+ | 18 | | | | | | |

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