

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 12A LAS Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.35	17.10	4.36	4.57	7.65	0.52	96.19	47.47	16.45	4.20	4.40	7.36	0.50
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	39.23	16.15	6.15	6.92	3.08	0.00	3.81	1.49	0.62	0.23	0.26	0.12	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								48.97	17.07	4.43	4.66	7.47	0.50

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 12B LAS Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.35	17.10	4.36	4.57	7.65	0.52	89.23	44.04	15.26	3.89	4.08	6.82	0.46
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	59.09	36.36	6.82	13.64	15.91	0.00	10.77	6.36	3.92	0.73	1.47	1.71	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								50.40	19.18	4.63	5.55	8.54	0.46

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 12C LAS Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.35	17.10	4.36	4.57	7.65	0.52	97.72	48.23	16.71	4.27	4.47	7.47	0.50
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	42.27	27.27	2.27	7.73	15.91	0.91	2.28	0.96	0.62	0.05	0.18	0.36	0.02
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								49.19	17.33	4.32	4.65	7.84	0.52

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 12D LAS Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.35	17.10	4.36	4.57	7.65	0.52	100.00	49.35	17.10	4.36	4.57	7.65	0.52
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								49.35	17.10	4.36	4.57	7.65	0.52

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 13A Business Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.44	20.35	5.66	3.27	10.97	0.45	95.00	32.72	19.34	5.38	3.11	10.42	0.43
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	5.00	45.00	0.00	5.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	25.35	17.74	3.79	1.75	11.86	0.34	5.00	1.27	0.89	0.19	0.09	0.59	0.02
							100.00						
Job Group Final Availabilities (%)								33.99	20.22	5.57	3.20	11.01	0.45

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 13B Business Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.44	20.35	5.66	3.27	10.97	0.45	95.00	32.72	19.34	5.38	3.11	10.42	0.43
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	54.55	59.09	9.09	9.09	40.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	25.35	17.74	3.79	1.75	11.86	0.34	5.00	1.27	0.89	0.19	0.09	0.59	0.02
							100.00						
Job Group Final Availabilities (%)								33.99	20.22	5.57	3.20	11.01	0.45

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 13C Business Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.44	20.35	5.66	3.27	10.97	0.45	95.00	32.72	19.34	5.38	3.11	10.42	0.43
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	21.43	17.86	3.57	3.57	10.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	25.35	17.74	3.79	1.75	11.86	0.34	5.00	1.27	0.89	0.19	0.09	0.59	0.02
							100.00						
Job Group Final Availabilities (%)								33.99	20.22	5.57	3.20	11.01	0.45

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 13D Business Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.44	20.35	5.66	3.27	10.97	0.45	95.00	32.72	19.34	5.38	3.11	10.42	0.43
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	25.35	17.74	3.79	1.75	11.86	0.34	5.00	1.27	0.89	0.19	0.09	0.59	0.02
							100.00						
Job Group Final Availabilities (%)								33.99	20.22	5.57	3.20	11.01	0.45

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 15A Education Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.11	20.49	11.81	4.94	2.89	0.85	88.89	57.87	18.21	10.50	4.39	2.57	0.76
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	55.56	38.89	5.56	27.78	5.56	0.00	11.11	6.17	4.32	0.62	3.09	0.62	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								64.05	22.53	11.11	7.48	3.18	0.76

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 15B Education Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.11	20.49	11.81	4.94	2.89	0.85	94.44	61.49	19.35	11.15	4.67	2.73	0.80
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.00	40.00	30.00	0.00	10.00	0.00	5.56	3.89	2.22	1.67	0.00	0.56	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.38	21.57	12.82	4.67	3.28	0.80

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 15C Education Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.11	20.49	11.81	4.94	2.89	0.85	100.00	65.11	20.49	11.81	4.94	2.89	0.85
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	73.08	42.31	19.23	19.23	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.11	20.49	11.81	4.94	2.89	0.85

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 15D Education Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.11	20.49	11.81	4.94	2.89	0.85	100.00	65.11	20.49	11.81	4.94	2.89	0.85
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.11	20.49	11.81	4.94	2.89	0.85

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 16A Engineering Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.78	27.72	3.21	3.27	20.86	0.37	97.61						
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	5.56	41.67	0.00	2.78	38.89	0.00	2.39						
	Source of Data: Feeder Job Groups: Engineering Assoc Professors (16B)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-						
							100.00						
Job Group Final Availabilities (%)								17.48	28.05	3.14	3.26	21.29	0.37

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 16B Engineering Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.78	27.72	3.21	3.27	20.86	0.37	91.67	16.29	25.41	2.94	3.00	19.12	0.34
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	29.63	48.15	0.00	3.70	44.44	0.00	8.33	2.47	4.01	0.00	0.31	3.70	0.00
	Source of Data: Feeder Job Groups: Engineering Asst Professors (16C)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								18.76	29.42	2.94	3.31	22.82	0.34

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 16C Engineering Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.78	27.72	3.21	3.27	20.86	0.37	100.00	17.78	27.72	3.21	3.27	20.86	0.37
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	11.11	33.33	0.00	3.70	29.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								17.78	27.72	3.21	3.27	20.86	0.37

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 16D Engineering Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.78	27.72	3.21	3.27	20.86	0.37	100.00	17.78	27.72	3.21	3.27	20.86	0.37
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								17.78	27.72	3.21	3.27	20.86	0.37

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 17A A and A Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.35	10.79	2.72	3.19	4.48	0.40	100.00	65.35	10.79	2.72	3.19	4.48	0.40
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	30.00	15.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.35	10.79	2.72	3.19	4.48	0.40

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 17B A and A Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.35	10.79	2.72	3.19	4.48	0.40	100.00	65.35	10.79	2.72	3.19	4.48	0.40
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.00	30.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.35	10.79	2.72	3.19	4.48	0.40

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 17C A and A Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.35	10.79	2.72	3.19	4.48	0.40	100.00	65.35	10.79	2.72	3.19	4.48	0.40
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	40.91	9.09	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.35	10.79	2.72	3.19	4.48	0.40

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 17D A and A Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.35	10.79	2.72	3.19	4.48	0.40	100.00	65.35	10.79	2.72	3.19	4.48	0.40
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								65.35	10.79	2.72	3.19	4.48	0.40

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 19A JACSW/Social Work Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.18	22.16	11.86	4.55	4.86	0.89	95.00	68.57	21.05	11.27	4.32	4.62	0.85
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	33.33	22.22	0.00	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Groups: JACSW/Social Work Assoc Profes (19B)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	65.77	30.05	17.06	6.61	4.75	1.63	5.00	3.29	1.50	0.85	0.33	0.24	0.08
							100.00						
Job Group Final Availabilities (%)								71.86	22.55	12.12	4.65	4.85	0.93

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 19B JACSW/Social Work Assoc Profes

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.18	22.16	11.86	4.55	4.86	0.89	95.00	68.57	21.05	11.27	4.32	4.62	0.85
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	65.77	30.05	17.06	6.61	4.75	1.63	5.00	3.29	1.50	0.85	0.33	0.24	0.08
							100.00						
Job Group Final Availabilities (%)								71.86	22.55	12.12	4.65	4.85	0.93

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 19C JACSW/Social Work Asst Profess

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.18	22.16	11.86	4.55	4.86	0.89	95.00	68.57	21.05	11.27	4.32	4.62	0.85
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	75.00	37.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	65.77	30.05	17.06	6.61	4.75	1.63	5.00	3.29	1.50	0.85	0.33	0.24	0.08
							100.00						
Job Group Final Availabilities (%)								71.86	22.55	12.12	4.65	4.85	0.93

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 19D JACSW/Social Work Other Facult

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.18	22.16	11.86	4.55	4.86	0.89	95.00	68.57	21.05	11.27	4.32	4.62	0.85
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	65.77	9.16	5.87	2.20	0.71	0.37	5.00	3.29	0.46	0.29	0.11	0.04	0.02
							100.00						
Job Group Final Availabilities (%)								71.86	21.51	11.56	4.43	4.65	0.87

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 20A Library Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.85	24.49	10.20	3.74	8.84	1.70	75.00	56.89	18.37	7.65	2.81	6.63	1.28
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	45.45	0.00	0.00	0.00	0.00	0.00	25.00	11.36	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								68.25	18.37	7.65	2.81	6.63	1.28

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 20B Library Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.85	24.49	10.20	3.74	8.84	1.70	100.00	75.85	24.49	10.20	3.74	8.84	1.70
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	80.00	15.00	5.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								75.85	24.49	10.20	3.74	8.84	1.70

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 20C Library Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.85	24.49	10.20	3.74	8.84	1.70	100.00	75.85	24.49	10.20	3.74	8.84	1.70
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	68.75	37.50	6.25	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								75.85	24.49	10.20	3.74	8.84	1.70

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 20D Library Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.85	24.49	10.20	3.74	8.84	1.70	100.00	75.85	24.49	10.20	3.74	8.84	1.70
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								75.85	24.49	10.20	3.74	8.84	1.70

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 24A Dent Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.84	19.66	4.16	4.88	10.32	0.30	100.00	21.84	19.66	4.16	4.88	10.32	0.30
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	23.53	41.18	5.88	0.00	35.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								21.84	19.66	4.16	4.88	10.32	0.30

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 24B Dent Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.84	19.66	4.16	4.88	10.32	0.30	94.11	20.55	18.50	3.92	4.59	9.71	0.28
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	33.33	33.33	0.00	11.11	22.22	0.00	5.89	1.96	1.96	0.00	0.65	1.31	0.00
Source of Data: Feeder Job Groups: Dent Asst Professors (24C)													
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	100.00	-	-	-	-	-	-
Job Group Final Availabilities (%)								22.52	20.46	3.92	5.25	11.02	0.28

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 24C Dent Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.84	19.66	4.16	4.88	10.32	0.30	88.89	19.41	17.47	3.70	4.34	9.17	0.27
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	26.51	39.76	6.02	8.43	24.10	0.00	11.11	2.94	4.42	0.67	0.94	2.68	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								22.36	21.89	4.37	5.27	11.85	0.27

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 24D Dent Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.84	19.66	4.16	4.88	10.32	0.30	100.00	21.84	19.66	4.16	4.88	10.32	0.30
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								21.84	19.66	4.16	4.88	10.32	0.30

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 25A AHS Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.14	17.10	5.60	3.45	7.74	0.31	100.00	60.14	17.10	5.60	3.45	7.74	0.31
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	45.45	18.18	0.00	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								60.14	17.10	5.60	3.45	7.74	0.31

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 25B AHS Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.14	17.10	5.60	3.45	7.74	0.31	81.82	49.21	13.99	4.59	2.82	6.33	0.25
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	16.67	0.00	16.67	0.00	0.00	18.18	9.09	3.03	0.00	3.03	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								58.30	17.02	4.59	5.85	6.33	0.25

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 25C AHS Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.14	17.10	5.60	3.45	7.74	0.31	100.00	60.14	17.10	5.60	3.45	7.74	0.31
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	63.83	19.15	2.13	2.13	14.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								60.14	17.10	5.60	3.45	7.74	0.31

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 25D AHS Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.14	17.10	5.60	3.45	7.74	0.31	100.00	60.14	17.10	5.60	3.45	7.74	0.31
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								60.14	17.10	5.60	3.45	7.74	0.31

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 26A COM--Basic Chgo Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.55	21.68	4.57	4.05	12.96	0.10	96.66	30.49	20.95	4.42	3.92	12.52	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	18.42	34.21	0.00	7.89	26.32	0.00	2.22	0.41	0.76	0.00	0.18	0.58	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	15.20	11.73	1.91	2.74	7.01	0.07	1.12	0.17	0.13	0.02	0.03	0.08	0.00
							100.00						
Job Group Final Availabilities (%)								31.07	21.84	4.44	4.12	13.19	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 26B COM--Basic Chgo Assoc Profs

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.55	21.68	4.57	4.05	12.96	0.10	88.16	27.81	19.11	4.03	3.57	11.42	0.08
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	37.50	25.00	0.00	6.25	18.75	0.00	7.89	2.96	1.97	0.00	0.49	1.48	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	27.49	17.11	3.52	3.53	10.02	0.05	3.95	1.09	0.68	0.14	0.14	0.40	0.00
							100.00						
Job Group Final Availabilities (%)								31.86	21.76	4.17	4.20	13.30	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 26C COM--Basic Chgo Asst Professor

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.55	21.68	4.57	4.05	12.96	0.10	90.63	28.59	19.64	4.14	3.67	11.74	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	34.97	54.55	1.40	3.50	47.55	0.00	6.25	2.19	3.41	0.09	0.22	2.97	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	37.86	27.94	6.17	5.04	16.60	0.11	3.12	1.18	0.87	0.19	0.16	0.52	0.00
							100.00						
Job Group Final Availabilities (%)								31.96	23.93	4.42	4.05	15.23	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 26D COM--Basic Chgo Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.55	21.68	4.57	4.05	12.96	0.10	97.20	30.66	21.07	4.44	3.94	12.59	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	48.11	27.87	6.19	4.24	17.28	0.15	2.80	1.35	0.78	0.17	0.12	0.48	0.00
							100.00						
Job Group Final Availabilities (%)								32.01	21.85	4.62	4.06	13.08	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 27A COM--ALSM Chgo Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.39	22.53	5.05	4.33	13.05	0.10	84.86	27.49	19.12	4.29	3.68	11.07	0.08
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	23.61	22.22	1.39	6.94	13.89	0.00	10.10	2.38	2.24	0.14	0.70	1.40	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	14.29	12.15	2.15	2.92	7.00	0.08	5.04	0.72	0.61	0.11	0.15	0.35	0.00
							100.00						
Job Group Final Availabilities (%)								30.60	21.98	4.53	4.53	12.83	0.08

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 27B COM--ALSM Chgo Assoc Professor

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.39	22.53	5.05	4.33	13.05	0.10	81.25	26.32	18.31	4.10	3.52	10.60	0.08
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	42.35	45.88	7.06	5.88	32.94	0.00	12.50	5.29	5.74	0.88	0.74	4.12	0.00
	Source of Data: Feeder Job Groups: COM--ALSM Chgo Asst Professors (27C)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	27.30	17.27	3.83	3.71	9.71	0.03	6.25	1.71	1.08	0.24	0.23	0.61	0.00
							100.00						
Job Group Final Availabilities (%)								33.32	25.12	5.23	4.49	15.33	0.08

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 27C COM--ALSM Chgo Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.39	22.53	5.05	4.33	13.05	0.10	87.64	28.39	19.75	4.43	3.80	11.44	0.08
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	44.41	35.88	4.41	3.24	27.06	0.59	8.24	3.66	2.96	0.36	0.27	2.23	0.05
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	38.70	28.82	6.62	5.35	16.74	0.11	4.12	1.59	1.19	0.27	0.22	0.69	0.00
							100.00						
Job Group Final Availabilities (%)								33.64	23.89	5.06	4.29	14.36	0.14

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 27D COM--ALSM Chgo Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.39	22.53	5.05	4.33	13.05	0.10	98.24	31.82	22.13	4.96	4.26	12.82	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	49.63	28.11	6.80	4.48	16.65	0.17	1.76	0.87	0.49	0.12	0.08	0.29	0.00
							100.00						
Job Group Final Availabilities (%)								32.70	22.63	5.08	4.34	13.11	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 28A COM-Peoria Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.87	21.99	5.00	4.35	12.55	0.10	100.00	32.87	21.99	5.00	4.35	12.55	0.10
	Source of Data: Census 2000 Special EEO File												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	14.29	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Groups: COM-Peoria Assoc Professors (28B)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	14.69	11.53	2.14	3.01	6.30	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00
							100.00						
Job Group Final Availabilities (%)								32.87	21.99	5.00	4.35	12.55	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 28B COM-Peoria Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.87	21.99	5.00	4.35	12.55	0.10	100.00	32.87	21.99	5.00	4.35	12.55	0.10
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	12.50	62.50	0.00	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Source of Data: Feeder Job Groups: COM-Peoria Asst Professors (28C)													
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	28.17	16.56	3.87	3.85	8.81	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00
							100.00						
Job Group Final Availabilities (%)								32.87	21.99	5.00	4.35	12.55	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 28C COM-Peoria Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.87	21.99	5.00	4.35	12.55	0.10	81.25	26.71	17.87	4.06	3.53	10.20	0.08
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	29.41	36.76	1.47	2.94	32.35	0.00	12.50	3.68	4.60	0.18	0.37	4.04	0.00
Source of Data: Feeder Job Groups: COM-Peoria Other Professors (28D)													
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	40.52	28.29	6.83	5.52	15.82	0.12	6.25	2.53	1.77	0.43	0.34	0.99	0.01
							100.00						
Job Group Final Availabilities (%)								32.92	24.23	4.67	4.25	15.23	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 28D COM-Peoria Other Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.87	21.99	5.00	4.35	12.55	0.10	98.53	32.39	21.67	4.92	4.28	12.36	0.10
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	52.24	27.20	7.05	4.59	15.44	0.13	1.47	0.77	0.40	0.10	0.07	0.23	0.00
							100.00						
Job Group Final Availabilities (%)								33.16	22.07	5.03	4.35	12.59	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 29A COM-Rockford Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.83	21.92	5.19	4.47	12.16	0.10	25.00	8.46	5.48	1.30	1.12	3.04	0.02
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	12.50	0.00	0.00	12.50	0.00	50.00	0.00	6.25	0.00	0.00	6.25	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	14.85	12.01	1.91	2.92	7.11	0.07	25.00	3.71	3.00	0.48	0.73	1.78	0.02
							100.00						
Job Group Final Availabilities (%)								12.17	14.73	1.77	1.85	11.07	0.04

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 29B COM-Rockford Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.83	21.92	5.19	4.47	12.16	0.10	100.00	33.83	21.92	5.19	4.47	12.16	0.10
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	33.33	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Source of Data: Feeder Job Groups: COM-Rockford Asst Professors (29C)													
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	27.10	17.85	3.66	3.78	10.35	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
							100.00						
Job Group Final Availabilities (%)								33.83	21.92	5.19	4.47	12.16	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 29C COM-Rockford Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.99	21.92	5.19	4.47	12.16	0.10	75.00	25.49	16.44	3.89	3.36	9.12	0.07
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	32.43	40.54	2.70	10.81	27.03	0.00	16.67	5.41	6.76	0.45	1.80	4.51	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	38.43	29.62	6.19	5.49	17.83	0.10	8.33	3.20	2.47	0.52	0.46	1.49	0.01
							100.00						
Job Group Final Availabilities (%)								34.10	25.66	4.86	5.62	15.11	0.08

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 29D COM-Rockford Other Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.83	21.92	5.19	4.47	12.16	0.10	97.29	32.91	21.32	5.05	4.35	11.83	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	48.76	29.63	6.53	4.36	18.64	0.10	2.71	1.32	0.80	0.18	0.12	0.51	0.00
							100.00						
Job Group Final Availabilities (%)								34.24	22.12	5.23	4.47	12.33	0.10

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 30A COM-Urbana Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.28	22.57	4.59	4.32	13.58	0.09	100.00	31.28	22.57	4.59	4.32	13.58	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								31.28	22.57	4.59	4.32	13.58	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 30B COM-Urbana Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.28	22.57	4.59	4.32	13.58	0.09	100.00	31.28	22.57	4.59	4.32	13.58	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	40.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Groups: COM-Urbana Asst Professors (30C)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								31.28	22.57	4.59	4.32	13.58	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 30C COM-Urbana Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.28	22.57	4.59	4.32	13.58	0.09	100.00	31.28	22.57	4.59	4.32	13.58	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	52.63	21.05	5.26	0.00	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								31.28	22.57	4.59	4.32	13.58	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 30D COM-Urbana Other Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.28	22.57	4.59	4.32	13.58	0.09	100.00	31.28	22.57	4.59	4.32	13.58	0.09
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								31.28	22.57	4.59	4.32	13.58	0.09

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 31A Nursing Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	95.59	11.94	5.70	2.01	3.48	0.75	100.00	95.59	11.94	5.70	2.01	3.48	0.75
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	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Groups: Nursing Assoc Professors (31B)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								95.59	11.94	5.70	2.01	3.48	0.75

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 31B Nursing Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	95.59	11.94	5.70	2.01	3.48	0.75	83.33	79.66	9.95	4.75	1.67	2.90	0.62
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	42.86	28.57	0.00	14.29	0.00	16.67	16.67	7.14	4.76	0.00	2.38	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								96.33	17.09	9.51	1.67	5.28	0.62

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 31C Nursing Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	95.59	11.94	5.70	2.01	3.48	0.75	100.00	95.59	11.94	5.70	2.01	3.48	0.75
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	95.70	7.53	2.15	1.08	4.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								95.59	11.94	5.70	2.01	3.48	0.75

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 31D Nursing Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	95.59	11.94	5.70	2.01	3.48	0.75	100.00	95.59	11.94	5.70	2.01	3.48	0.75
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								95.59	11.94	5.70	2.01	3.48	0.75

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 32A Pharmacy Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.65	37.20	5.95	3.35	27.44	0.46	92.84	43.31	34.53	5.52	3.11	25.47	0.42
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	25.00	12.50	6.25	0.00	6.25	0.00	4.77	1.19	0.60	0.30	0.00	0.30	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	17.49	17.72	2.99	2.65	11.74	0.35	2.39	0.42	0.42	0.07	0.06	0.28	0.01
							100.00						
Job Group Final Availabilities (%)								44.92	35.55	5.89	3.18	26.05	0.43

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 32B Pharmacy Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.65	37.20	5.95	3.35	27.44	0.46	95.00	44.31	35.34	5.65	3.19	26.07	0.43
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	33.33	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Source of Data: Feeder Job Groups: Pharmacy Asst Professors (32C)													
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	35.71	18.44	5.66	2.05	10.73	0.00	5.00	1.79	0.92	0.28	0.10	0.54	0.00
							100.00						
Job Group Final Availabilities (%)								46.10	36.26	5.93	3.29	26.60	0.43

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 32C Pharmacy Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.65	37.20	5.95	3.35	27.44	0.46	80.00	37.32	29.76	4.76	2.68	21.95	0.37
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	46.75	59.74	2.60	3.90	50.65	1.30	13.33	6.23	7.96	0.35	0.52	6.75	0.17
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	57.53	26.02	7.21	4.46	14.22	0.13	6.67	3.84	1.74	0.48	0.30	0.95	0.01
							100.00						
Job Group Final Availabilities (%)								47.39	39.46	5.58	3.50	29.65	0.55

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 32D Pharmacy Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.65	37.20	5.95	3.35	27.44	0.46	95.00	44.31	35.34	5.65	3.19	26.07	0.43
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	58.41	12.39	4.42	3.54	4.42	0.00	5.00	2.92	0.62	0.22	0.18	0.22	0.00
							100.00						
Job Group Final Availabilities (%)								47.23	35.95	5.87	3.36	26.29	0.43

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 33A SPH Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.20	21.81	6.67	4.64	10.08	0.42	100.00	49.20	21.81	6.67	4.64	10.08	0.42
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	27.27	9.09	4.55	13.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								49.20	21.81	6.67	4.64	10.08	0.42

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 33B SPH Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.20	21.81	6.67	4.64	10.08	0.42	100.00	49.20	21.81	6.67	4.64	10.08	0.42
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	55.56	33.33	11.11	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								49.20	21.81	6.67	4.64	10.08	0.42

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 33C SPH Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.20	21.81	6.67	4.64	10.08	0.42	100.00	49.20	21.81	6.67	4.64	10.08	0.42
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	38.10	23.81	19.05	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								49.20	21.81	6.67	4.64	10.08	0.42

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 33D SPH Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.20	21.81	6.67	4.64	10.08	0.42	100.00	49.20	21.81	6.67	4.64	10.08	0.42
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								49.20	21.81	6.67	4.64	10.08	0.42

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 34A CUPPA Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.58	23.97	13.34	4.07	5.56	1.00	100.00	42.58	23.97	13.34	4.07	5.56	1.00
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	38.46	30.77	7.69	7.69	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								42.58	23.97	13.34	4.07	5.56	1.00

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 34B CUPPA Assoc Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.58	23.97	13.34	4.07	5.56	1.00	92.31	39.31	22.12	12.31	3.75	5.14	0.92
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	25.00	37.50	0.00	0.00	37.50	0.00	7.69	1.92	2.88	0.00	0.00	2.88	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								41.23	25.01	12.31	3.75	8.02	0.92

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 34C CUPPA Asst Professors

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.58	23.97	13.34	4.07	5.56	1.00	100.00	42.58	23.97	13.34	4.07	5.56	1.00
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	25.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								42.58	23.97	13.34	4.07	5.56	1.00

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 34D CUPPA Other Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.58	23.97	13.34	4.07	5.56	1.00	100.00	42.58	23.97	13.34	4.07	5.56	1.00
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								42.58	23.97	13.34	4.07	5.56	1.00

Availability Analysis

UIC Faculty
07/12/2006

Job Group: 35D External Education Other Facul

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.23	23.32	12.67	5.88	3.88	0.89	100.00	66.23	23.32	12.67	5.88	3.88	0.89
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								66.23	23.32	12.67	5.88	3.88	0.89

