

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 12A LAS Professors</b> <u>Components:</u>	-	138194	68200 49.35%	23634 17.10%	6032 4.36%	6321 4.57%	10568 7.65%	713 0.52%
<b>Job Group: 12B LAS Assoc Professors</b> <u>Components:</u>	-	138194	68200 49.35%	23634 17.10%	6032 4.36%	6321 4.57%	10568 7.65%	713 0.52%
<b>Job Group: 12C LAS Asst Professors</b> <u>Components:</u>	-	138194	68200 49.35%	23634 17.10%	6032 4.36%	6321 4.57%	10568 7.65%	713 0.52%
<b>Job Group: 12D LAS Other Faculty</b> <u>Components:</u>	-	138194	68200 49.35%	23634 17.10%	6032 4.36%	6321 4.57%	10568 7.65%	713 0.52%
<b>Job Group: 13A Business Professors</b> <u>Components:</u>	-	12136	4180 34.44%	2470 20.35%	687 5.66%	397 3.27%	1331 10.97%	55 0.45%
<b>Job Group: 13B Business Assoc Professors</b> <u>Components:</u>	-	12136	4180 34.44%	2470 20.35%	687 5.66%	397 3.27%	1331 10.97%	55 0.45%
<b>Job Group: 13C Business Asst Professors</b> <u>Components:</u>	-	12136	4180 34.44%	2470 20.35%	687 5.66%	397 3.27%	1331 10.97%	55 0.45%

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 13D Business Other Faculty</b> <u>Components:</u>	-	12136	4180 34.44%	2470 20.35%	687 5.66%	397 3.27%	1331 10.97%	55 0.45%
<b>Job Group: 15A Education Professors</b> <u>Components:</u>	-	56965	37088 65.11%	11670 20.49%	6727 11.81%	2814 4.94%	1644 2.89%	485 0.85%
<b>Job Group: 15B Education Assoc Professors</b> <u>Components:</u>	-	56965	37088 65.11%	11670 20.49%	6727 11.81%	2814 4.94%	1644 2.89%	485 0.85%
<b>Job Group: 15C Education Asst Professors</b> <u>Components:</u>	-	56965	37088 65.11%	11670 20.49%	6727 11.81%	2814 4.94%	1644 2.89%	485 0.85%
<b>Job Group: 15D Education Other Faculty</b> <u>Components:</u>	-	56965	37088 65.11%	11670 20.49%	6727 11.81%	2814 4.94%	1644 2.89%	485 0.85%
<b>Job Group: 16A Engineering Professors</b> <u>Components:</u>	-	24315	4322 17.78%	6739 27.72%	781 3.21%	795 3.27%	5072 20.86%	91 0.37%
<b>Job Group: 16B Engineering Assoc Professors</b> <u>Components:</u>	-	24315	4322 17.78%	6739 27.72%	781 3.21%	795 3.27%	5072 20.86%	91 0.37%

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 16C Engineering Asst Professors</b> <u>Components:</u>	-	24315	4322 17.78%	6739 27.72%	781 3.21%	795 3.27%	5072 20.86%	91 0.37%
<b>Job Group: 16D Engineering Other Faculty</b> <u>Components:</u>	-	24315	4322 17.78%	6739 27.72%	781 3.21%	795 3.27%	5072 20.86%	91 0.37%
<b>Job Group: 17A A and A Professors</b> <u>Components:</u>	-	3013	1969 65.35%	325 10.79%	82 2.72%	96 3.19%	135 4.48%	12 0.40%
<b>Job Group: 17B A and A Assoc Professors</b> <u>Components:</u>	-	3013	1969 65.35%	325 10.79%	82 2.72%	96 3.19%	135 4.48%	12 0.40%
<b>Job Group: 17C A and A Asst Professors</b> <u>Components:</u>	-	3013	1969 65.35%	325 10.79%	82 2.72%	96 3.19%	135 4.48%	12 0.40%
<b>Job Group: 17D A and A Other Faculty</b> <u>Components:</u>	-	3013	1969 65.35%	325 10.79%	82 2.72%	96 3.19%	135 4.48%	12 0.40%
<b>Job Group: 19A JACSW/Social Work Professo</b> <u>Components:</u>	-	2243	1619 72.18%	497 22.16%	266 11.86%	102 4.55%	109 4.86%	20 0.89%

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UIC Faculty  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 19B JACSW/Social Work Assoc Pr</b> <u>Components:</u>	-	2243	1619 72.18%	497 22.16%	266 11.86%	102 4.55%	109 4.86%	20 0.89%
<b>Job Group: 19C JACSW/Social Work Asst Prof</b> <u>Components:</u>	-	2243	1619 72.18%	497 22.16%	266 11.86%	102 4.55%	109 4.86%	20 0.89%
<b>Job Group: 19D JACSW/Social Work Other Fac</b> <u>Components:</u>	-	2243	1619 72.18%	497 22.16%	266 11.86%	102 4.55%	109 4.86%	20 0.89%
<b>Job Group: 20A Library Professors</b> <u>Components:</u>	-	294	223 75.85%	72 24.49%	30 10.20%	11 3.74%	26 8.84%	5 1.70%
<b>Job Group: 20B Library Assoc Professors</b> <u>Components:</u>	-	294	223 75.85%	72 24.49%	30 10.20%	11 3.74%	26 8.84%	5 1.70%
<b>Job Group: 20C Library Asst Professors</b> <u>Components:</u>	-	294	223 75.85%	72 24.49%	30 10.20%	11 3.74%	26 8.84%	5 1.70%
<b>Job Group: 20D Library Other Faculty</b> <u>Components:</u>	-	294	223 75.85%	72 24.49%	30 10.20%	11 3.74%	26 8.84%	5 1.70%

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## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 24A Dent Professors</b> <u>Components:</u>	-	9345	2041 21.84%	1837 19.66%	389 4.16%	456 4.88%	964 10.32%	28 0.30%
<b>Job Group: 24B Dent Assoc Professors</b> <u>Components:</u>	-	9345	2041 21.84%	1837 19.66%	389 4.16%	456 4.88%	964 10.32%	28 0.30%
<b>Job Group: 24C Dent Asst Professors</b> <u>Components:</u>	-	9345	2041 21.84%	1837 19.66%	389 4.16%	456 4.88%	964 10.32%	28 0.30%
<b>Job Group: 24D Dent Other Faculty</b> <u>Components:</u>	-	9345	2041 21.84%	1837 19.66%	389 4.16%	456 4.88%	964 10.32%	28 0.30%
<b>Job Group: 25A AHS Professors</b> <u>Components:</u>	-	5567	3348 60.14%	952 17.10%	312 5.60%	192 3.45%	431 7.74%	17 0.31%
<b>Job Group: 25B AHS Assoc Professors</b> <u>Components:</u>	-	5567	3348 60.14%	952 17.10%	312 5.60%	192 3.45%	431 7.74%	17 0.31%
<b>Job Group: 25C AHS Asst Professors</b> <u>Components:</u>	-	5567	3348 60.14%	952 17.10%	312 5.60%	192 3.45%	431 7.74%	17 0.31%

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## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 25D AHS Other Faculty</b> <u>Components:</u>	-	5567	3348 60.14%	952 17.10%	312 5.60%	192 3.45%	431 7.74%	17 0.31%
<b>Job Group: 26A COM--Basic Chgo Professors</b> <u>Components:</u>	-	113791	35897 31.55%	24665 21.68%	5203 4.57%	4609 4.05%	14744 12.96%	109 0.10%
<b>Job Group: 26B COM--Basic Chgo Assoc Prof</b> <u>Components:</u>	-	113791	35897 31.55%	24665 21.68%	5203 4.57%	4609 4.05%	14744 12.96%	109 0.10%
<b>Job Group: 26C COM--Basic Chgo Asst Profes</b> <u>Components:</u>	-	113791	35897 31.55%	24665 21.68%	5203 4.57%	4609 4.05%	14744 12.96%	109 0.10%
<b>Job Group: 26D COM--Basic Chgo Other Facul</b> <u>Components:</u>	-	113791	35897 31.55%	24665 21.68%	5203 4.57%	4609 4.05%	14744 12.96%	109 0.10%
<b>Job Group: 27A COM--ALSM Chgo Professors</b> <u>Components:</u>	-	77395	25072 32.39%	17437 22.53%	3909 5.05%	3355 4.33%	10099 13.05%	74 0.10%
<b>Job Group: 27B COM--ALSM Chgo Assoc Prof</b> <u>Components:</u>	-	77395	25072 32.39%	17437 22.53%	3909 5.05%	3355 4.33%	10099 13.05%	74 0.10%

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UIC Faculty  
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 27C COM--ALSM Chgo Asst Profes</b> <u>Components:</u>	-	77395	25072 32.39%	17437 22.53%	3909 5.05%	3355 4.33%	10099 13.05%	74 0.10%
<b>Job Group: 27D COM--ALSM Chgo Other Facul</b> <u>Components:</u>	-	77395	25072 32.39%	17437 22.53%	3909 5.05%	3355 4.33%	10099 13.05%	74 0.10%
<b>Job Group: 28A COM-Peoria Professors</b> <u>Components:</u>	-	79679	26191 32.87%	17522 21.99%	3980 5.00%	3465 4.35%	9998 12.55%	79 0.10%
<b>Job Group: 28B COM-Peoria Assoc Professors</b> <u>Components:</u>	-	79679	26191 32.87%	17522 21.99%	3980 5.00%	3465 4.35%	9998 12.55%	79 0.10%
<b>Job Group: 28C COM-Peoria Asst Professors</b> <u>Components:</u>	-	79679	26191 32.87%	17522 21.99%	3980 5.00%	3465 4.35%	9998 12.55%	79 0.10%
<b>Job Group: 28D COM-Peoria Other Professors</b> <u>Components:</u>	-	79679	26191 32.87%	17522 21.99%	3980 5.00%	3465 4.35%	9998 12.55%	79 0.10%
<b>Job Group: 29A COM-Rockford Professors</b> <u>Components:</u>	-	69298	23444 33.83%	15187 21.92%	3596 5.19%	3101 4.47%	8424 12.16%	66 0.10%

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## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 29B COM-Rockford Assoc Profess</b> <u>Components:</u>	-	69298	23444 33.83%	15187 21.92%	3596 5.19%	3101 4.47%	8424 12.16%	66 0.10%
<b>Job Group: 29C COM-Rockford Asst Professor</b> <u>Components:</u>	-	69298	23554 33.99%	15187 21.92%	3596 5.19%	3101 4.47%	8424 12.16%	66 0.10%
<b>Job Group: 29D COM-Rockford Other Professo</b> <u>Components:</u>	-	69298	23444 33.83%	15187 21.92%	3596 5.19%	3101 4.47%	8424 12.16%	66 0.10%
<b>Job Group: 30A COM-Urbana Professors</b> <u>Components:</u>	-	67948	21256 31.28%	15335 22.57%	3118 4.59%	2935 4.32%	9224 13.58%	58 0.09%
<b>Job Group: 30B COM-Urbana Assoc Professor</b> <u>Components:</u>	-	67948	21256 31.28%	15335 22.57%	3118 4.59%	2935 4.32%	9224 13.58%	58 0.09%
<b>Job Group: 30C COM-Urbana Asst Professors</b> <u>Components:</u>	-	67948	21256 31.28%	15335 22.57%	3118 4.59%	2935 4.32%	9224 13.58%	58 0.09%
<b>Job Group: 30D COM-Urbana Other Professors</b> <u>Components:</u>	-	67948	21256 31.28%	15335 22.57%	3118 4.59%	2935 4.32%	9224 13.58%	58 0.09%

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 31A Nursing Professors</b> <u>Components:</u>	-	3334	3187 95.59%	398 11.94%	190 5.70%	67 2.01%	116 3.48%	25 0.75%
<b>Job Group: 31B Nursing Assoc Professors</b> <u>Components:</u>	-	3334	3187 95.59%	398 11.94%	190 5.70%	67 2.01%	116 3.48%	25 0.75%
<b>Job Group: 31C Nursing Asst Professors</b> <u>Components:</u>	-	3334	3187 95.59%	398 11.94%	190 5.70%	67 2.01%	116 3.48%	25 0.75%
<b>Job Group: 31D Nursing Other Faculty</b> <u>Components:</u>	-	3334	3187 95.59%	398 11.94%	190 5.70%	67 2.01%	116 3.48%	25 0.75%
<b>Job Group: 32A Pharmacy Professors</b> <u>Components:</u>	-	656	306 46.65%	244 37.20%	39 5.95%	22 3.35%	180 27.44%	3 0.46%
<b>Job Group: 32B Pharmacy Assoc Professors</b> <u>Components:</u>	-	656	306 46.65%	244 37.20%	39 5.95%	22 3.35%	180 27.44%	3 0.46%
<b>Job Group: 32C Pharmacy Asst Professors</b> <u>Components:</u>	-	656	306 46.65%	244 37.20%	39 5.95%	22 3.35%	180 27.44%	3 0.46%

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## Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 32D Pharmacy Other Faculty</b> <u>Components:</u>	-	656	306 46.65%	244 37.20%	39 5.95%	22 3.35%	180 27.44%	3 0.46%
<b>Job Group: 33A SPH Professors</b> <u>Components:</u>	-	10434	5134 49.20%	2276 21.81%	696 6.67%	484 4.64%	1052 10.08%	44 0.42%
<b>Job Group: 33B SPH Assoc Professors</b> <u>Components:</u>	-	10434	5134 49.20%	2276 21.81%	696 6.67%	484 4.64%	1052 10.08%	44 0.42%
<b>Job Group: 33C SPH Asst Professors</b> <u>Components:</u>	-	10434	5134 49.20%	2276 21.81%	696 6.67%	484 4.64%	1052 10.08%	44 0.42%
<b>Job Group: 33D SPH Other Faculty</b> <u>Components:</u>	-	10434	5134 49.20%	2276 21.81%	696 6.67%	484 4.64%	1052 10.08%	44 0.42%
<b>Job Group: 34A CUPPA Professors</b> <u>Components:</u>	-	1402	597 42.58%	336 23.97%	187 13.34%	57 4.07%	78 5.56%	14 1.00%
<b>Job Group: 34B CUPPA Assoc Professors</b> <u>Components:</u>	-	1402	597 42.58%	336 23.97%	187 13.34%	57 4.07%	78 5.56%	14 1.00%

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UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 34C CUPPA Asst Professors</b> <u>Components:</u>	-	1402	597 42.58%	336 23.97%	187 13.34%	57 4.07%	78 5.56%	14 1.00%
<b>Job Group: 34D CUPPA Other Faculty</b> <u>Components:</u>	-	1402	597 42.58%	336 23.97%	187 13.34%	57 4.07%	78 5.56%	14 1.00%
<b>Job Group: 35D External Education Other Facu</b> <u>Components:</u>	-	4507	2985 66.23%	1051 23.32%	571 12.67%	265 5.88%	175 3.88%	40 0.89%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 12A LAS Professors</b>								
<u>Feeders:</u>								
Job Group: 12B LAS Assoc Professors	-	130	51 39.23%	21 16.15%	8 6.15%	9 6.92%	4 3.08%	0 0.00%
<b>Job Group: 12B LAS Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 12C LAS Asst Professors	-	44	26 59.09%	16 36.36%	3 6.82%	6 13.64%	7 15.91%	0 0.00%
<b>Job Group: 12C LAS Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 12D LAS Other Faculty	-	220	93 42.27%	60 27.27%	5 2.27%	17 7.73%	35 15.91%	2 0.91%
<b>Job Group: 13A Business Professors</b>								
<u>Feeders:</u>								
Job Group: 13B Business Assoc Professors	-	20	1 5.00%	9 45.00%	0 0.00%	1 5.00%	8 40.00%	0 0.00%
<b>Job Group: 13B Business Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 13C Business Asst Professors	-	22	12 54.55%	13 59.09%	2 9.09%	2 9.09%	9 40.91%	0 0.00%
<b>Job Group: 13C Business Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 13D Business Other Faculty	-	28	6 21.43%	5 17.86%	1 3.57%	1 3.57%	3 10.71%	0 0.00%
<b>Job Group: 15A Education Professors</b>								
<u>Feeders:</u>								
Job Group: 15B Education Assoc Professors	-	18	10 55.56%	7 38.89%	1 5.56%	5 27.78%	1 5.56%	0 0.00%

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## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 15B Education Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 15C Education Asst Professors	-	10	7 70.00%	4 40.00%	3 30.00%	0 0.00%	1 10.00%	0 0.00%
<b>Job Group: 15C Education Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 15D Education Other Faculty	-	26	19 73.08%	11 42.31%	5 19.23%	5 19.23%	1 3.85%	0 0.00%
<b>Job Group: 16A Engineering Professors</b>								
<u>Feeders:</u>								
Job Group: 16B Engineering Assoc Professors	-	36	2 5.56%	15 41.67%	0 0.00%	1 2.78%	14 38.89%	0 0.00%
<b>Job Group: 16B Engineering Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 16C Engineering Asst Professors	-	27	8 29.63%	13 48.15%	0 0.00%	1 3.70%	12 44.44%	0 0.00%
<b>Job Group: 16C Engineering Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 16D Engineering Other Faculty	-	27	3 11.11%	9 33.33%	0 0.00%	1 3.70%	8 29.63%	0 0.00%
<b>Job Group: 17A A and A Professors</b>								
<u>Feeders:</u>								
Job Group: 17B A and A Assoc Professors	-	20	6 30.00%	3 15.00%	2 10.00%	1 5.00%	0 0.00%	0 0.00%
<b>Job Group: 17B A and A Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 17C A and A Asst Professors	-	20	14 70.00%	6 30.00%	4 20.00%	2 10.00%	0 0.00%	0 0.00%

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UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 17C A and A Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 17D A and A Other Faculty	-	22	9 40.91%	2 9.09%	0 0.00%	0 0.00%	2 9.09%	0 0.00%
<b>Job Group: 19A JACSW/Social Work Professors</b>								
<u>Feeders:</u>								
Job Group: 19B JACSW/Social Work Assoc Profes	-	9	3 33.33%	2 22.22%	0 0.00%	1 11.11%	1 11.11%	0 0.00%
<b>Job Group: 19B JACSW/Social Work Assoc Pr</b>								
<u>Feeders:</u>								
Job Group: 19C JACSW/Social Work Asst Profess	-	6	6 100.00%	1 16.67%	1 16.67%	0 0.00%	0 0.00%	0 0.00%
<b>Job Group: 19C JACSW/Social Work Asst Prof</b>								
<u>Feeders:</u>								
Job Group: 19D JACSW/Social Work Other Facult	-	8	6 75.00%	3 37.50%	3 37.50%	0 0.00%	0 0.00%	0 0.00%
<b>Job Group: 20A Library Professors</b>								
<u>Feeders:</u>								
Job Group: 20B Library Assoc Professors	-	11	5 45.45%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
<b>Job Group: 20B Library Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 20C Library Asst Professors	-	20	16 80.00%	3 15.00%	1 5.00%	0 0.00%	2 10.00%	0 0.00%
<b>Job Group: 20C Library Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 20D Library Other Faculty	-	16	11 68.75%	6 37.50%	1 6.25%	0 0.00%	4 25.00%	0 0.00%

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07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 24A Dent Professors</b>								
<u>Feeders:</u>								
Job Group: 24B Dent Assoc Professors	-	17	4 23.53%	7 41.18%	1 5.88%	0 0.00%	6 35.29%	0 0.00%
<b>Job Group: 24B Dent Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 24C Dent Asst Professors	-	9	3 33.33%	3 33.33%	0 0.00%	1 11.11%	2 22.22%	0 0.00%
<b>Job Group: 24C Dent Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 24D Dent Other Faculty	-	83	22 26.51%	33 39.76%	5 6.02%	7 8.43%	20 24.10%	0 0.00%
<b>Job Group: 25A AHS Professors</b>								
<u>Feeders:</u>								
Job Group: 25B AHS Assoc Professors	-	11	5 45.45%	2 18.18%	0 0.00%	1 9.09%	1 9.09%	0 0.00%
<b>Job Group: 25B AHS Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 25C AHS Asst Professors	-	6	3 50.00%	1 16.67%	0 0.00%	1 16.67%	0 0.00%	0 0.00%
<b>Job Group: 25C AHS Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 25D AHS Other Faculty	-	47	30 63.83%	9 19.15%	1 2.13%	1 2.13%	7 14.89%	0 0.00%
<b>Job Group: 26A COM--Basic Chgo Professors</b>								
<u>Feeders:</u>								
Job Group: 26B COM--Basic Chgo Assoc Profs	-	38	7 18.42%	13 34.21%	0 0.00%	3 7.89%	10 26.32%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 26B COM--Basic Chgo Assoc Prof</b>								
<u>Feeders:</u>								
Job Group: 26C COM--Basic Chgo Asst Professor	-	16	6 37.50%	4 25.00%	0 0.00%	1 6.25%	3 18.75%	0 0.00%
<b>Job Group: 26C COM--Basic Chgo Asst Profes</b>								
<u>Feeders:</u>								
Job Group: 26D COM--Basic Chgo Other Faculty	-	143	50 34.97%	78 54.55%	2 1.40%	5 3.50%	68 47.55%	0 0.00%
<b>Job Group: 27A COM--ALSM Chgo Professors</b>								
<u>Feeders:</u>								
Job Group: 27B COM--ALSM Chgo Assoc Professor	-	72	17 23.61%	16 22.22%	1 1.39%	5 6.94%	10 13.89%	0 0.00%
<b>Job Group: 27B COM--ALSM Chgo Assoc Prof</b>								
<u>Feeders:</u>								
Job Group: 27C COM--ALSM Chgo Asst Professors	-	85	36 42.35%	39 45.88%	6 7.06%	5 5.88%	28 32.94%	0 0.00%
<b>Job Group: 27C COM--ALSM Chgo Asst Profes</b>								
<u>Feeders:</u>								
Job Group: 27D COM--ALSM Chgo Other Faculty	-	340	151 44.41%	122 35.88%	15 4.41%	11 3.24%	92 27.06%	2 0.59%
<b>Job Group: 28A COM-Peoria Professors</b>								
<u>Feeders:</u>								
Job Group: 28B COM-Peoria Assoc Professors	-	7	1 14.29%	1 14.29%	0 0.00%	1 14.29%	0 0.00%	0 0.00%
<b>Job Group: 28B COM-Peoria Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 28C COM-Peoria Asst Professors	-	8	1 12.50%	5 62.50%	0 0.00%	0 0.00%	5 62.50%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 28C COM-Peoria Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 28D COM-Peoria Other Professors	-	68	20 29.41%	25 36.76%	1 1.47%	2 2.94%	22 32.35%	0 0.00%
<b>Job Group: 29A COM-Rockford Professors</b>								
<u>Feeders:</u>								
Job Group: 29B COM-Rockford Assoc Professors	-	8	0 0.00%	1 12.50%	0 0.00%	0 0.00%	1 12.50%	0 0.00%
<b>Job Group: 29B COM-Rockford Assoc Profess</b>								
<u>Feeders:</u>								
Job Group: 29C COM-Rockford Asst Professors	-	6	2 33.33%	3 50.00%	0 0.00%	0 0.00%	3 50.00%	0 0.00%
<b>Job Group: 29C COM-Rockford Asst Professor</b>								
<u>Feeders:</u>								
Job Group: 29D COM-Rockford Other Professors	-	37	12 32.43%	15 40.54%	1 2.70%	4 10.81%	10 27.03%	0 0.00%
<b>Job Group: 30A COM-Urbana Professors</b>								
<u>Feeders:</u>								
Job Group: 30B COM-Urbana Assoc Professors	-	7	2 28.57%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
<b>Job Group: 30B COM-Urbana Assoc Professor</b>								
<u>Feeders:</u>								
Job Group: 30C COM-Urbana Asst Professors	-	5	2 40.00%	1 20.00%	0 0.00%	0 0.00%	1 20.00%	0 0.00%
<b>Job Group: 30C COM-Urbana Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 30D COM-Urbana Other Professors	-	19	10 52.63%	4 21.05%	1 5.26%	0 0.00%	3 15.79%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 31A Nursing Professors</b>								
<u>Feeders:</u>								
Job Group: 31B Nursing Assoc Professors	-	12	12 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
<b>Job Group: 31B Nursing Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 31C Nursing Asst Professors	-	7	7 100.00%	3 42.86%	2 28.57%	0 0.00%	1 14.29%	0 0.00%
<b>Job Group: 31C Nursing Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 31D Nursing Other Faculty	-	93	89 95.70%	7 7.53%	2 2.15%	1 1.08%	4 4.30%	0 0.00%
<b>Job Group: 32A Pharmacy Professors</b>								
<u>Feeders:</u>								
Job Group: 32B Pharmacy Assoc Professors	-	16	4 25.00%	2 12.50%	1 6.25%	0 0.00%	1 6.25%	0 0.00%
<b>Job Group: 32B Pharmacy Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 32C Pharmacy Asst Professors	-	15	5 33.33%	3 20.00%	0 0.00%	0 0.00%	3 20.00%	0 0.00%
<b>Job Group: 32C Pharmacy Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 32D Pharmacy Other Faculty	-	77	36 46.75%	46 59.74%	2 2.60%	3 3.90%	39 50.65%	1 1.30%
<b>Job Group: 33A SPH Professors</b>								
<u>Feeders:</u>								
Job Group: 33B SPH Assoc Professors	-	22	11 50.00%	6 27.27%	2 9.09%	1 4.55%	3 13.64%	0 0.00%

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 33B SPH Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 33C SPH Asst Professors	-	9	5 55.56%	3 33.33%	1 11.11%	0 0.00%	2 22.22%	0 0.00%
<b>Job Group: 33C SPH Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 33D SPH Other Faculty	-	21	8 38.10%	5 23.81%	4 19.05%	0 0.00%	1 4.76%	0 0.00%
<b>Job Group: 34A CUPPA Professors</b>								
<u>Feeders:</u>								
Job Group: 34B CUPPA Assoc Professors	-	13	5 38.46%	4 30.77%	1 7.69%	1 7.69%	2 15.38%	0 0.00%
<b>Job Group: 34B CUPPA Assoc Professors</b>								
<u>Feeders:</u>								
Job Group: 34C CUPPA Asst Professors	-	8	2 25.00%	3 37.50%	0 0.00%	0 0.00%	3 37.50%	0 0.00%
<b>Job Group: 34C CUPPA Asst Professors</b>								
<u>Feeders:</u>								
Job Group: 34D CUPPA Other Faculty	-	4	1 25.00%	2 50.00%	1 25.00%	0 0.00%	1 25.00%	0 0.00%

# Factor Components

## Factor 3 - Other Recruitment Pools

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 13A Business Professors</b>								
<u>Components:</u>	-	22899	5806 25.35%	4062 17.74%	868 3.79%	401 1.75%	2716 11.86%	77 0.34%
<b>Job Group: 13B Business Assoc Professors</b>								
<u>Components:</u>	-	22899	5806 25.35%	4062 17.74%	868 3.79%	401 1.75%	2716 11.86%	77 0.34%
<b>Job Group: 13C Business Asst Professors</b>								
<u>Components:</u>	-	22899	5806 25.35%	4062 17.74%	868 3.79%	401 1.75%	2716 11.86%	77 0.34%
<b>Job Group: 13D Business Other Faculty</b>								
<u>Components:</u>	-	22899	5806 25.35%	4062 17.74%	868 3.79%	401 1.75%	2716 11.86%	77 0.34%
<b>Job Group: 19A JACSW/Social Work Professo</b>								
<u>Components:</u>	-	2948	1939 65.77%	886 30.05%	503 17.06%	195 6.61%	140 4.75%	48 1.63%
<b>Job Group: 19B JACSW/Social Work Assoc Pr</b>								
<u>Components:</u>	-	2948	1939 65.77%	886 30.05%	503 17.06%	195 6.61%	140 4.75%	48 1.63%
<b>Job Group: 19C JACSW/Social Work Asst Prof</b>								
<u>Components:</u>	-	2948	1939 65.77%	886 30.05%	503 17.06%	195 6.61%	140 4.75%	48 1.63%

# Factor Components

## Factor 3 - Other Recruitment Pools

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
<b>Job Group: 19D JACSW/Social Work Other Fac</b> <u>Components:</u>	-	2948	1939 65.77%	270 9.16%	173 5.87%	65 2.20%	21 0.71%	11 0.37%
<b>Job Group: 26A COM--Basic Chgo Professors</b> <u>Components:</u>	-	27482	4176 15.20%	3223 11.73%	524 1.91%	753 2.74%	1926 7.01%	20 0.07%
<b>Job Group: 26B COM--Basic Chgo Assoc Prof</b> <u>Components:</u>	-	24567	6754 27.49%	4204 17.11%	864 3.52%	866 3.53%	2462 10.02%	12 0.05%
<b>Job Group: 26C COM--Basic Chgo Asst Profes</b> <u>Components:</u>	-	46224	17502 37.86%	12913 27.94%	2854 6.17%	2332 5.04%	7674 16.60%	53 0.11%
<b>Job Group: 26D COM--Basic Chgo Other Facul</b> <u>Components:</u>	-	15518	7465 48.11%	4325 27.87%	961 6.19%	658 4.24%	2682 17.28%	24 0.15%
<b>Job Group: 27A COM--ALSM Chgo Professors</b> <u>Components:</u>	-	17167	2453 14.29%	2085 12.15%	369 2.15%	502 2.92%	1201 7.00%	13 0.08%
<b>Job Group: 27B COM--ALSM Chgo Assoc Prof</b> <u>Components:</u>	-	16679	4554 27.30%	2880 17.27%	638 3.83%	618 3.71%	1619 9.71%	5 0.03%

# Factor Components

## Factor 3 - Other Recruitment Pools

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 27C COM--ALSM Chgo Asst Profes</b> <u>Components:</u>	-	32463	12563 38.70%	9356 28.82%	2148 6.62%	1738 5.35%	5433 16.74%	37 0.11%
<b>Job Group: 27D COM--ALSM Chgo Other Facul</b> <u>Components:</u>	-	11086	5502 49.63%	3116 28.11%	754 6.80%	497 4.48%	1846 16.65%	19 0.17%
<b>Job Group: 28A COM-Peoria Professors</b> <u>Components:</u>	-	15328	2251 14.69%	1768 11.53%	328 2.14%	462 3.01%	965 6.30%	13 0.08%
<b>Job Group: 28B COM-Peoria Assoc Professors</b> <u>Components:</u>	-	14840	4180 28.17%	2458 16.56%	575 3.87%	572 3.85%	1307 8.81%	4 0.03%
<b>Job Group: 28C COM-Peoria Asst Professors</b> <u>Components:</u>	-	29252	11853 40.52%	8274 28.29%	1997 6.83%	1614 5.52%	4627 15.82%	36 0.12%
<b>Job Group: 28D COM-Peoria Other Professors</b> <u>Components:</u>	-	9878	5160 52.24%	2687 27.20%	696 7.05%	453 4.59%	1525 15.44%	13 0.13%
<b>Job Group: 29A COM-Rockford Professors</b> <u>Components:</u>	-	17300	2569 14.85%	2078 12.01%	330 1.91%	506 2.92%	1230 7.11%	12 0.07%

# Factor Components

## Factor 3 - Other Recruitment Pools

UIC Faculty  
07/12/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
<b>Job Group: 29B COM-Rockford Assoc Profess</b> <u>Components:</u>	-	14828	4019 27.10%	2647 17.85%	542 3.66%	561 3.78%	1535 10.35%	9 0.06%
<b>Job Group: 29C COM-Rockford Asst Professo</b> <u>Components:</u>	-	27076	10404 38.43%	8019 29.62%	1675 6.19%	1487 5.49%	4829 17.83%	28 0.10%
<b>Job Group: 29D COM-Rockford Other Professo</b> <u>Components:</u>	-	8744	4264 48.76%	2591 29.63%	571 6.53%	381 4.36%	1630 18.64%	9 0.10%
<b>Job Group: 32A Pharmacy Professors</b> <u>Components:</u>	-	869	152 17.49%	154 17.72%	26 2.99%	23 2.65%	102 11.74%	3 0.35%
<b>Job Group: 32B Pharmacy Assoc Professors</b> <u>Components:</u>	-	1025	366 35.71%	189 18.44%	58 5.66%	21 2.05%	110 10.73%	0 0.00%
<b>Job Group: 32C Pharmacy Asst Professors</b> <u>Components:</u>	-	1568	902 57.53%	408 26.02%	113 7.21%	70 4.46%	223 14.22%	2 0.13%
<b>Job Group: 32D Pharmacy Other Faculty</b> <u>Components:</u>	-	113	66 58.41%	14 12.39%	5 4.42%	4 3.54%	5 4.42%	0 0.00%