

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 12A LAS Professor <u>Components:</u>	-	197721	93442 47.26%	34835 17.62%	7552 3.82%	9466 4.79%	16884 8.54%	933 0.47%
Job Group: 12B LAS Associate Professor <u>Components:</u>	-	197721	93442 47.26%	34835 17.62%	7552 3.82%	9466 4.79%	16884 8.54%	933 0.47%
Job Group: 12C LAS Assistant Professor <u>Components:</u>	-	197721	93442 47.26%	34835 17.62%	7552 3.82%	9466 4.79%	16884 8.54%	933 0.47%
Job Group: 12D LAS Lecturer <u>Components:</u>	-	197721	93442 47.26%	34835 17.62%	7552 3.82%	9466 4.79%	16884 8.54%	933 0.47%
Job Group: 13A Business Professor <u>Components:</u>	-	4446	1505 33.85%	901 20.27%	309 6.95%	134 3.01%	431 9.69%	27 0.61%
Job Group: 13B Business Associate Professor <u>Components:</u>	-	4446	1505 33.85%	901 20.27%	309 6.95%	134 3.01%	431 9.69%	27 0.61%
Job Group: 13C Business Assistant Professor <u>Components:</u>	-	4446	1505 33.85%	901 20.27%	309 6.95%	134 3.01%	431 9.69%	27 0.61%

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UIC Faculty
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 13D Business Professor <u>Components:</u>	-	4446	1505 33.85%	901 20.27%	309 6.95%	134 3.01%	431 9.69%	27 0.61%
Job Group: 15A Education Professor <u>Components:</u>	-	12909	9595 74.33%	2490 19.29%	1226 9.50%	761 5.90%	391 3.03%	112 0.87%
Job Group: 15B Education Associate Professor <u>Components:</u>	-	12909	9595 74.33%	2490 19.29%	1226 9.50%	761 5.90%	391 3.03%	112 0.87%
Job Group: 15D Education Lecturer <u>Components:</u>	-	12909	9595 74.33%	2490 19.29%	1226 9.50%	761 5.90%	391 3.03%	112 0.87%
Job Group: 16A Engineering Professor <u>Components:</u>	-	26530	4873 18.37%	7208 27.17%	878 3.31%	922 3.48%	5307 20.00%	101 0.38%
Job Group: 16B Engineering Associate Profes <u>Components:</u>	-	26530	4873 18.37%	7208 27.17%	878 3.31%	922 3.48%	5307 20.00%	101 0.38%
Job Group: 16C Engineering Assistant Profess <u>Components:</u>	-	26530	4873 18.37%	7208 27.17%	878 3.31%	922 3.48%	5307 20.00%	101 0.38%

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UIC Faculty
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 16D Engineering Professor <u>Components:</u>	-	26530	4873 18.37%	7208 27.17%	878 3.31%	922 3.48%	5307 20.00%	101 0.38%
Job Group: 17A A and A Professor <u>Components:</u>	-	8877	4432 49.93%	1147 12.92%	241 2.71%	285 3.21%	586 6.60%	35 0.39%
Job Group: 17B A and A Associate Professor <u>Components:</u>	-	8877	4432 49.93%	1147 12.92%	241 2.71%	285 3.21%	586 6.60%	35 0.39%
Job Group: 17D A and A Other Faculty <u>Components:</u>	-	8877	4432 49.93%	1147 12.92%	241 2.71%	285 3.21%	586 6.60%	35 0.39%
Job Group: 19A JACSW Professor <u>Components:</u>	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%
Job Group: 19C JACSW Assistant Professor <u>Components:</u>	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%
Job Group: 19D JACSW Associate Professor <u>Components:</u>	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%

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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
Job Group: 20A Library Professor <u>Components:</u>	-	270	214 79.26%	56 20.74%	24 8.89%	8 2.96%	19 7.04%	5 1.85%
Job Group: 20B Library Associate Professor <u>Components:</u>	-	270	214 79.26%	56 20.74%	24 8.89%	8 2.96%	19 7.04%	5 1.85%
Job Group: 20C Library Assistant Professor <u>Components:</u>	-	270	214 79.26%	56 20.74%	24 8.89%	8 2.96%	19 7.04%	5 1.85%
Job Group: 20D Library Assistant Professor <u>Components:</u>	-	270	214 79.26%	56 20.74%	24 8.89%	8 2.96%	19 7.04%	5 1.85%
Job Group: 24A Dental Professor <u>Components:</u>	-	3428	1433 41.80%	808 23.57%	204 5.95%	218 6.36%	373 10.88%	13 0.38%
Job Group: 24B Dental Associate Professor <u>Components:</u>	-	3428	1433 41.80%	808 23.57%	204 5.95%	218 6.36%	373 10.88%	13 0.38%
Job Group: 24D Dental Assistant Professor <u>Components:</u>	-	3428	1433 41.80%	808 23.57%	204 5.95%	218 6.36%	373 10.88%	13 0.38%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 25A Applied Health Sciences Profe <u>Components:</u>	-	2805	2343 83.53%	462 16.47%	161 5.74%	115 4.10%	174 6.20%	12 0.43%
Job Group: 25C Applied Health Sciences Assis <u>Components:</u>	-	2805	2343 83.53%	462 16.47%	161 5.74%	115 4.10%	174 6.20%	12 0.43%
Job Group: 25D Applied Health Sciences Assoc <u>Components:</u>	-	2805	2343 83.53%	462 16.47%	161 5.74%	115 4.10%	174 6.20%	12 0.43%
Job Group: 26A COM-Basic Chicago Professor <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 26B COM-Basic Chicago Associate <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 26D COM-Basic Chicago Assistant I <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 27A COM-ALSM Chicago Professor <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 27D COM-ALSM Chicago Assistant <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 28A COM-Peoria Professor <u>Components:</u>	-	74744	55079 73.69%	19665 26.31%	3146 4.21%	4321 5.78%	11961 16.00%	237 0.32%
Job Group: 28D COM-Peoria Associate Profess <u>Components:</u>	-	74744	55079 73.69%	19665 26.31%	3146 4.21%	4321 5.78%	11961 16.00%	237 0.32%
Job Group: 29A COM-Rockford Professor <u>Components:</u>	-	74751	63729 85.26%	11022 14.74%	2080 2.78%	2589 3.46%	6209 8.31%	144 0.19%
Job Group: 29B COM-Rockford Associate Prof <u>Components:</u>	-	74751	63729 85.26%	11022 14.74%	2080 2.78%	2589 3.46%	6209 8.31%	144 0.19%
Job Group: 29C COM-Rockford Assistant Prof <u>Components:</u>	-	74751	63729 85.26%	11022 14.74%	2080 2.78%	2589 3.46%	6209 8.31%	144 0.19%
Job Group: 29D Rockford Assistant Professor <u>Components:</u>	-	74751	63789 85.34%	11022 14.74%	2080 2.78%	2589 3.46%	6209 8.31%	144 0.19%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 30A COM-Urbana Professor <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 30B COM-Urbana Associate Profes <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 30D COM-Urbana Other Faculty <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7457 6.02%	23242 18.77%	446 0.36%
Job Group: 31A Nursing Professor <u>Components:</u>	-	3596	3184 88.54%	412 11.46%	199 5.53%	67 1.86%	125 3.48%	21 0.58%
Job Group: 31B Nursing Associate Professor <u>Components:</u>	-	3596	3184 88.54%	412 11.46%	199 5.53%	67 1.86%	125 3.48%	21 0.58%
Job Group: 31D Nursing Instructor <u>Components:</u>	-	3596	3184 88.54%	412 11.46%	199 5.53%	67 1.86%	125 3.48%	21 0.58%
Job Group: 32A Pharmacy Professor <u>Components:</u>	-	3525	1809 51.32%	858 24.34%	231 6.55%	133 3.77%	490 13.90%	4 0.11%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 32B COM-ALSM Chicago Associate <u>Components:</u>	-	123851	87008 70.25%	36843 29.75%	5688 4.59%	7467 6.03%	23242 18.77%	446 0.36%
Job Group: 32D Pharmacy Assistant Professor <u>Components:</u>	-	3525	1809 51.32%	858 24.34%	231 6.55%	133 3.77%	490 13.90%	4 0.11%
Job Group: 33A School of Public Health Profes <u>Components:</u>	-	6820	4811 70.54%	1740 25.51%	567 8.31%	314 4.60%	833 12.21%	26 0.38%
Job Group: 33B School of Public Health Associ <u>Components:</u>	-	6820	4811 70.54%	1740 25.51%	567 8.31%	314 4.60%	833 12.21%	26 0.38%
Job Group: 33C School of Public Health Assist <u>Components:</u>	-	6820	4811 70.54%	1740 25.51%	567 8.31%	314 4.60%	833 12.21%	26 0.38%
Job Group: 33D School of Public Health Assist <u>Components:</u>	-	6820	4811 70.54%	1740 25.51%	567 8.31%	314 4.60%	833 12.21%	26 0.38%
Job Group: 34A CUPPA Professor <u>Components:</u>	-	998	487 48.80%	189 18.94%	95 9.52%	24 2.40%	62 6.21%	8 0.80%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 34B CUPPA Associate Professor <u>Components:</u>	-	998	487 48.80%	189 18.94%	95 9.52%	24 2.40%	62 6.21%	8 0.80%
Job Group: 34C CUPPA Assistant Professor <u>Components:</u>	-	998	487 48.80%	189 18.94%	95 9.52%	24 2.40%	62 6.21%	8 0.80%
Job Group: 34D CUPPA Lecturer <u>Components:</u>	-	998	487 48.80%	189 18.94%	95 9.52%	24 2.40%	62 6.21%	8 0.80%
Job Group: 35D External Education Lecturer <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
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 12A LAS Professor								
<u>Feeders:</u>								
Job Group: 12B LAS Associate Professor	-	132	50 37.88%	28 21.21%	6 4.55%	13 9.85%	0 0.00%	9 6.82%
Job Group: 12B LAS Associate Professor								
<u>Feeders:</u>								
Job Group: 12C LAS Assistant Professor	-	94	45 47.87%	34 36.17%	17 18.09%	10 10.64%	1 1.06%	3 3.19%
Job Group: 12C LAS Assistant Professor								
<u>Feeders:</u>								
Job Title: LAS Other Faculty (12D)	-	32	14 43.75%	17 53.13%	14 43.75%	3 9.38%	0 0.00%	0 0.00%
Job Group: 12D LAS Lecturer								
<u>Feeders:</u>								
Job Title: LAS Lecturer (12D)	-	128	58 45.31%	24 18.75%	9 7.03%	12 9.38%	1 0.78%	2 1.56%
Job Group: 13A Business Professor								
<u>Feeders:</u>								
Job Title: Business Associate Professor (13B)	-	26	5 19.23%	11 42.31%	9 34.62%	1 3.85%	0 0.00%	1 3.85%
Job Group: 13B Business Associate Professor								
<u>Feeders:</u>								
Job Title: Business Assistant Professor (13C)	-	23	11 47.83%	10 43.48%	8 34.78%	0 0.00%	0 0.00%	2 8.70%
Job Group: 15A Education Professor								
<u>Feeders:</u>								
Job Title: Education Associate Professor (15B)	-	23	15 65.22%	8 34.78%	2 8.70%	5 21.74%	0 0.00%	1 4.35%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 15B Education Associate Professor								
<u>Feeders:</u>								
Job Title: Education Assistant Professor (15D)	-	16	9 56.25%	6 37.50%	1 6.25%	0 0.00%	0 0.00%	5 31.25%
Job Group: 15D Education Lecturer								
<u>Feeders:</u>								
Job Title: Education Other Faculty (15D)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Group: 16A Engineering Professor								
<u>Feeders:</u>								
Job Title: Engineering Associate Professor (16B)	-	39	3 7.69%	14 35.90%	13 33.33%	1 2.56%	0 0.00%	0 0.00%
Job Group: 16B Engineering Associate Profes								
<u>Feeders:</u>								
Job Title: Engineering Assistant Professor (16C)	-	27	11 40.74%	12 44.44%	11 40.74%	1 3.70%	0 0.00%	0 0.00%
Job Group: 16C Engineering Assistant Profess								
<u>Feeders:</u>								
Job Title: Engineering Other Faculty (16D)	-	10	1 10.00%	8 80.00%	8 80.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 17A A and A Professor								
<u>Feeders:</u>								
Job Title: A and A Associate Professor (17B)	-	25	8 32.00%	7 28.00%	0 0.00%	2 8.00%	0 0.00%	5 20.00%
Job Group: 17B A and A Associate Professor								
<u>Feeders:</u>								
Job Title: A and A Assistant Professor (17D)	-	26	20 76.92%	4 15.38%	1 3.85%	2 7.69%	0 0.00%	1 3.85%

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UIC Faculty
05/29/2007

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 17D A and A Other Faculty								
<u>Feeders:</u>								
Job Title: A and A Other Faculty (17D)	-	6	1 16.67%	1 16.67%	1 16.67%	0 0.00%	0 0.00%	0 0.00%
Job Group: 19A JACSW Professor								
<u>Feeders:</u>								
Job Title: JACSW Associate Professor (19D)	-	12	5 41.67%	3 25.00%	1 8.33%	1 8.33%	0 0.00%	1 8.33%
Job Group: 19D JACSW Associate Professor								
<u>Feeders:</u>								
Job Title: JACSW Assistant Professor (19C)	-	11	10 90.91%	4 36.36%	0 0.00%	1 9.09%	0 0.00%	3 27.27%
Job Group: 20A Library Professor								
<u>Feeders:</u>								
Job Title: Library Associate Professor (20B)	-	11	6 54.55%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 20B Library Associate Professor								
<u>Feeders:</u>								
Job Title: Library Assistant Professor (20D)	-	32	25 78.13%	8 25.00%	5 15.63%	0 0.00%	0 0.00%	2 6.25%
Job Group: 20C Library Assistant Professor								
<u>Feeders:</u>								
Job Group: 20D Library Assistant Professor	-	34	27 79.41%	9 26.47%	6 17.65%	0 0.00%	0 0.00%	2 5.88%
Job Group: 24A Dental Professor								
<u>Feeders:</u>								
Job Title: Dental Associate Professor (24B)	-	33	9 27.27%	8 24.24%	6 18.18%	1 3.03%	0 0.00%	1 3.03%

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 24B Dental Associate Professor								
<u>Feeders:</u>								
Job Group: 24D Dental Assistant Professor	-	77	28 36.36%	29 37.66%	16 20.78%	6 7.79%	0 0.00%	6 7.79%
Job Group: 25C Applied Health Sciences Assis								
<u>Feeders:</u>								
Job Group: 25D Applied Health Sciences Associ	-	63	39 61.90%	13 20.63%	9 14.29%	2 3.17%	0 0.00%	2 3.17%
Job Group: 26A COM-Basic Chicago Professor								
<u>Feeders:</u>								
Job Group: 26B COM-Basic Chicago Associate Pr	-	38	7 18.42%	15 39.47%	13 34.21%	2 5.26%	0 0.00%	0 0.00%
Job Group: 26B COM-Basic Chicago Associate								
<u>Feeders:</u>								
Job Group: 26D COM-Basic Chicago Assistant Pr	-	184	71 38.59%	96 52.17%	85 46.20%	5 2.72%	0 0.00%	2 1.09%
Job Group: 27A COM-ALSM Chicago Professor								
<u>Feeders:</u>								
Job Group: 27D COM-ALSM Chicago Assistant Pro	-	340	155 45.59%	156 45.88%	113 33.24%	19 5.59%	3 0.88%	19 5.59%
Job Group: 28A COM-Peoria Professor								
<u>Feeders:</u>								
Job Group: 28D COM-Peoria Associate Professor	-	76	23 30.26%	31 40.79%	27 35.53%	3 3.95%	0 0.00%	1 1.32%
Job Group: 29A COM-Rockford Professor								
<u>Feeders:</u>								
Job Group: 29B COM-Rockford Associate Profess	-	6	0 0.00%	1 16.67%	1 16.67%	0 0.00%	0 0.00%	0 0.00%

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 29B COM-Rockford Associate Prof								
<u>Feeders:</u>								
Job Group: 29C COM-Rockford Assistant Profess	-	6	2 33.33%	3 50.00%	3 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 29C COM-Rockford Assistant Prof								
<u>Feeders:</u>								
Job Group: 29D Rockford Assistant Professor	-	45	13 28.89%	17 37.78%	10 22.22%	6 13.33%	0 0.00%	1 2.22%
Job Group: 30A COM-Urbana Professor								
<u>Feeders:</u>								
Job Group: 30B COM-Urbana Associate Professor	-	12	4 33.33%	2 16.67%	1 8.33%	0 0.00%	0 0.00%	1 8.33%
Job Group: 30B COM-Urbana Associate Profes								
<u>Feeders:</u>								
Job Group: 30D COM-Urbana Other Faculty	-	15	8 53.33%	4 26.67%	4 26.67%	0 0.00%	0 0.00%	0 0.00%
Job Group: 31A Nursing Professor								
<u>Feeders:</u>								
Job Group: 31B Nursing Associate Professor	-	22	22 100.00%	4 18.18%	2 9.09%	0 0.00%	0 0.00%	2 9.09%
Job Group: 31B Nursing Associate Professor								
<u>Feeders:</u>								
Job Group: 31D Nursing Instructor	-	100	96 96.00%	10 10.00%	6 6.00%	1 1.00%	0 0.00%	3 3.00%
Job Group: 32A Pharmacy Professor								
<u>Feeders:</u>								
Job Group: 32B COM-ALSM Chicago Associate Pro	-	163	52 31.90%	38 23.31%	28 17.18%	4 2.45%	0 0.00%	6 3.68%

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Factor 2 - Promotable, Transferable, and Trainable within Organization

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 32B COM-ALSM Chicago Associate								
<u>Feeders:</u>								
Job Group: 32D Pharmacy Assistant Professor	-	81	36 44.44%	44 54.32%	37 45.68%	2 2.47%	2 2.47%	1 1.23%
Job Group: 33A School of Public Health Profes								
<u>Feeders:</u>								
Job Group: 33B School of Public Health Associ	-	28	15 53.57%	7 25.00%	3 10.71%	1 3.57%	0 0.00%	3 10.71%
Job Group: 33B School of Public Health Associ								
<u>Feeders:</u>								
Job Group: 33C School of Public Health Assist	-	19	9 47.37%	6 31.58%	3 15.79%	0 0.00%	0 0.00%	3 15.79%
Job Group: 33C School of Public Health Assist								
<u>Feeders:</u>								
Job Group: 33D School of Public Health Assist	-	7	4 57.14%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	1 14.29%
Job Group: 34A CUPPA Professor								
<u>Feeders:</u>								
Job Group: 34B CUPPA Associate Professor	-	17	6 35.29%	5 29.41%	3 17.65%	1 5.88%	0 0.00%	1 5.88%
Job Group: 34B CUPPA Associate Professor								
<u>Feeders:</u>								
Job Group: 34C CUPPA Assistant Professor	-	9	3 33.33%	4 44.44%	3 33.33%	1 11.11%	0 0.00%	0 0.00%
Job Group: 34C CUPPA Assistant Professor								
<u>Feeders:</u>								
Job Group: 34D CUPPA Lecturer	-	3	1 33.33%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	1 33.33%