

Incumbency v. Estimated Availability Detail

UIC Faculty
05/29/2007

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
12A LAS Professor	192	Female	44	22.92	47.00	90.2	-46.2	-6.69	Yes
		Minority	24	12.50	17.72	34.0	-10.0	-1.89	
		Black	15	7.81	3.84	7.4	7.6	2.87	
		Hispanic	6	3.13	4.93	9.5	-3.5	-1.15	
		Asian	0	0.00	8.31	15.9	-15.9	-4.17	
		Amlndian	3	1.56	0.65	1.2	1.8	1.59	
12B LAS Associate Professor	132	Female	50	37.88	47.31	62.5	-12.5	-2.17	Yes
		Minority	28	21.21	19.21	25.4	2.6	0.58	
		Black	6	4.55	5.05	6.7	-0.7	-0.26	
		Hispanic	13	9.85	5.29	7.0	6.0	2.34	
		Asian	0	0.00	7.90	10.4	-10.4	-3.36	
		Amlndian	9	6.82	0.71	0.9	8.1	8.39	
12C LAS Assistant Professor	94	Female	45	47.87	47.26	44.4	0.6	0.12	Yes
		Minority	34	36.17	17.62	16.6	17.4	4.72	
		Black	17	18.09	3.82	3.6	13.4	7.22	
		Hispanic	10	10.64	4.79	4.5	5.5	2.66	
		Asian	1	1.06	8.54	8.0	-7.0	-2.59	
		Amlndian	3	3.19	0.47	0.4	2.6	3.85	
12D LAS Lecturer	160	Female	72	45.00	47.26	75.6	-3.6	-0.57	Yes
		Minority	41	25.63	17.62	28.2	12.8	2.66	
		Black	23	14.38	3.82	6.1	16.9	6.97	
		Hispanic	15	9.38	4.79	7.7	7.3	2.72	
		Asian	1	0.63	8.54	13.7	-12.7	-3.58	
		Amlndian	2	1.25	0.47	0.8	1.2	1.44	
13A Business Professor	31	Female	4	12.90	33.85	10.5	-6.5	-2.46	Yes
		Minority	10	32.26	20.27	6.3	3.7	1.66	
		Black	8	25.81	6.95	2.2	5.8	4.13	
		Hispanic	2	6.45	3.01	0.9	1.1	1.12	
		Asian	0	0.00	9.69	3.0	-3.0	-1.82	
		Amlndian	0	0.00	0.61	0.2	-0.2	-0.44	
13B Business Associate Professor	26	Female	5	19.23	36.39	9.5	-4.5	-1.82	
		Minority	11	42.31	24.49	6.4	4.6	2.11	
		Black	9	34.62	12.01	3.1	5.9	3.55	
		Hispanic	1	3.85	2.47	0.6	0.4	0.45	
		Asian	0	0.00	7.93	2.1	-2.1	-1.50	
		Amlndian	1	3.85	2.08	0.5	0.5	0.63	
13C Business Assistant Professor	23	Female	11	47.83	33.85	7.8	3.2	1.42	
		Minority	10	43.48	20.27	4.7	5.3	2.77	
		Black	8	34.78	6.95	1.6	6.4	5.25	
		Hispanic	0	0.00	3.01	0.7	-0.7	-0.85	
		Asian	0	0.00	9.69	2.2	-2.2	-1.57	
		Amlndian	2	8.70	0.61	0.1	1.9	4.99	
13D Business Professor	19	Female	4	21.05	33.85	6.4	-2.4	-1.18	
		Minority	4	21.05	20.27	3.9	0.1	0.09	
		Black	3	15.79	6.95	1.3	1.7	1.52	
		Hispanic	1	5.26	3.01	0.6	0.4	0.57	
		Asian	0	0.00	9.69	1.8	-1.8	-1.43	
		Amlndian	0	0.00	0.61	0.1	-0.1	-0.34	

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15A Education Professor	18	Female	8	44.44	74.33	13.4	-5.4	-2.90	Yes
		Minority	2	11.11	19.29	3.5	-1.5	-0.88	
		Black	0	0.00	9.50	1.7	-1.7	-1.37	
		Hispanic	1	5.56	5.90	1.1	-0.1	-0.06	
		Asian	0	0.00	3.03	0.5	-0.5	-0.75	
		Amlndian	1	5.56	0.87	0.2	0.8	2.14	
15B Education Associate Professor	23	Female	15	65.22	73.38	16.9	-1.9	-0.89	
		Minority	8	34.78	20.25	4.7	3.3	1.73	
		Black	2	8.70	9.33	2.1	-0.1	-0.10	
		Hispanic	5	21.74	5.59	1.3	3.7	3.37	
		Asian	0	0.00	2.87	0.7	-0.7	-0.82	
		Amlndian	1	4.35	2.47	0.6	0.4	0.58	
15D Education Lecturer	25	Female	15	60.00	74.33	18.6	-3.6	-1.64	
		Minority	10	40.00	19.29	4.8	5.2	2.62	
		Black	2	8.00	9.50	2.4	-0.4	-0.26	
		Hispanic	2	8.00	5.90	1.5	0.5	0.45	
		Asian	0	0.00	3.03	0.8	-0.8	-0.88	
		Amlndian	6	24.00	0.87	0.2	5.8	12.47	
16A Engineering Professor	49	Female	1	2.04	17.64	8.6	-7.6	-2.86	Yes
		Minority	17	34.69	27.76	13.6	3.4	1.08	
		Black	16	32.65	5.35	2.6	13.4	8.49	Yes
		Hispanic	1	2.04	3.41	1.7	-0.7	-0.53	
		Asian	0	0.00	18.64	9.1	-9.1	-3.35	
		Amlndian	0	0.00	0.35	0.2	-0.2	-0.42	
16B Engineering Associate Professo	39	Female	3	7.69	20.79	8.1	-5.1	-2.02	Yes
		Minority	14	35.90	29.04	11.3	2.7	0.94	
		Black	13	33.33	7.36	2.9	10.1	6.21	Yes
		Hispanic	1	2.56	3.50	1.4	-0.4	-0.32	
		Asian	0	0.00	17.84	7.0	-7.0	-2.91	
		Amlndian	0	0.00	0.34	0.1	-0.1	-0.36	
16C Engineering Assistant Professo	27	Female	11	40.74	18.37	5.0	6.0	3.00	
		Minority	12	44.44	27.17	7.3	4.7	2.02	
		Black	11	40.74	3.31	0.9	10.1	10.87	
		Hispanic	1	3.70	3.48	0.9	0.1	0.06	
		Asian	0	0.00	20.00	5.4	-5.4	-2.60	
		Amlndian	0	0.00	0.38	0.1	-0.1	-0.32	
16D Engineering Professor	20	Female	1	5.00	18.37	3.7	-2.7	-1.54	
		Minority	8	40.00	27.17	5.4	2.6	1.29	
		Black	8	40.00	3.31	0.7	7.3	9.17	
		Hispanic	0	0.00	3.48	0.7	-0.7	-0.85	
		Asian	0	0.00	20.00	4.0	-4.0	-2.24	
		Amlndian	0	0.00	0.38	0.1	-0.1	-0.28	
17A A and A Professor	16	Female	6	37.50	49.93	8.0	-2.0	-0.99	
		Minority	0	0.00	12.92	2.1	-2.1	-1.54	
		Black	0	0.00	2.71	0.4	-0.4	-0.67	
		Hispanic	0	0.00	3.21	0.5	-0.5	-0.73	
		Asian	0	0.00	6.60	1.1	-1.1	-1.06	
		Amlndian	0	0.00	0.39	0.1	-0.1	-0.25	

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17B A and A Associate Professor	25	Female	8	32.00	51.35	12.8	-4.8	-1.94	
		Minority	7	28.00	13.05	3.3	3.7	2.22	
		Black	0	0.00	2.77	0.7	-0.7	-0.84	
		Hispanic	2	8.00	3.45	0.9	1.1	1.25	
		Asian	0	0.00	6.25	1.6	-1.6	-1.29	
		Amlndian	5	20.00	0.58	0.1	4.9	12.84	
17D A and A Other Faculty	35	Female	24	68.57	49.93	17.5	6.5	2.21	
		Minority	7	20.00	12.92	4.5	2.5	1.25	
		Black	3	8.57	2.71	1.0	2.0	2.13	
		Hispanic	2	5.71	3.21	1.1	0.9	0.84	
		Asian	0	0.00	6.60	2.3	-2.3	-1.57	
		Amlndian	1	2.86	0.39	0.1	0.9	2.33	
19A JACSW Professor	2	Female	1	50.00	72.73	1.5	-0.5	-0.72	
		Minority	0	0.00	22.60	0.5	-0.5	-0.76	
		Black	0	0.00	12.01	0.2	-0.2	-0.52	
		Hispanic	0	0.00	4.98	0.1	-0.1	-0.32	
		Asian	0	0.00	4.63	0.1	-0.1	-0.31	
		Amlndian	0	0.00	0.98	0.0	0.0	-0.14	
19C JACSW Assistant Professor	11	Female	10	90.91	72.73	8.0	2.0	1.35	
		Minority	4	36.36	22.60	2.5	1.5	1.09	
		Black	0	0.00	12.01	1.3	-1.3	-1.23	
		Hispanic	1	9.09	4.98	0.5	0.5	0.63	
		Asian	0	0.00	4.63	0.5	-0.5	-0.73	
		Amlndian	3	27.27	0.98	0.1	2.9	8.86	
19D JACSW Associate Professor	12	Female	5	41.67	72.73	8.7	-3.7	-2.42	Yes
		Minority	3	25.00	22.60	2.7	0.3	0.20	
		Black	1	8.33	12.01	1.4	-0.4	-0.39	
		Hispanic	1	8.33	4.98	0.6	0.4	0.53	
		Asian	0	0.00	4.63	0.6	-0.6	-0.76	
		Amlndian	1	8.33	0.98	0.1	0.9	2.59	
20A Library Professor	4	Female	3	75.00	79.26	3.2	-0.2	-0.21	
		Minority	0	0.00	20.74	0.8	-0.8	-1.02	
		Black	0	0.00	8.89	0.4	-0.4	-0.62	
		Hispanic	0	0.00	2.96	0.1	-0.1	-0.35	
		Asian	0	0.00	7.04	0.3	-0.3	-0.55	
		Amlndian	0	0.00	1.85	0.1	-0.1	-0.27	
20B Library Associate Professor	11	Female	6	54.55	79.16	8.7	-2.7	-2.01	Yes
		Minority	0	0.00	21.13	2.3	-2.3	-1.72	
		Black	0	0.00	9.50	1.0	-1.0	-1.07	
		Hispanic	0	0.00	2.69	0.3	-0.3	-0.55	
		Asian	0	0.00	6.40	0.7	-0.7	-0.87	
		Amlndian	0	0.00	2.25	0.2	-0.2	-0.50	
20C Library Assistant Professor	1	Female	1	100.00	79.26	0.8	0.2	0.51	
		Minority	1	100.00	20.74	0.2	0.8	1.95	
		Black	0	0.00	8.89	0.1	-0.1	-0.31	
		Hispanic	0	0.00	2.96	0.0	0.0	-0.17	
		Asian	0	0.00	7.04	0.1	-0.1	-0.28	
		Amlndian	1	100.00	1.85	0.0	1.0	7.28	

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20D Library Assistant Professor	34	Female	27	79.41	79.26	26.9	0.1	0.02	
		Minority	9	26.47	20.74	7.1	1.9	0.82	
		Black	6	17.65	8.89	3.0	3.0	1.79	
		Hispanic	0	0.00	2.96	1.0	-1.0	-1.02	
		Asian	0	0.00	7.04	2.4	-2.4	-1.60	
		Amlndian	2	5.88	1.85	0.6	1.4	1.74	
24A Dental Professor	22	Female	5	22.73	41.80	9.2	-4.2	-1.81	
		Minority	4	18.18	23.57	5.2	-1.2	-0.60	
		Black	3	13.64	5.95	1.3	1.7	1.52	
		Hispanic	0	0.00	6.36	1.4	-1.4	-1.22	
		Asian	0	0.00	10.88	2.4	-2.4	-1.64	
		Amlndian	1	4.55	0.38	0.1	0.9	3.18	
24B Dental Associate Professor	34	Female	9	26.47	41.50	14.1	-5.1	-1.78	
		Minority	8	23.53	24.35	8.3	-0.3	-0.11	
		Black	6	17.65	6.77	2.3	3.7	2.52	
		Hispanic	1	2.94	6.44	2.2	-1.2	-0.83	
		Asian	0	0.00	10.28	3.5	-3.5	-1.97	
		Amlndian	1	2.94	0.79	0.3	0.7	1.42	
24D Dental Assistant Professor	77	Female	28	36.36	41.80	32.2	-4.2	-0.97	
		Minority	29	37.66	23.57	18.1	10.9	2.91	
		Black	16	20.78	5.95	4.6	11.4	5.50	
		Hispanic	6	7.79	6.36	4.9	1.1	0.52	
		Asian	0	0.00	10.88	8.4	-8.4	-3.07	Yes
		Amlndian	6	7.79	0.38	0.3	5.7	10.58	
25A Applied Health Sciences Profes	16	Female	5	31.25	83.53	13.4	-8.4	-5.64	Yes
		Minority	4	25.00	16.47	2.6	1.4	0.92	
		Black	2	12.50	5.74	0.9	1.1	1.16	
		Hispanic	2	12.50	4.10	0.7	1.3	1.69	
		Asian	0	0.00	6.20	1.0	-1.0	-1.03	
		Amlndian	0	0.00	0.43	0.1	-0.1	-0.26	
25C Applied Health Sciences Assist	5	Female	2	40.00	78.12	3.9	-1.9	-2.06	Yes
		Minority	1	20.00	17.51	0.9	0.1	0.15	
		Black	0	0.00	7.88	0.4	-0.4	-0.65	
		Hispanic	1	20.00	3.87	0.2	0.8	1.87	
		Asian	0	0.00	4.65	0.2	-0.2	-0.49	
		Amlndian	0	0.00	1.11	0.1	-0.1	-0.24	
25D Applied Health Sciences Associ	63	Female	39	61.90	83.53	52.6	-13.6	-4.63	Yes
		Minority	13	20.63	16.47	10.4	2.6	0.89	
		Black	9	14.29	5.74	3.6	5.4	2.92	
		Hispanic	2	3.17	4.10	2.6	-0.6	-0.37	
		Asian	0	0.00	6.20	3.9	-3.9	-2.04	Yes
		Amlndian	2	3.17	0.43	0.3	1.7	3.34	
26A COM-Basic Chicago Professor	45	Female	10	22.22	67.90	30.6	-20.6	-6.56	Yes
		Minority	15	33.33	30.19	13.6	1.4	0.46	
		Black	13	28.89	5.94	2.7	10.3	6.52	
		Hispanic	0	0.00	5.99	2.7	-2.7	-1.69	
		Asian	1	2.22	17.91	8.1	-7.1	-2.75	Yes
		Amlndian	1	2.22	0.34	0.2	0.8	2.15	

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26B COM-Basic Chicago Associate Pr	38	Female	7	18.42	62.34	23.7	-16.7	-5.59	Yes
		Minority	15	39.47	35.35	13.4	1.6	0.53	
		Black	13	34.21	14.99	5.7	7.3	3.32	
		Hispanic	2	5.26	5.20	2.0	0.0	0.02	
		Asian	0	0.00	14.07	5.3	-5.3	-2.49	Yes
		Amlndian	0	0.00	0.54	0.2	-0.2	-0.45	
26D COM-Basic Chicago Assistant Pr	184	Female	71	38.59	70.25	129.3	-58.3	-9.40	Yes
		Minority	96	52.17	29.75	54.7	41.3	6.65	
		Black	85	46.20	4.59	8.5	76.5	26.96	
		Hispanic	5	2.72	6.03	11.1	-6.1	-1.89	
		Asian	0	0.00	18.77	34.5	-34.5	-6.52	Yes
		Amlndian	2	1.09	0.36	0.7	1.3	1.65	
27A COM-ALSM Chicago Professor	134	Female	27	20.15	69.08	92.6	-65.6	-12.3	Yes
		Minority	24	17.91	30.52	40.9	-16.9	-3.17	Yes
		Black	21	15.67	5.96	8.0	13.0	4.75	
		Hispanic	3	2.24	6.01	8.1	-5.1	-1.84	
		Asian	0	0.00	17.91	24.0	-24.0	-5.41	Yes
		Amlndian	0	0.00	0.61	0.8	-0.8	-0.91	
27D COM-ALSM Chicago Assistant Pro	340	Female	155	45.59	70.25	238.9	-83.9	-9.95	Yes
		Minority	156	45.88	29.75	101.1	54.9	6.51	
		Black	113	33.24	4.59	15.6	97.4	25.23	
		Hispanic	19	5.59	6.03	20.5	-1.5	-0.34	
		Asian	3	0.88	18.77	63.8	-60.8	-8.45	Yes
		Amlndian	19	5.59	0.36	1.2	17.8	16.09	
28A COM-Peoria Professor	22	Female	2	9.09	71.14	15.7	-13.7	-6.42	Yes
		Minority	3	13.64	27.16	6.0	-3.0	-1.43	
		Black	2	9.09	6.05	1.3	0.7	0.60	
		Hispanic	1	4.55	5.67	1.2	-0.2	-0.23	
		Asian	0	0.00	15.06	3.3	-3.3	-1.98	
		Amlndian	0	0.00	0.38	0.1	-0.1	-0.29	
28D COM-Peoria Associate Professor	76	Female	23	30.26	73.69	56.0	-33.0	-8.60	Yes
		Minority	31	40.79	26.31	20.0	11.0	2.87	
		Black	27	35.53	4.21	3.2	23.8	13.60	
		Hispanic	3	3.95	5.78	4.4	-1.4	-0.68	
		Asian	0	0.00	16.00	12.2	-12.2	-3.81	Yes
		Amlndian	1	1.32	0.32	0.2	0.8	1.55	
29A COM-Rockford Professor	3	Female	0	0.00	85.26	2.6	-2.6	-4.16	Yes
		Minority	1	33.33	14.74	0.4	0.6	0.91	
		Black	1	33.33	2.78	0.1	0.9	3.22	
		Hispanic	0	0.00	3.46	0.1	-0.1	-0.33	
		Asian	0	0.00	8.31	0.2	-0.2	-0.52	
		Amlndian	0	0.00	0.19	0.0	0.0	-0.08	
29B COM-Rockford Associate Profess	6	Female	0	0.00	85.26	5.1	-5.1	-5.89	Yes
		Minority	1	16.67	14.74	0.9	0.1	0.13	
		Black	1	16.67	2.78	0.2	0.8	2.07	
		Hispanic	0	0.00	3.46	0.2	-0.2	-0.46	
		Asian	0	0.00	8.31	0.5	-0.5	-0.74	
		Amlndian	0	0.00	0.19	0.0	0.0	-0.11	

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29C COM-Rockford Assistant Profess	6	Female	2	33.33	85.26	5.1	-3.1	-3.59	Yes
		Minority	3	50.00	14.74	0.9	2.1	2.44	
		Black	3	50.00	2.78	0.2	2.8	7.03	
		Hispanic	0	0.00	3.46	0.2	-0.2	-0.46	
		Asian	0	0.00	8.31	0.5	-0.5	-0.74	
		Amlndian	0	0.00	0.19	0.0	0.0	-0.11	
29D Rockford Assistant Professor	45	Female	13	28.89	85.34	38.4	-25.4	-10.7	Yes
		Minority	17	37.78	14.74	6.6	10.4	4.36	
		Black	10	22.22	2.78	1.3	8.7	7.93	Yes
		Hispanic	6	13.33	3.46	1.6	4.4	3.62	
		Asian	0	0.00	8.31	3.7	-3.7	-2.02	
		Amlndian	1	2.22	0.19	0.1	0.9	3.10	
30A COM-Urbana Professor	19	Female	6	31.58	70.25	13.3	-7.3	-3.69	Yes
		Minority	0	0.00	29.75	5.7	-5.7	-2.84	
		Black	0	0.00	4.59	0.9	-0.9	-0.96	Yes
		Hispanic	0	0.00	6.03	1.1	-1.1	-1.10	
		Asian	0	0.00	18.77	3.6	-3.6	-2.10	
		Amlndian	0	0.00	0.36	0.1	-0.1	-0.26	
30B COM-Urbana Associate Professor	12	Female	4	33.33	70.25	8.4	-4.4	-2.80	Yes
		Minority	2	16.67	29.75	3.6	-1.6	-0.99	
		Black	1	8.33	4.59	0.6	0.4	0.62	
		Hispanic	0	0.00	6.03	0.7	-0.7	-0.88	
		Asian	0	0.00	18.77	2.3	-2.3	-1.66	
		Amlndian	1	8.33	0.36	0.0	1.0	4.61	
30D COM-Urbana Other Faculty	15	Female	8	53.33	70.25	10.5	-2.5	-1.43	
		Minority	4	26.67	29.75	4.5	-0.5	-0.26	
		Black	4	26.67	4.59	0.7	3.3	4.08	
		Hispanic	0	0.00	6.02	0.9	-0.9	-0.98	
		Asian	0	0.00	18.77	2.8	-2.8	-1.86	
		Amlndian	0	0.00	0.36	0.1	-0.1	-0.23	
31A Nursing Professor	17	Female	15	88.24	90.56	15.4	-0.4	-0.33	
		Minority	2	11.76	12.64	2.1	-0.1	-0.11	
		Black	1	5.88	6.16	1.0	0.0	-0.05	
		Hispanic	0	0.00	1.53	0.3	-0.3	-0.51	
		Asian	0	0.00	2.86	0.5	-0.5	-0.71	
		Amlndian	1	5.88	2.08	0.4	0.6	1.10	
31B Nursing Associate Professor	22	Female	22	100.00	90.20	19.8	2.2	1.55	
		Minority	4	18.18	11.13	2.4	1.6	1.05	
		Black	2	9.09	5.64	1.2	0.8	0.70	
		Hispanic	0	0.00	1.67	0.4	-0.4	-0.61	
		Asian	0	0.00	2.70	0.6	-0.6	-0.78	
		Amlndian	2	9.09	1.12	0.2	1.8	3.55	
31D Nursing Instructor	100	Female	96	96.00	88.54	88.5	7.5	2.34	
		Minority	10	10.00	11.46	11.5	-1.5	-0.46	
		Black	6	6.00	5.53	5.5	0.5	0.20	
		Hispanic	1	1.00	1.86	1.9	-0.9	-0.64	
		Asian	0	0.00	3.48	3.5	-3.5	-1.90	
		Amlndian	3	3.00	0.58	0.6	2.4	3.17	

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Incumbency v. Estimated Availability Detail

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32A Pharmacy Professor	23	Female	4	17.39	50.11	11.5	-7.5	-3.14	Yes
		Minority	4	17.39	24.28	5.6	-1.6	-0.77	
		Black	3	13.04	7.22	1.7	1.3	1.08	
		Hispanic	1	4.35	3.69	0.8	0.2	0.17	
		Asian	0	0.00	13.03	3.0	-3.0	-1.86	
		Amlndian	0	0.00	0.34	0.1	-0.1	-0.28	
32B COM-ALSM Chicago Associate Pro	163	Female	52	31.90	70.25	114.5	-62.5	-10.7	Yes
		Minority	38	23.31	29.75	48.5	-10.5	-1.80	
		Black	28	17.18	4.59	7.5	20.5	7.68	Yes
		Hispanic	4	2.45	6.03	9.8	-5.8	-1.92	
		Asian	0	0.00	18.77	30.6	-30.6	-6.14	
		Amlndian	6	3.68	0.36	0.6	5.4	7.08	
32D Pharmacy Assistant Professor	81	Female	36	44.44	51.32	41.6	-5.6	-1.24	Yes
		Minority	44	54.32	24.34	19.7	24.3	6.29	
		Black	37	45.68	6.55	5.3	31.7	14.23	
		Hispanic	2	2.47	3.77	3.1	-1.1	-0.62	
		Asian	2	2.47	13.90	11.3	-9.3	-2.97	
		Amlndian	1	1.23	0.11	0.1	0.9	3.00	
33A School of Public Health Profes	28	Female	7	25.00	69.77	19.5	-12.5	-5.16	Yes Yes
		Minority	1	3.57	25.49	7.1	-6.1	-2.66	
		Black	1	3.57	8.42	2.4	-1.4	-0.92	Yes
		Hispanic	0	0.00	4.56	1.3	-1.3	-1.16	
		Asian	0	0.00	11.66	3.3	-3.3	-1.92	
		Amlndian	0	0.00	0.85	0.2	-0.2	-0.49	
33B School of Public Health Associ	28	Female	15	53.57	69.49	19.5	-4.5	-1.83	
		Minority	7	25.00	25.79	7.2	-0.2	-0.10	
		Black	3	10.71	8.65	2.4	0.6	0.39	
		Hispanic	1	3.57	4.40	1.2	-0.2	-0.21	
		Asian	0	0.00	11.66	3.3	-3.3	-1.92	
		Amlndian	3	10.71	1.08	0.3	2.7	4.93	
33C School of Public Health Assist	19	Female	9	47.37	70.10	13.3	-4.3	-2.16	Yes
		Minority	6	31.58	25.14	4.8	1.2	0.65	
		Black	3	15.79	8.04	1.5	1.5	1.24	
		Hispanic	0	0.00	4.45	0.8	-0.8	-0.94	
		Asian	0	0.00	11.81	2.2	-2.2	-1.59	
		Amlndian	3	15.79	0.84	0.2	2.8	7.12	
33D School of Public Health Assist	7	Female	4	57.14	70.54	4.9	-0.9	-0.78	
		Minority	1	14.29	25.51	1.8	-0.8	-0.68	
		Black	0	0.00	8.31	0.6	-0.6	-0.80	
		Hispanic	0	0.00	4.60	0.3	-0.3	-0.58	
		Asian	0	0.00	12.21	0.9	-0.9	-0.99	
		Amlndian	1	14.29	0.38	0.0	1.0	5.97	
34A CUPPA Professor	4	Female	1	25.00	48.80	2.0	-1.0	-0.95	
		Minority	0	0.00	18.94	0.8	-0.8	-0.97	
		Black	0	0.00	9.52	0.4	-0.4	-0.65	
		Hispanic	0	0.00	2.40	0.1	-0.1	-0.31	
		Asian	0	0.00	6.21	0.2	-0.2	-0.51	
		Amlndian	0	0.00	0.80	0.0	0.0	-0.18	

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34B CUPPA Associate Professor	17	Female	6	35.29	46.98	8.0	-2.0	-0.97	
		Minority	5	29.41	21.94	3.7	1.3	0.74	
		Black	3	17.65	12.32	2.1	0.9	0.67	
		Hispanic	1	5.88	3.43	0.6	0.4	0.56	
		Asian	0	0.00	5.48	0.9	-0.9	-0.99	
		AmIndian	1	5.88	0.71	0.1	0.9	2.55	
34C CUPPA Assistant Professor	9	Female	3	33.33	48.80	4.4	-1.4	-0.93	
		Minority	4	44.44	18.94	1.7	2.3	1.95	
		Black	3	33.33	9.52	0.9	2.1	2.43	
		Hispanic	1	11.11	2.40	0.2	0.8	1.70	
		Asian	0	0.00	6.21	0.6	-0.6	-0.77	
		AmIndian	0	0.00	0.80	0.1	-0.1	-0.27	
34D CUPPA Lecturer	3	Female	1	33.33	48.80	1.5	-0.5	-0.54	
		Minority	1	33.33	18.94	0.6	0.4	0.64	
		Black	0	0.00	9.52	0.3	-0.3	-0.56	
		Hispanic	0	0.00	2.40	0.1	-0.1	-0.27	
		Asian	0	0.00	6.21	0.2	-0.2	-0.45	
		AmIndian	1	33.33	0.80	0.0	1.0	6.32	
35D External Education Lecturer	11	Female	5	45.45	66.23	7.3	-2.3	-1.46	
		Minority	2	18.18	23.32	2.6	-0.6	-0.40	
		Black	0	0.00	12.67	1.4	-1.4	-1.26	
		Hispanic	2	18.18	5.88	0.6	1.4	1.73	
		Asian	0	0.00	3.88	0.4	-0.4	-0.67	
		AmIndian	0	0.00	0.89	0.1	-0.1	-0.31	
37D Other Department	1	Female	1	100.00	0.00	0.0	1.0	9999+	
		Minority	0	0.00	0.00	0.0	0.0	0.00	
		Black	0	0.00	0.00	0.0	0.0	0.00	
		Hispanic	0	0.00	0.00	0.0	0.0	0.00	
		Asian	0	0.00	0.00	0.0	0.0	0.00	
		AmIndian	0	0.00	0.00	0.0	0.0	0.00	

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