

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	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%	16884 8.54%	933 0.47%	0 0.00%
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 Administration Prof <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 Administration Asso <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 Administration Assi <u>Components:</u>	-	4446	1505 33.85%	901 20.27%	309 6.95%	134 3.01%	431 9.69%	27 0.61%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 13D Business Administration Prof <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: 15C Education Assistant 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 Other Faculty <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%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
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%
Job Group: 16D Engineering Other Faculty <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: 17C A and A Assistant 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 Social Work Professor <u>Components:</u>	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 19B Social Work Associate Profess <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 Social Work Assistant Profess <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 Social Work Other Faculty <u>Components:</u>	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%
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 Other Faculty <u>Components:</u>	-	270	214 79.26%	56 20.74%	24 8.89%	8 2.96%	19 7.04%	5 1.85%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 24A Dentistry 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 Dentistry 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: 24C Dentistry Assistant 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 Dentistry Other Faculty <u>Components:</u>	-	3428	1433 41.80%	808 23.57%	204 5.95%	218 6.36%	373 10.88%	13 0.38%
Job Group: 25A AHS Professor <u>Components:</u>	-	2805	2343 83.53%	462 16.47%	161 5.74%	115 4.10%	174 6.20%	12 0.43%
Job Group: 25B AHS Associate Professor <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 AHS Assistant Professor <u>Components:</u>	-	2805	2343 83.53%	462 16.47%	161 5.74%	115 4.10%	174 6.20%	12 0.43%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 25D AHS Other Faculty <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>	-	28196	18187 64.50%	10009 35.50%	1344 4.77%	1726 6.12%	6820 24.19%	119 0.42%
Job Group: 26B COM-Basic Chicago Associate <u>Components:</u>	-	28196	18187 64.50%	10009 35.50%	1344 4.77%	1726 6.12%	6820 24.19%	119 0.42%
Job Group: 26C COM-Basic Chicago Assistant I <u>Components:</u>	-	28196	18187 64.50%	10009 35.50%	1344 4.77%	1726 6.12%	6820 24.19%	119 0.42%
Job Group: 26D COM-Basic Chicago Other Fac <u>Components:</u>	-	28196	18187 64.50%	10009 35.50%	1344 4.77%	1726 6.12%	6820 24.19%	119 0.42%
Job Group: 27A COM-ALSM Chicago Professor <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%
Job Group: 27B COM-ALSM Chicago Associate <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 27C COM-ALSM Chicago Assistant <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%
Job Group: 27D COM-ALSM Chicago Other Fac <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%
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: 28B 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: 28C COM-Peoria Assistant 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: 28D COM-Peoria Other Faculty <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%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
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 COM-Rockford Other Faculty <u>Components:</u>	-	74751	63729 85.26%	11022 14.74%	2080 2.78%	2589 3.46%	6209 8.31%	144 0.19%
Job Group: 30A COM-Urbana Professor <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%
Job Group: 30B COM-Urbana Associate Profes <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%
Job Group: 30C COM-Urbana Assistant Profes <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%
Job Group: 30D COM-Urbana Professor <u>Components:</u>	-	95655	68821 71.95%	26834 28.05%	4344 4.54%	5741 6.00%	16422 17.17%	327 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
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: 31C Nursing Assistant 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 Other Faculty <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%
Job Group: 32B Pharmacy Associate 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: 32C 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%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 32D Pharmacy Other Faculty <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 Other <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%
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%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
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 Other Faculty <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 Other Facu <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_new
05/14/2008

	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%	29 21.97%	10 7.58%	11 8.33%	8 6.06%	0 0.00%
Job Group: 12B LAS Associate Professor								
<u>Feeders:</u>								
Job Group: 12C LAS Assistant Professor	-	67	38 56.72%	22 32.84%	6 8.96%	9 13.43%	7 10.45%	0 0.00%
Job Group: 12C LAS Assistant Professor								
<u>Feeders:</u>								
Job Group: 12D LAS Lecturer	-	227	106 46.70%	67 29.52%	1 0.44%	24 10.57%	42 18.50%	0 0.00%
Job Group: 13A Business Administration Prof								
<u>Feeders:</u>								
Job Group: 13B Business Administration Associ	-	25	4 16.00%	11 44.00%	0 0.00%	1 4.00%	10 40.00%	0 0.00%
Job Group: 13B Business Administration Asso								
<u>Feeders:</u>								
Job Group: 13C Business Administration Assist	-	18	11 61.11%	9 50.00%	2 11.11%	0 0.00%	7 38.89%	0 0.00%
Job Group: 13C Business Administration Assi								
<u>Feeders:</u>								
Job Group: 13D Business Administration Profes	-	29	6 20.69%	5 17.24%	1 3.45%	1 3.45%	3 10.34%	0 0.00%
Job Group: 15A Education Professor								
<u>Feeders:</u>								
Job Group: 15B Education Associate Professor	-	23	12 52.17%	11 47.83%	4 17.39%	5 21.74%	2 8.70%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 15B Education Associate Professor								
<u>Feeders:</u>								
Job Group: 15C Education Assistant Professor	-	11	6 54.55%	4 36.36%	3 27.27%	0 0.00%	1 9.09%	0 0.00%
Job Group: 15C Education Assistant Professor								
<u>Feeders:</u>								
Job Group: 15D Education Other Faculty	-	14	11 78.57%	5 35.71%	3 21.43%	1 7.14%	1 7.14%	0 0.00%
Job Group: 16A Engineering Professor								
<u>Feeders:</u>								
Job Group: 16B Engineering Associate Professo	-	39	4 10.26%	14 35.90%	0 0.00%	1 2.56%	13 33.33%	0 0.00%
Job Group: 16B Engineering Associate Profes								
<u>Feeders:</u>								
Job Group: 15C Education Assistant Professor	-	11	6 54.55%	4 36.36%	3 27.27%	0 0.00%	1 9.09%	0 0.00%
Job Group: 16C Engineering Assistant Profess								
<u>Feeders:</u>								
Job Group: 16D Engineering Other Faculty	-	25	2 8.00%	10 40.00%	1 4.00%	0 0.00%	9 36.00%	0 0.00%
Job Group: 17A A and A Professor								
<u>Feeders:</u>								
Job Group: 17B A and A Associate Professor	-	22	8 36.36%	6 27.27%	5 22.73%	1 4.55%	0 0.00%	0 0.00%
Job Group: 17B A and A Associate Professor								
<u>Feeders:</u>								
Job Group: 17C A and A Assistant Professor	-	24	18 75.00%	6 25.00%	1 4.17%	4 16.67%	1 4.17%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 17C A and A Assistant Professor								
<u>Feeders:</u>								
Job Group: 17D A and A Other Faculty	-	18	5 27.78%	2 11.11%	0 0.00%	0 0.00%	2 11.11%	0 0.00%
Job Group: 19A Social Work Professor								
<u>Feeders:</u>								
Job Group: 19B Social Work Associate Professo	-	11	4 36.36%	2 18.18%	0 0.00%	1 9.09%	1 9.09%	0 0.00%
Job Group: 19B Social Work Associate Profess								
<u>Feeders:</u>								
Job Group: 19C Social Work Assistant Professo	-	8	7 87.50%	5 62.50%	4 50.00%	1 12.50%	0 0.00%	0 0.00%
Job Group: 19C Social Work Assistant Profess								
<u>Feeders:</u>								
Job Group: 19D Social Work Other Faculty	-	5	4 80.00%	2 40.00%	2 40.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 20A Library Professor								
<u>Feeders:</u>								
Job Group: 20B Library Associate Professor	-	8	4 50.00%	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 Group: 19C Social Work Assistant Professo	-	8	7 87.50%	5 62.50%	4 50.00%	1 12.50%	0 0.00%	0 0.00%
Job Group: 20C Library Assistant Professor								
<u>Feeders:</u>								
Job Group: 19D Social Work Other Faculty	-	5	4 80.00%	2 40.00%	2 40.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 24A Dentistry Professor								
<u>Feeders:</u>								
Job Group: 24B Dentistry Associate Professor	-	22	6 27.27%	6 27.27%	1 4.55%	0 0.00%	5 22.73%	0 0.00%
Job Group: 24B Dentistry Associate Professor								
<u>Feeders:</u>								
Job Group: 24C Dentistry Assistant Professor	-	11	5 45.45%	6 54.55%	1 9.09%	1 9.09%	4 36.36%	0 0.00%
Job Group: 24C Dentistry Assistant Professor								
<u>Feeders:</u>								
Job Group: 24D Dentistry Other Faculty	-	80	26 32.50%	26 32.50%	6 7.50%	4 5.00%	16 20.00%	0 0.00%
Job Group: 25A AHS Professor								
<u>Feeders:</u>								
Job Group: 25B AHS Associate Professor	-	9	5 55.56%	1 11.11%	0 0.00%	0 0.00%	1 11.11%	0 0.00%
Job Group: 25B AHS Associate Professor								
<u>Feeders:</u>								
Job Group: 25C AHS Assistant Professor	-	10	5 50.00%	2 20.00%	0 0.00%	2 20.00%	0 0.00%	0 0.00%
Job Group: 25C AHS Assistant Professor								
<u>Feeders:</u>								
Job Group: 25D AHS Other Faculty	-	49	31 63.27%	10 20.41%	1 2.04%	3 6.12%	6 12.24%	0 0.00%
Job Group: 26A COM-Basic Chicago Professor								
<u>Feeders:</u>								
Job Group: 26B COM-Basic Chicago Associate Pr	-	35	7 20.00%	11 31.43%	0 0.00%	2 5.71%	9 25.71%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 26B COM-Basic Chicago Associate								
<u>Feeders:</u>								
Job Group: 26C COM-Basic Chicago Assistant Pr	-	21	7 33.33%	9 42.86%	0 0.00%	2 9.52%	7 33.33%	0 0.00%
Job Group: 26C COM-Basic Chicago Assistant I								
<u>Feeders:</u>								
Job Group: 26D COM-Basic Chicago Other Facult	-	155	61 39.35%	88 56.77%	1 0.65%	4 2.58%	83 53.55%	0 0.00%
Job Group: 27A COM-ALSM Chicago Professor								
<u>Feeders:</u>								
Job Group: 27B COM-ALSM Chicago Associate Pro	-	81	28 34.57%	20 24.69%	3 3.70%	4 4.94%	13 16.05%	0 0.00%
Job Group: 27B COM-ALSM Chicago Associate								
<u>Feeders:</u>								
Job Group: 27C COM-ALSM Chicago Assistant Pro	-	88	41 46.59%	44 50.00%	5 5.68%	10 11.36%	28 31.82%	1 1.14%
Job Group: 27C COM-ALSM Chicago Assistant								
<u>Feeders:</u>								
Job Group: 27D COM-ALSM Chicago Other Faculty	-	365	155 42.47%	139 38.08%	13 3.56%	20 5.48%	105 28.77%	1 0.27%
Job Group: 28A COM-Peoria Professor								
<u>Feeders:</u>								
Job Group: 28B COM-Peoria Associate Professor	-	10	1 10.00%	4 40.00%	0 0.00%	1 10.00%	3 30.00%	0 0.00%
Job Group: 28B COM-Peoria Associate Profess								
<u>Feeders:</u>								
Job Group: 28C COM-Peoria Assistant Professor	-	10	4 40.00%	5 50.00%	0 0.00%	1 10.00%	4 40.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 28C COM-Peoria Assistant Profess								
<u>Feeders:</u>								
Job Group: 28D COM-Peoria Other Faculty	-	65	18 27.69%	24 36.92%	1 1.54%	1 1.54%	22 33.85%	0 0.00%
Job Group: 29A COM-Rockford Professor								
<u>Feeders:</u>								
Job Group: 29B COM-Rockford Associate Profess	-	6	1 16.67%	1 16.67%	0 0.00%	0 0.00%	1 16.67%	0 0.00%
Job Group: 29B COM-Rockford Associate Prof								
<u>Feeders:</u>								
Job Group: 29C COM-Rockford Assistant Profess	-	7	2 28.57%	4 57.14%	0 0.00%	0 0.00%	4 57.14%	0 0.00%
Job Group: 29C COM-Rockford Assistant Prof								
<u>Feeders:</u>								
Job Group: 29D COM-Rockford Other Faculty	-	41	10 24.39%	16 39.02%	1 2.44%	5 12.20%	10 24.39%	0 0.00%
Job Group: 30A COM-Urbana Professor								
<u>Feeders:</u>								
Job Group: 30B COM-Urbana Associate Professor	-	6	2 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 30B COM-Urbana Associate Profes								
<u>Feeders:</u>								
Job Group: 30C COM-Urbana Assistant Professor	-	4	2 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 30C COM-Urbana Assistant Profes								
<u>Feeders:</u>								
Job Group: 30D COM-Urbana Professor	-	21	9 42.86%	6 28.57%	1 4.76%	0 0.00%	5 23.81%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 31A Nursing Professor								
<u>Feeders:</u>								
Job Group: 31B Nursing Associate Professor	-	11	11 100.00%	3 27.27%	2 18.18%	0 0.00%	1 9.09%	0 0.00%
Job Group: 31B Nursing Associate Professor								
<u>Feeders:</u>								
Job Group: 31C Nursing Assistant Professor	-	10	9 90.00%	2 20.00%	0 0.00%	0 0.00%	2 20.00%	0 0.00%
Job Group: 31C Nursing Assistant Professor								
<u>Feeders:</u>								
Job Group: 31D Nursing Other Faculty	-	112	107 95.54%	14 12.50%	5 4.46%	2 1.79%	7 6.25%	0 0.00%
Job Group: 32A Pharmacy Professor								
<u>Feeders:</u>								
Job Group: 32B Pharmacy Associate Professor	-	19	6 31.58%	2 10.53%	1 5.26%	0 0.00%	1 5.26%	0 0.00%
Job Group: 32B Pharmacy Associate Professor								
<u>Feeders:</u>								
Job Group: 32C Pharmacy Assistant Professor	-	13	5 38.46%	1 7.69%	0 0.00%	0 0.00%	1 7.69%	0 0.00%
Job Group: 32C Pharmacy Assistant Professor								
<u>Feeders:</u>								
Job Group: 32D Pharmacy Other Faculty	-	100	45 45.00%	49 49.00%	1 1.00%	7 7.00%	41 41.00%	0 0.00%
Job Group: 33A School of Public Health Profes								
<u>Feeders:</u>								
Job Group: 33B School of Public Health Associ	-	23	11 47.83%	7 30.43%	2 8.70%	1 4.35%	4 17.39%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Faculty_new
05/14/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 33B School of Public Health Associ								
<u>Feeders:</u>								
Job Group: 33C School of Public Health Assist	-	9	5 55.56%	5 55.56%	2 22.22%	0 0.00%	3 33.33%	0 0.00%
Job Group: 33C School of Public Health Assist								
<u>Feeders:</u>								
Job Group: 33D School of Public Health Other	-	35	20 57.14%	6 17.14%	4 11.43%	1 2.86%	1 2.86%	0 0.00%
Job Group: 34A CUPPA Professor								
<u>Feeders:</u>								
Job Group: 34B CUPPA Associate Professor	-	17	5 29.41%	5 29.41%	1 5.88%	1 5.88%	3 17.65%	0 0.00%
Job Group: 34B CUPPA Associate Professor								
<u>Feeders:</u>								
Job Group: 34C CUPPA Assistant Professor	-	6	4 66.67%	2 33.33%	0 0.00%	1 16.67%	1 16.67%	0 0.00%
Job Group: 34C CUPPA Assistant Professor								
<u>Feeders:</u>								
Job Group: 34D CUPPA Other Faculty	-	4	1 25.00%	2 50.00%	0 0.00%	0 0.00%	2 50.00%	0 0.00%
Job Group: 37A Provost & VC Acad Affairs Prof								
<u>Feeders:</u>								
Job Group: 37D Provost & VC Acad Affairs Othe	-	3	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%