

# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| 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                  | 182                  | Female   | 41             | 22.53          | 46.74            | 85.1                    | -44.1                          | -6.55                         | Yes                            |
|                                    |                      | Minority | 20             | 10.99          | 17.86            | 32.5                    | -12.5                          | -2.42                         | Yes                            |
|                                    |                      | Black    | 3              | 1.65           | 4.03             | 7.3                     | -4.3                           | -1.63                         |                                |
|                                    |                      | Hispanic | 6              | 3.30           | 8.53             | 15.5                    | -9.5                           | -2.53                         | Yes                            |
|                                    |                      | Asian    | 11             | 6.04           | 0.78             | 1.4                     | 9.6                            | 8.08                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            | 0.00                          |                                |
| 12B LAS Associate Professor        | 132                  | Female   | 50             | 37.88          | 47.83            | 63.1                    | -13.1                          | -2.29                         | Yes                            |
|                                    |                      | Minority | 29             | 21.97          | 18.54            | 24.5                    | 4.5                            | 1.01                          |                                |
|                                    |                      | Black    | 10             | 7.58           | 4.13             | 5.5                     | 4.5                            | 1.99                          |                                |
|                                    |                      | Hispanic | 11             | 8.33           | 5.31             | 7.0                     | 4.0                            | 1.55                          |                                |
|                                    |                      | Asian    | 8              | 6.06           | 8.65             | 11.4                    | -3.4                           | -1.06                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.44             | 0.6                     | -0.6                           | -0.77                         |                                |
| 12C LAS Assistant Professor        | 67                   | Female   | 38             | 56.72          | 47.26            | 31.7                    | 6.3                            | 1.55                          |                                |
|                                    |                      | Minority | 22             | 32.84          | 17.62            | 11.8                    | 10.2                           | 3.27                          |                                |
|                                    |                      | Black    | 6              | 8.96           | 3.82             | 2.6                     | 3.4                            | 2.19                          |                                |
|                                    |                      | Hispanic | 9              | 13.43          | 4.79             | 3.2                     | 5.8                            | 3.31                          |                                |
|                                    |                      | Asian    | 7              | 10.45          | 8.54             | 5.7                     | 1.3                            | 0.56                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.47             | 0.3                     | -0.3                           | -0.56                         |                                |
| 12D LAS Lecturer                   | 227                  | Female   | 106            | 46.70          | 47.26            | 107.3                   | -1.3                           | -0.17                         |                                |
|                                    |                      | Minority | 67             | 29.52          | 17.62            | 40.0                    | 27.0                           | 4.70                          |                                |
|                                    |                      | Black    | 1              | 0.44           | 3.82             | 8.7                     | -7.7                           | -2.66                         | Yes                            |
|                                    |                      | Hispanic | 24             | 10.57          | 4.79             | 10.9                    | 13.1                           | 4.08                          |                                |
|                                    |                      | Asian    | 42             | 18.50          | 8.54             | 19.4                    | 22.6                           | 5.37                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.47             | 1.1                     | -1.1                           | -1.04                         |                                |
| 13A Business Administration Profes | 30                   | Female   | 4              | 13.33          | 33.85            | 10.2                    | -6.2                           | -2.37                         | Yes                            |
|                                    |                      | Minority | 8              | 26.67          | 20.27            | 6.1                     | 1.9                            | 0.87                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 6.95             | 2.1                     | -2.1                           | -1.50                         |                                |
|                                    |                      | Hispanic | 3              | 10.00          | 3.01             | 0.9                     | 2.1                            | 2.24                          |                                |
|                                    |                      | Asian    | 5              | 16.67          | 9.69             | 2.9                     | 2.1                            | 1.29                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.61             | 0.2                     | -0.2                           | -0.43                         |                                |
| 13B Business Administration Associ | 25                   | Female   | 4              | 16.00          | 34.99            | 8.7                     | -4.7                           | -1.99                         |                                |
|                                    |                      | Minority | 11             | 44.00          | 21.51            | 5.4                     | 5.6                            | 2.74                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 7.12             | 1.8                     | -1.8                           | -1.38                         |                                |
|                                    |                      | Hispanic | 1              | 4.00           | 2.89             | 0.7                     | 0.3                            | 0.33                          |                                |
|                                    |                      | Asian    | 10             | 40.00          | 10.91            | 2.7                     | 7.3                            | 4.66                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.58             | 0.1                     | -0.1                           | -0.38                         |                                |
| 13C Business Administration Assist | 18                   | Female   | 11             | 61.11          | 33.85            | 6.1                     | 4.9                            | 2.44                          |                                |
|                                    |                      | Minority | 9              | 50.00          | 20.27            | 3.6                     | 5.4                            | 3.14                          |                                |
|                                    |                      | Black    | 2              | 11.11          | 6.95             | 1.3                     | 0.7                            | 0.69                          |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 3.01             | 0.5                     | -0.5                           | -0.75                         |                                |
|                                    |                      | Asian    | 7              | 38.89          | 9.69             | 1.7                     | 5.3                            | 4.19                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.61             | 0.1                     | -0.1                           | -0.33                         |                                |
| 13D Business Administration Profes | 29                   | Female   | 6              | 20.69          | 33.85            | 9.8                     | -3.8                           | -1.50                         |                                |
|                                    |                      | Minority | 5              | 17.24          | 20.27            | 5.9                     | -0.9                           | -0.41                         |                                |
|                                    |                      | Black    | 1              | 3.45           | 6.95             | 2.0                     | -1.0                           | -0.74                         |                                |
|                                    |                      | Hispanic | 1              | 3.45           | 3.01             | 0.9                     | 0.1                            | 0.14                          |                                |
|                                    |                      | Asian    | 3              | 10.34          | 9.69             | 2.8                     | 0.2                            | 0.12                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.61             | 0.2                     | -0.2                           | -0.42                         |                                |

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

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| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 15A Education Professor            | 19                   | Female   | 9              | 47.37          | 73.16            | 13.9                    | -4.9                           | -2.54                         | Yes                            |
|                                    |                      | Minority | 2              | 10.53          | 20.79            | 4.0                     | -2.0                           | -1.10                         |                                |
|                                    |                      | Black    | 1              | 5.26           | 9.91             | 1.9                     | -0.9                           | -0.68                         |                                |
|                                    |                      | Hispanic | 1              | 5.26           | 6.73             | 1.3                     | -0.3                           | -0.25                         |                                |
|                                    |                      | Asian    | 0              | 0.00           | 3.33             | 0.6                     | -0.6                           | -0.81                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.82             | 0.2                     | -0.2                           | -0.40                         |                                |
| 15B Education Associate Professor  | 23                   | Female   | 12             | 52.17          | 74.33            | 17.1                    | -5.1                           | -2.43                         | Yes                            |
|                                    |                      | Minority | 11             | 47.83          | 19.29            | 4.4                     | 6.6                            | 3.47                          |                                |
|                                    |                      | Black    | 4              | 17.39          | 9.50             | 2.2                     | 1.8                            | 1.29                          |                                |
|                                    |                      | Hispanic | 5              | 21.74          | 5.90             | 1.4                     | 3.6                            | 3.23                          |                                |
|                                    |                      | Asian    | 2              | 8.70           | 3.03             | 0.7                     | 1.3                            | 1.59                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.87             | 0.2                     | -0.2                           | -0.45                         |                                |
| 15C Education Assistant Professor  | 11                   | Female   | 6              | 54.55          | 74.33            | 8.2                     | -2.2                           | -1.50                         |                                |
|                                    |                      | Minority | 4              | 36.36          | 19.29            | 2.1                     | 1.9                            | 1.44                          |                                |
|                                    |                      | Black    | 3              | 27.27          | 9.50             | 1.0                     | 2.0                            | 2.01                          |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 5.90             | 0.6                     | -0.6                           | -0.83                         |                                |
|                                    |                      | Asian    | 1              | 9.09           | 3.03             | 0.3                     | 0.7                            | 1.17                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.87             | 0.1                     | -0.1                           | -0.31                         |                                |
| 15D Education Other Faculty        | 14                   | Female   | 11             | 78.57          | 74.33            | 10.4                    | 0.6                            | 0.36                          |                                |
|                                    |                      | Minority | 5              | 35.71          | 19.29            | 2.7                     | 2.3                            | 1.56                          |                                |
|                                    |                      | Black    | 3              | 21.43          | 9.50             | 1.3                     | 1.7                            | 1.52                          |                                |
|                                    |                      | Hispanic | 1              | 7.14           | 5.90             | 0.8                     | 0.2                            | 0.20                          |                                |
|                                    |                      | Asian    | 1              | 7.14           | 3.03             | 0.4                     | 0.6                            | 0.90                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.87             | 0.1                     | -0.1                           | -0.35                         |                                |
| 16A Engineering Professor          | 47                   | Female   | 1              | 2.13           | 17.49            | 8.2                     | -7.2                           | -2.77                         | Yes                            |
|                                    |                      | Minority | 18             | 38.30          | 28.12            | 13.2                    | 4.8                            | 1.55                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 2.95             | 1.4                     | -1.4                           | -1.20                         |                                |
|                                    |                      | Hispanic | 1              | 2.13           | 3.38             | 1.6                     | -0.6                           | -0.47                         |                                |
|                                    |                      | Asian    | 17             | 36.17          | 21.45            | 10.1                    | 6.9                            | 2.46                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.34             | 0.2                     | -0.2                           | -0.40                         |                                |
| 16B Engineering Associate Professo | 39                   | Female   | 4              | 10.26          | 20.27            | 7.9                     | -3.9                           | -1.56                         |                                |
|                                    |                      | Minority | 14             | 35.90          | 27.65            | 10.8                    | 3.2                            | 1.15                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.57             | 1.8                     | -1.8                           | -1.37                         |                                |
|                                    |                      | Hispanic | 1              | 2.56           | 3.29             | 1.3                     | -0.3                           | -0.25                         |                                |
|                                    |                      | Asian    | 13             | 33.33          | 19.43            | 7.6                     | 5.4                            | 2.19                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.36             | 0.1                     | -0.1                           | -0.38                         |                                |
| 16C Engineering Assistant Professo | 20                   | Female   | 7              | 35.00          | 18.37            | 3.7                     | 3.3                            | 1.92                          |                                |
|                                    |                      | Minority | 9              | 45.00          | 27.17            | 5.4                     | 3.6                            | 1.79                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 3.31             | 0.7                     | -0.7                           | -0.83                         |                                |
|                                    |                      | Hispanic | 1              | 5.00           | 3.48             | 0.7                     | 0.3                            | 0.37                          |                                |
|                                    |                      | Asian    | 8              | 40.00          | 20.00            | 4.0                     | 4.0                            | 2.24                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.1                     | -0.1                           | -0.28                         |                                |
| 16D Engineering Other Faculty      | 25                   | Female   | 2              | 8.00           | 18.37            | 4.6                     | -2.6                           | -1.34                         |                                |
|                                    |                      | Minority | 10             | 40.00          | 27.17            | 6.8                     | 3.2                            | 1.44                          |                                |
|                                    |                      | Black    | 1              | 4.00           | 3.31             | 0.8                     | 0.2                            | 0.19                          |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 3.48             | 0.9                     | -0.9                           | -0.95                         |                                |
|                                    |                      | Asian    | 9              | 36.00          | 20.00            | 5.0                     | 4.0                            | 2.00                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.1                     | -0.1                           | -0.31                         |                                |

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Yes indicates Number of Standard Deviations <= -2.00*

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|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 17A A and A Professor              | 17                   | Female   | 6              | 35.29          | 48.33            | 8.2                     | -2.2                           | -1.08                         |                                |
|                                    |                      | Minority | 1              | 5.88           | 14.61            | 2.5                     | -1.5                           | -1.02                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 5.07             | 0.9                     | -0.9                           | -0.95                         |                                |
|                                    |                      | Hispanic | 1              | 5.88           | 3.37             | 0.6                     | 0.4                            | 0.57                          |                                |
|                                    |                      | Asian    | 0              | 0.00           | 5.83             | 1.0                     | -1.0                           | -1.03                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.35             | 0.1                     | -0.1                           | -0.24                         |                                |
| 17B A and A Associate Professor    | 22                   | Female   | 8              | 36.36          | 51.32            | 11.3                    | -3.3                           | -1.40                         |                                |
|                                    |                      | Minority | 6              | 27.27          | 13.59            | 3.0                     | 3.0                            | 1.87                          |                                |
|                                    |                      | Black    | 5              | 22.73          | 2.80             | 0.6                     | 4.4                            | 5.67                          |                                |
|                                    |                      | Hispanic | 1              | 4.55           | 3.96             | 0.9                     | 0.1                            | 0.14                          |                                |
|                                    |                      | Asian    | 0              | 0.00           | 6.47             | 1.4                     | -1.4                           | -1.23                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.37             | 0.1                     | -0.1                           | -0.29                         |                                |
| 17C A and A Assistant Professor    | 24                   | Female   | 18             | 75.00          | 49.93            | 12.0                    | 6.0                            | 2.46                          |                                |
|                                    |                      | Minority | 6              | 25.00          | 12.92            | 3.1                     | 2.9                            | 1.76                          |                                |
|                                    |                      | Black    | 1              | 4.17           | 2.71             | 0.7                     | 0.3                            | 0.44                          |                                |
|                                    |                      | Hispanic | 4              | 16.67          | 3.21             | 0.8                     | 3.2                            | 3.74                          |                                |
|                                    |                      | Asian    | 1              | 4.17           | 6.60             | 1.6                     | -0.6                           | -0.48                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.39             | 0.1                     | -0.1                           | -0.31                         |                                |
| 17D A and A Other Faculty          | 18                   | Female   | 5              | 27.78          | 49.93            | 9.0                     | -4.0                           | -1.88                         |                                |
|                                    |                      | Minority | 2              | 11.11          | 12.92            | 2.3                     | -0.3                           | -0.23                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 2.71             | 0.5                     | -0.5                           | -0.71                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 3.21             | 0.6                     | -0.6                           | -0.77                         |                                |
|                                    |                      | Asian    | 2              | 11.11          | 6.60             | 1.2                     | 0.8                            | 0.77                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.39             | 0.1                     | -0.1                           | -0.27                         |                                |
| 19A Social Work 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                         |                                |
| 19B Social Work Associate Professo | 11                   | Female   | 4              | 36.36          | 74.07            | 8.1                     | -4.1                           | -2.85                         | Yes                            |
|                                    |                      | Minority | 2              | 18.18          | 26.22            | 2.9                     | -0.9                           | -0.61                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 15.46            | 1.7                     | -1.7                           | -1.42                         |                                |
|                                    |                      | Hispanic | 1              | 9.09           | 5.67             | 0.6                     | 0.4                            | 0.49                          |                                |
|                                    |                      | Asian    | 1              | 9.09           | 4.21             | 0.5                     | 0.5                            | 0.81                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.89             | 0.1                     | -0.1                           | -0.31                         |                                |
| 19C Social Work Assistant Professo | 8                    | Female   | 7              | 87.50          | 72.73            | 5.8                     | 1.2                            | 0.94                          |                                |
|                                    |                      | Minority | 5              | 62.50          | 22.60            | 1.8                     | 3.2                            | 2.70                          |                                |
|                                    |                      | Black    | 4              | 50.00          | 12.01            | 1.0                     | 3.0                            | 3.31                          |                                |
|                                    |                      | Hispanic | 1              | 12.50          | 4.98             | 0.4                     | 0.6                            | 0.98                          |                                |
|                                    |                      | Asian    | 0              | 0.00           | 4.63             | 0.4                     | -0.4                           | -0.62                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.98             | 0.1                     | -0.1                           | -0.28                         |                                |
| 19D Social Work Other Faculty      | 5                    | Female   | 4              | 80.00          | 72.73            | 3.6                     | 0.4                            | 0.36                          |                                |
|                                    |                      | Minority | 2              | 40.00          | 22.60            | 1.1                     | 0.9                            | 0.93                          |                                |
|                                    |                      | Black    | 2              | 40.00          | 12.01            | 0.6                     | 1.4                            | 1.93                          |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 4.98             | 0.2                     | -0.2                           | -0.51                         |                                |
|                                    |                      | Asian    | 0              | 0.00           | 4.63             | 0.2                     | -0.2                           | -0.49                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.98             | 0.0                     | 0.0                            | -0.22                         |                                |

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|-----------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 20A Library Professor             | 5                    | Female   | 4              | 80.00          | 79.26            | 4.0                     | 0.0                            | 0.04                          |                                |
|                                   |                      | Minority | 0              | 0.00           | 20.74            | 1.0                     | -1.0                           | -1.14                         |                                |
|                                   |                      | Black    | 0              | 0.00           | 8.89             | 0.4                     | -0.4                           | -0.70                         |                                |
|                                   |                      | Hispanic | 0              | 0.00           | 2.96             | 0.1                     | -0.1                           | -0.39                         |                                |
|                                   |                      | Asian    | 0              | 0.00           | 7.04             | 0.4                     | -0.4                           | -0.62                         |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 1.85             | 0.1                     | -0.1                           | -0.31                         |                                |
| 20B Library Associate Professor   | 8                    | Female   | 4              | 50.00          | 80.29            | 6.4                     | -2.4                           | -2.15                         | Yes                            |
|                                   |                      | Minority | 0              | 0.00           | 25.96            | 2.1                     | -2.1                           | -1.67                         |                                |
|                                   |                      | Black    | 0              | 0.00           | 14.03            | 1.1                     | -1.1                           | -1.14                         |                                |
|                                   |                      | Hispanic | 0              | 0.00           | 4.16             | 0.3                     | -0.3                           | -0.59                         |                                |
|                                   |                      | Asian    | 0              | 0.00           | 6.16             | 0.5                     | -0.5                           | -0.72                         |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 1.62             | 0.1                     | -0.1                           | -0.36                         |                                |
| 20C Library Assistant Professor   | 18                   | Female   | 15             | 83.33          | 79.26            | 14.3                    | 0.7                            | 0.43                          |                                |
|                                   |                      | Minority | 4              | 22.22          | 20.74            | 3.7                     | 0.3                            | 0.16                          |                                |
|                                   |                      | Black    | 4              | 22.22          | 8.89             | 1.6                     | 2.4                            | 1.99                          |                                |
|                                   |                      | Hispanic | 0              | 0.00           | 2.96             | 0.5                     | -0.5                           | -0.74                         |                                |
|                                   |                      | Asian    | 0              | 0.00           | 7.04             | 1.3                     | -1.3                           | -1.17                         |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 1.85             | 0.3                     | -0.3                           | -0.58                         |                                |
| 20D Library Other Faculty         | 12                   | Female   | 9              | 75.00          | 79.26            | 9.5                     | -0.5                           | -0.36                         |                                |
|                                   |                      | Minority | 3              | 25.00          | 20.74            | 2.5                     | 0.5                            | 0.36                          |                                |
|                                   |                      | Black    | 0              | 0.00           | 8.89             | 1.1                     | -1.1                           | -1.08                         |                                |
|                                   |                      | Hispanic | 0              | 0.00           | 2.96             | 0.4                     | -0.4                           | -0.61                         |                                |
|                                   |                      | Asian    | 3              | 25.00          | 7.04             | 0.8                     | 2.2                            | 2.43                          |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 1.85             | 0.2                     | -0.2                           | -0.48                         |                                |
| 24A Dentistry Professor           | 18                   | Female   | 6              | 33.33          | 41.80            | 7.5                     | -1.5                           | -0.73                         |                                |
|                                   |                      | Minority | 4              | 22.22          | 23.57            | 4.2                     | -0.2                           | -0.13                         |                                |
|                                   |                      | Black    | 0              | 0.00           | 5.95             | 1.1                     | -1.1                           | -1.07                         |                                |
|                                   |                      | Hispanic | 0              | 0.00           | 6.36             | 1.1                     | -1.1                           | -1.11                         |                                |
|                                   |                      | Asian    | 4              | 22.22          | 10.88            | 2.0                     | 2.0                            | 1.55                          |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 0.38             | 0.1                     | -0.1                           | -0.26                         |                                |
| 24B Dentistry Associate Professor | 22                   | Female   | 6              | 27.27          | 41.99            | 9.2                     | -3.2                           | -1.40                         |                                |
|                                   |                      | Minority | 6              | 27.27          | 25.12            | 5.5                     | 0.5                            | 0.23                          |                                |
|                                   |                      | Black    | 1              | 4.55           | 6.11             | 1.3                     | -0.3                           | -0.31                         |                                |
|                                   |                      | Hispanic | 0              | 0.00           | 6.50             | 1.4                     | -1.4                           | -1.24                         |                                |
|                                   |                      | Asian    | 5              | 22.73          | 12.16            | 2.7                     | 2.3                            | 1.52                          |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 0.36             | 0.1                     | -0.1                           | -0.28                         |                                |
| 24C Dentistry Assistant Professor | 11                   | Female   | 5              | 45.45          | 41.80            | 4.6                     | 0.4                            | 0.25                          |                                |
|                                   |                      | Minority | 6              | 54.55          | 23.57            | 2.6                     | 3.4                            | 2.42                          |                                |
|                                   |                      | Black    | 1              | 9.09           | 5.95             | 0.7                     | 0.3                            | 0.44                          |                                |
|                                   |                      | Hispanic | 1              | 9.09           | 6.36             | 0.7                     | 0.3                            | 0.37                          |                                |
|                                   |                      | Asian    | 4              | 36.36          | 10.88            | 1.2                     | 2.8                            | 2.71                          |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 0.38             | 0.0                     | 0.0                            | -0.20                         |                                |
| 24D Dentistry Other Faculty       | 80                   | Female   | 26             | 32.50          | 41.80            | 33.4                    | -7.4                           | -1.69                         |                                |
|                                   |                      | Minority | 26             | 32.50          | 23.57            | 18.9                    | 7.1                            | 1.88                          |                                |
|                                   |                      | Black    | 6              | 7.50           | 5.95             | 4.8                     | 1.2                            | 0.59                          |                                |
|                                   |                      | Hispanic | 4              | 5.00           | 6.36             | 5.1                     | -1.1                           | -0.50                         |                                |
|                                   |                      | Asian    | 16             | 20.00          | 10.88            | 8.7                     | 7.3                            | 2.62                          |                                |
|                                   |                      | Amlndian | 0              | 0.00           | 0.38             | 0.3                     | -0.3                           | -0.55                         |                                |

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 25A AHS Professor                  | 19                   | Female   | 7              | 36.84          | 83.53            | 15.9                    | -8.9                           | -5.49                         | Yes                            |
|                                    |                      | Minority | 4              | 21.05          | 16.47            | 3.1                     | 0.9                            | 0.54                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 5.74             | 1.1                     | -1.1                           | -1.08                         |                                |
|                                    |                      | Hispanic | 2              | 10.53          | 4.10             | 0.8                     | 1.2                            | 1.41                          |                                |
|                                    |                      | Asian    | 2              | 10.53          | 6.20             | 1.2                     | 0.8                            | 0.78                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.43             | 0.1                     | -0.1                           | -0.29                         |                                |
| 25B AHS Associate Professor        | 9                    | Female   | 5              | 55.56          | 79.80            | 7.2                     | -2.2                           | -1.81                         |                                |
|                                    |                      | Minority | 1              | 11.11          | 16.86            | 1.5                     | -0.5                           | -0.46                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 5.10             | 0.5                     | -0.5                           | -0.70                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 5.87             | 0.5                     | -0.5                           | -0.75                         |                                |
|                                    |                      | Asian    | 1              | 11.11          | 5.51             | 0.5                     | 0.5                            | 0.74                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.0                     | 0.0                            | -0.19                         |                                |
| 25C AHS Assistant Professor        | 10                   | Female   | 5              | 50.00          | 83.53            | 8.4                     | -3.4                           | -2.86                         | Yes                            |
|                                    |                      | Minority | 2              | 20.00          | 16.47            | 1.6                     | 0.4                            | 0.30                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 5.74             | 0.6                     | -0.6                           | -0.78                         |                                |
|                                    |                      | Hispanic | 2              | 20.00          | 4.10             | 0.4                     | 1.6                            | 2.54                          |                                |
|                                    |                      | Asian    | 0              | 0.00           | 6.20             | 0.6                     | -0.6                           | -0.81                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.43             | 0.0                     | 0.0                            | -0.21                         |                                |
| 25D AHS Other Faculty              | 49                   | Female   | 31             | 63.27          | 83.53            | 40.9                    | -9.9                           | -3.82                         | Yes                            |
|                                    |                      | Minority | 10             | 20.41          | 16.47            | 8.1                     | 1.9                            | 0.74                          |                                |
|                                    |                      | Black    | 1              | 2.04           | 5.74             | 2.8                     | -1.8                           | -1.11                         |                                |
|                                    |                      | Hispanic | 3              | 6.12           | 4.10             | 2.0                     | 1.0                            | 0.71                          |                                |
|                                    |                      | Asian    | 6              | 12.24          | 6.20             | 3.0                     | 3.0                            | 1.75                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.43             | 0.2                     | -0.2                           | -0.46                         |                                |
| 26A COM-Basic Chicago Professor    | 43                   | Female   | 8              | 18.60          | 63.47            | 27.3                    | -19.3                          | -6.11                         | Yes                            |
|                                    |                      | Minority | 15             | 34.88          | 35.40            | 15.2                    | -0.2                           | -0.07                         |                                |
|                                    |                      | Black    | 1              | 2.33           | 4.66             | 2.0                     | -1.0                           | -0.73                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 6.11             | 2.6                     | -2.6                           | -1.67                         |                                |
|                                    |                      | Asian    | 14             | 32.56          | 24.22            | 10.4                    | 3.6                            | 1.28                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.41             | 0.2                     | -0.2                           | -0.42                         |                                |
| 26B COM-Basic Chicago Associate Pr | 35                   | Female   | 7              | 20.00          | 63.59            | 22.3                    | -15.3                          | -5.36                         | Yes                            |
|                                    |                      | Minority | 11             | 31.43          | 35.71            | 12.5                    | -1.5                           | -0.53                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.63             | 1.6                     | -1.6                           | -1.30                         |                                |
|                                    |                      | Hispanic | 2              | 5.71           | 6.22             | 2.2                     | -0.2                           | -0.12                         |                                |
|                                    |                      | Asian    | 9              | 25.71          | 24.46            | 8.6                     | 0.4                            | 0.17                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.41             | 0.1                     | -0.1                           | -0.38                         |                                |
| 26C COM-Basic Chicago Assistant Pr | 21                   | Female   | 7              | 33.33          | 64.50            | 13.5                    | -6.5                           | -2.98                         | Yes                            |
|                                    |                      | Minority | 9              | 42.86          | 35.50            | 7.5                     | 1.5                            | 0.70                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.77             | 1.0                     | -1.0                           | -1.03                         |                                |
|                                    |                      | Hispanic | 2              | 9.52           | 6.12             | 1.3                     | 0.7                            | 0.65                          |                                |
|                                    |                      | Asian    | 7              | 33.33          | 24.19            | 5.1                     | 1.9                            | 0.98                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.42             | 0.1                     | -0.1                           | -0.30                         |                                |
| 26D COM-Basic Chicago Other Facult | 155                  | Female   | 61             | 39.35          | 64.50            | 100.0                   | -39.0                          | -6.54                         | Yes                            |
|                                    |                      | Minority | 88             | 56.77          | 35.50            | 55.0                    | 33.0                           | 5.54                          |                                |
|                                    |                      | Black    | 1              | 0.65           | 4.77             | 7.4                     | -6.4                           | -2.41                         |                                |
|                                    |                      | Hispanic | 4              | 2.58           | 6.12             | 9.5                     | -5.5                           | -1.84                         |                                |
|                                    |                      | Asian    | 83             | 53.55          | 24.19            | 37.5                    | 45.5                           | 8.54                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.42             | 0.7                     | -0.7                           | -0.81                         |                                |

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 27A COM-ALSM Chicago Professor     | 105                  | Female   | 25             | 23.81          | 70.50            | 74.0                    | -49.0                          | -10.5                         | Yes                            |
|                                    |                      | Minority | 18             | 17.14          | 27.92            | 29.3                    | -11.3                          | -2.46                         | Yes                            |
|                                    |                      | Black    | 1              | 0.95           | 4.51             | 4.7                     | -3.7                           | -1.76                         |                                |
|                                    |                      | Hispanic | 3              | 2.86           | 5.96             | 6.3                     | -3.3                           | -1.34                         |                                |
|                                    |                      | Asian    | 14             | 13.33          | 17.12            | 18.0                    | -4.0                           | -1.03                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.33             | 0.3                     | -0.3                           | -0.59                         |                                |
| 27B COM-ALSM Chicago Associate Pro | 81                   | Female   | 28             | 34.57          | 69.31            | 56.1                    | -28.1                          | -6.78                         | Yes                            |
|                                    |                      | Minority | 20             | 24.69          | 30.33            | 24.6                    | -4.6                           | -1.10                         |                                |
|                                    |                      | Black    | 3              | 3.70           | 4.66             | 3.8                     | -0.8                           | -0.41                         |                                |
|                                    |                      | Hispanic | 4              | 4.94           | 6.56             | 5.3                     | -1.3                           | -0.59                         |                                |
|                                    |                      | Asian    | 13             | 16.05          | 18.69            | 15.1                    | -2.1                           | -0.61                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.42             | 0.3                     | -0.3                           | -0.59                         |                                |
| 27C COM-ALSM Chicago Assistant Pro | 88                   | Female   | 41             | 46.59          | 71.95            | 63.3                    | -22.3                          | -5.29                         | Yes                            |
|                                    |                      | Minority | 44             | 50.00          | 28.05            | 24.7                    | 19.3                           | 4.58                          |                                |
|                                    |                      | Black    | 5              | 5.68           | 4.54             | 4.0                     | 1.0                            | 0.51                          |                                |
|                                    |                      | Hispanic | 10             | 11.36          | 6.00             | 5.3                     | 4.7                            | 2.12                          |                                |
|                                    |                      | Asian    | 28             | 31.82          | 17.17            | 15.1                    | 12.9                           | 3.64                          |                                |
|                                    |                      | Amlndian | 1              | 1.14           | 0.34             | 0.3                     | 0.7                            | 1.28                          |                                |
| 27D COM-ALSM Chicago Other Faculty | 365                  | Female   | 155            | 42.47          | 71.95            | 262.6                   | -107.6                         | -12.5                         | Yes                            |
|                                    |                      | Minority | 139            | 38.08          | 28.05            | 102.4                   | 36.6                           | 4.27                          |                                |
|                                    |                      | Black    | 13             | 3.56           | 4.54             | 16.6                    | -3.6                           | -0.90                         |                                |
|                                    |                      | Hispanic | 20             | 5.48           | 6.00             | 21.9                    | -1.9                           | -0.42                         |                                |
|                                    |                      | Asian    | 105            | 28.77          | 17.17            | 62.7                    | 42.3                           | 5.88                          |                                |
|                                    |                      | Amlndian | 1              | 0.27           | 0.34             | 1.2                     | -0.2                           | -0.22                         |                                |
| 28A COM-Peoria Professor           | 14                   | Female   | 1              | 7.14           | 73.69            | 10.3                    | -9.3                           | -5.65                         | Yes                            |
|                                    |                      | Minority | 4              | 28.57          | 26.31            | 3.7                     | 0.3                            | 0.19                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.21             | 0.6                     | -0.6                           | -0.78                         |                                |
|                                    |                      | Hispanic | 2              | 14.29          | 5.78             | 0.8                     | 1.2                            | 1.36                          |                                |
|                                    |                      | Asian    | 2              | 14.29          | 16.00            | 2.2                     | -0.2                           | -0.18                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.32             | 0.0                     | 0.0                            | -0.21                         |                                |
| 28B COM-Peoria Associate Professor | 10                   | Female   | 1              | 10.00          | 70.32            | 7.0                     | -6.0                           | -4.18                         | Yes                            |
|                                    |                      | Minority | 4              | 40.00          | 28.68            | 2.9                     | 1.1                            | 0.79                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 3.79             | 0.4                     | -0.4                           | -0.63                         |                                |
|                                    |                      | Hispanic | 1              | 10.00          | 6.20             | 0.6                     | 0.4                            | 0.50                          |                                |
|                                    |                      | Asian    | 3              | 30.00          | 18.40            | 1.8                     | 1.2                            | 0.95                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.29             | 0.0                     | 0.0                            | -0.17                         |                                |
| 28C COM-Peoria Assistant Professor | 10                   | Female   | 4              | 40.00          | 73.69            | 7.4                     | -3.4                           | -2.42                         | Yes                            |
|                                    |                      | Minority | 5              | 50.00          | 26.31            | 2.6                     | 2.4                            | 1.70                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.21             | 0.4                     | -0.4                           | -0.66                         |                                |
|                                    |                      | Hispanic | 1              | 10.00          | 5.78             | 0.6                     | 0.4                            | 0.57                          |                                |
|                                    |                      | Asian    | 4              | 40.00          | 16.00            | 1.6                     | 2.4                            | 2.07                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.32             | 0.0                     | 0.0                            | -0.18                         |                                |
| 28D COM-Peoria Other Faculty       | 65                   | Female   | 18             | 27.69          | 73.69            | 47.9                    | -29.9                          | -8.42                         | Yes                            |
|                                    |                      | Minority | 24             | 36.92          | 26.31            | 17.1                    | 6.9                            | 1.94                          |                                |
|                                    |                      | Black    | 1              | 1.54           | 4.21             | 2.7                     | -1.7                           | -1.07                         |                                |
|                                    |                      | Hispanic | 1              | 1.54           | 5.78             | 3.8                     | -2.8                           | -1.47                         |                                |
|                                    |                      | Asian    | 22             | 33.85          | 16.00            | 10.4                    | 11.6                           | 3.92                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.32             | 0.2                     | -0.2                           | -0.45                         |                                |

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00*

# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 29A COM-Rockford Professor         | 3                    | Female   | 0              | 0.00           | 62.39            | 1.9                     | -1.9                           | -2.23                         | Yes                            |
|                                    |                      | Minority | 1              | 33.33          | 15.39            | 0.5                     | 0.5                            | 0.86                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 1.86             | 0.1                     | -0.1                           | -0.24                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 2.31             | 0.1                     | -0.1                           | -0.27                         |                                |
|                                    |                      | Asian    | 1              | 33.33          | 11.09            | 0.3                     | 0.7                            | 1.23                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.13             | 0.0                     | 0.0                            | -0.06                         |                                |
| 29B COM-Rockford Associate Profess | 6                    | Female   | 1              | 16.67          | 85.26            | 5.1                     | -4.1                           | -4.74                         | Yes                            |
|                                    |                      | Minority | 1              | 16.67          | 14.74            | 0.9                     | 0.1                            | 0.13                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 2.78             | 0.2                     | -0.2                           | -0.41                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 3.46             | 0.2                     | -0.2                           | -0.46                         |                                |
|                                    |                      | Asian    | 1              | 16.67          | 8.31             | 0.5                     | 0.5                            | 0.74                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.19             | 0.0                     | 0.0                            | -0.11                         |                                |
| 29C COM-Rockford Assistant Profess | 7                    | Female   | 2              | 28.57          | 85.26            | 6.0                     | -4.0                           | -4.23                         | Yes                            |
|                                    |                      | Minority | 4              | 57.14          | 14.74            | 1.0                     | 3.0                            | 3.16                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 2.78             | 0.2                     | -0.2                           | -0.45                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 3.46             | 0.2                     | -0.2                           | -0.50                         |                                |
|                                    |                      | Asian    | 4              | 57.14          | 8.31             | 0.6                     | 3.4                            | 4.68                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.19             | 0.0                     | 0.0                            | -0.12                         |                                |
| 29D COM-Rockford Other Faculty     | 41                   | Female   | 10             | 24.39          | 85.26            | 35.0                    | -25.0                          | -11.0                         | Yes                            |
|                                    |                      | Minority | 16             | 39.02          | 14.74            | 6.0                     | 10.0                           | 4.38                          |                                |
|                                    |                      | Black    | 1              | 2.44           | 2.78             | 1.1                     | -0.1                           | -0.13                         |                                |
|                                    |                      | Hispanic | 5              | 12.20          | 3.46             | 1.4                     | 3.6                            | 3.06                          |                                |
|                                    |                      | Asian    | 10             | 24.39          | 8.31             | 3.4                     | 6.6                            | 3.73                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.19             | 0.1                     | -0.1                           | -0.28                         |                                |
| 30A COM-Urbana Professor           | 15                   | Female   | 5              | 33.33          | 71.95            | 10.8                    | -5.8                           | -3.33                         | Yes<br>Yes                     |
|                                    |                      | Minority | 0              | 0.00           | 28.05            | 4.2                     | -4.2                           | -2.42                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.54             | 0.7                     | -0.7                           | -0.84                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 6.00             | 0.9                     | -0.9                           | -0.98                         |                                |
|                                    |                      | Asian    | 0              | 0.00           | 17.17            | 2.6                     | -2.6                           | -1.76                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.34             | 0.1                     | -0.1                           | -0.23                         |                                |
| 30B COM-Urbana Associate Professor | 6                    | Female   | 2              | 33.33          | 71.95            | 4.3                     | -2.3                           | -2.11                         | Yes                            |
|                                    |                      | Minority | 0              | 0.00           | 28.05            | 1.7                     | -1.7                           | -1.53                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.54             | 0.3                     | -0.3                           | -0.53                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 6.00             | 0.4                     | -0.4                           | -0.62                         |                                |
|                                    |                      | Asian    | 0              | 0.00           | 17.17            | 1.0                     | -1.0                           | -1.12                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.34             | 0.0                     | 0.0                            | -0.14                         |                                |
| 30C COM-Urbana Assistant Professor | 4                    | Female   | 2              | 50.00          | 71.95            | 2.9                     | -0.9                           | -0.98                         |                                |
|                                    |                      | Minority | 0              | 0.00           | 28.05            | 1.1                     | -1.1                           | -1.25                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 4.54             | 0.2                     | -0.2                           | -0.44                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 6.00             | 0.2                     | -0.2                           | -0.51                         |                                |
|                                    |                      | Asian    | 0              | 0.00           | 17.17            | 0.7                     | -0.7                           | -0.91                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.34             | 0.0                     | 0.0                            | -0.12                         |                                |
| 30D COM-Urbana Professor           | 21                   | Female   | 9              | 42.86          | 71.95            | 15.1                    | -6.1                           | -2.97                         | Yes                            |
|                                    |                      | Minority | 6              | 28.57          | 28.05            | 5.9                     | 0.1                            | 0.05                          |                                |
|                                    |                      | Black    | 1              | 4.76           | 4.54             | 1.0                     | 0.0                            | 0.05                          |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 6.00             | 1.3                     | -1.3                           | -1.16                         |                                |
|                                    |                      | Asian    | 5              | 23.81          | 17.17            | 3.6                     | 1.4                            | 0.81                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.34             | 0.1                     | -0.1                           | -0.27                         |                                |

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00*

# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| Job Group                        | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|----------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 31A Nursing Professor            | 14                   | Female   | 12             | 85.71          | 88.54            | 12.4                    | -0.4                           | -0.33                         |                                |
|                                  |                      | Minority | 2              | 14.29          | 11.46            | 1.6                     | 0.4                            | 0.33                          |                                |
|                                  |                      | Black    | 1              | 7.14           | 5.53             | 0.8                     | 0.2                            | 0.26                          |                                |
|                                  |                      | Hispanic | 0              | 0.00           | 1.86             | 0.3                     | -0.3                           | -0.52                         |                                |
|                                  |                      | Asian    | 1              | 7.14           | 3.48             | 0.5                     | 0.5                            | 0.75                          |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.58             | 0.1                     | -0.1                           | -0.29                         |                                |
| 31B Nursing Associate Professor  | 11                   | Female   | 11             | 100.00         | 88.54            | 9.7                     | 1.3                            | 1.19                          |                                |
|                                  |                      | Minority | 3              | 27.27          | 11.46            | 1.3                     | 1.7                            | 1.65                          |                                |
|                                  |                      | Black    | 2              | 18.18          | 5.53             | 0.6                     | 1.4                            | 1.83                          |                                |
|                                  |                      | Hispanic | 0              | 0.00           | 1.86             | 0.2                     | -0.2                           | -0.46                         |                                |
|                                  |                      | Asian    | 1              | 9.09           | 3.48             | 0.4                     | 0.6                            | 1.02                          |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.58             | 0.1                     | -0.1                           | -0.25                         |                                |
| 31C Nursing Assistant Professor  | 10                   | Female   | 9              | 90.00          | 88.54            | 8.9                     | 0.1                            | 0.14                          |                                |
|                                  |                      | Minority | 2              | 20.00          | 11.46            | 1.1                     | 0.9                            | 0.85                          |                                |
|                                  |                      | Black    | 0              | 0.00           | 5.53             | 0.6                     | -0.6                           | -0.77                         |                                |
|                                  |                      | Hispanic | 0              | 0.00           | 1.86             | 0.2                     | -0.2                           | -0.44                         |                                |
|                                  |                      | Asian    | 2              | 20.00          | 3.48             | 0.3                     | 1.7                            | 2.85                          |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.58             | 0.1                     | -0.1                           | -0.24                         |                                |
| 31D Nursing Other Faculty        | 112                  | Female   | 107            | 95.54          | 88.54            | 99.2                    | 7.8                            | 2.32                          |                                |
|                                  |                      | Minority | 14             | 12.50          | 11.46            | 12.8                    | 1.2                            | 0.35                          |                                |
|                                  |                      | Black    | 5              | 4.46           | 5.53             | 6.2                     | -1.2                           | -0.50                         |                                |
|                                  |                      | Hispanic | 2              | 1.79           | 1.86             | 2.1                     | -0.1                           | -0.06                         |                                |
|                                  |                      | Asian    | 7              | 6.25           | 3.48             | 3.9                     | 3.1                            | 1.60                          |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.58             | 0.7                     | -0.7                           | -0.81                         |                                |
| 32A Pharmacy Professor           | 18                   | Female   | 3              | 16.67          | 51.32            | 9.2                     | -6.2                           | -2.94                         | Yes                            |
|                                  |                      | Minority | 3              | 16.67          | 24.34            | 4.4                     | -1.4                           | -0.76                         |                                |
|                                  |                      | Black    | 0              | 0.00           | 6.55             | 1.2                     | -1.2                           | -1.12                         |                                |
|                                  |                      | Hispanic | 0              | 0.00           | 3.77             | 0.7                     | -0.7                           | -0.84                         |                                |
|                                  |                      | Asian    | 3              | 16.67          | 13.90            | 2.5                     | 0.5                            | 0.34                          |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.11             | 0.0                     | 0.0                            | -0.14                         |                                |
| 32B Pharmacy Associate Professor | 19                   | Female   | 6              | 31.58          | 48.61            | 9.2                     | -3.2                           | -1.49                         |                                |
|                                  |                      | Minority | 2              | 10.53          | 20.84            | 4.0                     | -2.0                           | -1.11                         |                                |
|                                  |                      | Black    | 1              | 5.26           | 5.17             | 1.0                     | 0.0                            | 0.02                          |                                |
|                                  |                      | Hispanic | 0              | 0.00           | 2.98             | 0.6                     | -0.6                           | -0.76                         |                                |
|                                  |                      | Asian    | 1              | 5.26           | 12.59            | 2.4                     | -1.4                           | -0.96                         |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.09             | 0.0                     | 0.0                            | -0.13                         |                                |
| 32C Pharmacy Assistant Professor | 13                   | Female   | 5              | 38.46          | 51.32            | 6.7                     | -1.7                           | -0.93                         |                                |
|                                  |                      | Minority | 1              | 7.69           | 24.34            | 3.2                     | -2.2                           | -1.40                         |                                |
|                                  |                      | Black    | 0              | 0.00           | 6.55             | 0.9                     | -0.9                           | -0.95                         |                                |
|                                  |                      | Hispanic | 0              | 0.00           | 3.77             | 0.5                     | -0.5                           | -0.71                         |                                |
|                                  |                      | Asian    | 1              | 7.69           | 13.90            | 1.8                     | -0.8                           | -0.65                         |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.11             | 0.0                     | 0.0                            | -0.12                         |                                |
| 32D Pharmacy Other Faculty       | 100                  | Female   | 45             | 45.00          | 51.32            | 51.3                    | -6.3                           | -1.26                         |                                |
|                                  |                      | Minority | 49             | 49.00          | 24.34            | 24.3                    | 24.7                           | 5.75                          |                                |
|                                  |                      | Black    | 1              | 1.00           | 6.55             | 6.6                     | -5.6                           | -2.24                         |                                |
|                                  |                      | Hispanic | 7              | 7.00           | 3.77             | 3.8                     | 3.2                            | 1.69                          |                                |
|                                  |                      | Asian    | 41             | 41.00          | 13.90            | 13.9                    | 27.1                           | 7.83                          |                                |
|                                  |                      | Amlndian | 0              | 0.00           | 0.11             | 0.1                     | -0.1                           | -0.34                         |                                |

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 33A School of Public Health Profes | 22                   | Female   | 6              | 27.27          | 70.54            | 15.5                    | -9.5                           | -4.45                         | Yes                            |
|                                    |                      | Minority | 0              | 0.00           | 25.51            | 5.6                     | -5.6                           | -2.75                         | Yes                            |
|                                    |                      | Black    | 0              | 0.00           | 8.31             | 1.8                     | -1.8                           | -1.41                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 4.60             | 1.0                     | -1.0                           | -1.03                         |                                |
|                                    |                      | Asian    | 0              | 0.00           | 12.21            | 2.7                     | -2.7                           | -1.75                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.1                     | -0.1                           | -0.29                         |                                |
| 33B School of Public Health Associ | 23                   | Female   | 11             | 47.83          | 70.54            | 16.2                    | -5.2                           | -2.39                         | Yes                            |
|                                    |                      | Minority | 7              | 30.43          | 25.51            | 5.9                     | 1.1                            | 0.54                          |                                |
|                                    |                      | Black    | 2              | 8.70           | 8.31             | 1.9                     | 0.1                            | 0.07                          |                                |
|                                    |                      | Hispanic | 1              | 4.35           | 4.60             | 1.1                     | -0.1                           | -0.06                         |                                |
|                                    |                      | Asian    | 4              | 17.39          | 12.21            | 2.8                     | 1.2                            | 0.76                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.1                     | -0.1                           | -0.30                         |                                |
| 33C School of Public Health Assist | 9                    | Female   | 5              | 55.56          | 70.54            | 6.3                     | -1.3                           | -0.99                         |                                |
|                                    |                      | Minority | 5              | 55.56          | 25.51            | 2.3                     | 2.7                            | 2.07                          |                                |
|                                    |                      | Black    | 2              | 22.22          | 8.31             | 0.7                     | 1.3                            | 1.51                          |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 4.60             | 0.4                     | -0.4                           | -0.66                         |                                |
|                                    |                      | Asian    | 3              | 33.33          | 12.21            | 1.1                     | 1.9                            | 1.93                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.0                     | 0.0                            | -0.19                         |                                |
| 33D School of Public Health Other  | 35                   | Female   | 20             | 57.14          | 70.54            | 24.7                    | -4.7                           | -1.74                         |                                |
|                                    |                      | Minority | 6              | 17.14          | 25.51            | 8.9                     | -2.9                           | -1.14                         |                                |
|                                    |                      | Black    | 4              | 11.43          | 8.31             | 2.9                     | 1.1                            | 0.67                          |                                |
|                                    |                      | Hispanic | 1              | 2.86           | 4.60             | 1.6                     | -0.6                           | -0.49                         |                                |
|                                    |                      | Asian    | 1              | 2.86           | 12.21            | 4.3                     | -3.3                           | -1.69                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.38             | 0.1                     | -0.1                           | -0.37                         |                                |
| 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                         |                                |
| 34B CUPPA Associate Professor      | 17                   | Female   | 5              | 29.41          | 48.80            | 8.3                     | -3.3                           | -1.60                         |                                |
|                                    |                      | Minority | 5              | 29.41          | 18.94            | 3.2                     | 1.8                            | 1.10                          |                                |
|                                    |                      | Black    | 1              | 5.88           | 9.52             | 1.6                     | -0.6                           | -0.51                         |                                |
|                                    |                      | Hispanic | 1              | 5.88           | 2.40             | 0.4                     | 0.6                            | 0.94                          |                                |
|                                    |                      | Asian    | 3              | 17.65          | 6.21             | 1.1                     | 1.9                            | 1.95                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.80             | 0.1                     | -0.1                           | -0.37                         |                                |
| 34C CUPPA Assistant Professor      | 6                    | Female   | 4              | 66.67          | 48.80            | 2.9                     | 1.1                            | 0.88                          |                                |
|                                    |                      | Minority | 2              | 33.33          | 18.94            | 1.1                     | 0.9                            | 0.90                          |                                |
|                                    |                      | Black    | 0              | 0.00           | 9.52             | 0.6                     | -0.6                           | -0.79                         |                                |
|                                    |                      | Hispanic | 1              | 16.67          | 2.40             | 0.1                     | 0.9                            | 2.28                          |                                |
|                                    |                      | Asian    | 1              | 16.67          | 6.21             | 0.4                     | 0.6                            | 1.06                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.80             | 0.0                     | 0.0                            | -0.22                         |                                |
| 34D CUPPA Other Faculty            | 4                    | Female   | 1              | 25.00          | 48.80            | 2.0                     | -1.0                           | -0.95                         |                                |
|                                    |                      | Minority | 2              | 50.00          | 18.94            | 0.8                     | 1.2                            | 1.59                          |                                |
|                                    |                      | 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    | 2              | 50.00          | 6.21             | 0.2                     | 1.8                            | 3.63                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.80             | 0.0                     | 0.0                            | -0.18                         |                                |

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
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# Incumbency v. Estimated Availability Detail

UIC Faculty\_new  
05/14/2008

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Number of Standard Deviations | Less than Reasonably Expected? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|-------------------------------|--------------------------------|
| 35D External Education Other Facul | 10                   | Female   | 6              | 60.00          | 66.23            | 6.6                     | -0.6                           | -0.42                         |                                |
|                                    |                      | Minority | 2              | 20.00          | 23.32            | 2.3                     | -0.3                           | -0.25                         |                                |
|                                    |                      | Black    | 0              | 0.00           | 12.67            | 1.3                     | -1.3                           | -1.20                         |                                |
|                                    |                      | Hispanic | 2              | 20.00          | 5.88             | 0.6                     | 1.4                            | 1.90                          |                                |
|                                    |                      | Asian    | 0              | 0.00           | 3.88             | 0.4                     | -0.4                           | -0.64                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.89             | 0.1                     | -0.1                           | -0.30                         |                                |
| 37A Provost & VC Acad Affairs Prof | 4                    | Female   | 1              | 25.00          | 66.67            | 2.7                     | -1.7                           | -1.77                         |                                |
|                                    |                      | Minority | 2              | 50.00          | 0.00             | 0.0                     | 2.0                            | 9999+                         |                                |
|                                    |                      | Black    | 1              | 25.00          | 0.00             | 0.0                     | 1.0                            | 9999+                         |                                |
|                                    |                      | Hispanic | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            | 0.00                          |                                |
|                                    |                      | Asian    | 1              | 25.00          | 0.00             | 0.0                     | 1.0                            | 9999+                         |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            | 0.00                          |                                |
| 37D Provost & VC Acad Affairs Othe | 3                    | Female   | 2              | 66.67          | 0.00             | 0.0                     | 2.0                            | 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                          |                                |
|                                    |                      | Amlndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            | 0.00                          |                                |

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Yes indicates Number of Standard Deviations <= -2.00*