

Introduction
**Administrators and Academic Professionals 5-Year Comparison
with Underrepresentation
by Major Administrative Units (excluding colleges)**

The following section shows the proportional representation of academic administrators and professionals by race-ethnic group and gender, comparisons of these groups to target percentages of representation within professional disciplines, and group hiring patterns over a five-year period by major administrative units (excluding colleges).

The Availability Percentage (Avail. %) is the estimated percentage of a group's representation within an occupational field or discipline from which UIC is likely to recruit. Three important notes about Avail. %s:

- 1) The Avail. % has been determined **through consultation and in collaboration with** college and unit representatives. Relevant statistical source information may include: degree holders on the faculty of universities and colleges, recent doctorates or masters awarded in the field, graduate enrollments, promotional opportunity on campus, etc. The discipline estimates for these major administrative units have been combined from individual department estimates.
- 2) The Avail. % **serves as a gauge** to compare UIC's representation by field to overall group representation in the field at comparable institutions or settings. It is a tool for comparison; it is not a hiring quota.
- 3) Based on the Latino Employment Committee recommendation, the Avail. % of overall group representation of Hispanic academic professionals is designated at 8.3%. As stated above, the Avail. % of Hispanic academic professionals is a tool for comparison; it is not a hiring quota.

This report incorporates a Number Under Availability (# Under) which is a numerical expression of any under-representation of a targeted group or groups, that is, the difference between the Avail. % and the October 2002 percentage of representation in UIC academic administrator units. The # Under serves as a specific means of comparing UIC's representation of women and minorities by field to overall group representation in the field. Again, it is not a quota. Each hiring decision serves as an opportunity for the hiring unit to decrease any deficiency in representation.

Each Major Administrative Unit has four components:

- 1) a summary of **academic administrator counts from the October 2002 payroll by race and gender**, for vice chancellors and directors (**Academic Administrators**) as well as for non-managerial academic professionals (**Academic Professionals**).
- 2) a comparison of **current academic administrators to target academic administrators** with number needed to reach target percentage representation. Current values are derived from October 2002 academic administrator counts from part one; target percentages for women and minorities are determined by the process noted above, # Under figures by simple computation.
- 3) a summary of new **academic administrator hires over the five-year period** from fall 1998 through fall 2002 by gender and race. These are aggregated from payroll data derived by comparing one October's employment file to the next.

4) a summary of **academic administrator terminations over the five-year period** from fall 1998 through fall 2002 by gender and race. These are aggregated from payroll data derived by comparing one October's employment file to the next.

Academic administrator counts are from the October 2002 extract of the University's paymaster database. Included are individuals who appear for the first time because they are newly hired, have changed from temporary or visiting status, Civil Service to academic, or part-time to 50% or more time.

The major administrative unit format was chosen because more detailed analyses produced data too diffuse to be useful. In all summaries, executives are included with their respective units, for example, the Provost and Vice Chancellor for Academic Affairs with "Provost and VCAA (General)." Units reporting to the Chancellor and each Vice Chancellor are listed to the left of these administrative units' pages. Where a department or administrative unit number has changed during the five-year period, we have re-coded so that the major administrative unit reflects only current department and unit codes.

The tables use the five racial/ethnic categories that have been specified for reporting purposes in accordance with federal guidelines:

American Indian or Alaskan Native. Persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

White, not of Hispanic origin. Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black, not of Hispanic origin. Persons having origins in any of the black racial groups of Africa.

Asian or Pacific Islander. Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

Hispanic. Persons of Mexican, Puerto Rican, Cuban, Central or South American Spanish-speaking cultures.