

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3A Accountg/Finance Professiona		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACCOUNTANT I <i>080 - Accountants and Auditors</i>	14.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT II <i>080 - Accountants and Auditors</i>	5.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT II (LCP) <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT III <i>080 - Accountants and Auditors</i>	5.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT III-HOSPITAL <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT STATISTICIAN <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT-STATISTICIAN <i>080 - Accountants and Auditors</i>	4.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACTNT 1 (LCH) <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACTNT 1 (LCR) <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACTNT 2 (LC) <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ANALYS/PLANNER II FINANCIAL <i>084 - Financial Analysts</i>	1.00	2850	934 32.77%	619 21.72%	155 5.44%	170 5.96%	280 9.82%	10 0.35%
1. ANALYST 2, BUDGET <i>082 - Budget Analysts</i>	1.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. ANALYST 3, HEALTH CARE REIMBU <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. ANALYST I HEALTH CARE REIMBURS <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. ANALYST I, BUDGET <i>082 - Budget Analysts</i>	4.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. ANALYST II BUDGET <i>082 - Budget Analysts</i>	2.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. ANALYST II, BUDGET <i>082 - Budget Analysts</i>	3.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. ANALYST II, HEALTH CARE REIMBU <i>095 - Financial Specialists, All Other</i>	2.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. ANALYST III BUDGET <i>082 - Budget Analysts</i>	2.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. ANALYST III, BUDGET <i>082 - Budget Analysts</i>	1.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. ANALYST/PLANNER I, FINANCIAL <i>084 - Financial Analysts</i>	1.00	2850	934 32.77%	619 21.72%	155 5.44%	170 5.96%	280 9.82%	10 0.35%
1. ANALYST/PLANNER II, FINANCIAL <i>084 - Financial Analysts</i>	1.00	2850	934 32.77%	619 21.72%	155 5.44%	170 5.96%	280 9.82%	10 0.35%
1. ANALYST/PLANNER III, FINANCIAL <i>084 - Financial Analysts</i>	3.00	2850	934 32.77%	619 21.72%	155 5.44%	170 5.96%	280 9.82%	10 0.35%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. BDGT ANA 1 (LC) <i>082 - Budget Analysts</i>	1.00	720	489 67.92%	262 36.39%	170 23.61%	32 4.44%	60 8.33%	0 0.00%
1. FIN ANA/PLANR 1 (LCH) <i>084 - Financial Analysts</i>	1.00	2850	934 32.77%	619 21.72%	155 5.44%	170 5.96%	280 9.82%	10 0.35%
1. HLTH CARE REIMB ANA 1 (LCH) <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. HLTH CARE REIMB ANA 3 (LC) <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. OFFICER I, PURCHASING <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. OFFICER I, PURCHASING <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	4.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. OFFICER II, PURCHASING <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. OFFICER III, PUCHASING <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. PURCH OFFIC 1 (LC) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. PURCH OFFIC 1 (LCP) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. PURCH OFFIC 2 (LC) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	3.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
1. PURCH OFFIC 3 (LCR) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8605	4684 54.43%	1572 18.27%	774 8.99%	510 5.93%	220 2.56%	39 0.45%
Total Weight:	74.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3B Engineers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ARCHITECT III <i>130 - Architects, Except Naval</i>	1.00	8320	1730 20.79%	1570 18.87%	305 3.67%	525 6.31%	640 7.69%	35 0.42%
1. BIOMED ENGR 1 SUPPLEMENTAL; 2. ENGINEE <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. COORDINATOR I, CONSTRUCTION PR <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. ELECTRONICS ENGINEER <i>141 - Electrical and Electronics Engineers</i>	1.00	11825	1045 8.84%	3220 27.23%	690 5.84%	510 4.31%	1870 15.81%	45 0.38%
1. ELECTRONICS ENGR <i>141 - Electrical and Electronics Engineers</i>	1.00	11825	1045 8.84%	3220 27.23%	690 5.84%	510 4.31%	1870 15.81%	45 0.38%
1. ENGINEER ARCHITECTURAL MECHANI <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. ENGINEER ELECTRONICS <i>141 - Electrical and Electronics Engineers</i>	3.00	11825	1045 8.84%	3220 27.23%	690 5.84%	510 4.31%	1870 15.81%	45 0.38%
1. ENGINEER I BIOMEDICAL <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. ENGINEER II BIOMEDICAL <i>153 - Misc Eng Includ Agricultural and Biomed</i>	3.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. ENGINEER III, ELECTRICAL <i>141 - Electrical and Electronics Engineers</i>	1.00	11825	1045 8.84%	3220 27.23%	690 5.84%	510 4.31%	1870 15.81%	45 0.38%
1. ENGINEER III, MECHANICAL <i>146 - Mechanical Engineers</i>	1.00	9080	470 5.18%	1824 20.09%	380 4.19%	460 5.07%	935 10.30%	10 0.11%
1. ENGINEER, CHIEF BROADCASTING <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. ENGINEER, ELECTRONICS <i>141 - Electrical and Electronics Engineers</i>	2.00	11825	1045 8.84%	3220 27.23%	690 5.84%	510 4.31%	1870 15.81%	45 0.38%
1. ENGINEER, INSTRUMENT AND EFFIC <i>153 - Misc Eng Includ Agricultural and Biomed</i>	2.00	10755	1124 10.45%	2918 27.13%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
1. ESTIMATOR <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SUPERVISOR TECHNICAL SERVICE <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SUPERVISOR, TECHNICAL SERVICE <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
<i>Total Weight:</i>	26.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 3C Human Resources Professiona		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ASSISTANT MANAGER, HUMAN RESOU <i>013 - Human Resources Managers</i>	8.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. ASSISTANT, TRAINING <i>062 - HR/Training/Labor Relations Specialists</i>	3.00	33155	22255 <i>67.12%</i>	8920 <i>26.90%</i>	5090 <i>15.35%</i>	2700 <i>8.14%</i>	895 <i>2.70%</i>	100 <i>0.30%</i>
1. ASST MANAGER, HUMAN RESOURCE <i>013 - Human Resources Managers</i>	1.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. HR ASST MGR (LCP) <i>013 - Human Resources Managers</i>	1.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. HR ASY MGR (LC) <i>013 - Human Resources Managers</i>	1.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. HR OFFIC (LC) <i>013 - Human Resources Managers</i>	3.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. OFFICER I EQUAL OPPORTUNITY <i>013 - Human Resources Managers</i>	1.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. OFFICER, HUMAN RESOURCE <i>013 - Human Resources Managers</i>	7.00	15625	8945 <i>57.25%</i>	4759 <i>30.46%</i>	2530 <i>16.19%</i>	1510 <i>9.66%</i>	615 <i>3.94%</i>	34 <i>0.22%</i>
1. SPECIALIST I, TRAINING AND DEV <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33155	22255 <i>67.12%</i>	8920 <i>26.90%</i>	5090 <i>15.35%</i>	2700 <i>8.14%</i>	895 <i>2.70%</i>	100 <i>0.30%</i>
1. SPECIALIST I, TRNG & DEVELOPME <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33155	22255 <i>67.12%</i>	8920 <i>26.90%</i>	5090 <i>15.35%</i>	2700 <i>8.14%</i>	895 <i>2.70%</i>	100 <i>0.30%</i>
1. TRAINING ASST (LC) <i>062 - HR/Training/Labor Relations Specialists</i>	2.00	33155	22255 <i>67.12%</i>	8920 <i>26.90%</i>	5090 <i>15.35%</i>	2700 <i>8.14%</i>	895 <i>2.70%</i>	100 <i>0.30%</i>
<i>Total Weight:</i>	29.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3D Systems/Network Professional		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMINISTRATOR, LOCAL AREA NETW <i>110 - Network/ Computer Systems Administration</i>	2.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. ANALYST III PROCEDURES AND SYS <i>073 - Other Business Operations Specialists</i>	2.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. ANALYST III, PROCEDURES AND SY <i>073 - Other Business Operations Specialists</i>	7.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. ANALYST, APPLICATIONS <i>100 - Computer Scientists and Systems Analysts</i>	6.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. ANALYST, APPLICATIONS-HOSPITAL <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. ANALYST, SENIOR APPLICATIONS <i>100 - Computer Scientists and Systems Analysts</i>	4.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. APPLICATIONS ANALYST <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. DIRECTOR <i>110 - Network/ Computer Systems Administration</i>	3.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. DIRECTOR, ASSOCIATE <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. IT ASST MGR (LC) <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. IT MGR (LC) <i>110 - Network/ Computer Systems Administration</i>	2.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. IT MGR/ADMINV COORD (LC) <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. IT MGR/ADMINV COORD (LCH) <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. LAN ADMIN (LCDA) <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. LAN SUPPORT SPEC I (LC) <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. LAN SUPRT SPEC I (LC) <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. MANAGER <i>110 - Network/ Computer Systems Administration</i>	10.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. MANAGER (SELECT CERT TELE) <i>110 - Network/ Computer Systems Administration</i>	2.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. MANAGER, ASSISTANT <i>110 - Network/ Computer Systems Administration</i>	3.00	6555	1595 24.33%	1615 24.64%	555 8.47%	395 6.03%	570 8.70%	45 0.69%
1. MICROCOMPUSUPRTSPEC 1 (LCR) <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. MICROCOMPUSUPRTSPEC 2 (LCP) <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. MICROCOMPUTER SUPPORT SPECIALI <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. PROC & SYS ANALYST 3 (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PROCED & SYS ANA 3 (LC) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. PROCED & SYS ANA 3 (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. PROGRAMMER I, APPLICATIONS <i>101 - Computer Programmers</i>	1.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. PROGRAMMER II, APPLICATIONS <i>101 - Computer Programmers</i>	4.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. PROGRAMMER III, APPLICATIONS <i>101 - Computer Programmers</i>	3.00	28390	8292 29.21%	8081 28.46%	1905 6.71%	1205 4.24%	4629 16.31%	63 0.22%
1. SPECIALIST I, COMMUNICATIONS S <i>111 - Netwrk Syst/Data Communications Analysts</i>	6.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. SPECIALIST I, LOCAL AREA NETWO <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPECIALIST II, COMMUNICATIONS <i>104 - Computer Support Specialists</i>	7.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPECIALIST II, LAN SUPPORT <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPECIALIST II, LOCAL AREA NETW <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPECIALIST II, MICROCOMPUTER S <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPECIALIST III MICROCOMPUTER S <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SPECIALIST III, COMMUNICATION <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12495	3550 28.41%	3289 26.32%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
1. SPECIALIST III, MICROCOMPUTER <i>104 - Computer Support Specialists</i>	1.00	13200	4914 37.23%	3998 30.29%	1725 13.07%	975 7.39%	1160 8.79%	40 0.30%
1. SR APPL ANA (LC) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
1. SR APPL ANA (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31275	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
Total Weight:	86.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3E Commun/Creative Arts Profess		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ASSISTANT PROGRAM ADMINISTRATI <i>570 - Secretaries and Administrative Assts</i>	7.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ASSISTANT, PROGRAM ADMINISTRAT <i>570 - Secretaries and Administrative Assts</i>	9.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. CMRCL ARTIST I (LC) <i>260 - Artists and Related Workers</i>	1.00	7230	3209 44.38%	1379 19.07%	485 6.71%	475 6.57%	289 4.00%	35 0.48%
1. COORDINATOR, HEALTH EDUCATION <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. DEPT INFO SUPRV (LC) <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	22.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. DEPT INFO SUPRV (LCH) <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. DESIGNER II GRAPHIC <i>263 - Designers</i>	1.00	26440	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
1. DESIGNER II, GRAPHIC <i>263 - Designers</i>	1.00	26440	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
1. DESIGNER III, GRAPHIC <i>263 - Designers</i>	2.00	26440	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
1. INFO SERVS SUPRV (LC); 2. SUPERVISOR, DEP. <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. PRGM ADMINV ASST (LCP) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. PRGRM ADMIN ASST (LC) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. PRGRM ADMIN ASST1 (LC) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. PRGRM ADMINV ASST <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. PRGRM ADMINV ASST (LC) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. PRGRM ADMINV ASST (LCP) <i>570 - Secretaries and Administrative Assts</i>	6.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. PROG ADMIN ASST (LCP) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SPECIALIST INSTRUCTIONAL MATER <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. SPECIALIST PUBLIC INFORMATION <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. SPECIALIST, INSTRUCTIONAL MATE <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. SUPERVISOR DEPARTMENTAL INFORM <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	24.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. SUPERVISOR GRAPHIC DESIGN <i>263 - Designers</i>	1.00	26440	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
1. SUPERVISOR INFORMATION SERVICE <i>E02 - Professionals</i>	16.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SUPERVISOR OF GRAPHIC DESIGN <i>263 - Designers</i>	2.00	26440	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
1. SUPERVISOR, DEPARTMENTAL INFO <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. SUPERVISOR, INFORMATION SERVI <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. SUPERVISOR, DEPARTMENTAL INFOR <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	30.00	57075	37975 66.54%	18833 33.00%	11079 19.41%	5435 9.52%	1759 3.08%	195 0.34%
1. SUPERVISOR, INFORMATION SERVIC <i>F04 - Other Professional Workers</i>	37.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
<i>Total Weight:</i>	173.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3F College Program Professionals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMISSIONS/RECORDS OFFICER II <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. ADVISER III FINANCIAL AID <i>095 - Financial Specialists, All Other</i>	2.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. ADVISER III, FINANCIAL AID <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. ADVISOR III FINANCIAL AID <i>E02 - Professionals</i>	3.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. DIRECTOR, ASSISTANT PROGRAM <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER 3, ADMISSIONS AND REC <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER I ADMISSIONS & RECORDS <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER I ADMISSIONS AND RECOR <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER I, ADMISSIONS AND RECO <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER II ADMISSIONS AND RECO <i>E02 - Professionals</i>	2.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER II, ADMISSIONS AND REC <i>E02 - Professionals</i>	4.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER III ADMISSIONS & RECOR <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER III ADMISSIONS AND REC <i>E02 - Professionals</i>	4.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER III, ADMISSIONS & RECO <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. OFFICER III, ADMISSIONS AND RE <i>E02 - Professionals</i>	2.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. PROGRAM ADVISER <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. SPECIALIST III COLLECTION <i>E02 - Professionals</i>	4.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. SPECIALIST III, COLLECTION <i>E02 - Professionals</i>	8.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
1. SPECIALIST IV COLLECTION <i>E02 - Professionals</i>	1.00	819245	432627 52.81%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
<i>Total Weight:</i>	40.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3G Medical/Lab Professionals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMINISTRATOR I MEDICAL RECORD <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. ADMINISTRATOR III, MEDICAL REC <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. CARDIAC SONOGRAPH 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. CARDIAC TECHT 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. COORDINATOR, INFECTION CONTROL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. DOSIMETRIST II, MEDICAL RADIAT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. ELECN MICROSCP TECHT 3 (PCAWW) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. ELECN MICROSCP TECHT 4 (PCAWW) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. HIST TECHT (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADAT DOSI 1 (60002); 2. TUP MED RAD TH <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADCOOR SUPPLEMENTAL(LCH); 2. MED I <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	3.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR 1 (LCR) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR COOR (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR COOR, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR I (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR SPEC (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR SPEC, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGR SPEC-CONTR <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGRAPH 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGRAPH COOR (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED RADIOGRAPH COORD (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. MED RADIOGRAPHY COORD(LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SONOGRAPH 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SONOGRAPH 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SONOGRAPHER 3 (LC) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED TECHT 1 <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED TECHT 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED TECHT 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	12.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED TECHT 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED TECHT 3 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED TECHT II (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. NUC MED TECHT 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. PRACTITIONER, INFECTION CONTRO <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPH SPEC, MEDICAL- MRI <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPH SPEC, MEDICAL-MMGY <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER COORD, MED-ANGIO <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER I, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	3.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER II, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	10.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER II, MEDICAL -HOS <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER III, MEDICAL - AN <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC MEDICAL -CT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC MEDICAL (MRI) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC MEDICAL -ANG <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC MEDICAL -CT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC MEDICAL-CT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. RADIOGRAPHER SPEC MEDICAL-MMGY <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC, MED - MR <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC, MED -ANG <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	9.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC, MEDICAL AN <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPEC, MEDICAL-MRI <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. RADIOGRAPHER SPECIALIST, MED <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SONOGRAPHER I, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SONOGRAPHER II, CARDIAC <i>F03 - Healthcare Practioner Professionals</i>	7.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SONOGRAPHER II, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	5.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SONOGRAPHER II, MEDICAL -HOSP <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SONOGRAPHER III, CARDIAC <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SONOGRAPHER III, MEDICAL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SPECIAL WORK ASSIGNMENT (LC); 2. TECHNOL <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. SPECIALIST, MED RADIOGRAPHER <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SUPVR OF CLIN PATH LAB -HOSPI <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. TECHNICIAN III VETERINARY (ANE) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. TECHNOL II, MED - HOSP <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST <i>330 - Clinical Lab Technologists and Techns</i>	11.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST HISTOLOGY <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST I CARDIAC <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST I MEDICAL <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST I, MEDICAL <i>330 - Clinical Lab Technologists and Techns</i>	40.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST I, MEDICAL -HOSPI <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. TECHNOLOGIST I, MEDICAL-HOSPIT <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST I. <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II MEDICAL <i>330 - Clinical Lab Technologists and Techns</i>	9.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II PULMONARY FUNC <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II, CARDIAC <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II, MEDICAL <i>330 - Clinical Lab Technologists and Techns</i>	10.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II, MEDICAL -HOSP <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II, NUCLEAR MEDIC <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST II, PULMONARY FUN <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III ELECTRON MICR <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III MEDICAL <i>330 - Clinical Lab Technologists and Techns</i>	5.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III PULMONARY FUN <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III, CARDIAC <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III, ELECTRON MIC <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III, MEDICAL <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST III, RESEARCH <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST IV ELECTRON MICRO <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST IV, CARDIAC <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST IV, ELECTRON MICR <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNOLOGIST, HISTOLOGY <i>330 - Clinical Lab Technologists and Techns</i>	4.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. THERAPIST II, RADIATION <i>320 - Radiation Therapists</i>	4.00	280	210 75.00%	110 39.29%	45 16.07%	20 7.14%	35 12.50%	0 0.00%
1. THERAPIST III, RADIATION <i>320 - Radiation Therapists</i>	1.00	280	210 75.00%	110 39.29%	45 16.07%	20 7.14%	35 12.50%	0 0.00%
Total Weight:	234.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 3H Nurses		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMIN NURSE I - WCJ <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. ADMINV NRS 1 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	8.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. ADMINV NRS 3 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. ADMINV NURS 1 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. ADMINV NURSE I (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CLIN ASST PROF; 2. CONSULTANT II, CLINICAL I <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CLIN NURSING CONSULT 1 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT I CLINICAL NURSING <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT I, CLINICAL NURSING <i>350 - Licensed Practical/Licensed Voc Nurses</i>	4.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II CLINICAL NURSING <i>350 - Licensed Practical/Licensed Voc Nurses</i>	5.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II NURSING <i>350 - Licensed Practical/Licensed Voc Nurses</i>	4.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II NURSING; 2. NURSING CONSUL <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II, CLINICAL NURSIN <i>350 - Licensed Practical/Licensed Voc Nurses</i>	14.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II, CLINICAL NURSIN; 2. CLINICAL <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II, CLINICAL NURSIN; 2. COORD A <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II, NURSING <i>350 - Licensed Practical/Licensed Voc Nurses</i>	32.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. CONSULTANT II, NURSING; 2. NURSING CONSU <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. COORDINATOR II HEALTH CARE UTI <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. COORDINATOR II, HEALTH CARE U <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. COORDINATOR II, HEALTH CARE UT <i>350 - Licensed Practical/Licensed Voc Nurses</i>	18.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. EXTRA HELP NURSE, STAFF; 2. STAFF NRS 1 (L <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NRS PRACR (LCP) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. NURSE I ADMINISTRATIVE <i>350 - Licensed Practical/Licensed Voc Nurses</i>	16.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE I STAFF <i>313 - Registered Nurses</i>	139.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, ADMINISTRATIVE <i>350 - Licensed Practical/Licensed Voc Nurses</i>	28.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE I, STAFF <i>313 - Registered Nurses</i>	473.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, STAFF - HOSPITAL- <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, STAFF -HOSPITAL <i>313 - Registered Nurses</i>	2.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, STAFF- HOSP <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, STAFF- HOSPITAL <i>313 - Registered Nurses</i>	2.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, STAFF-HOSPITAL <i>313 - Registered Nurses</i>	6.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I, STAFF; 2. PREDOC FELLOW <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE I,STAFF <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE II STAFF <i>313 - Registered Nurses</i>	20.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE II, ADMINISTRATIVE <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE II, STAFF <i>313 - Registered Nurses</i>	52.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE II, STAFF; 2. OTHAC NOSVC INSTR CLNC <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. NURSE III, ADMINISTRATIVE <i>350 - Licensed Practical/Licensed Voc Nurses</i>	3.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSING CONSULT 2 (LCDA) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	6.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSING CONSULTANT 2 (LCDA) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. PRACTITIONER, NURSE <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. SN I - WCJ <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. SPECIAL WORK ASSIGNMENT; 2. STAFF NRS 1 <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NRS 1 (LCH) <i>313 - Registered Nurses</i>	115.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NRS 1 (LCP) <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NRS 2 (LCH) <i>313 - Registered Nurses</i>	3.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. STAFF NRS 2 (LCR) <i>313 - Registered Nurses</i>	2.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NRS 2(LCP) <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NURSE - WCJ <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NURSE I <i>313 - Registered Nurses</i>	3.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NURSE I HOSPITAL <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NURSE II <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NURSE II, FHC <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. STAFF NURSE PEDIATRICS <i>313 - Registered Nurses</i>	1.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
<i>Total Weight:</i>	992.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3J Medical Health Professionals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. AIDE I, SOCIAL WORK <i>F03 - Healthcare Practioner Professionals</i>	7.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. AIDE II, SOCIAL WORK <i>F03 - Healthcare Practioner Professionals</i>	4.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. AIDE III, SOCIAL WORK <i>F03 - Healthcare Practioner Professionals</i>	33.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. ASSISTANT, MEDICAL SOCIAL <i>F03 - Healthcare Practioner Professionals</i>	4.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. CONSULTANT MEDICAL SOCIAL <i>F03 - Healthcare Practioner Professionals</i>	3.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. CONSULTANT MEDICAL SOCIAL; 2. MED SOC C <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. CONSULTANT, MEDICAL SOCIAL <i>F03 - Healthcare Practioner Professionals</i>	18.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. CONSULTANT, MEDICAL SOCIAL; 2. MED SOC C <i>F03 - Healthcare Practioner Professionals</i>	2.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. COUNSELLOR I MENTAL HEALTH <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. COUNSELOR I, MENTAL HEALTH <i>200 - Counselors</i>	11.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. COUNSELOR I, MENTAL HEALTH -HO <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. COUNSELOR II, MENTAL HEALTH <i>200 - Counselors</i>	3.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. COUNSELOR II, MENTAL HEALTH -H <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. DIETICIAN <i>303 - Dietitians and Nutritionists</i>	2.00	1780	1615 90.73%	609 34.21%	250 14.04%	190 10.67%	149 8.37%	0 0.00%
1. DIETITIAN <i>303 - Dietitians and Nutritionists</i>	1.00	1780	1615 90.73%	609 34.21%	250 14.04%	190 10.67%	149 8.37%	0 0.00%
1. MED SOC ASST (LCP) <i>F03 - Healthcare Practioner Professionals</i>	4.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SOC CONSULT (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SOC CONSULT (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	8.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SOC CONSULT(LCDA) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MED SOC WRKR (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. MENTAL HLTH COUNS 1 (LCH) <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. MENTAL HLTH COUNS 2 (LCH) <i>200 - Counselors</i>	1.00	13405	8614 64.26%	5641 42.08%	4068 30.35%	985 7.35%	444 3.31%	39 0.29%
1. PRACTITIONER MEDICAL RECORD <i>351 - Medical Recs/Health Info Technicians</i>	2.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. PRACTITIONER, MEDICAL RECORD <i>351 - Medical Recs/Health Info Technicians</i>	6.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. PRACTITIONER, MEDICAL RECORD-H <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. PRACTITIONER, MEDICAL RECORDS <i>351 - Medical Recs/Health Info Technicians</i>	2.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. SOC W AIDE 2 (LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 1 (LC) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 1 (LCP) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 2 (LC) <i>F03 - Healthcare Practioner Professionals</i>	5.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 2 (LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	9.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 2 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	7.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 2(LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	3.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 3 (LC) <i>F03 - Healthcare Practioner Professionals</i>	5.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 3 (LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	3.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 3 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	3.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC W AIDE 3 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SOC WORK AIDE 2(LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SPECIALIST I, PATIENT CARE EVA <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. SPECIALIST II PATIENT CARE EVA <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. TECNOLOGIST, ORTHOPAEDIC <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. TUMOR REGISTRAR 1 <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. TUMOR REGISTRAR 2 <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. WORKER COMMUNITY-HOSPITAL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. WORKER, COMMUNITY - HOSPITAL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. WORKER, COMMUNITY- HOSPITAL <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. WORKER, COMMUNITY-CONTRACT APP <i>F03 - Healthcare Practioner Professionals</i>	4.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. WORKER, MEDICAL CASE <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
<i>Total Weight:</i>	173.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 3K Medical Therapists		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADJ CLIN INSTR; 2. THERAPIST I, PHYSICAL <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. AUDIOLOGIST 2 (LCH) <i>314 - Audiologists</i>	1.00	335	295 88.06%	4 1.19%	0 0.00%	0 0.00%	4 1.19%	0 0.00%
1. AUDIOLOGIST III <i>314 - Audiologists</i>	1.00	335	295 88.06%	4 1.19%	0 0.00%	0 0.00%	4 1.19%	0 0.00%
1. AUDIOLOGIST III-HOSPITAL <i>314 - Audiologists</i>	1.00	335	295 88.06%	4 1.19%	0 0.00%	0 0.00%	4 1.19%	0 0.00%
1. AUDIOLOGIST IV -HOSPITAL; 2. TU 48112 AUD <i>314 - Audiologists</i>	1.00	335	295 88.06%	4 1.19%	0 0.00%	0 0.00%	4 1.19%	0 0.00%
1. CONSULTANT SPEECH & HEARING <i>324 - Therapists, All Other</i>	4.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CONSULTANT SPEECH & HEARING; 2. SPEECH <i>324 - Therapists, All Other</i>	3.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CONSULTANT SPEECH AND HEARING; 2. SPEECH <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CONSULTANT, SPEECH & HEARING <i>324 - Therapists, All Other</i>	4.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. CONSULTANT, SPEECH AND HEARING <i>324 - Therapists, All Other</i>	7.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. DIRECTOR, RESPIRATORY CARE ADM <i>322 - Respiratory Therapists</i>	1.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
1. OCCUPAT THERAP 1 (LCH) <i>315 - Occupational Therapists</i>	1.00	2170	2034 93.73%	419 19.31%	190 8.76%	80 3.69%	145 6.68%	4 0.18%
1. PATHOLOGIST I SPEECH <i>323 - Speech-Language Pathologists</i>	1.00	3145	3018 95.96%	387 12.31%	235 7.47%	130 4.13%	8 0.25%	14 0.45%
1. PATHOLOGIST I, SPEECH -HOSPITA <i>323 - Speech-Language Pathologists</i>	1.00	3145	3018 95.96%	387 12.31%	235 7.47%	130 4.13%	8 0.25%	14 0.45%
1. PATHOLOGIST II SPEECH <i>323 - Speech-Language Pathologists</i>	1.00	3145	3018 95.96%	387 12.31%	235 7.47%	130 4.13%	8 0.25%	14 0.45%
1. PHYS THERAP 1 (LCH) <i>323 - Speech-Language Pathologists</i>	4.00	3145	3018 95.96%	387 12.31%	235 7.47%	130 4.13%	8 0.25%	14 0.45%
1. PHYSICAL THERAPIST II -HOS <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. RESP CARE THERAP 1 (LCH) <i>316 - Physical Therapists</i>	2.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. RESP CARE THERAP 2 (LCH) <i>322 - Respiratory Therapists</i>	8.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
1. SPEECH PATH 1 (LCH) <i>324 - Therapists, All Other</i>	3.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. SPEECH&HEAR CONSULT (LCDA) <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. SPEECH&HEAR CONSULT (LCDB) <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
1. THERAPIST I OCCUPATIONAL <i>315 - Occupational Therapists</i>	1.00	2170	2034 93.73%	419 19.31%	190 8.76%	80 3.69%	145 6.68%	4 0.18%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. THERAPIST I, OCCUPATIONAL <i>315 - Occupational Therapists</i>	3.00	2170	2034 93.73%	419 19.31%	190 8.76%	80 3.69%	145 6.68%	4 0.18%
1. THERAPIST I, PHYSICAL <i>316 - Physical Therapists</i>	2.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST I, PHYSICAL HOSP <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST I, PHYSICAL -HOSPITA <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST I, PHYSICAL-HOSPITAL <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST I, RESPIRATORY CARE <i>322 - Respiratory Therapists</i>	1.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
1. THERAPIST II OCCUPATIONAL <i>315 - Occupational Therapists</i>	1.00	2170	2034 93.73%	419 19.31%	190 8.76%	80 3.69%	145 6.68%	4 0.18%
1. THERAPIST II RESPIRATORY CARE <i>322 - Respiratory Therapists</i>	1.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
1. THERAPIST II, OCCUPATIONAL <i>315 - Occupational Therapists</i>	3.00	2170	2034 93.73%	419 19.31%	190 8.76%	80 3.69%	145 6.68%	4 0.18%
1. THERAPIST II, PHYSICAL <i>316 - Physical Therapists</i>	4.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST II, RESPIRATORY CARE <i>322 - Respiratory Therapists</i>	12.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
1. THERAPIST III PHYSICAL <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST III, OCCUPATIONAL <i>315 - Occupational Therapists</i>	4.00	2170	2034 93.73%	419 19.31%	190 8.76%	80 3.69%	145 6.68%	4 0.18%
1. THERAPIST III, PHYSICAL <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST IV PHYSICAL <i>316 - Physical Therapists</i>	1.00	3985	2904 72.87%	983 24.67%	169 4.24%	125 3.14%	655 16.44%	0 0.00%
1. THERAPIST, ACTIVITY <i>324 - Therapists, All Other</i>	1.00	2215	1599 72.19%	668 30.16%	399 18.01%	165 7.45%	70 3.16%	0 0.00%
<i>Total Weight:</i>	88.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3Z Other CS Service Professionals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMINISTRATIVE AIDE MEDICINE <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. ADMINISTRATOR III, SPACE <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV AIDE <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. ADMINV AIDE (LC) <i>570 - Secretaries and Administrative Assts</i>	8.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV AIDE (LC) SC GERMAN <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV AIDE (LCDA) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV AIDE (LCH) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. AIDE ADMINISTRATIVE <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. AIDE, ADMINISTRATIVE <i>570 - Secretaries and Administrative Assts</i>	15.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. AIDE, ADMINISTRATIVE - CONTRAC <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ASSISTANT, LIBRARY OPERATIONS <i>532 - Library Assistants, Clerical</i>	3.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. ASSISTANT, LIBRARY OPS <i>532 - Library Assistants, Clerical</i>	1.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. ASSISTANT, PROGRAM ADMIN <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ASSISTANT, PROGRAM ADMINISTRA <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. HORTICULTURIST <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. INFO SERVICES SUPERVISOR <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. INFO SERVS SUPRV (LC) <i>F04 - Other Professional Workers</i>	16.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. INFO SERVS SUPRV (LC); 2. INFO SERVS SUPR <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. INFO SERVS SUPRV (LCH) <i>F04 - Other Professional Workers</i>	7.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. INS RISK MGR 1 (LCH) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. LIBR OPS ASST (LC) <i>532 - Library Assistants, Clerical</i>	1.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. OFFICER I, SAFETY <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. OFFICER III, SAFETY <i>F04 - Other Professional Workers</i>	2.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. RADAT SAFETY TECHN (LC) <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. RADIATION SAFETY TECHN <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SAFETY OFFIC 1 (LC) <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. SPECIALIST I, MEDICAL STAFF SE <i>073 - Other Business Operations Specialists</i>	1.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. SPECIALIST II, MEDICAL STAFF S <i>073 - Other Business Operations Specialists</i>	2.00	8210	4479 54.56%	3134 38.17%	1480 18.03%	1120 13.64%	445 5.42%	24 0.29%
1. STATISTICIAN I <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. SUPERVISOR INVENTORY RECORD CO <i>F04 - Other Professional Workers</i>	2.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
1. SUPERVISOR, INVENTORY RECORD C <i>F04 - Other Professional Workers</i>	1.00	481350	286953 59.61%	117136 24.33%	63811 13.26%	28133 5.84%	20856 4.33%	1256 0.26%
<i>Total Weight:</i>	80.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4A Systems/Network Technicians		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ANALYST I, PROCEDURES AND SYST <i>F05 - Technicians</i>	5.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ANALYST II, PROCEDURES AND SYS <i>F05 - Technicians</i>	5.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. COMPU PRGRMR 1 (LC); 2. PROGRAMMER I, CC <i>101 - Computer Programmers</i>	1.00	28390	8292 <i>29.21%</i>	8081 <i>28.46%</i>	1905 <i>6.71%</i>	1205 <i>4.24%</i>	4629 <i>16.31%</i>	63 <i>0.22%</i>
1. COMPU SYS OPS SPEC (LCH) <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. COMPU SYS OPS SPEC 2 (LC) <i>110 - Network/ Computer Systems Administration</i>	3.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. COMPU SYS OPS SPEC 2 (LC) CONT <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. COMPU SYS OPS SPEC 3 (LC) <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. COMPUTER PROGRAMMER I <i>101 - Computer Programmers</i>	1.00	28390	8292 <i>29.21%</i>	8081 <i>28.46%</i>	1905 <i>6.71%</i>	1205 <i>4.24%</i>	4629 <i>16.31%</i>	63 <i>0.22%</i>
1. PROCED & SYST ANALYST II <i>F05 - Technicians</i>	2.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. PROCED&SYS ANA 2 (LC) <i>F05 - Technicians</i>	1.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. PROGRAMMER I, COMPUTER <i>101 - Computer Programmers</i>	1.00	28390	8292 <i>29.21%</i>	8081 <i>28.46%</i>	1905 <i>6.71%</i>	1205 <i>4.24%</i>	4629 <i>16.31%</i>	63 <i>0.22%</i>
1. PROGRAMMER II, SCIENTIFIC COMP <i>101 - Computer Programmers</i>	1.00	28390	8292 <i>29.21%</i>	8081 <i>28.46%</i>	1905 <i>6.71%</i>	1205 <i>4.24%</i>	4629 <i>16.31%</i>	63 <i>0.22%</i>
1. PROGRAMMER III COMPUTER <i>101 - Computer Programmers</i>	1.00	28390	8292 <i>29.21%</i>	8081 <i>28.46%</i>	1905 <i>6.71%</i>	1205 <i>4.24%</i>	4629 <i>16.31%</i>	63 <i>0.22%</i>
1. PROGRAMMER III, COMPUTER <i>101 - Computer Programmers</i>	1.00	28390	8292 <i>29.21%</i>	8081 <i>28.46%</i>	1905 <i>6.71%</i>	1205 <i>4.24%</i>	4629 <i>16.31%</i>	63 <i>0.22%</i>
1. SPECIALIST I, COMPUTER SYSTEM <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. SPECIALIST II COMPUTER SYSTEM <i>110 - Network/ Computer Systems Administration</i>	2.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. SPECIALIST II, OPERATIONS SUPP <i>104 - Computer Support Specialists</i>	1.00	13200	4914 <i>37.23%</i>	3998 <i>30.29%</i>	1725 <i>13.07%</i>	975 <i>7.39%</i>	1160 <i>8.79%</i>	40 <i>0.30%</i>
1. SPECIALIST III COMPUTER SYSTEM <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
1. SPECIALIST III, OPERATIONS SUP <i>104 - Computer Support Specialists</i>	2.00	13200	4914 <i>37.23%</i>	3998 <i>30.29%</i>	1725 <i>13.07%</i>	975 <i>7.39%</i>	1160 <i>8.79%</i>	40 <i>0.30%</i>
1. SPECIALIST IV, COMPUTER SYSTEM <i>110 - Network/ Computer Systems Administration</i>	1.00	6555	1595 <i>24.33%</i>	1615 <i>24.64%</i>	555 <i>8.47%</i>	395 <i>6.03%</i>	570 <i>8.70%</i>	45 <i>0.69%</i>
Total Weight:	33.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4B Engineering/Science Technici		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. AIDE PROGRAM SERVICE <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. AIDE PROGRAM SERVICES <i>155 - Engineering Technicians, Except Drafters</i>	13.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. AIDE, PROGRAM SERVICES <i>155 - Engineering Technicians, Except Drafters</i>	49.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. AIDE, PROGRAM SERVICES - HOSPI <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. AIDE, PROGRAM SERVICES-HOSPITA <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. AIDE,PROGRAM SERVICES -HOSPIT <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. ANALYST ELECTRON MICROPROBE <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. ASSISTANT PHYSICAL SCIENCE TEC <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. ASSISTANT, ELECTRONICS ENGINEE <i>155 - Engineering Technicians, Except Drafters</i>	3.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. ASSISTANT, PHYSICAL SCIENCE TE <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. ASSISTANT, RESEARCH ENGINEERIN <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. COORDINATOR BUILDING MAINTENAN <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. COORDINATOR, BUILDING MAINTENA <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. DRAFTSMAN II ARCHITECTURAL <i>154 - Drafters</i>	1.00	5400	1050 19.44%	1505 27.87%	425 7.87%	700 12.96%	340 6.30%	0 0.00%
1. DRAFTSMAN II, ARCHITECTURAL <i>154 - Drafters</i>	2.00	5400	1050 19.44%	1505 27.87%	425 7.87%	700 12.96%	340 6.30%	0 0.00%
1. DRAFTSMAN, CHIEF ENGINEERING <i>154 - Drafters</i>	1.00	5400	1050 19.44%	1505 27.87%	425 7.87%	700 12.96%	340 6.30%	0 0.00%
1. EQUIP SPEC 1 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. PHYS SCI STAFF ASST (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. PHYS SCI TECH ASST (LC) <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. PHYS SCI TECH ASST (PCAWW) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. PRGRM SERVS AIDE (LC) <i>155 - Engineering Technicians, Except Drafters</i>	4.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. PRGRM SERVS AIDE (LCH) <i>155 - Engineering Technicians, Except Drafters</i>	4.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SPECIALIST I, COMMUNICATIONS N <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SPECIALIST I, EQUIPMENT <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SPECIALIST II COMMUNICATIONS N <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SPECIALIST II, EQUIPMENT <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SPECIALIST III, COMMUNICATIONS <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. SPECIALIST III, EQUIPMENT <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN II, DATA PROCESSING <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN III, DATA PROCESSIN <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN PRINCIPAL ELEC <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN PRINCIPAL ELECTRONI <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN, PRINCIPAL ELECTRON <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN, SENIOR ELECTRONICS <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
<i>Total Weight:</i>	109.00							
Job Group: 4C Food Service Coordinators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. MANAGER, FOOD PRODUCTION <i>031 - Food Service Managers</i>	2.00	19790	8014 40.50%	7162 36.19%	1985 10.03%	2830 14.30%	1934 9.77%	54 0.27%
<i>Total Weight:</i>	2.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 4E Health Technicians		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ASSISTANT 3, DENTAL (LCH) <i>364 - Dental Assistants</i>	1.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT I, DENTAL <i>364 - Dental Assistants</i>	1.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT II DENTAL <i>364 - Dental Assistants</i>	6.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT II, DENTAL <i>364 - Dental Assistants</i>	13.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT III DENTAL <i>364 - Dental Assistants</i>	3.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT III, DENTAL <i>364 - Dental Assistants</i>	10.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT MEDICAL <i>364 - Dental Assistants</i>	6.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. ASSISTANT MEDICAL; 2. MED ASST (LCH) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. ASSISTANT, MEDICAL <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	56.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. ASSISTANT, MEDICAL-CONTRACT AP <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. ASSISTANT, MEDICAL-HOSPITAL <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	8.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. ASSISTANT, NUTRITION <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. ASSISTANT, OCCUPATIONAL THERAP <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. ASSISTANT, PHYSICAL THERAPY <i>362 - Physical Therapist Assistants/Aides</i>	1.00	1110	914 82.34%	309 27.84%	195 17.57%	60 5.41%	50 4.50%	0 0.00%
1. CARE TECHN I, LAB ANIMAL <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. COORDINATOR OF LABORATORY ANIM <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. COORDINATOR OF LABORATORY ANIM; 2. SUPI <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. CURATOR, ANATOMY <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. CYTOTECHNOLOGIST II <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. CYTOTECHT 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. DENTAL ASSISTANT II <i>364 - Dental Assistants</i>	1.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. DENTAL ASST 1 (LC) <i>364 - Dental Assistants</i>	1.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. DENTAL ASST 2 (LC) <i>364 - Dental Assistants</i>	2.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. DENTAL ASST 3 (LC) <i>364 - Dental Assistants</i>	1.00	6175	5943 96.24%	1858 30.09%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
1. DENTAL XRAY TECHN 2 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. EEG TECHN 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. EMERG MED TECHN (LCH) <i>340 - Emergency Med Technicians/Paramedics</i>	2.00	2705	934 34.53%	657 24.29%	380 14.05%	230 8.50%	39 1.44%	4 0.15%
1. HEMO TECH 1 TRAIN (60002) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. HEMODIALYSIS TECH 1 TR (60001) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. HEMODIALYSIS TECH I (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. HEMODIALYSIS TECHT 1 (60001) <i>353 - Misc Health Technologists and Techns</i>	4.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. HEMODIALYSIS TECHT 1 (60002) <i>353 - Misc Health Technologists and Techns</i>	4.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. HEMODIALYSIS TECHT 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. HIST TECHN 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. HYGIENIST, DENTAL <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. LAB ANIM CARE SPECIALIST (LCP) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. LAB ANIM CARE TECHN (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. LAB ANIM CARE TECHN (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. LUMP; 2. TECHNICIAN II, MEDICAL LABORAT <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. MED ASST (LCH) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	12.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MED ASST (LCP) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	3.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MED ASST (LCR) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	4.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MED ASST F&CM (WCJ) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MED LAB ASST 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. MED LAB TECH 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. MED LAB TECHN 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. MED LAB TECHN 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	5.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. MEDICAL ASSIST <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MEDICAL ASSIST (LCR) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MEDICAL ASSISTANT <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MEDICAL ASSISTANT - PEDS <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11750	10004 85.14%	5324 45.31%	2980 25.36%	1405 11.96%	769 6.54%	30 0.26%
1. MEDICAL LABORATORY TECHNICIAN <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. NUTRITION ASST (LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. NUTRITION ASST (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. OPHTHALMIC TECHN (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. OPHTHALMIC TECHNICIAN <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. OPTG RM TECHN (LCH) <i>353 - Misc Health Technologists and Techns</i>	6.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 1 (60001) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 1 TR <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 1TRAINEE (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 2 (LC) <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARM TECHN 3 (LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHARMACY TECHNICIAN I TR <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHLEBOTOMIST 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHLEBOTOMIST 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	7.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. PHLEBOTOMIST II <i>353 - Misc Health Technologists and Techns</i>	7.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. SUPERVISOR OF LABORATORY ANIMA <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECH II, PHARM -HOSPITAL <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN 2 PHARM-HOSPITAL <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. TECHNICIAN ELECTROCARDIOGRAPHI <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN I LABORATORY ANIMAL <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN I MEDICAL LABORATOR <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN I, BIOMEDICAL ENGIN <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN I, EEG - TRAINEE <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN I, ELECTROENCEPHALO <i>330 - Clinical Lab Technologists and Techns</i>	4.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN I, LABORATORY ANIMA <i>330 - Clinical Lab Technologists and Techns</i>	4.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN I, PHARMACY <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN I, PHARMACY-HOSPITA <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN I, VETERINARY (ANES <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN II BIOMEDICAL ENGIN <i>155 - Engineering Technicians, Except Drafters</i>	4.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN II ELECTROENCEPHALO <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN II HISTOLOGY <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN II LABORATORY ANIMA <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN II PHARMACY <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN II, DENTAL X-RAY <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN II, ELECTROENCEPHAL <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN II, LABORATORY ANIM <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN II, PHARMACY <i>353 - Misc Health Technologists and Techns</i>	22.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN II, PHARMACY -HOSP. <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN II, PHARMACY- HOSP <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN II, VETERINARY (ANE <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN III BIOMEDICAL ENGI <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN III DENTAL X-RAY <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. TECHNICIAN III MEDICAL LABORAT <i>330 - Clinical Lab Technologists and Techns</i>	5.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN III PHARMACY <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN III REMOVABLE PROST <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN III, BIOMEDICAL ENG <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN III, DENTAL X-RAY <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN III, FIXED PROSTHOD <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN III, MEDICAL LABORA <i>330 - Clinical Lab Technologists and Techns</i>	10.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN III, PHARMACY <i>353 - Misc Health Technologists and Techns</i>	14.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN IV, BIOMEDICAL ENGI <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN MEDICAL RECORD <i>351 - Medical Recs/Health Info Technicians</i>	9.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. TECHNICIAN MEDICAL RECORDS <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. TECHNICIAN OPERATING ROOM <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN SUPERVISING ELECTRO <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN, ELECTROCARDIOGRAPH <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN, ELECTROGARDIOGRAPH <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN, EMERGENCY MEDICAL <i>340 - Emergency Med Technicians/Paramedics</i>	4.00	2705	934 34.53%	657 24.29%	380 14.05%	230 8.50%	39 1.44%	4 0.15%
1. TECHNICIAN, MEDICAL RECORD <i>351 - Medical Recs/Health Info Technicians</i>	10.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. TECHNICIAN, MEDICAL RECORDS <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2490	2199 88.31%	1134 45.54%	855 34.34%	195 7.83%	74 2.97%	0 0.00%
1. TECHNICIAN, OPERATING ROOM <i>353 - Misc Health Technologists and Techns</i>	15.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN, OPHTHALMIC <i>353 - Misc Health Technologists and Techns</i>	6.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN, OPHTHALMIC-HOSPITA <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN, OPHTHALMIC <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNICIAN, OPHTMALMIC <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST 2, HEMODIALYSIS - <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. TECHNOLOGIST I, HEMODIALYSIS <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST I, HEMODIALYSIS - <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST I, HEMODIALYSIS-H <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST II, HEMODIALYSIS <i>353 - Misc Health Technologists and Techns</i>	4.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST III, HEMODIALYSIS <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST IV HEMODIALYSIS <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST IV, HEMODIALYSIS <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST OPHTHALMIC <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST, CHIEF OPHTHALMIC <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST, HEMAPHERESIS <i>353 - Misc Health Technologists and Techns</i>	3.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. TECHNOLOGIST, OPHTHALMIC <i>353 - Misc Health Technologists and Techns</i>	5.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. VET TECHN (LC) <i>353 - Misc Health Technologists and Techns</i>	2.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
1. VET TECHN ANESTH 1(LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2695	1789 66.38%	1294 48.01%	710 26.35%	210 7.79%	360 13.36%	10 0.37%
Total Weight:	407.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4F Health Service, Other		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ANESTH ASST 1 (LCH) <i>311 - Physician Assistants</i>	1.00	1370	865 63.14%	519 37.88%	125 9.12%	180 13.14%	199 14.53%	0 0.00%
1. ASSISTANT I, ANESTHESIA <i>311 - Physician Assistants</i>	1.00	1370	865 63.14%	519 37.88%	125 9.12%	180 13.14%	199 14.53%	0 0.00%
1. ASSISTANT II ANESTHESIA <i>311 - Physician Assistants</i>	1.00	1370	865 63.14%	519 37.88%	125 9.12%	180 13.14%	199 14.53%	0 0.00%
1. ASSISTANT II, ANESTHESIA <i>311 - Physician Assistants</i>	2.00	1370	865 63.14%	519 37.88%	125 9.12%	180 13.14%	199 14.53%	0 0.00%
1. ASSISTANT III ANESTHESIA <i>311 - Physician Assistants</i>	1.00	1370	865 63.14%	519 37.88%	125 9.12%	180 13.14%	199 14.53%	0 0.00%
1. LICEN PRTCL NRS 2 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	9.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. LICEN PRTCL NRS 2 (LCP) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. LPN II - WCJ <i>350 - Licensed Practical/Licensed Voc Nurses</i>	7.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. LPN II -WCJ <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. LPN II ALLERGY & ASTHMA <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE II LICENCED PRACTICAL <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE II LICENSED PRACTICAL <i>350 - Licensed Practical/Licensed Voc Nurses</i>	4.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE II, LICENSED PRACTICAL <i>350 - Licensed Practical/Licensed Voc Nurses</i>	47.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSE II, LICENSED PRACTICAL-H <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9180	8585 93.52%	6055 65.96%	4745 51.69%	595 6.48%	465 5.07%	25 0.27%
1. NURSING TECHN (LCH) <i>F03 - Healthcare Practioner Professionals</i>	27.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. NURSING TECHNICIAN <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. NURSING TECHNICIAN (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. STAFF NRS 1 (LCR) <i>313 - Registered Nurses</i>	5.00	67560	63460 93.93%	23574 34.89%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
1. TECHNICIAN NURSING <i>F03 - Healthcare Practioner Professionals</i>	1.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
1. TECHNICIAN, NURSING <i>F03 - Healthcare Practioner Professionals</i>	11.00	126605	91697 72.43%	40846 32.26%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
Total Weight:	124.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4G Protective Service Workers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACADEMIC HOURLY; 2. OFFICER, POLICE <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. GUARD SECURITY <i>392 - Sec Guards/Gaming Surveillance Officers</i>	2.00	26730	6889 25.77%	17213 64.40%	13339 49.90%	2820 10.55%	595 2.23%	130 0.49%
1. GUARD, SECURITY <i>392 - Sec Guards/Gaming Surveillance Officers</i>	19.00	26730	6889 25.77%	17213 64.40%	13339 49.90%	2820 10.55%	595 2.23%	130 0.49%
1. LIEUTENANT, POLICE; 2. PAVILION SECURITY D <i>392 - Sec Guards/Gaming Surveillance Officers</i>	2.00	26730	6889 25.77%	17213 64.40%	13339 49.90%	2820 10.55%	595 2.23%	130 0.49%
1. OFFICER I, POLICE <i>385 - Police Officers</i>	6.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. OFFICER I, POLICE; 2. PAVILION SECURITY DET <i>385 - Police Officers</i>	2.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. OFFICER, POLICE; 2. PAVILION SECURITY DET, <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. OFFICER, POLICE <i>385 - Police Officers</i>	20.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. PAVILION SECURITY DETAIL (SGT); 2. SERGEAN <i>392 - Sec Guards/Gaming Surveillance Officers</i>	2.00	26730	6889 25.77%	17213 64.40%	13339 49.90%	2820 10.55%	595 2.23%	130 0.49%
1. PAVILION SECURITY DETAIL; 2. PLC OFFIC (LC) <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. PLC OFFIC (LC) <i>385 - Police Officers</i>	14.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. PLC OFFIC (LC); 2. PAVILION SECURITY DETAIL <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. PLC OFFIC (LC); 2. PAVILION SECURITY SUPER <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. PLC SRG (LC) <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. PLC SRG (LC); 2. TU 30763 PLC LIEU (LC) <i>385 - Police Officers</i>	2.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. POLICE OFFICER (LC) <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. POLICE OFFICER (LC) <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. POLICE OFFICER (LC) <i>385 - Police Officers</i>	3.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. POLICE OFFICER (LC); 2. PAVILION SECURITY D <i>385 - Police Officers</i>	1.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. POLICE, SERGEANT; 2. TU 30763 PLC LIEU (LC) <i>385 - Police Officers</i>	3.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. SECU GUARD (50001) <i>392 - Sec Guards/Gaming Surveillance Officers</i>	3.00	26730	6889 25.77%	17213 64.40%	13339 49.90%	2820 10.55%	595 2.23%	130 0.49%
1. SECU GUARD (LC) <i>392 - Sec Guards/Gaming Surveillance Officers</i>	4.00	26730	6889 25.77%	17213 64.40%	13339 49.90%	2820 10.55%	595 2.23%	130 0.49%
1. SECU GUARD SUPRV (LC) <i>F13 - Protective Service Workers</i>	1.00	83050	18799 22.64%	34460 41.49%	24789 29.85%	7277 8.76%	1352 1.63%	379 0.46%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SERGEANT, POLICE; 2. TU 30763 PLC LIEU (LC) <i>385 - Police Officers</i>	5.00	22640	3800 16.78%	7155 31.60%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
1. SUPERVISOR, SECURITY GUARD <i>F13 - Protective Service Workers</i>	2.00	83050	18799 22.64%	34460 41.49%	24789 29.85%	7277 8.76%	1352 1.63%	379 0.46%
<i>Total Weight:</i>	99.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4Z Other Technicians/Paraprofess		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMINISTRATOR EVENTS (CROWD CO <i>F05 - Technicians</i>)	1.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ADMINISTRATOR EVENTS (TICKET C <i>F05 - Technicians</i>)	1.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ADMINISTRATOR III, HOUSING <i>F05 - Technicians</i>	2.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ADMINISTRATOR, EVENTS (CONCESS <i>F05 - Technicians</i>)	2.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ADMINISTRATOR, EVENTS (CROWD C <i>F05 - Technicians</i>)	2.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ASSISTANT 2, LIBRARY TECHNICAL <i>244 - Library Technicians</i>	1.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT I LIBRARY TECHNICAL <i>244 - Library Technicians</i>	5.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT I, LIBRARY TECH <i>244 - Library Technicians</i>	1.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT I, LIBRARY TECHNICAL <i>244 - Library Technicians</i>	8.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT II LIBRARY TECHNICAL <i>244 - Library Technicians</i>	11.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT II, LIBRARY TECH <i>244 - Library Technicians</i>	1.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT II, LIBRARY TECHNICA <i>244 - Library Technicians</i>	3.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT III LIBRARY TECHNICA <i>244 - Library Technicians</i>	3.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT III, LIBRARY TECH <i>244 - Library Technicians</i>	1.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT III, LIBRARY TECHNIC <i>244 - Library Technicians</i>	5.00	2075	1384 <i>66.70%</i>	524 <i>25.25%</i>	204 <i>9.83%</i>	185 <i>8.92%</i>	135 <i>6.51%</i>	0 <i>0.00%</i>
1. ASSISTANT, VIDEO PRODUCTION <i>F05 - Technicians</i>	1.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ASST FACIL MGR (LC) <i>043 - Managers, All Other</i>	6.00	69495	25179 <i>36.23%</i>	14434 <i>20.77%</i>	6370 <i>9.17%</i>	4120 <i>5.93%</i>	3270 <i>4.71%</i>	159 <i>0.23%</i>
1. ASST SUPERINT BLDG SERVICES <i>043 - Managers, All Other</i>	2.00	69495	25179 <i>36.23%</i>	14434 <i>20.77%</i>	6370 <i>9.17%</i>	4120 <i>5.93%</i>	3270 <i>4.71%</i>	159 <i>0.23%</i>
1. ASSTCOORDPARK&TRAFFIC (LC) <i>F05 - Technicians</i>	2.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. ASSTCOORDPARK&TRAFFIC (LC) <i>F05 - Technicians</i>	1.00	76320	43715 <i>57.28%</i>	29104 <i>38.13%</i>	14481 <i>18.97%</i>	5985 <i>7.84%</i>	7636 <i>10.01%</i>	234 <i>0.31%</i>
1. BNF COUNS 2 (LC) <i>200 - Counselors</i>	2.00	13405	8614 <i>64.26%</i>	5641 <i>42.08%</i>	4068 <i>30.35%</i>	985 <i>7.35%</i>	444 <i>3.31%</i>	39 <i>0.29%</i>
1. COMMT AFF SPEC 1 (LC) <i>202 - Misc Community/Social Srv Spcl</i>	12.00	6885	4390 <i>63.76%</i>	3645 <i>52.94%</i>	2425 <i>35.22%</i>	760 <i>11.04%</i>	320 <i>4.65%</i>	25 <i>0.36%</i>
1. COMMT AFF SPEC 1 (LC) CONTRACT <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6885	4390 <i>63.76%</i>	3645 <i>52.94%</i>	2425 <i>35.22%</i>	760 <i>11.04%</i>	320 <i>4.65%</i>	25 <i>0.36%</i>

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. COMMT AFF SPEC 1 (LCH) <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. COMMT AFF SPEC 2 (LC) <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. COMMT AFF SPEC 2 (LC) CONTRACT <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. COORDINATOR MEDICAL EDUCATION <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. COORDINATOR OF PARKING AND TRA <i>F05 - Technicians</i>	7.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. COORDINATOR, MEDICAL EDUCATION <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. CUST SERV REP 1 (LC) <i>524 - Customer Service Representatives</i>	8.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 1 (LCH) <i>524 - Customer Service Representatives</i>	18.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 2 (LC) <i>524 - Customer Service Representatives</i>	11.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 2 (LCH) <i>524 - Customer Service Representatives</i>	34.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 2(LCDA) <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 3 <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 3 (LC) <i>524 - Customer Service Representatives</i>	6.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUST SERV REP 3 (LCH) <i>524 - Customer Service Representatives</i>	6.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUSTOMER REPRESENTATIVE III <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUSTOMER SERV REP 2 (LCH) <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. CUSTOMER SERVICE REP III <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. GRANT&CTRTR DEV SPEC (LC) <i>095 - Financial Specialists, All Other</i>	1.00	1130	598 52.92%	367 32.48%	160 14.16%	145 12.83%	24 2.12%	19 1.68%
1. HOUS OFFIC (LC) <i>F05 - Technicians</i>	2.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. HOUS OFFICER (LC) <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. HR REP (LCP) <i>484 - Sales Representatives, Srvces, All Othr</i>	1.00	25690	8610 33.51%	4035 15.71%	2050 7.98%	1105 4.30%	600 2.34%	70 0.27%
1. LIBR TECH ASST 1 (LC) <i>244 - Library Technicians</i>	3.00	2075	1384 66.70%	524 25.25%	204 9.83%	185 8.92%	135 6.51%	0 0.00%
1. LIBR TECH ASST 2 (LC) <i>244 - Library Technicians</i>	5.00	2075	1384 66.70%	524 25.25%	204 9.83%	185 8.92%	135 6.51%	0 0.00%
1. LIBR TECH ASST 2 (LCR) <i>244 - Library Technicians</i>	2.00	2075	1384 66.70%	524 25.25%	204 9.83%	185 8.92%	135 6.51%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. LIBR TECH ASST 3 (LC) <i>244 - Library Technicians</i>	2.00	2075	1384 66.70%	524 25.25%	204 9.83%	185 8.92%	135 6.51%	0 0.00%
1. LIBRARY TECHNICAL ASSISTANT I <i>244 - Library Technicians</i>	1.00	2075	1384 66.70%	524 25.25%	204 9.83%	185 8.92%	135 6.51%	0 0.00%
1. MANAGER, ASSISTANT FACILITIES <i>043 - Managers, All Other</i>	14.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MED ED PROG SPEC I (LCP) <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. MED EDUC PROGRAM COORDINATOR <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. MED INS SPEC 4 (LCH) <i>F05 - Technicians</i>	2.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. MEDICAL EDUC PRGRM COORD <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. OPERATOR II, INSTRUCTIONAL COM <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. PHOTOGRAPHER II <i>291 - Photographers</i>	1.00	4150	1340 32.29%	984 23.71%	449 10.82%	335 8.07%	150 3.61%	0 0.00%
1. PHOTOGRAPHER III SCIENTIFIC <i>291 - Photographers</i>	1.00	4150	1340 32.29%	984 23.71%	449 10.82%	335 8.07%	150 3.61%	0 0.00%
1. PHOTOGRAPHER III, SCIENTIFIC <i>291 - Photographers</i>	1.00	4150	1340 32.29%	984 23.71%	449 10.82%	335 8.07%	150 3.61%	0 0.00%
1. PHOTOGRAPHER, PRINCIPAL OPHTHA <i>291 - Photographers</i>	1.00	4150	1340 32.29%	984 23.71%	449 10.82%	335 8.07%	150 3.61%	0 0.00%
1. PRGRM SERVS SPEC (LCH) <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. REP I, CUST SERV CONTRACT <i>524 - Customer Service Representatives</i>	2.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP I, CUST SERVIC - HOSPITAL <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP I, CUSTOMER SERVICE-HOSPIT <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP II, CUST SERV <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP II, CUSTOMER SERVICE <i>524 - Customer Service Representatives</i>	3.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP II, CUSTOMER SERVICE -HOSP <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP III, CUSTOMER SERVICE <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REP, HUMAN RESOURCE (LC) <i>484 - Sales Representatives, Srvces, All Othr</i>	1.00	25690	8610 33.51%	4035 15.71%	2050 7.98%	1105 4.30%	600 2.34%	70 0.27%
1. REPRESENTATIVE 2, CUSTOMER SER <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE I CUSTOMER SERV <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE I, CUST SERV <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. REPRESENTATIVE I, CUSTOMER SER <i>524 - Customer Service Representatives</i>	72.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE II, CUS SERV <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE II, CUST SER <i>524 - Customer Service Representatives</i>	2.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE II, CUST SERV <i>524 - Customer Service Representatives</i>	7.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE II, CUST SERVIC <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE II, CUSTOM SER <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE II, CUSTOMER SE <i>524 - Customer Service Representatives</i>	104.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE III CUSTOMER SE <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE III, CUST SER <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE III, CUST SERV <i>524 - Customer Service Representatives</i>	3.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE III, CUSTOMER S <i>524 - Customer Service Representatives</i>	76.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE III, CUSTOMER S; 2. SPECIA <i>524 - Customer Service Representatives</i>	1.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
1. REPRESENTATIVE, HUMAN RESOURCE <i>484 - Sales Representatives, Srvces, All Othr</i>	4.00	25690	8610 33.51%	4035 15.71%	2050 7.98%	1105 4.30%	600 2.34%	70 0.27%
1. RTL SERVS SUPRV (LC) <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST I, MEDICAL EDUCATIO <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST II, COMMUNITY AFFAI <i>202 - Misc Community/Social Srv Spcl</i>	4.00	6885	4390 63.76%	3645 52.94%	2425 35.22%	760 11.04%	320 4.65%	25 0.36%
1. SPECIALIST II, MEDICAL EDUCATI <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST IV, MEDICAL INSURAN <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST V, COLLECTION <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST, LIBRARY <i>F05 - Technicians</i>	2.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SUPERINTENDENT OF BUILDING SER <i>F05 - Technicians</i>	5.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SUPERVISOR OF UNIVERSITY UNION <i>F05 - Technicians</i>	7.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SUPERVISOR PUBLIC FUNCTIONS <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SUPERVISOR RETAIL SERVICES <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. SUPERVISOR, PUBLIC FUNCTIONS <i>F05 - Technicians</i>	4.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SUPERVISOR, RETAIL SERVICES <i>F05 - Technicians</i>	2.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SUPRV UNIVSTY U OPS (LC) <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. TECHNICIAN I, AUDIO VISUAL AID <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN I, LANGUAGE LABORAT <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9070	6558 72.30%	3962 43.68%	1460 16.10%	455 5.02%	1893 20.87%	19 0.21%
1. TECHNICIAN II AUDIO VISUAL AID <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN III AUDIO-VISUAL AI <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN III, AUDIO-VISUAL A <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11300	2109 18.66%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
1. TECHNICIAN, PROPERTIES <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
<i>Total Weight:</i>	547.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5A Accounting/Finance Clericals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACNT TECHN 1 (LC) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. ACNT TECHN 2 (LC) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. ACNT TECHN 3 (LC) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	4.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. ACNT TECHN 3 (LC); 2. TECHNICIAN III ACCOUN <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. CLERK, ACCOUNTING <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. PAYROLL CLERK (LC) <i>514 - Payroll and Timekeeping Clerks</i>	1.00	6685	6003 89.80%	2343 35.05%	1309 19.58%	795 11.89%	154 2.30%	20 0.30%
1. PAYROLL SPEC 1 (LC) <i>514 - Payroll and Timekeeping Clerks</i>	3.00	6685	6003 89.80%	2343 35.05%	1309 19.58%	795 11.89%	154 2.30%	20 0.30%
1. PAYROLL SPEC 2 (LC) <i>514 - Payroll and Timekeeping Clerks</i>	5.00	6685	6003 89.80%	2343 35.05%	1309 19.58%	795 11.89%	154 2.30%	20 0.30%
1. PAYROLL SPEC 2 (LCH) <i>514 - Payroll and Timekeeping Clerks</i>	1.00	6685	6003 89.80%	2343 35.05%	1309 19.58%	795 11.89%	154 2.30%	20 0.30%
1. SPECIALIST II, PAYROLL <i>514 - Payroll and Timekeeping Clerks</i>	4.00	6685	6003 89.80%	2343 35.05%	1309 19.58%	795 11.89%	154 2.30%	20 0.30%
1. SPECIALIST III, PAYROLL <i>514 - Payroll and Timekeeping Clerks</i>	2.00	6685	6003 89.80%	2343 35.05%	1309 19.58%	795 11.89%	154 2.30%	20 0.30%
1. TECHNICIAN I ACCOUNT <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	5.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECHNICIAN I, ACCOUNT <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	14.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECHNICIAN I, ACCOUNT -HOSPITA <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECHNICIAN II ACCOUNT <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	5.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECHNICIAN II, ACCOUNT <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	17.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECHNICIAN III ACCOUNT <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECHNICIAN III, ACCOUNT <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49565	42840 86.43%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
1. TECNICIAN II ACCOUNT <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
Total Weight:	77.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5B Office Support Clericals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMINV AIDE (LCP) <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV SEC (LCP) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV SECR (LC) <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ADMINV SECR (LCP) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. LUMP; 2. SECRETARY IV <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. MED TRANSCRIPT 1 (LCR) <i>531 - Interviewers, Excpt Eligibility and Loan</i>	1.00	5200	3863 74.29%	2877 55.33%	2080 40.00%	575 11.06%	173 3.33%	14 0.27%
1. MEDICAL TRANSCRIPTIONIST II <i>531 - Interviewers, Excpt Eligibility and Loan</i>	1.00	5200	3863 74.29%	2877 55.33%	2080 40.00%	575 11.06%	173 3.33%	14 0.27%
1. SEC 3 (LCDA) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SEC 3 (LCDA) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECR 3 (LC) <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECR 3 (LCDA) <i>570 - Secretaries and Administrative Assts</i>	9.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECR 3 (LCP) <i>570 - Secretaries and Administrative Assts</i>	3.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECR 3 (LCR) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECR 4 (LCP) <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECR 4 (LCR) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETART IV <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY ADMINISTRATIVE TRANS <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY II <i>570 - Secretaries and Administrative Assts</i>	13.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY III <i>570 - Secretaries and Administrative Assts</i>	54.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY IV <i>570 - Secretaries and Administrative Assts</i>	39.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY IV -HOSPITAL <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY IV (LCDA) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY IV - SELECTIVE CERT <i>570 - Secretaries and Administrative Assts</i>	5.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SECRETARY, ADMINISTRATIVE <i>570 - Secretaries and Administrative Assts</i>	54.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY, STAFF <i>570 - Secretaries and Administrative Assts</i>	32.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. SECRETARY, ADMINISTRATIVE <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. STAFF CLERK <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. STAFF CLERK (LCP) <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. STAFF SECR (LCDA) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. STAFF SECR (LCP) <i>570 - Secretaries and Administrative Assts</i>	5.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. STAFF SECR (LCR) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. TRANSCRIPTIONIST I, MEDICAL <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. TRANSCRIPTIONIST II MEDICAL <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. TRANSCRIPTIONIST II, MEDICAL <i>593 - Office/Admin Support Workers, All Other</i>	5.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. TRANSCRIPTIONIST III, MEDICAL <i>593 - Office/Admin Support Workers, All Other</i>	3.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
<i>Total Weight:</i>	251.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 5C Office Machine Operators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. MLG EQUIP OPTR EXPED 1 (LC) <i>590 - Office Mach Op, Except Computer</i>	1.00	2470	1389 56.23%	1523 61.66%	775 31.38%	350 14.17%	359 14.53%	25 1.01%
1. MLG EQUIP OPTR/EXPED 2 (LC) <i>590 - Office Mach Op, Except Computer</i>	1.00	2470	1389 56.23%	1523 61.66%	775 31.38%	350 14.17%	359 14.53%	25 1.01%
1. OPERATOR II DUPLICATING MACHIN <i>590 - Office Mach Op, Except Computer</i>	1.00	2470	1389 56.23%	1523 61.66%	775 31.38%	350 14.17%	359 14.53%	25 1.01%
1. OPERATOR II, DUPLICATING MACHI <i>590 - Office Mach Op, Except Computer</i>	1.00	2470	1389 56.23%	1523 61.66%	775 31.38%	350 14.17%	359 14.53%	25 1.01%
1. OPERATOR/EXPEDITER II, MAILING <i>590 - Office Mach Op, Except Computer</i>	1.00	2470	1389 56.23%	1523 61.66%	775 31.38%	350 14.17%	359 14.53%	25 1.01%
1. OPERATOR/EXPEDITOR II, MAILING <i>590 - Office Mach Op, Except Computer</i>	1.00	2470	1389 56.23%	1523 61.66%	775 31.38%	350 14.17%	359 14.53%	25 1.01%
1. OPS SUPRT SERV SPEC 1 (LC) <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. SPECIALIST I, OPERATIONS SUPPO <i>593 - Office/Admin Support Workers, All Other</i>	15.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. SUPERVISOR I, MAILING SERVICES <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. SUPERVISOR, DUPLICATING SERVIC <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
<i>Total Weight:</i>	24.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5D Storekeepers/Dispatchers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ATTENDANT EQUIPMENT <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. ATTENDANT, EQUIPMENT <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. BOOKSTORE CLERK 1 (LC) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK I, BOOKSTORE <i>586 - Office Clerks, General</i>	4.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II BOOKSTORE <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II, BOOKSTORE <i>561 - Shipping, Receiving, and Traffic Clerks</i>	3.00	24425	5184 21.22%	14307 58.58%	4770 19.53%	8135 33.31%	1149 4.70%	79 0.32%
1. CLERK SHIPPING/RECEIVING <i>561 - Shipping, Receiving, and Traffic Clerks</i>	1.00	24425	5184 21.22%	14307 58.58%	4770 19.53%	8135 33.31%	1149 4.70%	79 0.32%
1. CLERK SHIPPING/RECEIVING; 2. TU 36063 STOF <i>561 - Shipping, Receiving, and Traffic Clerks</i>	1.00	24425	5184 21.22%	14307 58.58%	4770 19.53%	8135 33.31%	1149 4.70%	79 0.32%
1. CLERK, SHIPPING AND RECEIVING <i>561 - Shipping, Receiving, and Traffic Clerks</i>	1.00	24425	5184 21.22%	14307 58.58%	4770 19.53%	8135 33.31%	1149 4.70%	79 0.32%
1. CLERK, SHIPPING/RECEIVING <i>561 - Shipping, Receiving, and Traffic Clerks</i>	3.00	24425	5184 21.22%	14307 58.58%	4770 19.53%	8135 33.31%	1149 4.70%	79 0.32%
1. CLERK, SHIPPING/RECEIVING; 2. STORES SUPE <i>561 - Shipping, Receiving, and Traffic Clerks</i>	1.00	24425	5184 21.22%	14307 58.58%	4770 19.53%	8135 33.31%	1149 4.70%	79 0.32%
1. DISPATCHER CENTRAL RECEIVING S <i>552 - Dispatchers</i>	1.00	7730	4024 52.06%	2114 27.35%	1155 14.94%	750 9.70%	120 1.55%	39 0.50%
1. DISPATCHER I, ROUTING <i>552 - Dispatchers</i>	2.00	7730	4024 52.06%	2114 27.35%	1155 14.94%	750 9.70%	120 1.55%	39 0.50%
1. DISPATCHER II, ROUTING <i>552 - Dispatchers</i>	2.00	7730	4024 52.06%	2114 27.35%	1155 14.94%	750 9.70%	120 1.55%	39 0.50%
1. DISPATCHER, CENTRAL RECEIVING <i>552 - Dispatchers</i>	2.00	7730	4024 52.06%	2114 27.35%	1155 14.94%	750 9.70%	120 1.55%	39 0.50%
1. EXPEDITER MATERIAL <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. EXTRA HELP CLERICAL; 2. SPLY ATTEND (LC) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. INVENT SPEC (LC) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MANAGER, ASSISTANT BOOKSTORE <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, AUTOMOTIVE PARTS <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PLC TELECOM (LC) <i>552 - Dispatchers</i>	3.00	7730	4024 52.06%	2114 27.35%	1155 14.94%	750 9.70%	120 1.55%	39 0.50%
1. POLICE TELECOMMUNICATOR (LC) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKEEPER I <i>586 - Office Clerks, General</i>	21.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. STOREKEEPER I; 2. TU 33186 STOREKPR 2 (LC) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKEEPER II <i>586 - Office Clerks, General</i>	11.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKEEPER III <i>586 - Office Clerks, General</i>	4.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKPR 1 (LCH) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKPR 1 (LCH); 2. XH LBR (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKPR 1 (LCP) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STOREKPR 3 (LCP) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STORES SUPVR (LC) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SUPERVISOR BOOKSTORE DEPARTMEN <i>586 - Office Clerks, General</i>	6.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SUPERVISOR STORES <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SUPERVISOR, BOOKSTORE DEPARTME <i>586 - Office Clerks, General</i>	4.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. TECHNICIAN CENTRAL STERILE SUP <i>586 - Office Clerks, General</i>	6.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. TECHNICIAN, CENTRAL STERILE SU <i>586 - Office Clerks, General</i>	5.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. TECHNICIAN,CENTRAL STERILE SUP <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. TELECOMMUNICATOR, POLICE <i>552 - Dispatchers</i>	7.00	7730	4024 52.06%	2114 27.35%	1155 14.94%	750 9.70%	120 1.55%	39 0.50%
<i>Total Weight:</i>	112.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5Z Other Clericals		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACA I <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ACA I - SHAPPERT <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ACA II <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ACA II (LCR) <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ADMINISTRATIVE CLERK <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ADMINV CLERK (LC) <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ADMINV CLERK (LCP) <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ADMITTING OFFIC 1 (LCH) <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ADMITTING OFFIC 3 (LCH) <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AIDE I, AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	5.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AIDE I, AMBULATORY CARE-HOSPIT <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AIDE II AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	3.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AIDE II, AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	26.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AMB CARE AIDE 1 (LCR) <i>F07 - Administrative Support Workers</i>	3.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AMB CARE AIDE 2 (LCR) <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. AMB CARE ASST (LC) <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	9.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT CLERICAL - HOSPITA <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, CLERICAL <i>F07 - Administrative Support Workers</i>	3.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	14.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, AMBULATORY CARE-CON <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, AMBULATORY CARE-HOS <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, CLERICAL <i>F07 - Administrative Support Workers</i>	30.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. ASSISTANT, CLERICAL - CONTRACT <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, CLERICAL - HOSPITAL <i>F07 - Administrative Support Workers</i>	2.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, CLERICAL-HOSPITAL <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. ASSISTANT, EDITORIAL <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. ASSISTANT, HUMAN RESOURCE <i>536 - HR Assts, Excpt Payroll and Timekeeping</i>	2.00	1620	1385 85.49%	610 37.65%	380 23.46%	180 11.11%	30 1.85%	0 0.00%
1. ASSISTANT, LIBRARY <i>532 - Library Assistants, Clerical</i>	1.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. ASST AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. CASHIER 1 (LC) <i>472 - Cashiers</i>	1.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CASHIER 1 (LCH) <i>472 - Cashiers</i>	2.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CASHIER 2 (LC) <i>472 - Cashiers</i>	1.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CASHIER I <i>472 - Cashiers</i>	16.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CASHIER II <i>472 - Cashiers</i>	5.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CASHIER III <i>472 - Cashiers</i>	2.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CASHIER IV <i>472 - Cashiers</i>	3.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
1. CHF CLERK (LC) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CHF CLERK (LCP) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CHF CLERK (LCR) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CHF CLERK - RESIDENCY <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CHIEF CLERK <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CHIEF CLERK - NCRHP <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERICAL ASST (LC) <i>570 - Secretaries and Administrative Assts</i>	2.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. CLERICAL ASST (LCH) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. CLERICAL ASST (LCR) <i>570 - Secretaries and Administrative Assts</i>	1.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. CLERK <i>586 - Office Clerks, General</i>	8.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLERK (LC) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK (LCDA) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK (LCP) <i>586 - Office Clerks, General</i>	3.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK - CONTRACT APPOINTMENT <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK - HOSPITAL <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK - MSP BUSINESS OFFICE <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK - MSPBO <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK - WCJ <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK ADMINISTRATIVE <i>570 - Secretaries and Administrative Assts</i>	7.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. CLERK CHIEF <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK I, PATIENT UNIT <i>586 - Office Clerks, General</i>	4.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II LIBRARY <i>532 - Library Assistants, Clerical</i>	1.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. CLERK II PATIENT UNIT <i>586 - Office Clerks, General</i>	11.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II, LIBRARY <i>532 - Library Assistants, Clerical</i>	10.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. CLERK II, PATIENT UNIT <i>586 - Office Clerks, General</i>	17.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II, PATIENT UNIT - HOSPI <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II, PATIENT UNIT -HOSPIT <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK II, PATIENT UNIT-HOSPITA <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK III LIBRARY <i>532 - Library Assistants, Clerical</i>	7.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. CLERK III, LIBRARY <i>532 - Library Assistants, Clerical</i>	19.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. CLERK STAFF <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK STATISTICAL <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, ADMINISTRATIVE <i>570 - Secretaries and Administrative Assts</i>	8.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. CLERK, CHIEF <i>586 - Office Clerks, General</i>	14.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, CHIEF - CONTRACT APPT. <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, CHIEF-HOSPITAL <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, OPERATIONS <i>586 - Office Clerks, General</i>	7.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, STAFF <i>586 - Office Clerks, General</i>	7.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, STATISTICAL <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK, TRANSPORTATION <i>586 - Office Clerks, General</i>	3.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. CLERK-HOSPITAL <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. COORDINATOR, PATIENT SUPPORT S <i>586 - Office Clerks, General</i>	6.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. HR ASST (LC) <i>570 - Secretaries and Administrative Assts</i>	3.00	122620	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
1. LIBR CLERK 2 (LC) <i>532 - Library Assistants, Clerical</i>	5.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. LIBR CLERK 3 (LC) <i>532 - Library Assistants, Clerical</i>	6.00	5725	4557 79.60%	1537 26.85%	624 10.90%	475 8.30%	335 5.85%	4 0.07%
1. MANAGER, AMBULATORY CARE <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MED INS SPEC 1 (LCH) <i>586 - Office Clerks, General</i>	7.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MED INS SPEC 2 (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MED INS SPEC 2 (LCR) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MED INS SPEC 3 (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MED INSURANCE SPEC I <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MEDICAL INS SPEC I <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MEDICAL INSURANCE SPEC II <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MIS I <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. MIS I - MSP BUS. OFFICE <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. OFFICER I ADMITTING <i>593 - Office/Admin Support Workers, All Other</i>	3.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. OFFICER I, ADMITTING <i>593 - Office/Admin Support Workers, All Other</i>	2.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. OFFICER II ADMITTING <i>593 - Office/Admin Support Workers, All Other</i>	5.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. OFFICER II, ADMITTING <i>593 - Office/Admin Support Workers, All Other</i>	9.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. OFFICER III, ADMITTING <i>593 - Office/Admin Support Workers, All Other</i>	2.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. OFFICER III, ADMITTING -HOSPIT <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. OFFICER IV, ADMITTING <i>593 - Office/Admin Support Workers, All Other</i>	3.00	17495	13114 74.96%	6359 36.35%	3715 21.23%	1740 9.95%	810 4.63%	29 0.17%
1. OPERATOR I TELEPHONE <i>502 - Telephone Operators</i>	2.00	2525	2090 82.77%	1325 52.48%	970 38.42%	270 10.69%	20 0.79%	15 0.59%
1. OPERATOR I, TELEPHONE <i>502 - Telephone Operators</i>	8.00	2525	2090 82.77%	1325 52.48%	970 38.42%	270 10.69%	20 0.79%	15 0.59%
1. OPERATOR II, TELEPHONE <i>502 - Telephone Operators</i>	1.00	2525	2090 82.77%	1325 52.48%	970 38.42%	270 10.69%	20 0.79%	15 0.59%
1. OPS CLERK (LC) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PAT SERVS SPEC (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PAT UNIT CLERK 1 (LC) <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PAT UNIT CLERK 1 (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PAT UNIT CLERK 2 (LCH) <i>586 - Office Clerks, General</i>	6.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PATIENT SERVICES SPEC <i>586 - Office Clerks, General</i>	4.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PATIENT UNIT CLERK II <i>586 - Office Clerks, General</i>	3.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. PHONE OPTR 1 (LC) <i>502 - Telephone Operators</i>	1.00	2525	2090 82.77%	1325 52.48%	970 38.42%	270 10.69%	20 0.79%	15 0.59%
1. REIMB CODING MGR (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. REIMB CODING SPEC 1 (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. REIMB CODING SPEC 2 (LCH) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. REIMB CODING SPEC 3 <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SPECIALIST I, COLLECTION <i>F05 - Technicians</i>	2.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST I, COLLECTION- H <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST I, MEDICAL INSURANC <i>F05 - Technicians</i>	2.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST I, REIMBURSEMENT CO <i>586 - Office Clerks, General</i>	4.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. SPECIALIST II COLLECTION <i>F05 - Technicians</i>	3.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST II MEDICAL INSURANC <i>F05 - Technicians</i>	3.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST II, COLLECTION <i>F05 - Technicians</i>	8.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST II, MED INSURURANCE <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST II, MEDICAL INSURAN <i>F05 - Technicians</i>	8.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST II, REIMBURSEMENT C <i>586 - Office Clerks, General</i>	2.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SPECIALIST II, REIMBURSMNT CO <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SPECIALIST II,REIMBURSEMENT CO <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST III MEDICAL INSURAN <i>F05 - Technicians</i>	5.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST III, MEDICAL INSUR <i>F05 - Technicians</i>	1.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST III, MEDICAL INSURA <i>F05 - Technicians</i>	19.00	76320	43715 57.28%	29104 38.13%	14481 18.97%	5985 7.84%	7636 10.01%	234 0.31%
1. SPECIALIST PATIENT SERVICES <i>586 - Office Clerks, General</i>	11.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SPECIALIST, PATIENT SERVICES <i>586 - Office Clerks, General</i>	13.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SPECIALIST, PATIENT SERVICES-H <i>586 - Office Clerks, General</i>	3.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. STAFF CLERK(LCR) <i>586 - Office Clerks, General</i>	1.00	48245	38700 80.22%	18794 38.96%	10434 21.63%	5420 11.23%	2310 4.79%	165 0.34%
1. SUPERVISOR AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. SUPERVISOR, AMBULATORY CARE <i>F07 - Administrative Support Workers</i>	6.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
1. SUPRV, AMBULATORY CARE -HOS <i>F07 - Administrative Support Workers</i>	1.00	733890	538329 73.35%	276957 37.74%	152396 20.77%	87805 11.96%	28575 3.89%	2046 0.28%
<i>Total Weight:</i>	508.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 6A Auto Mechanics/Body Repair		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. FOREMAN, AUTOMOTIVE <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
1. MECHANIC AUTOMOTIVE <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
1. MECHANIC AUTOMOTIVE; 2. TU 18762 GARAGE <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
1. MECHANIC, AUTOMOTIVE <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
1. SUB-FOREMAN AUTOMOTIVE; 2. TU 15762 AUT <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
1. SUB-FOREMAN, AUTOMOTIVE <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
1. SUB-FOREMAN, AUTOMOTIVE; 2. TU 15762 AUT <i>720 - Auto Service Technicians and Mechanics</i>	1.00	26765	454 <i>1.70%</i>	10588 <i>39.56%</i>	3170 <i>11.84%</i>	6375 <i>23.82%</i>	689 <i>2.57%</i>	95 <i>0.35%</i>
<i>Total Weight:</i>	7.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6B Mechanics/Repair not Auto		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ELC&ELCINSTR&CRLMECH (LC) <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. FOREMAN ELECTRICAL & ELECTRONI <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. FOREMAN, BUILDING MECHANIC <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECH ELECTRICAL & ELECTRONIC I; 2. TU 1632 <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECH, ELECTRICAL AND ELECTRONI; 2. TU 163 <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC ELEC & ELECTRONC INS; 2. TU 1632 <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	4.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC ELEC & ELECTRONIC INS; 2. TU 163 <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC ELECT & ELECTRONIC IN; 2. TU 163 <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC ELECTRICAL & ELECTRON <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	2.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC ELECTRICAL & ELECTRON; 2. TU 16: <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC ELEVATOR <i>726 - Msc Veh/Mobile Equip Mech/Install/Repair</i>	1.00	1225	8 0.65%	593 48.41%	199 16.24%	360 29.39%	30 2.45%	0 0.00%
1. MECHANIC ELEVATOR; 2. TU 25851 LEAD ELEV/ <i>726 - Msc Veh/Mobile Equip Mech/Install/Repair</i>	2.00	1225	8 0.65%	593 48.41%	199 16.24%	360 29.39%	30 2.45%	0 0.00%
1. MECHANIC LEAD ELEVATOR <i>726 - Msc Veh/Mobile Equip Mech/Install/Repair</i>	1.00	1225	8 0.65%	593 48.41%	199 16.24%	360 29.39%	30 2.45%	0 0.00%
1. MECHANIC, ELECTRICAL & ELECTRO <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9930	6040 60.83%	6952 70.01%	1135 11.43%	4260 42.90%	1479 14.89%	14 0.14%
1. MECHANIC, ELEVATOR <i>726 - Msc Veh/Mobile Equip Mech/Install/Repair</i>	2.00	1225	8 0.65%	593 48.41%	199 16.24%	360 29.39%	30 2.45%	0 0.00%
Total Weight:	21.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 6C Machinists		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. LOCKSMITH <i>803 - Machinists</i>	6.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MACH FRMN (LC) <i>803 - Machinists</i>	1.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MACHINIST <i>803 - Machinists</i>	4.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MACHINIST; 2. TU 17402 MACH FRMN (LC) <i>803 - Machinists</i>	4.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MAKER INSTRUMENT <i>803 - Machinists</i>	1.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MAKER, INSTRUMENT <i>803 - Machinists</i>	3.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MAKER, INSTRUMENT; 2. SPECIAL WORK ASSIC <i>803 - Machinists</i>	1.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. MECHANIC, SENIOR LABORATORY <i>803 - Machinists</i>	1.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. RESRCH LAB SHOP SUPRV (LC) <i>803 - Machinists</i>	1.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. SUPERVISOR RESEARCH LABORATORY <i>803 - Machinists</i>	2.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
1. SUPERVISOR, RESEARCH LABORATOR <i>803 - Machinists</i>	2.00	13975	879 6.29%	4682 33.50%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
<i>Total Weight:</i>	26.00							
Job Group: 6D Carpenters		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. CARPENT FOREMAN (LC); 2. CARPENT FOREM. <i>623 - Carpenters</i>	1.00	39670	605 1.53%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
1. CARPENTER <i>623 - Carpenters</i>	9.00	39670	605 1.53%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
1. CARPENTER; 2. TU 16042 CARPENT FRMN (LC) <i>623 - Carpenters</i>	13.00	39670	605 1.53%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
1. FOREMAN CARPENTER <i>623 - Carpenters</i>	2.00	39670	605 1.53%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
1. FOREMAN, GENERAL CARPENTER <i>623 - Carpenters</i>	1.00	39670	605 1.53%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
<i>Total Weight:</i>	26.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6E Construction Crafts		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. BRICKMASON; 2. TU 15962 BRICKMASON FRMN <i>622 - Brickmasons/Blockmasons/Stonemasons</i>	1.00	5180	14 <i>0.27%</i>	1764 <i>34.05%</i>	475 <i>9.17%</i>	1154 <i>22.28%</i>	15 <i>0.29%</i>	25 <i>0.48%</i>
1. FOREMAN, PLUMBER <i>F08 - Construction and Extractive Craft Wrks</i>	1.00	154240	3971 <i>2.57%</i>	42010 <i>27.24%</i>	11975 <i>7.76%</i>	26425 <i>17.13%</i>	1240 <i>0.80%</i>	743 <i>0.48%</i>
1. FOREMAN, PLUMBER GENERAL <i>F08 - Construction and Extractive Craft Wrks</i>	1.00	154240	3971 <i>2.57%</i>	42010 <i>27.24%</i>	11975 <i>7.76%</i>	26425 <i>17.13%</i>	1240 <i>0.80%</i>	743 <i>0.48%</i>
1. PIPEFITTER <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	3.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. PIPEFITTER WELDER (LC) <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	1.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. PIPEFITTER-WELDER <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	1.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. PIPEFITTER-WELDER; 2. TU 18282 PIPEFITTER I <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	1.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. PIPEFITTER; 2. PIPEFITTER (LC) <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	1.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. PIPEFITTER; 2. TU 18282 PIPEFITTER FRMN (LC) <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	3.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. PLASTERER <i>646 - Plasterers and Stucco Masons</i>	2.00	695	0 <i>0.00%</i>	319 <i>45.90%</i>	50 <i>7.19%</i>	215 <i>30.94%</i>	4 <i>0.58%</i>	0 <i>0.00%</i>
1. PLUMB (LC) <i>F08 - Construction and Extractive Craft Wrks</i>	2.00	154240	3971 <i>2.57%</i>	42010 <i>27.24%</i>	11975 <i>7.76%</i>	26425 <i>17.13%</i>	1240 <i>0.80%</i>	743 <i>0.48%</i>
1. PLUMBER <i>F08 - Construction and Extractive Craft Wrks</i>	6.00	154240	3971 <i>2.57%</i>	42010 <i>27.24%</i>	11975 <i>7.76%</i>	26425 <i>17.13%</i>	1240 <i>0.80%</i>	743 <i>0.48%</i>
1. PLUMBER; 2. PLUMBER FOREMAN; 3. PLUMBE <i>F08 - Construction and Extractive Craft Wrks</i>	1.00	154240	3971 <i>2.57%</i>	42010 <i>27.24%</i>	11975 <i>7.76%</i>	26425 <i>17.13%</i>	1240 <i>0.80%</i>	743 <i>0.48%</i>
1. PLUMBER; 2. TU 17882 PLUMB FRMN (LC) <i>F08 - Construction and Extractive Craft Wrks</i>	6.00	154240	3971 <i>2.57%</i>	42010 <i>27.24%</i>	11975 <i>7.76%</i>	26425 <i>17.13%</i>	1240 <i>0.80%</i>	743 <i>0.48%</i>
1. TU 18282 PIPEFITTER FRMN (LC); 2. WELDER PI <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	1.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
1. WELDER, PIPEFITTER <i>644 - Pipelayers/Plmbers/Pipefttrs/Steamftr</i>	3.00	13320	240 <i>1.80%</i>	2633 <i>19.77%</i>	1160 <i>8.71%</i>	1255 <i>9.42%</i>	79 <i>0.59%</i>	65 <i>0.49%</i>
Total Weight:	34.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6F Electricians		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ELECTRICIAN <i>635 - Electricians</i>	21.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. ELECTRICIAN (LC); 2. ELECTRICIAN FOREMAN <i>635 - Electricians</i>	1.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. ELECTRICIAN; 2. ELECTRICIAN FOREMAN <i>635 - Electricians</i>	3.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. ELECTRICIAN; 2. ELECTRICIAN SHIFT DIFF; 3. T <i>635 - Electricians</i>	2.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. ELECTRICIAN; 2. ELECTRICIAN SHIFT DIFFEREN <i>635 - Electricians</i>	1.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. FOREMAN, ELECTICIAN <i>635 - Electricians</i>	1.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. FOREMAN, ELECTICIAN; 2. TU 12652 ELEC GEN <i>635 - Electricians</i>	1.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
1. FOREMAN, ELECTRICIAN GENERAL <i>635 - Electricians</i>	1.00	20865	725 3.47%	4473 21.44%	1915 9.18%	1935 9.27%	339 1.62%	104 0.50%
<i>Total Weight:</i>	31.00							
Job Group: 6G Print Trades Crafts		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. COORDINATOR, PRINTING PRODUCTI <i>826 - Printing Machine Operators</i>	3.00	7990	1095 13.70%	2555 31.98%	595 7.45%	1525 19.09%	305 3.82%	50 0.63%
1. PRESS TECHN I (LCR) <i>826 - Printing Machine Operators</i>	2.00	7990	1095 13.70%	2555 31.98%	595 7.45%	1525 19.09%	305 3.82%	50 0.63%
1. SUPERINTENDENT OF PRINT SHOP A <i>826 - Printing Machine Operators</i>	1.00	7990	1095 13.70%	2555 31.98%	595 7.45%	1525 19.09%	305 3.82%	50 0.63%
1. SUPERINTENDENT OF PRINT SHOP, <i>826 - Printing Machine Operators</i>	2.00	7990	1095 13.70%	2555 31.98%	595 7.45%	1525 19.09%	305 3.82%	50 0.63%
1. TECHNICIAN I, PRESS <i>826 - Printing Machine Operators</i>	1.00	7990	1095 13.70%	2555 31.98%	595 7.45%	1525 19.09%	305 3.82%	50 0.63%
1. TECHNICIAN II, PRESS <i>826 - Printing Machine Operators</i>	1.00	7990	1095 13.70%	2555 31.98%	595 7.45%	1525 19.09%	305 3.82%	50 0.63%
<i>Total Weight:</i>	10.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 6H Painters		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. FOREMAN, PAINTER <i>881 - Painting Workers</i>	3.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER <i>881 - Painting Workers</i>	6.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER (LC) <i>881 - Painting Workers</i>	1.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER CHARGEMAN; 2. TU 17643 PAINTER-FI <i>881 - Painting Workers</i>	1.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER; 2. PAINTER CHARGEMAN (LC) <i>881 - Painting Workers</i>	1.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER; 2. PAINTER CHARGEMAN (LC) <i>881 - Painting Workers</i>	1.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER; 2. TU 07191 PAINTER CHARGEMAN (L <i>881 - Painting Workers</i>	5.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER; 2. TU 07191 PAINTER CHARGEMAN (L <i>881 - Painting Workers</i>	1.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
1. PAINTER; 2. TU 17643 PAINTER-FRMN (LC) <i>881 - Painting Workers</i>	2.00	4185	604 14.43%	2489 59.47%	455 10.87%	1945 46.48%	74 1.77%	0 0.00%
<i>Total Weight:</i>	21.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 6J Plant & Systems Operators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACADEMIC HOURLY; 2. ENGINEER, PLANT OPEI <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ASSISTANT, CHIEF, POE; 2. ENGINEER, PLANT (C <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ASST CHIEF PLANT OPER ENGINEER; 2. PLANT <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ASSTCHFPLANT OPRTG ENGR (LC); 2. ENGINEE <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ASSTCHFPLANTOPRTGENGR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ASSTCHFPLANTOPRTGENGR (LC); 2. TU 14111 <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER ASSISTANT CHIEF PLANT <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER ASSISTANT CHIEF PLANT; 2. TU 141 <i>863 - Miscellaneous Plant and System Operators</i>	3.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER ASST PLANT OPERATING; 2. TU 141 <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER BUILDING OPERATING <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER CHIEF PLANT OPERATING <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER LABORATORY OPERATING <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER PLANT OPERATING <i>863 - Miscellaneous Plant and System Operators</i>	11.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER PLANT OPERATING; 2. TU 14121 ASE <i>863 - Miscellaneous Plant and System Operators</i>	5.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, ASSISTANT CHIEF PLAN <i>863 - Miscellaneous Plant and System Operators</i>	2.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, ASST CHIEF PLANT OPE; 2. TU 1411 <i>863 - Miscellaneous Plant and System Operators</i>	2.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, CHIEF PLANT OPERATIN <i>863 - Miscellaneous Plant and System Operators</i>	2.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, LABORATORY OPERATING <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, PLANT ENGINEERING <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, PLANT OPERATING <i>863 - Miscellaneous Plant and System Operators</i>	67.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, PLANT OPERATING; 2. TU 14111 CH <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, PLANT OPERATING; 2. TU 14121 AS: <i>863 - Miscellaneous Plant and System Operators</i>	12.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. ENGINEER, PLANT OPERATOR <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
1. LABORER UTILITY <i>863 - Miscellaneous Plant and System Operators</i>	2.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. LABORER UTILITY; 2. TU 15401 BOILER RM FIRE <i>863 - Miscellaneous Plant and System Operators</i>	2.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. PLANT OPERATING ENGINEER <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. PLANT OPERATING ENGINEER, ASSI; 2. TU 1411 <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. PLANT OPRTG ENGR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	8.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. PLANT OPRTG ENGR (LC); 2. TU 14111 CHF PLA <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. TECHNICIAN II BUILDING AUTOMAT <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
1. UTIL LBR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	1.00	485	49 10.10%	193 39.79%	125 25.77%	53 10.93%	15 3.09%	0 0.00%
<i>Total Weight:</i>	136.00							
Job Group: 6Z Other Craftsmen		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. EQUIP SERV WRKR (LCH) <i>762 - Other Install/Maint/Repair Wkrs</i>	2.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
1. GLASSBLOWER II <i>762 - Other Install/Maint/Repair Wkrs</i>	1.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
1. REPAIRMAN UTILITIES & MAINTENA <i>762 - Other Install/Maint/Repair Wkrs</i>	1.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
1. REPAIRMAN, UTILITIES AND MAINT <i>762 - Other Install/Maint/Repair Wkrs</i>	1.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
1. WORKER, EQUIPMENT SERVICE <i>762 - Other Install/Maint/Repair Wkrs</i>	2.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
1. WORKER, EQUIPMENT SERVICE -HOS <i>762 - Other Install/Maint/Repair Wkrs</i>	1.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
1. WORKER-REPAIRMAN, MAINTENANCE <i>762 - Other Install/Maint/Repair Wkrs</i>	2.00	6130	525 8.56%	2174 35.46%	760 12.40%	1220 19.90%	139 2.27%	20 0.33%
<i>Total Weight:</i>	10.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7A Vehicle Operators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. CLERK DISTRIBUTION <i>913 - Driver/Sales Workers and Truck Drivers</i>	1.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. CLERK, DISTRIBUTION <i>913 - Driver/Sales Workers and Truck Drivers</i>	4.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. CLERK, DISTRIBUTION-HOSPITAL <i>913 - Driver/Sales Workers and Truck Drivers</i>	1.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. DRIVER <i>913 - Driver/Sales Workers and Truck Drivers</i>	34.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. DRIVER (LC) <i>913 - Driver/Sales Workers and Truck Drivers</i>	1.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. DRIVER, ROUTE <i>913 - Driver/Sales Workers and Truck Drivers</i>	2.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. DRIVER; 2. TU 18442 AUTOV SUBFRMN (LC) <i>913 - Driver/Sales Workers and Truck Drivers</i>	5.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. HELPER DRIVER <i>913 - Driver/Sales Workers and Truck Drivers</i>	9.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. HELPER, DRIVER <i>913 - Driver/Sales Workers and Truck Drivers</i>	10.00	86955	3720 4.28%	33239 38.23%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
1. MAIL MESSENGER <i>555 - Postal Service Mail Carriers</i>	1.00	11210	3819 34.07%	5498 49.05%	4290 38.27%	650 5.80%	470 4.19%	30 0.27%
1. MAIL SUPVR (LC) <i>040 - Postmasters and Mail Superintendents</i>	1.00	470	133 28.30%	253 53.83%	205 43.62%	44 9.36%	4 0.85%	0 0.00%
1. MANAGER, TRANSPORTATION ASSIST <i>016 - Transportation/Storage/Distribution Mgrs</i>	1.00	7990	1314 16.45%	1744 21.83%	709 8.87%	695 8.70%	200 2.50%	65 0.81%
1. MESSENGER <i>555 - Postal Service Mail Carriers</i>	1.00	11210	3819 34.07%	5498 49.05%	4290 38.27%	650 5.80%	470 4.19%	30 0.27%
1. MESSENGER MAIL <i>555 - Postal Service Mail Carriers</i>	3.00	11210	3819 34.07%	5498 49.05%	4290 38.27%	650 5.80%	470 4.19%	30 0.27%
1. MESSENGER, MAIL <i>555 - Postal Service Mail Carriers</i>	4.00	11210	3819 34.07%	5498 49.05%	4290 38.27%	650 5.80%	470 4.19%	30 0.27%
1. SPECIALIST, DISABILITY TRANSP <i>016 - Transportation/Storage/Distribution Mgrs</i>	1.00	7990	1314 16.45%	1744 21.83%	709 8.87%	695 8.70%	200 2.50%	65 0.81%
1. SUPERVISOR, TRANSPORTATION <i>016 - Transportation/Storage/Distribution Mgrs</i>	1.00	7990	1314 16.45%	1744 21.83%	709 8.87%	695 8.70%	200 2.50%	65 0.81%
Total Weight:	80.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7C Cleaning Service Workers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. BLDG SERV FRMN (LC) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	2.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BLDG SERV WRKR (LC) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	39.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BLDG SERV WRKR (LC); 2. TU 16004 BLDG SER <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	2.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BLDG SERV WRKR (LCH) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW SHIFT DIFF .20; 2. BSW WALL WASH; 3. TU <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW SHIFT DIFF; 2. BSW WALL WASH DIFF; 3. W <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	2.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW SHIFT DIFF; 2. BSW WALL WASHING DIFF; <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	2.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW SHIFT DIFF; 2. TU 16004 BLDG SERV FRM <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW SHIFT DIFFERENTIAL; 2. BSW WALL WASH <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW WALL WASHING DIFF; 2. ELEVATOR OP NI <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW WALL WASHING DIFF; 2. HOUSEKEEPER; 3 <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW WALL WASHING DIFF; 2. TU 16004 BLDG S <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	12.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. BSW WINDOW WASH; 2. WORKER, BUILDING SE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. FOREMAN BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	5.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. FOREMAN, BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	10.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. FOREMAN, BUILDING SERVICE-HOSP <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. HOUSEKEEPER <i>423 - Maids and Housekeeping Cleaners</i>	24.00	30135	25024 83.04%	19229 63.81%	7674 25.47%	9755 32.37%	900 2.99%	85 0.28%
1. HOUSEKEEPER; 2. TU 16004 BLDG SERV FRMN <i>423 - Maids and Housekeeping Cleaners</i>	1.00	30135	25024 83.04%	19229 63.81%	7674 25.47%	9755 32.37%	900 2.99%	85 0.28%
1. HOUSEKPR (LC) <i>423 - Maids and Housekeeping Cleaners</i>	6.00	30135	25024 83.04%	19229 63.81%	7674 25.47%	9755 32.37%	900 2.99%	85 0.28%
1. SHIFT DIFFERENTIAL; 2. SUPPLEMENTAL, WAL <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. SUPERVISOR BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	2.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. SUPERVISOR, BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	4.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. SUPERVISOR, CUSTODIAL <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. WORKER BLDG SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER BLDG SVC <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	3.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	54.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER BUILDING SERVICE SHIFT <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER, BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	239.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER, BUILDING SERVICE, <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER, BUILDING SERVICE, NIGH <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	2.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER, BUILDING SERVICE-HOSPI <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	4.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
1. WORKER,BUILDING SERVICE <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5130	2124 41.40%	2094 40.82%	835 16.28%	1050 20.47%	140 2.73%	25 0.49%
<i>Total Weight:</i>	427.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7D Food Service Workers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. FD SERV LBR (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	15.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. FD SERV WRKR 3 (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	2.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. FOOD SERVICE LABORER <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. FSW 1 <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. FSW I <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. LABORER FOOD SERVICE <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	11.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. LABORER FOOD SERVICES <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	3.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. LABORER, FOOD SERVICE <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	7.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. LABORER, FOOD SERVICE-HOSPITAL <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. SUPERVISOR, FOOD SERVICE AREA <i>401 - First-Line Spvrs/Mgrs Food Prep/Srv Wkrs</i>	1.00	13940	7659 <i>54.94%</i>	6838 <i>49.05%</i>	2919 <i>20.94%</i>	2910 <i>20.88%</i>	770 <i>5.52%</i>	59 <i>0.42%</i>
1. WAITER/WAITRESS <i>411 - Waiters and Waitresses</i>	1.00	45295	30509 <i>67.36%</i>	15639 <i>34.53%</i>	3920 <i>8.65%</i>	8600 <i>18.99%</i>	2305 <i>5.09%</i>	230 <i>0.51%</i>
1. WORKER II FOOD SERVICE <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	3.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. WORKER II, FOOD SERVICE <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	3.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. WORKER III, FOOD SERVICE <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	4.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. WORKER III, FOOD SERVICE -HOSP <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. WORKER III, FOOD SERVICE-HOSPI <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
1. WORKER IV, FOOD SERVICE <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7450	4779 <i>64.15%</i>	3219 <i>43.21%</i>	1590 <i>21.34%</i>	1360 <i>18.26%</i>	204 <i>2.74%</i>	15 <i>0.20%</i>
Total Weight:	57.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7E Personal Service Workers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. AIDE, PHYSICAL THERAPY <i>362 - Physical Therapist Assistants/Aides</i>	2.00	1110	914 82.34%	309 27.84%	195 17.57%	60 5.41%	50 4.50%	0 0.00%
1. ASSISTANT, NURSING <i>360 - Nursing/Psychiatric/Home Health Aides</i>	1.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. ATTENDANT MAIN DESK <i>442 - Ushers/Lobby Attendants/Ticket Takers</i>	1.00	2400	630 26.25%	1212 50.50%	819 34.13%	255 10.63%	89 3.71%	4 0.17%
1. ATTENDANT, LOCKER ROOM <i>465 - Personal Care/Service Workers All Other</i>	2.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. ATTENDANT, MAIN DESK <i>442 - Ushers/Lobby Attendants/Ticket Takers</i>	1.00	2400	630 26.25%	1212 50.50%	819 34.13%	255 10.63%	89 3.71%	4 0.17%
1. LIBR ATTEND (LC) <i>465 - Personal Care/Service Workers All Other</i>	1.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. MAIN DESK ATTEND (LC) <i>442 - Ushers/Lobby Attendants/Ticket Takers</i>	2.00	2400	630 26.25%	1212 50.50%	819 34.13%	255 10.63%	89 3.71%	4 0.17%
1. NURSING ASST (LCH) <i>360 - Nursing/Psychiatric/Home Health Aides</i>	3.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
1. PARTICIPANT, WORK PROGRAM <i>465 - Personal Care/Service Workers All Other</i>	3.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. PARTICIPANT, WORK PROGRAM - CO <i>465 - Personal Care/Service Workers All Other</i>	1.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. PHYS THERAPY AIDE (LCH) <i>362 - Physical Therapist Assistants/Aides</i>	2.00	1110	914 82.34%	309 27.84%	195 17.57%	60 5.41%	50 4.50%	0 0.00%
1. WORKER, COMMUNITY <i>465 - Personal Care/Service Workers All Other</i>	4.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. WRK PRGRM PARTICIP (LCCA) <i>465 - Personal Care/Service Workers All Other</i>	4.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. WRK PRGRM PARTICIP (LCCC) <i>465 - Personal Care/Service Workers All Other</i>	2.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. WRK PRGRM PARTICIP (LCCD) <i>465 - Personal Care/Service Workers All Other</i>	2.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
1. WRK PRGRM PARTICIP (LCCE) <i>465 - Personal Care/Service Workers All Other</i>	3.00	1405	594 42.28%	449 31.96%	255 18.15%	140 9.96%	40 2.85%	10 0.71%
Total Weight:	34.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7Z Other Service/Maintenance		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. AGENT I, PARKING SERVICES <i>935 - Parking Lot Attendants</i>	11.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. AGENT II, PARKING SERVICES <i>935 - Parking Lot Attendants</i>	4.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. AGENT III PARKING SERVICES <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. AGENT III, PARKING SERVICES <i>935 - Parking Lot Attendants</i>	5.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. ASSISTANT I, MEDICAL LABORATOR <i>F14 - Service Workers, except Protective</i>	1.00	434000	260197 59.95%	225473 51.95%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
1. ASSISTANT II, MEDICAL LABORATOR <i>F14 - Service Workers, except Protective</i>	1.00	434000	260197 59.95%	225473 51.95%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
1. AUTOV TECHN ASST (ATTEND)(LC) <i>F14 - Service Workers, except Protective</i>	2.00	434000	260197 59.95%	225473 51.95%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
1. AUTOV TECHN ASST (ATTEND)(LC); 2. TU 2046 <i>F14 - Service Workers, except Protective</i>	1.00	434000	260197 59.95%	225473 51.95%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
1. AUTOV TECHN ASST (HELPER)(LC) <i>F12 - Laborers and Helpers</i>	2.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. AUTOV TECHN ASST (HELPER)(LC); 2. TU 1684 <i>F12 - Laborers and Helpers</i>	1.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. BLDG INSPEC (LC) <i>666 - Construction and Building Inspectors</i>	1.00	1685	149 8.84%	568 33.71%	375 22.26%	104 6.17%	65 3.86%	14 0.83%
1. CARETAKER, LABORATORY ANIMAL <i>F12 - Laborers and Helpers</i>	11.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. CONSTR LBR (LC) <i>626 - Construction Laborers</i>	1.00	32005	1110 3.47%	16575 51.79%	3665 11.45%	12110 37.84%	135 0.42%	125 0.39%
1. FOREMAN AGRICULTURAL GARDENER <i>425 - Grounds Maintenance Workers</i>	1.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. FOREMAN, LABOR-ELECTRICIAN <i>F12 - Laborers and Helpers</i>	2.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. GARDENER GROUNDS <i>425 - Grounds Maintenance Workers</i>	1.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. GARDENER, GROUNDS <i>425 - Grounds Maintenance Workers</i>	1.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. GROUNDS WORKER (LC); 2. LABORER, MAINTENANCE <i>425 - Grounds Maintenance Workers</i>	2.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. HELPER LABORATORY <i>F12 - Laborers and Helpers</i>	1.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. HELPER, LABORATORY <i>F12 - Laborers and Helpers</i>	2.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. LAB ANIM CARETKR (LC) <i>F12 - Laborers and Helpers</i>	4.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. LAB HLP (LCH) <i>F12 - Laborers and Helpers</i>	3.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. LABOR-ELECTRICIAN <i>F12 - Laborers and Helpers</i>	7.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. LABORER CONSTRUCTION <i>626 - Construction Laborers</i>	1.00	32005	1110 3.47%	16575 51.79%	3665 11.45%	12110 37.84%	135 0.42%	125 0.39%
1. LABORER MAINTENANCE; 2. TU 20153 GRD WRI <i>425 - Grounds Maintenance Workers</i>	2.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. LABORER, MAINTENANCE <i>425 - Grounds Maintenance Workers</i>	1.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. LABORER, MAINTENANCE (LC) <i>425 - Grounds Maintenance Workers</i>	1.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. LABORER, MAINTENANCE; 2. TU 20153 GRD WR <i>425 - Grounds Maintenance Workers</i>	2.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. LABORER, MAINTENANCE; 2. TU 20153 GRD WR <i>425 - Grounds Maintenance Workers</i>	5.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. LABORER-ELECTRICIAN <i>F12 - Laborers and Helpers</i>	1.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. MAINT LBR (LC) <i>425 - Grounds Maintenance Workers</i>	3.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. MED LAB ASST 1 (LCP) <i>F12 - Laborers and Helpers</i>	1.00	149300	23159 15.51%	87026 58.29%	27843 18.65%	55111 36.91%	2221 1.49%	472 0.32%
1. MENDER BOOK <i>823 - Bookbinders and Bindery Workers</i>	1.00	1630	679 41.66%	684 41.96%	140 8.59%	455 27.91%	50 3.07%	24 1.47%
1. PARK SERV AGENT 1 (LC) <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. PARK SERV AGENT 2 (LC) <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. PARK SERV AGENT I <i>935 - Parking Lot Attendants</i>	2.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. PARK SERV AGENT I (LC) <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. PARK SERV ASST (LC) <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. PARK SERVICE AGENT I (LC) <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. PARK SERVS AGENT 3 (LC) <i>935 - Parking Lot Attendants</i>	1.00	2785	308 11.06%	1923 69.05%	1095 39.32%	549 19.71%	105 3.77%	0 0.00%
1. SUPRV FARM FOREMAN (LC) <i>600 - Frst-Line Spv/Mgr Farn/Fish/Forest Wkrs</i>	1.00	265	70 26.42%	63 23.77%	15 5.66%	34 12.83%	0 0.00%	14 5.28%
1. TRANSPORTER <i>F11 - Transport/Material Moving Operative Wkrs</i>	1.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPORTER I <i>F11 - Transport/Material Moving Operative Wkrs</i>	18.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPORTER I -HOSPITAL <i>F11 - Transport/Material Moving Operative Wkrs</i>	1.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPORTER I -HOSPITAL <i>F11 - Transport/Material Moving Operative Wkrs</i>	2.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPORTER I-HOSPITAL <i>F11 - Transport/Material Moving Operative Wkrs</i>	2.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPORTER II <i>F11 - Transport/Material Moving Operative Wkrs</i>	1.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. TRANSPORTER II -HOSPITAL <i>F11 - Transport/Material Moving Operative Wkrs</i>	1.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPR 1 (LCH) <i>F11 - Transport/Material Moving Operative Wkrs</i>	3.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TRANSPR 2 (LCH) <i>F11 - Transport/Material Moving Operative Wkrs</i>	1.00	172245	28205 16.37%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
1. TU 19812 GRD GARDENER (LC); 2. WORKER GR <i>425 - Grounds Maintenance Workers</i>	4.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. WORKER GROUNDS <i>425 - Grounds Maintenance Workers</i>	3.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. WORKER, GROUNDS <i>425 - Grounds Maintenance Workers</i>	1.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
1. WORKER, GROUNDS <i>425 - Grounds Maintenance Workers</i>	3.00	21015	1303 6.20%	14927 71.03%	1820 8.66%	12855 61.17%	110 0.52%	39 0.19%
<i>Total Weight:</i>	134.00							
Job Group: AA Accounting/Finance Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ACCOUNTANT IV <i>080 - Accountants and Auditors</i>	3.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. ACCOUNTANT IV (LC) <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
1. BURSAR <i>080 - Accountants and Auditors</i>	1.00	67385	35430 52.58%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
<i>Total Weight:</i>	5.00							
Job Group: AB Human Resources Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. COORDINATOR OF MEDICAL TRANSCR <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. HR MGR (LC) <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. HR MGR (LCR) <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. MANAGER, HUMAN RESOURCE <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
1. SPECIALIST II LABOR RELATIONS <i>013 - Human Resources Managers</i>	1.00	15625	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
<i>Total Weight:</i>	5.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: AC Building/Housing Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMIN ASST I (LC) <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMIN, HLTH CTR <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATIVE ASSISTANT 2 <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATIVE ASSISTANT II <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATIVE, ASSISTANT I <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATOR HEALTH CENTER <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATOR I, GRANTS & CONT <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATOR I, GRANTS AND CO <i>043 - Managers, All Other</i>	4.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATOR I, GRANTS AND CO; 2. SPECIA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATOR I, HOSPITAL <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINISTRATOR, HEALTH CENTER <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINST ASST I (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 1 (LC) <i>043 - Managers, All Other</i>	18.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 1 (LCDA) <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 1 (LCH) <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 1 (LCP) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 2 (LC) <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 1 (LCH) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 1 (LCH) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 2 (LCDA) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 2 (LCH) <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST 2 SELECT CERT (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ADMINV ASST I (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. ADMINV ASST I (LCH) <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT I ADMINISTRATIVE <i>043 - Managers, All Other</i>	7.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT I, ADMINISTRATIVE <i>043 - Managers, All Other</i>	19.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT II ADMINISTRATIVE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT II, ADMINISTRATIVE <i>043 - Managers, All Other</i>	17.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT II, ADMINISTRATIVE - <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT II, ADMINISTRATIVE-C <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASSISTANT II, ADMINISTRATIVE-H <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. ASST DIR CLINICAL SPPT OPS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BUS MGR 1 (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BUS MGR 1 (LCH) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BUS MGR 1, (LCR) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BUS MGR 2 (LCP) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. BUS MGR 2 (LCR) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIR OF CLINICAL SUPPORT OPER, <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR OF CLINICAL SUPPORT <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR OF CLINICAL SUPPORT O <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR OF PHYSICAL PLANT, AS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR OF UNIV UNION ASSISTA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. GRANTS&CTRCT ADMIN 1 (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER 1, BUSINESS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER FOOD SERVICE <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER I, BUSINESS <i>043 - Managers, All Other</i>	6.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER II BUSINESS; 2. XH GEN SERVS (LU); <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
1. MANAGER II, BUSINESS <i>043 - Managers, All Other</i>	8.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER II, BUSINESS -HOSP <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, ASSISTANT FOOD SERVIC <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, FACILITIES <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, FOOD SERVICE <i>043 - Managers, All Other</i>	3.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, LABORATORY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, SERVICE ENTERPRISES <i>043 - Managers, All Other</i>	5.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PARK & TRAFFIC COORD (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SERV ENTR MGR (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SUPERINTENDENT OF BUILDING MAI <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SUPERINTENDENT OF BUILDINGS <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SUPERINTENDENT OF BUILDINGS MA <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SUPERINTENDENT OF OPERATIONS <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SUPERINTENDENT OF UTILITIES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. SUPERVISOR OF RESIDENTIAL CUST <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
<i>Total Weight:</i>	157.00							
Job Group: AE Health Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. ADMINISTRATOR, DSCC AREA PROGR <i>035 - Medical and Health Services Managers</i>	11.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. CHFHLTHCAREUTILREVCORD (LCH) <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. COORDINATOR, CHIEF HEALTH CARE <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
1. DSCAREAPRGRMSERVSADMIN (LCDA) <i>035 - Medical and Health Services Managers</i>	1.00	11630	8309 71.44%	3298 28.36%	1999 17.19%	705 6.06%	510 4.39%	10 0.09%
<i>Total Weight:</i>	14.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: AZ Other Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
1. BOOKSTORE MGR (LC) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. CNTAL STORES MGR 1 (LCH) <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. DIRECTOR, DEPUTY <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER I CENTRAL STORES <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER I, CENTRAL STORES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, ASSISTANT PAYROLL <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, BOOKSTORE <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, MAILING SERVICES <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. MANAGER, PAYROLL <i>012 - Financial Managers</i>	2.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. MANAGER, PUBLICATION <i>043 - Managers, All Other</i>	1.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. OFFICER IV, PURCHASING <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
1. PAYROLL MGR (LC) <i>012 - Financial Managers</i>	1.00	41005	20330 49.58%	8014 19.54%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
1. SUPERINTENDENT OF PRINT SHOP <i>043 - Managers, All Other</i>	2.00	69495	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
<i>Total Weight:</i>	18.00							

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006
05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3A Accountg/Finance Professiona								
<u>Feeders:</u>								
Job Title: 1. ANALYST II, HEALTH CARE REIMBU (3)	-	2	1 50.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. STATISTICIAN I (3Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ACNT TECHN 2 (LC) (5A)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN II ACCOUNT (5A)	-	5	4 80.00%	5 100.00%	4 80.00%	0 0.00%	1 20.00%	0 0.00%
Job Title: 1. TECHNICIAN II, ACCOUNT (5A)	-	17	15 88.24%	8 47.06%	5 29.41%	3 17.65%	0 0.00%	0 0.00%
Job Title: 1. TECNICIAN II ACCOUNT (5A)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. EXTRA HELP CLERICAL; 2. SPLY ATTEI	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Group: 3C Human Resources Professiona								
<u>Feeders:</u>								
Job Title: 1. HR OFFIC (LC) (3C)	-	3	3 100.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	0 0.00%
Job Title: 1. OFFICER I EQUAL OPPORTUNITY (3C)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER, HUMAN RESOURCE (3C)	-	7	7 100.00%	3 42.86%	3 42.86%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, PROGRAM ADMIN (3Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, PROGRAM ADMINISTRA (	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PARTICIPANT, WORK PROGRAM (7E)	-	3	1 33.33%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%
Job Title: 1. PARTICIPANT, WORK PROGRAM - CO (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCA) (7E)	-	4	2 50.00%	4 100.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCC) (7E)	-	2	1 50.00%	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCD) (7E)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCE) (7E)	-	3	3 100.00%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 3D Systems/Network Professional								
<u>Feeders:</u>								
Job Title: 1. IT ASST MGR (LC) (3D)	-	1	0	1	1	0	0	0
			0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. MANAGER (3D)	-	10	3	4	2	0	2	0
			30.00%	40.00%	20.00%	0.00%	20.00%	0.00%
Job Title: 1. SPECIALIST III MICROCOMPUTER S (3)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SPECIALIST III, MICROCOMPUTER (3D)	-	1	0	0	0	0	0	0
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. DEPT INFO SUPRV (LC) (3E)	-	22	22	16	11	5	0	0
			100.00%	72.73%	50.00%	22.73%	0.00%	0.00%
Job Title: 1. DEPT INFO SUPRV (LCH) (3E)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. SUPERVISOR DEPARTMENTAL INFOR	-	24	23	19	13	4	2	0
			95.83%	79.17%	54.17%	16.67%	8.33%	0.00%
Job Title: 1. SUPERVISOR, DEPARTMENTAL INFO	-	30	27	27	20	6	1	0
			90.00%	90.00%	66.67%	20.00%	3.33%	0.00%
Job Title: 1. ACNT TECHN 2 (LC) (5A)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. TECHNICIAN II ACCOUNT (5A)	-	5	4	5	4	0	1	0
			80.00%	100.00%	80.00%	0.00%	20.00%	0.00%
Job Title: 1. TECHNICIAN II, ACCOUNT (5A)	-	17	15	8	5	3	0	0
			88.24%	47.06%	29.41%	17.65%	0.00%	0.00%
Job Title: 1. OPS SUPRT SERV SPEC 1 (LC) (5C)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SPECIALIST I, OPERATIONS SUPPO (5	-	15	14	14	14	0	0	0
			93.33%	93.33%	93.33%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3E Commun/Creative Arts Profess								
<u>Feeders:</u>								
Job Title: 1. DEPT INFO SUPRV (LC) (3E)	-	22	22	16	11	5	0	0
			100.00%	72.73%	50.00%	22.73%	0.00%	0.00%
Job Title: 1. DEPT INFO SUPRV (LCH) (3E)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. INFO SERVS SUPRV (LC); 2. SUPERVIS	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SUPERVISOR DEPARTMENTAL INFOR	-	24	23	19	13	4	2	0
			95.83%	79.17%	54.17%	16.67%	8.33%	0.00%
Job Title: 1. SUPERVISOR INFORMATION SERVICE	-	16	13	14	8	6	0	0
			81.25%	87.50%	50.00%	37.50%	0.00%	0.00%
Job Title: 1. SUPERVISOR, DEPARTMENTAL INFO (	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SUPERVISOR, INFORMATION SERVI (	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SUPERVISOR, DEPARTMENTAL INFO	-	30	27	27	20	6	1	0
			90.00%	90.00%	66.67%	20.00%	3.33%	0.00%
Job Title: 1. SUPERVISOR, INFORMATION SERVIC (	-	37	34	31	20	11	0	0
			91.89%	83.78%	54.05%	29.73%	0.00%	0.00%
Job Title: 1. INFO SERVICES SUPERVISOR (3Z)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. INFO SERVS SUPRV (LC) (3Z)	-	16	15	8	5	3	0	0
			93.75%	50.00%	31.25%	18.75%	0.00%	0.00%
Job Title: 1. INFO SERVS SUPRV (LC); 2. INFO SER	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. INFO SERVS SUPRV (LCH) (3Z)	-	7	7	4	3	1	0	0
			100.00%	57.14%	42.86%	14.29%	0.00%	0.00%
Job Title: 1. CUST SERV REP 2 (LC) (4Z)	-	11	8	11	8	3	0	0
			72.73%	100.00%	72.73%	27.27%	0.00%	0.00%
Job Title: 1. CUST SERV REP 2 (LCH) (4Z)	-	34	30	33	18	14	0	0
			88.24%	97.06%	52.94%	41.18%	0.00%	0.00%
Job Title: 1. CUST SERV REP 2(LCDA) (4Z)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. CUST SERV REP 3 (4Z)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. CUST SERV REP 3 (LC) (4Z)	-	6	6	6	4	2	0	0
			100.00%	100.00%	66.67%	33.33%	0.00%	0.00%
Job Title: 1. CUST SERV REP 3 (LCH) (4Z)	-	6	5	6	2	4	0	0
			83.33%	100.00%	33.33%	66.67%	0.00%	0.00%
Job Title: 1. CUSTOMER REPRESENTATIVE III (4Z)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. CUSTOMER SERV REP 2 (LCH) (4Z)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. MED ED PROG SPEC I (LCP) (4Z)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. REP II, CUST SERV (4Z)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. REP II, CUSTOMER SERVICE (4Z)	-	3	2 66.67%	3 100.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REP II, CUSTOMER SERVICE -HOSP (4	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REP III, CUSTOMER SERVICE (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE 2, CUSTOMER SER	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUS SERV (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUST SER (4Z)	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUST SERV (4Z)	-	7	7 100.00%	7 100.00%	4 57.14%	3 42.86%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUST SERVIC (4	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUSTOM SER (4	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUSTOMER SE (	-	104	99 95.19%	98 94.23%	55 52.88%	39 37.50%	4 3.85%	0 0.00%
Job Title: 1. REPRESENTATIVE III CUSTOMER SE (	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SER (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SERV (4Z)	-	3	3 100.00%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S (	-	76	74 97.37%	70 92.11%	39 51.32%	27 35.53%	4 5.26%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S; 2	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST I, MEDICAL EDUCATIO (4	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SEC (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SECR (LC) (5B)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SECR (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SECRETARY ADMINISTRATIVE TRANS	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SECRETARY, ADMINISTRATIVE (5B)	-	54	53 98.15%	40 74.07%	31 57.41%	9 16.67%	0 0.00%	0 0.00%
Job Title: 1. SECRETRY, ADMINISTRATIVE (5B)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINISTRATIVE CLERK (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. ADMINV CLERK (LC) (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. ADMINV CLERK (LCP) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK ADMINISTRATIVE (5Z)	-	7	7 100.00%	6 85.71%	4 57.14%	2 28.57%	0 0.00%	0 0.00%
Job Title: 1. CLERK, ADMINISTRATIVE (5Z)	-	8	7 87.50%	2 25.00%	1 12.50%	1 12.50%	0 0.00%	0 0.00%
Job Title: 1. ASST DIR CLINICAL SPPT OPS (AC)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Group: 3F College Program Professionals								
<u>Feeders:</u>								
Job Title: 1. ADMISSIONS/RECORDS OFFICER II (3	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER II ADMISSIONS AND RECO (	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER II, ADMISSIONS AND REC (3	-	4	4 100.00%	3 75.00%	2 50.00%	1 25.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 3G Medical/Lab Professionals								
<u>Feeders:</u>								
Job Title: 1. MED RADIOGR 2 (LCH) (3G)	-	2	1 50.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%
Job Title: 1. MED RADIOGR SPEC (LCH) (3G)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED RADIOGR SPEC, MEDICAL (3G)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED RADIOGR SPEC-CONTR (3G)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED RADIOGRAPH 2 (LCH) (3G)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED SONOGRAPH 1 (LCH) (3G)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED TECHT 1 (3G)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. MED TECHT 1 (LCH) (3G)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. MED TECHT 1 (LCH) (3G)	-	12	9 75.00%	7 58.33%	2 16.67%	1 8.33%	4 33.33%	0 0.00%
Job Title: 1. RADIOGRAPH SPEC, MEDICAL- MRI (3	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RADIOGRAPH SPEC, MEDICAL-MMGY (	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER II, MEDICAL (3G)	-	10	9 90.00%	5 50.00%	4 40.00%	1 10.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER II, MEDICAL -HOS (3	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC MEDICAL -CT (	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC MEDICAL (MRI	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC MEDICAL -AN	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC MEDICAL -CT (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC MEDICAL-CT (	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC MEDICAL-MMG	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC, MED - MR (3G)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC, MED -ANG (3G	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC, MEDICAL (3G)	-	9	5 55.56%	3 33.33%	0 0.00%	0 0.00%	3 33.33%	0 0.00%
Job Title: 1. RADIOGRAPHER SPEC, MEDICAL AN (	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. RADIOGRAPHER SPEC, MEDICAL-MRI	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. RADIOGRAPHER SPECIALIST, MED (3	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. SONOGRAPHER I, MEDICAL (3G)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. SPECIALIST, MED RADIOGRAPHER (3	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNOL II, MED - HOSP (3G)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. TECHNOLOGIST I MEDICAL (3G)	-	3	2 66.67%	3 100.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNOLOGIST I, MEDICAL (3G)	-	40	30 75.00%	25 62.50%	6 15.00%	5 12.50%	14 35.00%	0 0.00%
Job Title: 1. TECHNOLOGIST I, MEDICAL -HOSPI (3	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. TECHNOLOGIST I, MEDICAL-HOSPIT (	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. TECHNOLOGIST II MEDICAL (3G)	-	9	8 88.89%	4 44.44%	1 11.11%	1 11.11%	2 22.22%	0 0.00%
Job Title: 1. TECHNOLOGIST II, MEDICAL (3G)	-	10	7 70.00%	5 50.00%	2 20.00%	1 10.00%	2 20.00%	0 0.00%
Job Title: 1. TECHNOLOGIST II, MEDICAL -HOSP (3	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED LAB TECHN 3 (LCH) (4E)	-	5	5 100.00%	3 60.00%	1 20.00%	0 0.00%	2 40.00%	0 0.00%
Job Title: 1. TECHNICIAN III MEDICAL LABORAT (4	-	5	2 40.00%	3 60.00%	3 60.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN III, MEDICAL LABORA (4E	-	10	9 90.00%	9 90.00%	6 60.00%	0 0.00%	3 30.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3H Nurses								
<u>Feeders:</u>								
Job Title: 1. EXTRA HELP NURSE, STAFF; 2. STAFF	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE I STAFF (3H)	-	139	126	75	22	11	41	1
			90.65%	53.96%	15.83%	7.91%	29.50%	0.72%
Job Title: 1. NURSE I, STAFF (3H)	-	473	438	360	94	27	238	1
			92.60%	76.11%	19.87%	5.71%	50.32%	0.21%
Job Title: 1. NURSE I, STAFF - HOSPITAL- (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE I, STAFF -HOSPITAL (3H)	-	2	2	2	0	1	1	0
			100.00%	100.00%	0.00%	50.00%	50.00%	0.00%
Job Title: 1. NURSE I, STAFF- HOSP (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE I, STAFF- HOSPITAL (3H)	-	2	2	1	1	0	0	0
			100.00%	50.00%	50.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE I, STAFF-HOSPITAL (3H)	-	6	6	3	1	1	1	0
			100.00%	50.00%	16.67%	16.67%	16.67%	0.00%
Job Title: 1. NURSE I, STAFF; 2. PREDOC FELLOW (	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE I,STAFF (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE II STAFF (3H)	-	20	19	6	2	1	3	0
			95.00%	30.00%	10.00%	5.00%	15.00%	0.00%
Job Title: 1. NURSE II, ADMINISTRATIVE (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. NURSE II, STAFF (3H)	-	52	48	30	7	2	20	1
			92.31%	57.69%	13.46%	3.85%	38.46%	1.92%
Job Title: 1. NURSE II, STAFF; 2. OTHAC NOSVC IN	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SN I - WCJ (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SPECIAL WORK ASSIGNMENT; 2. STAF	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. STAFF NRS 1 (LCH) (3H)	-	115	93	93	18	5	67	0
			80.87%	80.87%	15.65%	4.35%	58.26%	0.00%
Job Title: 1. STAFF NRS 1 (LCP) (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. STAFF NRS 2 (LCH) (3H)	-	3	3	2	1	1	0	0
			100.00%	66.67%	33.33%	33.33%	0.00%	0.00%
Job Title: 1. STAFF NRS 2 (LCR) (3H)	-	2	2	1	0	0	1	0
			100.00%	50.00%	0.00%	0.00%	50.00%	0.00%
Job Title: 1. STAFF NRS 2(LCP) (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. STAFF NURSE - WCJ (3H)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. STAFF NURSE I (3H)	-	3	2	3	0	1	2	0
			66.67%	100.00%	0.00%	33.33%	66.67%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3J Medical Health Professionals								
<u>Feeders:</u>								
Job Title: 1. AIDE II, SOCIAL WORK (3J)	-	4	4	4	2	2	0	0
			100.00%	100.00%	50.00%	50.00%	0.00%	0.00%
Job Title: 1. AIDE III, SOCIAL WORK (3J)	-	33	33	13	9	4	0	0
			100.00%	39.39%	27.27%	12.12%	0.00%	0.00%
Job Title: 1. SOC W AIDE 2 (LC) CONTRACT (3J)	-	1	0	1	0	1	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. SOC W AIDE 2 (LC) (3J)	-	5	3	5	3	2	0	0
			60.00%	100.00%	60.00%	40.00%	0.00%	0.00%
Job Title: 1. SOC W AIDE 2 (LC) CONTRACT (3J)	-	9	4	8	6	2	0	0
			44.44%	88.89%	66.67%	22.22%	0.00%	0.00%
Job Title: 1. SOC W AIDE 2 (LCDA) (3J)	-	7	7	5	1	4	0	0
			100.00%	71.43%	14.29%	57.14%	0.00%	0.00%
Job Title: 1. SOC W AIDE 2(LC) CONTRACT (3J)	-	3	1	3	1	2	0	0
			33.33%	100.00%	33.33%	66.67%	0.00%	0.00%
Job Title: 1. SOC W AIDE 3 (LC) (3J)	-	5	4	3	2	1	0	0
			80.00%	60.00%	40.00%	20.00%	0.00%	0.00%
Job Title: 1. SOC W AIDE 3 (LC) CONTRACT (3J)	-	3	2	3	2	0	0	0
			66.67%	100.00%	66.67%	0.00%	0.00%	0.00%
Job Title: 1. SOC W AIDE 3 (LCDA) (3J)	-	3	3	1	1	0	0	0
			100.00%	33.33%	33.33%	0.00%	0.00%	0.00%
Job Title: 1. SOC W AIDE 3 (LCH) (3J)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. SOC WORK AIDE 2(LC) CONTRACT (3	-	1	0	1	1	0	0	0
			0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SPECIALIST I, PATIENT CARE EVA (3J)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SPECIALIST II PATIENT CARE EVA (3J)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SEC 3 (LCDA) (5B)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. SEC 3 (LCDA) (5B)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. SECR 3 (LC) (5B)	-	2	2	2	2	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SECR 3 (LCDA) (5B)	-	9	9	4	0	4	0	0
			100.00%	44.44%	0.00%	44.44%	0.00%	0.00%
Job Title: 1. SECR 3 (LCP) (5B)	-	3	3	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SECR 3 (LCR) (5B)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SECRETARY III (5B)	-	54	52	31	22	9	0	0
			96.30%	57.41%	40.74%	16.67%	0.00%	0.00%
Job Title: 1. PARTICIPANT, WORK PROGRAM (7E)	-	3	1	3	1	2	0	0
			33.33%	100.00%	33.33%	66.67%	0.00%	0.00%
Job Title: 1. PARTICIPANT, WORK PROGRAM - CO (	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. WRK PRGRM PARTICIP (LCCA) (7E)	-	4	2 50.00%	4 100.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCC) (7E)	-	2	1 50.00%	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCD) (7E)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCE) (7E)	-	3	3 100.00%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%
Job Group: 3K Medical Therapists								
<u>Feeders:</u>								
Job Title: 1. THERAPIST II OCCUPATIONAL (3K)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. THERAPIST II, OCCUPATIONAL (3K)	-	3	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3Z Other CS Service Professionals								
<u>Feeders:</u>								
Job Title: 1. SPECIALIST I, PATIENT CARE EVA (3J)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, PROGRAM ADMIN (3Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, PROGRAM ADMINISTRA (	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. AIDE PROGRAM SERVICE (4B)	-	1	1	1	0	0	0	1
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%
Job Title: 1. AIDE PROGRAM SERVICES (4B)	-	13	13	13	8	5	0	0
		100.00%	100.00%	100.00%	61.54%	38.46%	0.00%	0.00%
Job Title: 1. AIDE, PROGRAM SERVICES (4B)	-	49	45	42	24	14	3	1
		91.84%	85.71%	85.71%	48.98%	28.57%	6.12%	2.04%
Job Title: 1. AIDE, PROGRAM SERVICES - HOSPI (	-	1	0	1	1	0	0	0
		0.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. AIDE, PROGRAM SERVICES-HOSPITA (	-	1	1	1	0	0	1	0
		100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%
Job Title: 1. AIDE,PROGRAM SERVICES -HOSPIT (	-	1	1	1	0	0	1	0
		100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%
Job Title: 1. PRGRM SERVS AIDE (LC) (4B)	-	4	4	4	1	3	0	0
		100.00%	100.00%	100.00%	25.00%	75.00%	0.00%	0.00%
Job Title: 1. PRGRM SERVS AIDE (LCH) (4B)	-	4	4	4	3	1	0	0
		100.00%	100.00%	100.00%	75.00%	25.00%	0.00%	0.00%
Job Title: 1. ASSISTANT III LIBRARY TECHNICA (4Z)	-	3	3	2	2	0	0	0
		100.00%	66.67%	66.67%	66.67%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT III, LIBRARY TECH (4Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT III, LIBRARY TECHNIC (4Z)	-	5	4	4	3	0	1	0
		80.00%	80.00%	80.00%	60.00%	0.00%	20.00%	0.00%
Job Title: 1. CUST SERV REP 1 (LC) (4Z)	-	8	8	8	5	3	0	0
		100.00%	100.00%	100.00%	62.50%	37.50%	0.00%	0.00%
Job Title: 1. CUST SERV REP 1 (LCH) (4Z)	-	18	14	18	11	7	0	0
		77.78%	100.00%	100.00%	61.11%	38.89%	0.00%	0.00%
Job Title: 1. CUST SERV REP 3 (4Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. CUST SERV REP 3 (LC) (4Z)	-	6	6	6	4	2	0	0
		100.00%	100.00%	100.00%	66.67%	33.33%	0.00%	0.00%
Job Title: 1. CUST SERV REP 3 (LCH) (4Z)	-	6	5	6	2	4	0	0
		83.33%	100.00%	100.00%	33.33%	66.67%	0.00%	0.00%
Job Title: 1. CUSTOMER REPRESENTATIVE III (4Z)	-	1	1	1	0	1	0	0
		100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. CUSTOMER SERVICE REP III (4Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. LIBR TECH ASST 3 (LC) (4Z)	-	2	0	2	1	0	1	0
		0.00%	100.00%	100.00%	50.00%	0.00%	50.00%	0.00%
Job Title: 1. REP I, CUST SERV CONTRACT (4Z)	-	2	2	2	2	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. REP I, CUST SERVIC - HOSPITAL (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REP I, CUSTOMER SERVICE-HOSPIT (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REP III, CUSTOMER SERVICE (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE I CUSTOMER SERV	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE I, CUST SERV (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. REPRESENTATIVE I, CUSTOMER SER (	-	72	65 90.28%	67 93.06%	37 51.39%	30 41.67%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III CUSTOMER SE (	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SER (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SERV (4Z)	-	3	3 100.00%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S (	-	76	74 97.37%	70 92.11%	39 51.32%	27 35.53%	4 5.26%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S; 2	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Group: 4A Systems/Network Technicians								
<u>Feeders:</u>								
Job Title: 1. SPECIALIST III MICROCOMPUTER S (3	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST III, MICROCOMPUTER (3D	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 4B Engineering/Science Technici								
<u>Feeders:</u>								
Job Title: 1. PHYS SCI STAFF ASST (LC) (4B)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 4E Health Technicians								
<u>Feeders:</u>								
Job Title: 1. ASSISTANT II DENTAL (4E)	-	6	6	4	3	1	0	0
			100.00%	66.67%	50.00%	16.67%	0.00%	0.00%
Job Title: 1. ASSISTANT II, DENTAL (4E)	-	13	13	12	10	2	0	0
			100.00%	92.31%	76.92%	15.38%	0.00%	0.00%
Job Title: 1. DENTAL ASST 2 (LC) (4E)	-	2	2	1	0	1	0	0
			100.00%	50.00%	0.00%	50.00%	0.00%	0.00%
Job Title: 1. EEG TECHN 1 (LCH) (4E)	-	2	2	2	1	0	1	0
			100.00%	100.00%	50.00%	0.00%	50.00%	0.00%
Job Title: 1. HEMO TECH 1 TRAIN (60002) (4E)	-	2	0	2	0	1	0	0
			0.00%	100.00%	0.00%	50.00%	0.00%	0.00%
Job Title: 1. HEMODIALYSIS TECH 1 TR (60001) (4E)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. HEMODIALYSIS TECH I (LCH) (4E)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. HEMODIALYSIS TECHT 1 (60001) (4E)	-	4	3	4	2	0	1	0
			75.00%	100.00%	50.00%	0.00%	25.00%	0.00%
Job Title: 1. HEMODIALYSIS TECHT 1 (60002) (4E)	-	4	3	4	2	0	2	0
			75.00%	100.00%	50.00%	0.00%	50.00%	0.00%
Job Title: 1. HEMODIALYSIS TECHT 1 (LCH) (4E)	-	3	2	2	2	0	0	0
			66.67%	66.67%	66.67%	0.00%	0.00%	0.00%
Job Title: 1. LUMP; 2. TECHNICIAN II, MEDICAL LAB	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. MED LAB TECH 2 (LCH) (4E)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. MED LAB TECHN 2 (LCH) (4E)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PHARM TECHN 1 (60001) (4E)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PHARM TECHN 1 (LCH) (4E)	-	2	2	2	1	0	1	0
			100.00%	100.00%	50.00%	0.00%	50.00%	0.00%
Job Title: 1. PHARM TECHN 1 TR (4E)	-	1	0	1	1	0	0	0
			0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PHARM TECHN 1TRAINEE (LCH) (4E)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PHARM TECHN 2 (LC) (4E)	-	2	2	2	2	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PHARM TECHN 2 (LCH) (4E)	-	1	0	1	1	0	0	0
			0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. PHARMACY TECHNICIAN I TR (4E)	-	1	0	1	0	0	1	0
			0.00%	100.00%	0.00%	0.00%	100.00%	0.00%
Job Title: 1. TECH II, PHARM -HOSPITAL (4E)	-	1	0	1	1	0	0	0
			0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. TECHNICIAN 2 PHARM-HOSPITAL (4E)	-	1	1	1	0	0	1	0
			100.00%	100.00%	0.00%	0.00%	100.00%	0.00%
Job Title: 1. TECHNICIAN I, EEG - TRAINEE (4E)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. TECHNICIAN I, ELECTROENCEPHALO (	-	4	3 75.00%	3 75.00%	1 25.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN I, PHARMACY (4E)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN I, PHARMACY-HOSPITA (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN II PHARMACY (4E)	-	3	2 66.67%	3 100.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%
Job Title: 1. TECHNICIAN II, PHARMACY (4E)	-	22	21 95.45%	20 90.91%	8 36.36%	4 18.18%	7 31.82%	1 4.55%
Job Title: 1. TECHNICIAN II, PHARMACY -HOSP. (4	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. TECHNICIAN II, PHARMACY- HOSP (4E	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNOLOGIST I, HEMODIALYSIS (4E	-	3	3 100.00%	3 100.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNOLOGIST I, HEMODIALYSIS - (4	-	3	1 33.33%	3 100.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%
Job Title: 1. TECHNOLOGIST I, HEMODIALYSIS-H (	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. VET TECHN (LC) (4E)	-	2	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (LC) (4Z)	-	6	6 100.00%	6 100.00%	4 66.67%	2 33.33%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (LCH) (4Z)	-	6	5 83.33%	6 100.00%	2 33.33%	4 66.67%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER REPRESENTATIVE III (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER SERVICE REP III (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REP III, CUSTOMER SERVICE (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III CUSTOMER SE (	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SER (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SERV (4Z)	-	3	3 100.00%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S (	-	76	74 97.37%	70 92.11%	39 51.32%	27 35.53%	4 5.26%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S; 2	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN CENTRAL STERILE SUP (	-	6	4 66.67%	6 100.00%	5 83.33%	1 16.67%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN, CENTRAL STERILE SU (	-	5	4 80.00%	3 60.00%	3 60.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. TECHNICIAN,CENTRAL STERILE SUP (	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ACA II (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ACA II (LCR) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINISTRATIVE CLERK (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. ADMINV CLERK (LC) (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV CLERK (LCP) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. AIDE II AMBULATORY CARE (5Z)	-	3	3 100.00%	3 100.00%	1 33.33%	1 33.33%	1 33.33%	0 0.00%
Job Title: 1. AIDE II, AMBULATORY CARE (5Z)	-	26	26 100.00%	4 15.38%	1 3.85%	3 11.54%	0 0.00%	0 0.00%
Job Title: 1. AMB CARE AIDE 2 (LCR) (5Z)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%
Job Title: 1. CLERK ADMINISTRATIVE (5Z)	-	7	7 100.00%	6 85.71%	4 57.14%	2 28.57%	0 0.00%	0 0.00%
Job Title: 1. CLERK, ADMINISTRATIVE (5Z)	-	8	7 87.50%	2 25.00%	1 12.50%	1 12.50%	0 0.00%	0 0.00%
Job Title: 1. CARETAKER, LABORATORY ANIMAL (	-	11	1 9.09%	11 100.00%	10 90.91%	1 9.09%	0 0.00%	0 0.00%
Job Group: 4G Protective Service Workers								
<u>Feeders:</u>								
Job Title: 1. GUARD SECURITY (4G)	-	2	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. GUARD, SECURITY (4G)	-	19	7 36.84%	14 73.68%	8 42.11%	6 31.58%	0 0.00%	0 0.00%
Job Title: 1. SECU GUARD (50001) (4G)	-	3	1 33.33%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%
Job Title: 1. SECU GUARD (LC) (4G)	-	4	2 50.00%	4 100.00%	1 25.00%	2 50.00%	1 25.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 4Z Other Technicians/Paraprofess								
<u>Feeders:</u>								
Job Title: 1. ANALYST I, PROCEDURES AND SYST (	-	5	4 80.00%	1 20.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT MEDICAL (4E)	-	6	6 100.00%	6 100.00%	4 66.67%	2 33.33%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT MEDICAL; 2. MED ASST (L	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, MEDICAL (4E)	-	56	51 91.07%	47 83.93%	27 48.21%	19 33.93%	0 0.00%	1 1.79%
Job Title: 1. ASSISTANT, MEDICAL-CONTRACT AP (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, MEDICAL-HOSPITAL (4E)	-	8	8 100.00%	8 100.00%	3 37.50%	5 62.50%	0 0.00%	0 0.00%
Job Title: 1. MED ASST (LCH) (4E)	-	12	12 100.00%	11 91.67%	8 66.67%	3 25.00%	0 0.00%	0 0.00%
Job Title: 1. MED ASST (LCP) (4E)	-	3	3 100.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. MED ASST (LCR) (4E)	-	4	4 100.00%	4 100.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%
Job Title: 1. MED ASST F&CM (WCJ) (4E)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL ASSIST (4E)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL ASSIST (LCR) (4E)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL ASSISTANT (4E)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL ASSISTANT - PEDS (4E)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT 2, LIBRARY TECHNICAL (4	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT I LIBRARY TECHNICAL (4Z	-	5	4 80.00%	4 80.00%	3 60.00%	1 20.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT I, LIBRARY TECH (4Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT I, LIBRARY TECHNICAL (4	-	8	4 50.00%	7 87.50%	3 37.50%	1 12.50%	3 37.50%	0 0.00%
Job Title: 1. ASSISTANT II LIBRARY TECHNICAL (4	-	11	10 90.91%	6 54.55%	5 45.45%	1 9.09%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT II, LIBRARY TECH (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT II, LIBRARY TECHNICA (4Z	-	3	3 100.00%	3 100.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 1 (LC) (4Z)	-	8	8 100.00%	8 100.00%	5 62.50%	3 37.50%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 1 (LCH) (4Z)	-	18	14 77.78%	18 100.00%	11 61.11%	7 38.89%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. CUST SERV REP 2 (LC) (4Z)	-	11	8 72.73%	11 100.00%	8 72.73%	3 27.27%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 2 (LCH) (4Z)	-	34	30 88.24%	33 97.06%	18 52.94%	14 41.18%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 2(LCDA) (4Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (LC) (4Z)	-	6	6 100.00%	6 100.00%	4 66.67%	2 33.33%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (LCH) (4Z)	-	6	5 83.33%	6 100.00%	2 33.33%	4 66.67%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER REPRESENTATIVE III (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER SERV REP 2 (LCH) (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER SERVICE REP III (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LIBR TECH ASST 1 (LC) (4Z)	-	3	2 66.67%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LIBR TECH ASST 2 (LC) (4Z)	-	5	3 60.00%	3 60.00%	2 40.00%	1 20.00%	0 0.00%	0 0.00%
Job Title: 1. LIBR TECH ASST 2 (LCR) (4Z)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LIBRARY TECHNICAL ASSISTANT I (4Z)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REP I, CUST SERV CONTRACT (4Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REP I, CUST SERVIC - HOSPITAL (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REP I, CUSTOMER SERVICE-HOSPIT (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REP II, CUST SERV (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REP II, CUSTOMER SERVICE (4Z)	-	3	2 66.67%	3 100.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REP II, CUSTOMER SERVICE -HOSP (4	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REP III, CUSTOMER SERVICE (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE 2, CUSTOMER SER	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE I CUSTOMER SERV	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE I, CUST SERV (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. REPRESENTATIVE I, CUSTOMER SER (	-	72	65 90.28%	67 93.06%	37 51.39%	30 41.67%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. REPRESENTATIVE II, CUS SERV (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUST SER (4Z)	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUST SERV (4Z)	-	7	7 100.00%	7 100.00%	4 57.14%	3 42.86%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUST SERVIC (4	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUSTOM SER (4	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE II, CUSTOMER SE (	-	104	99 95.19%	98 94.23%	55 52.88%	39 37.50%	4 3.85%	0 0.00%
Job Title: 1. REPRESENTATIVE III CUSTOMER SE (	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SER (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SERV (4Z)	-	3	3 100.00%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S (	-	76	74 97.37%	70 92.11%	39 51.32%	27 35.53%	4 5.26%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S; 2	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SEC (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SECR (LC) (5B)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SECR (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SECRETARY ADMINISTRATIVE TRANS	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SECRETARY, ADMINISTRATIVE (5B)	-	54	53 98.15%	40 74.07%	31 57.41%	9 16.67%	0 0.00%	0 0.00%
Job Title: 1. SECRETRY, ADMINISTRATIVE (5B)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ACA II (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ACA II (LCR) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMITTING OFFIC 1 (LCH) (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. AIDE II AMBULATORY CARE (5Z)	-	3	3 100.00%	3 100.00%	1 33.33%	1 33.33%	1 33.33%	0 0.00%
Job Title: 1. AIDE II, AMBULATORY CARE (5Z)	-	26	26 100.00%	4 15.38%	1 3.85%	3 11.54%	0 0.00%	0 0.00%
Job Title: 1. AMB CARE AIDE 2 (LCR) (5Z)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%
Job Title: 1. AMB CARE ASST (LC) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. ASSISTANT AMBULATORY CARE (5Z)	-	9	8 88.89%	8 88.89%	6 66.67%	2 22.22%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT CLERICAL - HOSPITA (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL (5Z)	-	3	3 100.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, AMBULATORY CARE (5Z)	-	14	14 100.00%	9 64.29%	6 42.86%	3 21.43%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, AMBULATORY CARE-CON	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, AMBULATORY CARE-HOS	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL (5Z)	-	30	26 86.67%	26 86.67%	19 63.33%	5 16.67%	2 6.67%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL - CONTRACT (	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL - HOSPITAL (5	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL-HOSPITAL (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST AMBULATORY CARE (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CASHIER III (5Z)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CHF CLERK (LC) (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CHF CLERK (LCP) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CHF CLERK (LCR) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CHF CLERK - RESIDENCY (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CHIEF CLERK (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CHIEF CLERK - NCRHP (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERICAL ASST (LC) (5Z)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERICAL ASST (LCH) (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERICAL ASST (LCR) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK CHIEF (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK II PATIENT UNIT (5Z)	-	11	11 100.00%	11 100.00%	9 81.82%	1 9.09%	1 9.09%	0 0.00%
Job Title: 1. CLERK II, PATIENT UNIT (5Z)	-	17	16 94.12%	17 100.00%	13 76.47%	1 5.88%	2 11.76%	1 5.88%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. CLERK II, PATIENT UNIT - HOSPI (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK II, PATIENT UNIT -HOSPIT (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK II, PATIENT UNIT-HOSPITA (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. CLERK, CHIEF (5Z)	-	14	14 100.00%	7 50.00%	6 42.86%	0 0.00%	0 0.00%	1 7.14%
Job Title: 1. CLERK, CHIEF - CONTRACT APPT. (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK, CHIEF-HOSPITAL (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER I ADMITTING (5Z)	-	3	3 100.00%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%
Job Title: 1. OFFICER I, ADMITTING (5Z)	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER II ADMITTING (5Z)	-	5	4 80.00%	5 100.00%	4 80.00%	0 0.00%	0 0.00%	1 20.00%
Job Title: 1. OFFICER II, ADMITTING (5Z)	-	9	8 88.89%	8 88.89%	6 66.67%	2 22.22%	0 0.00%	0 0.00%
Job Title: 1. PAT UNIT CLERK 2 (LCH) (5Z)	-	6	5 83.33%	6 100.00%	4 66.67%	1 16.67%	1 16.67%	0 0.00%
Job Title: 1. PATIENT UNIT CLERK II (5Z)	-	3	2 66.67%	3 100.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BLDG SERV WRKR (LC) (7C)	-	39	20 51.28%	38 97.44%	26 66.67%	10 25.64%	0 0.00%	0 0.00%
Job Title: 1. BLDG SERV WRKR (LC); 2. TU 16004 B	-	2	1 50.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BLDG SERV WRKR (LCH) (7C)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF .20; 2. BSW WALL WA:	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF; 2. BSW WALL WASH I	-	2	1 50.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF; 2. BSW WALL WASHII	-	2	0 0.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF; 2. TU 16004 BLDG SE	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFFERENTIAL; 2. BSW WA	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. BSW WALL WASHING DIFF; 2. ELEVATC	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. BSW WALL WASHING DIFF; 2. HOUSEK	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW WALL WASHING DIFF; 2. TU 1600	-	12	5 41.67%	12 100.00%	11 91.67%	1 8.33%	0 0.00%	0 0.00%
Job Title: 1. BSW WINDOW WASH; 2. WORKER, BUI	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. WORKER BLDG SERVICE (7C)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER BLDG SVC (7C)	-	3	3 100.00%	3 100.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. WORKER BUILDING SERVICE (7C)	-	54	19 35.19%	49 90.74%	39 72.22%	10 18.52%	0 0.00%	0 0.00%
Job Title: 1. WORKER BUILDING SERVICE SHIFT (	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE (7C)	-	239	131 54.81%	229 95.82%	144 60.25%	84 35.15%	1 0.42%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE, (7C)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE, NIGH (	-	2	1 50.00%	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE-HOSPI (	-	4	2 50.00%	4 100.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER,BUILDING SERVICE (7C)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PARTICIPANT, WORK PROGRAM (7E)	-	3	1 33.33%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%
Job Title: 1. PARTICIPANT, WORK PROGRAM - CO (	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCA) (7E)	-	4	2 50.00%	4 100.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCC) (7E)	-	2	1 50.00%	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCD) (7E)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WRK PRGRM PARTICIP (LCCE) (7E)	-	3	3 100.00%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%
Job Group: 5A Accounting/Finance Clericals								
<u>Feeders:</u>								
Job Title: 1. ACNT TECHN 1 (LC) (5A)	-	3	3 100.00%	3 100.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN I ACCOUNT (5A)	-	5	4 80.00%	5 100.00%	2 40.00%	2 40.00%	1 20.00%	0 0.00%
Job Title: 1. TECHNICIAN I, ACCOUNT (5A)	-	14	11 78.57%	12 85.71%	8 57.14%	4 28.57%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN I, ACCOUNT -HOSPITA (5	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5B Office Support Clericals								
<u>Feeders:</u>								
Job Title: 1. LUMP; 2. SECRETARY IV (5B)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SECR 4 (LCP) (5B)	-	2	2	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SECR 4 (LCR) (5B)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SECRETART IV (5B)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. SECRETARY IV (5B)	-	39	38	17	13	4	0	0
		97.44%	43.59%	33.33%	10.26%	0.00%	0.00%	
Job Title: 1. SECRETARY IV -HOSPITAL (5B)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	
Job Title: 1. SECRETARY IV (LCDA) (5B)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. SECRETARY IV - SELECTIVE CERT (5B)	-	5	4	5	0	5	0	0
		80.00%	100.00%	0.00%	100.00%	0.00%	0.00%	
Job Title: 1. SECRETARY, STAFF (5B)	-	32	32	6	4	2	0	0
		100.00%	18.75%	12.50%	6.25%	0.00%	0.00%	
Job Title: 1. STAFF SECR (LCDA) (5B)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	
Job Title: 1. STAFF SECR (LCP) (5B)	-	5	5	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. STAFF SECR (LCR) (5B)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CHF CLERK (LC) (5Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	
Job Title: 1. CHF CLERK (LCP) (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CHF CLERK (LCR) (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CHF CLERK - RESIDENCY (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CHIEF CLERK (5Z)	-	2	2	2	2	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	
Job Title: 1. CHIEF CLERK - NCRHP (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CLERK CHIEF (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CLERK II LIBRARY (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: 1. CLERK II, LIBRARY (5Z)	-	10	7	6	2	3	1	0
		70.00%	60.00%	20.00%	30.00%	10.00%	0.00%	
Job Title: 1. CLERK, CHIEF (5Z)	-	14	14	7	6	0	0	1
		100.00%	50.00%	42.86%	0.00%	0.00%	7.14%	
Job Title: 1. CLERK, CHIEF - CONTRACT APPT. (5Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. CLERK, CHIEF-HOSPITAL (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 5D Storekeepers/Dispatchers								
<u>Feeders:</u>								
Job Title: 1. STOREKEEPER I (5D)	-	21	8 38.10%	18 85.71%	15 71.43%	3 14.29%	0 0.00%	0 0.00%
Job Title: 1. STOREKEEPER I; 2. TU 33186 STOREKI	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. STOREKPR 1 (LCH) (5D)	-	2	0 0.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. STOREKPR 1 (LCH); 2. XH LBR (LCH) (	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. STOREKPR 1 (LCP) (5D)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5Z Other Clericals								
<u>Feeders:</u>								
Job Title: 1. PRACTITIONER MEDICAL RECORD (3	-	2	2	1	1	0	0	0
		100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. PRACTITIONER, MEDICAL RECORD (3	-	6	6	6	5	1	0	0
		100.00%	100.00%	83.33%	16.67%	0.00%	0.00%	0.00%
Job Title: 1. PRACTITIONER, MEDICAL RECORD-H (	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. PRACTITIONER, MEDICAL RECORDS (	-	2	2	1	1	0	0	0
		100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ACA I (5Z)	-	2	2	1	0	1	0	0
		100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Job Title: 1. ACA I - SHAPPERT (5Z)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. ACA II (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ACA II (LCR) (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ADMITTING OFFIC 1 (LCH) (5Z)	-	2	2	2	2	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. AIDE I, AMBULATORY CARE (5Z)	-	5	4	5	3	2	0	0
		80.00%	100.00%	60.00%	40.00%	0.00%	0.00%	0.00%
Job Title: 1. AIDE I, AMBULATORY CARE-HOSPIT (	-	2	1	2	1	1	0	0
		50.00%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%
Job Title: 1. AIDE II AMBULATORY CARE (5Z)	-	3	3	3	1	1	1	0
		100.00%	100.00%	33.33%	33.33%	33.33%	0.00%	0.00%
Job Title: 1. AIDE II, AMBULATORY CARE (5Z)	-	26	26	4	1	3	0	0
		100.00%	15.38%	3.85%	11.54%	0.00%	0.00%	0.00%
Job Title: 1. AMB CARE AIDE 1 (LCR) (5Z)	-	3	3	2	0	1	0	0
		100.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%
Job Title: 1. AMB CARE AIDE 2 (LCR) (5Z)	-	2	2	1	0	0	0	1
		100.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Job Title: 1. AMB CARE ASST (LC) (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT AMBULATORY CARE (5Z)	-	9	8	8	6	2	0	0
		88.89%	88.89%	66.67%	22.22%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT CLERICAL - HOSPITA (5Z)	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, CLERICAL (5Z)	-	3	3	2	0	2	0	0
		100.00%	66.67%	0.00%	66.67%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, AMBULATORY CARE (5Z)	-	14	14	9	6	3	0	0
		100.00%	64.29%	42.86%	21.43%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, AMBULATORY CARE-CON	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, AMBULATORY CARE-HOS	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, CLERICAL (5Z)	-	30	26	26	19	5	2	0
		86.67%	86.67%	63.33%	16.67%	6.67%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. ASSISTANT, CLERICAL - CONTRACT (-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL - HOSPITAL (5	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT, CLERICAL-HOSPITAL (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ASST AMBULATORY CARE (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CASHIER 1 (LC) (5Z)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CASHIER 1 (LCH) (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CASHIER I (5Z)	-	16	15 93.75%	12 75.00%	9 56.25%	3 18.75%	0 0.00%	0 0.00%
Job Title: 1. CLERICAL ASST (LC) (5Z)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERICAL ASST (LCH) (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERICAL ASST (LCR) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK (5Z)	-	8	8 100.00%	3 37.50%	3 37.50%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK (LC) (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK (LCDA) (5Z)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK (LCH) (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK (LCP) (5Z)	-	3	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK - CONTRACT APPOINTMENT (5	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK - HOSPITAL (5Z)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK - MSP BUSINESS OFFICE (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK - MSPBO (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK - WCJ (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK I, PATIENT UNIT (5Z)	-	4	4 100.00%	3 75.00%	1 25.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK II LIBRARY (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK II, LIBRARY (5Z)	-	10	7 70.00%	6 60.00%	2 20.00%	3 30.00%	1 10.00%	0 0.00%
Job Title: 1. CLERK III LIBRARY (5Z)	-	7	7 100.00%	6 85.71%	6 85.71%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. CLERK III, LIBRARY (5Z)	-	19	13 68.42%	17 89.47%	10 52.63%	5 26.32%	2 10.53%	0 0.00%
Job Title: 1. CLERK STAFF (5Z)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK, STAFF (5Z)	-	7	7 100.00%	1 14.29%	1 14.29%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CLERK-HOSPITAL (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LIBR CLERK 2 (LC) (5Z)	-	5	3 60.00%	2 40.00%	1 20.00%	1 20.00%	0 0.00%	0 0.00%
Job Title: 1. LIBR CLERK 3 (LC) (5Z)	-	6	4 66.67%	5 83.33%	3 50.00%	2 33.33%	0 0.00%	0 0.00%
Job Title: 1. MED INS SPEC 1 (LCH) (5Z)	-	7	6 85.71%	4 57.14%	4 57.14%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED INS SPEC 2 (LCH) (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED INS SPEC 2 (LCR) (5Z)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MED INSURANCE SPEC I (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL INS SPEC I (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL INSURANCE SPEC II (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MIS I (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MIS I - MSP BUS. OFFICE (5Z)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER I ADMITTING (5Z)	-	3	3 100.00%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%
Job Title: 1. OFFICER I, ADMITTING (5Z)	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. OFFICER II ADMITTING (5Z)	-	5	4 80.00%	5 100.00%	4 80.00%	0 0.00%	0 0.00%	1 20.00%
Job Title: 1. OFFICER II, ADMITTING (5Z)	-	9	8 88.89%	8 88.89%	6 66.67%	2 22.22%	0 0.00%	0 0.00%
Job Title: 1. PAT UNIT CLERK 1 (LC) (5Z)	-	2	2 100.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%
Job Title: 1. PAT UNIT CLERK 1 (LCH) (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REIMB CODING SPEC 1 (LCH) (5Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST I, MEDICAL INSURANC (5	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST I, REIMBURSEMENT CO (	-	4	4 100.00%	3 75.00%	2 50.00%	1 25.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST II MEDICAL INSURANC (5	-	3	3 100.00%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. SPECIALIST II, MED INSURURANCE (5	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST II, MEDICAL INSURAN (5Z)	-	8	8 100.00%	2 25.00%	2 25.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. STAFF CLERK(LCR) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. FD SERV LBR (LCH) (7D)	-	15	8 53.33%	14 93.33%	10 66.67%	4 26.67%	0 0.00%	0 0.00%
Job Title: 1. FOOD SERVICE LABORER (7D)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER FOOD SERVICE (7D)	-	11	8 72.73%	11 100.00%	9 81.82%	2 18.18%	0 0.00%	0 0.00%
Job Title: 1. LABORER FOOD SERVICES (7D)	-	3	3 100.00%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER, FOOD SERVICE (7D)	-	7	3 42.86%	6 85.71%	4 57.14%	2 28.57%	0 0.00%	0 0.00%
Job Title: 1. LABORER, FOOD SERVICE-HOSPITAL (	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 6C Machinists								
<u>Feeders:</u>								
Job Title: 1. MAKER INSTRUMENT (6C)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. MAKER, INSTRUMENT (6C)	-	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. MAKER, INSTRUMENT; 2. SPECIAL WO	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Group: 6G Print Trades Crafts								
<u>Feeders:</u>								
Job Title: 1. OPERATOR II DUPLICATING MACHIN (	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. OPERATOR II, DUPLICATING MACHI (5	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 6J Plant & Systems Operators								
<u>Feeders:</u>								
Job Title: 1. ACADEMIC HOURLY; 2. ENGINEER, PL	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ENGINEER PLANT OPERATING (6J)	-	11	0 0.00%	3 27.27%	3 27.27%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ENGINEER PLANT OPERATING; 2. TU 1	-	5	0 0.00%	1 20.00%	0 0.00%	0 0.00%	1 20.00%	0 0.00%
Job Title: 1. ENGINEER, PLANT ENGINEERING (6J)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ENGINEER, PLANT OPERATING (6J)	-	67	2 2.99%	15 22.39%	11 16.42%	2 2.99%	2 2.99%	0 0.00%
Job Title: 1. ENGINEER, PLANT OPERATING; 2. TU	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ENGINEER, PLANT OPERATING; 2. TU	-	12	0 0.00%	1 8.33%	1 8.33%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ENGINEER, PLANT OPERATOR (6J)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PLANT OPERATING ENGINEER (6J)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PLANT OPRTG ENGR (LC) (6J)	-	8	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PLANT OPRTG ENGR (LC); 2. TU 14111	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 6Z Other Craftsmen								
<u>Feeders:</u>								
Job Title: 1. NURSING TECHN (LCH) (4F)	-	27	26 96.30%	26 96.30%	21 77.78%	3 11.11%	2 7.41%	0 0.00%
Job Title: 1. NURSING TECHNICIAN (4F)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. NURSING TECHNICIAN (LCH) (4F)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN NURSING (4F)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TECHNICIAN, NURSING (4F)	-	11	10 90.91%	11 100.00%	10 90.91%	0 0.00%	1 9.09%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 7A Vehicle Operators								
<u>Feeders:</u>								
Job Title: 1. MAIL MESSENGER (7A)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MESSENGER MAIL (7A)	-	3	0 0.00%	1 33.33%	1 33.33%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MESSENGER, MAIL (7A)	-	4	1 25.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	0 0.00%
Job Group: 7D Food Service Workers								
<u>Feeders:</u>								
Job Title: 1. FD SERV LBR (LCH) (7D)	-	15	8 53.33%	14 93.33%	10 66.67%	4 26.67%	0 0.00%	0 0.00%
Job Title: 1. FOOD SERVICE LABORER (7D)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER FOOD SERVICE (7D)	-	11	8 72.73%	11 100.00%	9 81.82%	2 18.18%	0 0.00%	0 0.00%
Job Title: 1. LABORER FOOD SERVICES (7D)	-	3	3 100.00%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER, FOOD SERVICE (7D)	-	7	3 42.86%	6 85.71%	4 57.14%	2 28.57%	0 0.00%	0 0.00%
Job Title: 1. LABORER, FOOD SERVICE-HOSPITAL I	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER II FOOD SERVICE (7D)	-	3	3 100.00%	3 100.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER II, FOOD SERVICE (7D)	-	3	2 66.67%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7Z Other Service/Maintenance								
<u>Feeders:</u>								
Job Title: 1. ACCOUNTANT I (3A)	-	14	6 42.86%	8 57.14%	3 21.43%	2 14.29%	3 21.43%	0 0.00%
Job Title: 1. BLDG SERV WRKR (LC) (7C)	-	39	20 51.28%	38 97.44%	26 66.67%	10 25.64%	0 0.00%	0 0.00%
Job Title: 1. BLDG SERV WRKR (LC); 2. TU 16004 B	-	2	1 50.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BLDG SERV WRKR (LCH) (7C)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF .20; 2. BSW WALL WA'	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF; 2. BSW WALL WASH I	-	2	1 50.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF; 2. BSW WALL WASHII	-	2	0 0.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFF; 2. TU 16004 BLDG SE	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW SHIFT DIFFERENTIAL; 2. BSW WA	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. BSW WALL WASHING DIFF; 2. ELEVATK	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. BSW WALL WASHING DIFF; 2. HOUSEK	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. BSW WALL WASHING DIFF; 2. TU 1600	-	12	5 41.67%	12 100.00%	11 91.67%	1 8.33%	0 0.00%	0 0.00%
Job Title: 1. BSW WINDOW WASH; 2. WORKER, BUI	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. HOUSEKEEPER; 2. TU 16004 BLDG SEF	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER BLDG SERVICE (7C)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER BLDG SVC (7C)	-	3	3 100.00%	3 100.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. WORKER BUILDING SERVICE (7C)	-	54	19 35.19%	49 90.74%	39 72.22%	10 18.52%	0 0.00%	0 0.00%
Job Title: 1. WORKER BUILDING SERVICE SHIFT (	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE (7C)	-	239	131 54.81%	229 95.82%	144 60.25%	84 35.15%	1 0.42%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE, (7C)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE, NIGH (	-	2	1 50.00%	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: 1. WORKER, BUILDING SERVICE-HOSPI (	-	4	2 50.00%	4 100.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: 1. WORKER,BUILDING SERVICE (7C)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. AGENT II, PARKING SERVICES (7Z)	-	4	0 0.00%	3 75.00%	3 75.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. AUTOV TECHN ASST (HELPER)(LC); 2.	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER MAINTENANCE; 2. TU 20153	-	2	0 0.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER, MAINTENANCE (7Z)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER, MAINTENANCE (LC) (7Z)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER, MAINTENANCE; 2. TU 2015	-	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%
Job Title: 1. LABORER, MAINTENANCE; 2. TU 2015	-	5	0 0.00%	5 100.00%	2 40.00%	3 60.00%	0 0.00%	0 0.00%
Job Title: 1. MAINT LBR (LC) (7Z)	-	3	0 0.00%	1 33.33%	1 33.33%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. PARK SERV AGENT 2 (LC) (7Z)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TRANSPORTER (7Z)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TRANSPORTER I (7Z)	-	18	8 44.44%	18 100.00%	18 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TRANSPORTER I -HOSPITAL (7Z)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TRANSPORTER I -HOSPITAL (7Z)	-	2	1 50.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TRANSPORTER I-HOSPITAL (7Z)	-	2	1 50.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. TRANSPR 1 (LCH) (7Z)	-	3	1 33.33%	3 100.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: AC Building/Housing Managers								
<u>Feeders:</u>								
Job Title: 1. DEPT INFO SUPRV (LC) (3E)	-	22	22	16	11	5	0	0
			100.00%	72.73%	50.00%	22.73%	0.00%	0.00%
Job Title: 1. DEPT INFO SUPRV (LCH) (3E)	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. SUPERVISOR DEPARTMENTAL INFOR	-	24	23	19	13	4	2	0
			95.83%	79.17%	54.17%	16.67%	8.33%	0.00%
Job Title: 1. SUPERVISOR, DEPARTMENTAL INFO (	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. SUPERVISOR, DEPARTMENTAL INFO	-	30	27	27	20	6	1	0
			90.00%	90.00%	66.67%	20.00%	3.33%	0.00%
Job Title: 1. OFFICER 3, ADMISSIONS AND REC (3	-	1	1	1	0	1	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: 1. OFFICER III ADMISSIONS & RECOR (3	-	1	0	0	0	0	0	0
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. OFFICER III ADMISSIONS AND REC (3	-	4	4	4	4	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. OFFICER III, ADMISSIONS & RECO (3F)	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. OFFICER III, ADMISSIONS AND RE (3F)	-	2	2	2	2	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, PROGRAM ADMIN (3Z)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, PROGRAM ADMINISTRA (	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT MEDICAL (4E)	-	6	6	6	4	2	0	0
			100.00%	100.00%	66.67%	33.33%	0.00%	0.00%
Job Title: 1. ASSISTANT MEDICAL; 2. MED ASST (L	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, MEDICAL (4E)	-	56	51	47	27	19	0	1
			91.07%	83.93%	48.21%	33.93%	0.00%	1.79%
Job Title: 1. ASSISTANT, MEDICAL-CONTRACT AP (	-	1	1	1	1	0	0	0
			100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: 1. ASSISTANT, MEDICAL-HOSPITAL (4E)	-	8	8	8	3	5	0	0
			100.00%	100.00%	37.50%	62.50%	0.00%	0.00%
Job Title: 1. MED ASST (LCH) (4E)	-	12	12	11	8	3	0	0
			100.00%	91.67%	66.67%	25.00%	0.00%	0.00%
Job Title: 1. MED ASST (LCP) (4E)	-	3	3	1	0	1	0	0
			100.00%	33.33%	0.00%	33.33%	0.00%	0.00%
Job Title: 1. MED ASST (LCR) (4E)	-	4	4	4	0	3	1	0
			100.00%	100.00%	0.00%	75.00%	25.00%	0.00%
Job Title: 1. MED ASST F&CM (WCJ) (4E)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. MEDICAL ASSIST (4E)	-	1	1	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: 1. MEDICAL ASSIST (LCR) (4E)	-	1	1	1	0	0	0	0
			100.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: 1. MEDICAL ASSISTANT (4E)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. MEDICAL ASSISTANT - PEDS (4E)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINISTRATOR EVENTS (CROWD C	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINISTRATOR, EVENTS (CROWD C	-	2	1 50.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (LC) (4Z)	-	6	6 100.00%	6 100.00%	4 66.67%	2 33.33%	0 0.00%	0 0.00%
Job Title: 1. CUST SERV REP 3 (LCH) (4Z)	-	6	5 83.33%	6 100.00%	2 33.33%	4 66.67%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER REPRESENTATIVE III (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. CUSTOMER SERVICE REP III (4Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. REP III, CUSTOMER SERVICE (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III CUSTOMER SE (	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SER (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUST SERV (4Z)	-	3	3 100.00%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S (	-	76	74 97.37%	70 92.11%	39 51.32%	27 35.53%	4 5.26%	0 0.00%
Job Title: 1. REPRESENTATIVE III, CUSTOMER S; 2	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. SPECIALIST V, COLLECTION (4Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SEC (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SECR (LC) (5B)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV SECR (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SECRETARY ADMINISTRATIVE TRANS	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. SECRETARY, ADMINISTRATIVE (5B)	-	54	53 98.15%	40 74.07%	31 57.41%	9 16.67%	0 0.00%	0 0.00%
Job Title: 1. SECRETRY, ADMINISTRATIVE (5B)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINST ASST I (LC) (AC)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: 1. ADMINV ASST 1 (LC) (AC)	-	18	16 88.89%	10 55.56%	6 33.33%	4 22.22%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff - 5/26/2006

05/26/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Title: 1. ADMINV ASST 1 (LCDA) (AC)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV ASST 1 (LCH) (AC)	-	3	2 66.67%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV ASST 1 (LCP) (AC)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV ASST 1 (LCH) (AC)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV ASST 1 (LCH) (AC)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV ASST I (LC) (AC)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: 1. ADMINV ASST I (LCH) (AC)	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: 1. ASSISTANT I ADMINISTRATIVE (AC)	-	7	6 85.71%	1 14.29%	0 0.00%	0 0.00%	1 14.29%	0 0.00%
Job Title: 1. ASSISTANT I, ADMINISTRATIVE (AC)	-	19	16 84.21%	7 36.84%	3 15.79%	3 15.79%	0 0.00%	1 5.26%
Job Title: 1. GRANTS&CTRCT ADMIN 1 (LC) (AC)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Group: AZ Other Managers								
<u>Feeders:</u>								
Job Title: 1. SUPERVISOR I, MAILING SERVICES (	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%