

# Incumbency v. Estimated Availability Detail

UIC Support Staff - 5/26/2006

05/26/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
3A Accountg/Finance Professionals	74	Female	48	64.86	55.48	41.1	6.9	1.62	
		Minority	45	60.81	28.96	21.4	23.6	6.04	
		Black	22	29.73	14.12	10.4	11.6	3.86	
		Hispanic	9	12.16	7.04	5.2	3.8	1.72	
		Asian	14	18.92	7.02	5.2	8.8	4.00	
		AmIndian	0	0.00	0.29	0.2	-0.2	-0.47	
3B Engineers	26	Female	0	0.00	12.36	3.2	-3.2	-1.91	
		Minority	6	23.08	29.09	7.6	-1.6	-0.68	
		Black	0	0.00	6.97	1.8	-1.8	-1.40	
		Hispanic	2	7.69	6.14	1.6	0.4	0.33	
		Asian	4	15.38	14.68	3.8	0.2	0.10	
		AmIndian	0	0.00	0.26	0.1	-0.1	-0.26	
3C Human Resources Professionals	29	Female	27	93.10	62.74	18.2	8.8	3.38	
		Minority	19	65.52	35.87	10.4	8.6	3.33	
		Black	15	51.72	19.70	5.7	9.3	4.34	
		Hispanic	4	13.79	11.96	3.5	0.5	0.30	
		Asian	0	0.00	3.63	1.1	-1.1	-1.04	
		AmIndian	0	0.00	0.21	0.1	-0.1	-0.24	
3D Systems/Network Professionals	86	Female	39	45.35	80.06	68.9	-29.9	-8.06	Yes
		Minority	45	52.33	68.69	59.1	-14.1	-3.27	Yes
		Black	30	34.88	49.47	42.5	-12.5	-2.71	Yes
		Hispanic	8	9.30	13.71	11.8	-3.8	-1.19	
		Asian	7	8.14	5.37	4.6	2.4	1.14	
		AmIndian	0	0.00	0.05	0.0	0.0	-0.21	
3E Commun/Creative Arts Profess	173	Female	160	92.49	69.12	119.6	40.4	6.65	
		Minority	117	67.63	31.87	55.1	61.9	10.09	
		Black	80	46.24	17.82	30.8	49.2	9.77	
		Hispanic	34	19.65	9.26	16.0	18.0	4.72	
		Asian	3	1.73	3.87	6.7	-3.7	-1.46	
		AmIndian	0	0.00	0.28	0.5	-0.5	-0.70	
3F College Program Professionals	40	Female	36	90.00	98.82	39.5	-3.5	-5.17	Yes
		Minority	34	85.00	70.32	28.1	5.9	2.03	
		Black	29	72.50	56.00	22.4	6.6	2.10	
		Hispanic	4	10.00	14.08	5.6	-1.6	-0.74	
		Asian	1	2.50	0.21	0.1	0.9	3.18	
		AmIndian	0	0.00	0.01	0.0	0.0	-0.06	
3G Medical/Lab Professionals	234	Female	164	70.09	72.71	170.1	-6.1	-0.90	
		Minority	122	52.14	39.09	91.5	30.5	4.09	
		Black	42	17.95	13.93	32.6	9.4	1.78	
		Hispanic	22	9.40	4.81	11.3	10.7	3.28	
		Asian	55	23.50	18.96	44.4	10.6	1.78	
		AmIndian	0	0.00	0.17	0.4	-0.4	-0.63	
3H Nurses	992	Female	900	90.73	93.83	930.8	-30.8	-4.06	Yes
		Minority	644	64.92	40.26	399.3	244.7	15.84	
		Black	183	18.45	19.69	195.3	-12.3	-0.98	
		Hispanic	56	5.65	3.91	38.8	17.2	2.81	
		Asian	399	40.22	15.18	150.5	248.5	21.99	
		AmIndian	3	0.30	0.26	2.6	0.4	0.25	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

Yes indicates Number of Standard Deviations <= -2.00

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3J Medical Health Professionals	173	Female	139	80.35	73.97	128.0	11.0	1.91	Yes
		Minority	96	55.49	36.39	63.0	33.0	5.22	
		Black	72	41.62	15.96	27.6	44.4	9.22	
		Hispanic	21	12.14	6.19	10.7	10.3	3.25	
		Asian	2	1.16	13.22	22.9	-20.9	-4.68	
		AmIndian	0	0.00	0.15	0.3	-0.3	-0.51	
3K Medical Therapists	88	Female	65	73.86	76.70	67.5	-2.5	-0.63	Yes
		Minority	17	19.32	30.36	26.7	-9.7	-2.25	
		Black	7	7.95	14.21	12.5	-5.5	-1.68	
		Hispanic	2	2.27	5.09	4.5	-2.5	-1.20	
		Asian	8	9.09	10.22	9.0	-1.0	-0.35	
		AmIndian	0	0.00	0.06	0.1	-0.1	-0.23	
3Z Other CS Service Professionals	80	Female	67	83.75	77.11	61.7	5.3	1.41	
		Minority	38	47.50	33.59	26.9	11.1	2.63	
		Black	26	32.50	18.22	14.6	11.4	3.31	
		Hispanic	11	13.75	10.69	8.6	2.4	0.89	
		Asian	1	1.25	3.72	3.0	-2.0	-1.17	
		AmIndian	0	0.00	0.30	0.2	-0.2	-0.49	
4A Systems/Network Technicians	33	Female	16	48.48	39.69	13.1	2.9	1.03	
		Minority	16	48.48	30.22	10.0	6.0	2.28	
		Black	10	30.30	12.32	4.1	5.9	3.14	
		Hispanic	6	18.18	6.34	2.1	3.9	2.79	
		Asian	0	0.00	10.28	3.4	-3.4	-1.94	
		AmIndian	0	0.00	0.40	0.1	-0.1	-0.37	
4B Engineering/Science Technician	109	Female	76	69.72	19.44	21.2	54.8	13.27	
		Minority	82	75.23	36.77	40.1	41.9	8.33	
		Black	42	38.53	12.03	13.1	28.9	8.51	
		Hispanic	30	27.52	11.82	12.9	17.1	5.08	
		Asian	8	7.34	11.93	13.0	-5.0	-1.48	
		AmIndian	2	1.83	0.25	0.3	1.7	3.28	
4C Food Service Coordinators	2	Female	1	50.00	40.50	0.8	0.2	0.27	
		Minority	1	50.00	36.19	0.7	0.3	0.41	
		Black	1	50.00	10.03	0.2	0.8	1.88	
		Hispanic	0	0.00	14.30	0.3	-0.3	-0.58	
		Asian	0	0.00	9.77	0.2	-0.2	-0.47	
		AmIndian	0	0.00	0.27	0.0	0.0	-0.07	
4E Health Technicians	407	Female	334	82.06	75.10	305.7	28.3	3.25	Yes
		Minority	327	80.34	45.70	186.0	141.0	14.03	
		Black	203	49.88	23.46	95.5	107.5	12.58	
		Hispanic	85	20.88	9.97	40.6	44.4	7.35	
		Asian	33	8.11	11.27	45.9	-12.9	-2.02	
		AmIndian	2	0.49	0.30	1.2	0.8	0.69	
4F Health Service, Other	124	Female	117	94.35	85.09	105.5	11.5	2.90	
		Minority	92	74.19	52.21	64.7	27.3	4.90	
		Black	75	60.48	34.46	42.7	32.3	6.10	
		Hispanic	8	6.45	5.85	7.2	0.8	0.29	
		Asian	9	7.26	9.85	12.2	-3.2	-0.97	
		AmIndian	0	0.00	0.22	0.3	-0.3	-0.53	

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4G Protective Service Workers	99	Female	22	22.22	20.19	20.0	2.0	0.50	
		Minority	57	57.58	43.23	42.8	14.2	2.88	
		Black	29	29.29	30.07	29.8	-0.8	-0.17	
		Hispanic	26	26.26	10.15	10.0	16.0	5.31	
		Asian	2	2.02	1.80	1.8	0.2	0.16	
		AmIndian	0	0.00	0.41	0.4	-0.4	-0.63	
4Z Other Technicians/Paraprofess	547	Female	448	81.90	67.49	369.2	78.8	7.20	
		Minority	465	85.01	41.19	225.3	239.7	20.82	
		Black	278	50.82	23.76	130.0	148.0	14.87	
		Hispanic	168	30.71	12.02	65.8	102.2	13.44	
		Asian	17	3.11	4.36	23.9	-6.9	-1.44	
		AmIndian	0	0.00	0.26	1.4	-1.4	-1.19	
5A Accounting/Finance Clericals	77	Female	63	81.82	87.13	67.1	-4.1	-1.39	
		Minority	58	75.32	30.83	23.7	34.3	8.45	
		Black	32	41.56	16.30	12.5	19.5	6.00	
		Hispanic	23	29.87	9.51	7.3	15.7	6.09	
		Asian	3	3.90	4.00	3.1	-0.1	-0.05	
		AmIndian	0	0.00	0.24	0.2	-0.2	-0.43	
5B Office Support Clericals	251	Female	246	98.01	94.39	236.9	9.1	2.49	
		Minority	124	49.40	27.48	69.0	55.0	7.78	
		Black	87	34.66	15.47	38.8	48.2	8.41	
		Hispanic	37	14.74	8.92	22.4	14.6	3.24	
		Asian	0	0.00	2.16	5.4	-5.4	-2.35	Yes
		AmIndian	0	0.00	0.28	0.7	-0.7	-0.84	
5C Office Machine Operators	24	Female	15	62.50	70.28	16.9	-1.9	-0.83	
		Minority	22	91.67	42.68	10.2	11.8	4.85	
		Black	18	75.00	23.77	5.7	12.3	5.90	
		Hispanic	4	16.67	11.00	2.6	1.4	0.89	
		Asian	0	0.00	7.11	1.7	-1.7	-1.35	
		AmIndian	0	0.00	0.38	0.1	-0.1	-0.30	
5D Storekeepers/Dispatchers	112	Female	51	45.54	68.80	77.1	-26.1	-5.31	Yes
		Minority	83	74.11	38.71	43.4	39.6	7.69	
		Black	69	61.61	20.42	22.9	46.1	10.81	
		Hispanic	13	11.61	12.81	14.3	-1.3	-0.38	
		Asian	1	0.89	4.25	4.8	-3.8	-1.76	
		AmIndian	0	0.00	0.36	0.4	-0.4	-0.63	
5Z Other Clericals	508	Female	462	90.94	76.58	389.0	73.0	7.64	
		Minority	347	68.31	39.14	198.8	148.2	13.47	
		Black	246	48.43	21.50	109.2	136.8	14.77	
		Hispanic	81	15.94	11.37	57.7	23.3	3.25	
		Asian	15	2.95	4.97	25.2	-10.2	-2.09	Yes
		AmIndian	4	0.79	0.30	1.5	2.5	1.98	
6A Auto Mechanics/Body Repair	7	Female	0	0.00	1.70	0.1	-0.1	-0.35	
		Minority	3	42.86	39.56	2.8	0.2	0.18	
		Black	2	28.57	11.84	0.8	1.2	1.37	
		Hispanic	1	14.29	23.82	1.7	-0.7	-0.59	
		Asian	0	0.00	2.57	0.2	-0.2	-0.43	
		AmIndian	0	0.00	0.35	0.0	0.0	-0.16	

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6B Mechanics/Repair not Auto	21	Female	1	4.76	43.63	9.2	-8.2	-3.59	Yes
		Minority	3	14.29	63.84	13.4	-10.4	-4.73	Yes
		Black	0	0.00	12.81	2.7	-2.7	-1.76	
		Hispanic	3	14.29	39.04	8.2	-5.2	-2.33	Yes
		Asian	0	0.00	11.34	2.4	-2.4	-1.64	
		AmIndian	0	0.00	0.10	0.0	0.0	-0.15	
6C Machinists	26	Female	0	0.00	6.05	1.6	-1.6	-1.29	
		Minority	5	19.23	34.52	9.0	-4.0	-1.64	
		Black	1	3.85	9.98	2.6	-1.6	-1.04	
		Hispanic	3	11.54	17.02	4.4	-1.4	-0.74	
		Asian	1	3.85	5.67	1.5	-0.5	-0.40	
		AmIndian	0	0.00	0.41	0.1	-0.1	-0.33	
6D Carpenters	26	Female	2	7.69	1.53	0.4	1.6	2.57	
		Minority	3	11.54	23.83	6.2	-3.2	-1.47	
		Black	2	7.69	5.91	1.5	0.5	0.39	
		Hispanic	1	3.85	15.25	4.0	-3.0	-1.62	
		Asian	0	0.00	0.78	0.2	-0.2	-0.45	
		AmIndian	0	0.00	0.49	0.1	-0.1	-0.36	
6E Construction Crafts	34	Female	2	5.88	2.04	0.7	1.3	1.59	
		Minority	4	11.76	25.46	8.7	-4.7	-1.83	
		Black	2	5.88	8.16	2.8	-0.8	-0.49	
		Hispanic	2	5.88	14.92	5.1	-3.1	-1.48	
		Asian	0	0.00	0.69	0.2	-0.2	-0.49	
		AmIndian	0	0.00	0.46	0.2	-0.2	-0.39	
6F Electricians	31	Female	0	0.00	3.47	1.1	-1.1	-1.06	
		Minority	7	22.58	21.44	6.6	0.4	0.16	
		Black	3	9.68	9.18	2.8	0.2	0.10	
		Hispanic	3	9.68	9.27	2.9	0.1	0.08	
		Asian	0	0.00	1.62	0.5	-0.5	-0.72	
		AmIndian	1	3.23	0.50	0.2	0.8	2.16	
6G Print Trades Crafts	10	Female	4	40.00	10.96	1.1	2.9	2.94	
		Minority	5	50.00	45.58	4.6	0.4	0.28	
		Black	3	30.00	25.96	2.6	0.4	0.29	
		Hispanic	2	20.00	15.27	1.5	0.5	0.42	
		Asian	0	0.00	3.05	0.3	-0.3	-0.56	
		AmIndian	0	0.00	0.50	0.1	-0.1	-0.22	
6H Painters	21	Female	0	0.00	14.43	3.0	-3.0	-1.88	
		Minority	4	19.05	59.47	12.5	-8.5	-3.77	Yes
		Black	2	9.52	10.87	2.3	-0.3	-0.20	
		Hispanic	2	9.52	46.48	9.8	-7.8	-3.40	Yes
		Asian	0	0.00	1.77	0.4	-0.4	-0.61	
		AmIndian	0	0.00	0.00	0.0	0.0	0.00	
6J Plant & Systems Operators	136	Female	2	1.47	9.98	13.6	-11.6	-3.31	Yes
		Minority	27	19.85	39.51	53.7	-26.7	-4.69	Yes
		Black	21	15.44	25.62	34.8	-13.8	-2.72	Yes
		Hispanic	3	2.21	10.79	14.7	-11.7	-3.23	Yes
		Asian	3	2.21	3.09	4.2	-1.2	-0.59	
		AmIndian	0	0.00	0.00	0.0	0.0	0.00	

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6Z Other Craftsmen	10	Female	0	0.00	17.22	1.7	-1.7	-1.44	
		Minority	5	50.00	41.67	4.2	0.8	0.53	
		Black	2	20.00	19.45	1.9	0.1	0.04	
		Hispanic	1	10.00	18.64	1.9	-0.9	-0.70	
		Asian	2	20.00	2.77	0.3	1.7	3.32	
		AmIndian	0	0.00	0.29	0.0	0.0	-0.17	
7A Vehicle Operators	80	Female	4	5.00	8.44	6.7	-2.7	-1.11	
		Minority	40	50.00	39.16	31.3	8.7	1.99	
		Black	26	32.50	20.48	16.4	9.6	2.66	
		Hispanic	14	17.50	15.43	12.3	1.7	0.51	
		Asian	0	0.00	1.51	1.2	-1.2	-1.11	
		AmIndian	0	0.00	0.52	0.4	-0.4	-0.64	
7C Cleaning Service Workers	427	Female	209	48.95	44.43	189.7	19.3	1.88	
		Minority	407	95.32	42.49	181.4	225.6	22.08	
		Black	278	65.11	16.94	72.4	205.6	26.53	
		Hispanic	123	28.81	21.33	91.1	31.9	3.77	
		Asian	3	0.70	2.75	11.7	-8.7	-2.59	Yes
		AmIndian	0	0.00	0.47	2.0	-2.0	-1.42	
7D Food Service Workers	57	Female	37	64.91	64.03	36.5	0.5	0.14	
		Minority	53	92.98	44.83	25.6	27.4	7.31	
		Black	44	77.19	22.92	13.1	30.9	9.75	
		Hispanic	9	15.79	18.31	10.4	-1.4	-0.49	
		Asian	0	0.00	2.73	1.6	-1.6	-1.26	
		AmIndian	0	0.00	0.20	0.1	-0.1	-0.34	
7E Personal Service Workers	34	Female	23	67.65	50.23	17.1	5.9	2.03	
		Minority	33	97.06	38.21	13.0	20.0	7.06	
		Black	19	55.88	23.97	8.2	10.8	4.36	
		Hispanic	11	32.35	9.38	3.2	7.8	4.59	
		Asian	3	8.82	3.71	1.3	1.7	1.58	
		AmIndian	0	0.00	0.52	0.2	-0.2	-0.42	
7Z Other Service/Maintenance	134	Female	29	21.64	16.34	21.9	7.1	1.66	
		Minority	103	76.87	62.80	84.1	18.9	3.37	
		Black	79	58.96	24.35	32.6	46.4	9.33	
		Hispanic	23	17.16	33.99	45.5	-22.5	-4.11	Yes
		Asian	1	0.75	2.16	2.9	-1.9	-1.13	
		AmIndian	0	0.00	0.27	0.4	-0.4	-0.60	
AA Accounting/Finance Managers	5	Female	2	40.00	52.58	2.6	-0.6	-0.56	
		Minority	3	60.00	26.47	1.3	1.7	1.70	
		Black	1	20.00	11.27	0.6	0.4	0.62	
		Hispanic	0	0.00	5.50	0.3	-0.3	-0.54	
		Asian	2	40.00	8.91	0.4	1.6	2.44	
		AmIndian	0	0.00	0.13	0.0	0.0	-0.08	
AB Human Resources Managers	5	Female	2	40.00	57.25	2.9	-0.9	-0.78	
		Minority	2	40.00	30.46	1.5	0.5	0.46	
		Black	1	20.00	16.19	0.8	0.2	0.23	
		Hispanic	0	0.00	9.66	0.5	-0.5	-0.73	
		Asian	1	20.00	3.94	0.2	0.8	1.85	
		AmIndian	0	0.00	0.22	0.0	0.0	-0.10	

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AC Building/Housing Managers	157	Female	126	80.25	41.04	64.4	61.6	9.99	
		Minority	76	48.41	25.51	40.0	36.0	6.58	
		Black	47	29.94	12.34	19.4	27.6	6.70	
		Hispanic	24	15.29	7.69	12.1	11.9	3.57	
		Asian	4	2.55	4.52	7.1	-3.1	-1.19	
		AmIndian	1	0.64	0.25	0.4	0.6	0.97	
AE Health Managers	14	Female	12	85.71	71.44	10.0	2.0	1.18	
		Minority	3	21.43	28.36	4.0	-1.0	-0.58	
		Black	3	21.43	17.19	2.4	0.6	0.42	
		Hispanic	0	0.00	6.06	0.8	-0.8	-0.95	
		Asian	0	0.00	4.39	0.6	-0.6	-0.80	
		AmIndian	0	0.00	0.09	0.0	0.0	-0.11	
AZ Other Managers	18	Female	10	55.56	36.32	6.5	3.5	1.70	
		Minority	12	66.67	24.97	4.5	7.5	4.09	
		Black	7	38.89	8.69	1.6	5.4	4.55	
		Hispanic	2	11.11	11.10	2.0	0.0	0.00	
		Asian	2	11.11	4.29	0.8	1.2	1.43	
		AmIndian	0	0.00	0.21	0.0	0.0	-0.20	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

Yes indicates Number of Standard Deviations <= -2.00