

# Incumbency v. Estimated Availability Detail

UIC Support Staff  
11/07/2006

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	66	Female	44	66.67	56.62	37.4	6.6	1.65	
		Minority	40	60.61	31.02	20.5	19.5	5.20	
		Black	20	30.30	14.26	9.4	10.6	3.73	
		Hispanic	8	12.12	8.44	5.6	2.4	1.08	
		Asian	12	18.18	7.42	4.9	7.1	3.34	
		Amlndian	0	0.00	0.36	0.2	-0.2	-0.49	
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	
		Amlndian	0	0.00	0.26	0.1	-0.1	-0.26	
3C Human Resources Professionals	29	Female	28	96.55	57.90	16.8	11.2	4.22	
		Minority	20	68.97	28.46	8.3	11.7	4.83	
		Black	15	51.72	15.41	4.5	10.5	5.42	
		Hispanic	4	13.79	8.93	2.6	1.4	0.92	
		Asian	1	3.45	3.47	1.0	0.0	-0.01	
		Amlndian	0	0.00	0.23	0.1	-0.1	-0.26	
3D Systems/Network Professionals	75	Female	32	42.67	33.36	25.0	7.0	1.71	
		Minority	37	49.33	29.78	22.3	14.7	3.70	
		Black	26	34.67	11.91	8.9	17.1	6.09	
		Hispanic	4	5.33	6.51	4.9	-0.9	-0.41	
		Asian	7	9.33	10.22	7.7	-0.7	-0.25	
		Amlndian	0	0.00	0.40	0.3	-0.3	-0.55	
3E Commun/Creative Arts Profess	90	Female	87	96.67	68.57	61.7	25.3	5.74	
		Minority	62	68.89	32.25	29.0	33.0	7.44	
		Black	46	51.11	18.47	16.6	29.4	7.98	
		Hispanic	13	14.44	9.54	8.6	4.4	1.59	
		Asian	3	3.33	3.28	3.0	0.0	0.03	
		Amlndian	0	0.00	0.33	0.3	-0.3	-0.54	
3F College Program Professionals	41	Female	38	92.68	59.37	24.3	13.7	4.34	
		Minority	36	87.80	36.12	14.8	21.2	6.89	
		Black	30	73.17	18.31	7.5	22.5	9.08	
		Hispanic	5	12.20	11.60	4.8	0.2	0.12	
		Asian	1	2.44	4.58	1.9	-0.9	-0.66	
		Amlndian	0	0.00	0.69	0.3	-0.3	-0.53	
3G Medical/Lab Professionals	253	Female	180	71.15	72.43	183.2	-3.2	-0.46	
		Minority	134	52.96	40.74	103.1	30.9	3.96	
		Black	44	17.39	15.29	38.7	5.3	0.93	
		Hispanic	19	7.51	4.84	12.2	6.8	1.98	
		Asian	71	28.06	19.19	48.6	22.4	3.58	
		Amlndian	0	0.00	0.17	0.4	-0.4	-0.66	
3H Nurses	1031	Female	938	90.98	93.67	965.7	-27.7	-3.55	Yes
		Minority	678	65.76	41.21	424.9	253.1	16.02	
		Black	183	17.75	19.23	198.2	-15.2	-1.20	
		Hispanic	57	5.53	3.96	40.8	16.2	2.59	
		Asian	434	42.10	16.63	171.4	262.6	21.97	
		Amlndian	4	0.39	0.27	2.8	1.2	0.75	

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3J Medical Health Professionals	170	Female	139	81.76	75.35	128.1	10.9	1.94	Yes
		Minority	92	54.12	38.42	65.3	26.7	4.21	
		Black	69	40.59	19.18	32.6	36.4	7.09	
		Hispanic	22	12.94	7.36	12.5	9.5	2.79	
		Asian	1	0.59	11.06	18.8	-17.8	-4.35	
		Amlndian	0	0.00	0.13	0.2	-0.2	-0.47	
3K Medical Therapists	74	Female	50	67.57	78.78	58.3	-8.3	-2.36	Yes
		Minority	18	24.32	31.49	23.3	-5.3	-1.33	
		Black	7	9.46	15.30	11.3	-4.3	-1.40	
		Hispanic	1	1.35	4.69	3.5	-2.5	-1.36	
		Asian	10	13.51	10.95	8.1	1.9	0.71	
		Amlndian	0	0.00	0.11	0.1	-0.1	-0.28	
3Z Other CS Service Professionals	148	Female	135	91.22	67.84	100.4	34.6	6.09	
		Minority	87	58.78	29.18	43.2	43.8	7.92	
		Black	56	37.84	16.00	23.7	32.3	7.25	
		Hispanic	29	19.59	8.17	12.1	16.9	5.07	
		Asian	2	1.35	4.13	6.1	-4.1	-1.70	
		Amlndian	0	0.00	0.27	0.4	-0.4	-0.63	
4A Systems/Network Technicians	33	Female	16	48.48	39.85	13.2	2.8	1.01	
		Minority	16	48.48	31.92	10.5	5.5	2.04	
		Black	10	30.30	13.91	4.6	5.4	2.72	
		Hispanic	6	18.18	6.28	2.1	3.9	2.82	
		Asian	0	0.00	10.47	3.5	-3.5	-1.96	
		Amlndian	0	0.00	0.39	0.1	-0.1	-0.36	
4B Engineering/Science Technician	102	Female	72	70.59	19.38	19.8	52.2	13.08	
		Minority	79	77.45	36.84	37.6	41.4	8.50	
		Black	40	39.22	12.85	13.1	26.9	7.96	
		Hispanic	30	29.41	10.96	11.2	18.8	5.97	
		Asian	7	6.86	12.04	12.3	-5.3	-1.61	
		Amlndian	2	1.96	0.26	0.3	1.7	3.41	
4C Food Service Coordinators	3	Female	1	33.33	40.50	1.2	-0.2	-0.25	
		Minority	1	33.33	36.19	1.1	-0.1	-0.10	
		Black	1	33.33	10.03	0.3	0.7	1.34	
		Hispanic	0	0.00	14.30	0.4	-0.4	-0.71	
		Asian	0	0.00	9.77	0.3	-0.3	-0.57	
		Amlndian	0	0.00	0.27	0.0	0.0	-0.09	
4E Health Technicians	435	Female	359	82.53	74.39	323.6	35.4	3.89	Yes
		Minority	337	77.47	46.91	204.1	132.9	12.77	
		Black	204	46.90	24.77	107.7	96.3	10.69	
		Hispanic	95	21.84	9.64	41.9	53.1	8.62	
		Asian	36	8.28	11.54	50.2	-14.2	-2.13	
		Amlndian	2	0.46	0.30	1.3	0.7	0.62	
4F Health Service, Other	128	Female	118	92.19	83.62	107.0	11.0	2.62	
		Minority	93	72.66	51.60	66.0	27.0	4.77	
		Black	78	60.94	33.78	43.2	34.8	6.50	
		Hispanic	8	6.25	5.74	7.4	0.6	0.25	
		Asian	7	5.47	10.08	12.9	-5.9	-1.73	
		Amlndian	0	0.00	0.21	0.3	-0.3	-0.52	

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4G Protective Service Workers	102	Female	24	23.53	19.87	20.3	3.7	0.93	
		Minority	61	59.80	42.67	43.5	17.5	3.50	
		Black	30	29.41	28.95	29.5	0.5	0.10	
		Hispanic	27	26.47	10.65	10.9	16.1	5.18	
		Asian	4	3.92	1.93	2.0	2.0	1.47	
		Amlndian	0	0.00	0.39	0.4	-0.4	-0.63	
4Z Other Technicians/Paraprofess	564	Female	470	83.33	67.61	381.3	88.7	7.98	
		Minority	485	85.99	44.05	248.4	236.6	20.07	
		Black	294	52.13	25.85	145.8	148.2	14.25	
		Hispanic	175	31.03	13.23	74.6	100.4	12.48	
		Asian	16	2.84	3.99	22.5	-6.5	-1.39	
		Amlndian	0	0.00	0.27	1.5	-1.5	-1.24	
5A Accounting/Finance Clericals	80	Female	65	81.25	87.05	69.6	-4.6	-1.54	
		Minority	60	75.00	35.26	28.2	31.8	7.44	
		Black	34	42.50	19.10	15.3	18.7	5.33	
		Hispanic	23	28.75	11.51	9.2	13.8	4.83	
		Asian	3	3.75	3.72	3.0	0.0	0.02	
		Amlndian	0	0.00	0.22	0.2	-0.2	-0.42	
5B Office Support Clericals	206	Female	201	97.57	94.44	194.5	6.5	1.96	
		Minority	109	52.91	30.23	62.3	46.7	7.09	
		Black	75	36.41	17.44	35.9	39.1	7.17	
		Hispanic	34	16.50	9.98	20.6	13.4	3.13	
		Asian	0	0.00	1.98	4.1	-4.1	-2.04	Yes
		Amlndian	0	0.00	0.24	0.5	-0.5	-0.70	
5C Office Machine Operators	24	Female	14	58.33	70.28	16.9	-2.9	-1.28	
		Minority	21	87.50	42.68	10.2	10.8	4.44	
		Black	17	70.83	23.77	5.7	11.3	5.42	
		Hispanic	4	16.67	11.00	2.6	1.4	0.89	
		Asian	0	0.00	7.11	1.7	-1.7	-1.35	
		Amlndian	0	0.00	0.38	0.1	-0.1	-0.30	
5D Storekeepers/Dispatchers	106	Female	46	43.40	68.74	72.9	-26.9	-5.63	Yes
		Minority	79	74.53	38.19	40.5	38.5	7.70	
		Black	66	62.26	20.96	22.2	43.8	10.45	
		Hispanic	12	11.32	11.94	12.7	-0.7	-0.20	
		Asian	1	0.94	4.08	4.3	-3.3	-1.63	
		Amlndian	0	0.00	0.35	0.4	-0.4	-0.61	
5Z Other Clericals	493	Female	443	89.86	76.83	378.8	64.2	6.85	
		Minority	336	68.15	42.48	209.4	126.6	11.53	
		Black	232	47.06	23.24	114.6	117.4	12.52	
		Hispanic	87	17.65	12.84	63.3	23.7	3.19	
		Asian	15	3.04	5.13	25.3	-10.3	-2.10	Yes
		Amlndian	2	0.41	0.36	1.8	0.2	0.17	
6A Auto Mechanics/Body Repair	8	Female	0	0.00	1.70	0.1	-0.1	-0.37	
		Minority	3	37.50	39.56	3.2	-0.2	-0.12	
		Black	2	25.00	11.84	0.9	1.1	1.15	
		Hispanic	1	12.50	23.82	1.9	-0.9	-0.75	
		Asian	0	0.00	2.57	0.2	-0.2	-0.46	
		Amlndian	0	0.00	0.35	0.0	0.0	-0.17	

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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	
		Amlndian	0	0.00	0.10	0.0	0.0	-0.15	
6C Machinists	27	Female	0	0.00	6.29	1.7	-1.7	-1.35	
		Minority	5	18.52	33.50	9.0	-4.0	-1.65	
		Black	1	3.70	10.38	2.8	-1.8	-1.14	
		Hispanic	3	11.11	16.10	4.3	-1.3	-0.71	
		Asian	1	3.70	5.10	1.4	-0.4	-0.33	
		Amlndian	0	0.00	0.42	0.1	-0.1	-0.34	
6D Carpenters	27	Female	2	7.41	1.53	0.4	1.6	2.49	
		Minority	2	7.41	23.83	6.4	-4.4	-2.00	Yes
		Black	2	7.41	5.91	1.6	0.4	0.33	
		Hispanic	0	0.00	15.25	4.1	-4.1	-2.20	Yes
		Asian	0	0.00	0.78	0.2	-0.2	-0.46	
		Amlndian	0	0.00	0.49	0.1	-0.1	-0.37	
6E Construction Crafts	33	Female	2	6.06	1.92	0.6	1.4	1.73	
		Minority	4	12.12	26.10	8.6	-4.6	-1.83	
		Black	2	6.06	7.65	2.5	-0.5	-0.34	
		Hispanic	2	6.06	16.19	5.3	-3.3	-1.58	
		Asian	0	0.00	0.65	0.2	-0.2	-0.46	
		Amlndian	0	0.00	0.43	0.1	-0.1	-0.38	
6F Electricians	32	Female	1	3.13	3.48	1.1	-0.1	-0.11	
		Minority	8	25.00	21.66	6.9	1.1	0.46	
		Black	4	12.50	9.34	3.0	1.0	0.61	
		Hispanic	3	9.38	9.32	3.0	0.0	0.01	
		Asian	0	0.00	1.57	0.5	-0.5	-0.72	
		Amlndian	1	3.13	0.59	0.2	0.8	1.86	
6G Print Trades Crafts	10	Female	4	40.00	13.70	1.4	2.6	2.42	
		Minority	5	50.00	31.98	3.2	1.8	1.22	
		Black	3	30.00	7.45	0.7	2.3	2.72	
		Hispanic	2	20.00	19.09	1.9	0.1	0.07	
		Asian	0	0.00	3.82	0.4	-0.4	-0.63	
		Amlndian	0	0.00	0.63	0.1	-0.1	-0.25	
6H Painters	20	Female	0	0.00	14.43	2.9	-2.9	-1.84	
		Minority	4	20.00	59.47	11.9	-7.9	-3.60	Yes
		Black	2	10.00	10.87	2.2	-0.2	-0.13	
		Hispanic	2	10.00	46.48	9.3	-7.3	-3.27	Yes
		Asian	0	0.00	1.77	0.4	-0.4	-0.60	
		Amlndian	0	0.00	0.00	0.0	0.0	0.00	
6J Plant & Systems Operators	132	Female	2	1.52	9.91	13.1	-11.1	-3.23	Yes
		Minority	25	18.94	39.33	51.9	-26.9	-4.80	Yes
		Black	19	14.39	25.53	33.7	-14.7	-2.93	Yes
		Hispanic	3	2.27	10.72	14.1	-11.1	-3.14	Yes
		Asian	3	2.27	3.08	4.1	-1.1	-0.54	
		Amlndian	0	0.00	0.00	0.0	0.0	0.00	

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6Z Other Craftsmen	10	Female	0	0.00	8.56	0.9	-0.9	-0.97	
		Minority	5	50.00	35.46	3.5	1.5	0.96	
		Black	2	20.00	12.40	1.2	0.8	0.73	
		Hispanic	1	10.00	19.90	2.0	-1.0	-0.78	
		Asian	2	20.00	2.27	0.2	1.8	3.77	
		Amlndian	0	0.00	0.33	0.0	0.0	-0.18	
7A Vehicle Operators	75	Female	4	5.33	8.66	6.5	-2.5	-1.02	
		Minority	38	50.67	39.08	29.3	8.7	2.06	
		Black	25	33.33	20.57	15.4	9.6	2.73	
		Hispanic	13	17.33	15.20	11.4	1.6	0.52	
		Asian	0	0.00	1.55	1.2	-1.2	-1.09	
		Amlndian	0	0.00	0.52	0.4	-0.4	-0.63	
7C Cleaning Service Workers	431	Female	214	49.65	45.30	195.2	18.8	1.82	
		Minority	412	95.59	45.31	195.3	216.7	20.97	
		Black	277	64.27	19.42	83.7	193.3	23.54	
		Hispanic	131	30.39	21.86	94.2	36.8	4.29	
		Asian	4	0.93	2.64	11.4	-7.4	-2.22	Yes
		Amlndian	0	0.00	0.44	1.9	-1.9	-1.39	
7D Food Service Workers	60	Female	38	63.33	63.78	38.3	-0.3	-0.07	
		Minority	56	93.33	46.45	27.9	28.1	7.28	
		Black	46	76.67	24.38	14.6	31.4	9.43	
		Hispanic	10	16.67	18.59	11.2	-1.2	-0.38	
		Asian	0	0.00	2.64	1.6	-1.6	-1.27	
		Amlndian	0	0.00	0.20	0.1	-0.1	-0.34	
7E Personal Service Workers	33	Female	23	69.70	52.11	17.2	5.8	2.02	
		Minority	32	96.97	41.61	13.7	18.3	6.45	
		Black	21	63.64	25.87	8.5	12.5	4.96	
		Hispanic	10	30.30	10.90	3.6	6.4	3.58	
		Asian	1	3.03	3.79	1.3	-0.3	-0.23	
		Amlndian	0	0.00	0.50	0.2	-0.2	-0.41	
7Z Other Service/Maintenance	137	Female	29	21.17	15.05	20.6	8.4	2.00	
		Minority	109	79.56	61.24	83.9	25.1	4.40	
		Black	85	62.04	23.52	32.2	52.8	10.63	
		Hispanic	23	16.79	33.00	45.2	-22.2	-4.04	Yes
		Asian	1	0.73	2.30	3.1	-2.1	-1.22	
		Amlndian	0	0.00	0.27	0.4	-0.4	-0.61	
AA Accounting/Finance Managers	2	Female	1	50.00	52.58	1.1	-0.1	-0.07	
		Minority	0	0.00	26.47	0.5	-0.5	-0.85	
		Black	0	0.00	11.27	0.2	-0.2	-0.50	
		Hispanic	0	0.00	5.50	0.1	-0.1	-0.34	
		Asian	0	0.00	8.91	0.2	-0.2	-0.44	
		Amlndian	0	0.00	0.13	0.0	0.0	-0.05	
AB Human Resources Managers	4	Female	1	25.00	57.25	2.3	-1.3	-1.30	
		Minority	1	25.00	30.46	1.2	-0.2	-0.24	
		Black	1	25.00	16.19	0.6	0.4	0.48	
		Hispanic	0	0.00	9.66	0.4	-0.4	-0.65	
		Asian	0	0.00	3.94	0.2	-0.2	-0.40	
		Amlndian	0	0.00	0.22	0.0	0.0	-0.09	

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11/07/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
AC Building/Housing Managers	166	Female	126	75.90	43.41	72.1	53.9	8.45	
		Minority	84	50.60	27.97	46.4	37.6	6.50	
		Black	49	29.52	13.88	23.0	26.0	5.83	
		Hispanic	30	18.07	8.66	14.4	15.6	4.31	
		Asian	4	2.41	4.57	7.6	-3.6	-1.33	
		Amlndian	1	0.60	0.22	0.4	0.6	1.05	
AE Health Managers	14	Female	11	78.57	79.67	11.2	-0.2	-0.10	
		Minority	3	21.43	27.59	3.9	-0.9	-0.52	
		Black	3	21.43	18.53	2.6	0.4	0.28	
		Hispanic	0	0.00	3.46	0.5	-0.5	-0.71	
		Asian	0	0.00	5.18	0.7	-0.7	-0.87	
		Amlndian	0	0.00	0.05	0.0	0.0	-0.08	
AZ Other Managers	18	Female	10	55.56	39.94	7.2	2.8	1.35	
		Minority	11	61.11	20.43	3.7	7.3	4.28	
		Black	7	38.89	9.22	1.7	5.3	4.35	
		Hispanic	2	11.11	5.84	1.1	0.9	0.95	
		Asian	2	11.11	4.44	0.8	1.2	1.37	
		Amlndian	0	0.00	0.23	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*