

# Incumbency v. Estimated Availability

UIC Support Staff  
11/07/2006

| Job Group                         | Less than Reasonably Expected? |          |       |      |       |       |
|-----------------------------------|--------------------------------|----------|-------|------|-------|-------|
|                                   | Female                         | Minority | Black | Hisp | Asian | Amlnd |
| 3A Accountg/Finance Professionals |                                |          |       |      |       |       |
| 3B Engineers                      |                                |          |       |      |       |       |
| 3C Human Resources Professionals  |                                |          |       |      |       |       |
| 3D Systems/Network Professionals  |                                |          |       |      |       |       |
| 3E Commun/Creative Arts Profess   |                                |          |       |      |       |       |
| 3F College Program Professionals  |                                |          |       |      |       |       |
| 3G Medical/Lab Professionals      |                                |          |       |      |       |       |
| 3H Nurses                         | Yes                            |          |       |      |       |       |
| 3J Medical Health Professionals   |                                |          |       |      | Yes   |       |
| 3K Medical Therapists             | Yes                            |          |       |      |       |       |
| 3Z Other CS Service Professionals |                                |          |       |      |       |       |
| 4A Systems/Network Technicians    |                                |          |       |      |       |       |
| 4B Engineering/Science Technician |                                |          |       |      |       |       |
| 4C Food Service Coordinators      |                                |          |       |      |       |       |
| 4E Health Technicians             |                                |          |       |      | Yes   |       |
| 4F Health Service, Other          |                                |          |       |      |       |       |
| 4G Protective Service Workers     |                                |          |       |      |       |       |
| 4Z Other Technicians/Paraprofess  |                                |          |       |      |       |       |
| 5A Accounting/Finance Clericals   |                                |          |       |      |       |       |
| 5B Office Support Clericals       |                                |          |       |      | Yes   |       |
| 5C Office Machine Operators       |                                |          |       |      |       |       |
| 5D Storekeepers/Dispatchers       | Yes                            |          |       |      |       |       |
| 5Z Other Clericals                |                                |          |       |      | Yes   |       |
| 6A Auto Mechanics/Body Repair     |                                |          |       |      |       |       |
| 6B Mechanics/Repair not Auto      | Yes                            | Yes      |       | Yes  |       |       |
| 6C Machinists                     |                                |          |       |      |       |       |

*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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|                                | Female                         | Minority | Black | Hisp | Asian | Amlnd |
| 6D Carpenters                  |                                | Yes      |       | Yes  |       |       |
| 6E Construction Crafts         |                                |          |       |      |       |       |
| 6F Electricians                |                                |          |       |      |       |       |
| 6G Print Trades Crafts         |                                |          |       |      |       |       |
| 6H Painters                    |                                | Yes      |       | Yes  |       |       |
| 6J Plant & Systems Operators   | Yes                            | Yes      | Yes   | Yes  |       |       |
| 6Z Other Craftsmen             |                                |          |       |      |       |       |
| 7A Vehicle Operators           |                                |          |       |      |       |       |
| 7C Cleaning Service Workers    |                                |          |       |      | Yes   |       |
| 7D Food Service Workers        |                                |          |       |      |       |       |
| 7E Personal Service Workers    |                                |          |       |      |       |       |
| 7Z Other Service/Maintenance   |                                |          |       | Yes  |       |       |
| AA Accounting/Finance Managers |                                |          |       |      |       |       |
| AB Human Resources Managers    |                                |          |       |      |       |       |
| AC Building/Housing Managers   |                                |          |       |      |       |       |
| AE Health Managers             |                                |          |       |      |       |       |
| AZ Other Managers              |                                |          |       |      |       |       |

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