

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ACTNT 1 (LC) <i>080 - Accountants and Auditors</i>	3.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 1 (LCDA) <i>080 - Accountants and Auditors</i>	2.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 1 (LCP) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 2 (LC) <i>080 - Accountants and Auditors</i>	2.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 2 (LCDA) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 3 (LC) <i>080 - Accountants and Auditors</i>	2.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 3 (LCH) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT-STAT (LC) <i>080 - Accountants and Auditors</i>	3.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNTING ASSOC (LC) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
Accountant II <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
Accountant II (LCP) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
BDGT ANA 1 (LC) <i>082 - Budget Analysts</i>	5.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BDGT ANA 1 (LCH) <i>082 - Budget Analysts</i>	1.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BDGT ANA 2 (LC) <i>082 - Budget Analysts</i>	4.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BDGT ANA 3 (LC) <i>082 - Budget Analysts</i>	5.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BDGT ANA 3 (LCH) <i>082 - Budget Analysts</i>	1.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BUS/ADMINV ASSOC (LC) <i>082 - Budget Analysts</i>	4.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BUS/ADMINV ASSOC (LCP) <i>082 - Budget Analysts</i>	1.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
BUS/ADMINV ASSOC(LC) <i>082 - Budget Analysts</i>	1.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
Bus/Admin Assoc (LCP) <i>082 - Budget Analysts</i>	1.00	722	489 67.73%	262 36.29%	170 23.55%	32 4.43%	60 8.31%	0 0.00%
FIN ANA/PLANR 1 (LCH) <i>084 - Financial Analysts</i>	1.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
FIN ANA/PLANR 1 (LCR) <i>084 - Financial Analysts</i>	1.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
FIN ANA/PLANR 2 (LCH) <i>084 - Financial Analysts</i>	2.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
FIN ANA/PLANR 2 (LCP) <i>084 - Financial Analysts</i>	1.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
FIN ANA/PLANR 2 (LCR) <i>084 - Financial Analysts</i>	1.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
FIN ANA/PLANR 3 (LC) <i>084 - Financial Analysts</i>	2.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
FIN ANA/PLANR 3 (LCH) <i>084 - Financial Analysts</i>	1.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
FIN ANA/PLANR 3 (LCR) <i>084 - Financial Analysts</i>	1.00	2844	934 32.84%	619 21.77%	155 5.45%	170 5.98%	280 9.85%	10 0.35%
HLTH CARE REIMB ANA 1 (LC) <i>095 - Financial Specialists, All Other</i>	1.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
HLTH CARE REIMB ANA 1 (LCH) <i>095 - Financial Specialists, All Other</i>	1.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
HLTH CARE REIMB ANA 2 (LC) <i>095 - Financial Specialists, All Other</i>	1.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
HLTH CARE REIMB ANA 2 (LCH) <i>095 - Financial Specialists, All Other</i>	1.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
HLTH CARE REIMB ANA 3 (LC) <i>095 - Financial Specialists, All Other</i>	1.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
PURCH OFFIC 1 (LC) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	5.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
PURCH OFFIC 1 (LCH) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	2.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
PURCH OFFIC 1 (LCP) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
PURCH OFFIC 2 (LC) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
PURCH OFFIC 2 (LCDA) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
PURCH OFFIC 3 (LC) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
PURCH OFFIC 3 (LCR) <i>053 - Purch Agnts Excpt Whsls/Retail/Farm Prod</i>	1.00	8602	4684 54.45%	1572 18.27%	774 9.00%	510 5.93%	220 2.56%	39 0.45%
<i>Total Weight:</i>	68.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3B Engineers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ARCHIT MECH ENGR (LC) <i>146 - Mechanical Engineers</i>	1.00	9084	470 5.17%	1824 20.08%	380 4.18%	460 5.06%	935 10.29%	10 0.11%
BIOMED ENGR 1 (LC) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BIOMED ENGR 1 (LCH) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BIOMED ENGR 2 (LC) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	2.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
CHF BRDCST ENGR (LC) <i>141 - Electrical and Electronics Engineers</i>	1.00	11830	1045 8.83%	3220 27.22%	690 5.83%	510 4.31%	1870 15.81%	45 0.38%
CONSTR PROJ COORD 1 (LC) <i>136 - Civil Engineers</i>	3.00	8048	784 9.74%	1653 20.54%	445 5.53%	224 2.78%	899 11.17%	10 0.12%
ELEC ENGR (LC) <i>141 - Electrical and Electronics Engineers</i>	6.00	11830	1045 8.83%	3220 27.22%	690 5.83%	510 4.31%	1870 15.81%	45 0.38%
ELEC ENGR 3 (LC) <i>141 - Electrical and Electronics Engineers</i>	1.00	11830	1045 8.83%	3220 27.22%	690 5.83%	510 4.31%	1870 15.81%	45 0.38%
ESTIMA (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
INSTRM & EFF ENGR (LC) <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
MECH ENGR 3 (LC) <i>146 - Mechanical Engineers</i>	1.00	9084	470 5.17%	1824 20.08%	380 4.18%	460 5.06%	935 10.29%	10 0.11%
TECH SERV SUPVR (LC) <i>155 - Engineering Technicians, Except Drafters</i>	4.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
<i>Total Weight:</i>	24.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3C Human Resources Professiona		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ASST EQ OP OFFIC (LC) <i>013 - Human Resources Managers</i>	1.00	15624	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>
HR ASSOC (LC) <i>013 - Human Resources Managers</i>	3.00	15624	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>
HR ASST MGR (LC) <i>013 - Human Resources Managers</i>	8.00	15624	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>
HR OFFIC (LC) <i>013 - Human Resources Managers</i>	12.00	15624	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>
HR OFFIC (LCDA) <i>013 - Human Resources Managers</i>	1.00	15624	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>
HR OFFIC (LCH) <i>013 - Human Resources Managers</i>	1.00	15624	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>
HR OFFIC (LCP) <i>013 - Human Resources Managers</i>	1.00	15624	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>
HR OFFIC (LCR) <i>013 - Human Resources Managers</i>	1.00	15624	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>
TRAIN & DEVELOP SPEC 1 (LC) <i>062 - HR/Training/Labor Relations Specialists</i>	1.00	33165	22255 <i>67.10%</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>
TRAIN & DEVELOP SPEC 1 (LCDA) <i>062 - HR/Training/Labor Relations Specialists</i>	2.00	33165	22255 <i>67.10%</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>
TRAINING ASST (LC) <i>062 - HR/Training/Labor Relations Specialists</i>	3.00	33165	22255 <i>67.10%</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>
TRAINING ASST (LCH) <i>062 - HR/Training/Labor Relations Specialists</i>	2.00	33165	22255 <i>67.10%</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>
Total Weight:	36.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
APPL ANA (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31274	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
COMMUNIC SERVS SPEC 1 (LC) <i>111 - Netwrk Syst/Data Communications Analysts</i>	4.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
COMMUNIC SERVS SPEC 2 (LC) <i>111 - Netwrk Syst/Data Communications Analysts</i>	5.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
COMMUNIC SERVS SPEC 3 (LC) <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	12499	3550 28.40%	3289 26.31%	1170 9.36%	690 5.52%	1300 10.40%	29 0.23%
IT ASST MGR (LCH) <i>011 - Computer/Information Systems Manager</i>	1.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
IT DIR (LCH) <i>011 - Computer/Information Systems Manager</i>	2.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
IT MGR (LCH) <i>011 - Computer/Information Systems Manager</i>	6.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
IT MGR/ADMINV COORD (LC) <i>011 - Computer/Information Systems Manager</i>	2.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
IT MGR/ADMINV COORD (LCH) <i>011 - Computer/Information Systems Manager</i>	1.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
IT Mgr/ Admin Coord (LCP) <i>011 - Computer/Information Systems Manager</i>	1.00	14257	4198 29.45%	2857 20.04%	1205 8.45%	485 3.40%	1094 7.67%	8 0.06%
IT SUPPORT ASSOC (LC) <i>104 - Computer Support Specialists</i>	8.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC (LCH) <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L1 (LC) <i>104 - Computer Support Specialists</i>	5.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L1 (LCDA) <i>104 - Computer Support Specialists</i>	4.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L1 (LCP) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L2 (LC) <i>104 - Computer Support Specialists</i>	10.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L2 (LCDA) <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L2 (LCR) <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L3 (LC) <i>104 - Computer Support Specialists</i>	3.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L3 (LCDA) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT TECH ASSOC L3 (LCR) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT Tech Assoc L1 (LCP) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
IT Tech Assoc LII (LCP) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
LAN SUPRT SPEC 1 (LC) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
MICROCOMPUSUPRTSPEC 1 (LC) <i>104 - Computer Support Specialists</i>	2.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
MICROCOMPUSUPRTSPEC 3 (LC) <i>104 - Computer Support Specialists</i>	1.00	13203	4914 37.22%	3998 30.28%	1725 13.07%	975 7.38%	1160 8.79%	40 0.30%
PROCED & SYS ANA 3 (LC) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31274	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
PROCED & SYS ANA 3 (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	4.00	31274	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
SR APPL ANA (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31274	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
<i>Total Weight:</i>	75.00							
Job Group: 3E Commun/Creative Arts Profess		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
AV SERVS MGR (LC) <i>004 - Advertising and Promotions Managers</i>	1.00	4963	2889 58.21%	853 17.19%	410 8.26%	255 5.14%	119 2.40%	4 0.08%
DEPT INFO SUPRV (LC) <i>300 - Chiropractors</i>	55.00	1154	260 22.53%	99 8.58%	15 1.30%	30 2.60%	50 4.33%	0 0.00%
DEPT INFO SUPRV (LCH) <i>300 - Chiropractors</i>	9.00	1154	260 22.53%	99 8.58%	15 1.30%	30 2.60%	50 4.33%	0 0.00%
GRAPH DESIGN 1 (LCDA) <i>263 - Designers</i>	1.00	26439	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
GRAPH DESIGN 2 (LCR) <i>263 - Designers</i>	1.00	26439	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
GRAPH DESIGN 3 (LC) <i>263 - Designers</i>	2.00	26439	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
GRAPH DESIGN 3 (LCP) <i>263 - Designers</i>	1.00	26439	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
HLTH ED COORD (LC) <i>300 - Chiropractors</i>	1.00	1154	260 22.53%	99 8.58%	15 1.30%	30 2.60%	50 4.33%	0 0.00%
INSTR MAT SPEC (LC) <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
PRGM ADMINV ASST (LCP) <i>370 - First-Line Spvrs/Mgrs of Correct'nal Offr</i>	1.00	514	230 44.75%	299 58.17%	255 49.61%	29 5.64%	15 2.92%	0 0.00%
PRGRM ADMINV ASST (LCP) <i>370 - First-Line Spvrs/Mgrs of Correct'nal Offr</i>	10.00	514	230 44.75%	299 58.17%	255 49.61%	29 5.64%	15 2.92%	0 0.00%
Program Admin Asst (LCP) <i>370 - First-Line Spvrs/Mgrs of Correct'nal Offr</i>	2.00	514	230 44.75%	299 58.17%	255 49.61%	29 5.64%	15 2.92%	0 0.00%
SUPRV GRAPH DESIGN (LC) <i>263 - Designers</i>	1.00	26439	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
SUPRV GRAPH DESIGN (LCR) <i>263 - Designers</i>	1.00	26439	14275 53.99%	4559 17.24%	1110 4.20%	1625 6.15%	1570 5.94%	79 0.30%
<i>Total Weight:</i>	88.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ADMISS & REC OFFIC (LC) <i>S43 - Office and Administrative Support</i>	6.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
ADMISS & REC REP (LC) <i>S43 - Office and Administrative Support</i>	3.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
ADMISS & REC SUPRV (LC) <i>S43 - Office and Administrative Support</i>	9.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
COLLECT SEPC 3 (LC) <i>093 - Tax Examiners/Collectors/Revenue Agents</i>	1.00	1370	782 57.08%	660 48.18%	520 37.96%	74 5.40%	34 2.48%	18 1.31%
COLLECT SEPC 3 (LCH) <i>093 - Tax Examiners/Collectors/Revenue Agents</i>	7.00	1370	782 57.08%	660 48.18%	520 37.96%	74 5.40%	34 2.48%	18 1.31%
COLLECT SPEC 3 (LCH) <i>093 - Tax Examiners/Collectors/Revenue Agents</i>	3.00	1370	782 57.08%	660 48.18%	520 37.96%	74 5.40%	34 2.48%	18 1.31%
COLLECT SPEC 4 (LC) <i>093 - Tax Examiners/Collectors/Revenue Agents</i>	1.00	1370	782 57.08%	660 48.18%	520 37.96%	74 5.40%	34 2.48%	18 1.31%
COLLECT SPEC 4 (LCH) <i>093 - Tax Examiners/Collectors/Revenue Agents</i>	1.00	1370	782 57.08%	660 48.18%	520 37.96%	74 5.40%	34 2.48%	18 1.31%
FIN AID ADVSR 3 (LC) <i>085 - Personal Financial Advisors</i>	5.00	9280	3003 32.36%	1500 16.16%	729 7.86%	380 4.09%	339 3.65%	8 0.09%
GRADUATE SCHOOL SPEC (LC) <i>E02 - Professionals</i>	4.00	819103	432627 52.82%	216354 26.41%	91687 11.19%	42512 5.19%	74032 9.04%	2024 0.25%
Total Weight:	40.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
CARDIAC SONOGRAPH 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
CARDIAC SONOGRAPH 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	10.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
CARDIAC SONOGRAPH 3 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
CARDIAC TECHT 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
CARDIAC TECHT 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
CARDIAC TECHT 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
CLIN PATH LAB SUPRV (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
ELECN MICROSCP TECHT 3 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
ELECN MICROSCP TECHT 4 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
ELECN MICROSCP TECHT 4 (PCAWW) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
HIST TECHT (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
HIST TECHT (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	8.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
INFECTION CTRL COORD (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
INFECTION CTRL PRACR (LCH) <i>F03 - Healthcare Practioner Professionals</i>	3.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED TECHT 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED RADAT DOSI 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	10.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR 1 (LCR) <i>F03 - Healthcare Practioner Professionals</i>	3.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	18.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR COOR (LCH) <i>F03 - Healthcare Practioner Professionals</i>	3.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR COORD (LCH) <i>F03 - Healthcare Practioner Professionals</i>	5.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR SPEC (LCH) <i>F03 - Healthcare Practioner Professionals</i>	17.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGR SPECIALIST (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
MED RADIOGR Spec (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGRAPH 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGRAPH COOR (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGRAPH COORD (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED RADIOGRAPH SPEC (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED REC ADMIN 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED SONOGRAPH 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED SONOGRAPH 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	9.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED SONOGRAPH 2 (LCR) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED SONOGRAPH 3 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
MED TECHT 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED TECHT 1 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED TECHT 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	107.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED TECHT 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	20.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED TECHT 2 (LCR) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED TECHT 3 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED TECHT 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
NUC MED TECHT 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
NUC MED TECHT 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
PUL FUNC TECHT 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
PUL FUNC TECHT 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
RADAT THERAP 1 (LCH) <i>320 - Radiation Therapists</i>	2.00	290	210 72.41%	110 37.93%	45 15.52%	20 6.90%	35 12.07%	0 0.00%
RADAT THERAP 2 (LCH) <i>320 - Radiation Therapists</i>	5.00	290	210 72.41%	110 37.93%	45 15.52%	20 6.90%	35 12.07%	0 0.00%
RADAT THERAP 3 (LCH) <i>320 - Radiation Therapists</i>	1.00	290	210 72.41%	110 37.93%	45 15.52%	20 6.90%	35 12.07%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
RESRCH TECHT 3 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
VET TECHN 3 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
<i>Total Weight:</i>	269.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3H Nurses		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ADMINV NRS (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 1 <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 1 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	52.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 2 (LCR) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 3 (LC) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 3 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 3 (LCP) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NRS 3 (LCR) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
ADMINV NURS 1 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
Admin Nurse 2 (LCP) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
Administrative Nurse II <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
CLIN NURSING CONSULT 1 (LC) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
CLIN NURSING CONSULT 1 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
CLIN NURSING CONSULT 2 (LC) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
CLIN NURSING CONSULT 2 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	17.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
HLTHCAREUTILREVCOORD2 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	23.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
NRS PRACR (LCP) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	3.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
NURSING CONSULT (LCDA) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	23.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
NURSING CONSULT (LCDB) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	12.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
NURSING CONSULT (LCDA) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
NURSING CONSULT 2 (LCDA) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
Nursing Consultant (LCDA) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
STAFF NRS 1 <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
STAFF NRS 1 (LCH) <i>313 - Registered Nurses</i>	2.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 1 (LC) <i>313 - Registered Nurses</i>	3.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 1 (LCH) <i>313 - Registered Nurses</i>	803.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 1 (LCP) <i>313 - Registered Nurses</i>	3.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 1 (LCR) <i>313 - Registered Nurses</i>	10.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 1(LCH) <i>313 - Registered Nurses</i>	2.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 2 (LC) <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 2 (LCH) <i>313 - Registered Nurses</i>	68.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 2 (LCP) <i>313 - Registered Nurses</i>	4.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 2 (LCR) <i>313 - Registered Nurses</i>	7.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS 2 (LU) <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
STAFF NRS I (LCH) <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Staff Nrs I(LCH) <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Staff Nrs 2 <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Staff Nurse I <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Staff Nurse I Pediatrics <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Staff Nurse II (LCR) <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Staff Nurse II FHC <i>313 - Registered Nurses</i>	1.00	67549	63460 93.95%	23574 34.90%	9165 13.57%	2290 3.39%	11275 16.69%	174 0.26%
Total Weight:	1063.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
COMMT WRKR (LC) <i>330 - Clinical Lab Technologists and Techns</i>	9.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
COMMT WRKR (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
DIETICIAN (LCH) <i>303 - Dietitians and Nutritionists</i>	1.00	1774	1615 91.04%	609 34.33%	250 14.09%	190 10.71%	149 8.40%	0 0.00%
MED REC PRACR (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	7.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED SOC ASST (LCP) <i>351 - Medical Recs/Health Info Technicians</i>	10.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED SOC CONSULT (LCDA) <i>351 - Medical Recs/Health Info Technicians</i>	2.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED SOC CONSULT (LCDA) <i>351 - Medical Recs/Health Info Technicians</i>	14.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED SOC CONSULT (LCDB) <i>351 - Medical Recs/Health Info Technicians</i>	12.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED SOC CONSULT (LCP) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MENTAL HLTH COUNS 1 (LC) <i>200 - Counselors</i>	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
MENTAL HLTH COUNS 1 (LCH) <i>200 - Counselors</i>	16.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
MENTAL HLTH COUNS 2 (LCH) <i>200 - Counselors</i>	6.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
ORTHO TECHT (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
PAT CARE EVAL SPEC 1 (LC) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
PAT CARE EVAL SPEC 2 (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
SOC W AIDE 1 (LC) <i>F03 - Healthcare Practioner Professionals</i>	9.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 1 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	5.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 1 (LCDB) <i>F03 - Healthcare Practioner Professionals</i>	11.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 1 (LCDB) Bilingual <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 1 (LCP) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2 (LC) <i>F03 - Healthcare Practioner Professionals</i>	4.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2 (LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2 (LC) Contract <i>F03 - Healthcare Practioner Professionals</i>	5.00	126566	91697 72.45%	40846 32.27%	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
SOC W AIDE 2 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	9.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2 (LCDB) <i>F03 - Healthcare Practioner Professionals</i>	5.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2(LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 2(LC) Contract <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 3 (LC) <i>F03 - Healthcare Practioner Professionals</i>	5.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 3 (LC) CONTRACT <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 3 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	29.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 3 (LCDB) <i>F03 - Healthcare Practioner Professionals</i>	16.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC W AIDE 3 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	2.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
SOC WORK AIDE 2(LC) Contract <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
Soc W Aide 2 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
Social Work Aide 2 (LCDA) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
TUMOR REGISTRAR 1 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
TUMOR REGISTRAR 2 (LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
Total Weight:	198.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3K Medical Therapists		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ACTIVITY THERAP (LCH) <i>324 - Therapists, All Other</i>	1.00	2218	1599 72.09%	668 30.12%	399 17.99%	165 7.44%	70 3.16%	0 0.00%
OCCUPAT THERAP 1 (LCH) <i>361 - Occupational Therapist Assts/ Aides</i>	5.00	299	269 89.97%	54 18.06%	25 8.36%	15 5.02%	10 3.34%	4 1.34%
OCCUPAT THERAP 2 (LCH) <i>361 - Occupational Therapist Assts/ Aides</i>	7.00	299	269 89.97%	54 18.06%	25 8.36%	15 5.02%	10 3.34%	4 1.34%
OCCUPAT THERAP 3 (LCH) <i>361 - Occupational Therapist Assts/ Aides</i>	3.00	299	269 89.97%	54 18.06%	25 8.36%	15 5.02%	10 3.34%	4 1.34%
RESP CARE ADMINV DIR (LCH) <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%
RESP CARE THERAP 1 (LCH) <i>322 - Respiratory Therapists</i>	4.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
RESP CARE THERAP 2 (LCH) <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%
RESP CARE THERAP 2 (LCH) <i>322 - Respiratory Therapists</i>	21.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
RESP CARE THERAP 3 (LCH) <i>322 - Respiratory Therapists</i>	2.00	2060	1400 67.96%	1085 52.67%	520 25.24%	125 6.07%	425 20.63%	0 0.00%
SPEECH PATH 1 (LC) <i>323 - Speech-Language Pathologists</i>	1.00	3147	3018 95.90%	387 12.30%	235 7.47%	130 4.13%	8 0.25%	14 0.44%
SPEECH&HEAR CONSULT (LCDB) <i>323 - Speech-Language Pathologists</i>	1.00	3147	3018 95.90%	387 12.30%	235 7.47%	130 4.13%	8 0.25%	14 0.44%
SPEECH&HEAR CONSULT (LCDA) <i>323 - Speech-Language Pathologists</i>	7.00	3147	3018 95.90%	387 12.30%	235 7.47%	130 4.13%	8 0.25%	14 0.44%
SPEECH&HEAR CONSULT (LCDB) <i>323 - Speech-Language Pathologists</i>	7.00	3147	3018 95.90%	387 12.30%	235 7.47%	130 4.13%	8 0.25%	14 0.44%
<i>Total Weight:</i>	61.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ADMIN AIDE (LC) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINV AIDE (LC) <i>F04 - Other Professional Workers</i>	18.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINV AIDE (LCDA) <i>F04 - Other Professional Workers</i>	2.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINV AIDE (LCDB) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINV AIDE (LCH) <i>F04 - Other Professional Workers</i>	11.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINV AIDE (LCP) <i>F04 - Other Professional Workers</i>	9.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINV AIDE (LCR) <i>F04 - Other Professional Workers</i>	2.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
ADMINZ AIDE (LC) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
EXEC SECR (LC) <i>570 - Secretaries and Administrative Assts</i>	1.00	122618	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
HORTICULTURIST (LC) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
INFO SERVS SUPRV (LC) <i>F04 - Other Professional Workers</i>	46.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
INFO SERVS SUPRV (LCH) <i>F04 - Other Professional Workers</i>	17.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
INVENT REC CTRL SUPRV (LC) <i>F04 - Other Professional Workers</i>	2.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
INVENT REC CTRL SUPRV (LCH) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
LIBR OPS ASSOC (LC) <i>532 - Library Assistants, Clerical</i>	3.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY OPS ASSOC (LCP) <i>532 - Library Assistants, Clerical</i>	1.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
MED STAFF SERVS SPEC 1 (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED STAFF SERVS SPEC 2 (LCDA) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED STAFF SERVS SPEC 2 (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	2.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
PRGRM ADMIN ASST (LC) <i>570 - Secretaries and Administrative Assts</i>	1.00	122618	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
PRGRM ADMINV ASST (LC) <i>570 - Secretaries and Administrative Assts</i>	5.00	122618	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
PRGRM ADMINV ASST (LCDA) <i>570 - Secretaries and Administrative Assts</i>	2.00	122618	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
PRGRM ADMINV ASST (LCR) <i>570 - Secretaries and Administrative Assts</i>	6.00	122618	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Program Admin Asst (LCR) <i>570 - Secretaries and Administrative Assts</i>	1.00	122618	117249 95.62%	32558 26.55%	18139 14.79%	10745 8.76%	2509 2.05%	335 0.27%
RADAT SAFETY TECHN (LC) <i>F05 - Technicians</i>	2.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
SAFETY OFFIC 1 (LC) <i>F04 - Other Professional Workers</i>	3.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
SAFETY OFFIC 2 (LC) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
SAFETY OFFIC 3 (LC) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
SERV ENTR MGR (LCDA) <i>F04 - Other Professional Workers</i>	1.00	481281	286953 59.62%	117136 24.34%	63811 13.26%	28133 5.85%	20856 4.33%	1256 0.26%
SPEC EV FACILTR (LC) <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
Total Weight:	145.00							
Job Group: 4A Systems/Network Technicians		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
COMPU PRGRMR 1 (LCH) <i>101 - Computer Programmers</i>	1.00	28381	8292 29.22%	8081 28.47%	1905 6.71%	1205 4.25%	4629 16.31%	63 0.22%
COMPU SYS OPS SPEC 1 (LCH) <i>110 - Network/ Computer Systems Administration</i>	1.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
COMPU SYS OPS SPEC 2 (LC) <i>110 - Network/ Computer Systems Administration</i>	4.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
COMPU SYS OPS SPEC 2 (LC) CONT <i>110 - Network/ Computer Systems Administration</i>	1.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
COMPU SYS OPS SPEC 3 (LC) <i>110 - Network/ Computer Systems Administration</i>	2.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
COMPU SYS OPS SPEC 4 (LCH) <i>110 - Network/ Computer Systems Administration</i>	1.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
OPS SUPRT SERV SPEC 2 (LC) <i>110 - Network/ Computer Systems Administration</i>	1.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
OPS SUPRT SERV SPEC 2 (LCH) <i>110 - Network/ Computer Systems Administration</i>	1.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
PROCED&SYS ANA 1 (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	1.00	31274	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
PROCED&SYS ANA 2 (LCH) <i>100 - Computer Scientists and Systems Analysts</i>	2.00	31274	10370 33.16%	9049 28.93%	2870 9.18%	1325 4.24%	4550 14.55%	110 0.35%
SCIF COMPU PRGRMR 2 (LCH) <i>110 - Network/ Computer Systems Administration</i>	1.00	6545	1595 24.37%	1615 24.68%	555 8.48%	395 6.04%	570 8.71%	45 0.69%
Total Weight:	16.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ARCHIT DRFTMN 2 (LC) <i>154 - Drafters</i>	2.00	5390	1050 19.48%	1505 27.92%	425 7.88%	700 12.99%	340 6.31%	0 0.00%
BLDG MAINT COORD (LC) <i>S37 - Bldg/Grounds Cleaning and Maintenance</i>	1.00	123398	46285 37.51%	71798 58.18%	26208 21.24%	41030 33.25%	2210 1.79%	338 0.27%
CHF ENGR DRFTMN (LC) <i>154 - Drafters</i>	1.00	5390	1050 19.48%	1505 27.92%	425 7.88%	700 12.99%	340 6.31%	0 0.00%
ELEC ENGR ASST (LC) <i>154 - Drafters</i>	3.00	5390	1050 19.48%	1505 27.92%	425 7.88%	700 12.99%	340 6.31%	0 0.00%
ELECN MICROPROBE ANA (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
EQUIP SPEC 1 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
EQUIP SPEC 2 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
EQUIP SPEC 3 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PHYS SCI TECH ASST (LC) <i>155 - Engineering Technicians, Except Drafters</i>	4.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PHYS SCI TECH ASST (LCH) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PHYS SCI TECH ASST (PCAWW) <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PRGRM SERV AIDE (LCH) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PRGRM SERVS AIDE (LC) <i>155 - Engineering Technicians, Except Drafters</i>	49.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PRGRM SERVS AIDE (LCH) <i>155 - Engineering Technicians, Except Drafters</i>	18.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
PRNC ELEC TECHN (LC) <i>155 - Engineering Technicians, Except Drafters</i>	3.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
RESRCH ENGR ASST (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
SR ELEC TECHN (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
<i>Total Weight:</i>	92.00							
Job Group: 4C Food Service Coordinators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
FD PROD MGR (LCR) <i>031 - Food Service Managers</i>	1.00	19782	8014 40.51%	7162 36.20%	1985 10.03%	2830 14.31%	1934 9.78%	54 0.27%
FD SERV ADMIN 1 (LC) <i>031 - Food Service Managers</i>	1.00	19782	8014 40.51%	7162 36.20%	1985 10.03%	2830 14.31%	1934 9.78%	54 0.27%
<i>Total Weight:</i>	2.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4E Health Technicians		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ANATOMY CURATOR (LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
ASSISTANT II DENTAL <i>364 - Dental Assistants</i>	1.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
ASSISTANT II, DENTAL <i>364 - Dental Assistants</i>	2.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
ASSISTANT III, DENTAL <i>364 - Dental Assistants</i>	1.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
BIOMED ENGR TECHN 1 (LCH) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BIOMED ENGR TECHN 2 (LC) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BIOMED ENGR TECHN 2 (LCH) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	3.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BIOMED ENGR TECHN 3 (LCH) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	2.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BIOMED ENGR TECHN 4 (LCH) <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	10753	1124 10.45%	2918 27.14%	485 4.51%	445 4.14%	1810 16.83%	15 0.14%
BONE DENSITY TECHNICIAN (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
CHF OPHTHAL TECHT (LCH) <i>876 - Medical/Dental/Ophthalmic Lab Techns</i>	1.00	2278	988 43.37%	803 35.25%	180 7.90%	290 12.73%	279 12.25%	14 0.61%
CYOTTECHT 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
CYTOTECHT 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
CYTOTECHT 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
DENTAL ASST 1 (LC) <i>364 - Dental Assistants</i>	4.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL ASST 1 (LCH) <i>364 - Dental Assistants</i>	1.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL ASST 1 (LCR) <i>364 - Dental Assistants</i>	1.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL ASST 2 (LC) <i>364 - Dental Assistants</i>	23.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL ASST 3 (LC) <i>364 - Dental Assistants</i>	11.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL ASST 3 (LCH) <i>364 - Dental Assistants</i>	2.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL HYGIENIST (LC) <i>364 - Dental Assistants</i>	2.00	6173	5943 96.27%	1858 30.10%	389 6.30%	1025 16.60%	369 5.98%	15 0.24%
DENTAL XRAY TECHN 2 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
DENTAL XRAY TECHN 3 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	2.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
ECG TECHN (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	7.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
EEG TECHN 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
EEG TECHN 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	5.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
EMERG MED TECHN (LCH) <i>340 - Emergency Med Technicians/Paramedics</i>	4.00	2702	934 34.57%	657 24.32%	380 14.06%	230 8.51%	39 1.44%	4 0.15%
FXD PROSTHO TECHN 3 (LC) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMAPHERESIS TECHT (LCH) <i>353 - Misc Health Technologists and Techns</i>	6.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMODIALYSIS TECHT 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMODIALYSIS TECHT 1 (60002) <i>353 - Misc Health Technologists and Techns</i>	5.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMODIALYSIS TECHT 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	10.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMODIALYSIS TECHT 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	4.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMODIALYSIS TECHT 3 (LCH) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HEMODIALYSIS TECHT 4 (LCH) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HIST TECHN 2 (LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
HIST TECHN 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE COORD (LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE SPECIALIST (LC) <i>353 - Misc Health Technologists and Techns</i>	3.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE SPECIALIST (LC) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE SUPRV (LC) <i>353 - Misc Health Technologists and Techns</i>	3.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE SUPRV (LCR) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE TECHN (LC) <i>353 - Misc Health Technologists and Techns</i>	4.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
LAB ANIM CARE TECHN (LC) <i>353 - Misc Health Technologists and Techns</i>	5.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
MED ASST (LC) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	10.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
MED ASST (LCH) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	98.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
MED ASST (LCP) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	5.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
MED ASST (LCP) Certified <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	1.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
MED ASST (LCR) <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	14.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
MED ASST (LCR) Certified <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	2.00	11754	10004 85.11%	5324 45.30%	2980 25.35%	1405 11.95%	769 6.54%	30 0.26%
MED LAB ASST 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	11.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED LAB AST 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED LAB TECHN 1 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED LAB TECHN 1 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	6.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED LAB TECHN 2 (LC) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED LAB TECHN 2 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	3.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED LAB TECHN 3 (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	18.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MED REC TECH (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED REC TECHN (LCH) <i>330 - Clinical Lab Technologists and Techns</i>	23.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
MEDICAL ASST (LCR) <i>330 - Clinical Lab Technologists and Techns</i>	1.00	9062	6558 72.37%	3962 43.72%	1460 16.11%	455 5.02%	1893 20.89%	19 0.21%
NUTRITION ASST (LC) <i>353 - Misc Health Technologists and Techns</i>	4.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
NUTRITION ASST (LCH) <i>353 - Misc Health Technologists and Techns</i>	4.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
OCCUPAT THERAP ASST (LCH) <i>361 - Occupational Therapist Assts/Aides</i>	1.00	299	269 89.97%	54 18.06%	25 8.36%	15 5.02%	10 3.34%	4 1.34%
OPHTHAL TECHT (LC) <i>876 - Medical/Dental/Ophthalmic Lab Techns</i>	3.00	2278	988 43.37%	803 35.25%	180 7.90%	290 12.73%	279 12.25%	14 0.61%
OPHTHAL TECHT (LCH) <i>876 - Medical/Dental/Ophthalmic Lab Techns</i>	9.00	2278	988 43.37%	803 35.25%	180 7.90%	290 12.73%	279 12.25%	14 0.61%
OPHTHALMIC TECHN (LCH) <i>876 - Medical/Dental/Ophthalmic Lab Techns</i>	9.00	2278	988 43.37%	803 35.25%	180 7.90%	290 12.73%	279 12.25%	14 0.61%
OPTG RM TECHN (LCH) <i>876 - Medical/Dental/Ophthalmic Lab Techns</i>	21.00	2278	988 43.37%	803 35.25%	180 7.90%	290 12.73%	279 12.25%	14 0.61%
PHARM TECHN 1 (60002) <i>S29 - Healthcare Practitioners and Technical</i>	1.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHARM TECHN 1 (LC) <i>S29 - Healthcare Practitioners and Technical</i>	3.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHARM TECHN 1 (LCH) <i>S29 - Healthcare Practitioners and Technical</i>	3.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHARM TECHN 2 (LC) <i>S29 - Healthcare Practitioners and Technical</i>	16.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
PHARM TECHN 2 (LCH) <i>S29 - Healthcare Practitioners and Technical</i>	21.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHARM TECHN 3 (LC) <i>S29 - Healthcare Practitioners and Technical</i>	8.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHARM TECHN 3 (LCH) <i>S29 - Healthcare Practitioners and Technical</i>	7.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHARM TECHN SPEC (LCH) <i>S29 - Healthcare Practitioners and Technical</i>	3.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
PHLEBOTOMIST 1 (60002) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
PHLEBOTOMIST 1 (LCH) <i>353 - Misc Health Technologists and Techns</i>	8.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
PHLEBOTOMIST 2 (LCH) <i>353 - Misc Health Technologists and Techns</i>	25.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
PHLEBOTOMIST 2 (LCR) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
PHYS THERAPY ASST (LCH) <i>362 - Physical Therapist Assistants/Aides</i>	1.00	1109	914 82.42%	309 27.86%	195 17.58%	60 5.41%	50 4.51%	0 0.00%
REMOV PROSTHO TECHN 3 (LCH) <i>S29 - Healthcare Practitioners and Technical</i>	1.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
VET TECHN (LC) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
VET TECHN (LCP) <i>353 - Misc Health Technologists and Techns</i>	1.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
VET TECHN ANESTH 1 (LC) <i>353 - Misc Health Technologists and Techns</i>	2.00	2694	1789 66.41%	1294 48.03%	710 26.35%	210 7.80%	360 13.36%	10 0.37%
Total Weight:	490.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ANESTH ASST 1 (60001) <i>311 - Physician Assistants</i>	2.00	1369	865 63.18%	519 37.91%	125 9.13%	180 13.15%	199 14.54%	0 0.00%
ANESTH ASST 1 (LCH) <i>311 - Physician Assistants</i>	1.00	1369	865 63.18%	519 37.91%	125 9.13%	180 13.15%	199 14.54%	0 0.00%
ANESTH ASST 2 (LCH) <i>311 - Physician Assistants</i>	4.00	1369	865 63.18%	519 37.91%	125 9.13%	180 13.15%	199 14.54%	0 0.00%
ANESTH ASST 3 (LCH) <i>311 - Physician Assistants</i>	1.00	1369	865 63.18%	519 37.91%	125 9.13%	180 13.15%	199 14.54%	0 0.00%
HLTH CARE COMPL OFFIC (LCR) <i>S29 - Healthcare Practitioners and Technical</i>	1.00	173320	128097 73.91%	60535 34.93%	24369 14.06%	8053 4.65%	26003 15.00%	367 0.21%
LICEN PRCTCL NRS 2 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	42.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
LICEN PRCTCL NRS 2 (LCP) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
LICEN PRCTCL NRS 2 (LCR) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	13.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
LICEN PRCTCL NRS 2 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
LICEN PRCTCL NRS 2 (LCR) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
LPN II (LCR) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
LPN II - WCJ <i>350 - Licensed Practical/Licensed Voc Nurses</i>	4.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
License Practical Nurs 2 (LCH) <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	9185	8585 93.47%	6055 65.92%	4745 51.66%	595 6.48%	465 5.06%	25 0.27%
NURSE TECH(LCH) <i>F03 - Healthcare Practioner Professionals</i>	1.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
NURSING TECHN (LCH) <i>F03 - Healthcare Practioner Professionals</i>	107.00	126566	91697 72.45%	40846 32.27%	13231 10.45%	5015 3.96%	21193 16.74%	206 0.16%
Total Weight:	183.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 4G Protective Service Workers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
PLC LIEU (LC) <i>385 - Police Officers</i>	3.00	22635	3800 16.79%	7155 31.61%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
PLC OFFIC (LC) <i>385 - Police Officers</i>	53.00	22635	3800 16.79%	7155 31.61%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
PLC SRG (LC) <i>385 - Police Officers</i>	13.00	22635	3800 16.79%	7155 31.61%	4525 19.99%	2055 9.08%	350 1.55%	85 0.38%
SECU GUARD (50001) <i>392 - Sec Guards/Gaming Surveillance Offers</i>	3.00	26728	6889 25.77%	17213 64.40%	13339 49.91%	2820 10.55%	595 2.23%	130 0.49%
SECU GUARD (LC) <i>392 - Sec Guards/Gaming Surveillance Offers</i>	21.00	26728	6889 25.77%	17213 64.40%	13339 49.91%	2820 10.55%	595 2.23%	130 0.49%
SECU GUARD (LCP) <i>392 - Sec Guards/Gaming Surveillance Offers</i>	4.00	26728	6889 25.77%	17213 64.40%	13339 49.91%	2820 10.55%	595 2.23%	130 0.49%
SECU GUARD SUPRV (LC) <i>392 - Sec Guards/Gaming Surveillance Offers</i>	3.00	26728	6889 25.77%	17213 64.40%	13339 49.91%	2820 10.55%	595 2.23%	130 0.49%
<i>Total Weight:</i>	100.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ASST FACIL MGR (LC) <i>043 - Managers, All Other</i>	24.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASST SUPINTD BLDG (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASST SUPRINTD BLDG (LC) <i>043 - Managers, All Other</i>	6.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASSTCOORDPARK&TRAFFIC (LC) <i>561 - Shipping, Receiving, and Traffic Clerks</i>	2.00	24427	5184 21.22%	14307 58.57%	4770 19.53%	8135 33.30%	1149 4.70%	79 0.32%
ASSTCOORDPARK&TRAFFIC (LC) <i>561 - Shipping, Receiving, and Traffic Clerks</i>	6.00	24427	5184 21.22%	14307 58.57%	4770 19.53%	8135 33.30%	1149 4.70%	79 0.32%
AV AIDS TECHN 1 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	1.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
AV AIDS TECHN 2 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	2.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
AV AIDS TECHN 3 (LC) <i>155 - Engineering Technicians, Except Drafters</i>	3.00	11299	2109 18.67%	4124 36.50%	1390 12.30%	1235 10.93%	1385 12.26%	30 0.27%
Asst Buildings & Grounds Supv <i>666 - Construction and Building Inspectors</i>	1.00	1693	149 8.80%	568 33.55%	375 22.15%	104 6.14%	65 3.84%	14 0.83%
BNF COUNS 1 (LC) <i>200 - Counselors</i>	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
BNF COUNS 3 (LC) <i>200 - Counselors</i>	1.00	13401	8614 64.28%	5641 42.09%	4068 30.36%	985 7.35%	444 3.31%	39 0.29%
COLLECT SPEC 5 (LCH) <i>510 - Bill and Account Collectors</i>	1.00	8758	6184 70.61%	4433 50.62%	3100 35.40%	955 10.90%	265 3.03%	34 0.39%
COMMT AFF SPEC 1 (LC) <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
COMMT AFF SPEC 1 (LC) Contract <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
COMMT AFF SPEC 1 (LCH) <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
COMMT AFF SPEC 2 (LC) <i>202 - Misc Community/Social Srv Spcl</i>	2.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
COMMT AFF SPEC 2 (LC) Contract <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
COMMT AFF SPEC 2 (LCH) <i>202 - Misc Community/Social Srv Spcl</i>	1.00	6880	4390 63.81%	3645 52.98%	2425 35.25%	760 11.05%	320 4.65%	25 0.36%
CUST 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%
CUST SERV REP # (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%
CUST SERV REP 1 (LC) <i>524 - Customer Service Representatives</i>	43.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
CUST SERV REP 1 (LCDA) <i>524 - Customer Service Representatives</i>	4.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
CUST SERV REP 1 (LCH) <i>524 - Customer Service Representatives</i>	61.00	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
CUST SERV REP 2 (LCH) <i>524 - Customer Service Representatives</i>	4.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
CUST SERV REP 2 (LC) <i>524 - Customer Service Representatives</i>	29.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
CUST SERV REP 2 (LCH) <i>524 - Customer Service Representatives</i>	157.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
CUST SERV REP 3 (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%
CUST SERV REP 3 (LC) <i>524 - Customer Service Representatives</i>	36.00	75935	54120 71.27%	28650 37.73%	16875 22.22%	8385 11.04%	2535 3.34%	190 0.25%
CUST SERV REP 3 (LCDA) <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%
CUST SERV REP 3 (LCH) <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%
CUST SERV REP I (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%
EV ADMIN (LC) <i>F05 - Technicians</i>	5.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
FACIL MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
GRANT&CTRT DEV SPEC (LC) <i>095 - Financial Specialists, All Other</i>	4.00	1137	598 52.59%	367 32.28%	160 14.07%	145 12.75%	24 2.11%	19 1.67%
HOUS OFFIC (LC) <i>F05 - Technicians</i>	5.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
HOUS REP (LC) <i>484 - Sales Representatives, Srvces, All Othr</i>	3.00	25685	8610 33.52%	4035 15.71%	2050 7.98%	1105 4.30%	600 2.34%	70 0.27%
HR REP (LC) <i>484 - Sales Representatives, Srvces, All Othr</i>	8.00	25685	8610 33.52%	4035 15.71%	2050 7.98%	1105 4.30%	600 2.34%	70 0.27%
HR REP (LCP) <i>484 - Sales Representatives, Srvces, All Othr</i>	1.00	25685	8610 33.52%	4035 15.71%	2050 7.98%	1105 4.30%	600 2.34%	70 0.27%
INSTRCOMMUNICPRGRMR2 (LCH) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
INSTRCOMMUNICTECHOPTR2 (LCP) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
LIBRARY SPECIALIST (LC) <i>244 - Library Technicians</i>	2.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
LIBRARY SPECIALIST (LC) <i>244 - Library Technicians</i>	28.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
LIBRARY SPECIALIST (LCP) <i>244 - Library Technicians</i>	3.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
LIBRARY SPECIALIST (LCR) <i>244 - Library Technicians</i>	3.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
LIBRARY SPECIALIST (LU) <i>244 - Library Technicians</i>	1.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
MED ED PRGRM COORD (LC) <i>F05 - Technicians</i>	3.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED ED PRGRM COORD (LCP) <i>F05 - Technicians</i>	2.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
MED ED PRGRM SPEC 1 (LCP) <i>F05 - Technicians</i>	3.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED ED PRGRM SPEC 2 (LCP) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 4 (LCDA) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 4 (LCH) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 4 (LCR) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
PHLEBOTOMIST 1 (LCR) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
PRGRM SERVS SPEC (LC) <i>F05 - Technicians</i>	13.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
PRGRM SERVS SPEC (LCH) <i>F05 - Technicians</i>	7.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
PRNC OPHTHALMIC PHOTOG (LCH) <i>876 - Medical/Dental/Ophthalmic Lab Techns</i>	1.00	2278	988 43.37%	803 35.25%	180 7.90%	290 12.73%	279 12.25%	14 0.61%
PROP TECHN (LC) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
PUBL FUNC SUPRV (LC) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
RTL SERVS SUPRV (LC) <i>F05 - Technicians</i>	3.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
SCIF PHOTOG 3 (LC) <i>F05 - Technicians</i>	2.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
SR LIBRARY SPECIALIST (LC) <i>244 - Library Technicians</i>	1.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
SR LIBRARY SPECIALIST (LC) <i>244 - Library Technicians</i>	10.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
SR LIBRARY SPECIALIST (LU) <i>244 - Library Technicians</i>	1.00	2064	1384 67.05%	524 25.39%	204 9.88%	185 8.96%	135 6.54%	0 0.00%
SUPRV UNIVSTY U NIGHT (LC) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
SUPRV UNIVSTY U OPS (LC) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
VIDEO PROD ASST (LC) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
Total Weight:	597.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ACNT TECHN 1 (LC) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	12.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 1 (LCH) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	6.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 1 (LCR) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 2 (LC) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	10.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 2 (LCDA) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 2 (LCH) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 2 (LCP) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 2 (LCR) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 3 (LC) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	8.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 3 (LCH) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	3.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
ACNT TECHN 3 (LCP) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
Acct Clerk (LCP) <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	49558	42840 86.44%	13733 27.71%	6974 14.07%	4050 8.17%	2219 4.48%	115 0.23%
PAYROLL SPEC 1 (LC) <i>514 - Payroll and Timekeeping Clerks</i>	4.00	6683	6003 89.82%	2343 35.06%	1309 19.59%	795 11.90%	154 2.30%	20 0.30%
PAYROLL SPEC 2 (LC) <i>514 - Payroll and Timekeeping Clerks</i>	8.00	6683	6003 89.82%	2343 35.06%	1309 19.59%	795 11.90%	154 2.30%	20 0.30%
PAYROLL SPEC 3 (LC) <i>514 - Payroll and Timekeeping Clerks</i>	6.00	6683	6003 89.82%	2343 35.06%	1309 19.59%	795 11.90%	154 2.30%	20 0.30%
PAYROLL SPEC 3 (LCH) <i>514 - Payroll and Timekeeping Clerks</i>	1.00	6683	6003 89.82%	2343 35.06%	1309 19.59%	795 11.90%	154 2.30%	20 0.30%
Total Weight:	69.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
MED TRANSCRIPT 3 (LCR) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED TRANSCRIPT 2 (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	4.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED TRANSCRIPT 2 (LCP) <i>351 - Medical Recs/Health Info Technicians</i>	3.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED TRANSCRIPT 2 (LCR) <i>351 - Medical Recs/Health Info Technicians</i>	4.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED TRANSCRIPT 3 (LCH) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED TRANSCRIPT 3 (LCR) <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
MED TRANSCRIPTIONIST 4 <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
Medical Transcriptionist II <i>351 - Medical Recs/Health Info Technicians</i>	1.00	2489	2199 88.35%	1134 45.56%	855 34.35%	195 7.83%	74 2.97%	0 0.00%
OFFICE ADMIN (LC) <i>S43 - Office and Administrative Support</i>	29.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE ADMIN (LCDB) <i>S43 - Office and Administrative Support</i>	1.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE ADMIN (LCH) <i>S43 - Office and Administrative Support</i>	5.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE ADMIN (LCP) <i>S43 - Office and Administrative Support</i>	5.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE ADMIN (LCR) <i>S43 - Office and Administrative Support</i>	2.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE MGR (LCDA) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
OFFICE MGR (LCDB) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
OFFICE MGR (LCP) <i>043 - Managers, All Other</i>	16.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
OFFICE MGR (LCR) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
OFFICE SUPPORT ASSOC (LC) <i>S43 - Office and Administrative Support</i>	15.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE SUPPORT ASSOC (LCH) <i>S43 - Office and Administrative Support</i>	1.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE SUPPORT ASSOC (LCP) <i>S43 - Office and Administrative Support</i>	6.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE SUPPORT ASSOC (LCR) <i>S43 - Office and Administrative Support</i>	2.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE SUPPORT ASSOC (LU) <i>S43 - Office and Administrative Support</i>	2.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE SUPPORT ASST (LC) <i>S43 - Office and Administrative Support</i>	9.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
OFFICE SUPPORT ASST (LCP) <i>S43 - Office and Administrative Support</i>	1.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
OFFICE SUPPORT SPEC (LC) <i>073 - Other Business Operations Specialists</i>	19.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
OFFICE SUPPORT SPEC (LCDA) <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
OFFICE SUPPORT SPEC (LCH) <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
OFFICE SUPPORT SPEC (LCP) <i>073 - Other Business Operations Specialists</i>	7.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
OFFICE SUPPORT SPEC (LCR) <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
OFFICE SUPPORT SPEC (LU) <i>073 - Other Business Operations Specialists</i>	2.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
Office Administrator (LCP) <i>S43 - Office and Administrative Support</i>	1.00	692058	502983 72.68%	261973 37.85%	144347 20.86%	82470 11.92%	27262 3.94%	1988 0.29%
Office Support Specialist LCP <i>073 - Other Business Operations Specialists</i>	1.00	8204	4479 54.60%	3134 38.20%	1480 18.04%	1120 13.65%	445 5.42%	24 0.29%
STAFF CLERK (LCP) <i>586 - Office Clerks, General</i>	3.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
Staff Clerk (LCP) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
XH CLERICAL (LCR) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
Total Weight:	163.00							
Job Group: 5C Office Machine Operators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
DUPL MCH OPTR 2 (LC) <i>590 - Office Mach Op, Except Computer</i>	2.00	2473	1389 56.17%	1523 61.59%	775 31.34%	350 14.15%	359 14.52%	25 1.01%
MLG EQUIP OPTR EXPED 1 (LC) <i>590 - Office Mach Op, Except Computer</i>	1.00	2473	1389 56.17%	1523 61.59%	775 31.34%	350 14.15%	359 14.52%	25 1.01%
MLG EQUIP OPTR/EXPED 2 (LC) <i>590 - Office Mach Op, Except Computer</i>	2.00	2473	1389 56.17%	1523 61.59%	775 31.34%	350 14.15%	359 14.52%	25 1.01%
OPS SUPRT SERV SPEC 1 (LC) <i>593 - Office/Admin Support Workers, All Other</i>	11.00	17499	13114 74.94%	6359 36.34%	3715 21.23%	1740 9.94%	810 4.63%	29 0.17%
OPS SUPRT SERV SPEC 1 (LCH) <i>593 - Office/Admin Support Workers, All Other</i>	1.00	17499	13114 74.94%	6359 36.34%	3715 21.23%	1740 9.94%	810 4.63%	29 0.17%
Total Weight:	17.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ASST BOOKSTORE MGR (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
AUTOV PARTS MGR (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BOOKSTORE CLERK 1 (LC) <i>586 - Office Clerks, General</i>	6.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
BOOKSTORE CLERK 2 (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
BOOKSTORE DEPT SUPRV (LC) <i>586 - Office Clerks, General</i>	6.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CNTAL STRL SPLY TECHN (LC) <i>586 - Office Clerks, General</i>	4.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CNTAL STRL SPLY TECHN (LCH) <i>586 - Office Clerks, General</i>	7.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CNTALRECVGSTADISPATCH (LC) <i>586 - Office Clerks, General</i>	3.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
EQUIP ATTEND (LCH) <i>586 - Office Clerks, General</i>	4.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
INVENT CLERK (LC) <i>586 - Office Clerks, General</i>	3.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
INVENT SPEC (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PLC TELECOM (LC) <i>522 - Court, Municipal, and License Clerks</i>	12.00	2199	1569 71.35%	804 36.56%	520 23.65%	210 9.55%	70 3.18%	4 0.18%
ROUTING DISPATCH 1 (LC) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
ROUTING DISPATCH 2 (LC) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
SHIPP/REC CLERK (LC) <i>586 - Office Clerks, General</i>	3.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
SPLY ATTEND (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKEEPER I (LCR) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 1 (LC) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 1 (LCH) <i>586 - Office Clerks, General</i>	20.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 1 (LCP) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 2 (LC) <i>586 - Office Clerks, General</i>	5.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 2 (LCH) <i>586 - Office Clerks, General</i>	8.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 3 (LCH) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
STOREKPR 3 (LCP) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STOREKPR 3 (LCR) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STORES SUPVR (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
TECHNICIAN CENTRAL STERILE SU <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
<i>Total Weight:</i>	101.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ADMINV CLERK (LC) <i>F07 - Administrative Support Workers</i>	6.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMINV CLERK (LCH) <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMINV CLERK (LCP) <i>F07 - Administrative Support Workers</i>	3.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMINV CLERK (LCR) <i>F07 - Administrative Support Workers</i>	4.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMINV CLERK (LU) <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMITTING OFFIC 1 (LC) <i>F07 - Administrative Support Workers</i>	4.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMITTING OFFIC 1 (LCH) <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMITTING OFFIC 2 (LCH) <i>F07 - Administrative Support Workers</i>	8.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMITTING OFFIC 3 (LCH) <i>F07 - Administrative Support Workers</i>	4.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
ADMITTING OFFIC 4 (LCH) <i>F07 - Administrative Support Workers</i>	2.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AIDE 1 (LCH) <i>F07 - Administrative Support Workers</i>	2.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AIDE 1 (LCR) <i>F07 - Administrative Support Workers</i>	6.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AIDE 2 <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AIDE 2 (LCH) <i>F07 - Administrative Support Workers</i>	2.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AIDE 2 (LCP) <i>F07 - Administrative Support Workers</i>	9.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AIDE 2 (LCR) <i>F07 - Administrative Support Workers</i>	19.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE AISE 2 (LCH) <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE ASST (LC) <i>F07 - Administrative Support Workers</i>	3.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE ASST (LCH) <i>F07 - Administrative Support Workers</i>	16.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE ASST (LCP) <i>F07 - Administrative Support Workers</i>	3.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE ASST (LCR) <i>F07 - Administrative Support Workers</i>	3.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
AMB CARE MGR (LCR) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
AMB CARE SUPRV (LCH) <i>F07 - Administrative Support Workers</i>	2.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
AMB CARE SUPRV (LCR) <i>F07 - Administrative Support Workers</i>	4.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
CASHIER 1 (LC) <i>472 - Cashiers</i>	18.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
CASHIER 1 (LCH) <i>472 - Cashiers</i>	4.00	83755	61830 73.82%	44115 52.67%	20650 24.66%	16060 19.17%	5725 6.84%	295 0.35%
CASHIER 2 (LC) <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%
CASHIER 2 (LCH) <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%
CASHIER 3 (LC) <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%
CASHIER 4 (LC) <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%
CASHIER 4 (LCH) <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%
CHF CLERK (LC) <i>586 - Office Clerks, General</i>	4.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CHF CLERK (LCDA) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CHF CLERK (LCH) <i>586 - Office Clerks, General</i>	4.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CHF CLERK (LCP) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CHF CLERK (LCR) <i>586 - Office Clerks, General</i>	7.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CLERICAL ASST (LC) <i>F07 - Administrative Support Workers</i>	12.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
CLERICAL ASST (LCDA) <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
CLERICAL ASST (LCH) <i>F07 - Administrative Support Workers</i>	8.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
CLERICAL ASST (LCP) <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
CLERICAL ASST (LCR) <i>F07 - Administrative Support Workers</i>	4.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
CLERK (LC) <i>586 - Office Clerks, General</i>	12.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CLERK (LCDA) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CLERK (LCH) <i>586 - Office Clerks, General</i>	4.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CLERK (LCP) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
CLERK (LCR) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
COLLECT SPEC 1 (LC) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
COLLECT SPEC 1 (LCH) <i>F05 - Technicians</i>	5.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
COLLECT SPEC 2 (LCH) <i>F05 - Technicians</i>	8.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
Clerical Assistant <i>F07 - Administrative Support Workers</i>	1.00	733812	538329 73.36%	276957 37.74%	152396 20.77%	87805 11.97%	28575 3.89%	2046 0.28%
HR ASST (LC) <i>586 - Office Clerks, General</i>	5.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
HR ASST (LCR) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
LIBR CLERK (LC) <i>532 - Library Assistants, Clerical</i>	1.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY ASSISTANT (LC) <i>532 - Library Assistants, Clerical</i>	1.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY ASSISTANT (LC) <i>532 - Library Assistants, Clerical</i>	27.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY ASSISTANT (LCR) <i>532 - Library Assistants, Clerical</i>	1.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY ASSISTANT (LU) <i>532 - Library Assistants, Clerical</i>	1.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY CLERK (LC) <i>532 - Library Assistants, Clerical</i>	7.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY CLERK (LCR) <i>532 - Library Assistants, Clerical</i>	2.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
LIBRARY CLERK (LC) <i>532 - Library Assistants, Clerical</i>	3.00	5732	4557 79.50%	1537 26.81%	624 10.89%	475 8.29%	335 5.84%	4 0.07%
MED INS SPEC 1 (LCH) <i>F05 - Technicians</i>	12.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 1 (LCR) <i>F05 - Technicians</i>	3.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 2 (LCH) <i>F05 - Technicians</i>	8.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 2 (LCR) <i>F05 - Technicians</i>	11.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 3 (LCDA) <i>F05 - Technicians</i>	7.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 3 (LCH) <i>F05 - Technicians</i>	11.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 3 (LCP) <i>F05 - Technicians</i>	5.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
MED INS SPEC 3 (LCR) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
Med Ins Spec 3 (LCP) <i>F05 - Technicians</i>	1.00	76294	43715 57.30%	29104 38.15%	14481 18.98%	5985 7.84%	7636 10.01%	234 0.31%
OPS CLERK (LC) <i>586 - Office Clerks, General</i>	3.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT SERV SPEC (LCH) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
PAT SERVS SPEC (LCH) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT SERVS SPEC (LC) <i>586 - Office Clerks, General</i>	3.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT SERVS SPEC (LCH) <i>586 - Office Clerks, General</i>	22.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT SERVS SPEC (LCH) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT SUPRT SERV COORD (LCH) <i>586 - Office Clerks, General</i>	6.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT UNIT CLERK 1 (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT UNIT CLERK 2 (LC) <i>586 - Office Clerks, General</i>	5.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PAT UNIT CLERK 2 (LCH) <i>586 - Office Clerks, General</i>	22.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
PHONE OPTR 1 (LC) <i>502 - Telephone Operators</i>	15.00	2530	2090 82.61%	1325 52.37%	970 38.34%	270 10.67%	20 0.79%	15 0.59%
PHONE OPTR 2 (LC) <i>502 - Telephone Operators</i>	1.00	2530	2090 82.61%	1325 52.37%	970 38.34%	270 10.67%	20 0.79%	15 0.59%
REIM CODING MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
REIMB CODING 3 (LCH) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
REIMB CODING MGR (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
REIMB CODING SPEC 1 (LCH) <i>586 - Office Clerks, General</i>	6.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
REIMB CODING SPEC 2 (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
REIMB CODING SPEC 2 (LCH) <i>586 - Office Clerks, General</i>	5.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STAFF CLERK (LCR) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STAT CLERK (LC) <i>586 - Office Clerks, General</i>	1.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
STAT CLERK (LC) <i>586 - Office Clerks, General</i>	5.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
TRANSP CLERK (LC) <i>586 - Office Clerks, General</i>	2.00	48239	38700 80.23%	18794 38.96%	10434 21.63%	5420 11.24%	2310 4.79%	165 0.34%
Total Weight:	434.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6A Auto Mechanics/Body Repair		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
AUTOV MECH (LC) <i>720 - Auto Service Technicians and Mechanics</i>	2.00	26768	454 1.70%	10588 39.55%	3170 11.84%	6375 23.82%	689 2.57%	95 0.35%
AUTOV SUBFRMN (LC) <i>720 - Auto Service Technicians and Mechanics</i>	4.00	26768	454 1.70%	10588 39.55%	3170 11.84%	6375 23.82%	689 2.57%	95 0.35%
AUTOV TECHNICIAN (LC) <i>720 - Auto Service Technicians and Mechanics</i>	2.00	26768	454 1.70%	10588 39.55%	3170 11.84%	6375 23.82%	689 2.57%	95 0.35%
<i>Total Weight:</i>	8.00							
Job Group: 6B Mechanics/Repair not Auto		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
BLDG MECH FRMN (LCR) <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9922	6040 60.87%	6952 70.07%	1135 11.44%	4260 42.93%	1479 14.91%	14 0.14%
ELC&ELCINSTR&CRLMCHFRM (LC) <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9922	6040 60.87%	6952 70.07%	1135 11.44%	4260 42.93%	1479 14.91%	14 0.14%
ELC&ELCINSTR&CRLMECH (LC) <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	12.00	9922	6040 60.87%	6952 70.07%	1135 11.44%	4260 42.93%	1479 14.91%	14 0.14%
ELEVATOR MECH (LC) <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	5.00	9922	6040 60.87%	6952 70.07%	1135 11.44%	4260 42.93%	1479 14.91%	14 0.14%
LEAD ELEVATOR MECH (LC) <i>772 - Electrcl/Electronics/Electromech Assblrs</i>	1.00	9922	6040 60.87%	6952 70.07%	1135 11.44%	4260 42.93%	1479 14.91%	14 0.14%
<i>Total Weight:</i>	20.00							
Job Group: 6C Machinists		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
INSTRM MKR (LC) <i>803 - Machinists</i>	7.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
LOCKSMITH (LC) <i>803 - Machinists</i>	5.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
LOCKSMITH FRMN (LC) <i>803 - Machinists</i>	1.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
MACH (LC) <i>803 - Machinists</i>	8.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
MACH FRMN (LC) <i>803 - Machinists</i>	1.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
RESRCH LAB SHOP SUPRV (LC) <i>803 - Machinists</i>	1.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
RESRCH LAB SHOP SUPRV (LC) <i>803 - Machinists</i>	3.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
SR LAB MECH (LC) <i>803 - Machinists</i>	1.00	13972	879 6.29%	4682 33.51%	1450 10.38%	2250 16.10%	713 5.10%	59 0.42%
<i>Total Weight:</i>	27.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6D Carpenters		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
CARPENT (LC) <i>623 - Carpenters</i>	22.00	39680	605 1.52%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
CARPENT FRMN (LC) <i>623 - Carpenters</i>	1.00	39680	605 1.52%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
GEN CARPENT FRMN (LC) <i>623 - Carpenters</i>	1.00	39680	605 1.52%	9455 23.83%	2345 5.91%	6050 15.25%	310 0.78%	195 0.49%
<i>Total Weight:</i>	24.00							
Job Group: 6E Construction Crafts		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
PIPEFITTER (LC) <i>644 - Pipelayers/Plmbers/Pipeftters/Steamfitter</i>	4.00	13318	240 1.80%	2633 19.77%	1160 8.71%	1255 9.42%	79 0.59%	65 0.49%
PIPEFITTER FRMN (LC) <i>644 - Pipelayers/Plmbers/Pipeftters/Steamfitter</i>	2.00	13318	240 1.80%	2633 19.77%	1160 8.71%	1255 9.42%	79 0.59%	65 0.49%
PIPEFITTER WELDER (LC) <i>644 - Pipelayers/Plmbers/Pipeftters/Steamfitter</i>	5.00	13318	240 1.80%	2633 19.77%	1160 8.71%	1255 9.42%	79 0.59%	65 0.49%
PLASTERER (LC) <i>646 - Plasterers and Stucco Masons</i>	1.00	694	0 0.00%	319 45.97%	50 7.20%	215 30.98%	4 0.58%	0 0.00%
PLUMB (LC) <i>F08 - Construction and Extractive Craft Wrkrs</i>	12.00	154219	3971 2.57%	42010 27.24%	11975 7.76%	26425 17.13%	1240 0.80%	743 0.48%
PLUMB FRMN (LC) <i>F08 - Construction and Extractive Craft Wrkrs</i>	1.00	154219	3971 2.57%	42010 27.24%	11975 7.76%	26425 17.13%	1240 0.80%	743 0.48%
PLUMB GEN FRMN (LC) <i>F08 - Construction and Extractive Craft Wrkrs</i>	1.00	154219	3971 2.57%	42010 27.24%	11975 7.76%	26425 17.13%	1240 0.80%	743 0.48%
PLUMBER <i>F08 - Construction and Extractive Craft Wrkrs</i>	1.00	154219	3971 2.57%	42010 27.24%	11975 7.76%	26425 17.13%	1240 0.80%	743 0.48%
PNEUM INSTR&CTRL MECH (LC) <i>F08 - Construction and Extractive Craft Wrkrs</i>	1.00	154219	3971 2.57%	42010 27.24%	11975 7.76%	26425 17.13%	1240 0.80%	743 0.48%
<i>Total Weight:</i>	28.00							
Job Group: 6F Electricians		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ELEC (LC) <i>635 - Electricians</i>	21.00	20873	725 3.47%	4473 21.43%	1915 9.17%	1935 9.27%	339 1.62%	104 0.50%
ELEC FRMN (LC) <i>635 - Electricians</i>	3.00	20873	725 3.47%	4473 21.43%	1915 9.17%	1935 9.27%	339 1.62%	104 0.50%
ELEC GEN FRMN (LC) <i>635 - Electricians</i>	1.00	20873	725 3.47%	4473 21.43%	1915 9.17%	1935 9.27%	339 1.62%	104 0.50%
ELECTRICIAN <i>635 - Electricians</i>	2.00	20873	725 3.47%	4473 21.43%	1915 9.17%	1935 9.27%	339 1.62%	104 0.50%
ELECTRICIAN (LC) <i>635 - Electricians</i>	1.00	20873	725 3.47%	4473 21.43%	1915 9.17%	1935 9.27%	339 1.62%	104 0.50%
Electrician <i>635 - Electricians</i>	1.00	20873	725 3.47%	4473 21.43%	1915 9.17%	1935 9.27%	339 1.62%	104 0.50%
<i>Total Weight:</i>	29.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6G Print Trades Crafts		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ASSTSUPRINTDPRINTSHOP (LC) <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%
PRESS TECHN 2 (LCDA) <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%
PRESS TECHN 3 (LC) <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%
PRINT PROD COORD (LC) <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%
Press Tech I <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>	8.00							
Job Group: 6H Painters		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
PAINTER (LC) <i>881 - Painting Workers</i>	15.00	4189	604 14.42%	2489 59.42%	455 10.86%	1945 46.43%	74 1.77%	0 0.00%
PAINTER-FRNM (LC) <i>881 - Painting Workers</i>	3.00	4189	604 14.42%	2489 59.42%	455 10.86%	1945 46.43%	74 1.77%	0 0.00%
<i>Total Weight:</i>	18.00							
Job Group: 6J Plant & Systems Operators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ASSTCHFPLANTOPRTGENGR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	15.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
BLDG AUTO TECHN 2 (LC) <i>863 - Miscellaneous Plant and System Operators</i>	1.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
BLDG OPRTG ENGR (LCR) <i>863 - Miscellaneous Plant and System Operators</i>	1.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
CHF PLANT OPRTG ENGR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	4.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
LAB OPRTG ENGR (LCH) <i>863 - Miscellaneous Plant and System Operators</i>	1.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
PLANT OPRTG ENGR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	106.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
UTIL LBR (LC) <i>863 - Miscellaneous Plant and System Operators</i>	4.00	488	49 10.04%	193 39.55%	125 25.61%	53 10.86%	15 3.07%	0 0.00%
<i>Total Weight:</i>	132.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 6Z Other Craftsmen		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
EQUIP SERV WRKR (LCH) <i>762 - Other Install/Maint/Repair Wkrs</i>	6.00	6129	525 8.57%	2174 35.47%	760 12.40%	1220 19.91%	139 2.27%	20 0.33%
GLASSBLOWER (LC) <i>762 - Other Install/Maint/Repair Wkrs</i>	1.00	6129	525 8.57%	2174 35.47%	760 12.40%	1220 19.91%	139 2.27%	20 0.33%
MAINT REPR/WRKR (LCR) <i>762 - Other Install/Maint/Repair Wkrs</i>	2.00	6129	525 8.57%	2174 35.47%	760 12.40%	1220 19.91%	139 2.27%	20 0.33%
UTIL&MAINT RPMN (LCP) <i>762 - Other Install/Maint/Repair Wkrs</i>	2.00	6129	525 8.57%	2174 35.47%	760 12.40%	1220 19.91%	139 2.27%	20 0.33%
<i>Total Weight:</i>	11.00							
Job Group: 7A Vehicle Operators		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
DISABIL TRANSP SPEC (LCH) <i>913 - Driver/Sales Workers and Truck Drivers</i>	1.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
DRIVER (LC) <i>913 - Driver/Sales Workers and Truck Drivers</i>	31.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
DRIVER HLP (LC) <i>913 - Driver/Sales Workers and Truck Drivers</i>	19.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
DSTRB CLERK (LC) <i>913 - Driver/Sales Workers and Truck Drivers</i>	3.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
DSTRB CLERK (LCH) <i>913 - Driver/Sales Workers and Truck Drivers</i>	2.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
MAIL MSGR (LC) <i>555 - Postal Service Mail Carriers</i>	8.00	11198	3819 34.10%	5498 49.10%	4290 38.31%	650 5.80%	470 4.20%	30 0.27%
MAIL SUPRV (LC) <i>040 - Postmasters and Mail Superintendents</i>	1.00	473	133 28.12%	253 53.49%	205 43.34%	44 9.30%	4 0.85%	0 0.00%
MSGR (LCH) <i>555 - Postal Service Mail Carriers</i>	1.00	11198	3819 34.10%	5498 49.10%	4290 38.31%	650 5.80%	470 4.20%	30 0.27%
ROUTE DRIVER (LCP) <i>913 - Driver/Sales Workers and Truck Drivers</i>	1.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
ROUTE DRIVER (LCR) <i>913 - Driver/Sales Workers and Truck Drivers</i>	1.00	86959	3720 4.28%	33239 38.22%	15820 18.19%	14755 16.97%	989 1.14%	480 0.55%
TRANSP ASST MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
<i>Total Weight:</i>	69.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
BLDG SERV FRMN (LC) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	13.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV SUPRV (LC) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	3.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (50001) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (LC) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	4.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (LCH) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	1.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (LCR) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	4.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (Z1001) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	315.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (Z1003) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	19.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (Z1004) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	3.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
BLDG SERV WRKR (Z1005) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	26.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
CUSTODIAL SUPRV (LC) <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>	3.00	5119	2124 41.49%	2094 40.91%	835 16.31%	1050 20.51%	140 2.73%	25 0.49%
HOUSEKPR (LC) <i>423 - Maids and Housekeeping Cleaners</i>	32.00	30144	25024 83.01%	19229 63.79%	7674 25.46%	9755 32.36%	900 2.99%	85 0.28%
<i>Total Weight:</i>	424.00							
Job Group: 7D Food Service Workers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
FD SERV AREA SUPRV (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
FD SERV SAN LBR (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	4.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
FD SERV WRKR 2 (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
FD SERV WRKR 2 (LCR) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	2.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
FD SERV WRKR 3 (LC) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	1.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
FD SERV WRKR 3 (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	9.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
FD SRVC SAN LBR (LCH) <i>405 - Food Prep/Srving Wkers Inclding FastFood</i>	36.00	7449	4779 64.16%	3219 43.21%	1590 21.35%	1360 18.26%	204 2.74%	15 0.20%
<i>Total Weight:</i>	54.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
MAIN DESK ATTEND (LC) <i>442 - Ushers/Lobby Attendants/Ticket Takers</i>	6.00	2402	630 26.23%	1212 50.46%	819 34.10%	255 10.62%	89 3.71%	4 0.17%
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%
NURSING ASST (LCR) <i>360 - Nursing/Psychiatric/Home Health Aides</i>	2.00	37845	32470 85.80%	26765 70.72%	19770 52.24%	3375 8.92%	2910 7.69%	130 0.34%
PHYS THERAPY AIDE (LCH) <i>362 - Physical Therapist Assistants/Aides</i>	3.00	1109	914 82.42%	309 27.86%	195 17.58%	60 5.41%	50 4.51%	0 0.00%
WRK PRGRM PARTICIP (LCCA) <i>465 - Personal Care/Service Workers All Other</i>	6.00	1404	594 42.31%	449 31.98%	255 18.16%	140 9.97%	40 2.85%	10 0.71%
WRK PRGRM PARTICIP (LCCC) <i>465 - Personal Care/Service Workers All Other</i>	3.00	1404	594 42.31%	449 31.98%	255 18.16%	140 9.97%	40 2.85%	10 0.71%
WRK PRGRM PARTICIP (LCCD) <i>465 - Personal Care/Service Workers All Other</i>	5.00	1404	594 42.31%	449 31.98%	255 18.16%	140 9.97%	40 2.85%	10 0.71%
WRK PRGRM PARTICIP (LCCE) <i>465 - Personal Care/Service Workers All Other</i>	2.00	1404	594 42.31%	449 31.98%	255 18.16%	140 9.97%	40 2.85%	10 0.71%
WRK PRGRM PARTICIP (LCCJ) <i>465 - Personal Care/Service Workers All Other</i>	1.00	1404	594 42.31%	449 31.98%	255 18.16%	140 9.97%	40 2.85%	10 0.71%
Total Weight:	31.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
AGRIC GARDENER FRMN (LC) <i>605 - Msc Agricult Wkrs, Includ Animal Breeders</i>	1.00	3949	1159 29.35%	2324 58.85%	220 5.57%	2035 51.53%	40 1.01%	10 0.25%
AUTOV TECHN ASST (ATTEND)(LC) <i>F14 - Service Workers, except Protective</i>	2.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
AUTOV TECHN ASST (HELPER)(LC) <i>F14 - Service Workers, except Protective</i>	2.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
AUTOV TECHN ASST (Helper)(LC) <i>F14 - Service Workers, except Protective</i>	1.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
ELEC LBR (LC) <i>F12 - Laborers and Helpers</i>	7.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
GARAGE FRMN (LC) <i>F14 - Service Workers, except Protective</i>	1.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
GRD GARDENER (LC) <i>425 - Grounds Maintenance Workers</i>	2.00	21012	1303 6.20%	14927 71.04%	1820 8.66%	12855 61.18%	110 0.52%	39 0.19%
GRD WRKR (LC) <i>425 - Grounds Maintenance Workers</i>	12.00	21012	1303 6.20%	14927 71.04%	1820 8.66%	12855 61.18%	110 0.52%	39 0.19%
LAB ANIM CARETAKER (LC) <i>F12 - Laborers and Helpers</i>	1.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB ANIM CARETKR (LC) <i>F12 - Laborers and Helpers</i>	15.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB ANIM CARETKR (LC) (Z1004) <i>F12 - Laborers and Helpers</i>	3.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB ANIM CARETKR (LC) (z1004) <i>F12 - Laborers and Helpers</i>	1.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB ANIM CARETKR (LCP) <i>F12 - Laborers and Helpers</i>	1.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB ANIM CARETKR (Z1004) <i>F12 - Laborers and Helpers</i>	2.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB HLP (LC) <i>F12 - Laborers and Helpers</i>	1.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LAB HLP (LCR) <i>F12 - Laborers and Helpers</i>	1.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
LBR-ELEC FRMN (LC) <i>F12 - Laborers and Helpers</i>	4.00	149284	23159 15.51%	87026 58.30%	27843 18.65%	55111 36.92%	2221 1.49%	472 0.32%
MAINT LBR (LC) <i>425 - Grounds Maintenance Workers</i>	16.00	21012	1303 6.20%	14927 71.04%	1820 8.66%	12855 61.18%	110 0.52%	39 0.19%
MED LAB ASST 1 (LCH) <i>F14 - Service Workers, except Protective</i>	6.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
MED LAB ASST 1 (LCP) <i>F14 - Service Workers, except Protective</i>	1.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
MED LAB ASST 1 (LCR) <i>F14 - Service Workers, except Protective</i>	1.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
MED LAB ASST 2 (LCH) <i>F14 - Service Workers, except Protective</i>	1.00	433913	260197 59.97%	225473 51.96%	98861 22.78%	98866 22.78%	20563 4.74%	1270 0.29%
PARK SERV AGENT 1 (LC) <i>935 - Parking Lot Attendants</i>	5.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
PARK SERV AGENT 2 (LC) <i>935 - Parking Lot Attendants</i>	2.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%
PARK SERV AGENT I (LC) <i>935 - Parking Lot Attendants</i>	1.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%
PARK SERV AGENT I (LC) <i>935 - Parking Lot Attendants</i>	1.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%
PARK SERV ASST (LC) <i>935 - Parking Lot Attendants</i>	10.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%
PARK SERVS AGENT 2 (LC) <i>935 - Parking Lot Attendants</i>	3.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%
PARK SERVS AGENT 3 (LC) <i>935 - Parking Lot Attendants</i>	4.00	2778	308 11.09%	1923 69.22%	1095 39.42%	549 19.76%	105 3.78%	0 0.00%
Supervising Farm Foreman <i>600 - Frst-Line Spv/Mgr Farm/Fish/Forest Wkrs</i>	1.00	263	70 26.62%	63 23.95%	15 5.70%	34 12.93%	0 0.00%	14 5.32%
TRANSPR 1 (LCH) <i>F11 - Transport/Material Moving Operative Wkrs</i>	33.00	172237	28205 16.38%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
TRANSPR 2 (LCH) <i>F11 - Transport/Material Moving Operative Wkrs</i>	3.00	172237	28205 16.38%	86998 50.51%	39974 23.21%	38576 22.40%	5149 2.99%	704 0.41%
<i>Total Weight:</i>	145.00							
Job Group: AA Accounting/Finance Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ACTNT 4 (LCDA) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 4 (LCH) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
ACTNT 4 (LCP) <i>080 - Accountants and Auditors</i>	1.00	67369	35430 52.59%	17834 26.47%	7595 11.27%	3705 5.50%	6005 8.91%	90 0.13%
<i>Total Weight:</i>	3.00							
Job Group: AB Human Resources Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
HR MGR (LC) <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
HR MGR (LCP) <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
HR MGR (LCR) <i>013 - Human Resources Managers</i>	1.00	15624	8945 57.25%	4759 30.46%	2530 16.19%	1510 9.66%	615 3.94%	34 0.22%
<i>Total Weight:</i>	3.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UIC Support Staff
10/21/2008

	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>								
ADMIN ASST 1 (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMIN ASST I (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LC) <i>043 - Managers, All Other</i>	18.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCDA) <i>043 - Managers, All Other</i>	10.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCDB) <i>043 - Managers, All Other</i>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCH) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCP) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 2 (LC) <i>043 - Managers, All Other</i>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 2 (LCH) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCH) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCH) <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 1 (LCR) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 2 (LC) <i>043 - Managers, All Other</i>	15.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 2 (LCDA) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 2 (LCDB) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST 2 (LCH) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST I (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST I (LCH) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ADMINV ASST II (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASST DIR CLIN SPPT OPS (LCH) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASST DIR PHYS PLANT (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASST DIR UNIVSTY U (LC) <i>043 - Managers, All Other</i>	1.00	69494	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
ASST TO DIR UNIVSTY U (LC) <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
ASSTDIRCLINSUPRTOPS (LCH) <i>043 - Managers, All Other</i>	6.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
Adminv Asst 2 Select Cert (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BLDG MAINT SUPRINTD (LC) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BLDG SERV SUPRINTD (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 1 (LC) <i>043 - Managers, All Other</i>	3.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 1 (LCH) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 1 (LCR) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 2 (LC) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 2 (LCH) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 2 (LCP) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
BUS MGR 2 (LCR) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
Bus Mgr II (LCP) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
Business Mgr. I <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
FD SERV MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
GRANTS&CTRCT ADMIN 1 (LC) <i>043 - Managers, All Other</i>	4.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
HLTH CTR ADMIN (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
HLTH CTR ADMIN (LCH) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
HOUS ADMIN (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
LAB MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
MGR SPTS FACIL (LC) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
PARK & TRAFFIC COORD (LC) <i>043 - Managers, All Other</i>	5.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
SERV ENTR MGR (LC) <i>043 - Managers, All Other</i>	7.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
SUPRINTD BLDG (LC) <i>043 - Managers, All Other</i>	1.00	69494	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
SUPRINTD OPS (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
<i>Total Weight:</i>	146.00							
Job Group: AE Health Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
CHFHLTHCAREUTILREVCORD (LCH) <i>035 - Medical and Health Services Managers</i>	1.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
DSCAREAPRGRMSERVSADMIN (LCDA) <i>035 - Medical and Health Services Managers</i>	8.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
DSCAREAPRGRMSERVSADMIN (LCDB) <i>035 - Medical and Health Services Managers</i>	5.00	11623	8309 71.49%	3298 28.37%	1999 17.20%	705 6.07%	510 4.39%	10 0.09%
<i>Total Weight:</i>	14.00							
Job Group: AZ Other Managers		<i>Labor Area: Chicago, IL PMSA</i>						
<u>Employee Job Titles:</u>								
ASST PAYROLL MGR (LC) <i>012 - Financial Managers</i>	3.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
BOOKSTORE MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
CNTAL STORES MGR 1 (LCH) <i>043 - Managers, All Other</i>	2.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
DEPUTY DIR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
MLG SERVS MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
PAYROLL MGR (LC) <i>012 - Financial Managers</i>	2.00	40999	20330 49.59%	8014 19.55%	3835 9.35%	2295 5.60%	1535 3.74%	90 0.22%
PUBLIC MGR (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
PURCH OFFIC 4 (LCH) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
SUPRINTD PRINT SHOP (LC) <i>043 - Managers, All Other</i>	1.00	69494	25179 36.23%	14434 20.77%	6370 9.17%	4120 5.93%	3270 4.71%	159 0.23%
<i>Total Weight:</i>	13.00							

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3A Accountg/Finance Professiona								
<u>Feeders:</u>								
Job Title: ACTNT 1 (LC) (3A)	-	3	2 66.67%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	0 0.00%
Job Title: BDGT ANA 1 (LC) (3A)	-	5	4 80.00%	4 80.00%	1 20.00%	2 40.00%	1 20.00%	0 0.00%
Job Title: FIN ANA/PLANR 1 (LCH) (3A)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: FIN ANA/PLANR 1 (LCR) (3A)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: DEPT INFO SUPRV (LC) (3E)	-	55	54 98.18%	44 80.00%	31 56.36%	10 18.18%	3 5.45%	0 0.00%
Job Title: CLERK (LCH) (5Z)	-	4	4 100.00%	3 75.00%	3 75.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: ADMIN ASST I (LC) (AC)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 3C Human Resources Professiona								
<u>Feeders:</u>								
Job Title: CUST SERV REP 3 (LCH) (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: HR REP (LC) (4Z)	-	8	8 100.00%	5 62.50%	3 37.50%	2 25.00%	0 0.00%	0 0.00%
Job Title: HR REP (LCP) (4Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 3D Systems/Network Professional								
<u>Feeders:</u>								
Job Title: IT SUPPORT ASSOC (LC) (3D)	-	8	0 0.00%	6 75.00%	4 50.00%	2 25.00%	0 0.00%	0 0.00%
Job Title: IT TECH ASSOC L2 (LC) (3D)	-	10	2 20.00%	5 50.00%	1 10.00%	2 20.00%	2 20.00%	0 0.00%
Job Title: MICROCOMPUSUPRTSPEC 3 (LC) (3D)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: OPS SUPRT SERV SPEC 1 (LC) (5C)	-	11	11 100.00%	11 100.00%	11 100.00%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3E Commun/Creative Arts Profess								
<u>Feeders:</u>								
Job Title: INFO SERVS SUPRV (LC) (3Z)	-	46	42 91.30%	33 71.74%	19 41.30%	14 30.43%	0 0.00%	0 0.00%
Job Title: Office Administrator (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: ADMINV CLERK (LU) (5Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: UTIL LBR (LC) (6J)	-	4	0 0.00%	1 25.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 3F College Program Professionals								
<u>Feeders:</u>								
Job Title: ADMISS & REC REP (LC) (3F)	-	3	3 100.00%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: ADMISS & REC SUPRV (LC) (3F)	-	9	8 88.89%	8 88.89%	7 77.78%	1 11.11%	0 0.00%	0 0.00%
Job Title: COLLECT SPEC 2 (LCH) (5Z)	-	8	4 50.00%	5 62.50%	4 50.00%	1 12.50%	0 0.00%	0 0.00%
Job Group: 3G Medical/Lab Professionals								
<u>Feeders:</u>								
Job Title: HIST TECHT (LCH) (3G)	-	8	6 75.00%	5 62.50%	1 12.50%	2 25.00%	2 25.00%	0 0.00%
Job Title: MED TECHT 1 (LCH) (3G)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: MED RADIOGR 1 (LCH) (3G)	-	10	4 40.00%	5 50.00%	1 10.00%	1 10.00%	3 30.00%	0 0.00%
Job Title: MED RADIOGR 1 (LCR) (3G)	-	3	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: MED RADIOGRAPH 2 (LCH) (3G)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: MED SONOGRAPH 1 (LCH) (3G)	-	2	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: RADAT THERAP 1 (LCH) (3G)	-	2	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: MED LAB TECHN 3 (LCH) (4E)	-	18	13 72.22%	13 72.22%	9 50.00%	0 0.00%	4 22.22%	0 0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 3H Nurses								
<u>Feeders:</u>								
Job Title: ADMINV NRS 1 (3H)	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	
Job Title: CLIN NURSING CONSULT 2 (LC) (3H)	-	2	2	1	1	0	0	0
		100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	
Job Title: CLIN NURSING CONSULT 2 (LCH) (3H)	-	17	16	9	5	0	4	0
		94.12%	52.94%	29.41%	0.00%	23.53%	0.00%	
Job Title: STAFF NRS 1 (3H)	-	1	1	1	0	0	1	0
		100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	
Job Title: STAFF NRS 1 (LCH) (3H)	-	2	2	1	1	0	0	0
		100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	
Job Title: STAFF NRS 1 (LC) (3H)	-	3	2	1	0	0	1	0
		66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	
Job Title: STAFF NRS 1 (LCH) (3H)	-	803	726	593	130	82	378	3
		90.41%	73.85%	16.19%	10.21%	47.07%	0.37%	
Job Title: STAFF NRS 1 (LCP) (3H)	-	3	3	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: STAFF NRS 1 (LCR) (3H)	-	10	9	2	1	0	1	0
		90.00%	20.00%	10.00%	0.00%	10.00%	0.00%	
Job Title: STAFF NRS 1(LCH) (3H)	-	2	1	2	0	0	2	0
		50.00%	100.00%	0.00%	0.00%	100.00%	0.00%	
Job Title: STAFF NRS I (LCH) (3H)	-	1	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: Staff Nrs !(LCH) (3H)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	
Job Title: Staff Nurse I (3H)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Title: License Practical Nurs 2 (LCH) (4F)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	
Job Group: 3J Medical Health Professionals								
<u>Feeders:</u>								
Job Title: SOC W AIDE 1 (LCDA) (3J)	-	5	5	1	1	0	0	0
		100.00%	20.00%	20.00%	0.00%	0.00%	0.00%	
Job Title: SOC W AIDE 1 (LCDB) (3J)	-	11	10	11	3	8	0	0
		90.91%	100.00%	27.27%	72.73%	0.00%	0.00%	
Job Title: SOC W AIDE 2 (LCDA) (3J)	-	9	8	1	0	1	0	0
		88.89%	11.11%	0.00%	11.11%	0.00%	0.00%	
Job Group: 3K Medical Therapists								
<u>Feeders:</u>								
Job Title: RESP CARE THERAP 2 (LCH) (3K)	-	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 3Z Other CS Service Professionals								
<u>Feeders:</u>								
Job Title: PRGRM ADMIN ASST (LC) (3Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: SAFETY OFFIC 1 (LC) (3Z)	-	3	1	1	1	0	0	0
		33.33%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%
Job Title: PRGRM SERV AIDE (LCH) (4B)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 2 (LCH) (4Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: OFFICE ADMIN (LC) (5B)	-	29	29	26	19	7	0	0
		100.00%	89.66%	65.52%	24.14%	0.00%	0.00%	0.00%
Job Title: Office Administrator (LCP) (5B)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: PAT SUPRT SERV COORD (LCH) (5Z)	-	6	5	6	4	1	1	0
		83.33%	100.00%	66.67%	16.67%	16.67%	0.00%	0.00%
Job Group: 4B Engineering/Science Technici								
<u>Feeders:</u>								
Job Title: COMMT WRKR (LC) (3J)	-	9	8	8	4	4	0	0
		88.89%	88.89%	44.44%	44.44%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 2 (LCH) (4Z)	-	4	4	3	2	1	0	0
		100.00%	75.00%	50.00%	25.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 4E Health Technicians								
<u>Feeders:</u>								
Job Title: DENTAL ASST 1 (LC) (4E)	-	4	3 75.00%	4 100.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%
Job Title: EEG TECHN 1 (LCH) (4E)	-	3	3 100.00%	2 66.67%	1 33.33%	0 0.00%	1 33.33%	0 0.00%
Job Title: HEMODIALYSIS TECHT 1 (LCH) (4E)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: MED LAB TECHN 1 (LC) (4E)	-	1	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: OPHTHAL TECHT (LC) (4E)	-	3	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: OPHTHALMIC TECHN (LCH) (4E)	-	9	7 77.78%	8 88.89%	3 33.33%	5 55.56%	0 0.00%	0 0.00%
Job Title: PHARM TECHN 1 (60002) (4E)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: PHARM TECHN 1 (LC) (4E)	-	3	2 66.67%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: PHARM TECHN 1 (LCH) (4E)	-	3	3 100.00%	2 66.67%	1 33.33%	1 33.33%	0 0.00%	0 0.00%
Job Title: PHARM TECHN 2 (LC) (4E)	-	16	13 81.25%	16 100.00%	7 43.75%	3 18.75%	6 37.50%	0 0.00%
Job Title: PHARM TECHN 2 (LCH) (4E)	-	21	17 80.95%	19 90.48%	8 38.10%	0 0.00%	10 47.62%	1 4.76%
Job Title: PHARM TECHN 3 (LCH) (4E)	-	7	5 71.43%	5 71.43%	2 28.57%	3 42.86%	0 0.00%	0 0.00%
Job Title: PHLEBOTOMIST 2 (LCH) (4E)	-	25	22 88.00%	19 76.00%	14 56.00%	5 20.00%	0 0.00%	0 0.00%
Job Title: AMB CARE AIDE 2 (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: FD SERV SAN LBR (LCH) (7D)	-	4	1 25.00%	4 100.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: FD SRVC SAN LBR (LCH) (7D)	-	36	25 69.44%	30 83.33%	22 61.11%	8 22.22%	0 0.00%	0 0.00%
Job Title: WRK PRGRM PARTICIP (LCCA) (7E)	-	6	4 66.67%	6 100.00%	3 50.00%	3 50.00%	0 0.00%	0 0.00%
Job Title: LAB ANIM CARETAKER (LC) (7Z)	-	1	0 0.00%	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 4F Health Service, Other								
<u>Feeders:</u>								
Job Title: ANESTH ASST 1 (60001) (4F)	-	2	2	2	0	2	0	0
			100.00%	100.00%	0.00%	100.00%	0.00%	0.00%
Job Title: ANESTH ASST 1 (LCH) (4F)	-	1	0	1	0	0	1	0
			0.00%	100.00%	0.00%	0.00%	100.00%	0.00%
Job Title: CASHIER 1 (LCH) (5Z)	-	4	3	3	2	1	0	0
			75.00%	75.00%	50.00%	25.00%	0.00%	0.00%
Job Title: NURSING ASST (LCH) (7E)	-	3	2	3	2	1	0	0
			66.67%	100.00%	66.67%	33.33%	0.00%	0.00%
Job Group: 4G Protective Service Workers								
<u>Feeders:</u>								
Job Title: PLC OFFIC (LC) (4G)	-	53	12	33	18	11	4	0
			22.64%	62.26%	33.96%	20.75%	7.55%	0.00%
Job Title: PLC SRG (LC) (4G)	-	13	1	5	3	2	0	0
			7.69%	38.46%	23.08%	15.38%	0.00%	0.00%
Job Title: SECU GUARD (LC) (4G)	-	21	8	19	9	7	3	0
			38.10%	90.48%	42.86%	33.33%	14.29%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 4Z Other Technicians/Paraprofess								
<u>Feeders:</u>								
Job Title: PRGRM SERV AIDE (LCH) (4B)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Job Title: PRGRM SERVS AIDE (LC) (4B)	-	49	46	45	28	15	1	1
		93.88%	91.84%	57.14%	30.61%	2.04%	2.04%	
Job Title: MEDICAL ASST (LCR) (4E)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: COMMT AFF SPEC 1 (LC) (4Z)	-	2	0	2	2	0	0	0
		0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 2 (LCH) (4Z)	-	1	1	1	1	0	0	0
		100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 1 (LC) (4Z)	-	43	39	41	27	14	0	0
		90.70%	95.35%	62.79%	32.56%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 1 (LCDA) (4Z)	-	4	4	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 1 (LCH) (4Z)	-	61	52	59	33	26	0	0
		85.25%	96.72%	54.10%	42.62%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 2 (LCH) (4Z)	-	4	4	3	2	1	0	0
		100.00%	75.00%	50.00%	25.00%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP 2 (LC) (4Z)	-	29	25	28	18	9	1	0
		86.21%	96.55%	62.07%	31.03%	3.45%	0.00%	0.00%
Job Title: CUST SERV REP 2 (LCH) (4Z)	-	157	147	152	86	63	2	1
		93.63%	96.82%	54.78%	40.13%	1.27%	0.64%	
Job Title: CUST SERV REP 3 (LCH) (4Z)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Job Title: CUST SERV REP I (LCH) (4Z)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Job Title: HOUS REP (LC) (4Z)	-	3	3	3	2	1	0	0
		100.00%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%
Job Title: STOREKPR 1 (LC) (5D)	-	2	0	2	2	0	0	0
		0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Job Title: AMB CARE AIDE 2 (5Z)	-	1	1	1	0	1	0	0
		100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Job Title: AMB CARE AIDE 2 (LCH) (5Z)	-	2	1	2	1	1	0	0
		50.00%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%
Job Title: AMB CARE AISE 2 (LCH) (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title: AMB CARE ASST (LC) (5Z)	-	3	3	2	2	0	0	0
		100.00%	66.67%	66.67%	0.00%	0.00%	0.00%	0.00%
Job Title: CASHIER 3 (LC) (5Z)	-	2	2	1	1	0	0	0
		100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Job Title: LIBRARY ASSISTANT (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: MED INS SPEC 1 (LCH) (5Z)	-	12	11	9	4	3	2	0
		91.67%	75.00%	33.33%	25.00%	16.67%	0.00%	0.00%
Job Title: PAT UNIT CLERK 1 (LC) (5Z)	-	1	1	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Title: PAT UNIT CLERK 2 (LC) (5Z)	-	5	5 100.00%	5 100.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%
Job Title: PAT UNIT CLERK 2 (LCH) (5Z)	-	22	20 90.91%	22 100.00%	18 81.82%	3 13.64%	1 4.55%	0 0.00%
Job Title: REIMB CODING SPEC 1 (LCH) (5Z)	-	6	6 100.00%	6 100.00%	5 83.33%	1 16.67%	0 0.00%	0 0.00%
Job Title: PRINT PROD COORD (LC) (6G)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: CUSTODIAL SUPRV (LC) (7C)	-	3	2 66.67%	3 100.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: PARK SERVS AGENT 3 (LC) (7Z)	-	4	0 0.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 5A Accounting/Finance Clericals								
<u>Feeders:</u>								
Job Title: ACNT TECHN 1 (LC) (5A)	-	12	11 91.67%	12 100.00%	6 50.00%	5 41.67%	1 8.33%	0 0.00%
Job Title: Acct Clerk (LCP) (5A)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: PAYROLL SPEC 2 (LC) (5A)	-	8	7 87.50%	7 87.50%	3 37.50%	3 37.50%	1 12.50%	0 0.00%
Job Title: CASHIER 1 (LC) (5Z)	-	18	11 61.11%	14 77.78%	12 66.67%	2 11.11%	0 0.00%	0 0.00%
Job Group: 5B Office Support Clericals								
<u>Feeders:</u>								
Job Title: SOC W AIDE 2 (LCDB) (3J)	-	5	5 100.00%	4 80.00%	0 0.00%	4 80.00%	0 0.00%	0 0.00%
Job Title: Office Administrator (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: CHF CLERK (LCR) (5Z)	-	7	7 100.00%	2 28.57%	1 14.29%	0 0.00%	0 0.00%	1 14.29%

Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

UIC Support Staff
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 5D Storekeepers/Dispatchers								
<u>Feeders:</u>								
Job Title: BOOKSTORE DEPT SUPRV (LC) (5D)	-	6	5 83.33%	2 33.33%	2 33.33%	0 0.00%	0 0.00%	0 0.00%
Job Title: SHIPP/REC CLERK (LC) (5D)	-	3	0 0.00%	2 66.67%	2 66.67%	0 0.00%	0 0.00%	0 0.00%
Job Title: STOREKEEPER I (LCR) (5D)	-	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: STOREKPR 1 (LC) (5D)	-	2	0 0.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: STOREKPR 1 (LCH) (5D)	-	20	6 30.00%	19 95.00%	16 80.00%	3 15.00%	0 0.00%	0 0.00%
Job Title: STOREKPR 1 (LCP) (5D)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: FD SERV SAN LBR (LCH) (7D)	-	4	1 25.00%	4 100.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 5Z Other Clericals								
<u>Feeders:</u>								
Job Title: LIBRARY SPECIALIST (LC) (4Z)	-	2	1 50.00%	2 100.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: ADMINV CLERK (LC) (5Z)	-	6	5 83.33%	5 83.33%	3 50.00%	2 33.33%	0 0.00%	0 0.00%
Job Title: ADMINV CLERK (LCH) (5Z)	-	1	1 100.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: AMB CARE AIDE 1 (LCH) (5Z)	-	2	2 100.00%	2 100.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: CASHIER 2 (LC) (5Z)	-	2	2 100.00%	2 100.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: CLERICAL ASST (LCR) (5Z)	-	4	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: CLERK (LCR) (5Z)	-	2	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: LIBRARY CLERK (LCR) (5Z)	-	2	2 100.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%
Job Title: MED INS SPEC 1 (LCH) (5Z)	-	12	11 91.67%	9 75.00%	4 33.33%	3 25.00%	2 16.67%	0 0.00%
Job Title: MED INS SPEC 1 (LCR) (5Z)	-	3	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: PAT UNIT CLERK 2 (LC) (5Z)	-	5	5 100.00%	5 100.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%
Job Title: REIMB CODING SPEC 1 (LCH) (5Z)	-	6	6 100.00%	6 100.00%	5 83.33%	1 16.67%	0 0.00%	0 0.00%
Job Title: STAFF CLERK (LCR) (5Z)	-	2	2 100.00%	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 6B Mechanics/Repair not Auto								
<u>Feeders:</u>								
Job Title: ELEVATOR MECH (LC) (6B)	-	5	0 0.00%	2 40.00%	1 20.00%	1 20.00%	0 0.00%	0 0.00%
Job Group: 6C Machinists								
<u>Feeders:</u>								
Job Title: LOCKSMITH (LC) (6C)	-	5	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Group: 6J Plant & Systems Operators								
<u>Feeders:</u>								
Job Title: PLANT OPRTG ENGR (LC) (6J)	-	106	2 1.89%	19 17.92%	14 13.21%	2 1.89%	3 2.83%	0 0.00%
Job Group: 7C Cleaning Service Workers								
<u>Feeders:</u>								
Job Title: BLDG SERV FRMN (LC) (7C)	-	13	5 38.46%	12 92.31%	10 76.92%	2 15.38%	0 0.00%	0 0.00%
Job Title: HOUSEKPR (LC) (7C)	-	32	11 34.38%	32 100.00%	22 68.75%	9 28.13%	1 3.13%	0 0.00%
Job Group: 7D Food Service Workers								
<u>Feeders:</u>								
Job Title: FD SERV WRKR 2 (LCH) (7D)	-	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 7Z Other Service/Maintenance								
<u>Feeders:</u>								
Job Title: ELEC LBR (LC) (7Z)	-	7	1 14.29%	6 85.71%	2 28.57%	4 57.14%	0 0.00%	0 0.00%
Job Title: LAB ANIM CARETAKER (LC) (7Z)	-	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%
Job Title: MAINT LBR (LC) (7Z)	-	16	0 0.00%	12 75.00%	6 37.50%	6 37.50%	0 0.00%	0 0.00%
Job Title: PARK SERV AGENT 1 (LC) (7Z)	-	5	0 0.00%	4 80.00%	4 80.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: PARK SERV AGENT I (LC) (7Z)	-	1	1 100.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: PARK SERV ASST (LC) (7Z)	-	10	2 20.00%	9 90.00%	8 80.00%	1 10.00%	0 0.00%	0 0.00%
Job Group: AC Building/Housing Managers								
<u>Feeders:</u>								
Job Title: DEPT INFO SUPRV (LC) (3E)	-	55	54 98.18%	44 80.00%	31 56.36%	10 18.18%	3 5.45%	0 0.00%
Job Title: DEPT INFO SUPRV (LCH) (3E)	-	9	9 100.00%	8 88.89%	7 77.78%	1 11.11%	0 0.00%	0 0.00%
Job Title: SPEECH&HEAR CONSULT (LCDB) (3K)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: ASST FACIL MGR (LC) (4Z)	-	24	10 41.67%	17 70.83%	12 50.00%	5 20.83%	0 0.00%	0 0.00%
Job Title: Asst Buildings & Grounds Supv (4Z)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: HOUS OFFIC (LC) (4Z)	-	5	4 80.00%	4 80.00%	4 80.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: SUPRV UNIVSTY U NIGHT (LC) (4Z)	-	1	1 100.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Title: Office Administrator (LCP) (5B)	-	1	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Job Title: BUS MGR 1 (LCH) (AC)	-	2	1 50.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%
Job Title: SUPRINTD PRINT SHOP (LC) (AZ)	-	1	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
Job Group: AE Health Managers								
<u>Feeders:</u>								
Job Title: MED SOC CONSULT (LCDA) (3J)	-	2	2 100.00%	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
10/21/2008

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: AZ Other Managers								
<u>Feeders:</u>								
Job Title: ASST PAYROLL MGR (LC) (AZ)	-	3	2 66.67%	3 100.00%	1 33.33%	1 33.33%	1 33.33%	0 0.00%