

# Incumbency v. Estimated Availability Detail

UIC Support Staff  
10/21/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
3A Accountg/Finance Professionals	68	Female	50	73.53	58.46	39.8	10.2	2.52	
		Minority	44	64.71	32.41	22.0	22.0	5.69	
		Black	23	33.82	17.77	12.1	10.9	3.46	
		Hispanic	11	16.18	6.94	4.7	6.3	3.00	
		Asian	10	14.71	7.09	4.8	5.2	2.45	
		Amlndian	0	0.00	0.26	0.2	-0.2	-0.42	
3B Engineers	24	Female	0	0.00	11.78	2.8	-2.8	-1.79	
		Minority	7	29.17	28.48	6.8	0.2	0.07	
		Black	0	0.00	7.32	1.8	-1.8	-1.38	
		Hispanic	3	12.50	6.08	1.5	1.5	1.31	
		Asian	4	16.67	13.90	3.3	0.7	0.39	
		Amlndian	0	0.00	0.25	0.1	-0.1	-0.25	
3C Human Resources Professionals	36	Female	34	94.44	62.82	22.6	11.4	3.93	
		Minority	24	66.67	32.19	11.6	12.4	4.43	
		Black	16	44.44	17.17	6.2	9.8	4.34	
		Hispanic	7	19.44	11.05	4.0	3.0	1.61	
		Asian	1	2.78	3.36	1.2	-0.2	-0.19	
		Amlndian	0	0.00	0.22	0.1	-0.1	-0.28	
3D Systems/Network Professionals	75	Female	27	36.00	34.98	26.2	0.8	0.19	
		Minority	36	48.00	30.28	22.7	13.3	3.34	
		Black	25	33.33	13.64	10.2	14.8	4.97	
		Hispanic	7	9.33	6.53	4.9	2.1	0.98	
		Asian	4	5.33	9.20	6.9	-2.9	-1.16	
		Amlndian	0	0.00	0.24	0.2	-0.2	-0.43	
3E Commun/Creative Arts Profess	88	Female	86	97.73	32.58	28.7	57.3	13.04	
		Minority	54	61.36	20.09	17.7	36.3	9.66	
		Black	40	45.45	10.79	9.5	30.5	10.48	
		Hispanic	11	12.50	4.94	4.3	6.7	3.28	
		Asian	3	3.41	4.01	3.5	-0.5	-0.29	
		Amlndian	0	0.00	0.03	0.0	0.0	-0.16	
3F College Program Professionals	40	Female	37	92.50	63.11	25.2	11.8	3.85	
		Minority	36	90.00	43.94	17.6	18.4	5.87	
		Black	29	72.50	31.03	12.4	16.6	5.67	
		Hispanic	6	15.00	8.47	3.4	2.6	1.48	
		Asian	1	2.50	3.25	1.3	-0.3	-0.27	
		Amlndian	0	0.00	0.49	0.2	-0.2	-0.44	
3G Medical/Lab Professionals	269	Female	189	70.26	72.14	194.1	-5.1	-0.69	
		Minority	151	56.13	40.20	108.1	42.9	5.33	
		Black	45	16.73	14.60	39.3	5.7	0.99	
		Hispanic	24	8.92	4.98	13.4	10.6	2.97	
		Asian	82	30.48	19.16	51.5	30.5	4.72	
		Amlndian	0	0.00	0.18	0.5	-0.5	-0.69	
3H Nurses	1063	Female	964	90.69	93.80	997.0	-33.0	-4.20	Yes
		Minority	716	67.36	40.08	426.1	289.9	18.15	
		Black	179	16.84	18.92	201.1	-22.1	-1.73	
		Hispanic	96	9.03	3.97	42.2	53.8	8.45	
		Asian	437	41.11	15.76	167.5	269.5	22.68	
		Amlndian	4	0.38	0.26	2.8	1.2	0.73	

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3J Medical Health Professionals	198	Female	161	81.31	76.36	151.2	9.8	1.64	Yes
		Minority	110	55.56	38.14	75.5	34.5	5.04	
		Black	73	36.87	18.89	37.4	35.6	6.46	
		Hispanic	36	18.18	6.96	13.8	22.2	6.21	
		Asian	1	0.51	11.38	22.5	-21.5	-4.82	
		Amlndian	0	0.00	0.13	0.3	-0.3	-0.51	
3K Medical Therapists	61	Female	38	62.30	81.08	49.5	-11.5	-3.75	Yes
		Minority	18	29.51	32.66	19.9	-1.9	-0.52	
		Black	5	8.20	16.04	9.8	-4.8	-1.67	
		Hispanic	1	1.64	5.24	3.2	-2.2	-1.26	
		Asian	12	19.67	10.57	6.4	5.6	2.31	
		Amlndian	0	0.00	0.44	0.3	-0.3	-0.52	
3Z Other CS Service Professionals	145	Female	128	88.28	66.62	96.6	31.4	5.53	
		Minority	87	60.00	29.28	42.5	44.5	8.13	
		Black	53	36.55	17.20	24.9	28.1	6.18	
		Hispanic	31	21.38	7.16	10.4	20.6	6.64	
		Asian	3	2.07	4.06	5.9	-2.9	-1.21	
		Amlndian	0	0.00	0.24	0.3	-0.3	-0.58	
4A Systems/Network Technicians	16	Female	3	18.75	26.32	4.2	-1.2	-0.69	
		Minority	8	50.00	25.71	4.1	3.9	2.22	
		Black	5	31.25	8.50	1.4	3.6	3.26	
		Hispanic	3	18.75	5.59	0.9	2.1	2.29	
		Asian	0	0.00	10.28	1.6	-1.6	-1.35	
		Amlndian	0	0.00	0.60	0.1	-0.1	-0.31	
4B Engineering/Science Technician	92	Female	68	73.91	20.52	18.9	49.1	12.68	
		Minority	73	79.35	37.23	34.2	38.8	8.36	
		Black	43	46.74	12.85	11.8	31.2	9.71	
		Hispanic	22	23.91	11.90	10.9	11.1	3.56	
		Asian	6	6.52	11.50	10.6	-4.6	-1.50	
		Amlndian	2	2.17	0.24	0.2	1.8	3.76	
4C Food Service Coordinators	2	Female	1	50.00	40.51	0.8	0.2	0.27	
		Minority	0	0.00	36.20	0.7	-0.7	-1.07	
		Black	0	0.00	10.03	0.2	-0.2	-0.47	
		Hispanic	0	0.00	14.31	0.3	-0.3	-0.58	
		Asian	0	0.00	9.78	0.2	-0.2	-0.47	
		Amlndian	0	0.00	0.27	0.0	0.0	-0.07	
4E Health Technicians	490	Female	401	81.84	73.22	358.8	42.2	4.31	Yes
		Minority	388	79.18	41.72	204.4	183.6	16.82	
		Black	224	45.71	18.93	92.8	131.2	15.13	
		Hispanic	131	26.73	9.37	45.9	85.1	13.19	
		Asian	31	6.33	12.11	59.4	-28.4	-3.93	
		Amlndian	2	0.41	0.30	1.5	0.5	0.44	
4F Health Service, Other	183	Female	165	90.16	79.42	145.3	19.7	3.59	
		Minority	151	82.51	45.66	83.6	67.4	10.01	
		Black	119	65.03	25.60	46.8	72.2	12.22	
		Hispanic	17	9.29	6.04	11.0	6.0	1.85	
		Asian	15	8.20	12.37	22.6	-7.6	-1.72	
		Amlndian	0	0.00	0.19	0.3	-0.3	-0.59	

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4G Protective Service Workers	100	Female	24	24.00	19.57	19.6	4.4	1.12	
		Minority	64	64.00	41.78	41.8	22.2	4.51	
		Black	32	32.00	29.26	29.3	2.7	0.60	
		Hispanic	25	25.00	9.54	9.5	15.5	5.27	
		Asian	7	7.00	1.76	1.8	5.2	3.99	
		Amlndian	0	0.00	0.41	0.4	-0.4	-0.64	
4Z Other Technicians/Paraprofess	597	Female	502	84.09	66.98	399.9	102.1	8.89	
		Minority	518	86.77	40.06	239.1	278.9	23.29	
		Black	316	52.93	22.60	134.9	181.1	17.72	
		Hispanic	187	31.32	12.24	73.1	113.9	14.23	
		Asian	14	2.35	4.20	25.1	-11.1	-2.26	Yes
		Amlndian	1	0.17	0.27	1.6	-0.6	-0.46	
5A Accounting/Finance Clericals	69	Female	59	85.51	86.62	59.8	-0.8	-0.27	
		Minority	52	75.36	33.71	23.3	28.7	7.32	
		Black	26	37.68	18.36	12.7	13.3	4.14	
		Hispanic	21	30.43	10.39	7.2	13.8	5.46	
		Asian	5	7.25	3.97	2.7	2.3	1.39	
		Amlndian	0	0.00	0.23	0.2	-0.2	-0.40	
5B Office Support Clericals	163	Female	159	97.55	65.18	106.2	52.8	8.67	
		Minority	87	53.37	36.04	58.7	28.3	4.61	
		Black	62	38.04	19.30	31.5	30.5	6.06	
		Hispanic	25	15.34	11.33	18.5	6.5	1.62	
		Asian	0	0.00	4.22	6.9	-6.9	-2.68	Yes
		Amlndian	0	0.00	0.43	0.7	-0.7	-0.84	
5C Office Machine Operators	17	Female	12	70.59	69.42	11.8	0.2	0.10	
		Minority	16	94.12	43.76	7.4	8.6	4.18	
		Black	14	82.35	24.20	4.1	9.9	5.60	
		Hispanic	2	11.76	11.18	1.9	0.1	0.08	
		Asian	0	0.00	7.54	1.3	-1.3	-1.18	
		Amlndian	0	0.00	0.41	0.1	-0.1	-0.27	
5D Storekeepers/Dispatchers	101	Female	47	46.53	74.50	75.2	-28.2	-6.45	Yes
		Minority	78	77.23	40.76	41.2	36.8	7.46	
		Black	66	65.35	24.76	25.0	41.0	9.45	
		Hispanic	12	11.88	10.64	10.7	1.3	0.41	
		Asian	0	0.00	4.28	4.3	-4.3	-2.12	Yes
		Amlndian	0	0.00	0.30	0.3	-0.3	-0.55	
5Z Other Clericals	434	Female	382	88.02	74.19	322.0	60.0	6.58	
		Minority	290	66.82	39.62	171.9	118.1	11.59	
		Black	192	44.24	21.02	91.2	100.8	11.87	
		Hispanic	85	19.59	11.66	50.6	34.4	5.14	
		Asian	10	2.30	5.60	24.3	-14.3	-2.98	Yes
		Amlndian	3	0.69	0.29	1.2	1.8	1.57	
6A Auto Mechanics/Body Repair	8	Female	0	0.00	1.70	0.1	-0.1	-0.37	
		Minority	2	25.00	39.55	3.2	-1.2	-0.84	
		Black	2	25.00	11.84	0.9	1.1	1.15	
		Hispanic	0	0.00	23.82	1.9	-1.9	-1.58	
		Asian	0	0.00	2.57	0.2	-0.2	-0.46	
		Amlndian	0	0.00	0.35	0.0	0.0	-0.17	

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6B Mechanics/Repair not Auto	20	Female	1	5.00	57.83	11.6	-10.6	-4.78	Yes
		Minority	4	20.00	68.56	13.7	-9.7	-4.68	Yes
		Black	1	5.00	11.87	2.4	-1.4	-0.95	
		Hispanic	3	15.00	41.79	8.4	-5.4	-2.43	Yes
		Asian	0	0.00	14.16	2.8	-2.8	-1.82	
		Amlndian	0	0.00	0.13	0.0	0.0	-0.16	
6C Machinists	27	Female	0	0.00	6.06	1.6	-1.6	-1.32	
		Minority	5	18.52	32.27	8.7	-3.7	-1.53	
		Black	1	3.70	9.99	2.7	-1.7	-1.09	
		Hispanic	3	11.11	15.51	4.2	-1.2	-0.63	
		Asian	1	3.70	4.91	1.3	-0.3	-0.29	
		Amlndian	0	0.00	0.41	0.1	-0.1	-0.33	
6D Carpenters	24	Female	2	8.33	1.52	0.4	1.6	2.72	
		Minority	2	8.33	23.83	5.7	-3.7	-1.78	
		Black	2	8.33	5.91	1.4	0.6	0.50	
		Hispanic	0	0.00	15.25	3.7	-3.7	-2.08	Yes
		Asian	0	0.00	0.78	0.2	-0.2	-0.43	
		Amlndian	0	0.00	0.49	0.1	-0.1	-0.34	
6E Construction Crafts	28	Female	2	7.14	2.18	0.6	1.4	1.80	
		Minority	5	17.86	24.97	7.0	-2.0	-0.87	
		Black	3	10.71	8.12	2.3	0.7	0.50	
		Hispanic	2	7.14	14.60	4.1	-2.1	-1.12	
		Asian	0	0.00	0.71	0.2	-0.2	-0.45	
		Amlndian	0	0.00	0.47	0.1	-0.1	-0.36	
6F Electricians	29	Female	0	0.00	3.47	1.0	-1.0	-1.02	
		Minority	6	20.69	21.43	6.2	-0.2	-0.10	
		Black	3	10.34	9.17	2.7	0.3	0.22	
		Hispanic	3	10.34	9.27	2.7	0.3	0.20	
		Asian	0	0.00	1.62	0.5	-0.5	-0.69	
		Amlndian	0	0.00	0.50	0.1	-0.1	-0.38	
6G Print Trades Crafts	8	Female	2	25.00	13.70	1.1	0.9	0.93	
		Minority	4	50.00	31.98	2.6	1.4	1.09	
		Black	2	25.00	7.45	0.6	1.4	1.89	
		Hispanic	2	25.00	19.09	1.5	0.5	0.43	
		Asian	0	0.00	3.82	0.3	-0.3	-0.56	
		Amlndian	0	0.00	0.63	0.1	-0.1	-0.22	
6H Painters	18	Female	0	0.00	14.42	2.6	-2.6	-1.74	
		Minority	4	22.22	59.42	10.7	-6.7	-3.21	Yes
		Black	2	11.11	10.86	2.0	0.0	0.03	
		Hispanic	2	11.11	46.43	8.4	-6.4	-3.00	Yes
		Asian	0	0.00	1.77	0.3	-0.3	-0.57	
		Amlndian	0	0.00	0.00	0.0	0.0	0.00	
6J Plant & Systems Operators	132	Female	2	1.52	9.79	12.9	-10.9	-3.20	Yes
		Minority	24	18.18	38.89	51.3	-27.3	-4.88	Yes
		Black	19	14.39	25.24	33.3	-14.3	-2.87	Yes
		Hispanic	2	1.52	10.59	14.0	-12.0	-3.39	Yes
		Asian	3	2.27	3.07	4.0	-1.0	-0.53	
		Amlndian	0	0.00	0.00	0.0	0.0	0.00	

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6Z Other Craftsmen	11	Female	0	0.00	8.57	0.9	-0.9	-1.02	
		Minority	5	45.45	35.47	3.9	1.1	0.69	
		Black	1	9.09	12.40	1.4	-0.4	-0.33	
		Hispanic	2	18.18	19.91	2.2	-0.2	-0.14	
		Asian	2	18.18	2.27	0.2	1.8	3.55	
		Amlndian	0	0.00	0.33	0.0	0.0	-0.19	
7A Vehicle Operators	69	Female	4	5.80	8.98	6.2	-2.2	-0.92	
		Minority	40	57.97	39.61	27.3	12.7	3.12	
		Black	24	34.78	21.05	14.5	9.5	2.80	
		Hispanic	16	23.19	15.24	10.5	5.5	1.84	
		Asian	0	0.00	1.58	1.1	-1.1	-1.05	
		Amlndian	0	0.00	0.50	0.3	-0.3	-0.59	
7C Cleaning Service Workers	424	Female	220	51.89	44.58	189.0	31.0	3.03	
		Minority	407	95.99	42.89	181.9	225.1	22.09	
		Black	271	63.92	17.26	73.2	197.8	25.43	
		Hispanic	133	31.37	21.42	90.8	42.2	4.99	
		Asian	3	0.71	2.75	11.7	-8.7	-2.57	Yes
		Amlndian	0	0.00	0.47	2.0	-2.0	-1.42	
7D Food Service Workers	54	Female	35	64.81	64.82	35.0	0.0	0.00	
		Minority	46	85.19	44.26	23.9	22.1	6.05	
		Black	37	68.52	22.80	12.3	24.7	8.01	
		Hispanic	9	16.67	17.92	9.7	-0.7	-0.24	
		Asian	0	0.00	2.69	1.5	-1.5	-1.22	
		Amlndian	0	0.00	0.20	0.1	-0.1	-0.33	
7E Personal Service Workers	31	Female	21	67.74	50.09	15.5	5.5	1.97	
		Minority	29	93.55	41.41	12.8	16.2	5.89	
		Black	18	58.06	26.69	8.3	9.7	3.95	
		Hispanic	10	32.26	9.48	2.9	7.1	4.33	
		Asian	1	3.23	3.96	1.2	-0.2	-0.21	
		Amlndian	0	0.00	0.48	0.1	-0.1	-0.39	
7Z Other Service/Maintenance	145	Female	34	23.45	17.29	25.1	8.9	1.96	
		Minority	117	80.69	61.46	89.1	27.9	4.76	
		Black	85	58.62	23.60	34.2	50.8	9.93	
		Hispanic	31	21.38	33.50	48.6	-17.6	-3.09	Yes
		Asian	1	0.69	2.25	3.3	-2.3	-1.26	
		Amlndian	0	0.00	0.27	0.4	-0.4	-0.63	
AA Accounting/Finance Managers	3	Female	2	66.67	52.59	1.6	0.4	0.49	
		Minority	1	33.33	26.47	0.8	0.2	0.27	
		Black	0	0.00	11.27	0.3	-0.3	-0.62	
		Hispanic	0	0.00	5.50	0.2	-0.2	-0.42	
		Asian	1	33.33	8.91	0.3	0.7	1.48	
		Amlndian	0	0.00	0.13	0.0	0.0	-0.06	
AB Human Resources Managers	3	Female	1	33.33	57.25	1.7	-0.7	-0.84	
		Minority	0	0.00	30.46	0.9	-0.9	-1.15	
		Black	0	0.00	16.19	0.5	-0.5	-0.76	
		Hispanic	0	0.00	9.66	0.3	-0.3	-0.57	
		Asian	0	0.00	3.94	0.1	-0.1	-0.35	
		Amlndian	0	0.00	0.22	0.0	0.0	-0.08	

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10/21/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
AC Building/Housing Managers	146	Female	107	73.29	39.68	57.9	49.1	8.30	
		Minority	74	50.68	24.93	36.4	37.6	7.19	
		Black	43	29.45	12.54	18.3	24.7	6.17	
		Hispanic	26	17.81	6.76	9.9	16.1	5.32	
		Asian	5	3.42	4.73	6.9	-1.9	-0.74	
		Amlndian	0	0.00	0.21	0.3	-0.3	-0.56	
AE Health Managers	14	Female	10	71.43	73.52	10.3	-0.3	-0.18	
		Minority	3	21.43	26.35	3.7	-0.7	-0.42	
		Black	3	21.43	15.97	2.2	0.8	0.56	
		Hispanic	0	0.00	5.63	0.8	-0.8	-0.91	
		Asian	0	0.00	4.07	0.6	-0.6	-0.77	
		Amlndian	0	0.00	0.08	0.0	0.0	-0.11	
AZ Other Managers	13	Female	7	53.85	43.31	5.6	1.4	0.77	
		Minority	7	53.85	26.43	3.4	3.6	2.24	
		Black	4	30.77	11.09	1.4	2.6	2.26	
		Hispanic	1	7.69	7.92	1.0	0.0	-0.03	
		Asian	2	15.38	6.57	0.9	1.1	1.28	
		Amlndian	0	0.00	0.21	0.0	0.0	-0.16	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00*