

# **Incumbency v. Estimated Availability Summary**

UIC Support Staff 12/02/2009

## **Comparison Test**

**Two Standard Deviation Test**

# Incumbency v. Estimated Availability Summary

UIC Support Staff  
12/02/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
3A Accountg/Finance Professionals	63	Female	45	71.43	54.33	
		Minority	42	66.67	27.70	
		Black	23	36.51	13.96	
		Hispanic	10	15.87	5.92	
		Asian	9	14.29	7.13	
		AmIndian	0	0.00	0.31	
3B Engineers	21	Female	0	0.00	12.37	
		Minority	7	33.33	29.01	
		Black	0	0.00	7.61	
		Hispanic	3	14.29	6.30	
		Asian	4	19.05	13.91	
		AmIndian	0	0.00	0.25	
3C Human Resources Professionals	38	Female	36	94.74	59.64	
		Minority	25	65.79	29.67	
		Black	17	44.74	16.02	
		Hispanic	7	18.42	9.34	
		Asian	1	2.63	3.64	
		AmIndian	0	0.00	0.24	
3D Systems/Network Professionals	72	Female	26	36.11	34.32	
		Minority	36	50.00	27.81	
		Black	25	34.72	11.39	
		Hispanic	7	9.72	6.14	
		Asian	4	5.56	9.34	
		AmIndian	0	0.00	0.25	
3E Commun/Creative Arts Profess	86	Female	83	96.51	29.82	
		Minority	52	60.47	18.30	
		Black	37	43.02	10.23	
		Hispanic	12	13.95	3.54	
		Asian	3	3.49	4.17	
		AmIndian	0	0.00	0.03	
3F College Program Professionals	36	Female	33	91.67	60.69	
		Minority	33	91.67	37.04	
		Black	27	75.00	23.32	
		Hispanic	5	13.89	8.13	
		Asian	1	2.78	4.17	
		AmIndian	0	0.00	0.57	
3G Medical/Lab Professionals	257	Female	179	69.65	72.39	
		Minority	143	55.64	39.20	
		Black	42	16.34	13.94	
		Hispanic	18	7.00	4.67	
		Asian	83	32.30	19.07	
		AmIndian	0	0.00	0.19	
3H Nurses	1046	Female	943	90.15	93.88	Yes
		Minority	700	66.92	39.14	
		Black	168	16.06	18.78	Yes
		Hispanic	68	6.50	3.81	
		Asian	461	44.07	15.10	
		AmIndian	3	0.29	0.26	

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3J Medical Health Professionals	194	Female	156	80.41	76.01	Yes
		Minority	107	55.15	37.69	
		Black	73	37.63	19.50	
		Hispanic	33	17.01	5.50	
		Asian	1	0.52	11.74	
		AmIndian	0	0.00	0.13	
3K Medical Therapists	55	Female	35	63.64	79.84	Yes
		Minority	18	32.73	34.54	
		Black	4	7.27	16.92	
		Hispanic	3	5.45	5.39	
		Asian	11	20.00	11.41	
		AmIndian	0	0.00	0.42	
3Z Other CS Service Professionals	129	Female	112	86.82	64.26	
		Minority	81	62.79	25.61	
		Black	48	37.21	14.14	
		Hispanic	29	22.48	6.34	
		Asian	4	3.10	4.21	
		AmIndian	0	0.00	0.25	
4A Systems/Network Technicians	15	Female	3	20.00	26.45	
		Minority	8	53.33	25.78	
		Black	5	33.33	8.50	
		Hispanic	3	20.00	5.56	
		Asian	0	0.00	10.38	
		AmIndian	0	0.00	0.59	
4B Engineering/Science Technician	91	Female	67	73.63	18.93	
		Minority	73	80.22	36.17	
		Black	45	49.45	12.11	
		Hispanic	20	21.98	11.31	
		Asian	6	6.59	11.75	
		AmIndian	2	2.20	0.25	
4C Food Service Coordinators	2	Female	1	50.00	40.51	
		Minority	0	0.00	36.20	
		Black	0	0.00	10.03	
		Hispanic	0	0.00	14.31	
		Asian	0	0.00	9.78	
		AmIndian	0	0.00	0.27	
4E Health Technicians	490	Female	399	81.43	73.17	Yes
		Minority	390	79.59	41.48	
		Black	215	43.88	18.80	
		Hispanic	133	27.14	9.22	
		Asian	40	8.16	12.18	
		AmIndian	2	0.41	0.30	
4F Health Service, Other	175	Female	157	89.71	79.77	
		Minority	143	81.71	45.07	
		Black	114	65.14	25.70	
		Hispanic	15	8.57	5.37	
		Asian	14	8.00	12.29	
		AmIndian	0	0.00	0.19	

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UIC Support Staff  
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4G Protective Service Workers	99	Female	23	23.23	19.51	
		Minority	62	62.63	41.56	
		Black	31	31.31	29.05	
		Hispanic	25	25.25	9.54	
		Asian	6	6.06	1.75	
		AmIndian	0	0.00	0.41	
4Z Other Technicians/Paraprofess	582	Female	486	83.51	65.06	
		Minority	501	86.08	35.87	
		Black	306	52.58	19.98	
		Hispanic	184	31.62	10.43	
		Asian	10	1.72	4.38	Yes
		AmIndian	1	0.17	0.25	
5A Accounting/Finance Clericals	65	Female	56	86.15	87.44	
		Minority	49	75.38	29.89	
		Black	25	38.46	15.70	
		Hispanic	20	30.77	9.28	
		Asian	4	6.15	3.84	
		AmIndian	0	0.00	0.25	
5B Office Support Clericals	140	Female	136	97.14	63.47	
		Minority	73	52.14	35.33	
		Black	52	37.14	19.21	
		Hispanic	21	15.00	10.75	
		Asian	0	0.00	4.34	Yes
		AmIndian	0	0.00	0.25	
5C Office Machine Operators	16	Female	11	68.75	67.78	
		Minority	15	93.75	41.65	
		Black	13	81.25	22.99	
		Hispanic	2	12.50	10.74	
		Asian	0	0.00	7.10	
		AmIndian	0	0.00	0.38	
5D Storekeepers/Dispatchers	106	Female	49	46.23	77.06	Yes
		Minority	83	78.30	37.83	
		Black	70	66.04	21.31	
		Hispanic	13	12.26	10.79	
		Asian	0	0.00	4.59	Yes
		AmIndian	0	0.00	0.32	
5Z Other Clericals	401	Female	347	86.53	73.65	
		Minority	267	66.58	38.50	
		Black	175	43.64	20.57	
		Hispanic	78	19.45	11.12	
		Asian	11	2.74	5.41	Yes
		AmIndian	3	0.75	0.30	
6A Auto Mechanics/Body Repair	7	Female	0	0.00	1.70	
		Minority	2	28.57	39.55	
		Black	2	28.57	11.84	
		Hispanic	0	0.00	23.82	
		Asian	0	0.00	2.57	
		AmIndian	0	0.00	0.35	

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6B Mechanics/Repair not Auto	14	Female	1	7.14	60.87	Yes Yes
		Minority	4	28.57	70.07	
		Black	1	7.14	11.44	
		Hispanic	3	21.43	42.93	
		Asian	0	0.00	14.91	
		AmIndian	0	0.00	0.14	
6C Machinists	27	Female	0	0.00	6.29	
		Minority	5	18.52	33.51	
		Black	1	3.70	10.38	
		Hispanic	3	11.11	16.10	
		Asian	1	3.70	5.10	
		AmIndian	0	0.00	0.42	
6D Carpenters	24	Female	2	8.33	1.52	Yes
		Minority	2	8.33	23.83	
		Black	2	8.33	5.91	
		Hispanic	0	0.00	15.25	
		Asian	0	0.00	0.78	
		AmIndian	0	0.00	0.49	
6E Construction Crafts	28	Female	2	7.14	2.18	
		Minority	5	17.86	24.97	
		Black	3	10.71	8.12	
		Hispanic	2	7.14	14.60	
		Asian	0	0.00	0.71	
		AmIndian	0	0.00	0.47	
6F Electricians	27	Female	0	0.00	3.47	
		Minority	6	22.22	21.43	
		Black	3	11.11	9.17	
		Hispanic	3	11.11	9.27	
		Asian	0	0.00	1.62	
		AmIndian	0	0.00	0.50	
6G Print Trades Crafts	8	Female	2	25.00	13.70	
		Minority	4	50.00	31.98	
		Black	2	25.00	7.45	
		Hispanic	2	25.00	19.09	
		Asian	0	0.00	3.82	
		AmIndian	0	0.00	0.63	
6H Painters	15	Female	0	0.00	14.42	Yes Yes
		Minority	3	20.00	59.42	
		Black	2	13.33	10.86	
		Hispanic	1	6.67	46.43	
		Asian	0	0.00	1.77	
		AmIndian	0	0.00	0.00	
6J Plant & Systems Operators	126	Female	2	1.59	10.04	Yes Yes Yes Yes
		Minority	24	19.05	39.55	
		Black	19	15.08	25.61	
		Hispanic	2	1.59	10.86	
		Asian	3	2.38	3.07	
		AmIndian	0	0.00	0.00	

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6Z Other Craftsmen	12	Female	0	0.00	8.57	
		Minority	6	50.00	35.48	
		Black	1	8.33	12.40	
		Hispanic	3	25.00	19.91	
		Asian	2	16.67	2.27	
		AmIndian	0	0.00	0.33	
7A Vehicle Operators	62	Female	4	6.45	9.51	
		Minority	35	56.45	39.77	
		Black	20	32.26	21.37	
		Hispanic	15	24.19	15.05	
		Asian	0	0.00	1.63	
		AmIndian	0	0.00	0.50	
7C Cleaning Service Workers	404	Female	209	51.73	44.78	Yes
		Minority	388	96.04	42.73	
		Black	256	63.37	17.05	
		Hispanic	128	31.68	21.45	
		Asian	4	0.99	2.75	
		AmIndian	0	0.00	0.47	
7D Food Service Workers	54	Female	36	66.67	64.16	
		Minority	46	85.19	43.21	
		Black	34	62.96	21.35	
		Hispanic	11	20.37	18.26	
		Asian	1	1.85	2.74	
		AmIndian	0	0.00	0.20	
7E Personal Service Workers	30	Female	20	66.67	48.79	
		Minority	28	93.33	39.00	
		Black	15	50.00	24.68	
		Hispanic	10	33.33	9.39	
		Asian	3	10.00	3.73	
		AmIndian	0	0.00	0.47	
7Z Other Service/Maintenance	141	Female	38	26.95	17.18	Yes
		Minority	116	82.27	60.00	
		Black	84	59.57	22.50	
		Hispanic	30	21.28	32.62	
		Asian	2	1.42	2.46	
		AmIndian	0	0.00	0.29	
AA Accounting/Finance Managers	4	Female	3	75.00	52.71	
		Minority	1	25.00	26.41	
		Black	0	0.00	11.25	
		Hispanic	0	0.00	5.49	
		Asian	1	25.00	8.89	
		AmIndian	0	0.00	0.13	
AB Human Resources Managers	2	Female	1	50.00	57.25	
		Minority	0	0.00	30.46	
		Black	0	0.00	16.19	
		Hispanic	0	0.00	9.66	
		Asian	0	0.00	3.94	
		AmIndian	0	0.00	0.22	

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AC Building/Housing Managers	139	Female	104	74.82	36.25	
		Minority	70	50.36	20.78	
		Black	41	29.50	9.17	
		Hispanic	24	17.27	5.93	
		Asian	5	3.60	4.70	
		AmIndian	0	0.00	0.23	
AE Health Managers	13	Female	11	84.62	71.49	
		Minority	3	23.08	28.35	
		Black	3	23.08	17.18	
		Hispanic	0	0.00	6.06	
		Asian	0	0.00	4.38	
		AmIndian	0	0.00	0.09	
AZ Other Managers	13	Female	6	46.15	41.38	
		Minority	8	61.54	20.36	
		Black	5	38.46	9.27	
		Hispanic	1	7.69	5.84	
		Asian	2	15.38	4.33	
		AmIndian	0	0.00	0.23	

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