

**Civil Service Utilization: Availability Compared to UIC Workforce**  
**October 2007**  
**Excludes DSCC, COM-P, COM-R**

Chicago Site Only

| JOB CATEGORIES  | JOB GROUPS   | Female                        | Total Minority | African American | Hispanic | Asian  | Native American |
|---|--|-------------------------------|----------------|------------------|----------|--------|-----------------|
| <b>MANAGERS</b>   |  |                               |                |                  |          |        |                 |
|   | <b>(AB) Human Resources Managers</b>   | <b>(N=2)</b>                  |                |                  |          |        |                 |
|   | Goal: Females(1)   | UIC Workforce                 | 0.00%          | 50.00%           | 50.00%   | 0.00%  | 0.00%           |
|   | Unit/s Employed: VCHR (2)  | Availability†                 | 78.63%         | 50.94%           | 36.67%   | 4.83%  | 9.11%           |
|   |  | Assessment                    | -78.63%        | 0.94%            | +        |        |                 |
|   |  | # Employees Underrepresented* | 1              |                  |          |        |                 |
| <b>PROFESSIONAL NON-FACULTY</b>   |  |                               |                |                  |          |        |                 |
|   | <b>(3G) Medical/Lab Professionals</b>  | <b>(N=257)</b>                |                |                  |          |        |                 |
|   | Goal:Females(31)   | UIC Workforce                 | 60.09%         | 56.03%           | 17.90%   | 6.61%  | 31.52%          |
|   | Unit/s Employed: Healthcare Syst (249); Coll of Med (6); VCR (1); LAS (1)  | Availability†                 | 72.31%         | 41.52%           | 15.45%   | 5.89%  | 18.69%          |
|   |  | Assessment                    | -12.22%        | +                | +        | +      | +               |
|   |  | # Employees Underrepresented* | 31             |                  |          |        |                 |
|   |  |                               |                |                  |          |        |                 |
|   | <b>(3H) Nurses</b>   | <b>(N=970)</b>                |                |                  |          |        |                 |
|   | Goals: Females(38); Asians(27)   | UIC Workforce                 | 89.69%         | 71.13%           | 39.59%   | 19.28% | 12.16%          |
|   | Unit/s Employed: Healthcare Syst (960); Nursing Off Adv Comm Rel (4); Coll of Med (4); Coll of Dentistry (1); Pharmacy (1) | Availability†                 | 93.62%         | 40.11%           | 19.52%   | 4.20%  | 14.94%          |
|   |  | Assessment                    | -3.93%         | +                | +        | +      | -2.78%          |
|   |  | # Employees Underrepresented* | 38             |                  |          | 27     |                 |
|   |  |                               |                |                  |          |        |                 |
|   | <b>(3K) Medical Therapists</b>   | <b>(N=44)</b>                 |                |                  |          |        |                 |
|   | Goal: Fem(11); Afr-Am(2); Hisp(1)  | UIC Workforce                 | 54.54%         | 38.64%           | 13.64%   | 2.27%  | 22.73%          |
|   | Unit/s Employed: Healthcare Syst UIC Med Ctr (42); App Hlth Sci (2)  | Availability†                 | 78.45%         | 36.03%           | 18.81%   | 5.35%  | 11.19%          |
|   |  | Assessment                    | -23.91%        | +                | -5.17%   | -3.08% | +               |
|   |  | # Employees Underrepresented* | 11             |                  | 2        | 1      |                 |
|   |  |                               |                |                  |          |        |                 |
| † Based upon the U.S. Census for the Chicago-Metro Labor Market Area          |  |                               |                |                  |          |        |                 |
| * % Underrepresented; positions in group rounded to at least one whole person |  |                               |                |                  |          |        |                 |

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| JOB CATEGORIES   | JOB GROUPS   | Female                        | Total Minority | African American | Hispanic | Asian   | Native American |       |
|--|--|-------------------------------|----------------|------------------|----------|---------|-----------------|-------|
| <b>SECRETARIAL &amp; CLERICAL</b>  |  |                               |                |                  |          |         |                 |       |
|  | (5D) Storekeepers/Dispatchers  | <i>(N=100)</i>                |                |                  |          |         |                 |       |
|  | Goal: Females(23)  | UIC Workforce                 | 48.00%         | 80.00%           | 66.00%   | 13.00%  | 6.00%           | 1.00% |
|  | Unit/s Employed: Healthcare Syst UIC Med Ctr (39); Physical Plant (19); Campus Aux (14); VCA (14); Coll of Dentistry (7); Coll of Med (3); Provost & VCAA (1); VCR (1); Bus Adm (1); LAS (1) | Availability †                | 71.26%         | 40.23%           | 23.63%   | 11.37%  | 4.11%           | 0.33% |
|  |  | Assessment                    | -23.26%        | +                | +        | +       | +               | +     |
|  |  | # Employees Underrepresented* | 23             |                  |          |         |                 |       |
| <b>SKILLED CRAFTS</b>  |  |                               |                |                  |          |         |                 |       |
|  | (6B) Mechanics/Repair not Auto   | <i>(N=20)</i>                 |                |                  |          |         |                 |       |
|  | Goals: Fem(8); Afr-Am(3);Hisp(5); Asians(2)  | UIC Workforce                 | 5.00%          | 15.00%           | 0.00%    | 15.00%  | 0.00%           | 0.00% |
|  | Unit/s Employed: Provost & VCAA (13); Physical Plant (7)   | Availability †                | 43.67%         | 63.74%           | 12.77%   | 38.98%  | 11.34%          | 0.10% |
|  |  | Assessment                    | -38.67%        | -48.74%          | -12.77%  | -23.98% | -11.34%         |       |
|  |  | # Employees Underrepresented* | 8              | 10               | 3        | 5       | 2               |       |
|  |  |                               |                |                  |          |         |                 |       |
|  |  |                               |                |                  |          |         |                 |       |
|  | (6H) Painters  | <i>(N=17)</i>                 |                |                  |          |         |                 |       |
| Goal: Fem(2); Afr-Am(1); Hisp(5)   | UIC Workforce  | 0.00%                         | 23.53%         | 11.76%           | 11.76%   | 0.00%   | 0.00%           |       |
| Unit/s Employed: Physical Plant (16); Campus Aux (1)                                     | Availability †   | 13.57%                        | 61.80%         | 16.10%           | 43.70%   | 1.66%   | 0.00%           |       |
|  | Assessment   | -13.57%                       | -38.27%        | -4.34%           | -31.94%  |         |                 |       |
|  | # Employees Underrepresented*  | 2                             | 7              | 1                | 5        |         |                 |       |
|  |  |                               |                |                  |          |         |                 |       |
|  |  |                               |                |                  |          |         |                 |       |
|  | (6J) Plant & Systems Operators   | <i>(N=129)</i>                |                |                  |          |         |                 |       |
| Goal: Females(11)  | UIC Workforce  | 1.55%                         | 64.34%         | 34.88%           | 15.50%   | 13.18%  | 0.00%           |       |
| Unit/s Employed: Physical Plant (127); UA-Fac Planning Pgrm (1); Healthcare Syst UIC (1) | Availability †   | 9.73%                         | 40.38%         | 25.85%           | 10.83%   | 3.70%   | 0.00%           |       |
|  | Assessment   | -8.18%                        | +              | +                | +        | +       |                 |       |
|  | # Employees Underrepresented*  | 11                            |                |                  |          |         |                 |       |
|  |  |                               |                |                  |          |         |                 |       |
| Based upon the U.S. Census for the Chicago-Metro Labor Market Area                       |  |                               |                |                  |          |         |                 |       |
| * % Underrepresented; positions in group rounded to at least one whole person            |  |                               |                |                  |          |         |                 |       |

