Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 12 - EXECUTE/ADMIN AND MANAGERIAL

Total Employees in Job Group: 90

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	50.00	43.41	21.70	22.22	11.11	8.43	4.21	5.04	2.52	0.67	0.33	7.17	3.58	0.03	0.01	0.36	0.18
Internally available	50.00	54.08	27.04	32.80	16.40	14.02	7.01	9.70	4.85	0.13	0.06	8.08	4.04	0.30	0.15	0.50	0.25
Total Weighted Availability			48.74		27.51		11.22		7.37		0.40		7.62		0.16		0.43
Current Utilization			36.66		21.11		13.33		4.44		0.00		3.33		0.00		0.00

Binomial Probability	0.0279	0.2102	0.7934	0.3970	0.6971	0.1621	0.8657	0.6785
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 22 - FACULTY

Total Employees in Job Group: 1,207

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	53.73	46.00	24.71	23.94	12.86	5.39	2.89	10.97	5.89	0.37	0.19	4.44	2.38	0.01	0.00	1.68	0.90
Internally available	46.27	41.76	19.32	33.90	15.68	4.77	2.20	20.95	9.69	0.15	0.06	7.18	3.32	0.28	0.12	0.52	0.24
Total Weighted Availability			44.03		28.54		5.10		15.58		0.26		5.70		0.13		1.14
Current Utilization			41.09		34.21		4.72		21.12		0.16		7.45		0.24		0.49

Binomial Probability	0.0423	0.9999	0.6054	0.9999	0.7852	0.9952	0.9255	0.0320
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	Yes

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 23 - OTHER ACADEMICS

Total Employees in Job Group: 2,464

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	94.05	47.29	44.47	22.80	21.44	5.46	5.13	10.35	9.73	0.46	0.43	4.55	4.27	0.02	0.01	0.97	0.91
Internally available	5.95	50.83	3.02	32.80	1.95	6.57	0.39	18.77	1.11	0.12	0.00	5.78	0.34	0.64	0.03	0.84	0.04
Total Weighted Availability			47.50		23.39		5.52		10.85		0.43		4.62		0.05		0.96
Current Utilization			47.93		31.12		5.27		19.43		0.12		4.74		0.64		0.89

Binomial Probability	0.6729	1.0000	0.6338	1.0000	0.0131	0.6421	0.9999	0.8366
Exact Binomial less than or equal to 0.0500	No	No	No	No	Yes	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 24 - POST DOC

Total Employees in Job Group: 234

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	98.03	47.20	46.27	24.92	24.42	6.14	6.01	11.97	11.73	0.58	0.56	5.34	5.23	0.04	0.03	0.70	0.68
Internally available	1.97	52.99	1.04	62.82	1.23	5.98	0.11	47.00	0.92	0.00	0.00	5.98	0.11	2.13	0.04	1.70	0.03
Total Weighted Availability			47.31		25.66		6.13		12.66		0.56		5.35		0.08		0.71
Current Utilization			52.99		62.82		5.98		47.00		0.00		5.98		2.13		1.70

Binomial Probability	0.9644	1.0000	0.5328	1.0000	0.5374	0.7272	0.9999	0.9732
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 32 - PROFESSIONALS

Total Employees in Job Group: 1,993

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	89.69	53.90	48.34	34.13	30.61	11.40	10.22	12.12	10.87	0.17	0.15	8.33	7.47	0.00	0.00	0.60	0.53
Internally available	10.31	66.22	6.82	44.45	4.58	13.47	1.38	17.65	1.81	0.13	0.01	11.66	1.20	0.68	0.07	0.65	0.06
Total Weighted Availability			55.17		35.19		11.61		12.69		0.16		8.67		0.07		0.60
Current Utilization			67.63		43.30		12.44		17.66		0.15		11.59		0.80		0.65

Binomial Probability	1.0000	0.9999	0.8835	0.9999	0.6049	0.9999	0.9999	0.6862
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 33 - MEDICAL RESIDENT

Total Employees in Job Group: 916

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	52.13	52.13	44.85	44.85	16.22	16.22	26.42	26.42	0.02	0.02	1.90	1.90	0.00	0.00	0.22	0.22
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			52.13		44.85		16.22		26.42		0.02		1.90		0.00		0.22
Current Utilization			50.32		53.49		5.34		35.37		0.21		7.75		1.96		2.83

Binomial Probability	0.2896	0.9999	0.0000	0.9999	0.9991	1.0000	1.0000	1.0000
Exact Binomial less than or equal to 0.0500	No	No	Yes	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 34 - MEDICAL INTERN

Total Employees in Job Group: 9

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	68.06	68.06	11.61	11.61	5.80	5.80	1.72	1.72	0.21	0.21	3.61	3.61	0.00	0.00	0.21	0.21
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			68.06		11.61		5.80		1.72		0.21		3.61		0.00		0.21
Current Utilization			100.00		22.22		0.00		11.11		0.00		0.00		0.00		11.11

Binomial Probability	1.0000	0.9231	0.5840	0.9901	0.9812	0.7182	1.0000	0.9998
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3A - ACCOUNTG/FINANCE PROFESSIONALS

Total Employees in Job Group: 246

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	94.29	56.18	52.97	30.11	28.39	12.07	11.38	6.76	6.37	0.20	0.18	9.95	9.38	0.04	0.03	0.70	0.66
Internally available	5.71	77.40	4.41	60.35	3.44	28.98	1.65	8.16	0.46	0.22	0.01	21.73	1.24	0.20	0.01	0.99	0.05
Total Weighted Availability			57.39		31.83		13.03		6.83		0.20		10.62		0.04		0.71
Current Utilization			71.95		56.50		21.54		14.22		0.40		18.29		0.00		2.03

Binomial Probability	0.9999	1.0000	0.9999	0.9999	0.9123	0.9998	0.9062	0.9912
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3B - ENGINEERS

Total Employees in Job Group: 13

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	11.91	11.91	22.71	22.71	4.75	4.75	13.03	13.03	0.43	0.43	4.23	4.23	0.00	0.00	0.22	0.22
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			11.91		22.71		4.75		13.03		0.43		4.23		0.00		0.22
Current Utilization			7.69		38.46		15.38		7.69		0.00		15.38		0.00		0.00

Binomial Probability	0.5303	0.9468	0.9785	0.9600	0.9455	0.9842	1.0000	0.9717
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3C - HUMAN RESOURCES PROFESSIONALS

Total Employees in Job Group: 72

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	73.08	68.52	50.07	28.38	20.74	13.63	9.96	4.88	3.56	0.29	0.21	9.20	6.72	0.00	0.00	0.24	0.17
Internally available	26.92	74.78	20.13	60.05	16.16	30.71	8.26	10.54	2.83	0.07	0.01	16.41	4.41	0.14	0.03	2.09	0.56
Total Weighted Availability			70.20		36.90		18.22		6.40		0.23		11.14		0.03		0.73
Current Utilization			83.33		61.11		36.11		8.33		0.00		13.88		0.00		2.77

Binomial Probability	0.9965	0.9999	0.9999	0.8232	0.8472	0.8258	0.9786	0.9840
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3D - SYSTEMS/NETWORK PROFESSIONALS

Total Employees in Job Group: 266

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	85.72	29.23	25.05	36.38	31.18	7.89	6.76	23.18	19.86	0.13	0.11	4.44	3.80	0.04	0.03	0.46	0.39
Internally available	14.28	51.50	7.35	52.74	7.53	16.26	2.32	21.25	3.03	0.17	0.02	13.68	1.95	0.74	0.10	0.57	0.08
Total Weighted Availability			32.41		38.71		9.08		22.90		0.13		5.75		0.13		0.47
Current Utilization			25.18		54.13		16.54		20.30		0.37		16.16		0.37		0.37

Binomial Probability	0.0125	0.9999	0.9999	0.3500	0.9524	0.9999	0.9524	0.6443
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3E - COMMUN/CREATIVE ARTS PROFESS

Total Employees in Job Group: 62

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	51.35	51.35	22.86	22.86	8.57	8.57	5.88	5.88	0.07	0.07	7.70	7.70	0.00	0.00	0.39	0.39
Internally available	0.00	64.50	0.00	68.39	0.00	40.02	0.00	1.68	0.00	0.25	0.00	25.90	0.00	0.00	0.00	0.51	0.00
Total Weighted Availability			51.35		22.86		8.57		5.88		0.07		7.70		0.00		0.39
Current Utilization			82.25		56.45		35.48		3.22		0.00		14.51		1.61		1.61

Binomial Probability	0.9999	0.9999	0.9999	0.5722	0.9575	0.9804	1.0000	0.9753
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3F - COLLEGE PROGRAM PROFESSIONALS

Total Employees in Job Group: 126

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	87.76	65.20	57.21	32.65	28.65	18.99	16.66	3.32	2.91	0.27	0.23	9.53	8.36	0.00	0.00	0.32	0.28
Internally available	12.24	79.39	9.71	62.35	7.63	33.43	4.09	6.18	0.75	0.33	0.04	21.34	2.61	0.13	0.01	0.90	0.11
Total Weighted Availability			66.93		36.28		20.75		3.67		0.27		10.97		0.01		0.39
Current Utilization			74.60		63.49		32.53		6.34		0.79		22.22		0.00		1.58

Binomial Probability	0.9750	0.9999	0.9993	0.9568	0.9539	0.9999	0.9874	0.9864
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3G - MEDICAL/LAB PROFESSIONALS

Total Employees in Job Group: 245

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	91.67	73.21	67.11	33.17	30.40	16.80	15.40	8.99	8.24	0.38	0.34	6.20	5.68	0.00	0.00	0.55	0.50
Internally available	8.33	64.89	5.40	58.77	4.89	13.87	1.15	33.06	2.75	0.00	0.00	9.79	0.81	1.63	0.13	0.40	0.03
Total Weighted Availability			72.51		35.30		16.55		10.99		0.34		6.49		0.13		0.53
Current Utilization			64.89		58.77		13.87		33.06		0.00		9.79		1.63		0.40

Binomial Probability	0.0109	0.9999	0.2974	1.0000	0.8682	0.9826	0.9999	0.6270
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3H - NURSES

Total Employees in Job Group: 1,056

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	91.92	91.92	27.32	27.32	10.11	10.11	13.42	13.42	0.19	0.19	3.16	3.16	0.04	0.04	0.26	0.26
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			91.92		27.32		10.11		13.42		0.19		3.16		0.04		0.26
Current Utilization			89.48		70.73		15.71		44.60		0.18		9.65		0.18		0.37

Binomial Probability	0.0060	1.0000	0.9999	1.0000	0.6749	1.0000	0.9908	0.8562
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3J - MEDICAL HEALTH PROFESSIONALS

Total Employees in Job Group: 253

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	96.88	86.01	83.32	42.36	41.03	22.30	21.60	3.30	3.19	0.31	0.30	15.99	15.49	0.00	0.00	0.23	0.22
Internally available	3.12	91.00	2.83	79.33	2.47	43.66	1.36	8.33	0.25	0.00	0.00	25.66	0.80	0.66	0.02	1.00	0.03
Total Weighted Availability			86.16		43.51		22.96		3.45		0.30		16.29		0.02		0.25
Current Utilization			80.23		60.86		36.75		1.18		0.00		22.13		0.00		0.79

Binomial Probability	0.0114	0.9999	0.9999	0.0478	0.9352	0.9939	0.9506	0.9737
Exact Binomial less than or equal to 0.0500	Yes	No	No	Yes	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3K - MEDICAL THERAPISTS

Total Employees in Job Group: 100

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	78.06	78.06	27.77	27.77	9.24	9.24	13.55	13.55	0.34	0.34	4.12	4.12	0.00	0.00	0.36	0.36
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			78.06		27.77		9.24		13.55		0.34		4.12		0.00		0.36
Current Utilization			73.00		38.00		8.00		21.00		0.00		9.00		0.00		0.00

Binomial Probability	0.2720	0.9901	0.8334	0.9861	0.7113	0.9916	1.0000	0.6972
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 3Z - OTHER CS SERVICE PROFESSIONALS

Total Employees in Job Group: 225

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	85.72	73.57	63.06	26.81	22.98	11.44	9.80	3.76	3.22	0.32	0.27	10.56	9.05	0.00	0.00	0.37	0.31
Internally available	14.28	73.92	10.55	64.02	9.14	35.13	5.01	3.74	0.53	0.15	0.02	23.90	3.41	0.06	0.00	0.95	0.13
Total Weighted Availability			73.61		32.12		14.82		3.75		0.29		12.46		0.00		0.45
Current Utilization			84.44		64.44		28.44		4.44		0.00		29.77		0.00		1.77

Binomial Probability	0.9999	1.0000	0.9999	0.7735	0.5202	0.9999	1.0000	0.9962
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4A - SYSTEMS/NETWORK TECHNICIANS

Total Employees in Job Group: 9

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	25.71	25.71	16.27	16.27	6.57	6.57	3.49	3.49	0.39	0.39	5.62	5.62	0.00	0.00	0.14	0.14
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			25.71		16.27		6.57		3.49		0.39		5.62		0.00		0.14
Current Utilization			77.77		44.44		22.22		0.00		11.11		11.11		0.00		0.00

Binomial Probability	0.9998	0.9919	0.9823	0.7263	0.9994	0.9126	1.0000	0.9874
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4B - ENGINEERING/SCIENCE TECHNICIAN

Total Employees in Job Group: 79

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	88.24	48.46	42.76	29.52	26.04	10.42	9.19	11.38	10.04	0.22	0.19	6.79	5.99	0.00	0.00	0.49	0.43
Internally available	11.76	77.55	9.11	61.17	7.19	33.44	3.93	5.53	0.65	0.13	0.01	20.95	2.46	0.00	0.00	1.09	0.12
Total Weighted Availability			51.88		33.24		13.12		10.69		0.20		8.45		0.00		0.56
Current Utilization			73.41		88.60		54.43		5.06		0.00		29.11		0.00		0.00

Binomial Probability	0.9999	1.0000	1.0000	0.1317	0.8537	0.9999	1.0000	0.6416
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4C - FOOD SERVICE COORDINATORS

Total Employees in Job Group: 1

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	57.88	57.88	47.68	47.68	13.07	13.07	5.85	5.85	0.36	0.36	27.88	27.88	0.03	0.03	0.46	0.46
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			57.88		47.68		13.07		5.85		0.36		27.88		0.03		0.46
Current Utilization			0.00		100.00		100.00		0.00		0.00		0.00		0.00		0.00

Binomial Probability	0.8424	1.0000	1.0000	0.9415	0.9964	0.7212	0.9997	0.9954
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4E - HEALTH TECHNICIANS

Total Employees in Job Group: 495

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	95.63	76.32	72.98	39.02	37.31	19.91	19.03	7.55	7.22	0.57	0.54	10.06	9.62	0.00	0.00	0.54	0.51
Internally available	4.37	59.07	2.58	73.80	3.22	42.56	1.85	6.56	0.28	0.22	0.00	23.77	1.03	0.26	0.01	0.34	0.01
Total Weighted Availability			75.56		40.53		20.89		7.50		0.55		10.65		0.01		0.53
Current Utilization			80.60		78.98		38.18		7.47		0.20		32.52		0.00		0.60

Binomial Probability	0.9967	1.0000	1.0000	0.5351	0.4875	1.0000	0.9517	0.7310
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4F - HEALTH SERVICE, OTHER

Total Employees in Job Group: 300

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	96.23	93.18	89.66	39.79	38.28	24.74	23.80	4.26	4.09	0.38	0.36	9.49	9.13	0.03	0.02	0.63	0.60
Internally available	3.77	79.41	2.99	78.90	2.97	47.31	1.78	6.72	0.25	0.24	0.00	23.13	0.87	0.74	0.02	0.75	0.02
Total Weighted Availability			92.66		41.26		25.59		4.35		0.37		10.00		0.05		0.63
Current Utilization			91.00		79.33		43.66		8.33		0.00		25.66		0.66		1.00

Binomial Probability	0.3203	1.0000	0.9999	0.9992	0.6577	0.9999	0.9995	0.8770
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4G - PROTECTIVE SERVICE WORKERS

Total Employees in Job Group: 105

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	96.00	19.75	18.96	38.81	37.25	25.30	24.28	1.47	1.41	0.34	0.32	11.43	10.97	0.02	0.01	0.14	0.13
Internally available	4.00	39.44	1.57	73.25	2.93	51.06	2.04	2.87	0.11	0.72	0.02	17.84	0.71	0.72	0.02	0.00	0.00
Total Weighted Availability			20.53		40.18		26.33		1.52		0.35		11.68		0.04		0.13
Current Utilization			23.80		60.00		29.52		5.71		0.00		24.76		0.00		0.00

Binomial Probability	0.8303	0.9999	0.8047	0.9988	0.6920	0.9999	0.9588	0.8723
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 4Z - OTHER TECHNICIANS/PARAPROFESS

Total Employees in Job Group: 772

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	76.41	50.08	38.26	28.57	21.83	12.05	9.20	4.89	3.73	0.18	0.13	10.38	7.93	0.00	0.00	0.77	0.58
Internally available	23.59	64.72	15.26	67.23	15.85	39.52	9.32	2.56	0.60	0.21	0.04	24.16	5.69	0.06	0.01	0.64	0.15
Total Weighted Availability			53.53		37.68		18.53		4.34		0.18		13.63		0.01		0.73
Current Utilization			64.50		68.39		40.02		1.68		0.25		25.90		0.00		0.51

Binomial Probability	0.9999	1.0000	1.0000	0.0000	0.8361	1.0000	0.9257	0.6717
Exact Binomial less than or equal to 0.0500	No	No	No	Yes	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 5A - ACCOUNTING/FINANCE CLERICALS

Total Employees in Job Group: 47

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	88.46	88.46	24.43	24.43	10.58	10.58	4.15	4.15	0.20	0.20	9.21	9.21	0.00	0.00	0.14	0.14
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			88.46		24.43		10.58		4.15		0.20		9.21		0.00		0.14
Current Utilization			82.97		70.21		42.55		4.25		0.00		23.40		0.00		0.00

Binomial Probability	0.3382	0.9999	0.9999	0.6904	0.9101	0.9991	1.0000	0.9362
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 5B - OFFICE SUPPORT CLERICALS

Total Employees in Job Group: 110

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	91.84	80.82	74.22	33.87	31.10	15.76	14.47	4.27	3.92	0.29	0.26	12.89	11.83	0.08	0.07	0.44	0.40
Internally available	8.16	73.72	6.01	67.78	5.53	40.27	3.28	2.48	0.20	0.89	0.07	21.35	1.74	0.89	0.07	1.87	0.15
Total Weighted Availability			80.24		36.63		17.76		4.12		0.33		13.58		0.14		0.55
Current Utilization			97.27		49.09		30.90		0.90		0.00		13.63		0.00		3.63

Binomial Probability	0.9999	0.9971	0.9997	0.1119	0.6951	0.5751	0.8571	0.9996
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 5C - OFFICE MACHINE OPERATORS

Total Employees in Job Group: 5

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	59.37	59.37	48.86	48.86	24.49	24.49	9.71	9.71	0.18	0.18	14.22	14.22	0.03	0.03	0.15	0.15
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			59.37		48.86		24.49		9.71		0.18		14.22		0.03		0.15
Current Utilization			0.00		100.00		20.00		0.00		0.00		80.00		0.00		0.00

Binomial Probability	0.0221	1.0000	0.6435	0.6000	0.9910	0.9999	0.9985	0.9925
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 5D - STOREKEEPERS/DISPATCHERS

Total Employees in Job Group: 103

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	61.91	68.09	42.15	34.10	21.11	18.09	11.19	3.36	2.08	0.31	0.19	11.83	7.32	0.12	0.07	0.14	0.08
Internally available	38.09	58.95	22.45	68.43	26.06	46.67	17.77	3.93	1.49	0.64	0.24	15.78	6.01	0.70	0.26	0.63	0.23
Total Weighted Availability			64.60		47.17		28.97		3.57		0.43		13.33		0.34		0.32
Current Utilization			44.66		77.66		58.25		1.94		0.97		15.53		0.97		0.00

Binomial Probability	0.0000	0.9999	0.9999	0.5682	0.9269	0.7927	0.9515	0.7188
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 5Z - OTHER CLERICALS

Total Employees in Job Group: 365

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	84.91	76.69	65.11	32.41	27.51	17.09	14.51	3.62	3.07	0.19	0.16	10.81	9.17	0.06	0.05	0.13	0.11
Internally available	15.09	73.40	11.07	67.85	10.23	38.12	5.75	4.33	0.65	0.17	0.02	23.94	3.61	0.09	0.01	1.08	0.16
Total Weighted Availability			76.19		37.75		20.26		3.72		0.18		12.79		0.06		0.27
Current Utilization			83.56		66.84		38.90		3.28		0.27		23.56		0.00		0.82

Binomial Probability	0.9997	1.0000	1.0000	0.7961	0.8591	0.9999	0.8032	0.9820
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6A - AUTO MECHANICS/BODY REPAIR

Total Employees in Job Group: 6

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	1.11	1.11	30.87	30.87	5.88	5.88	3.38	3.38	0.42	0.42	20.88	20.88	0.01	0.01	0.27	0.27
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			1.11		30.87		5.88		3.38		0.42		20.88		0.01		0.27
Current Utilization			0.00		33.33		33.33		0.00		0.00		0.00		0.00		0.00

Binomial Probability	0.9352	0.7280	0.9964	0.8135	0.9750	0.4906	0.9994	0.9839
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6B - MECHANICS/REPAIR NOT AUTO

Total Employees in Job Group: 16

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	50.00	1.67	0.83	18.80	9.40	6.54	3.27	2.53	1.26	0.07	0.03	9.51	4.75	0.02	0.01	0.06	0.03
Internally available	50.00	6.25	3.12	31.25	15.62	6.25	3.12	0.00	0.00	0.00	0.00	25.00	12.50	0.00	0.00	0.00	0.00
Total Weighted Availability			3.96		25.02		6.39		1.26		0.03		17.25		0.01		0.03
Current Utilization			6.25		31.25		6.25		0.00		0.00		25.00		0.00		0.00

Binomial Probability	0.8695	0.8098	0.7273	0.8163	0.9952	0.8729	0.9984	0.9952
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6C - MACHINISTS

Total Employees in Job Group: 25

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	75.00	5.46	4.09	20.59	15.44	5.63	4.22	3.12	2.34	0.53	0.39	11.18	8.38	0.06	0.04	0.03	0.02
Internally available	25.00	0.00	0.00	4.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	1.00	0.00	0.00	0.00	0.00
Total Weighted Availability			4.09		16.44		4.22		2.34		0.39		9.38		0.04		0.02
Current Utilization			0.00		4.00		0.00		0.00		0.00		4.00		0.00		0.00

Binomial Probability	0.7040	0.1328	0.6806	0.5532	0.9069	0.6115	0.9900	0.9950
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6D - CARPENTERS

Total Employees in Job Group: 21

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	62.50	1.77	1.10	24.66	15.41	4.42	2.76	0.24	0.15	0.28	0.17	19.46	12.16	0.01	0.00	0.23	0.14
Internally available	37.50	4.76	1.78	9.52	3.57	9.52	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			2.89		18.98		6.33		0.15		0.17		12.16		0.00		0.14
Current Utilization			4.76		9.52		9.52		0.00		0.00		0.00		0.00		0.00

Binomial Probability	0.8777	0.4198	0.8556	0.9689	0.9649	0.1313	1.0000	0.9710
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6E - CONSTRUCTION CRAFTS

Total Employees in Job Group: 32

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	80.00	0.81	0.64	18.45	14.76	6.86	5.48	0.81	0.64	0.46	0.36	10.24	8.19	0.06	0.04	0.00	0.00
Internally available	20.00	3.12	0.62	25.00	5.00	12.50	2.50	0.00	0.00	0.00	0.00	12.50	2.50	0.00	0.00	0.00	0.00
Total Weighted Availability			1.27		19.76		7.98		0.64		0.36		10.69		0.04		0.00
Current Utilization			3.12		25.00		12.50		0.00		0.00		12.50		0.00		0.00

Binomial Probability	0.9377	0.8344	0.8923	0.8142	0.8910	0.7468	0.9872	1.0000
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6F - ELECTRICIANS

Total Employees in Job Group: 29

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	90.00	2.16	1.94	19.10	17.19	8.03	7.22	0.64	0.57	0.12	0.10	10.13	9.11	0.04	0.03	0.11	0.09
Internally available	10.00	50.37	5.03	94.43	9.44	60.00	6.00	1.01	0.10	0.00	0.00	33.16	3.31	0.00	0.00	0.25	0.02
Total Weighted Availability			6.98		26.63		13.22		0.67		0.10		12.43		0.03		0.12
Current Utilization			3.44		20.68		6.89		0.00		0.00		13.79		0.00		0.00

Binomial Probability	0.7791	0.6259	0.4859	0.8228	0.9714	0.7110	0.9913	0.9657
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6G - PRINT TRADES CRAFTS

Total Employees in Job Group: 6

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	41.97	41.97	48.75	48.75	10.99	10.99	3.24	3.24	0.50	0.50	33.85	33.85	0.00	0.00	0.10	0.10
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			41.97		48.75		10.99		3.24		0.50		33.85		0.00		0.10
Current Utilization			33.33		50.00		16.66		0.00		0.00		33.33		0.00		0.00

Binomial Probability	0.5035	0.6793	0.8657	0.8206	0.9703	0.6701	1.0000	0.9940
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6H - PAINTERS

Total Employees in Job Group: 12

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	5.19	5.19	36.63	36.63	5.94	5.94	0.18	0.18	0.20	0.20	30.10	30.10	0.00	0.00	0.20	0.20
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			5.19		36.63		5.94		0.18		0.20		30.10		0.00		0.20
Current Utilization			0.00		33.33		16.66		0.00		0.00		16.66		0.00		0.00

Binomial Probability	0.5275	0.5357	0.9692	0.9786	0.9762	0.5008	1.0000	0.9762
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6J - PLANT & SYSTEMS OPERATORS

Total Employees in Job Group: 4

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	76.93	3.84	2.95	5.54	4.26	2.56	1.96	0.00	0.00	0.00	0.00	2.98	2.29	0.00	0.00	0.00	0.00
Internally available	23.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			2.95		4.26		1.96		0.00		0.00		2.29		0.00		0.00
Current Utilization			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Binomial Probability	0.8871	0.8401	0.9238	1.0000	1.0000	0.9114	1.0000	1.0000
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 6Z - OTHER CRAFTSMEN

Total Employees in Job Group: 10

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	1.90	1.90	11.40	11.40	5.70	5.70	0.00	0.00	0.00	0.00	5.70	5.70	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			1.90		11.40		5.70		0.00		0.00		5.70		0.00		0.00
Current Utilization			0.00		60.00		10.00		20.00		0.00		30.00		0.00		0.00

Binomial Probability	0.8254	0.9999	0.8921	1.0000	1.0000	0.9983	1.0000	1.0000
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 7A - VEHICLE OPERATORS

Total Employees in Job Group: 63

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	68.43	5.55	3.79	29.23	20.00	13.19	9.02	1.23	0.84	0.37	0.25	14.19	9.71	0.00	0.00	0.13	0.08
Internally available	31.57	35.69	11.26	86.22	27.21	52.16	16.46	0.67	0.21	0.00	0.00	32.69	10.32	0.00	0.00	0.68	0.21
Total Weighted Availability			15.06		47.22		25.49		1.05		0.25		20.03		0.00		0.30
Current Utilization			6.34		69.84		36.50		0.00		0.00		31.74		0.00		1.58

Binomial Probability	0.0604	0.9999	0.9814	0.5142	0.8541	0.9908	1.0000	0.9844
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 7C - CLEANING SERVICE WORKERS

Total Employees in Job Group: 395

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	88.05	32.57	28.67	46.71	41.12	18.53	16.31	2.01	1.76	0.41	0.36	25.32	22.29	0.02	0.01	0.32	0.28
Internally available	11.95	50.37	6.01	94.43	11.28	60.00	7.17	1.01	0.12	0.00	0.00	33.16	3.96	0.00	0.00	0.25	0.02
Total Weighted Availability			34.69		52.41		23.48		1.89		0.36		26.25		0.01		0.31
Current Utilization			50.37		94.43		60.00		1.01		0.00		33.16		0.00		0.25

Binomial Probability	0.9999	1.0000	1.0000	0.2643	0.4812	0.9990	0.9612	0.6536
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 7D - FOOD SERVICE WORKERS

Total Employees in Job Group: 49

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	83.34	64.77	53.97	37.94	31.61	17.22	14.35	3.68	3.06	0.42	0.35	15.94	13.28	0.00	0.00	0.63	0.52
Internally available	16.66	55.10	9.17	93.87	15.63	71.42	11.89	0.00	0.00	0.00	0.00	22.44	3.73	0.00	0.00	0.00	0.00
Total Weighted Availability			63.15		47.25		26.24		3.06		0.35		17.02		0.00		0.52
Current Utilization			55.10		93.87		71.42		0.00		0.00		22.44		0.00		0.00

Binomial Probability	0.3079	0.9999	0.9999	0.4361	0.8421	0.8826	1.0000	0.7745
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 7E - PERSONAL SERVICE WORKERS

Total Employees in Job Group: 28

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	56.51	56.51	29.69	29.69	16.10	16.10	2.48	2.48	0.01	0.01	11.01	11.01	0.00	0.00	0.02	0.02
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			56.51		29.69		16.10		2.48		0.01		11.01		0.00		0.02
Current Utilization			50.00		78.57		39.28		7.14		3.57		25.00		3.57		0.00

Binomial Probability	0.6104	0.9999	0.9992	0.9685	0.9999	0.9911	1.0000	0.9944
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 7F - FARM LABORERS

Total Employees in Job Group: 1

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	5.60	5.60	72.41	72.41	8.08	8.08	0.40	0.40	0.20	0.20	63.31	63.31	0.00	0.00	0.39	0.39
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			5.60		72.41		8.08		0.40		0.20		63.31		0.00		0.39
Current Utilization			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Binomial Probability	0.9440	0.5518	0.9192	0.9960	0.9980	0.7338	1.0000	0.9961
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 7Z - OTHER SERVICE/MAINTENANCE

Total Employees in Job Group: 155

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	80.77	13.81	11.15	25.45	20.55	12.05	9.73	2.14	1.72	0.16	0.12	10.54	8.51	0.00	0.00	0.30	0.24
Internally available	19.23	25.02	4.81	73.35	14.10	50.56	9.72	1.15	0.22	0.00	0.00	20.47	3.93	0.58	0.11	0.58	0.11
Total Weighted Availability			15.96		34.66		19.45		1.94		0.12		12.44		0.11		0.35
Current Utilization			25.16		74.83		52.90		0.64		0.00		20.00		0.64		0.64

Binomial Probability	0.9988	1.0000	1.0000	0.3903	0.8301	0.9973	0.9870	0.8968
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 82 - INSTRUCTION/RESEARCH ASST (GA)

Total Employees in Job Group: 2,798

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	65.89	65.89	36.26	36.26	17.48	17.48	7.60	7.60	0.34	0.34	10.55	10.55	0.00	0.00	0.09	0.09
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			65.89		36.26		17.48		7.60		0.34		10.55		0.00		0.09
Current Utilization			52.75		51.50		5.75		33.34		0.03		8.75		0.89		2.71

Binomial Probability	0.0000	1.0000	0.0000	1.0000	0.0015	0.0017	1.0000	1.0000
Exact Binomial less than or equal to 0.0500	Yes	No	Yes	No	Yes	Yes	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 83 - INSTRUCTION/RESEARCH ASST (UG)

Total Employees in Job Group: 20

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	76.91	76.91	48.98	48.98	22.40	22.40	14.57	14.57	0.15	0.15	11.46	11.46	0.00	0.00	0.36	0.36
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			76.91		48.98		22.40		14.57		0.15		11.46		0.00		0.36
Current Utilization			65.00		40.00		5.00		35.00		0.00		0.00		0.00		0.00

Binomial Probability	0.3163	0.5640	0.0849	0.9950	0.9704	0.1753	1.0000	0.9304
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: 90 - OTHER

Total Employees in Job Group: 4,435

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	98.74	60.70	59.93	38.41	37.92	16.79	16.57	7.68	7.58	0.18	0.17	11.98	11.82	0.00	0.00	0.63	0.62
Internally available	1.26	25.16	0.31	74.83	0.94	52.90	0.66	0.64	0.00	0.00	0.00	20.00	0.25	0.64	0.00	0.64	0.00
Total Weighted Availability			60.25		38.86		17.24		7.59		0.17		12.08		0.00		0.63
Current Utilization			58.10		64.30		18.19		21.14		0.15		22.05		0.27		2.48

Binomial Probability	0.0037	1.0000	0.9552	1.0000	0.5187	1.0000	1.0000	1.0000
Exact Binomial less than or equal to 0.0500	Yes	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: A0 - OTHER ADMINISTRATIVE

Total Employees in Job Group: 3

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	60.83	60.83	40.40	40.40	15.84	15.84	7.59	7.59	0.32	0.32	15.25	15.25	0.00	0.00	1.37	1.37
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			60.83		40.40		15.84		7.59		0.32		15.25		0.00		1.37
Current Utilization			100.00		66.66		0.00		66.66		0.00		0.00		0.00		0.00

Binomial Probability	1.0000	0.9340	0.5960	0.9995	0.9904	0.6087	1.0000	0.9594
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: A3 - OTHER ADMINISTRATIVE-ACADEMIC

Total Employees in Job Group: 782

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	42.50	45.51	19.34	27.17	11.54	11.75	4.99	5.97	2.53	0.18	0.07	8.01	3.40	0.02	0.00	0.29	0.12
Internally available	57.50	64.26	36.94	40.78	23.44	15.00	8.62	13.33	7.66	0.19	0.10	10.92	6.27	0.42	0.24	0.70	0.40
Total Weighted Availability			56.29		34.99		13.61		10.20		0.18		9.68		0.25		0.52
Current Utilization			61.63		36.95		16.49		8.69		0.25		10.48		0.25		0.76

Binomial Probability	0.9989	0.8827	0.9906	0.1788	0.8317	0.7961	0.6888	0.8828
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: AA - ACCOUNTING/FINANCE MANAGERS

Total Employees in Job Group: 7

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	50.00	51.62	25.81	24.24	12.12	9.45	4.72	6.16	3.08	0.10	0.05	8.08	4.04	0.00	0.00	0.35	0.17
Internally available	50.00	57.14	28.57	14.28	7.14	0.00	0.00	14.28	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			54.38		19.26		4.72		10.22		0.05		4.04		0.00		0.17
Current Utilization			57.14		14.28		0.00		14.28		0.00		0.00		0.00		0.00

Binomial Probability	0.6955	0.5971	0.7128	0.8448	0.9965	0.7492	1.0000	0.9881
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: AB - HUMAN RESOURCES MANAGERS

Total Employees in Job Group: 13

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	80.00	64.77	51.81	25.66	20.52	12.04	9.63	4.62	3.69	0.17	0.13	8.09	6.47	0.11	0.08	0.52	0.41
Internally available	20.00	72.47	14.49	49.02	9.80	26.29	5.25	8.50	1.70	0.12	0.02	12.18	2.43	0.12	0.02	1.76	0.35
Total Weighted Availability			66.31		30.33		14.89		5.39		0.16		8.90		0.11		0.76
Current Utilization			69.23		23.07		23.07		0.00		0.00		0.00		0.00		0.00

Binomial Probability	0.6873	0.8207	0.8844	0.9732	0.9793	0.5953	0.9857	0.9055
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: AC - BUILDING/HOUSING MANAGERS

Total Employees in Job Group: 218

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	66.67	61.75	41.16	23.20	15.46	9.84	6.56	3.82	2.54	0.21	0.14	8.62	5.74	0.01	0.00	0.18	0.12
Internally available	33.33	68.31	22.76	65.04	21.67	34.03	11.34	6.30	2.09	0.09	0.02	23.21	7.73	0.09	0.02	1.10	0.36
Total Weighted Availability			63.93		37.14		17.90		4.64		0.17		13.48		0.03		0.48
Current Utilization			71.55		55.50		27.98		7.79		0.00		18.34		0.00		1.37

Binomial Probability	0.9929	0.9999	0.9999	0.9863	0.6901	0.9832	0.9366	0.9783
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: AE - HEALTH MANAGERS

Total Employees in Job Group: 3

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	100.00	70.01	70.01	26.23	26.23	12.99	12.99	6.92	6.92	0.08	0.08	6.09	6.09	0.00	0.00	0.12	0.12
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			70.01		26.23		12.99		6.92		0.08		6.09		0.00		0.12
Current Utilization			66.66		100.00		66.66		33.33		0.00		0.00		0.00		0.00

Binomial Probability	0.6568	1.0000	0.9978	0.9862	0.9976	0.8282	1.0000	0.9964
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No

Incumbency vs. Availability
Analysis Data as of 09/30/2014

Plan: 1 - UNIVERSITY OF ILLINOIS - CHICAGO

Job Group: AZ - OTHER MANAGERS

Total Employees in Job Group: 18

Factor	*Weight*	*Total Female*		*Total Minorities*		*Black*		*Asian*		*Native American*		*Hispanic*		*Pacific Islander*		*Two or more races*	
		Avail	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*	*Avail*	*Wtd*
Requisite skills in recruitment area	50.00	37.00	18.50	21.70	10.85	8.65	4.32	5.71	2.85	0.30	0.15	6.64	3.32	0.04	0.02	0.21	0.10
Internally available	50.00	52.63	26.31	53.25	26.62	19.10	9.55	7.11	3.55	0.20	0.10	25.80	12.90	0.00	0.00	1.01	0.50
Total Weighted Availability			44.81		37.47		13.87		6.41		0.25		16.22		0.02		0.61
Current Utilization			38.88		38.88		22.22		16.66		0.00		0.00		0.00		0.00

Binomial Probability	0.7955	0.6496	0.9071	0.9749	0.9559	0.0827	0.9964	0.8957
Exact Binomial less than or equal to 0.0500	No	No	No	No	No	No	No	No