

## **Incumbency v. Estimated Availability Detail**

Ferris2004 12/11/2003

### **Comparison Test**

**Two Standard Deviation Test [Small JG: JG Size  $\leq$  50, Exact Binomial]**

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Job Group Size	Number of Standard Deviations	Binomial Probability	Less than Reasonably Expected?
101 Executives - General	13	Female Minority	4 0	30.77 0.00	47.45 14.40	6.2 1.9	-2.2 -1.9	Small Small	-1.20 -1.48	0.3552 0.2652	
102 Executives - Academic	22	Female Minority	7 2	31.82 9.09	47.18 15.40	10.4 3.4	-3.4 -1.4	Small Small	-1.44 -0.82	0.2172 0.6392	
103 Executives - KCAD	3	Female Minority	1 0	33.33 0.00	48.32 16.54	1.4 0.5	-0.4 -0.5	Small Small	-0.52 -0.77	<sup>1</sup> 0.5252 <sup>1</sup> 0.5814	
201 Faculty - Academic Counselors	9	Female Minority	6 2	66.67 22.22	59.37 21.83	5.3 2.0	0.7 0.0	Small Small	0.45 0.03	<sup>1</sup> 0.7799 <sup>1</sup> 0.6889	
202 Faculty - Allied Health	29	Female Minority	20 1	68.97 3.45	73.00 11.36	21.2 3.3	-1.2 -2.3	Small Small	-0.49 -1.34	0.7570 0.2858	
203 Faculty - Arts & Sciences	137	Female Minority	44 19	32.12 13.87	44.74 13.71	61.3 18.8	-17.3 0.2		-2.97 0.06		Yes
204 Faculty - Business	68	Female Minority	18 9	26.47 13.24	24.00 15.00	16.3 10.2	1.7 -1.2		0.48 -0.41		
205 Faculty - Education	30	Female Minority	15 3	50.00 10.00	41.20 14.88	12.4 4.5	2.6 -1.5	Small Small	0.98 -0.75	<sup>1</sup> 0.8774 0.6564	
206 Faculty - Optometry	17	Female Minority	1 0	5.88 0.00	36.49 4.36	6.2 0.7	-5.2 -0.7	Small Small	-2.62 -0.88	0.0096 0.9374	Yes*
207 Faculty - Pharmacy	36	Female Minority	20 3	55.56 8.33	35.00 17.00	12.6 6.1	7.4 -3.1	Small Small	2.59 -1.38	<sup>1</sup> 0.9964 0.2348	
208 Faculty - Technology	92	Female Minority	3 5	3.26 5.43	10.80 17.24	9.9 15.9	-6.9 -10.9		-2.33 -2.99		Yes Yes
209 Faculty - Library	12	Female Minority	5 0	41.67 0.00	67.39 14.27	8.1 1.7	-3.1 -1.7	Small Small	-1.90 -1.41	0.1190 0.3154	
210 Faculty - Temp/FT	44	Female Minority	25 6	56.82 13.64	48.95 15.58	21.5 6.9	3.5 -0.9	Small Small	1.04 -0.36	<sup>1</sup> 0.8840 0.9204	
211 Faculty - SupFac/1SFT	42	Female Minority	23 2	54.76 4.76	37.14 5.19	15.6 2.2	7.4 -0.2	Small Small	2.36 -0.13	<sup>1</sup> 0.9934 <sup>1</sup> 0.6267	
212 Faculty - SupFac/1SPT	48	Female Minority	27 1	56.25 2.08	31.98 7.86	15.3 3.8	11.7 -2.8	Small Small	3.61 -1.49	<sup>1</sup> 0.9999 0.2006	
213 Faculty - SupFac/Other	72	Female Minority	46 1	63.89 1.39	18.76 2.36	13.5 1.7	32.5 -0.7		9.81 -0.54		
215 Faculty - University College	9	Female Minority	6 1	66.67 11.11	36.53 12.23	3.3 1.1	2.7 -0.1	Small Small	1.88 -0.10	<sup>1</sup> 0.9855 <sup>1</sup> 0.6969	
301 Student Affairs Professionals	31	Female Minority	16 5	51.61 16.13	48.46 15.52	15.0 4.8	1.0 0.2	Small Small	0.35 0.09	<sup>1</sup> 0.7023 <sup>1</sup> 0.6525	
302 Business Professionals	24	Female Minority	10 1	41.67 4.17	34.80 5.08	8.4 1.2	1.6 -0.2	Small Small	0.71 -0.20	<sup>1</sup> 0.8221 <sup>1</sup> 0.6541	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test [Small JG: JG Size <= 50, Exact Binomial]*

Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

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303 Athletics Professionals	21	Female Minority	5 2	23.81 9.52	24.31 11.29	5.1 2.4	-0.1 -0.4	Small Small	-0.05 -0.26	<sup>1</sup> 0.5959 <sup>1</sup> 0.5716	
304 Public Safety Professionals	12	Female Minority	2 1	16.67 8.33	22.65 11.00	2.7 1.3	-0.7 -0.3	Small Small	-0.50 -0.29	0.9332 <sup>1</sup> 0.6135	
305 Health Services Professionals	3	Female Minority	1 0	33.33 0.00	27.09 9.24	0.8 0.3	0.2 -0.3	Small Small	0.24 -0.55	<sup>1</sup> 0.8196 <sup>1</sup> 0.7477	
306 Academic Affairs Professionals	23	Female Minority	11 0	47.83 0.00	47.18 15.40	10.9 3.5	0.1 -3.5	Small Small	0.06 -2.05	<sup>1</sup> 0.6078 0.0428	Yes*
307 Counseling Professionals	3	Female Minority	2 0	66.67 0.00	40.53 4.60	1.2 0.1	0.8 -0.1	Small Small	0.92 -0.38	<sup>1</sup> 0.9334 <sup>1</sup> 0.8683	
308 Support Para-Professionals	59	Female Minority	54 1	91.53 1.69	70.72 7.33	41.7 4.3	12.3 -3.3		3.51 -1.66		
401 Supervisors & Managers	74	Female Minority	28 1	37.84 1.35	41.28 7.04	30.6 5.2	-2.6 -4.2		-0.60 -1.91		
402 Hall Directors	10	Female Minority	4 0	40.00 0.00	51.29 16.71	5.1 1.7	-1.1 -1.7	Small Small	-0.71 -1.42	0.6912 0.3214	
501 Technicians - Nonunion	55	Female Minority	15 1	27.27 1.82	33.08 7.17	18.2 3.9	-3.2 -2.9		-0.91 -1.54		
502 Technicians - Health Services	18	Female Minority	12 0	66.67 0.00	70.79 8.96	12.7 1.6	-0.7 -1.6	Small Small	-0.38 -1.33	0.8722 0.3692	
503 Technicians - Union	5	Female Minority	2 1	40.00 20.00	17.45 7.80	0.9 0.4	1.1 0.6	Small Small	1.33 1.02	<sup>1</sup> 0.9598 <sup>1</sup> 0.9482	
504 Nurses	3	Female Minority	3 0	100.00 0.00	90.18 8.46	2.7 0.3	0.3 -0.3	Small Small	0.57 -0.53	<sup>1</sup> 1.0000 <sup>1</sup> 0.7671	
601 Clerical - Administrative	20	Female Minority	20 0	100.00 0.00	91.03 5.53	18.2 1.1	1.8 -1.1	Small Small	1.40 -1.08	<sup>1</sup> 1.0000 0.6412	
602 Clerical - Union	163	Female Minority	161 6	98.77 3.68	94.01 5.58	153.2 9.1	7.8 -3.1		2.56 -1.06		
701 Skilled Trades - Union	47	Female Minority	1 1	2.13 2.13	3.83 7.29	1.8 3.4	-0.8 -2.4	Small Small	-0.61 -1.36	0.9172 0.2682	
801 Service - Union	165	Female Minority	84 6	50.91 3.64	56.71 6.36	93.6 10.5	-9.6 -4.5		-1.50 -1.44		
901 Part-time Clinical Associate	19	Female Minority	4 0	21.05 0.00	5.28 1.61	1.0 0.3	3.0 -0.3	Small Small	3.07 -0.56	<sup>1</sup> 0.9974 <sup>1</sup> 0.7346	
902 Part-time Clerical	62	Female Minority	60 3	96.77 4.84	78.64 2.67	48.8 1.7	11.2 1.3		3.48 1.06		
903 Part-time Technicians	4	Female Minority	2 0	50.00 0.00	45.63 2.94	1.8 0.1	0.2 -0.1	Small Small	0.18 -0.35	<sup>1</sup> 0.7500 <sup>1</sup> 0.8875	

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904 Part-time Support Para-Prof.	73	Female Minority	32 1	43.84 1.37	50.21 2.56	36.7 1.9	-4.7 -0.9		-1.09 -0.64		
905 Part-time Service	75	Female Minority	50 6	66.67 8.00	58.68 5.30	44.0 4.0	6.0 2.0		1.41 1.04		
906 Temp. Administrative	13	Female Minority	10 1	76.92 7.69	65.33 5.46	8.5 0.7	1.5 0.3	Small Small	0.88 0.35	<sup>1</sup> 0.8820 <sup>1</sup> 0.8439	
Facility Total	1665	Female Minority	860 92								

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