

University of South Carolina - Upstate

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
C1 and C2	#	13	4		8			25	3.7	40.4	5.7	NO	8.4	5.7	1					1					
	%	52.0	16.0		32.0			100.0							100.0						100.0	YES	79.2%	0.0%	
C3	#	15	1	1	14	1	1	33	1.9	41.0	4.4	NO	NO	1.4											
	%	45.5	3.0	3.0	42.4	3.0	3.0	99.9														YES	YES	68.2%	
C4	#	13			19	2		34	2.9	36.4	5.5	2.9	NO	NO	2			3		5					
	%	38.2			55.9	5.9		100.0							40.0			60.0		100.0	0.0%	YES	YES		
C5	#	27	3	8	22	3	1	64	2.2	34.1	3.0	NO	NO	NO	10	1	1	3		15					
	%	42.2	4.7	12.5	34.4	4.7	1.6	100.1							66.7	6.7	6.7	20.0		100.1	YES	YES	YES		
C6	#	17	1	1	39	4	5	67	2.3	33.2	2.9	0.8	NO	NO	2	1	1	7	2	4	17				
	%	25.4	1.5	1.5	58.2	6.0	7.5	100.1							11.8	5.9	5.9	41.2	11.8	23.5	100.1	65.2%	YES	YES	
C8 and C9	#	16	2		11	1	2	32	3.9	38.3	2.6	NO	3.9	NO	7			1		8					
	%	50.0	6.3		34.4	3.1	6.3	100.1							75.0			12.5		100.0	YES	89.9%	YES		
E2	#	26	1	1	63	7	1	99	2.7	52.3	9.3	1.7	NO	2.2	5	1		12	1	19					
	%	26.3	1.0	1.0	63.6	7.1	1.0	100.0							26.3	5.3		63.2	5.3	100.1	37.0%	YES	76.3%		
E3	#	8	1		5	3		17	5.6	41.8	6.6	NO	12.4	NO				3		3					
	%	47.1	5.9		29.4	17.6		100.0										100.0		100.0	YES	70.3%	YES		
E4	#	6	2		2			10	10.7	10.1	1.2	NO	NO	1.2	3			2		5					
	%	60.0	20.0		20.0			100.0							60.0			40.0		100.0	YES	YES	0.0%		
E5	#	3			35	5	1	44	0.8	68.5	6.8	0.8	NO	NO				3	1	4					
	%	6.8			79.5	11.4	2.3	100.0										75.0	25.0	100.0	0.0%	YES	YES		
E6	#	1			16	3		20	1.1	71.0	8.4	1.1	NO	NO				2		2					
	%	5.0			80.0	15.0		100.0										100.0		100.0	0.0%	YES	YES		
E7	#	12	1					13	2.5	5.8	0.7	NO	5.8	0.7	1					1					
	%	92.3	7.7					100.0							100.0					100.0	YES	0.0%	0.0%		
E8	#	18	4	2	6	1		31	11.3	7.5	0.9	NO	NO	NO	4					4					
	%	58.1	12.9	6.5	19.4	3.2		100.1							100.0					100.0	YES	YES	YES		

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2005: 84.4 percent
 Level of Goal Attainment for 2006: 91.1 percent
 Level of Goal Attainment for 2007: 90.5 percent