

# THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT

## 2024

ANNUAL REPORT  
TO THE GENERAL ASSEMBLY



SOUTH CAROLINA  
HUMAN AFFAIRS COMMISSION

FEBRUARY 1, 2024



# **South Carolina Human Affairs Commission**

1026 SUMTER STREET, SUITE 101  
COLUMBIA, SC 29201

MARVIN CALDWELL, JR., INTERIM COMMISSIONER

PHONE: (803) 737-7800

E-MAIL: [MCALDWELL@SCHAC.SC.GOV](mailto:MCALDWELL@SCHAC.SC.GOV)

[www.schac.sc.gov](http://www.schac.sc.gov)

## **South Carolina Human Affairs Board of Commissioners**

James T. McLawhorn, Jr., Chairman

Sharon L. Sellers, Vice Chair

Mary A. Amonitti

Stephen E. Hall

Leon Winn

## Memorandum

To: The Honorable Henry McMaster  
Governor of South Carolina

The Honorable Thomas C. Alexander  
President of the Senate

The Honorable G. Murrell Smith, Jr  
Speaker of the House

From: Marvin Caldwell, Jr.  
Marvin Caldwell, Jr, Interim Commissioner  
South Carolina Human Affairs Commission

Re: "Status of State Agencies' Affirmative Action Plans"

Date: February 1, 2024

In accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended, the Human Affairs Commission or (SCHAC) "shall submit a report on the status of State Agencies' Affirmative Action Plans and Programs to the General Assembly by February 1st each year. This report shall contain the total number of persons employed in each job group, by race and sex, at the end of the preceding reporting period; a breakdown by race and sex of those hired or promoted from within the agency during the reporting period; and an indication of whether affirmative action goals were achieved."

The Human Affairs Commission is charged with monitoring State Agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the 2024 Report to the General Assembly, which examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

Over the past years SCHAC has found very little change in the composition of the state's workforce. (See summary beginning on page 7).

As the largest employer in the state, our government should lead the way in creating a diverse and just workplace.

The Human Affairs Commission works with state agencies to achieve equal employment opportunity through Affirmative Action Plans and Programs. These plans and programs meet the standards established by the courts and protect the rights of both majority and minority groups. These standards are also used to measure the status of state government's efforts to become a model employer. The goal is to reach the standard of equal employment opportunity and to no longer need affirmative action plans.

If you have questions about our report or need additional information, please contact me at (803) 737-7825.

Copy: Legislative Printing and Information Technology Resources

**Acknowledgment:**

We want to thank former Deputy Commissioner Daniel L. Koon for his unwavering dedication and service to the South Carolina Human Affairs Commission for over 34 years until his retirement in June 2023 and his commitment to preventing and eliminating unlawful discrimination.



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Introduction

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# SECTION I



## Introduction

This report covers the period of October 1, 2022, through September 30, 2023, and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important to understand that in the South Carolina State Government, **affirmative action programs are used to eliminate preferences, not to create them.** The plans and programs are used as benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

### What is Affirmative Action?

Affirmative Action is a method, or a management tool used by employers to achieve equal employment opportunity. Statistical analysis and corrective steps help employers to identify and eliminate any lingering or current effects of prior discriminatory policies, practices, or procedures in the workplace. The **goal** is equal employment opportunity; the **method** for achieving this goal is affirmative action.

Affirmative action programs for state/local government have been upheld by the United States Supreme Court under a strict scrutiny analysis. Affirmative action programs are not to be used as quota systems or preference programs. In fact, affirmative action programs should, when implemented correctly, eliminate preferences, not create them.

An Affirmative Action Plan (AAP) sets employment goals for minorities and women whose representation in the workforce is less than would reasonably be expected based on availability estimates of the qualified labor pool. The plan also names the positive (affirmative) steps the employer will take to recruit and employ qualified minorities and women. If followed, the AAP becomes the guide for a program that should result in fair employment for all race/sex groups, including white males.

**The goals component of the plan is not designed to be, nor should it be interpreted to be, permitting unlawful preferential treatment or quotas for persons of any race or sex. Rather, the goals are used as benchmarks to measure the effectiveness of affirmative action efforts to eliminate and prevent discrimination.**

An AAP approved by SCHAC means only that the plan meets our standards for an acceptable planning document. If the plan is not followed, the state employer has met only the paper compliance obligations under the SC Human Affairs Law and has failed to voluntarily implement an effective program.

The SCHAC mandate is to monitor recruitment, hiring, and promotion practices in state agencies, but may not tell state agencies whom to hire or promote. SCHAC offers training and technical support to employers on state law, harassment prevention, and techniques for recruiting, hiring, and promoting without discriminating, and other issues.

An AAP and program will not immunize an agency against charges of discrimination. An agency can have the very best written AAP and still be susceptible to discrimination charges. However, the procedures incorporated in AAPs encourage consistent, non-discriminatory actions that would help prevent discrimination.

**Exempt Agencies:**

Exemptions can be granted to agencies that employ minorities and women at all levels of their workforces at a rate that would reasonably be expected based on their availability in the labor force, and that exhibit the principles of equal employment opportunity. Even though SCHAC continues to monitor these agencies, they are not required to submit written AAPs or progress reports when in an exempt status.

There are two benefits for agencies that have become exempt. First, reducing unnecessary paperwork requirements is in keeping with our policy at the Commission. Second, an agency with no underutilization of minorities or women has no legal basis for instituting affirmative action steps to eliminate the underutilization. Affirmative Action programs are used to eliminate racial/gender imbalances in the workplace, not to maintain a race/gender balance.

## **Affirmative Action Plan Components**

An Affirmative Action Plan (AAP) is a written document outlining the positive steps an agency will take to achieve equal employment opportunity for all race sex groups in its workforce based on the availability of **qualified** individuals. Each plan approved by the Commission was constructed according to standards contained in The Blueprint, a manual developed by SCHAC to guide agencies in preparing their plans.

The statistical portion of an AAP analyzes employment patterns by race and sex. Any race or ethnic group that exceeds two percent of the population based on census data in South Carolina will have a separate analysis. All other racial ethnic groups are combined. While white males are not depicted in the Availability, Underutilization, or Goals Met columns they are statistically included.

Each plan approved by SCHAC contains the following information:

Section A - Policy Statement

Section B - Responsibilities for Implementation

Section C - Policy Dissemination

Section D - Utilization and Availability Analyses

1. Workforce Analysis
2. Job Group Analysis
3. Availability Analysis
4. Underutilization Analysis

Section E - Goals

Section F - Identification of Problem Areas and Corrective Actions

Section G - Internal Audit and Reporting Systems

Section H - Affirmative Action Plan Support Documents

### **Job Group Analysis**

The Job Group Analysis combines job titles within an agency that have similar job content, wage rates and upward mobility. This analysis is important because it forms the foundation for the availability analysis, identification of underutilization and establishment of benchmarks. The Job Groups are frequently the same as the EEO Categories.

### **Availability Analysis**

The availability analysis is used to determine the percentage of minorities or women who are **qualified** to perform the various job titles found within each job group. The availability analysis is based on both internal and external employment data. The most important point to remember about this analysis is that it is an estimate of the **qualified** labor pool, not just the general population or civilian labor force. It serves as a useful benchmark against which the agency workforce can be compared in order to determine underutilization.

## Determining Underutilization

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what reasonably would be expected based on a qualified labor pool (adjusted availability), the agency must project a goal (SCHAC has established as a general guideline that underutilization exists when representation in a race/sex group is less than 90 percent of availability estimates).

## Goals

Agencies project goals to eliminate underutilization. Goals should not be confused with quotas. They are not rigid and inflexible quotas, but targets that are reasonably attainable through good faith efforts. The goals are temporary and should only be used when problems exist. They create neither a floor nor a ceiling for the hiring of employees.

***The goals component of the plan is not designed to be, nor may it lawfully be, interpreted as permitting unlawful preferential treatment or quotas. Rather, the goals are designed as benchmarks to measure the effectiveness of the plans to eliminate and prevent discrimination. These goals are realistically established based on the availability of qualified applicants.***

***In seeking to achieve goals, an agency is never required to hire unqualified people, or to hire a person of a particular race or sex. The use of goals is consistent with merit selection principles.***

Please refer to pages 44-49 for more detailed explanations of the guidelines used for this report.



### **Agencies with Approved Affirmative Action Plans**

The agencies listed below have developed Affirmative Action Plans in accordance with Section 1-13-110 of the South Carolina Code of Laws of 1997, as amended. Agencies with asterisks were given exemptions.

Accident Fund, State  
Adjutant General's Office  
Administration, Department of  
Aging, Department on  
Agriculture, Department of  
Aiken Technical College  
Alcohol and Other Drug Abuse Services  
Archives and History, Department of  
Arts Commission  
Attorney General, South Carolina Office of the  
Auditor, Office of the State  
Blind, Commission for the  
Central Carolina Technical College  
Children's Advocacy, Department of  
Citadel, The  
Clemson University  
Coastal Carolina University  
College of Charleston  
Commerce, Department of  
Comptroller General, Office of the  
Consumer Affairs, Department of  
Corrections, Department of  
Criminal Justice Academy  
Deaf and Blind, School for the  
Denmark Technical College  
Disabilities & Special Needs, Department of  
Education, Department of  
Education Lottery, South Carolina

Educational Television Commission  
Election Commission, State  
Employment and Workforce, Department of  
Ethics Commission  
Financial Institutions, SC Board of  
Fiscal Accountability Authority, State  
Florence-Darlington Technical College  
Forestry Commission  
Francis Marion University  
Governor's School for Agriculture at John de la Howe  
Governor's School for Science & Mathematics  
Governor's School for the Arts & Humanities  
Greenville Technical College  
Health and Environmental Control, Department of  
Health and Human Services, Department of  
Higher Education, Commission on  
Horry-Georgetown Technical College  
Housing, Finance and Development  
Indigent Defense, Commission on  
Insurance, Department of  
Juvenile Justice, Department of  
Labor, Licensing and Regulation, Department of  
Lander University  
Law Enforcement Division, State  
Library, South Carolina State  
Medical University Hospital Authority  
Medical University of South Carolina  
Mental Health, Department of

Midlands Technical College  
Motor Vehicles, Department of  
Museum Commission  
Natural Resources, Department of  
Northeastern Technical College  
Orangeburg-Calhoun Technical College  
Parks, Recreation & Tourism, Department of  
Patriot's Point Authority  
Piedmont Technical College  
Ports Authority, South Carolina  
Probation, Parole and Pardon Services, Department of  
Public Employee Benefit Authority  
Public Safety, Department of  
Public Service Commission  
Regulatory Staff, Office of  
Retirement System Investment Commission  
Revenue, Department of  
Revenue and Fiscal Affairs Office  
Santee Cooper  
Sea Grant Consortium  
Secretary of State's Office, South Carolina  
Social Services, Department of  
South Carolina State University  
Spartanburg Community College  
Technical and Comprehensive Education, St. Board for  
Technical College of the Lowcountry  
Transportation, Department of  
Treasurer's Office, State

Tri-County Technical College  
Trident Technical College  
University of South Carolina  
Veterans' Affairs, Department of  
Vocational Rehabilitation, Department of  
Williamsburg Technical College  
Wil Lou Gray Opportunity School  
Winthrop University  
Workers' Compensation Commission  
York Technical College

### **Agencies Exempt from Affirmative Action Plan Requirements**

None at this time

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Report Summary

Report Highlights

Pay Bands Table and Chart

# SECTION II



## Report Summary

This report includes employment data by race, gender, and level of employment for 94 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC but should have non-discrimination policies and procedures in place.

In preparing this report, SCHAC relied primarily on statistics obtained from each agency. The agencies were provided the opportunity to review and correct any information prior to publication.

By necessity, this report aggregates employees into fairly broad EEO categories. These categories are required for federal reports as well as pay bands. Despite this limitation, this analysis of employment data should prove useful. Our hope is to stimulate readers and identify areas where obstacles may interfere with the advancement of women and minorities in state government.

This report includes all information regarding each state agency's progress in meeting goals meant to achieve an equal opportunity environment as required by State Proviso 117.13. This Proviso requires all agencies to send current employment data to SCHAC for analysis. The results are included in Section VI.

On the bottom of each agency's chart in Section VI is a percentage of the overall goal achievement for the reporting period. Two previous years are included for comparison purposes. Of the 94 agencies participating in the affirmative action plan process, 91 (96.8 percent) achieved at least a level of 70 percent of their goal attainment. Four of these agencies reached 100 percent. In addition, 37 agencies showed an increase in their goal achievement—8 of these increased their achievement by 5 percent or more, and 5 increased it by more than 10 percent.

State government employees during the period: 70,610 (including colleges and universities).

We have listed what SCHAC refers to as the **State Government's Top Ten** list. The Top Ten had the highest goal attainment for this reporting period. It includes four agencies that achieved 100 percent of their goals: State Museum Commission, Indigent Defense, State Library, and SC Secretary of State's Office. However, it is important to note that reorganizations and other factors can sometimes impact goal attainment. We have also included agencies that failed to achieve at least 70 percent of their goals during this reporting period. The full rankings begin on page 39.

In this year's report, the number of full-time equivalent (FTE) employees in the State Government increased. The percentage of male FTE representation also increased, while the percentage of female FTE representation increased during the reporting period.

During this reporting period, many higher education institutions were still transitioning from the HRIS reporting system to the SCEIS reporting system. Data on representation by race and gender is based on employees participating in the affirmative action plan process on January 1, 2023. At that time, there were 70,610 people employed by the state government in FTE positions. Of those, 38.71 percent were men, 61.25 percent were women, and 0.04 percent were others. Approximately 28.16 percent were White Males, 35.53 percent were White Females, 8.12 percent were Black Males, 22.55 percent were Black Females, and 5.65 percent were individuals who did not fit into one of these four categories.

Aggregate salary data by EEO Category is based on January 1, 2023, data from SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

## Report Highlights

- This report is generated using employment data collected from participating agencies with support from the Department of Administration. This data is entered into our Affirmative Action Management System, CAAMS, where it is compared to recent Census data of individuals available in the workforce by EEO categories. Availability is adjusted to allow for statistical variation, and reports are returned to the Agencies for further review. After the data has been reviewed and accepted, CAAMS generates reports and Affirmative Action Plans for each agency. This is the second year that 2018 Census data has been used for this process.
- Last year's report encompassed 68,145 FTEs employed by the state agencies that participated during the October 2021 to September 2022 period. The number of FTEs included in this year's report is 70,610, an increase of 2,465 (3.62 percent) from the previous reporting period.
- The race and gender composition of the underlying FTE population in this year's report is similar to that of the previous year's report. Compared to last year, White males increased by 1.16 percent, Black males decreased by 1.39 percent, White females increased by 6.16 percent, and Black females increased by 2.84 percent. All other FTEs are grouped into the "Other" designation, which increased by 11.87 percent.
- State government has 34 agencies achieving over 90 percent of their goals, with four (4) agencies achieving 100 percent of their goals: Indigent Defense, Museum Commission, SC Secretary of State's Office, and State Library.
- Seven (7) agencies increased their goal attainment by more than ten (10) percent from the previous year: Arts Commission, Consumer Affairs, Election Commission, Horry-Georgetown Technical College, Office of Regulatory Staff, Sea Grant Consortium, and SC Secretary of State's Office.
- Three (3) agencies did not achieve the benchmark of at least 70 percent of their goals: Forestry Commission, Department of Natural Resources, and Revenue and Fiscal Affairs.

## State of South Carolina Pay Bands

SOURCE: SOUTH CAROLINA DEPARTMENT OF ADMINISTRATION (2023)

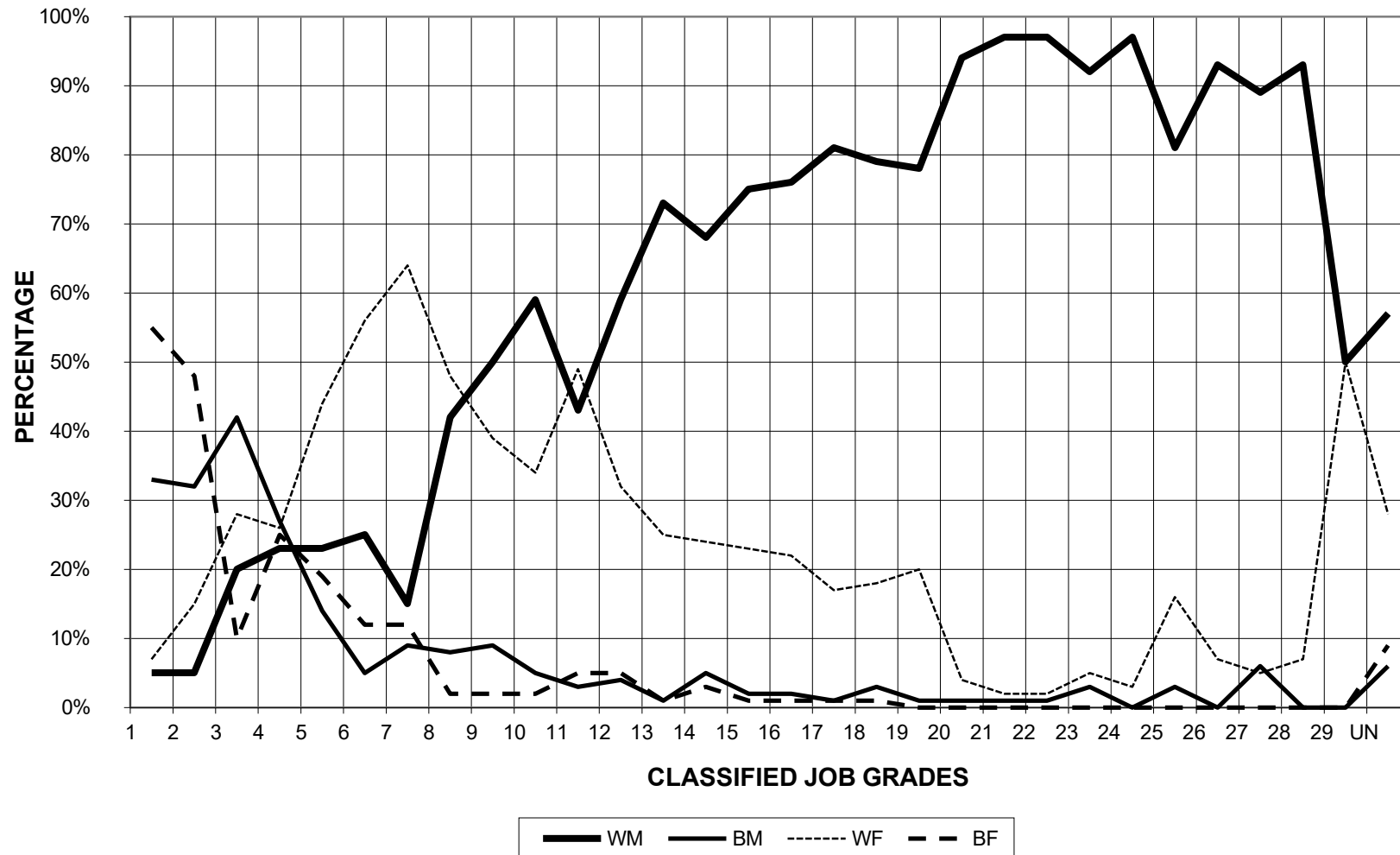
<b><u>BAND</u></b>	<b><u>MINIMUM</u></b>	<b><u>MIDPOINT</u></b>	<b><u>MAXIMUM</u></b>
01	\$15,080.00	\$22,459.00	\$28,839.00
02	\$19,628.00	\$27,973.00	\$36,319.00
03	\$23,885.00	\$34,042.00	\$44,199.00
04	\$29,061.00	\$41,415.00	\$53,769.00
05	\$35,360.00	\$50,394.00	\$65,429.00
06	\$43,030.00	\$61,323.00	\$79,616.00
07	\$52,357.00	\$74,613.00	\$96,869.00
08	\$63,707.00	\$90,788.00	\$117,870.00
09	\$77,513.00	\$110,464.00	\$143,415.00
10	\$94,315.00	\$134,405.00	\$174,495.00



# LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

March, 1972

Data Source: Bureau of Urban and Regional Affairs, University of South Carolina, Provided  
by the South Carolina Human Affairs Commission



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Bar Graphs : Representation  
by Gender and Race

Pie Charts : South Carolina  
State EEO Categories and  
Salaries

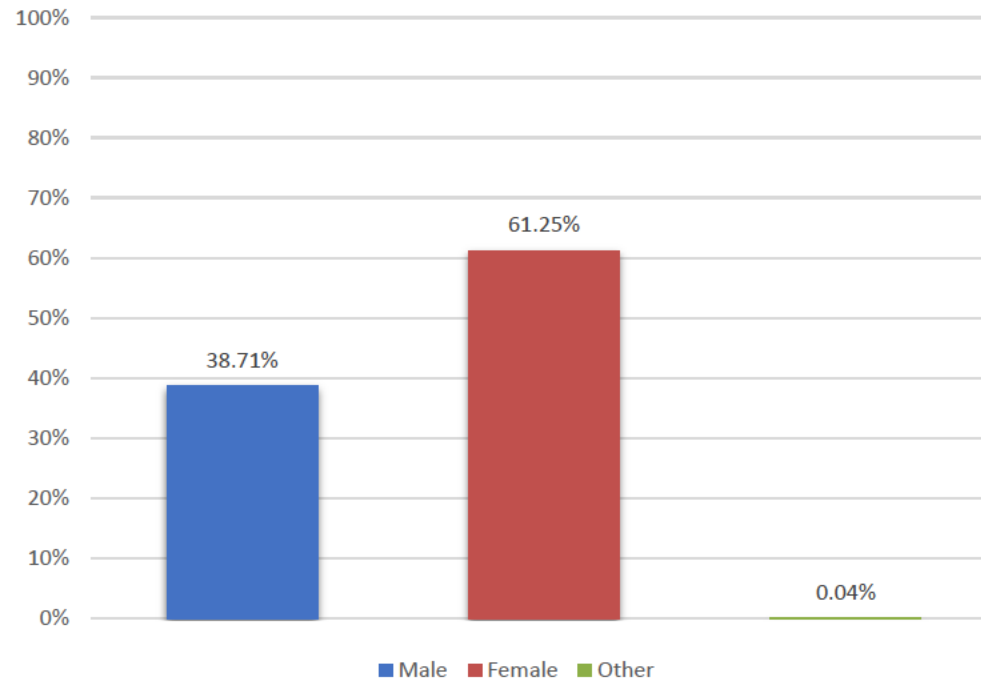
# SECTION III



# Representation by Gender

## State Government Workforce

**Percent Composition of State Government Workforce by Gender as of January 1, 2023**



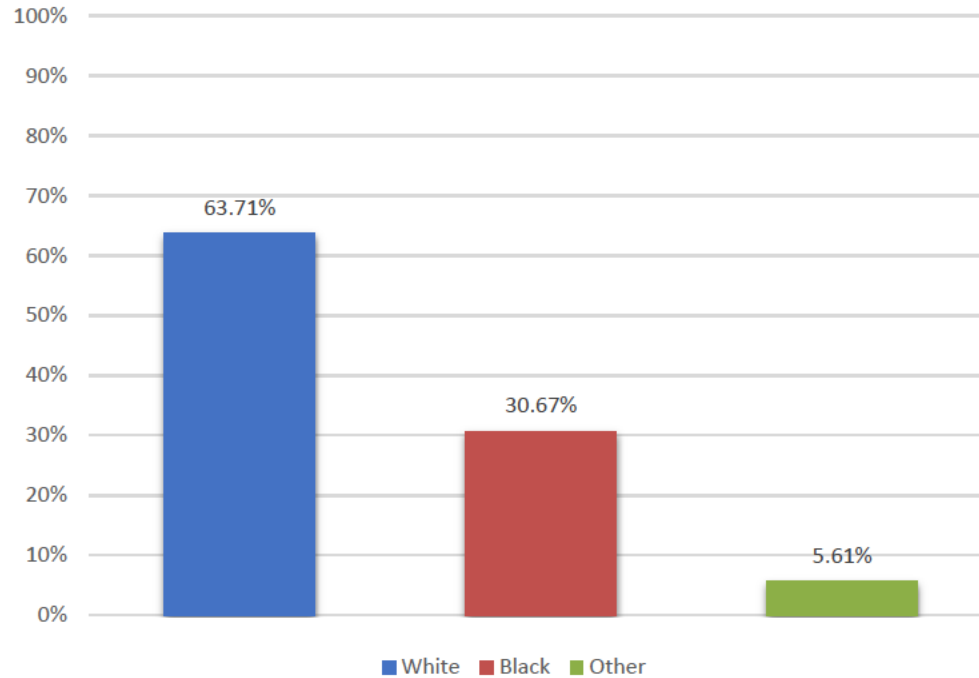
**Percentages may not sum to 100% due to rounding.**

**Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.**

# Representation by Race

## State Government Workforce

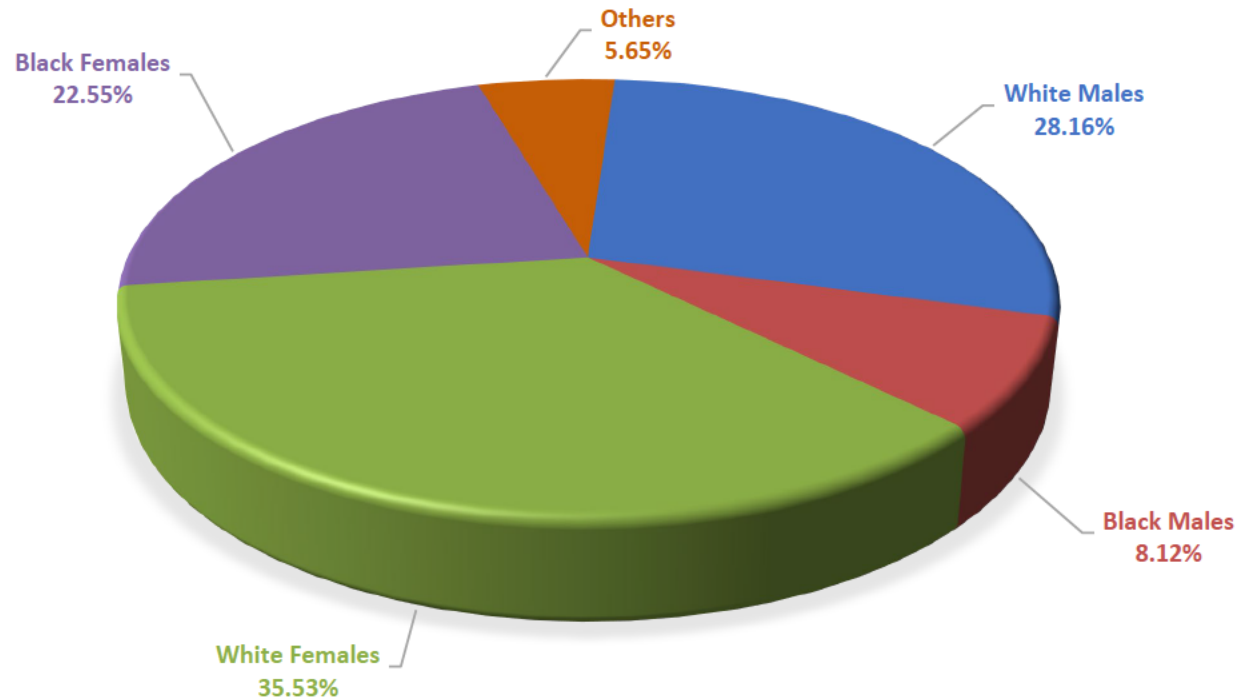
**Percent Composition of State Government Workforce by Race as of January 1, 2023**



**Percentages may not sum to 100% due to rounding.**

**Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.**

# **Composition of State Government Workforce by Race and Sex** **January 1, 2023**

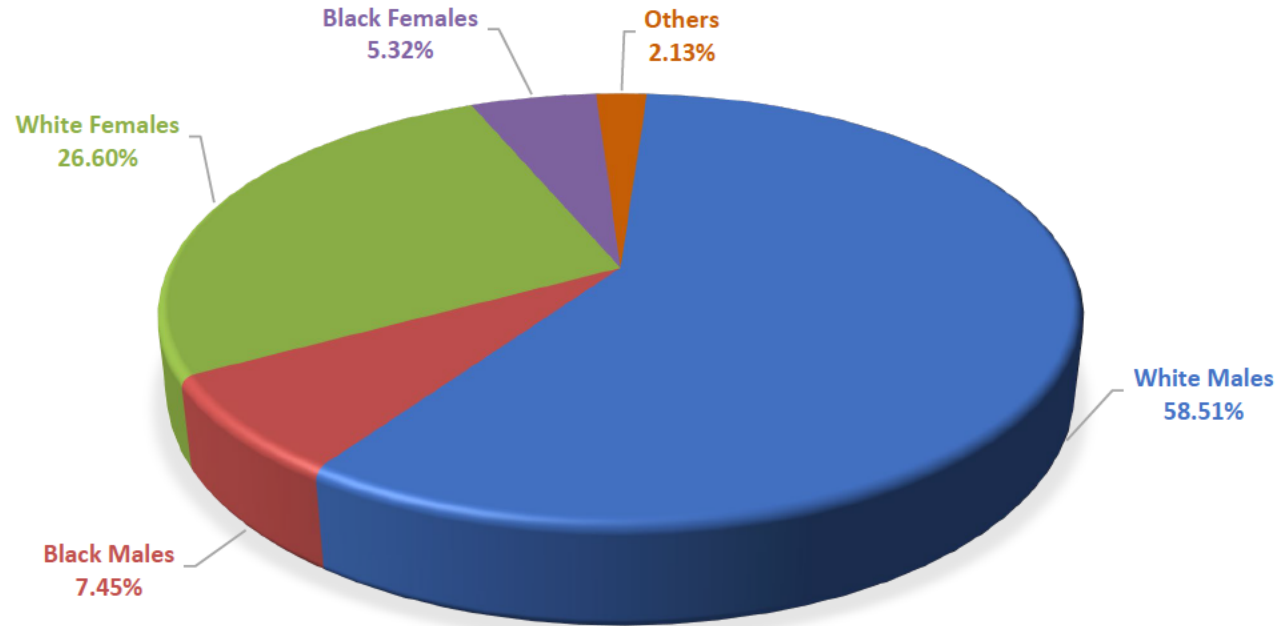


# of Employees	White Males	Black Males	White Females	Black Females	Others	Total
	19,881	5,733	25,088	15,921	3,987	70,610

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of Agency Heads January 1, 2023



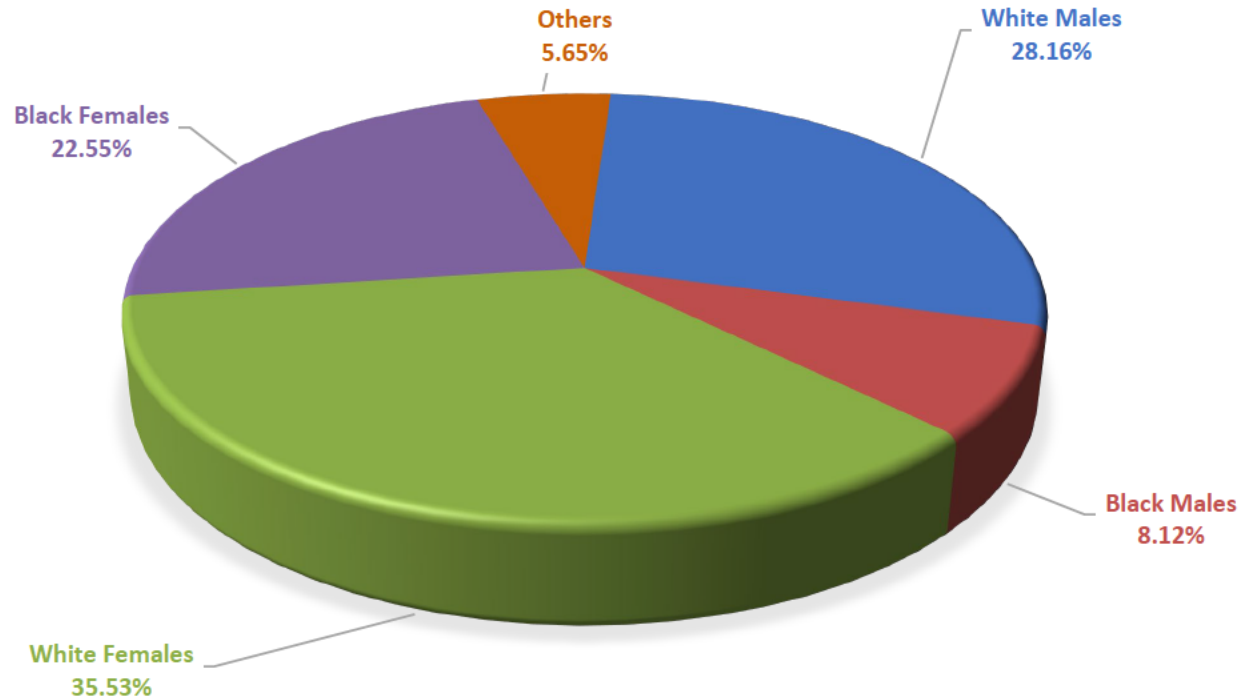
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	55	7	25	5	2	94
Average Salary	\$221,879.46	\$193,192.71	\$178,539.08	\$154,386.40	\$247,342.50	\$205,168.23

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.



## Composition of State Government Workforce by Race and Sex with Average Salary January 1, 2023

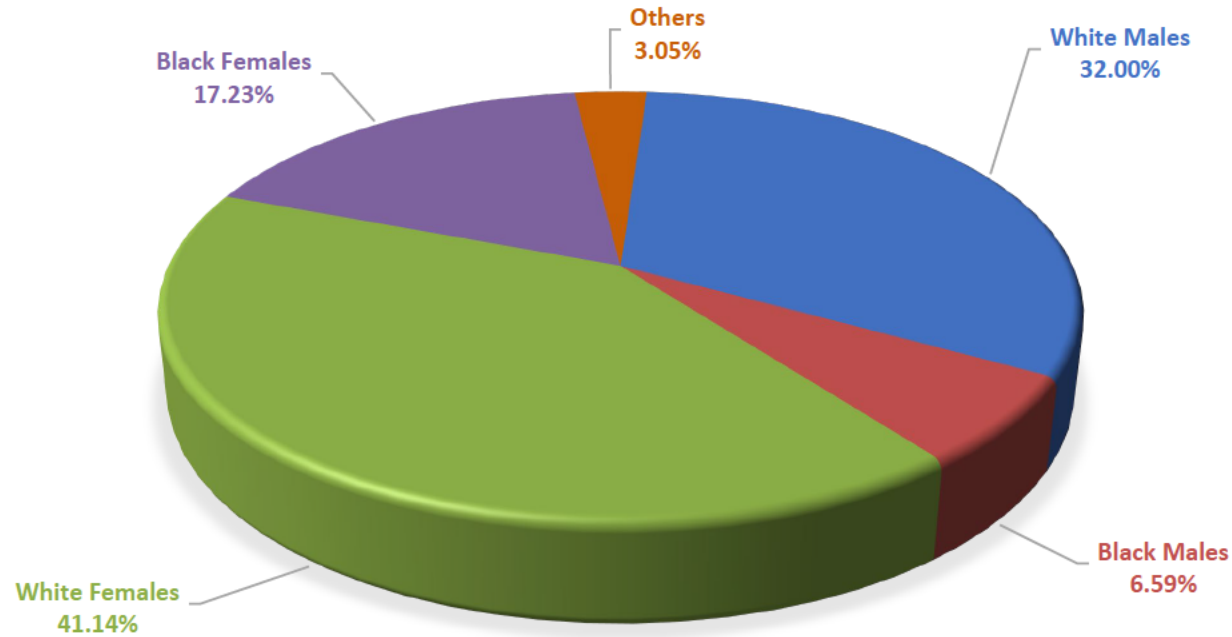


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19,881	5,733	25,088	15,921	3,987	70,610
Average Salary	\$73,288.36	\$56,461.96	\$65,178.47	\$50,044.07	\$71,476.43	\$63,697.32

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of E1: Executives January 1, 2023

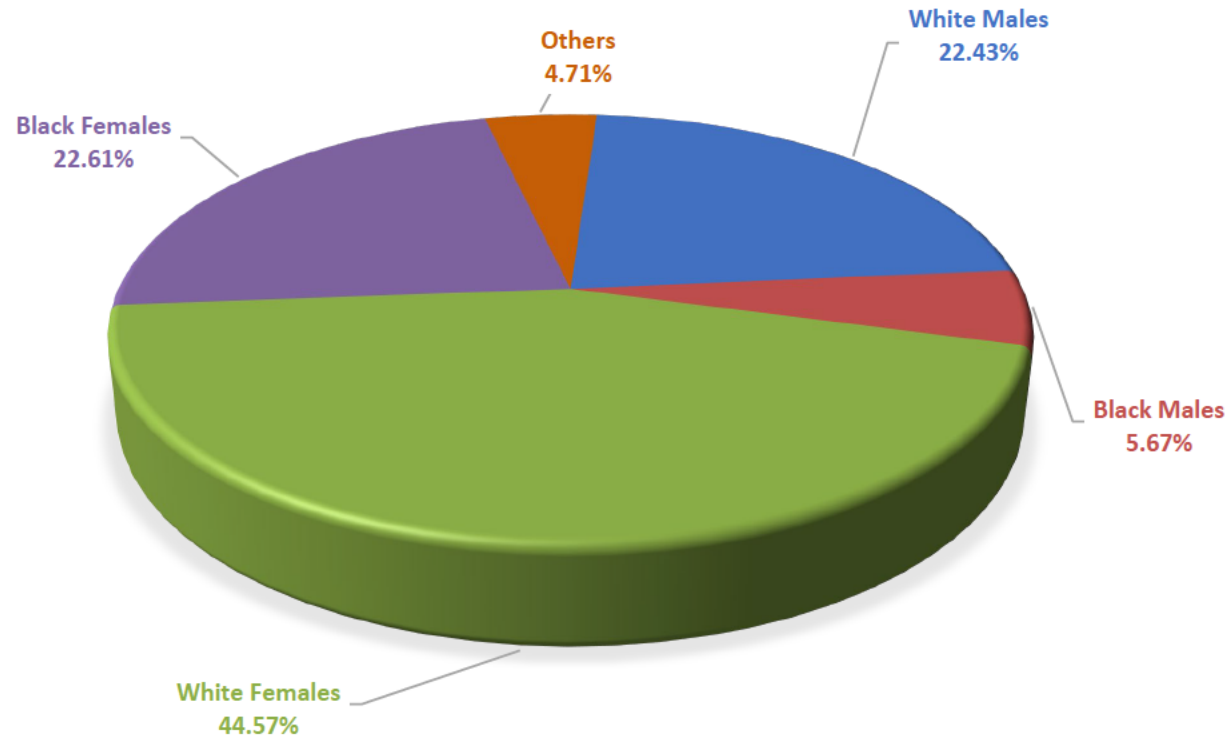


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,103	227	1,418	594	105	3,447
Average Salary	\$113,720.90	\$98,007.70	\$98,781.79	\$86,814.23	\$101,172.43	\$101,521.68

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

## Composition of E2: Professionals January 1, 2023

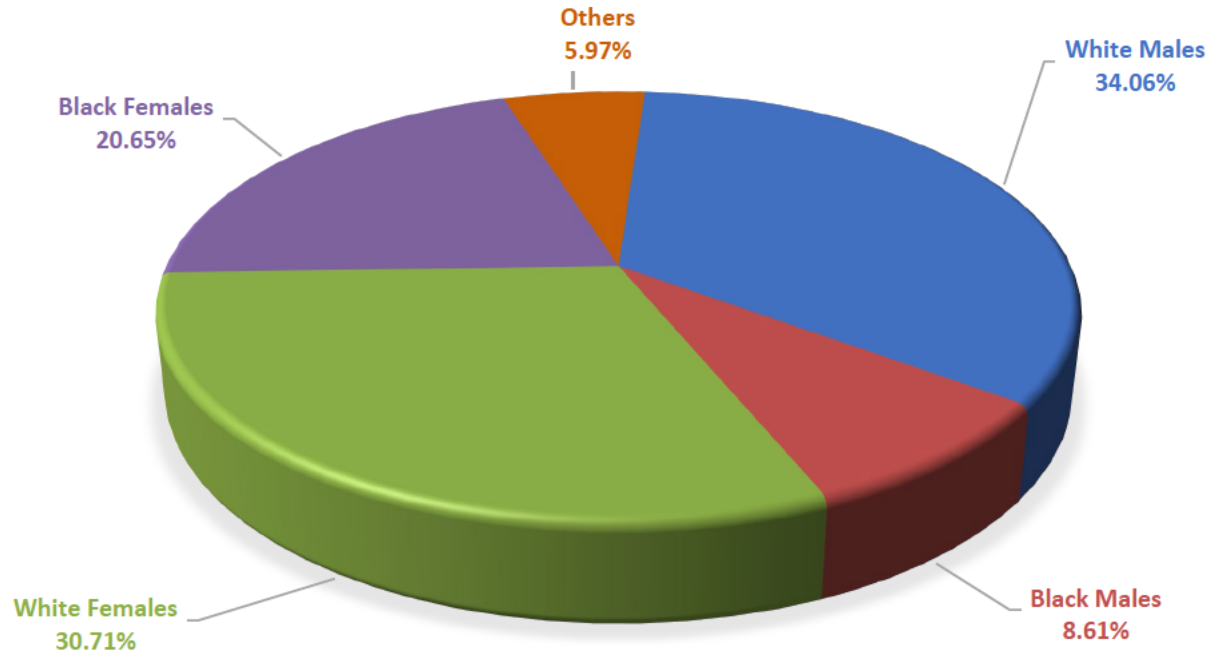


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	6,739	1,705	13,391	6,794	1,416	30,045
Average Salary	\$73,666.51	\$61,066.18	\$66,779.73	\$54,856.49	\$66,290.42	\$65,280.95

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of E3: Technicians January 1, 2023

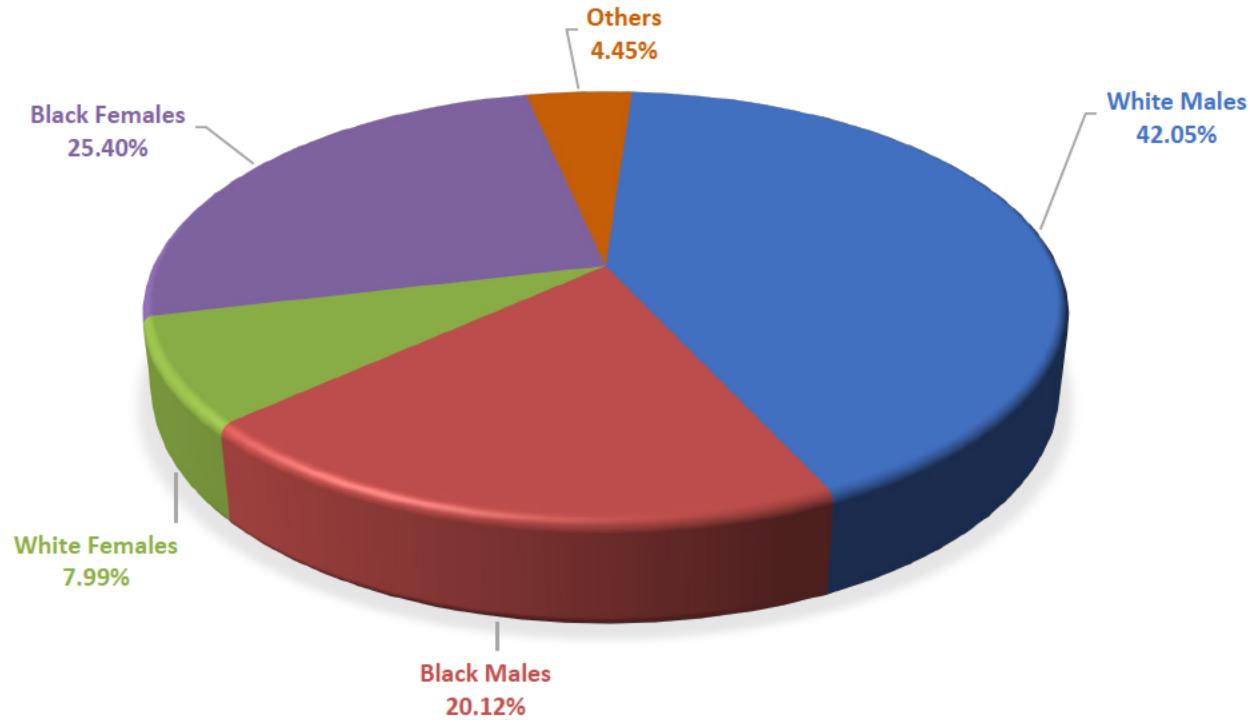


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,524	385	1,374	924	267	4,474
Average Salary	\$55,509.39	\$46,918.63	\$48,799.98	\$41,973.28	\$50,806.31	\$49,633.38

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

# **Composition of E4: Protective Services January 1, 2023**

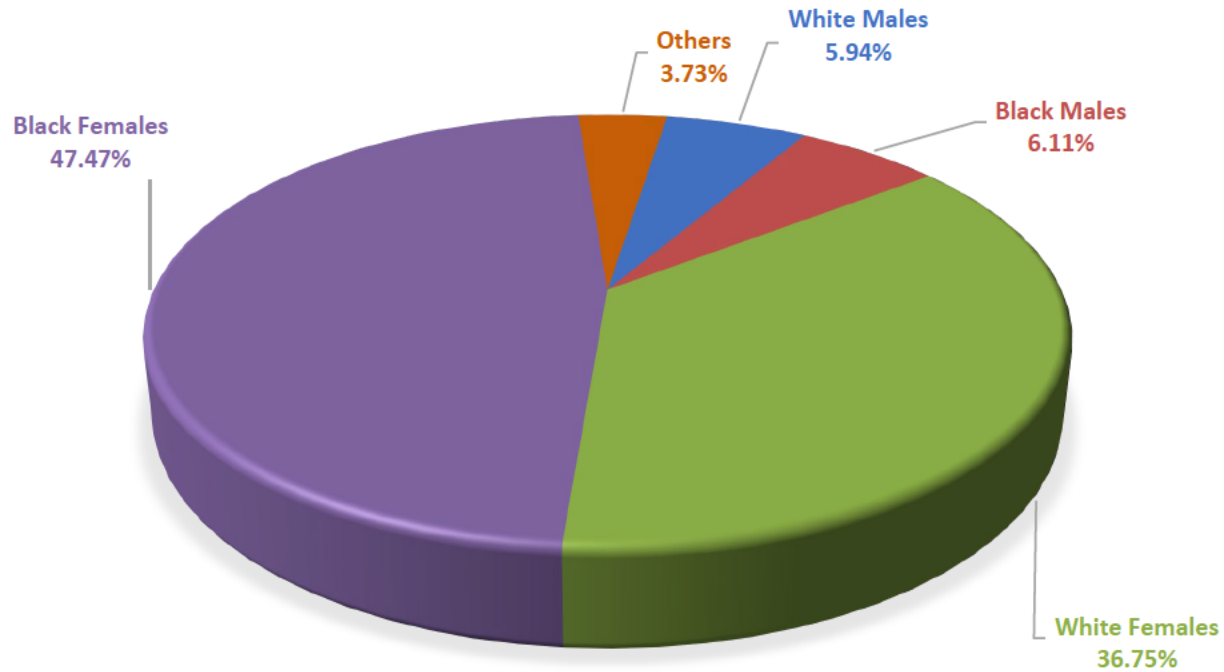


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,768	846	336	1,068	187	4,205
Average Salary	\$52,392.03	\$50,938.19	\$50,662.67	\$48,688.07	\$48,419.02	\$50,843.92

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of E5: Paraprofessionals January 1, 2023



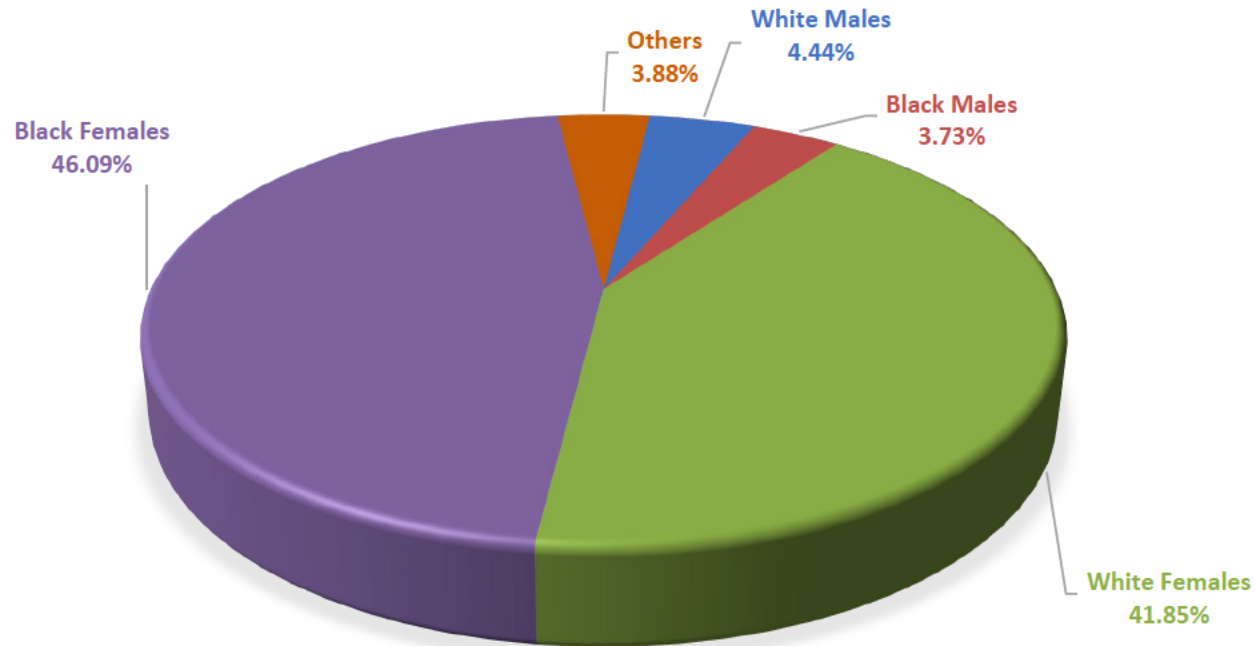
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	437	449	2,702	3,490	274	7,352
Average Salary	\$47,590.96	\$40,778.83	\$43,927.76	\$40,791.34	\$40,978.86	\$42,354.42

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.



### Composition of E6: Secretarial/Clerical January 1, 2023

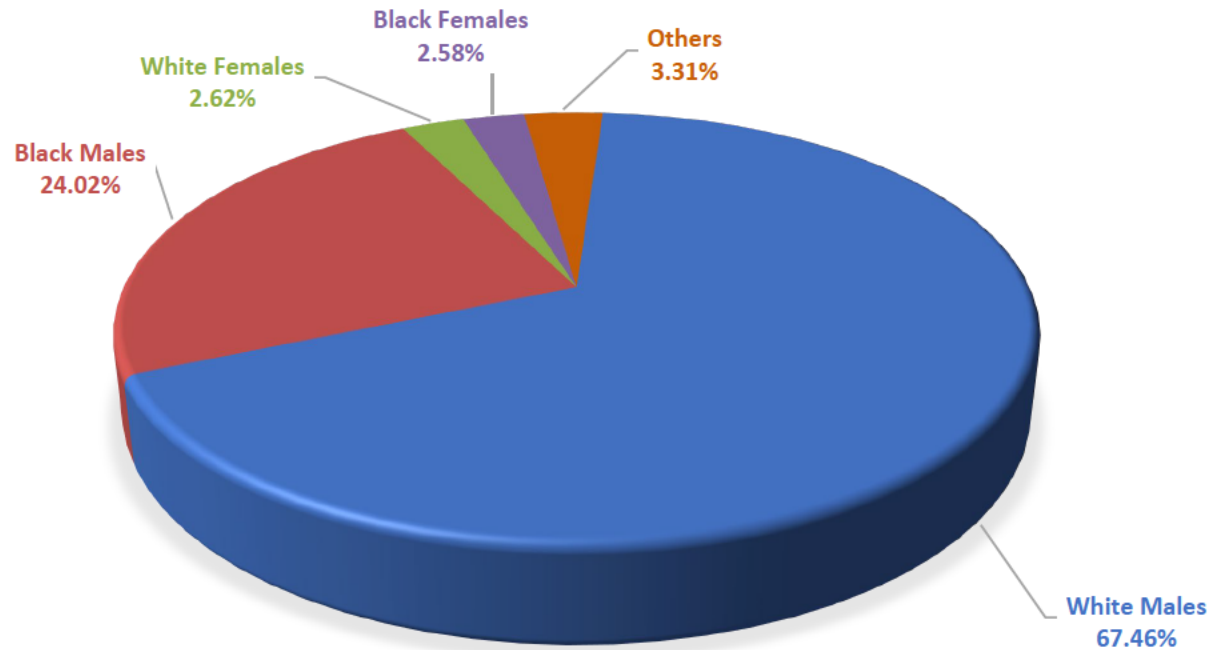


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	174	146	1,639	1,805	152	3,916
Average Salary	\$39,762.03	\$37,899.37	\$36,831.19	\$35,344.19	\$35,625.77	\$36,269.05

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of E7: Skilled Craft January 1, 2023

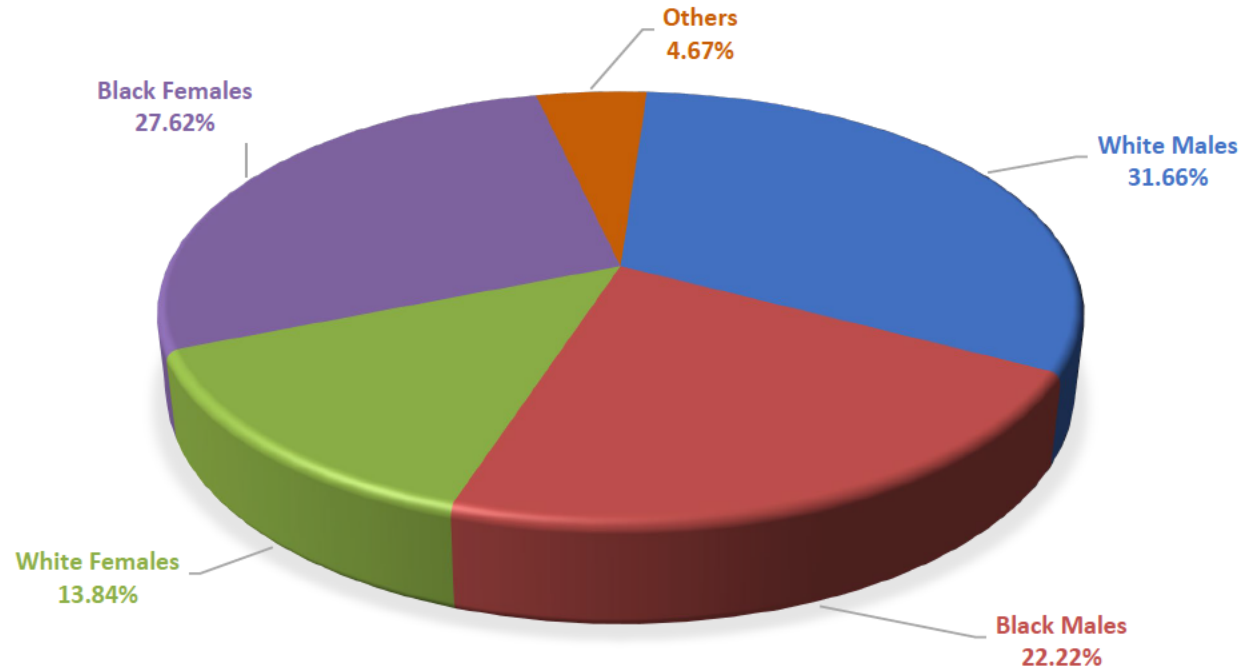


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	3,342	1,190	130	128	164	4,954
Average Salary	\$54,822.30	\$49,677.48	\$44,464.91	\$42,931.01	\$53,591.47	\$52,966.68

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of E8: Service Maintenance January 1, 2023

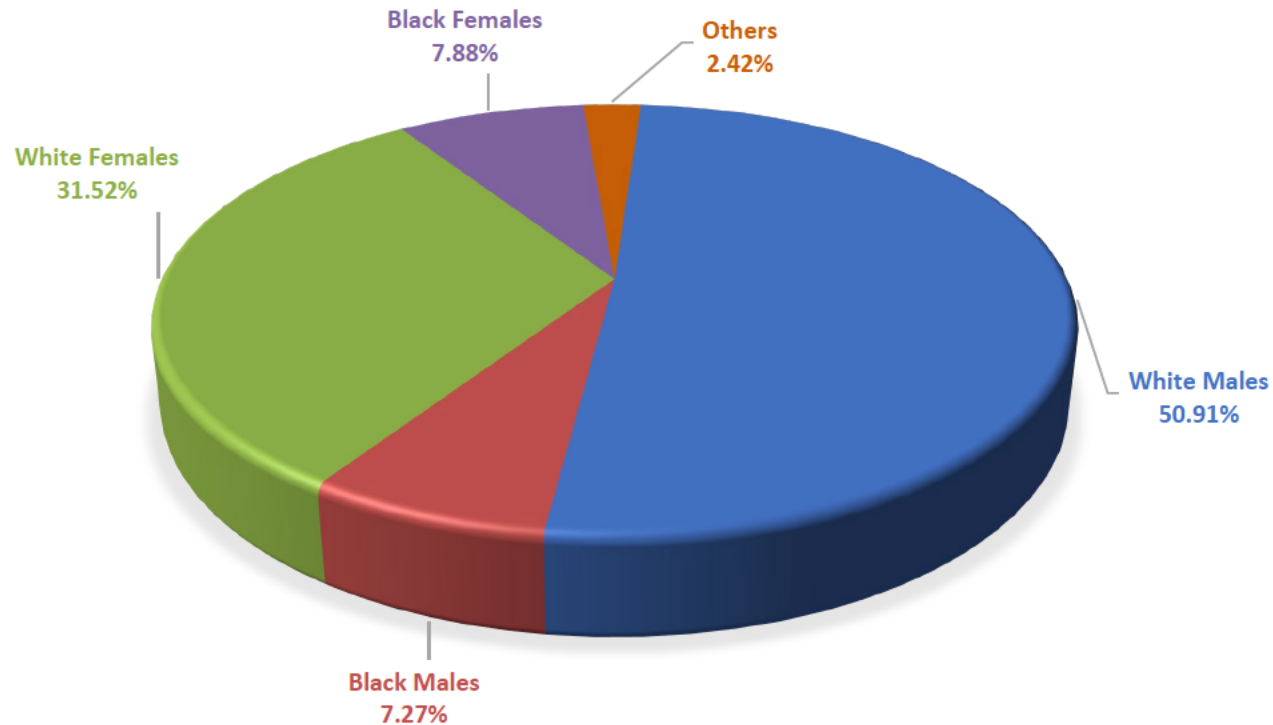


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	563	395	246	491	83	1,778
Average Salary	\$37,162.93	\$33,831.04	\$33,849.21	\$31,545.86	\$34,418.98	\$34,284.98

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

# **Composition of C1: Executive (Non-Academic) January 1, 2023**

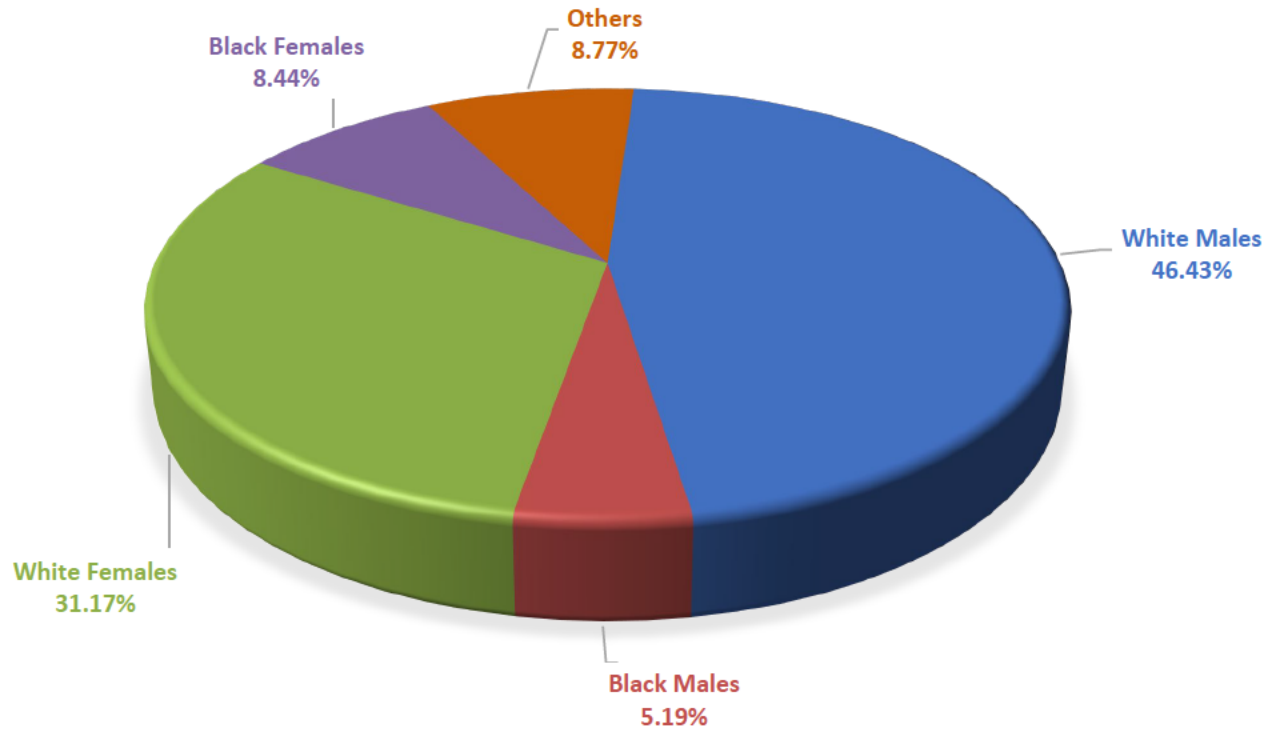


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	84	12	52	13	4	165
Average Salary	\$218,836.78	\$220,954.41	\$189,746.12	\$137,446.18	\$173,384.85	\$202,308.37

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

# **Composition of C2: Executive (Academic) January 1, 2023**

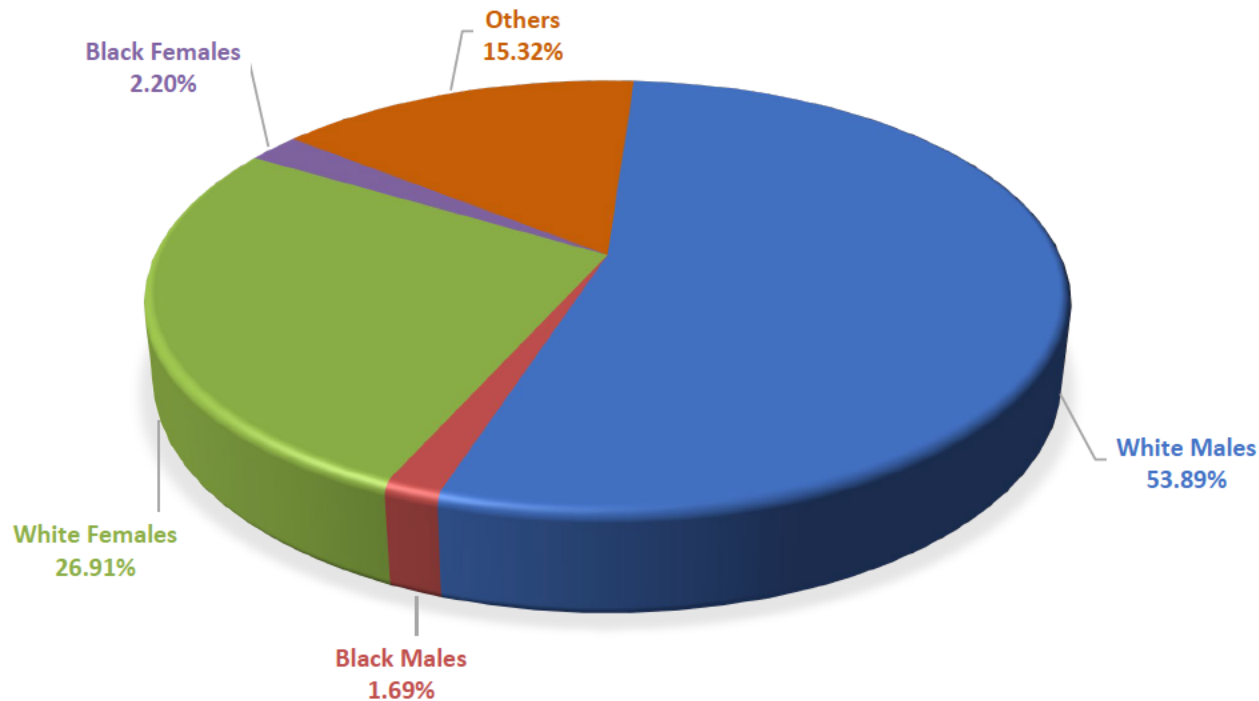


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	143	16	96	26	27	308
Average Salary	\$160,234.80	\$130,537.99	\$148,659.43	\$125,531.59	\$211,015.30	\$156,606.25

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of C3: Professors January 1, 2023

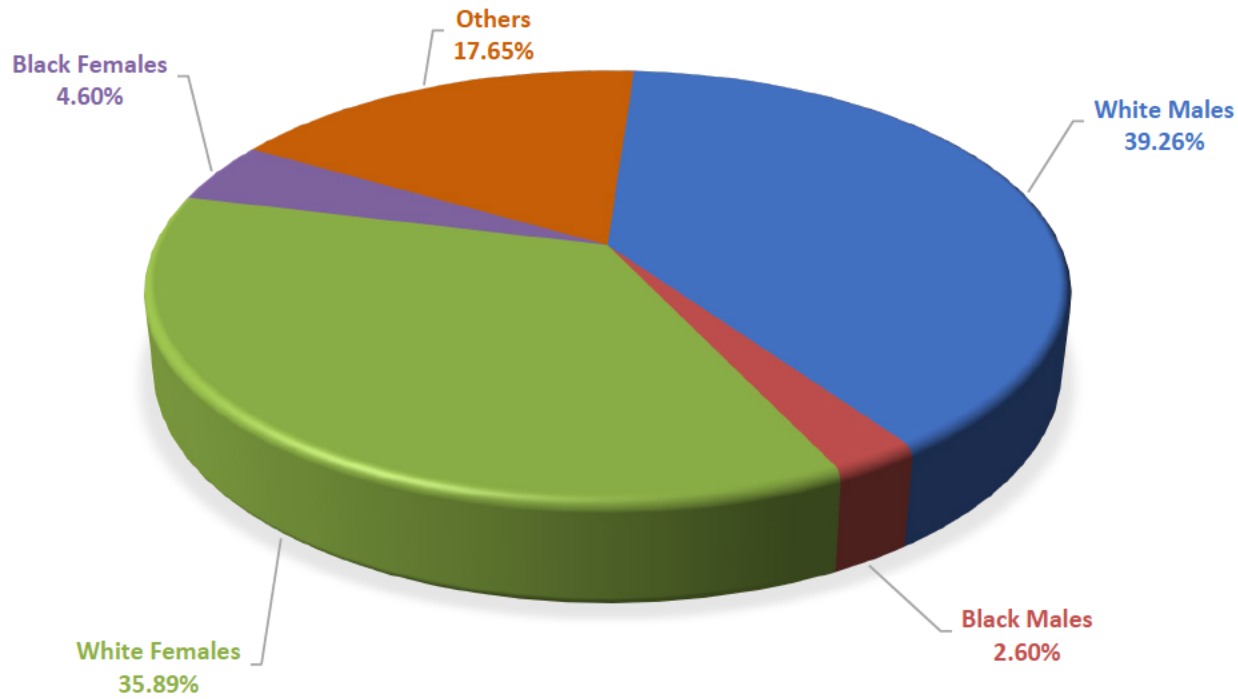


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	957	30	478	39	272	1,776
Average Salary	\$123,573.02	\$111,044.74	\$116,224.44	\$117,183.70	\$131,067.16	\$122,391.01

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of C4: Associate Professors January 1, 2023

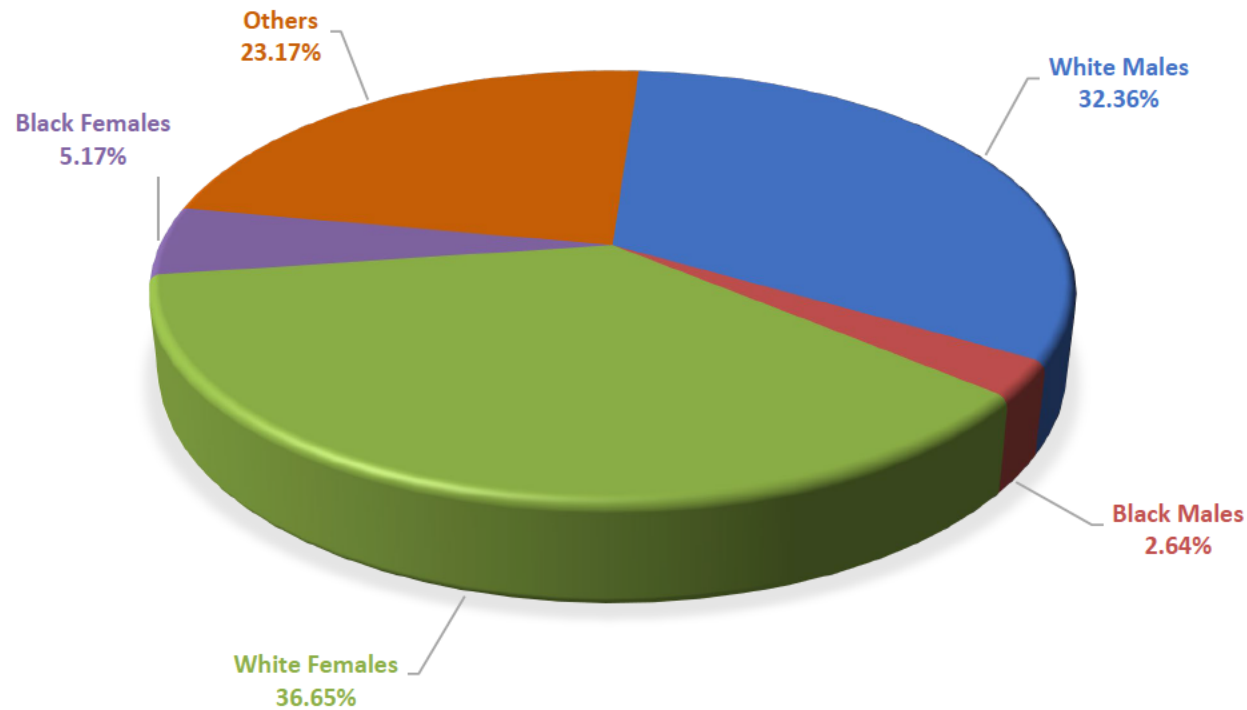


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	665	44	608	78	299	1,694
Average Salary	\$87,499.74	\$85,314.24	\$87,805.97	\$83,357.62	\$94,922.72	\$88,672.36

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of C5: Assistant Professors January 1, 2023



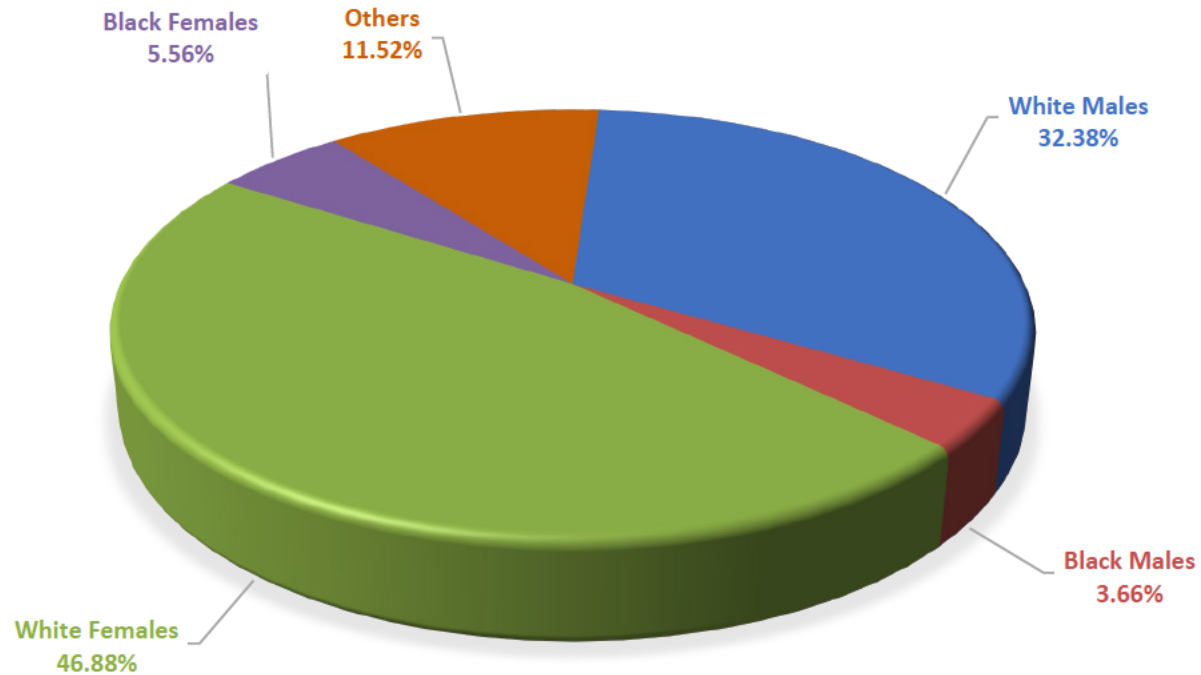
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	588	48	666	94	421	1,817
Average Salary	\$75,251.98	\$76,937.67	\$70,095.58	\$74,155.38	\$83,720.07	\$75,311.82

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.



### Composition of C6: Instructors January 1, 2023

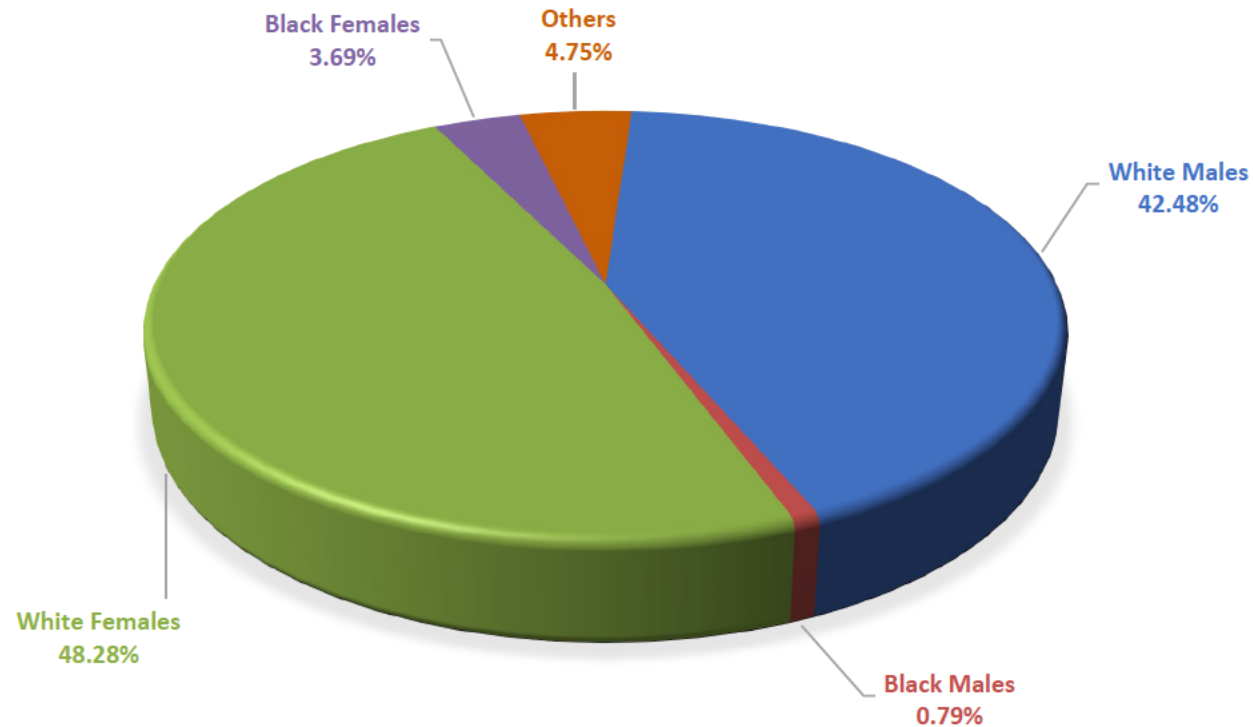


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	239	27	346	41	85	738
Average Salary	\$65,620.20	\$65,216.01	\$61,711.48	\$67,660.47	\$58,481.47	\$63,064.01

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of C7: Lecturers January 1, 2023

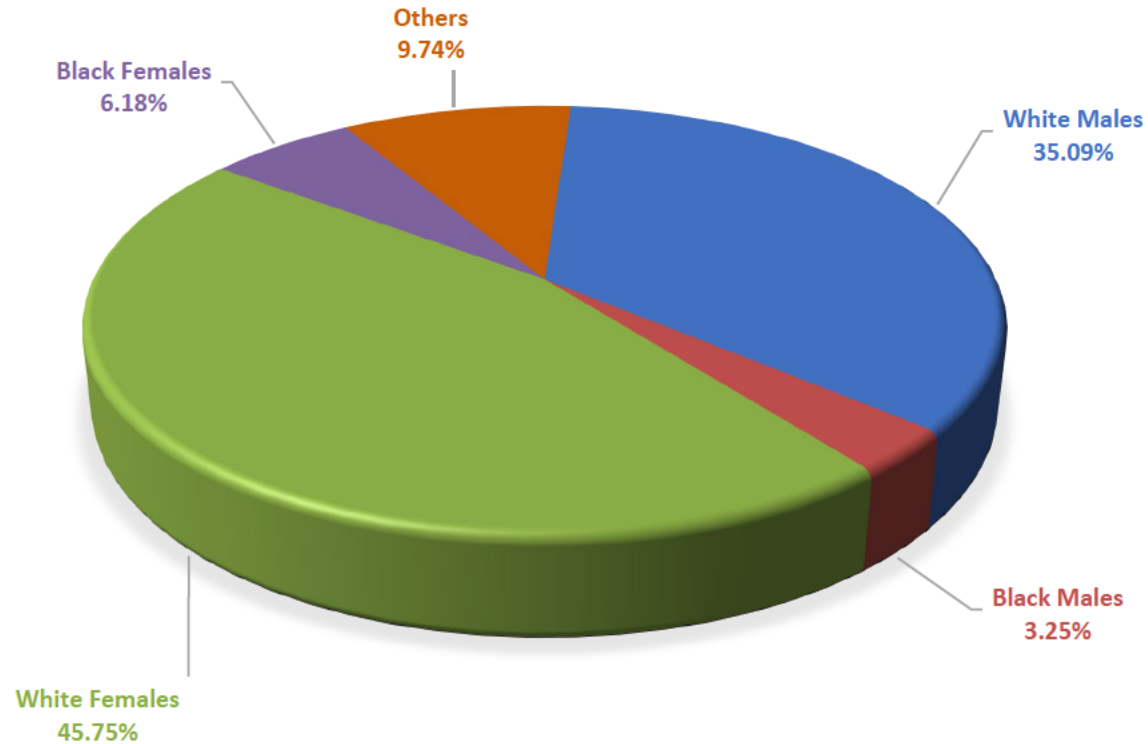


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	161	3	183	14	18	379
Average Salary	\$73,190.74	\$80,906.71	\$61,584.67	\$56,917.45	\$65,692.17	\$66,690.57

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of C8: Other (Academic) January 1, 2023

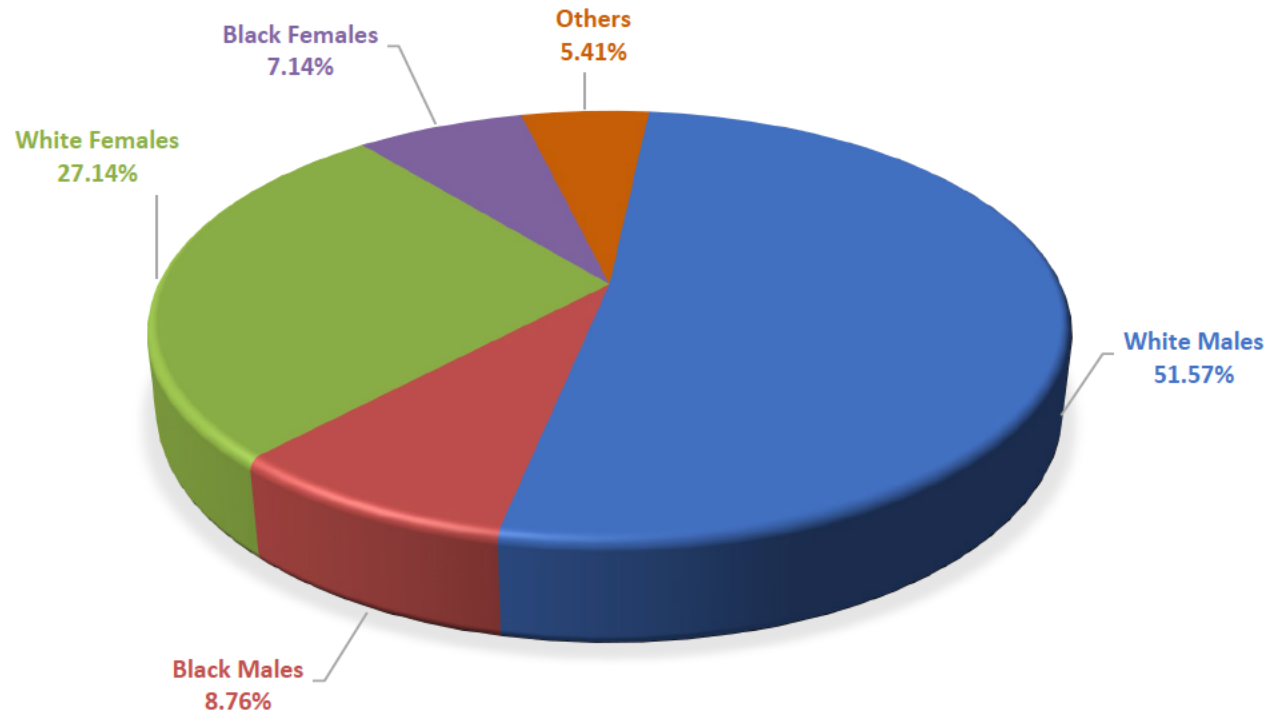


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	227	21	296	40	63	647
Average Salary	\$103,601.03	\$94,062.32	\$88,723.63	\$95,980.15	\$98,591.68	\$95,526.15

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of C9: Other (Non-Academic) January 1, 2023

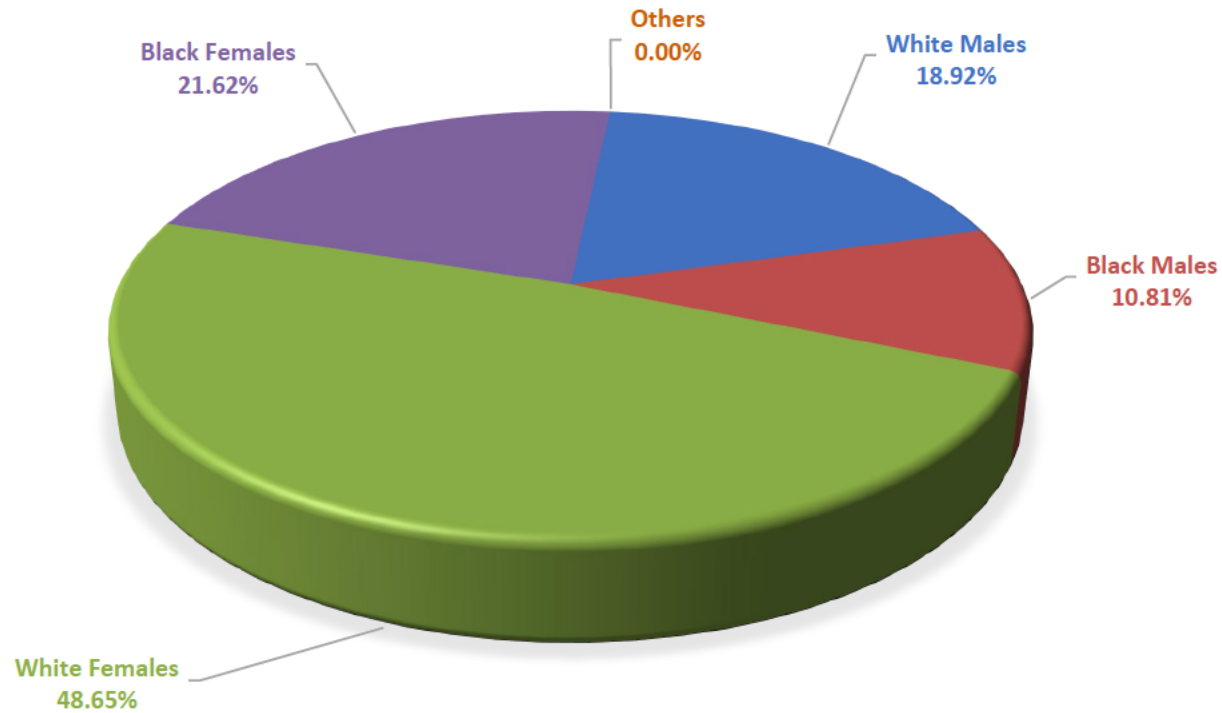


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	477	81	251	66	50	925
Average Salary	\$128,273.80	\$148,080.80	\$75,381.60	\$94,326.11	\$93,166.23	\$111,335.96

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of T1: Executives (Non-Academic) January 1, 2023

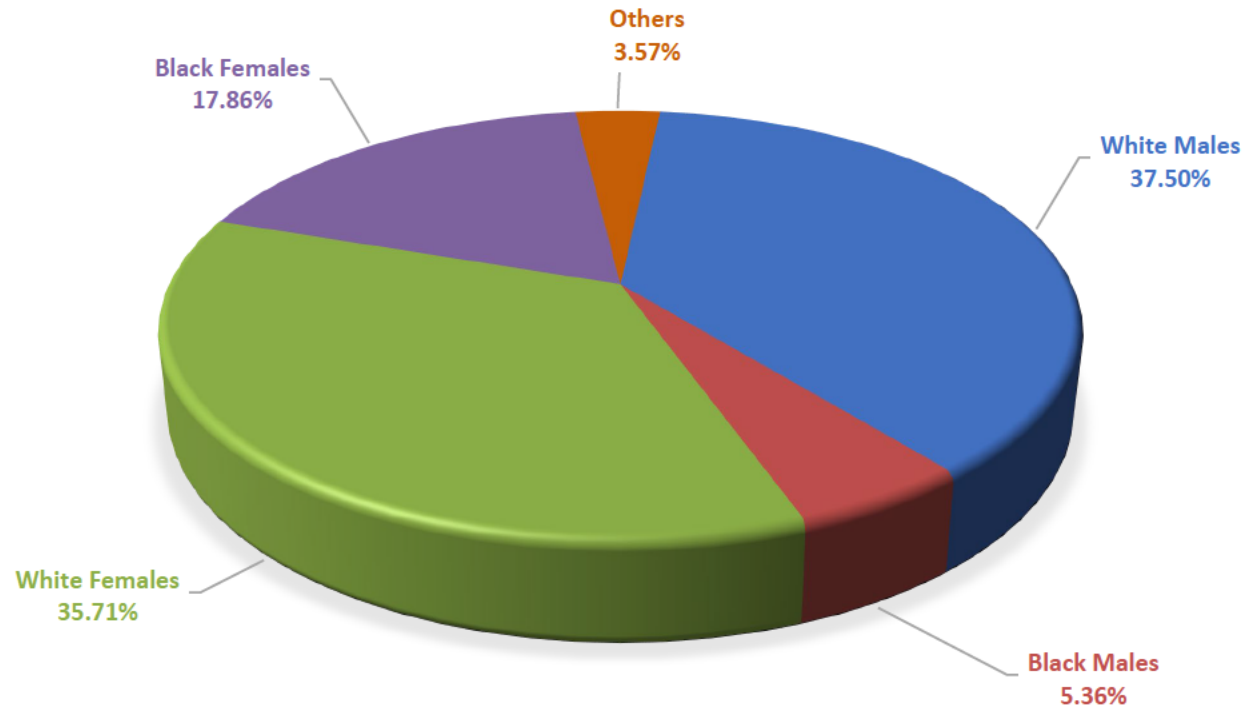


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	14	8	36	16	-	74
Average Salary	\$159,755.71	\$129,912.50	\$152,225.45	\$142,079.00	-	\$149,044.06

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

# **Composition of T2: Executives (Academic) January 1, 2023**

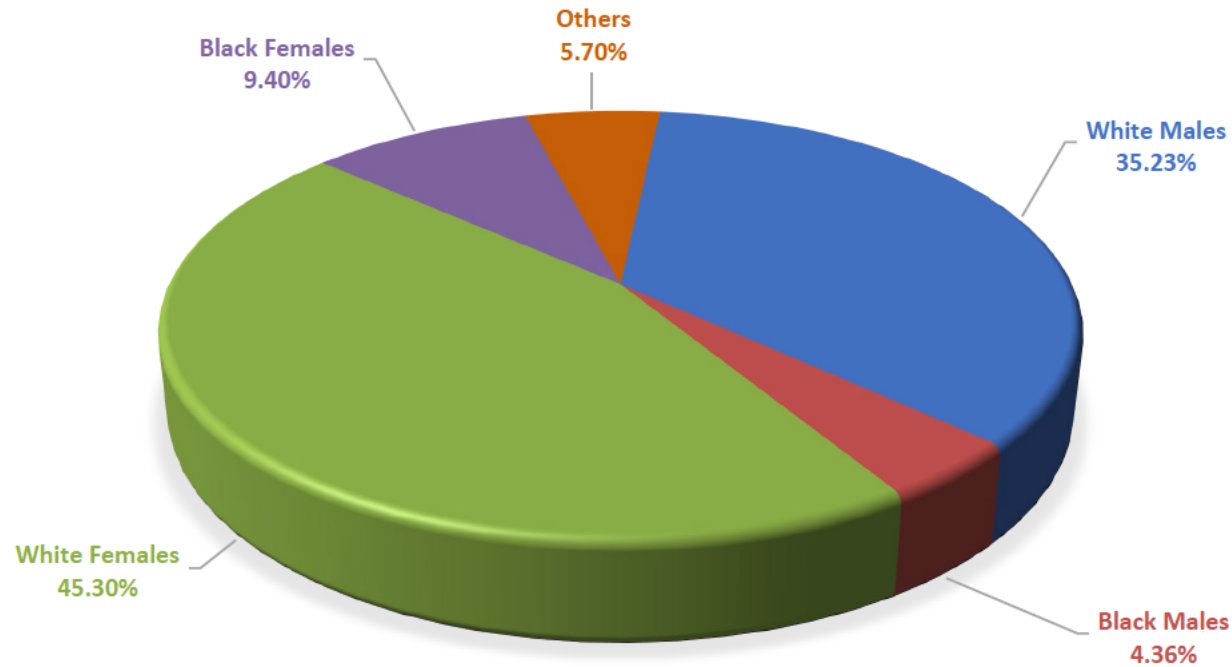


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	21	3	20	10	2	56
Average Salary	\$107,731.38	\$110,283.90	\$114,173.48	\$111,228.89	\$116,478.50	\$111,105.82

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

**Composition of T3: Faculty (Administrative)  
January 1, 2023**

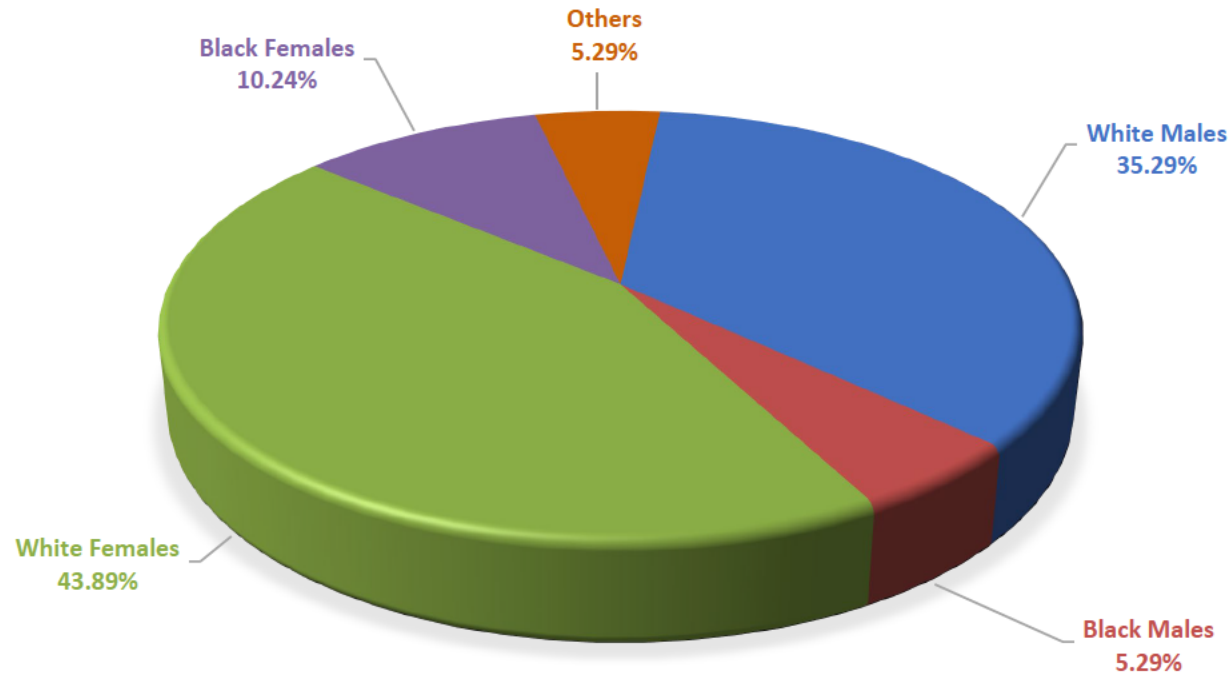


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	105	13	135	28	17	298
Average Salary	\$80,571.80	\$86,758.08	\$77,724.79	\$81,561.39	\$77,075.20	\$79,445.43

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

### Composition of T4: Faculty (Teaching) January 1, 2023



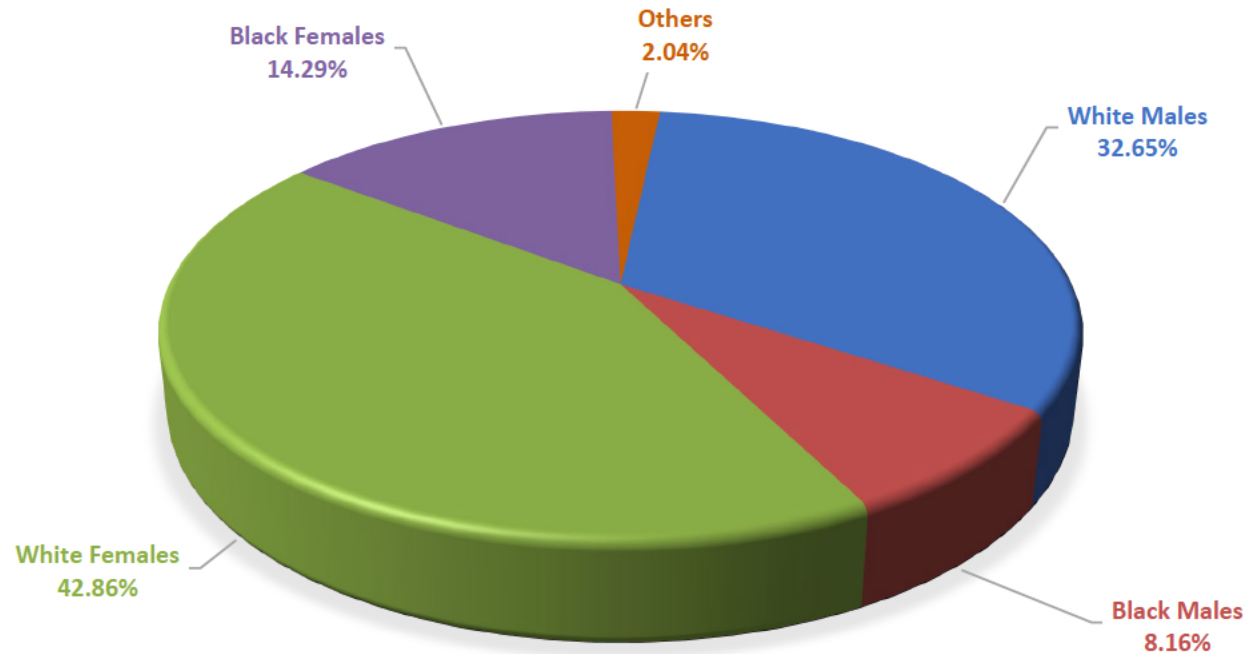
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	534	80	664	155	80	1,513
Average Salary	\$69,894.07	\$68,655.48	\$69,274.81	\$74,479.05	\$65,708.90	\$69,805.23

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.



### Composition of T5: Faculty (Non-Teaching) January 1, 2023



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	16	4	21	7	1	49
Average Salary	\$103,055.13	\$92,233.00	\$86,386.16	\$88,886.43	\$85,262.00	\$92,640.62

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2022-2023.

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## Status of Affirmative Action Programs

# SECTION IV



## **Status of Affirmative Action Programs**

### **State Agency Ranking by Level of Goal Attainment**

Chart A: Percentage Level of Goal Attainment State Government's Top Ten & Below 70%

Chart B: Percentage Level of Goal Attainment Ranked from Highest to Lowest

Chart C: Percentage Level of Goal Attainment Ranked by Alphabetical Order

Chart D: Percentage Level of Goal Attainment Ranked from Highest to Lowest among Colleges and Universities

Additionally, the levels of goal attainment have been noted on the bottom of each agency's chart in Section VI.

### **Level of Goal Attainment Calculation Method:**

Step 1: Add together all percentages figures in Section 6 of the agency charts. Wherever a 0\* appears, it is not included in the calculation and counts either for nor against the agency.

Step 2: Count the number of times the word "YES" appears in section 6 and multiply by 100. Add the answer to the total from Step 1.

Step 3: Divide the total from Step 2 by the total number of values (percentages and each Yes) in section 6.

This is the percentage of goals achieved.

# STATE GOVERNMENT'S TOP TEN & BELOW 70%

(Highest to Lowest)

## CHART A

### TOP TEN

RANKING	AGENCY	PERCENT
1	Indigent Defense, Commission on	100.0%
1	Library, State	100.0%
1	Museum Commission	100.0%
1	Secretary of State's Office, South Carolina	100.0%
2	Trident Technical College	99.6%
3	Public Service Commission	98.7%
4	Comptroller General, Office of the	98.4%
4	Elections Commission	98.4%
5	Sea Grant Consortium	98.3%
6	York Technical College	97.4%
7	Accident Fund, State	97.0%
8	Technical & Comprehensive Education, St. Board for	96.8%
9	Ethics Commision	96.5%
10	Regulatory Staff, Office of	96.1%

RANKING	AGENCY ACHIEVING LESS THAN 70%	PERCENT
77	Revenue & Fiscal Affairs	64.4%
78	Natural Resources, Department of	64.0%
79	Forestry Commission	57.7%

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

### CHART B

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Indigent Defense, Commission on	100.0%	22	Financial Institutions, State Board of	92.2%
1	Library, State	100.0%	23	Blind, Commission for the	91.9%
1	Museum Commission	100.0%	24	Attorney General's Office	91.7%
1	Secretary of State's Office, South Carolina	100.0%	25	Winthrop University	91.6%
2	Trident Technical College	99.6%	26	Educational Lottery	90.8%
3	Public Service Commission	98.7%	27	Children's Advocacy, Department of	90.5%
4	Comptroller General, Office of the	98.4%	28	Orangeburg-Calhoun Technical College	90.3%
4	Elections, Commission	98.4%	29	Santee Cooper	90.2%
5	Sea Grant	98.3%	30	Central Carolina Technical College	89.7%
6	York Technical College	97.4%	30	Commerce, Department of	89.7%
7	Accident Fund, State	97.0%	30	Education, Department of	89.7%
8	Technical & Comprehensive Education, St. Board for	96.8%	31	Piedmont Technical College	89.4%
9	Ethics Commission	96.5%	32	Governor's School for Science & Math	89.1%
10	Regulatory Staff, Office of	96.1%	33	Mental Health, Department of	89.0%
11	Governor's School for Agriculture at John de la Howe	95.3%	34	Social Services, Department of	88.6%
12	Arts Commission	95.1%	35	Greenville Technical College	88.4%
13	Health & Environmental Control, Department of	94.9%	36	Deaf & Blind, School for the	88.1%
14	Archives & History, Department of	94.5%	37	Housing Finance & Development, State	87.6%
15	Spartanburg Community College	94.2%	38	Veteran Affairs, Department of	87.6%
16	Vocational Rehabilitation, Department of	93.9%	39	Francis Marion University	87.4%
17	Insurance, Department of	93.6%	40	Workers Compensation	87.3%
18	Midland's Technical College	92.9%	41	Governor's School for Arts & Humanities	86.9%
18	Treasurer's Office, State	92.9%	41	Medical University Hospital Authority	86.9%
19	Aiken Technical College	92.8%	42	Horry-Georgetown Technical College	86.8%
20	Alcohol and Other Drug Abuse Services	92.6%	42	Williamsburg Technical College	86.8%
21	Labor, Licensing & Regulation, Department of	92.5%	43	Higher Education, Commission on	86.6%

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

### CHART B

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
44	Adjutant General's Office	86.5%	65	Health and Human Services, Department of	79.0%
45	Consumer Affairs	86.3%	66	College of Charleston	78.9%
46	Florence-Darlington Technical College	86.1%	67	Citadel	78.0%
47	Transportation, Department of	85.7%	68	Ports Authority, State	75.6%
48	Employment and Workforce, Department of	85.3%	69	Wil Lou Gray Opportunity School	75.5%
49	Auditor's Office, State	85.1%	70	Retirement System	75.0%
49	Technical College of the Lowcountry	85.1%	71	Medical University of South Carolina	74.9%
50	Administration, Department of	84.4%	71	South Carolina State University	74.9%
50	Educational Television Commission	84.4%	72	Juvenile Justice	74.5%
51	Criminal Justice Academy	83.8%	73	Denmark Technical College	74.3%
52	Motor Vehicles, Department of	82.8%	74	Northeastern Technical College	73.5%
53	Probation, Parole, & Pardon Services, Department of	82.7%	75	Parks, Recreation, & Tourism, Department of	73.0%
54	Public Employee Benefits Authority	82.3%	76	Agriculture, Department of	70.0%
55	Aging, Department on	82.1%	77	Revenue & Fiscal Affairs	64.4%
56	Clemson University	82.0%	78	Natural Resources, Department of	64.0%
57	Corrections, Department of	81.9%	79	Forestry Commission	57.7%
58	Disabilities & Special Needs, Department of	81.6%			
59	Fiscal Accountability Authority, State	81.0%			
60	Law Enforcement Division, State	80.7%			
61	Coastal Carolina University	80.4%			
61	Tri-County Technical College	80.4%			
61	University of South Carolina	80.4%			
62	Lander University	79.9%			
62	Patriots Point Authority	79.9%			
63	Revenue, Department of	79.8%			
64	Public Safety, Department of	79.1%			

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

### CHART C

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
7	Accident Fund, State	97.0%	30	Education, Department of	89.7%
44	Adjutant General's Office	86.5%	26	Educational Lottery	90.8%
50	Administration, Department of	84.4%	50	Educational Television Commission	84.4%
55	Aging, Department on	82.1%	4	Elections, Commission	98.4%
75	Agriculture, Department of	70.0%	48	Employment and Workforce, Department of	85.3%
19	Aiken Technical College	92.8%	9	Ethics Commission	96.5%
20	Alcohol and Other Drug Abuse Services	92.6%	22	Financial Institutions, State Board of	92.2%
14	Archives & History, Department of	94.5%	59	Fiscal Accountability Authority, State	81.0%
12	Arts Commission	95.1%	46	Florence-Darlington Technical College	86.1%
24	Attorney General's Office	91.7%	78	Forestry Commission	57.7%
49	Auditor's Office, State	85.1%	39	Francis Marion University	87.3%
23	Blind, Commission for the	91.9%	11	Governor's School for Agriculture at John de la Howe	95.3%
30	Central Carolina Technical College	89.7%	41	Governor's School for Arts & Humanities	86.9%
27	Children's Advocacy, Department of	90.5%	33	Governor's School for Science & Math	89.1%
67	Citadel	78.0%	35	Greenville Technical College	88.4%
56	Clemson University	82.0%	13	Health & Environmental Control, Department of	94.9%
61	Coastal Carolina University	80.4%	65	Health and Human Services, Department of	79.0%
66	College of Charleston	78.9%	43	Higher Education, Commission on	86.6%
30	Commerce, Department of	89.7%	42	Horry-Georgetown Technical College	86.8%
4	Comptroller General, Office of the	98.4%	37	Housing Finance & Development, State	87.6%
45	Consumer Affairs	86.3%	1	Indigent Defense, Commission on	100.0%
57	Corrections, Department of	81.9%	17	Insurance, Department of	93.6%
51	Criminal Justice Academy	83.8%	71	Juvenile Justice	74.5%
36	Deaf & Blind, School for the	88.1%	21	Labor, Licensing & Regulation, Department of	92.5%
72	Denmark Technical College	74.3%	62	Lander University	79.9%
58	Disabilities & Special Needs, Department of	81.6%	60	Law Enforcement Division, State	80.7%

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

### CHART C

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Library, State	100.0%	70	South Carolina State University	74.9%
41	Medical University Hospital Authority	86.9%	15	Spartanburg Community College	94.2%
70	Medical University of South Carolina	74.9%	8	Technical & Comprehensive Education, St. Board for	96.8%
33	Mental Health, Department of	89.0%	49	Technical College of the Lowcountry	85.1%
18	Midland's Technical College	92.9%	47	Transportation, Department of	85.7%
52	Motor Vehicles, Department of	82.8%	18	Treasurer's Office, State	92.9%
1	Museum Commission	100.0%	61	Tri-County Technical College	80.4%
77	Natural Resources, Department of	64.0%	2	Trident Technical College	99.6%
73	Northeastern Technical College	73.5%	61	University of South Carolina	80.4%
28	Orangeburg-Calhoun Technical College	90.3%	38	Veteran Affairs, Department of	87.4%
74	Parks, Recreation, & Tourism, Department of	73.0%	16	Vocational Rehabilitation, Department of	93.9%
62	Patriots Point Authority	79.9%	68	Wil Lou Gray Opportunity School	75.5%
31	Piedmont Technical College	89.4%	42	Williamsburg Technical College	86.8%
	Ports Authority, State	75.6%	25	Winthrop University	91.6%
53	Probation, Parole, & Pardon Services, Department of	82.7%	40	Workers Compensation	87.0%
54	Public Employee Benefits Authority	82.3%	6	York Technical College	97.4%
64	Public Safety, Department of	79.1%			
3	Public Service Commission	98.7%			
10	Regulatory Staff, Office of	96.1%			
69	Retirement System	75.0%			
76	Revenue & Fiscal Affairs	64.4%			
63	Revenue, Department of	79.8%			
29	Santee Cooper	90.2%			
5	Sea Grant	98.3%			
1	Secretary of State's Office, South Carolina	100.0%			
34	Social Services, Department of	88.6%			



# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

## CHART D

### AMONG FOUR-YEAR COLLEGES AND UNIVERSITIES

RANKING	AGENCY	PERCENT
1	Winthrop University	91.6%
2	Francis Marion University	87.3%
3	Clemson University	82.0%
4	University of South Carolina	80.4%
4	Coastal Carolina University	80.4%
5	Lander University	79.9%
6	College of Charleston	78.9%
7	Citadel, The	78.0%
8	Medical University of South Carolina	74.9%
8	South Carolina State University	74.9%

### AMONG TECHNICAL COLLEGES

RANKING	AGENCY	PERCENT
1	Trident Technical College	99.6%
2	York Technical College	97.4%
3	Spartanburg Community College	94.2%
4	Midland's Technical College	92.9%
5	Aiken Technical College	92.8%
6	Orangeburg-Calhoun Technical	90.3%
7	College Central Carolina Technical	89.7%
8	College Piedmont Technical College	89.4%
9	Greenville Technical College	88.4%
10	Horry-Georgetown Technical College	86.8%
10	Williamsburg Technical College	86.8%
11	Florence-Darlington Technical College	86.1%
12	Technical College of the Lowcountry	85.1%
13	Tri-County Technical College	80.4%
14	Denmark Technical College	74.3%
15	Northeastern Technical College	73.5%

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## Explanation of Agency Charts

# SECTION V



## Explanation of Agency Charts

Pages 51 through 163 provide an evaluation of each agency's progress toward meeting goals over a one-year period (**October 1, 2022, through September 30, 2023**). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at (803) 737-7800.

### Column One: Equal Employment Opportunity (EEO) Category Codes

This section has codes for groups of employees that perform jobs having similar work content, pay rates, and promotional opportunities. State agencies use codes E1 through E8. Four-year colleges and universities use codes E1 through E8 and C1 through C9. Technical education colleges use codes E1 through E8 and T1 through T5. When the number of employees assigned to a category is so small as to prohibit establishing goals, more than one EEO category may be combined to create a larger group of employees. Likewise, when an EEO category is extremely large, it may be subdivided into two or more categories. Goals would then be established for the larger group. A general description of the kinds of jobs assigned to each EEO code follows:

#### E1) Executives:

Includes all employees whose assignments require meeting with the agency head or a designee to set agency policies that affect both internal and external statewide operations. Incumbents are expected to exercise discretion and independent judgment when assessing policy needs and ensuring that policies created are in line with state and federal laws, rules and regulations. Includes all persons whose assignments require the performance of work directly related to management policies and the general business operations of the agency or institution. Persons must perform the above functions and should report directly to the agency director or deputy director. Includes directors, deputy directors, department heads, division directors, regional directors, district directors and unclassified administrative managerial positions.

NOTE: Supervisory personnel of the professional, technical, clerical, skilled craft, and service/maintenance workforce will be reported within the specific categories of the personnel they supervise unless they set broad policies described above.

#### E2) Professionals:

Includes all employees required to possess specialized and theoretical knowledge that is usually acquired through college training or work experience and other training that provides comparable knowledge. Includes personnel specialists, social workers, doctors, registered nurses, systems analysts, accountants, counselors, teachers, police captains and lieutenants, classified professional non-faculty employees and kindred workers.

#### E3) Technicians:

Includes employees required to possess a combination of basic scientific or technical knowledge and manual skills that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes computer programmers and operators, draftspersons, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants, and kindred workers.

E4) Protective Services:

Includes employees entrusted with public safety, security, and protection of the public from destructive forces. Includes police, patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, and kindred workers.

E5) Paraprofessionals:

Includes employees who perform some of the duties of a professional or technician in a supportive role and who usually require less formal training and/or experience than normally required for professional or technical positions. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes library assistants, administrative assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker's aides, home health aides, and kindred workers.

E6) Secretary/Clerical:

Includes employees responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, secretaries, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

E7) Skilled Craft:

Includes employees performing jobs that require special manual skills and thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machinists, carpenters, compositors and typesetters and kindred workers.

E8) Service/Maintenance:

Includes workers performing duties related to the upkeep and care of buildings, facilities, or grounds. Workers in this group may operate machinery. Includes chauffeurs, laundry and dry-cleaning operators, truck drivers, bus drivers and garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers, and kindred workers.

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes persons who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise

discretion and independent judgment and to direct the work of others. Includes officers holding such titles as Vice-President Administration, Vice-President Financial Management, Executive Assistant to the President, Director of Libraries, Director of Development and Alumni, Director of Athletics, and kindred workers.

C2) Executives (Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Includes persons who work in academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment and to direct the work of others. Includes officers holding such titles as Vice President/Academic Affairs, Deans, and Executives of academic departments (chairperson, head, or the equivalent) if their principal activity is administration.

C3) Professors\*

C4) Associate Professors\*

C5) Assistant Professors\*

C6) Instructors\*

C7) Lecturers\*

\*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities) and who hold academic titles of professors, associate professors, assistant professors, instructors, lecturers, or the equivalent of any one of these academic ranks. Included in this category are deans and executive officers of academic departments (chairperson, head, or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

Includes all unclassified employees whose specific assignments are temporary in nature and/or who provide specialized professional support to the academic departments. Includes visiting persons with academic rank, Research Associates, Teaching Associates, and kindred workers.

C9) Other (Non-Academic):

Includes all unclassified employees whose specific assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Persons placed in this category are considered professionals and would otherwise be reported under (E2), except that they are unclassified, under a different pay plan, and work in an institution of higher learning. Includes Directors, Athletic Coaches, Residents, Program Coordinators, and kindred workers.

**T1) Executives (Unclassified Institutional Officers):**

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes persons who work in positions requiring the performance of work directly related to the management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policymaking, high-level decision-making, and very independent and discretionary judgment. They also direct the work of high-level professions. Includes officers holding such titles as President, Executive Vice-President, Vice-President of Education, Vice-President of Business, Vice-President of Student Affairs, and Vice-President of Development.

**T2) Managerial (Unclassified Level II Education Support Personnel):**

Includes unclassified employees whose assignments require very broad management and policy-making responsibility on an institution-wide basis of a customarily recognized and very broad division or larger unit. Includes people who work in positions that require the performance of work directly related to the management of the institution or division. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise high-level decision-making and highly independent judgment and to direct the work of mid-upper-level administrators. Includes positions holding such titles as Dean of Instruction, Dean of Continuing Education, Dean of Students, Dean of Learning Resources II and Educational Support Manager II.

**T3) Faculty/Administrative/Teaching:**

Includes all unclassified employees whose assignments require both responsibility for management of a customarily recognized academic division/department and whose other assignments are made for the purpose of providing instruction, conducting research, providing learning resources or performing public service. Includes academic deans, assistant deans, division chairpersons, department heads, librarians, program coordinators, and other faculty positions, if their responsibilities are both administrative and instructional or administrative only.

**T4) Faculty/Teaching:**

Includes all unclassified employees whose specific assignments customarily are made for the purpose of conducting instruction. Includes instructors and vocational teachers. Does not include student teachers or research assistants.

**T5) Professionals (Unclassified Level I Educational Support Personnel):**

Includes all unclassified employees whose assignments require the direction and supervision of major related sections/departments. Includes positions titled Educational Support Manager I, Assistant Dean of Students, Assistant Dean of Continuing Education, and Dean of Learning Resources I.

### Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of **September 30, 2023**. For purposes of the report, the following race/sex categories are used:

WM	=	White Males	OF	=	Other Minority Females
BM	=	Black Males	T	=	Total
OM	=	Other Minority Males	#	=	Number
WF	=	White Females	%	=	Percentage
BF	=	Black Females	*	=	Underutilization less than one whole person

The information showing in the number (#) blocks of sections 2 and 5 was provided by each agency, college or university, or technical school and was reviewed for accuracy by agency representatives prior to the writing of this report. The percentage (%) of each race/sex group was computed by dividing the number (#) of each race/sex group by the total number (#) of persons in the EEO category. Please note that percentages may not add up to exactly 100% due to rounding.

### Column Three: Adjusted Availability

Column Three displays the percentage of people available in the labor market with the qualifications to perform the duties and responsibilities of the positions assigned to the EEO category. The percentages are taken from each agency's Affirmative Action Plan.

Availability is an estimate of the percentage of the workforce you reasonably could expect to be employed based on the employer's analysis of the qualified labor pool. Availability estimates are reported for three groups: black males, white females, and black females. Availability is established for any minority group exceeding two percent of the relevant labor market. The Availability is then adjusted to a rate that is within 90.0 percent of what would be expected (a fluctuation of 10 percent). The Availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. If you add the availability percentages and subtract from 100, you will have the availability for white males and all the other racial groups not depicted on this form. Historically, there has not been a pattern of underutilization of white males in employer workforces. No other race or ethnic group was over the 2 percent threshold.

### Column Four: Underutilization

These figures are a comparison of the Adjusted Availability (Column Three) percentages and the actual workforce (Column Two) percentages. If the current workforce is less than the Adjusted Availability, then underutilization exists. The underutilization is expressed as a percentage (percentages are rounded to the nearest 0.1%). If there is no underutilization, a "No" appears in the block.

In any job group where the percent of underutilization is so small that it would compute to less than one whole person, an asterisk will appear in the appropriate block indicating that no goals are required.

This process is based on statistical fact, not its cause. However, the SCHAC recognizes that the mathematical comparison between availability and the current workforce should not be the sole consideration in determining underutilization. Other reasons can be discussed with SCHAC.

#### **Column Five: New Hires and Promotions 10/01/2022 – 9/30/2023**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2022, through September 30, 2023**. The information was obtained and calculated in the same manner as the information in Column Two. Again, percentages may not add up to exactly 100% due to rounding. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements, and transfers from one state agency to another.

The reclassification of an already filled position is not counted in Column Five.

#### **Column Six: Goals Met**

When an agency has achieved the Adjusted Availability displayed on the form for a race/sex group, a YES is indicated in the appropriate block. If not, the percentage (%) achieved is displayed. The overall percentage of the goals achieved is noted at the bottom of each agency's chart.

The percentage of goals achieved is calculated by dividing the percent employed (in Column Two) by the percent available (in Column Three). In race/sex groups where underutilization is less than one whole person, an asterisk will appear in the appropriate blocks.



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State Agencies' Workforce

# SECTION VI



## South Carolina State Accident Fund

Agency Director: Erin Farthing

EEO Officer: B. Lee Greer, Jr.

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	4			2			6	3.7	40.5	12.6	3.7 *	7.2 *	12.6 *	2			1			3	0.0% *	82.2% *	0.0% *
	%	66.7			33.3			100							66.7			33.3			100			
E2	#	6	3	1	26	11	2	49	3.4	37.0	23.1	No	No	0.7 *	1			7	2	1	11	Yes	Yes	96.8% *
	%	12.2	6.1	2.0	53.1	22.4	4.1	100							9.1			63.6	18.2	9.1	100			
E3	#	4					1	5	7.6	14.8	6.0	7.6 *	14.8 *	6.0 *	1					1	2	0.0% *	0.0% *	0.0% *
	%	80.0					20.0	100							50.0					50.0	100			
E5,E6	#	1	1		6	4		12	4.1	48.2	22.7	No	No	No	1	1			1		3	Yes	Yes	Yes
	%	8.3	8.3		50.0	33.3		100							33.3	33.3			33.3		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **94.7%**

Level of Goal Attainment for 2022: **100.0%**

Level of Goal Attainment for 2023: **97.0%**

## Adjutant General's Office

Agency Director: MG R. Van McCarty

EEO Officer: Robert Faulk

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	10	1		6		17	6.6	26.3	8.4	0.7 <sup>*</sup>	No	8.4								89.2% <sup>*</sup>	Yes	0.0%
	%	58.8	5.9		35.3		100																
E2	#	31	4	2	24	8	69	5.9	31.9	15.5	0.1 <sup>*</sup>	No	3.9	2	1		5	2		10	98.0% <sup>*</sup>	Yes	75.0%
	%	44.9	5.8	2.9	34.8	11.6	100							20.0	10.0		50.0	20.0		100			
E3	#	4	1		2	1	8	8.4	21.0	21.4	No	No	8.9 <sup>*</sup>				1			1	Yes	Yes	58.3% <sup>*</sup>
	%	50.0	12.5		25.0	12.5	100										100.0		100				
E4	#	1					1	2.7	0.0	0.0	2.7 <sup>*</sup>	No	No								0.0% <sup>*</sup>	Yes	Yes
	%	100.0					100																
E5,E6	#				5	3	8	4.2	44.4	22.2	4.2 <sup>*</sup>	No	No				1			1	0.0% <sup>*</sup>	Yes	Yes
	%				62.5	37.5	100										100.0		100				
E7	#	5					5	12.0	14.1	5.8	12.0 <sup>*</sup>	14.1 <sup>*</sup>	5.8 <sup>*</sup>	1						1	0.0% <sup>*</sup>	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%	100.0					100							100.0				100					
E8	#	3				1	4	10.8	24.7	27.7	10.8 <sup>*</sup>	24.7 <sup>*</sup>	2.7 <sup>*</sup>	1	1					2	0.0% <sup>*</sup>	0.0% <sup>*</sup>	90.1% <sup>*</sup>
	%	75.0				25.0	100							50.0	50.0		100						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **80.8%**  
Level of Goal Attainment for 2022: **90.7%**  
Level of Goal Attainment for 2023: **86.5%**

## Department of Administration

Agency Director: Marcia Adams

EEO Officer: Jenene Powe

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	30	3	1	16	3		53	7.1	27.3	11.9	1.4	No	6.2	5	1	1	5	1		13	79.9%	Yes	47.9%
	%	56.6	5.7	1.9	30.2	5.7		100							38.5	7.7	7.7	38.5	7.7		100			
E2	#	100	28	10	91	53	10	292	8.1	27.9	13.4	No	No	No	40	10	7	35	25	8	125	Yes	Yes	Yes
	%	34.2	9.6	3.4	31.2	18.2	3.4	100							32.0	8.0	5.6	28.0	20.0	6.4	100			
E3	#	11	4	1	3	5		24	8.0	21.8	11.6	No	9.3	No	2	2		2	2	1	9	Yes	57.4%	Yes
	%	45.8	16.7	4.2	12.5	20.8		100							22.2	22.2		22.2	22.2	11.1	100			
E5,E6	#	1	2		8	7	2	20	5.3	49.3	20.3	No	9.3	No				3	1		4	Yes	81.1%	Yes
	%	5.0	10.0		40.0	35.0	10.0	100										75.0	25.0		100			
E7,E8	#	54	18	2	3	7	2	86	18.6	11.3	11.9	No	7.8	3.8	17	5	2	1	4	2	31	Yes	30.9%	68.1%
	%	62.8	20.9	2.3	3.5	8.1	2.3	100							54.8	16.1	6.5	3.2	12.9	6.5	100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.0%**  
Level of Goal Attainment for 2022: **89.2%**  
Level of Goal Attainment for 2023: **84.4%**

## SC Department on Aging

Agency Director: Connie Munn

EEO Officer: Cheryl Washington

1	2							3			4			5							6				
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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		
E1	#	1	1		6	6		14	5.4	34.8	17.1	No	No	No				1				1	Yes	Yes	Yes
	%	7.1	7.1		42.9	42.9		100									100.0				100				
E2	#	5			12	15	1	33	4.3	39.3	10.3	4.3	2.9	No				1	2		3	0.0%	92.6%	Yes	
	%	15.2			36.4	45.5	3.0	100									33.3	66.7		100					
E3	#	1						1	8.0	23.4	3.8	8.0	23.4	3.8								0.0%	0.0%	0.0%	
	%	100.0						100																	
	#																								
	%																								
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **90.7%**

Level of Goal Attainment for 2022: **78.7%**

Level of Goal Attainment for 2023: **82.1%**

## SC Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	9			5		14	6.2	26.9	5.2	6.2 <sup>*</sup>	No	5.2 <sup>*</sup>	2			2			4	0.0% <sup>*</sup>	Yes	0.0% <sup>*</sup>	
	%	64.3			35.7		100							50.0			50.0		100					
E2	#	26	2	1	33	1	5	68	7.2	32.5	10.0	4.3	No	8.5	12		1	12	1		26	40.2%	Yes	15.1%
	%	38.2	2.9	1.5	48.5	1.5	7.4	100							46.2		3.8	46.2	3.8	100				
E3,E5	#	17	2		12	1		32	6.7	36.3	12.4	0.4 <sup>*</sup>	No	9.3	10	1	1	1	1		14	94.2% <sup>*</sup>	Yes	25.0%
	%	53.1	6.3		37.5	3.1	100	71.4							7.1	7.1	7.1	7.1	100					
E8	#	6	1	1	1			9	16.2	12.7	8.2	5.1 <sup>*</sup>	1.6 <sup>*</sup>	8.2 <sup>*</sup>								68.6% <sup>*</sup>	87.1% <sup>*</sup>	0.0% <sup>*</sup>
	%	66.7	11.1	11.1	11.1		100																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **78.6%**

Level of Goal Attainment for 2022: **76.5%**

Level of Goal Attainment for 2023: **70.0%**

## SC Department of Alcohol & Other Drug Abuse Services

Agency Director: Sara Goldsby

EEO Officer: Angela Outing

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	2		1	2	1	6	4.4	34.0	13.6	4.4 <sup>*</sup>	0.7 <sup>*</sup>	No								0.0% <sup>*</sup>	97.9% <sup>*</sup>	Yes
	%	33.3		16.7	33.3	16.7	100																
E2	#	5	3		4	8	20	5.2	34.6	12.2	No	14.6	No	1			1	2		4	Yes	57.9%	Yes
	%	25.0	15.0		20.0	40.0	100							25.0			25.0	50.0		100			
E3	#	1	1				2	12.7	11.3	4.6	No	11.3 <sup>*</sup>	4.6 <sup>*</sup>								Yes	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%	50.0	50.0				100																
	#																						
	%																						
	#																						
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **93.4%**

Level of Goal Attainment for 2022: **93.2%**

Level of Goal Attainment for 2023: **92.6%**

## SC Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	1			1	1		3	5.6	38.6	14.2	5.6 *	5.3 *	No	1						1	0.0% *	86.2% *	Yes
	%	33.3			33.3	33.3		100						No	100.0						100			
E2	#	12	2		7	2		23	3.5	40.3	6.3	No	9.9	No	2		1	3	1		7	Yes	75.5%	Yes
	%	52.2	8.7		30.4	8.7		100						No	28.6		14.3	42.9	14.3		100			
E3,E5	#				1	1		2	19.1	24.7	21.0	19.1 *	No	No				1			1	0.0% *	Yes	Yes
	%				50.0	50.0		100						No				100.0			100			
	#																							
	%																							
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **92.9%**

Level of Goal Attainment for 2022: **91.0%**

Level of Goal Attainment for 2023: **94.5%**



## SC Arts Commission

Agency Director: David Platts

EEO Officer: Victoria McCurry

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#			2	1		3	11.4	17.6	3.8	11.4	No	No								0.0%	Yes	Yes
	%			66.7	33.3		100																
E2	#	2	1	1	11	3	18	7.4	32.3	16.6	1.8	No	No				2	2		4	75.3%	Yes	Yes
	%	11.1	5.6	5.6	61.1	16.7								100				50.0	50.0				
E3	#	1					1	12.9	12.1	5.9	12.9	12.1	5.9	1						1	0.0%	0.0%	0.0%
	%	100.0					100							100.0						100			
	#																						
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	%																						

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **EXEMPT**

Level of Goal Attainment for 2022: **82.0%**

Level of Goal Attainment for 2023: **95.1%**

## Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	16	1		15	8	1	41	9.4	29.2	11.7	7.0	No	No	1			3	1		5	25.6%	Yes	Yes
	%	39.0	2.4		36.6	19.5	2.4	100							20.0			60.0	20.0		100			
E2	#	63	14	3	75	26	5	186	7.5	26.3	9.1	0.0	No	No	36	6	1	38	11	2	94	99.9%	Yes	Yes
	%	33.9	7.5	1.6	40.3	14.0	2.7	100							38.3	6.4	1.1	40.4	11.7	2.1	100			
E3,E5,E8	#	1	2		15	5	2	25	7.1	31.6	15.9	No	No	No		4		5	3	1	13	Yes	Yes	Yes
	%	4.0	8.0		60.0	20.0	8.0	100								30.8		38.5	23.1	7.7	100			
	#																							
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	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **86.2%**

Level of Goal Attainment for 2022: **88.4%**

Level of Goal Attainment for 2023: **91.7%**

Office of the State Auditor																								
Agency Director: George L. Kennedy, III																								
EEO Officer: Angie Morgan																								
1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	10	2		7	4	1	24	3.4	39.7	8.0	No	10.5	No								Yes	73.6%	Yes
	%	41.7	8.3		29.2	16.7	4.2	100																
E2	#	10	1	1	5	7	3	27	3.4	39.7	8.1	No	21.2	No	5	2	1			1	9	Yes	46.6%	Yes
	%	37.0	3.7	3.7	18.5	25.9	11.1	100							55.6	22.2	11.1							
E5	#				1		1	2	1.1	66.0	15.6	1.1 *	16.0 *	15.6 *								0.0% *	75.8% *	0.0% *
	%				50.0		50.0	100																
	#																							
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Legend:

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

Notes:

• See Section IV and Section V for more information on the computational algorithms.

• If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.

• A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment:

Level of Goal Attainment for 2021: 87.7%

Level of Goal Attainment for 2022: 90.8%

Level of Goal Attainment for 2023: 85.1%

## South Carolina Commission for the Blind

Agency Director: Darline Graham  
EEO Officer: Luis Gamarra Mendoza

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	4	2	1	2	1		10	5.0	22.7	5.8	No	2.7 <sup>*</sup>	No	2	2			1		5	Yes	88.0% <sup>*</sup>	Yes
	%	40.0	20.0	10.0	20.0	10.0		100							40.0	40.0			20.0		100			
E2	#	6	5	1	20	27	4	63	6.2	38.0	21.2	No	6.3	No	4	2		9	5	3	23	Yes	83.3%	Yes
	%	9.5	7.9	1.6	31.7	42.9	6.3	100							17.4	8.7		39.1	21.7	13.0	100			
E3,E5	#	1	2		3	9	2	17	4.5	45.0	15.1	No	27.4	No				4		1	5	Yes	39.1%	Yes
	%	5.9	11.8		17.6	52.9	11.8	100										80.0		20.0	100			
E7,E8	#	4	2			1		7	16.0	8.8	6.4	No	8.8 <sup>*</sup>	No	2						2	Yes	0.0%	Yes
	%	57.1	28.6			14.3		100							100.0						100			
	#																							
	%																							
	#																							
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	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **83.7%**  
Level of Goal Attainment for 2022: **89.6%**  
Level of Goal Attainment for 2023: **91.9%**

## SC Department of Children's Advocacy

Agency Director: Amanda Whittle

EEO Officer: Jawanda Collier

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	2	2		9	7	1	21	4.7	28.5	7.3	No	No	No				1		1	Yes	Yes	Yes	
	%	9.5	9.5		42.9	33.3	4.8	100									100.0		100					
E2	#	9	7		76	69	2	163	4.8	36.2	28.2	0.5	No	No	2	3		31	28	1	65	89.4%	Yes	Yes
	%	5.5	4.3		46.6	42.3	1.2	100							3.1	4.6		47.7	43.1	1.5	100			
E3	#		1					1	5.6	23.5	4.5	No	23.5	4.5				1		1	Yes	0.0%	0.0%	
	%		100.0					100										100.0		100				
E5	#		1		2	1		4	2.8	51.8	10.8	No	1.8	No				1	1		2	Yes	96.5%	Yes
	%		25.0		50.0	25.0		100									50.0	50.0		100				
E6	#				4			4	3.5	53.7	20.0	3.5	53.7	No				2		2	0.0%	0.0%	Yes	
	%				100.0			100										100.0		100				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

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OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **92.6%**

Level of Goal Attainment for 2022: **86.4%**

Level of Goal Attainment for 2023: **90.5%**

## The Citadel (Page 1 of 2)

President: Gen Glenn M. Walters

EEO Officer: Robert Pickering

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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,C2,E1	#	27	3		25	2	2	59	2.9	31.6	5.8	No	No	2.4	3			9		1	13	Yes	Yes	58.8%
	%	45.8	5.1		42.4	3.4	3.4	100							23.1			69.2		7.7	100			
C3	#	40		2	11	1	6	60	0.1	35.6	1.8	0.1	17.3	0.1	3			1		1	5	0.0%	51.4%	93.5%
	%	66.7		3.3	18.3	1.7	10.0	100							60.0			20.0		20.0	100			
C4	#	27	1	3	28	1	4	64	5.0	27.0	1.6	3.4	No	No	4		1	4			9	32.3%	Yes	Yes
	%	42.2	1.6	4.7	43.8	1.6	6.3	100							44.4		11.1	44.4			100			
C5,C6	#	54	4	12	23	2	4	99	4.2	32.5	5.5	0.2	9.3	3.5	11	1	2	9	1	2	26	94.8%	71.5%	36.1%
	%	54.5	4.0	12.1	23.2	2.0	4.0	100							42.3	3.8	7.7	34.6	3.8	7.7	100			
C8,C9	#	30	8	2	10			50	5.9	29.3	3.8	No	9.3	3.8	12	9	2	4			27	Yes	68.2%	0.0%
	%	60.0	16.0	4.0	20.0			100							44.4	33.3	7.4	14.8			100			
E2	#	38	6	2	69	13	5	133	4.3	43.0	14.0	No	No	4.2	8	2		43	8	3	64	Yes	Yes	70.2%
	%	28.6	4.5	1.5	51.9	9.8	3.8	100							12.5	3.1		67.2	12.5	4.7	100			
E3,E5	#	17	3	1	15	4		40	5.8	37.4	14.5	No	No	4.5	7		1	5			13	Yes	Yes	69.0%
	%	42.5	7.5	2.5	37.5	10.0		100							53.8		7.7	38.5			100			
E4	#	10	2	1	2	1		16	15.3	10.0	3.7	2.8	No	No	4		1	1			6	81.6%	Yes	Yes
	%	62.5	12.5	6.3	12.5	6.3		100							66.7		16.7	16.7			100			
E6	#		1		7	4		12	3.4	51.7	20.9	No	No	No	3						3	Yes	Yes	Yes
	%		8.3		58.3	33.3		100							100.0						100			

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **82.2%**  
Level of Goal Attainment for 2022: **75.4%**  
Level of Goal Attainment for 2023: **78.0%**

## The Citadel (Page 2 of 2)

President: Gen Glenn M. Walters

EEO Officer: Robert Pickering

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E7	#	34	5	4	1		44	17.8	5.8	5.3	6.4	3.5	5.3	8	1	1				10	64.2%	39.9%	0.0%	
	%	77.3	11.4	9.1	2.3		100							80.0	10.0	10.0				100				
E8	#	7	5		3	10	1	26	19.5	17.4	14.1	0.3	5.9	No	5	1		1	3		10	98.5%	66.2%	Yes
	%	26.9	19.2		11.5	38.5	3.8	100							50.0	10.0		10.0	30.0		100			
	#																							
	%																							
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	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **82.2%**

Level of Goal Attainment for 2022: **75.4%**

Level of Goal Attainment for 2023: **78.0%**

# Clemson University (Page 1 of 3)

President: James P. Clements  
EEO Officer: L. Jerry Knighton, Jr.

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	#	17	2	1	9	3	1	33	3.6	35.9	6.7	No	8.6	No	1			1	1		3	Yes	76.1%	Yes
	%	51.5	6.1	3.0	27.3	9.1	3.0	100							33.3			33.3	33.3		100			
C2	#	24	4	2	14	3	2	49	3.0	36.7	6.2	No	8.1	0.1	3			2			5	Yes	78.0%	98.6%
	%	49.0	8.2	4.1	28.6	6.1	4.1	100							60.0			40.0			100			
C3	#	219	7	68	79	6	13	392	2.4	31.9	3.4	0.6	11.7	1.9	10		9	8	2	1	30	73.5%	63.3%	44.8%
	%	55.9	1.8	17.3	20.2	1.5	3.3	100							33.3		30.0	26.7	6.7	3.3	100			
C4	#	148	6	46	105	7	25	337	2.4	32.6	3.4	0.6	1.4	1.3	21	1	5	14	1	5	47	74.1%	95.7%	61.9%
	%	43.9	1.8	13.6	31.2	2.1	7.4	100							44.7	2.1	10.6	29.8	2.1	10.6	100			
C5	#	80	8	60	100	7	27	282	2.4	32.8	3.4	No	No	0.9	12	5	12	20	1	3	53	Yes	Yes	73.6%
	%	28.4	2.8	21.3	35.5	2.5	9.6	100							22.6	9.4	22.6	37.7	1.9	5.7	100			
C7	#	72	1	1	68	5	9	156	2.8	32.6	3.1	2.2	No	No								21.3%	Yes	Yes
	%	46.2	0.6	0.6	43.6	3.2	5.8	100																
C8	#	32	1	7	24		5	69	2.2	31.2	2.5	0.8	No	2.5	4		2	3			9	64.9%	Yes	0.0%
	%	46.4	1.4	10.1	34.8		7.2	100							44.4		22.2	33.3			100			
C9	#	122	12	4	109	20	7	274	3.1	30.5	6.9	No	No	No	11			26	4	1	42	Yes	Yes	Yes
	%	44.5	4.4	1.5	39.8	7.3	2.6	100							26.2			61.9	9.5	2.4	100			
E1	#	138	18	8	266	35	13	478	3.7	35.1	6.3	No	No	No	17	5	2	35	2	4	65	Yes	Yes	Yes
	%	28.9	3.8	1.7	55.6	7.3	2.7	100							26.2	7.7	3.1	53.8	3.1	6.2	100			

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **78.9%**  
Level of Goal Attainment for 2022: **82.2%**  
Level of Goal Attainment for 2023: **82.0%**



## Clemson University (Page 2 of 3)

President: James P. Clements  
EEO Officer: L. Jerry Knighton, Jr.

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E21	#	80	7	4	340	37	18	486	2.9	47.3	6.7	1.5	No	No	24	4	1	68	9	2	108	48.0%	Yes	Yes
	%	16.5	1.4	0.8	70	7.6	3.7	100							22.2	3.7	0.9	63	8.3	1.9	100			
E22	#	65	3	4	62	5	1	140	4.8	22.5	4.7	2.7	No	1.1	20	1	1	15	1	1	39	44.0%	Yes	75.9%
	%	46.4	2.1	2.9	44.3	3.6	0.7	100							51.3	2.6	2.6	38.5	2.6	2.6	100			
E23	#	37	14		147	22	8	228	3.6	43.0	7.9	No	No	No	12	4		38	8	1	63	Yes	Yes	Yes
	%	16.2	6.1		64.5	9.6	3.5	100							19.0	6.3		60.3	12.7	1.6	100			
E24	#	45	1	2	17			65	14.0	8.8	3.2	12.5	No	3.2	5			4			9	10.7%	Yes	0.0%
	%	69.2	1.5	3.1	26.2			100							55.6			44.4			100			
E25	#	99	7	7	93	9	5	220	3.3	31.8	3.7	0.1	No	No	13		3	11	1	1	29	96.6%	Yes	Yes
	%	45.0	3.2	3.2	42.3	4.1	2.3	100							44.8		10.3	37.9	3.4	3.4	100			
E31	#	17	3	3	25	2		50	5.1	27.9	4.2	No	No	0.2	4	1	1	5			11	Yes	Yes	95.5%
	%	34.0	6.0	6.0	50.0	4.0		100							36.4	9.1	9.1	45.5			100			
E32	#	72	6	1	62	8	2	151	6.3	24.7	6.2	2.3	No	0.9	11	1	1	12			25	63.7%	Yes	86.0%
	%	47.7	4	0.7	41.1	5.3	1.3	100							44.0	4.0	4.0	48.0			100			
E4	#	60	6	1	9	1	1	78	9.8	4.8	1.9	2.1	No	0.6	16	2	2	2			22	78.7%	Yes	70.0%
	%	76.9	7.7	1.3	11.5	1.3	1.3	100							72.7	9.1	9.1	9.1			100			
E51	#	5	2		76	18	4	105	1.0	64.0	9.0	No	No	No				17	5	1	23	Yes	Yes	Yes
	%	4.8	1.9		72.4	17.1	3.8	100										73.9	21.7	4.3	100			

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **78.9%**  
Level of Goal Attainment for 2022: **82.2%**  
Level of Goal Attainment for 2023: **82.0%**

## Clemson University (Page 3 of 3)

President: James P. Clements  
EEO Officer: L. Jerry Knighton, Jr.

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E52	#	2		1	19	13	4	39	6.9	38.1	6.8	6.9	No	No	1			1	1		3	0.0%	Yes	Yes
	%	5.1		2.6	48.7	33.3	10.3	100				33.3			33.3	33.3		100						
E6	#			10	1		11	0.5	70.0	10.2	0.5	No	1.1				1			1	0.0%	Yes	89.1%	
	%			90.9	9.1		100										100.0			100				
E7	#	125	8	4	4	1	142	8.4	4.2	2.3	2.8	1.4	1.6	26	3		1			30	66.3%	66.3%	30.2%	
	%	88.0	5.6	2.8	2.8	0.7	100							86.7	10.0		3.3			100				
E8	#	44	10	1	33	10	2	100	11.4	16.7	10.6	1.4	No	0.6	15	7	3	28	9	1	63	87.4%	Yes	94.5%
	%	44.0	10.0	1.0	33.0	10.0	2.0	100						23.8	11.1	4.8	44.4	14.3	1.6	100				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **78.9%**  
Level of Goal Attainment for 2022: **82.2%**  
Level of Goal Attainment for 2023: **82.0%**

## Coastal Carolina University (Page 1 of 2)

President: Michael Benson  
EEO Officer: Antoinette Bellamy

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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,E1	#	9	1	1	8	1	2	22	7.4	42.7	6.7	2.9 *	6.3	2.2 *	1			2	1	2	6	61.0% *	85.3%	67.1% *
	%	40.9	4.5	4.5	36.4	4.5	9.1	100							16.7			33.3	16.7	33.3	100			
C2	#	1	1		4			6	7.0	44.0	7.2	No	No	7.2 *				1			1	Yes	Yes	0.0% *
	%	16.7	16.7		66.7			100										100.0			100			
C3	#	77	3	9	34	3	3	129	1.3	37.2	4.2	No	10.8	1.9	7		1	5		2	15	Yes	71.0%	54.7%
	%	59.7	2.3	7.0	26.4	2.3	2.3	100							46.7		6.7	33.3		13.3	100			
C4	#	51	1	8	45	6	5	116	3.8	38.1	4.2	2.9	No	No	9		1	4	2	1	17	23.7%	Yes	Yes
	%	44.0	0.9	6.9	38.8	5.2	4.3	100							52.9		5.9	23.5	11.8	5.9	100			
C5	#	35	7	14	41	5	8	110	2.6	33.5	3.9	No	No	No	6	3	5	7		4	25	Yes	Yes	Yes
	%	31.8	6.4	12.7	37.3	4.5	7.3	100							24.0	12.0	20.0	28.0		16.0	100			
C6	#	3		1	2			6	2.9	31.8	5.4	2.9 *	No	5.4 *								0.0% *	Yes	0.0% *
	%	50.0		16.7	33.3			100																
C7,C8	#	67	3	2	80	4	7	163	2.5	35.6	4.6	0.7	No	2.1	7	2		8	1	1	19	71.2%	Yes	53.9%
	%	41.1	1.8	1.2	49.1	2.5	4.3	100							36.8	10.5		42.1	5.3	5.3	100			
C9	#	41	12	4	22	2		81	5.2	24.7	4.1	No	No	1.6	11	13	1	11	1	1	38	Yes	Yes	60.7%
	%	50.6	14.8	4.9	27.2	2.5		100							28.9	34.2	2.6	28.9	2.6	2.6	100			
E2	#	115	17	8	237	20	20	417	3.2	47.2	8.3	No	No	3.5	21	6	3	63	7	8	108	Yes	Yes	57.7%
	%	27.6	4.1	1.9	56.8	4.8	4.8	100							19.4	5.6	2.8	58.3	6.5	7.4	100			

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **82.5%**  
Level of Goal Attainment for 2022: **80.0%**  
Level of Goal Attainment for 2023: **80.4%**

## Coastal Carolina University (Page 2 of 2)

President: Michael Benson  
EEO Officer: Antoinette Bellamy

1	2								3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023								Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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		
E3	#	24	2	5	27	11	3	72	2.8	36.9	5.4	0.0 <sup>*</sup>	No	No	2			11	5	2	20	99.9% <sup>*</sup>	Yes	Yes	
	%	33.3	2.8	6.9	37.5	15.3	4.2	100							10.0			55.0	25.0	10.0	100				
E4	#	42	6	1	4			53	9.9	10.1	2.8	No	2.6	2.8	12	1	1	2			16	Yes	74.1%	0.0%	
	%	79.2	11.3	1.9	7.5			100							75.0	6.3	6.3	12.5			100				
E5	#				24	3	1	28	0.3	68.5	10.1	0.3 <sup>*</sup>	No	No				7		1	8	0.0% <sup>*</sup>	Yes	Yes	
	%				85.7	10.7	3.6	100										87.5		12.5	100				
E6	#				35	7	2	44	1.9	64.9	6.9	1.9 <sup>*</sup>	No	No				12	1	2	15	0.0% <sup>*</sup>	Yes	Yes	
	%				79.5	15.9	4.5	100										80.0	6.7	13.3	100				
E7	#	66	2	4				72	7.6	3.1	1.7	4.8	3.1	1.7	5		1				6	36.8%	0.0%	0.0%	
	%	91.7	2.8	5.6				100							83.3		16.7				100				
E8	#	71	16	2	18	16	6	129	12.0	11.8	11.0	No	No	No	246	57	18	57	36	5	419	Yes	Yes	Yes	
	%	55.0	12.4	1.6	14.0	12.4	4.7	100							58.7	13.6	4.3	13.6	8.6	1.2	100				
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **82.5%**  
Level of Goal Attainment for 2022: **80.0%**  
Level of Goal Attainment for 2023: **80.4%**

## College of Charleston (Page 1 of 2)

President: Dr. Andrew T. Hsu  
EEO Officer: Kimberly A. Gertner

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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,E1	#	51	5	4	71	11	4	146	4.2	31.5	5.9	0.8	No	No	12	2	2	32	4		52	80.0%	Yes	Yes
	%	34.9	3.4	2.7	48.6	7.5	2.7	100				23.1	3.8	3.8	61.5	7.7				100				
C2	#	6			4	1	1	12	1.7	33.2	2.4	1.7	No	No				1			1	0.0%	Yes	Yes
	%	50.0			33.3	8.3	8.3	100							100.0					100				
C3	#	82	1	15	55		3	156	3.0	37.6	2.2	2.4	2.3	2.2	3		2	4			9	20.3%	93.8%	0.0%
	%	52.6	0.6	9.6	35.3		1.9	100				33.3			22.2	44.4				100				
C4	#	76	6	12	76	5	10	185	3.1	38.9	4.7	No	No	2.0	6	1	2	10	1		20	Yes	Yes	57.7%
	%	41.1	3.2	6.5	41.1	2.7	5.4	100				30.0	5.0	10.0	50.0	5.0				100				
C5	#	30	4	10	42	7	13	106	2.4	36.4	3.6	No	No	No	6	2	5	3	2	2	20	Yes	Yes	Yes
	%	28.3	3.8	9.4	39.6	6.6	12.3	100				30.0	10.0	25.0	15.0	10.0	10.0			100				
C6	#	15	1	6	37	2	6	67	3.5	38.1	5.8	2.0	No	2.8	4		3	7		1	15	43.1%	Yes	51.9%
	%	22.4	1.5	9.0	55.2	3.0	9.0	100				26.7			20.0	46.7			6.7	100				
C7	#	3			1	1	1	6	2.4	31.9	3.4	2.4	15.2	No	2					1	3	0.0%	52.3%	Yes
	%	50.0			16.7	16.7	16.7	100				66.7							33.3	100				
C8,C9	#	46	2	7	29	3	3	90	3.9	32.2	3.7	1.7	0.0	0.4	11		4	12	2	2	31	55.8%	99.9%	88.5%
	%	51.1	2.2	7.8	32.2	3.3	3.3	100							35.5		12.9	38.7	6.5	6.5	100			
E2	#	107	20	11	169	49	26	382	6.1	34.3	9.5	0.9	No	No	32	8	5	57	13	12	127	85.6%	Yes	Yes
	%	28.0	5.2	2.9	44.2	12.8	6.8	100				25.2	6.3	3.9	44.9	10.2	9.4			100				

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **84.3%**  
Level of Goal Attainment for 2022: **85.9%**  
Level of Goal Attainment for 2023: **78.9%**

## College of Charleston (Page 2 of 2)

President: Dr. Andrew T. Hsu  
EEO Officer: Kimberly A. Gertner

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E3	#	19	1	5	13	5	1	44	4.6	23.0	6.2	2.3	No	No	6	1	2	5	1	1	16	49.9%	Yes	Yes
	%	43.2	2.3	11.4	29.5	11.4	2.3	100							37.5	6.3	12.5	31.3	6.3	6.3	100			
E4	#	10	2	2		3	1	18	15.7	7.7	10.6	4.6	7.7	No	6		1		1		8	70.8%	0.0%	Yes
	%	55.6	11.1	11.1		16.7	5.6	100												75.0				
E5	#	5	1	1	27	24	2	60	2.7	53.4	19.2	1.0	8.4	No	1		1	8	4	1	15	62.6%	84.3%	Yes
	%	8.3	1.7	1.7	45.0	40.0	3.3	100												6.7				
E6	#	2	1		4	6		13	5.9	48.7	17.1	No	17.9	No		1		2	2		5	Yes	63.2%	Yes
	%	15.4	7.7		30.8	46.2		100													20.0			
E7	#	18	24	2		1		45	17.8	4.3	2.3	No	4.3	0.1	4	3					7	Yes	0.0%	96.1%
	%	40.0	53.3	4.4		2.2		100													57.1			
E8	#	11	16		2	17		46	20.8	11.1	20.5	No	6.8	No	3	1		1			5	Yes	38.6%	Yes
	%	23.9	34.8		4.3	37.0		100													60.0			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **84.3%**  
Level of Goal Attainment for 2022: **85.9%**  
Level of Goal Attainment for 2023: **78.9%**

## Department of Commerce

Agency Director: Harry Lightsey

EEO Officer: Lori Adler

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	6			22	6		34	5.7	28.9	9.1	5.7	No	No	4			2			6	0.0%	Yes	Yes
	%	17.6			64.7	17.6		100							66.7			33.3			100			
E2	#	12	3	1	22	12	1	51	5.2	33.8	11.7	No	No	No	4	1	1	4	1	1	12	Yes	Yes	Yes
	%	23.5	5.9	2.0	43.1	23.5	2.0	100							33.3	8.3	8.3	33.3	8.3	8.3	100			
E3	#		1		2	1		4	11.2	13.2	7.1	No	No	No				2	1		3	Yes	Yes	Yes
	%		25.0		50.0	25.0		100										66.7	33.3		100			
E5	#				1	1		2	2.8	58.0	20.2	2.8	8.0	No					1		1	0.0%	86.3%	Yes
	%				50.0	50.0		100											100.0		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **96.6%**

Level of Goal Attainment for 2022: **92.5%**

Level of Goal Attainment for 2023: **89.7%**

## Comptroller General's Office

Agency Director: Brian J. Gaines

EEO Officer: Allison Williams

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	2			3	1	6	5.0	35.1	11.0	5.0 <sup>*</sup>	No	No	1						1	0.0% <sup>*</sup>	Yes	Yes
	%	33.3			50.0	16.7	100							100.0						100			
E2	#	1	1		3		5	2.7	51.0	16.2	No	No	16.2 <sup>*</sup>				2	2		4	Yes	Yes	0.0% <sup>*</sup>
	%	20.0	20.0		60.0		100										50.0	50.0		100			
E5	#	2			4	2	8	1.9	55.4	17.1	1.9 <sup>*</sup>	5.4 <sup>*</sup>	No					2	1	3	0.0% <sup>*</sup>	90.3% <sup>*</sup>	Yes
	%	25.0			50.0	25.0	100											66.7	33.3	100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **98.0%**

Level of Goal Attainment for 2022: **90.8%**

Level of Goal Attainment for 2023: **98.4%**



## SC Department of Consumer Affairs

Agency Director: Carri Grube Lybarker

EEO Officer: Jennie F. Daniels

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	1		5			6	4.4	26.5	3.9	4.4 <sup>*</sup>	No	3.9 <sup>*</sup>				1			1	0.0% <sup>*</sup>	Yes	0.0% <sup>*</sup>
	%	16.7		83.3			100										100.0			100			
E2	#	8	4	1	4	9	1	7.1	35.0	22.4	No	20.2	No	1	1		2	1	1	6	Yes	42.3%	Yes
	%	29.6	14.8	3.7	14.8	33.3	3.7							16.7	16.7		33.3	16.7	16.7	100			
E5	#			1	2		3	2.7	53.6	19.4	2.7 <sup>*</sup>	20.3 <sup>*</sup>	No						1	1	0.0% <sup>*</sup>	62.1% <sup>*</sup>	Yes
	%			33.3	66.7		100												100.0	100			
E6	#				1		1	5.2	44.7	25.8	5.2 <sup>*</sup>	44.7 <sup>*</sup>	No								0.0% <sup>*</sup>	0.0% <sup>*</sup>	Yes
	%				100.0		100																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **91.0%**

Level of Goal Attainment for 2022: **75.2%**

Level of Goal Attainment for 2023: **86.3%**

## South Carolina Department of Corrections (Page 1 of 2)

Agency Director: Bryan Stirling

EEO Officer: Desmond Glee

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1A	#	25	15	1	10	12	63	13.2	18.7	9.1	No	2.8	No		2		2	1		5	Yes	84.8%	Yes	
	%	39.7	23.8	1.6	15.9	19.0									40.0		40.0	20.0		100				
E1B	#	37	29	1		50	117	17.4	19.5	14.0	No	19.5	No	7			4	8		19	Yes	0.0%	Yes	
	%	31.6	24.8	0.9		42.7									36.8			21.1	42.1					100
E1C	#	1				3	4	8.9	40.4	21.3	8.9	40.4	No				1	2		3	0.0%	0.0%	Yes	
	%	25.0				75.0											33.3	66.7		100				
E2A	#	50	15	3	29	34	132	5.6	37.5	11.6	No	15.5	No	9	2	1	9	15		36	Yes	58.7%	Yes	
	%	37.9	11.4	2.3	22.0	25.8	0.8							100	25.0	5.6	2.8	25.0	41.7					100
E2B	#	134	69	8	230	234	11	686	5.9	36.9	12.0	No	3.4	No	31	16	3	87	76	9	222	Yes	90.8%	Yes
	%	19.5	10.1	1.2	33.5	34.1	1.6	100							14.0	7.2	1.4	39.2	34.2	4.1	100			
E3A	#	13	5	1	32	21	3	75	4.1	38.6	19.5	No	No	No	9	2		8	6		25	Yes	Yes	Yes
	%	17.3	6.7	1.3	42.7	28.0	4.0	100							36.0	8.0		32.0	24.0		100			
E3B	#				9	12		21	3.7	46.4	20.7	3.7	3.5	No				3	2		5	0.0%	92.5%	Yes
	%				42.9	57.1		100										60.0	40.0		100			
E3C	#	1						1	0.3	65.3	4.5	0.3	65.3	4.5								0.0%	0.0%	0.0%
	%	100.0						100																
E4A	#	93	125	10	25	157	1	411	24.3	8.5	16.7	No	2.4	No	25	34	4	11	41	24	139	Yes	71.8%	Yes
	%	22.6	30.4	2.4	6.1	38.2	0.2	100							18.0	24.5	2.9	7.9	29.5	17.3	100			

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **87.9%**  
Level of Goal Attainment for 2022: **89.2%**  
Level of Goal Attainment for 2023: **81.9%**

## South Carolina Department of Corrections (Page 2 of 2)

Agency Director: Bryan Stirling

EEO Officer: Desmond Glee

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E4B	#	173	380	23	55	357	12	1000	26.5	8.0	17.9	No	2.5	No	72	57	11		108	5	253	Yes	68.5%	Yes
	%	17.3	38.0	2.3	5.5	35.7	1.2	100							28.5	22.5	4.3		42.7	2.0	100			
E4C	#	208	191	34	84	355	13	885	23.5	9.2	15.3	1.9	No	No	93	87	20	40	174	8	422	91.8%	Yes	Yes
	%	23.5	21.6	3.8	9.5	40.1	1.5	100							22.0	20.6	4.7	9.5	41.2	1.9	100			
E5A	#	6	6		61	78	3	154	4.5	45.8	20.0	0.6	6.2	No	4			15	32	3	54	85.8%	86.4%	Yes
	%	3.9	3.9		39.6	50.6	1.9	100							7.4			27.8	59.3	5.6	100			
E5B	#				1	2		3	3.0	52.7	20.8	3.0	19.4	No				1	1		2	0.0%	63.2%	Yes
	%				33.3	66.7		100										50.0	50.0		100			
E6A	#	1	1		15	23	1	41	3.9	47.5	23.0	1.5	10.9	No				4	11		15	60.8%	77.1%	Yes
	%	2.4	2.4		36.6	56.1	2.4	100										26.7	73.3		100			
E6C	#	1	2		1	6		10	13.4	30.7	20.2	No	20.7	No				1	3		4	Yes	32.6%	Yes
	%	10.0	20.0		10.0	60.0		100										25.0	75.0		100			
E7A	#	106	17	4	1			128	8.5	11.6	5.2	No	10.8	5.2	19	1	2				22	Yes	6.9%	0.0%
	%	82.8	13.3	3.1	0.8			100							86.4	4.5	9.1				100			
E8A	#	33	32	3	12	48	4	132	7.1	26.7	9.5	No	17.6	No	7	13	1	4	23		48	Yes	34.0%	Yes
	%	25.0	24.2	2.3	9.1	36.4	3.0	100							14.6	27.1	2.1	8.3	47.9		100			
E8B	#	2	6	1	1	5	2	17	11.4	22.5	12.3	No	16.6	No		1					1	Yes	26.2%	Yes
	%	11.8	35.3	5.9	5.9	29.4	11.8	100								100.0					100			

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **87.9%**  
Level of Goal Attainment for 2022: **89.2%**  
Level of Goal Attainment for 2023: **81.9%**

## SC Criminal Justice Academy

Agency Director: Lewis J. Swindler, Jr.

EEO Officer: Florence McCants

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	6	1		3	2		12	9.5	7.3	10.0	1.2	No	No				1	1		2	87.2%	Yes	Yes
	%	50.0	8.3		25.0	16.7		100										50.0	50.0		100			
E2	#	7	2	1	13	3		26	3.4	49.8	8.3	No	No	No								Yes	Yes	Yes
	%	26.9	7.7	3.8	50.0	11.5		100																
E2A	#	4	1	1		1		7	4.8	23.5	3.5	No	23.5	No	1	1					2	Yes	0.0%	Yes
	%	57.1	14.3	14.3		14.3		100							50.0	50.0				100				
E2B	#	20	2	3	9	1		35	3.9	33.7	5.8	No	8.0	2.9	7			5			12	Yes	76.2%	50.0%
	%	57.1	5.7	8.6	25.7	2.9		100							58.3			41.7			100			
E3	#			1			1	2	4.4	15.0	3.6	4.4	15.0	3.6			1				1	0.0%	0.0%	0.0%
	%			50.0			50.0	100									100.0			100				
E5	#			1	11	2	1	15	3.4	51.9	17.3	3.4	No	4.0				4	1		5	0.0%	Yes	77.0%
	%			6.7	73.3	13.3	6.7	100										80.0	20.0	100				
E7,E8	#	11	2	2	2	3		20	14.9	14.6	15.1	4.9	4.6	0.1	2	1	1		2		6	67.3%	68.5%	99.2%
	%	55.0	10.0	10.0	10.0	15.0		100							33.3	16.7	16.7		33.3	100				
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **79.9%**  
Level of Goal Attainment for 2022: **78.7%**  
Level of Goal Attainment for 2023: **83.8%**

## SC School for the Deaf and the Blind

Agency Director: Jolene Madison

EEO Officer: Monique Mosley

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	11	2		12	2		27	5.3	34.7	10.5	No	No	3.1				1			1	Yes	Yes	70.4%
	%	40.7	7.4		44.4	7.4		100									100.0			100				
E2	#	31	7		94	25	4	161	4.0	48.8	12.3	No	No	No	2	2		18	2	1	25	Yes	Yes	Yes
	%	19.3	4.3		58.4	15.5	2.5	100							8.0	8.0		72.0	8.0	4.0	100			
E3	#				7	1		8	4.0	36.1	13.0	4.0	No	0.5				1			1	0.0%	Yes	95.9%
	%				87.5	12.5		100									100.0			100				
E5	#	5	1		44	24	5	79	3.1	53.0	9.7	1.8	No	No	2			10	1	1	14	41.8%	Yes	Yes
	%	6.3	1.3		55.7	30.4	6.3	100							14.3			71.4	7.1	7.1	100			
E6	#	1		1	1	1		4	10.5	14.1	9.3	10.5	No	No								0.0%	Yes	Yes
	%	25.0		25.0	25.0			100																
E7	#	12			2	6		20	12.1	12.8	14.3	12.1	2.8	No				1			1	0.0%	78.4%	Yes
	%	60.0			10.0	30.0		100										100.0			100			
E8	#	2			1	1		4	8.2	13.1	5.7	8.2	No	No	1						1	0.0%	Yes	Yes
	%	50.0			25.0	25.0		100							100.0						100			
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **92.5%**  
Level of Goal Attainment for 2022: **84.9%**  
Level of Goal Attainment for 2023: **88.1%**

## SC Department of Disabilities and Special Needs

Agency Director: Constance Holloway  
EEO Officer: Jackie O'Cain/Morgan Foster

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	18	2		28	20		68	8.0	30.4	16.2	5.1	No	No	3			2	3		8	36.4%	Yes	Yes
	%	26.5	2.9		41.2	29.4		100							37.5			25.0	37.5		100			
E2	#	26	43	3	108	152	12	344	5.5	39.8	25.3	No	8.4	No	10	16	1	33	36	2	98	Yes	78.8%	Yes
	%	7.6	12.5	0.9	31.4	44.2	3.5	100							10.2	16.3	1.0	33.7	36.7	2.0	100			
E3	#	7	2	3	34	27	2	75	4.7	39.2	26.8	2.0	No	No	2			5	7	1	15	57.4%	Yes	Yes
	%	9.3	2.7	4.0	45.3	36.0	2.7	100							13.3			33.3	46.7	6.7	100			
E5	#	8	104	2	53	493	10	670	4.8	25.3	50.8	No	17.4	No	10	70	2	37	280	8	407	Yes	31.2%	Yes
	%	1.2	15.5	0.3	7.9	73.6	1.5	100							2.5	17.2	0.5	9.1	68.8	2.0	100			
E6	#				9	31		40	4.1	38.7	27.4	4.1	16.2	No		1		3	7		11	0.0%	58.2%	Yes
	%				22.5	77.5		100								9.1		27.3	63.6		100			
E7	#	19	6	1	2			28	18.3	3.5	2.5	No	No	2.5	1	1					2	Yes	Yes	0.0%*
	%	67.9	21.4	3.6	7.1			100							50.0	50.0					100			
E8	#	23	21	2	14	58	4	122	20.8	13.3	16.3	3.6	1.8	No	14	10	2	7	15		48	82.8%	86.6%	Yes
	%	18.9	17.2	1.6	11.5	47.5	3.3	100							29.2	20.8	4.2	14.6	31.3		100			
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **91.0%**  
Level of Goal Attainment for 2022: **86.1%**  
Level of Goal Attainment for 2023: **81.6%**

## South Carolina Department of Education

Agency Director: Molly Spearman

EEO Officer: Lisa McCloud

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	13	2		13	7		35	6.0	35.1	17.6	0.3 <sup>*</sup>	No	No	6			1			7	95.3% <sup>*</sup>	Yes	Yes
	%	37.1	5.7		37.1	20		100							85.7			14.3			100			
E2A	#	61	15	3	159	72	11	321	8.4	29.1	20.6	3.7	No	No	2	4		8	9	1	24	56.0%	Yes	Yes
	%	19.0	4.7	0.9	49.5	22.4	3.4	100							8.3	16.7		33.3	37.5	4.2	100			
E2B	#	41	9	1	25	26	3	105	8.2	25.0	15.4	No	1.2	No	2	1		4	9		16	Yes	95.4%	Yes
	%	39.0	8.6	1.0	23.8	24.8	2.9	100							12.5	6.3		25.0	56.3		100			
E2C	#	11	5	1	30	26	1	74	4.4	38.9	23.3	No	No	No	2			6	6		14	Yes	Yes	Yes
	%	14.9	6.8	1.4	40.5	35.1	1.4	100							14.3			42.9	42.9		100			
E3	#	9	5	4	2	1	1	22	11.0	13.7	8.3	No	4.6	3.8 <sup>*</sup>		2		1			3	Yes	66.3%	54.3% <sup>*</sup>
	%	40.9	22.7	18.2	9.1	4.5	4.5	100								66.7		33.3			100			
E5,E6	#	1	2		16	20	3	42	4.8	46.2	27.7	No	8.1	No	1	1		4	3		9	Yes	82.5%	Yes
	%	2.4	4.8		38.1	47.6	7.1	100							11.1	11.1		44.4	33.3		100			
E7	#	250	55	5	23	3		336	16.2	4.4	2.7	No	No	1.8	55	9	1	4			69	Yes	Yes	33.4%
	%	74.4	16.4	1.5	6.8	0.9		100							79.7	13.0	1.4	5.8			100			
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **92.2%**  
Level of Goal Attainment for 2022: **88.0%**  
Level of Goal Attainment for 2023: **89.7%**

## South Carolina Education Lottery

Agency Director: William Hogan Brown

EEO Officer: Claire Jones

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	6	1	1	7	2		17	4.8	30.1	5.9	No	No	No								Yes	Yes	Yes
	%	35.3	5.9	5.9	41.2	11.8		100																
E2	#	18	9	2	21	10	3	63	7.9	21.0	15.2	No	No	No	3			3	3		9	Yes	Yes	Yes
	%	28.6	14.3	3.2	33.3	15.9	4.8	100							33.3			33.3	33.3		100			
E3	#	9	1	2	1	3	2	18	7.8	18.3	8.5	2.2 *	12.7	No	2		1	1		2	6	71.8% *	30.7%	Yes
	%	50.0	5.6	11.1	5.6	16.7	11.1	100							33.3		16.7	16.7		33.3	100			
E5	#				3	6	1	10	5.2	38.4	21.9	5.2 *	8.4 *	No					2	1	3	0.0% *	78.2% *	Yes
	%				30.0	60.0	10.0	100											66.7	33.3	100			
E6	#				2	2		4	2.8	47.2	16.4	2.8 *	No	No				1	2		3	0.0% *	Yes	Yes
	%				50.0	50.0		100										33.3	66.7		100			
	#																							
	%																							
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	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **88.7%**  
Level of Goal Attainment for 2022: **94.8%**  
Level of Goal Attainment for 2023: **90.8%**



SC Educational Television																								
Agency Director: Adrienne R. Fairwell																								
EEO Officer: Thomas W. Mayer																								
1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	5	2		3	3	13	6.7	19.2	10.0	No	No	No				1				1	Yes	Yes	Yes
	%	38.5	15.4		23.1	23.1								100				100.0			100			
E2	#	32	13	3	24	16	2	90	13.3	21.2	8.7	No	No	No	3	5	1	9	4	1	23	Yes	Yes	Yes
	%	35.6	14.4	3.3	26.7	17.8	2.2	100							13.0	21.7	4.3	39.1	17.4	4.3	100			
E3	#	15	2	1	1	2		21	33.2	3.7	1.5	23.7	No	No	2						2	28.6%	Yes	Yes
	%	71.4	9.5	4.8	4.8	9.5		100							100.0						100			
E5,E6	#				3			3	3.2	57.6	21.5	3.2	No	21.5			1	1			2	0.0%*	Yes	0.0%*
	%				100.0			100									50.0	50.0			100			
E7	#	5						5	23.9	1.2	2.3	23.9	1.2	2.3								0.0%	0.0%*	0.0%*
	%	100.0						100																
	#																							
	%																							
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	%																							
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	%																							
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	#																							
	%																							
<div>Legend: WM = White Male BM = Black Male OM = Other Male # = Number WF = White Female BF = Black Female OF = Other Female % = Percentage</div>																								
<div>Notes: <div>• See Section IV and Section V for more information on the computational algorithms.</div><div>• If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.</div><div>• A red asterisk (*) indicates no goal established because the underutilization is less than one whole person.</div></div>																								
<div>Goal Attainment: Level of Goal Attainment for 2021: 91.8% Level of Goal Attainment for 2022: 84.0% Level of Goal Attainment for 2023: 84.4%</div>																								

## South Carolina Election Commission

Agency Director: Howard Knapp

EEO Officer: Sharese Johnson

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E1,E2	#	6	2	1	11	7	1	28	6.3	26.6	8.7	No	No	No	5	2	1	4	4	1	17	Yes	Yes	Yes
	%	21.4	7.1	3.6	39.3	25.0	3.6	100							29.4	11.8	5.9	23.5	23.5	5.9	100			
E3,E5	#	4	2		9	7	1	23	4.2	43.3	11.5	No	4.2 <sup>*</sup>	No	3	2		4	4	1	14	Yes	90.2% <sup>*</sup>	Yes
	%	17.4	8.7		39.1	30.4	4.3	100							21.4	14.3		28.6	28.6	7.1	100			
	#																							
	%																							
	#																							
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **81.1%**

Level of Goal Attainment for 2022: **83.3%**

Level of Goal Attainment for 2023: **98.4%**

## Department of Employment and Workforce

Agency Director: William H. Floyd III

EEO Officer: Shalish Shine

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	21	2	1	22	14	1	61	4.8	25.7	5.9	1.5 <sup>*</sup>	No	No				1	1	2	68.5% <sup>*</sup>	Yes	Yes	
	%	34.4	3.3	1.6	36.1	23.0	1.6	100									50.0	50.0	100					
E2A	#	10	10	4	30	84	13	151	5.6	37.1	21.6	No	17.2	No	6	6	1	12	60	16	101	Yes	53.7%	Yes
	%	6.6	6.6	2.6	19.9	55.6	8.6	100							5.9	5.9	1.0	11.9	59.4	15.8	100			
E2B	#	26	28	1	39	82	5	181	5.7	28.8	28.4	No	7.3	No	6	5	1	11	19	2	44	Yes	74.6%	Yes
	%	14.4	15.5	0.6	21.5	45.3	2.8	100							13.6	11.4	2.3	25.0	43.2	4.5	100			
E2C	#	36	13	1	60	46	7	163	6.0	29.8	18.3	No	No	No	4	4		13	4	5	30	Yes	Yes	Yes
	%	22.1	8.0	0.6	36.8	28.2	4.3	100							13.3	13.3		43.3	13.3	16.7	100			
E2D	#	6	4		5	6	3	24	6.7	25.2	11.2	No	4.4	No	6	2	1	1	5	2	17	Yes	82.5%	Yes
	%	25.0	16.7		20.8	25.0	12.5	100							35.3	11.8	5.9	5.9	29.4	11.8	100			
E3	#	9	2		1	2	2	16	9.4	15.3	8.1	No	9.0	No	1	2		1	1	1	6	Yes	41.3%	Yes
	%	56.3	12.5		6.3	12.5	12.5	100							16.7	33.3		16.7	16.7	16.7	100			
E7,E8	#	5		1				6	17.5	3.4	3.2	17.5	3.4 <sup>*</sup>	3.2 <sup>*</sup>	1						1	0.0%	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%	83.3		16.7				100							100.0									
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **92.6%**  
Level of Goal Attainment for 2022: **89.7%**  
Level of Goal Attainment for 2023: **85.3%**

## Ethics Commission

Agency Director: Meghan Walker Dayson

EEO Officer: Ami R. Franklin

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1,E2	#			4	1		5	15.4	19.3	9.9	15.4	No	No								0.0%	Yes	Yes	
	%			80.0	20.0		100																	
E4,E5	#	3	1	5	4		13	9.4	27.6	15.6	1.7	No	No	3			3				6	82.3%	Yes	Yes
	%	23.1	7.7	38.5	30.8		100							50.0			50.0				100			
	#																							
	%																							
	#																							
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	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **Exempt**  
Level of Goal Attainment for 2022: **100.0%**  
Level of Goal Attainment for 2023: **96.5%**

## South Carolina State Board of Financial Institutions

Agency Director: Kathy Bickham & Ronald Bodvake

EEO Officer: Lisa O'Sullivan

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	4	2		4	3		13	4.2	35.6	11.4	No	4.8 <sup>*</sup>	No	2	1		2			5	Yes	86.4% <sup>*</sup>	Yes
	%	30.8	15.4		30.8	23.1		100							40.0	20.0		40.0			100			
E2	#	11	5	1	8	6		31	4.3	38.7	12.7	No	12.9	No	1				1		2	Yes	66.6%	Yes
	%	35.5	16.1	3.2	25.8	19.4		100							50.0				50.0		100			
	#																							
	%																							
	#																							
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	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **93.0%**  
Level of Goal Attainment for 2022: **95.8%**  
Level of Goal Attainment for 2023: **92.2%**

## Fiscal Accountability Authority, State

Agency Director: Stephen Gillespie

EEO Officer: Marick Walters

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	3	2		3	1		9	3.4	24.4	3.8	No	No	No								Yes	Yes	Yes
	%	33.3	22.2		33.3	11.1		100																
E2	#	35	6		27	25	6	99	5.9	30.2	16.1	No	2.9	No	3	1		5	4	4	17	Yes	90.5%	Yes
	%	35.4	6.1		27.3	25.3	6.1	100							17.6	5.9		29.4	23.5	23.5	100			
E3	#	1	1					2	6.8	24.5	12.5	No	24.5 *	12.5 *		1					1	Yes	0.0% *	0.0% *
	%	50.0	50.0					100								100.0					100			
E5	#	2			4			6	2.3	54.8	18.8	2.3 *	54.8	No								0.0% *	0.0%	Yes
	%	33.3			66.7			100																
E6	#				2			2	3.3	57.4	21.6	3.3 *	57.4	No								0.0% *	0.0%	Yes
	%				100.0			100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **93.9%**

Level of Goal Attainment for 2022: **94.3%**

Level of Goal Attainment for 2023: **81.0%**

## Forestry Commission

Agency Head: Scott Phillips

EEO Officer: Krista Emory

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	15		1	1		17	3.3	17.6	8.0	3.3	11.7	2.1	3			1				4	0.0%	33.5%	73.7%
	%	88.2		5.9	5.9		100							75.0			25.0			100				
E2A,E2B	#	77	2	21	2	2	104	8.4	8.9	11.1	6.5	No	9.2	23	1	1	4				29	22.7%	Yes	17.1%
	%	74.0	1.9	20.2	1.9	1.9	100							79.3	3.4	3.4	13.8			100				
E3	#	9		10	1		20	17.8	13.1	11.6	17.8	No	6.6	2							2	0.0%	Yes	43.0%
	%	45.0		50.0	5.0		100							100.0						100				
E4	#	144	6	3			153	16.0	6.5	0.1	12.1	4.5	0.1	21	2						23	24.4%	30.7%	0.0%
	%	94.1	3.9	2.0			100							91.3	8.7					100				
E5	#			6	1		7	1.8	53.1	18.4	1.8	No	4.1									0.0%	Yes	77.7%
	%			85.7	14.3		100																	
E6	#	2		8	3		13	11.9	32.2	18.8	11.9	No	No				3	1			4	0.0%	Yes	Yes
	%	15.4		61.5	23.1		100										75.0	25.0		100				
E7	#	4					4	17.0	1.1	0.1	17.0	1.1	0.1									0.0%	0.0%	0.0%
	%	100.0					100																	
E8	#	4	1				5	11.1	2.3	1.3	No	2.3	1.3	2							2	Yes	0.0%	0.0%
	%	80.0	20.0				100							100.0						100				
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **77.9%**  
Level of Goal Attainment for 2022: **64.6%**  
Level of Goal Attainment for 2023: **57.7%**

# Francis Marion University

President: Dr. Fred Carter

EEO Officer: LaTasha Brand

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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,E1	#	12	3		14	2	1	32	3.9	23.4	4.1	No	No	No	1	2		3			6	Yes	Yes	Yes
	%	37.5	9.4		43.8	6.3	3.1	100							16.7	33.3		50.0			100			
C2,C3	#	49	1	2	32	2	3	89	3.8	35.5	7.1	2.7	No	4.9	6			4			10	29.2%	Yes	30.8%
	%	55.1	1.1	2.2	36.0	2.2	3.4	100							60.0			40.0			100			
C4,C5	#	44	4	5	49	9	8	119	2.6	36.0	4.2	No	No	No	6	3	2	9	2		22	Yes	Yes	Yes
	%	37.0	3.4	4.2	41.2	7.6	6.7	100							27.3	13.6	9.1	40.9	9.1		100			
C6,C7,C8,C9	#	16	1		20	4	1	42	2.5	33.7	10.6	0.1	No	1.1	2			5	1		8	96.5%	Yes	89.3%
	%	38.1	2.4		47.6	9.5	2.4	100							25.0			62.5	12.5		100			
E2	#	13	8	3	41	16	1	82	4.9	31.0	10.3	No	No	No	4	5	1	13	10	1	34	Yes	Yes	Yes
	%	15.9	9.8	3.7	50.0	19.5	1.2	100							11.8	14.7	2.9	38.2	29.4	2.9	100			
E3	#	8	2	1	3			14	9.0	18.5	14.6	No	No	14.6	2	1		2			5	Yes	Yes	0.0%
	%	57.1	14.3	7.1	21.4			100							40.0	20.0		40.0			100			
E4,E7	#	21	4	3	2			30	14.8	3.7	2.8	1.5	No	2.8	3	1		1	1		6	90.2%	Yes	0.0%
	%	70.0	13.3	10.0	6.7			100							50.0	16.7		16.7	16.7		100			
E5,E6	#	3	2	1	21	11	2	40	3.4	55.2	22.8	No	2.7	No	1	3		3	2		9	Yes	95.1%	Yes
	%	7.5	5.0	2.5	52.5	27.5	5.0	100							11.1	33.3		33.3	22.2		100			
E8	#	14	22		3	21		60	24.9	12.7	21.7	No	7.7	No	5	4			4		13	Yes	39.5%	Yes
	%	23.3	36.7		5.0	35.0		100							38.5	30.8			30.8		100			

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **80.5%**

Level of Goal Attainment for 2022: **78.5%**

Level of Goal Attainment for 2023: **87.3%**



## SC Governor's School of Agriculture at John De La Howe

Agency Director: Timothy Keown

EEO Officer: Jawanda Collier

1	2							3			4			5							6					
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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			
E1	#		1		2			3	8.3	27.2	7.1	No	No	7.1	*				1			1	Yes	Yes	0.0%	*
	%		33.3		66.7			100											100.0			100				
E2	#	9	4		14	2		29	7.0	40.8	12.1	No	No	5.2		5	1		6			12	Yes	Yes	56.9%	
	%	31.0	13.8		48.3	6.9	100	41.7								8.3		50.0		100						
E5	#				2			2	4.5	51.7	12.6	4.5	No	12.6	*				1			1	0.0%	Yes	0.0%	*
	%				100.0		100											100.0		100						
E6	#				1			1	5.4	47.0	19.8	5.4	No	19.8	*								0.0%	Yes	0.0%	*
	%				100.0		100																			
E7,E8	#	11	4		8	2	1	26	15.7	13.4	7.9	0.3	No	0.2	*								98.3%	Yes	97.9%	*
	%	42.3	15.4		30.8	7.7	3.8	100																		
	#																									
	%																									
	#																									
	%																									
	#																									
	%																									

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **94.3%**

Level of Goal Attainment for 2022: **95.7%**

Level of Goal Attainment for 2023: **95.3%**

## SC Governor's School for the Arts and Humanities

Agency Director: Cedric Adderley

EEO Officer: LaTomya Doctor

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	1	1		3	1		6	5.0	36.5	11.1	No	No	No				1			1	Yes	Yes	Yes
	%	16.7	16.7		50.0	16.7		100									100.0			100				
E2	#	21	3		29	9	4	66	5.3	43.0	10.6	0.8	No	No	1	1		3	3	1	9	85.0	Yes	Yes
	%	31.8	4.5		43.9	13.6	6.1	100							11.1	11.1		33.3	33.3	11.1	100			
E3,E4,E5,E8	#	10	1	1	2	4	1	19	8.8	28.2	9.5	3.5	17.7	No								60.1	37.2	Yes
	%	52.6	5.3	5.3	10.5	21.1	5.3	100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **84.6%**

Level of Goal Attainment for 2022: **77.7%**

Level of Goal Attainment for 2023: **86.9%**

## SC Governor's School for Science and Mathematics

Agency Director: Daniel Dorsel

EEO Officer: Jawanda Collier

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E1,E2	#	35	2	4	35	17	4	97	5.8	41.1	13.5	3.7	5.0	No	4		1	9	3	2	19	35.9%	87.9%	Yes
	%	36.1	2.1	4.1	36.1	17.5	4.1	100							21.1		5.3	47.4	15.8	10.5	100			
E3,E4,E5	#	3.0	3.0		3.0	1.0		10	9.1	24.9	8.9	No	No	No	1	1					2	Yes	Yes	Yes
	%	30.0	30.0		30.0	10.0		100							50.0	50.0					100			
E7	#	2	1					3	12.9	2.6	1.6	No	2.6 *	1.6 *	2						2	Yes	0.0% *	0.0% *
	%	66.7	33.3					100							100.0						100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **75.1%**

Level of Goal Attainment for 2022: **91.8%**

Level of Goal Attainment for 2023: **89.1%**

## Department of Health and Environmental Control

Agency Director: Dr. Edward D. Simmer

EEO Officer: Renee Lucas

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E1,E1A,E1B,E1C	#	135	22	10	151	74	11	403	3.8	36.2	13.9	No	No	No	5	3		33	21		62	Yes	Yes	Yes
	%	33.5	5.5	2.5	37.5	18.4	2.7	100							8.1	4.8		53.2	33.9		100			
E2	#	349	62	22	544	262	62	1301	3.0	40.2	17.2	No	No	No	84	54	20	191	151	29	529	Yes	Yes	Yes
	%	26.8	4.8	1.7	41.8	20.1	4.8	100							15.9	10.2	3.8	36.1	28.5	5.5	100			
E2A,E2B,E2C	#	95	23		457	227	4	806	2.9	37.8	8.8	0.0	No	No	10	5		49	58		122	98.6%	Yes	Yes
	%	11.8	2.9		56.7	28.2	0.5	100							8.2	4.1		40.2	47.5		100			
E3,E3B	#	33	10	4	52	42	4	145	4.9	38.3	20.7	No	2.4	No	10	4	1	11	10	1	37	Yes	93.8%	Yes
	%	22.8	6.9	2.8	35.9	29	2.8	100							27.0	10.8	2.7	29.7	27.0	2.7	100			
E4	#				3			3	4.7	7.8	1.4	4.7	No	1.4								0.0%	Yes	0.0%
	%				100.0			100																
E5	#	7	5	1	89	114	13	229	1.9	46.2	33.1	No	7.3	No	21	13		15	26	5	80	Yes	84.2%	Yes
	%	3.1	2.2	0.4	38.9	49.8	5.7	100							26.3	16.3		18.8	32.5	6.3	100			
E6,E6A,E6B,E6C	#	3	4	1	110	126	14	258	2.9	39.3	27.0	1.3	No	No	2	2		24	23	13	63	54.7%	Yes	Yes
	%	1.2	1.6	0.4	42.6	48.8	5.4	100							3.2	2.4		38.4	36.0	20.0	100			
E8	#	4	13		1	2		20	41.2	8.7	8.4	No	3.7	No	1						1	Yes	57.3%	Yes
	%	20.0	65.0		5.0	10.0		100							100.0						100			
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **86.9%**  
Level of Goal Attainment for 2022: **89.6%**  
Level of Goal Attainment for 2023: **94.9%**

## Department of Health and Human Services

Agency Director: Robert Kerr

EEO Officer: Nicole Palmer

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	6	4	1	11	3	2	27	8.4	32.3	25.9	No	No	14.8	2	2		1		2	7	Yes	Yes	42.9%
	%	22.2	14.8	3.7	40.7	11.1	7.4	100							28.6	28.6		14.3		28.6	100			
E2A	#	21	8	1	74	125	7	236	7.1	26.9	22.3	3.7	No	No	2	2		10	25	3	42	47.6%	Yes	Yes
	%	8.9	3.4	0.4	31.4	53.0	3.0	100							4.8	4.8		23.8	59.5	7.1	100			
E2B	#	45	36	5	263	441	35	825	9.3	33.9	30.1	4.9	2.0	No	22	13	4	61	152	15	267	47.2%	94.2%	Yes
	%	5.5	4.4	0.6	31.9	53.5	4.2	100							8.2	4.9	1.5	22.8	56.9	5.6	100			
E3	#	35	12	4	11	22	4	88	8.8	21.3	32.3	No	8.8	7.3	15	5	3	4	8	3	38	Yes	58.8%	77.4%
	%	39.8	13.6	4.5	12.5	25.0	4.5	100							39.5	13.2	7.9	10.5	21.1	7.9	100			
E5	#				4	18	2	24	4.1	47.8	26.9	4.1	31.1	No				2	7	2	11	0.0% <sup>*</sup>	34.9%	Yes
	%				16.7	75.0	8.3	100										18.2	63.6	18.2	100			
E6	#	2	5		23	43		73	12.8	47.8	23.6	6.0	16.3	No	1	1		11	24		37	53.3%	65.9%	Yes
	%	2.7	6.8		31.5	58.9		100							2.7	2.7		29.7	64.9		100			
E8	#		2					2	19.9	23.5	33.1	No	23.5 <sup>*</sup>	33.1 <sup>*</sup>	1						1	Yes	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%		100.0					100							100.0					100				
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **88.3%**

Level of Goal Attainment for 2022: **87.5%**

Level of Goal Attainment for 2023: **79.0%**

## Commission on Higher Education

Agency Director: Dr. Rusty Monhollon

EEO Officer: Jawanda Collier

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#		1		5	3		9	4.4	26.7	5.2	No	No	No	1	1		1	2		5	Yes	Yes	Yes
	%		11.1		55.6	33.3		100							20.0	20.0		20.0	40.0		100			
E2	#	2	3		9	11	1	26	4.8	37.4	12.6	No	2.8	No	2	2		9	6	1	20	Yes	92.4%	
	%	7.7	11.5		34.6	42.3	3.8	100							10.0	10.0		45.0	30.0	5.0	100			Yes
E5	#					2	1	3	3.1	54.3	20.9	3.1	54.3	No								0.0%	0.0%	Yes
	%					66.7	33.3	100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **83.8%**

Level of Goal Attainment for 2022: **94.8%**

Level of Goal Attainment for 2023: **86.6%**

## South Carolina State Housing Finance and Development Authority (SC Housing)

Agency Director: Richard Hutto

EEO Officer: Ron Frye

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	12			13	7		32	5.4	32.2	14.9	5.4	No	No	1			4	1		6	0.0%	Yes	Yes
	%	37.5			40.6	21.9		100							16.7			66.7	16.7		100			
E2	#	15	4		34	22	1	76	6.0	32.4	23.0	0.7	No	No	5	2	2	14	2		25	88.6%	Yes	Yes
	%	19.7	5.3		44.7	28.9	1.3	100							20.0	8.0	8.0	56.0	8.0		100			
E3	#	1			1	1		3	8.8	24.1	20.6	8.8	No	No		1			1		2	0.0%	Yes	Yes
	%	33.3			33.3	33.3		100								50.0			50.0		100			
E7	#	2	1					3	6.9	11.7	3.0	No	11.7	3.0								Yes	0.0%	0.0%
	%	66.7	33.3					100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **EXEMPT**

Level of Goal Attainment for 2022: **96.3%**

Level of Goal Attainment for 2023: **87.6%**

## Commission on Indigent Defense

Agency Director: Hugh Ryan

EEO Officer: Lawrence Brown

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	8	2		7	1		18	4.2	29.7	4.9	No	No	No								Yes	Yes	Yes
	%	44.4	11.1		38.9	5.6		100																
E2	#	9			7	1		17	4.0	31.1	4.8	4.0 *	No	No	3						3	0.0% *	Yes	Yes
	%	52.9			41.2	5.9		100							100.0						100			
E3,E5,E6	#	5			19	4		28	2.2	59.0	13.8	2.2 *	No	No				4			4	0.0% *	Yes	Yes
	%	17.9			67.9	14.3		100									100.0				100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **95.5%**

Level of Goal Attainment for 2022: **100.0%**

Level of Goal Attainment for 2023: **100.0%**



## South Carolina Department of Insurance

Agency Director: Michael Wise

EEO Officer: Grace Godwin

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	9	1	1	8	3	1	23	5.6	28.0	7.1	1.3	No	No	3			1			4	77.2%	Yes	Yes
	%	39.1	4.3	4.3	34.8	13	4.3	100							75.0			25.0			100			
E2	#	13	3		15	21	4	56	4.5	37.4	16.2	No	10.6	No	7	2		5	5	2	21	Yes	71.7%	Yes
	%	23.2	5.4		26.8	37.5	7.1	100							33.3	9.5		23.8	23.8	9.5	100			
E3	#	2				1		3	8.5	15.0	8.6	8.5	15.0	No					1		1	0.0%	0.0%	Yes
	%	66.7				33.3		100											100.0		100			
E6	#				1			1	5.4	27.0	30.7	5.4	No	30.7								0.0%	Yes	0.0%
	%				100.0			100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.0%**

Level of Goal Attainment for 2022: **90.7%**

Level of Goal Attainment for 2023: **93.6%**

## SC Department of Juvenile Justice

Agency Director: L. Eden Hendricks

EEO Officer: DeWarren J. Register

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	11	35	1	19	55	1	122	15.1	19.9	35.9	No	4.3	No	2	18	1	3	20		44	Yes	78.3%	Yes
	%	9.0	28.7	0.8	15.6	45.1	0.8	100							4.5	40.9	2.3	6.8	45.5		100			
E2	#	55	106	5				166	12.8	28.1	35.7	No	28.1	35.7	20	35	2	39	79	9	184	Yes	0.0%	0.0%
	%	33.1	63.9	3.0				100							10.9	19.0	1.1	21.2	42.9	4.9	100			
E3	#	6	2			13		21	9.1	11.1	25.0	No	11.1	No	3				3		6	Yes	0.0%	Yes
	%	28.6	9.5			61.9		100							50.0					50.0				
E4	#	45	149	21	92	352	17	676	23.7	7.0	40.6	1.7	No	No	40	112	20				172	92.8%	Yes	Yes
	%	6.7	22.0	3.1	13.6	52.1	2.5	100							23.3	65.1	11.6							
E5	#	12	32	2	55	347	8	456	13.4	30.5	34.6	6.4	18.4	No		10		7	14		31	52.3%	39.7%	Yes
	%	2.6	7.0	0.4	12.1	76.1	1.8	100								32.3		22.6	45.2		100			
E6	#		2	1	24	30	4	61	4.4	45.6	32.4	1.1	6.3	No			1	2	7	2	12	74.8%	86.2%	Yes
	%		3.3	1.6	39.3	49.2	6.6	100									8.3	16.7	58.3	16.7	100			
E7	#	4	6	3				13	16.6	6.5	5.2	No	6.5	5.2		2	1				3	Yes	0.0%	0.0%
	%	30.8	46.2	23.1				100								66.7	33.3				100			
E8	#	5	16	2	1	9		33	16.9	21.2	14.6	No	18.2	No	1	6			1		8	Yes	14.2%	Yes
	%	15.2	48.5	6.1	3.0	27.3		100							12.5	75.0			12.5		100			
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **86.0%**

Level of Goal Attainment for 2022: **80.5%**

Level of Goal Attainment for 2023: **74.5%**

## SC Dept. of Labor, Licensing and Regulation

Agency Director: Emily Farr

EEO Officer: Kathryn Britt

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	4	1		4	2		11	6.6	27.4	6.5	No	No	No	1			1	1		3	Yes	Yes	Yes
	%	36.4	9.1		36.4	18.2		100							33.3			33.3	33.3		100			
E2A	#	34	12	1	36	22	1	106	8.4	25.7	11.9	No	No	No	15	2		9	5		31	Yes	Yes	Yes
	%	32.1	11.3	0.9	34.0	20.8	0.9	100							48.4	6.5		29.0	16.1		100			
E2B	#	41	14	3	71	37	9	175	8.1	33.5	19.9	0.1	No	No	12	7	2	31	13	2	67	98.8%	Yes	Yes
	%	23.4	8.0	1.7	40.6	21.1	5.1	100							17.9	10.4	3.0	46.3	19.4	3.0	100			
E3	#	26	4		6	2		38	7.0	14.7	5.2	No	No	No	9	4			1		14	Yes	Yes	Yes
	%	68.4	10.5		15.8	5.3		100							64.3	28.6			7.1		100			
E5	#	3	1		18	43	7	72	3.0	59.1	20.2	1.6	34.1	No	2	1		8	12	4	27	47.4%	42.3%	Yes
	%	4.2	1.4		25.0	59.7	9.7	100							7.4	3.7		29.6	44.4	14.8	100			
E6	#	1						1	7.6	35.5	33.9	7.6	35.5	33.9								0.0%	0.0%	0.0%
	%	100.0						100																
E7,E8	#	4	1		1			6	19.8	1.6	2.7	3.1	No	2.7				1			1	84.1%	Yes	0.0%
	%	66.7	16.7		16.7			100										100.0			100			
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **94.3%**  
Level of Goal Attainment for 2022: **96.4%**  
Level of Goal Attainment for 2023: **92.5%**

## Lander University (Page 1 of 2)

President: Richard Cosentino

EEO Officer: Jessica Puckett

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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,E1	#	12	2	2	11	4	1	32	0.3	6.7	2.7	No	No	No	1						1	Yes	Yes	Yes
	%	37.5	6.3	6.3	34.4	12.5	3.1	100							100.0						100			
C2,C3	#	30		2	16	1	2	51	3.8	35.2	7.2	3.8	3.8	5.2								0.0%	89.2%	27.7%
	%	58.8		3.9	31.4	2.0	3.9	100																
C4,C8	#	11			14	2	1	28	2.4	40.7	5.4	2.4	No	No				2			2	0.0%	Yes	Yes
	%	39.3			50.0	7.1	3.6	100										100.0			100			
C5	#	11		2	21	2	1	37	2.6	33.1	4.1	2.6	No	No			1	2		1	4	0.0%	Yes	Yes
	%	29.7		5.4	56.8	5.4	2.7	100									25.0	50.0		25.0	100			
C6,C7,C9	#	34	1	2	36	1	8	82	3.0	32.8	4.8	1.8	No	3.6	10	2	1	6		2	21	40.2%	Yes	25.1%
	%	41.5	1.2	2.4	43.9	1.2	9.8	100							47.6	9.5	4.8	28.6		9.5	100			
E2	#	29	5		55	8	1	98	6.6	37.0	11.8	1.5	No	3.6	5	1	1	23	2	1	33	77.6%	Yes	69.3%
	%	29.6	5.1		56.1	8.2	1.0	100							15.2	3.0	3.0	69.7	6.1	3.0	100			
E3,E4	#	15	2	1	3	1		22	13.5	11.1	2.8	4.4	No	No	4	1	1				6	67.4%	Yes	Yes
	%	68.2	9.1	4.5	13.6	4.5		100							66.7	16.7	16.7				100			
E5,E6	#	3			20	4	2	29	3.6	50.2	13.6	3.6	No	No	1			3		1	5	0.0%	Yes	Yes
	%	10.3			69.0	13.8	6.9	100							20.0			60.0		20.0	100			
E7	#	21	3		1	1		26	8.6	7.2	1.7	No	3.4	No								Yes	52.9%	Yes
	%	80.8	11.5		3.8	3.8		100																

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **72.5%**  
Level of Goal Attainment for 2022: **83.7%**  
Level of Goal Attainment for 2023: **79.9%**

## Lander University (Page 2 of 2)

President: Richard Cosentino

EEO Officer: Jessica Puckett

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E8	#	9	7	2	3	8	1	30	12.4	11.4	7.8	No	1.4 *	No	2	3	1		2		8	Yes	88.1% *	Yes
	%	30.0	23.3	6.7	10.0	26.7	3.3	100							25.0	37.5	12.5		25.0		100			
	#																							
	%																							
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **72.5%**

Level of Goal Attainment for 2022: **83.7%**

Level of Goal Attainment for 2023: **79.9%**

## SC Law Enforcement Division

Agency Director: Chief Mark A Keel

EEO Officer: Laura Wilson

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	10	1		1		12	8.2	19.4	4.8	No	11.1	4.8 <sup>*</sup>								Yes	42.7%	0.0% <sup>*</sup>	
	%	83.3	8.3		8.3									100										
E2A	#	45	10	3	94	24	11	187	6.7	40.1	18.6	1.4	No	5.8	6	3	1	25	10	2	47	78.5%	Yes	69.0%
	%	24.1	5.3	1.6	50.3	12.8	5.9	100							12.8	6.4	2.1	53.2	21.3	4.3	100			
E2B	#	120	17	2	26	6	1	172	6.4	22.2	3.2	No	7.1	No	5			1		1	7	Yes	67.9%	Yes
	%	69.8	9.9	1.2	15.1	3.5	0.6	100							71.4			14.3		14.3	100			
E3	#	7	4		18	11	2	42	8.0	22.7	12.1	No	No	No		1		8			9	Yes	Yes	Yes
	%	16.7	9.5		42.9	26.2	4.8	100								11.1		88.9			100			
E4	#	129	15	3	50	5	4	206	15.1	5.5	2.8	7.8	No	0.4 <sup>*</sup>	37	6	2	12	1	2	60	48.2%	Yes	85.6% <sup>*</sup>
	%	62.6	7.3	1.5	24.3	2.4	1.9	100							61.7	10.0	3.3	20.0	1.7	3.3	100			
E5	#	3	1		21	3		28	1.2	65.3	15.9	No	No	5.2	1			7	1		9	Yes	Yes	67.3%
	%	10.7	3.6		75.0	10.7		100							11.1			77.8	11.1		100			
E6	#	1			1	3		5	8.6	37.2	21.0	8.6 <sup>*</sup>	17.2 <sup>*</sup>	No	1			1	1		3	0.0% <sup>*</sup>	53.7% <sup>*</sup>	Yes
	%	20.0			20.0	60.0		100							33.3			33.3	33.3		100			
E7,E8	#	9	1			1		11	14.6	13.4	7.1	5.5 <sup>*</sup>	13.4	No	2						2	62.3% <sup>*</sup>	0.0%	Yes
	%	81.8	9.1			9.1		100							100.0						100			
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **85.3%**  
Level of Goal Attainment for 2022: **76.2%**  
Level of Goal Attainment for 2023: **80.7%**

## South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Rashad Akeem Hickson

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1,E2	#	6	2	1	26	6	41	4.8	39.1	10.1	No	No	No		2	1	6	6		15	Yes	Yes	Yes
	%	14.6	4.9	2.4	63.4	14.6	100								13.3	6.7	40.0	40.0		100			
E3,E5	#	2					2	6.2	34.7	10.3	6.2 <sup>*</sup>	34.7 <sup>*</sup>	10.3 <sup>*</sup>				1			1	0.0% <sup>*</sup>	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%	100.0					100										100.0			100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **55.6%**

Level of Goal Attainment for 2022: **97.6%**

Level of Goal Attainment for 2023: **100.0%**

# Medical University Hospital Authority (Page 1 of 3 )

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E101	#	25	4	7	31	5	3	75	4.2	18.8	2.2	No	No	No	8	2	2	7	2	3	24	Yes	Yes	Yes
	%	33.3	5.3	9.3	41.3	6.7	4.0	100							33.3	8.3	8.3	29.2	8.3	12.5	100			
E102	#	46	5	8	54	5	5	123	4.2	21.5	2.8	0.1	No	No	15	1	7	16		5	44	97.5%	Yes	Yes
	%	37.4	4.1	6.5	43.9	4.1	4.1	100							34.1	2.3	15.9	36.4		11.4	100			
E204	#	70	13	7	175	40	26	331	5.3	33.5	7.9	1.4	No	No	29	3	4	73	23	18	150	74.1%	Yes	Yes
	%	21.1	3.9	2.1	52.9	12.1	7.9	100							19.3	2.0	2.7	48.7	15.3	12.0	100			
E206	#	189	35	32	414	140	64	874	5.5	29.4	8.5	1.5	No	No	66	18	20	171	77	50	402	72.7%	Yes	Yes
	%	21.6	4.0	3.7	47.4	16.0	7.3	100							16.4	4.5	5.0	42.5	19.2	12.4	100			
E208	#	30	3		149	18	12	212	0.7	63.0	12.5	No	No	4.0	9	2		56	3	11	81	Yes	Yes	68.1%
	%	14.2	1.4		70.3	8.5	5.7	100							11.1	2.5		69.1	3.7	13.6	100			
E209	#	26	5		77	11	8	127	2.2	54.3	11.0	No	No	2.3	9	4		34	8	6	61	Yes	Yes	79.0%
	%	20.5	3.9		60.6	8.7	6.3	100							14.8	6.6		55.7	13.1	9.8	100			
E215	#	11	1	2	84	36	10	144	4.9	39.4	24.5	4.2	No	No	4	2	1	27	20	6	60	14.2%	Yes	Yes
	%	7.6	0.7	1.4	58.3	25.0	6.9	100							6.7	3.3	1.7	45.0	33.3	10.0	100			
E223	#	86	6	12	211	20	40	375	1.8	47.4	5.3	0.2	No	0.0	18	5	4	62	8	10	107	89.0%	Yes	99.3%
	%	22.9	1.6	3.2	56.3	5.3	10.7	100							16.8	4.7	3.7	57.9	7.5	9.3	100			
E224	#	39	6	11	137	39	30	262	3.0	42.6	24.7	0.7	No	9.8	5	2	11	43	9	22	92	77.2%	Yes	60.2%
	%	14.9	2.3	4.2	52.3	14.9	11.5	100							5.4	2.2	12.0	46.7	9.8	23.9	100			

## Legend:

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

## Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

## Goal Attainment:

Level of Goal Attainment for 2021: **93.6%**  
Level of Goal Attainment for 2022: **85.5%**  
Level of Goal Attainment for 2023: **86.9%**



# Medical University Hospital Authority (Page 2 of 3 )

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E225	#	220	28	104	183	41	52	628	2.0	41.1	11.9	No	12.0	5.4	91	13	69	74	22	32	301	Yes	70.8%	54.5%
	%	35.0	4.5	16.6	29.1	6.5	8.3	100							30.2	4.3	22.9	24.6	7.3	10.6	100			
E226	#	79	17	17	363	71	54	601	1.5	53.0	12.0	No	No	0.2	26	7	6	128	30	41	238	Yes	Yes	98.7%
	%	13.1	2.8	2.8	60.4	11.8	9.0	100							10.9	2.9	2.5	53.8	12.6	17.2	100			
E227	#	316	42	88	3273	576	605	4900	0.6	63.4	11.7	No	No	No	144	20	67	1318	332	535	2416	Yes	Yes	Yes
	%	6.4	0.9	1.8	66.8	11.8	12.3	100							6.0	0.8	2.8	54.6	13.7	22.1	100			
E228	#	54	4	13	288	30	36	425	0.2	68.1	3.0	No	0.3	No	9	1	9	88	10	31	148	Yes	99.6%	Yes
	%	12.7	0.9	3.1	67.8	7.1	8.5	100							6.1	0.7	6.1	59.5	6.8	20.9	100			
E330	#	55	15	23	51	22	37	203	5.4	19.2	6.5	No	No	No	11	4	22	30	7	33	107	Yes	Yes	Yes
	%	27.1	7.4	11.3	25.1	10.8	18.2	100							10.3	3.7	20.6	28.0	6.5	30.8	100			
E333	#	157	119	56	761	756	229	2078	2.2	38.6	13.0	No	2.0	No	83	60	53	514	544	219	1473	Yes	94.7%	Yes
	%	7.6	5.7	2.7	36.6	36.4	11.0	100							5.6	4.1	3.6	34.9	36.9	14.9	100			
E334	#	62	12	14	198	28	42	356	3.9	39.5	23.6	0.5	No	15.7	18	6	11	94	11	43	183	87.1%	Yes	33.5%
	%	17.4	3.4	3.9	55.6	7.9	11.8	100							9.8	3.3	6.0	51.4	6.0	23.5	100			
E447	#	21	35	13	1	18	4	92	20.0	11.1	9.4	No	10.0	No	19	26	16	1	21	4	87	Yes	9.9%	Yes
	%	22.8	38.0	14.1	1.1	19.6	4.3	100							21.8	29.9	18.4	1.1	24.1	4.6	100			
E550	#	16	3	2	99	111	16	247	3.6	43.1	16.0	2.4	3.0	No	8		4	27	48	15	102	32.9%	93.0%	Yes
	%	6.5	1.2	0.8	40.1	44.9	6.5	100							7.8		3.9	26.5	47.1	14.7	100			

## Legend:

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

## Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

## Goal Attainment:

Level of Goal Attainment for 2021: **93.6%**  
Level of Goal Attainment for 2022: **85.5%**  
Level of Goal Attainment for 2023: **86.9%**

## Medical University Hospital Authority (Page 3 of 3 )

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E551	#	128	51	33	767	559	176	1714	2.9	47.0	21.4	No	2.3	No	44	23	19	368	391	163	1008	Yes	95.0%	Yes
	%	7.5	3.0	1.9	44.7	32.6	10.3	100							4.4	2.3	1.9	36.5	38.8	16.2	100			
E552	#	15	12	2	48	48	12	137	4.1	43.9	23.6	No	8.9	No	9	3	2	28	17	12	71	Yes	79.8%	Yes
	%	10.9	8.8	1.5	35.0	35.0	8.8	100							12.7	4.2	2.8	39.4	23.9	16.9	100			
E660	#	45	46	12	744	911	144	1902	4.5	39.4	24.1	2.1	0.3	No	24	34	8	362	467	119	1014	53.2%	99.2%	Yes
	%	2.4	2.4	0.6	39.1	47.9	7.6	100							2.4	3.4	0.8	35.7	46.1	11.7	100			
E772	#	85	44	19	1			149	12.1	2.5	2.1	No	1.8	2.1	20	13	17		3		53	Yes	28.4%	0.0%
	%	57	29.5	12.8	0.7			100							37.7	24.5	32.1		5.7		100			
E880	#	24	37	19	12	46	34	172	15.1	22.3	11.8	No	15.3	No	11	30	25	13	88	61	228	Yes	31.5%	Yes
	%	14.0	21.5	11.0	7.0	26.7	19.8	100							4.8	13.2	11.0	5.7	38.6	26.8	100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **93.6%**

Level of Goal Attainment for 2022: **85.5%**

Level of Goal Attainment for 2023: **86.9%**

# Medical University of South Carolina (Page 1 of 3)

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	#	2		3			5	3.3	22.9	2.4	3.3	No	2.4								0.0%	Yes	0.0%
	%	40.0		60.0			100																
C2	#	14		3	2		19	3.1	34.3	4.0	3.1	23.8	4.0								0.0%	30.6%	0.0%
	%	73.7		15.8	10.5		100																
C3	#	161	2	32	115	4	18	3.1	34.3	4.0	2.5	No	2.8	13		2	9		2	26	19.6%	Yes	30.3%
	%	48.5	0.6	9.6	34.6	1.2	5.4							50.0		7.7	34.6		7.7	100			
C4	#	113	3	46	118	8	37	3.1	34.3	4.0	2.2	No	1.5	12		7	9		5	33	29.4%	Yes	63.1%
	%	34.8	0.9	14.2	36.3	2.5	11.4							36.4		21.2	27.3		15.2	100			
C5	#	199	5	67	222	18	60	3.1	34.3	4.0	2.2	No	0.8	45		16	49	5	17	132	29.4%	Yes	80.0%
	%	34.9	0.9	11.7	38.9	3.2	10.5							34.1		12.1	37.1	3.8	12.9	100			
C6	#	23		6	71	4	11	3.1	34.3	4.0	3.1	No	0.5	15		6	16		4	41	0.0%	Yes	88.4%
	%	20.0		5.2	61.7	3.5	9.6							36.6		14.6	39.0		9.8	100			
C8	#	13	2	3	10	1	6	3.1	34.3	4.0	No	5.7	1.1	1	1	2	8	1	2	15	Yes	83.3%	73.2%
	%	37.1	5.7	8.6	28.6	2.9	17.1							6.7	6.7	13.3	53.3	6.7	13.3	100			
E1A	#	23	1		45	4	4	8.8	22.5	2.3	7.5	No	No	3	1	2	7			13	14.8%	Yes	Yes
	%	29.9	1.3		58.4	5.2	5.2							23.1	7.7	15.4	53.8			100			
E1B	#	64	7	5	207	32	7	6.7	26.9	4.1	4.5	No	No	11	3	1	38	9	4	66	32.9%	Yes	Yes
	%	19.9	2.2	1.6	64.3	9.9	2.2							16.7	4.5	1.5	57.6	13.6	6.1	100			

## Legend:

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

## Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

## Goal Attainment:

Level of Goal Attainment for 2021: **80.5%**  
Level of Goal Attainment for 2022: **77.2%**  
Level of Goal Attainment for 2023: **74.9%**

## Medical University of South Carolina (Page 2 of 3)

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E2A	#	92	25	20	533	169	72	911	5.1	40.0	11.1	2.4	No	No	29	10	8	160	53	32	292	53.2%	Yes	Yes
	%	10.1	2.7	2.2	58.5	18.6	7.9	100							9.9	3.4	2.7	54.8	18.2	11.0	100			
E2B	#			1			2	3	0.6	57.6	6.1	0.6	57.6	6.1			1	9	1		11	0.0%	0.0%	0.0%
	%			33.3			66.7	100									9.1	81.8	9.1		100			
E2C	#	23	5	7	79	51	25	190	3.9	40.6	13.6	1.3	No	No	14	2	3	50	16	14	99	66.1%	Yes	Yes
	%	12.1	2.6	3.7	41.6	26.8	13.2	100							14.1	2.0	3.0	50.5	16.2	14.1	100			
E2D	#	40	10	10	15	4	8	87	4.1	26.7	4.4	No	9.5	No	8	2	1	1	1	1	14	Yes	64.4%	Yes
	%	46.0	11.5	11.5	17.2	4.6	9.2	100							57.1	14.3	7.1	7.1	7.1	7.1	100			
E2E	#				3	2		5	4.1	42.6	26.3	4.1	No	No				1			1	0.0%	Yes	Yes
	%				60.0	40.0		100										100.0			100			
E2G	#	8	2	20	52	12	23	117	2.4	54.9	15.2	0.7	10.5	4.9			3	16	2	9	30	71.1%	80.9%	67.6%
	%	6.8	1.7	17.1	44.4	10.3	19.7	100									10.0	53.3	6.7	30.0	100			
E3A	#	3	2	1	1	5		12	7.5	40.9	7.0	No	32.6	No								Yes	20.3%	Yes
	%	25.0	16.7	8.3	8.3	41.7	100																	
E3B	#	5	1	2	1			9	4.0	27.1	6.3	No	16.0	6.3	2		1	1			4	Yes	41.0%	0.0%
	%	55.6	11.1	22.2	11.1		100	50.0								25.0	25.0			100				
E3C	#	2	8	6	13	2	5	36	6.5	35.1	7.7	No	No	2.1		1	4	3		5	13	Yes	Yes	73.0%
	%	5.6	22.2	16.7	36.1	5.6	13.9	100								7.7	30.8	23.1		38.5	100			

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **80.5%**

Level of Goal Attainment for 2022: **77.2%**

Level of Goal Attainment for 2023: **74.9%**

# Medical University of South Carolina (Page 3 of 3)

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E3E	#	25	7	4	42	18	15	111	2.7	32.1	6.3	No	No	No	4	2	1	15	4	4	30	Yes	Yes	Yes
	%	22.5	6.3	3.6	37.8	16.2	13.5	100							13.3	6.7	3.3	50.0	13.3	13.3	100			
E3F	#	30	2	9	64	8	23	136	6.0	27.1	14.7	4.5	No	8.8	10	2	3	29	2	11	57	25.2%	Yes	40.2%
	%	22.1	1.5	6.6	47.1	5.9	16.9	100							17.5	3.5	5.3	50.9	3.5	19.3	100			
E4A	#	30	14	9	2	8	3	66	14.7	9.3	4.0	No	6.3	No	14	7	6	2	3	1	33	Yes	32.1%	Yes
	%	45.5	21.2	13.6	3.0	12.1	4.5	100							42.4	21.2	18.2	6.1	9.1	3.0	100			
E5A	#	6	3	2	61	60	8	140	3.5	46.5	20.6	1.4	2.9	No	3	2	1	14	18	2	40	60.6%	93.8%	Yes
	%	4.3	2.1	1.4	43.6	42.9	5.7	100							7.5	5.0	2.5	35.0	45.0	5.0	100			
E6A	#		2			5		7	3.8	44.0	22.1	No	44.0	No					1	1	2	Yes	0.0%	Yes
	%		28.6			71.4		100											50.0	50.0	100			
E6B	#	1	1			4		6	3.8	44.0	22.1	No	44.0	No					1		1	Yes	0.0%	Yes
	%	16.7	16.7			66.7		100											100.0		100			
E7A	#	72	51	15	1	15	1	155	15.4	4.6	5.5	No	4.0	No	16	13	2		4		35	Yes	12.9%	Yes
	%	46.5	32.9	9.7	0.6	9.7	0.6	100							45.7	37.1	5.7		11.4		100			
E8A	#	2	2	3	3	6		16	14.0	15.5	19.6	1.5	No	No			1				1	89.5%	Yes	Yes
	%	12.5	12.5	18.8	18.8	37.5		100									100.0				100			
E8B	#	3	3			1		7	15.0	22.9	7.4	No	22.9	No								Yes	0.0%	Yes
	%	42.9	42.9			14.3		100																

## Legend:

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# = Number

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BF = Black Female

OF = Other Female

% = Percentage

## Notes:

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

## Goal Attainment:

Level of Goal Attainment for 2021: **80.5%**

Level of Goal Attainment for 2022: **77.2%**

Level of Goal Attainment for 2023: **74.9%**

## SC Department of Mental Health (Page 1 of 2)

Agency Director: Dr. Robert Bank (Interim)

EEO Officer: Akiko Dettorre

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	32	15	1	79	55	3	185	9.6	29.9	23.3	1.5	No	No	3	2		8	12	2	27	84.4%	Yes	Yes
	%	17.3	8.1	0.5	42.7	29.7	1.6	100							11.1	7.4		29.6	44.4	7.4	100			
E1A	#				3	2		5	2.4	47.4	21.3	2.4	No	No								0.0%	Yes	Yes
	%				60.0	40.0		100																
E1B	#	7	3		11	7		28	9.1	33.7	20.4	No	No	No				4	1		5	Yes	Yes	Yes
	%	25	10.7		39.3	25										80.0	20.0		100					
E1C	#		2					2	43.3	1.6	19.0	No	1.6	19.0								Yes	0.0%	0.0%
	%		100					100																
E2	#	71	51	3	206	273	16	620	7.4	32.7	24.5	No	No	No	14	12	1	46	95	5	173	Yes	Yes	Yes
	%	11.5	8.2	0.5	33.2	44	2.6	100							8.1	6.9	0.6	26.6	54.9	2.9	100			
E2A	#	14	15	1	140	131	9	310	2.7	55.3	18.0	No	10.1	No	3	4		33	21	3	64	Yes	81.8%	Yes
	%	4.5	4.8	0.3	45.2	42.3	2.9	100							4.7	6.3		51.6	32.8	4.7	100			
E2B	#	71	62	4	367	447	34	985	9.1	36.2	32.0	2.8	No	No	15	13	1	120	120	14	283	69.5%	Yes	Yes
	%	7.2	6.3	0.4	37.3	45.4	3.5	100							5.3	4.6	0.4	42.4	42.4	4.9	100			
E2C	#	1	6			4		11	37.4	2.6	23.8	No	2.6	No								Yes	0.0%	Yes
	%	9.1	54.5			36.4		100																
E2D	#	15	23	2	37	61	4	142	6.6	37.8	33.2	No	11.7	No	6	5	2	17	16	2	48	Yes	69.1%	Yes
	%	10.6	16.2	1.4	26.1	43	2.8	100							12.5	10.4	4.2	35.4	33.3	4.2	100			

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **90.6%**  
Level of Goal Attainment for 2022: **89.3%**  
Level of Goal Attainment for 2023: **89.0%**

## SC Department of Mental Health (Page 2 of 2)

Agency Director: Dr. Robert Bank (Interim)

EEO Officer: Akiko Dettorre

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E2E	#	22	2	4	29	2	6	65	3.2	18.8	3.6	0.1 <sup>*</sup>	No	0.5 <sup>*</sup>	5			2			7	96.6% <sup>*</sup>	Yes	85.4% <sup>*</sup>
	%	33.8	3.1	6.2	44.6	3.1	9.2	100							71.4			28.6			100			
E3,E3A,E3B	#	31	17	2	21	47	3	121	6.4	33.9	23.6	No	16.5	No	7	4		5	14		30	Yes	51.3%	Yes
	%	25.6	14.0	1.7	17.4	38.8	2.5	100							23.3	13.3		16.7	46.7		100			
E4,E4A	#	12	28	2	3	20		65	28.4	5.4	14.6	No	0.8 <sup>*</sup>	No	2	10	1	2	8		23	Yes	84.4% <sup>*</sup>	Yes
	%	18.5	43.1	3.1	4.6	30.8		100							8.7	43.5	4.3	8.7	34.8		100			
E5,E5A,E5B	#	33	97	3	133	366	13	645	6.1	35.4	37.3	No	14.8	No	13	21	1	55	127	5	222	Yes	58.3%	Yes
	%	5.1	15.0	0.5	20.6	56.7	2.0	100							5.9	9.5	0.5	24.8	57.2	2.3	100			
E6,E6A	#	4	2		78	126	10	220	1.8	57.3	23.7	0.9	21.8	No	1	4		22	43	7	77	49.4%	62.0%	Yes
	%	1.8	0.9		35.5	57.3	4.5	100							1.3	5.2		28.6	55.8	9.1	100			
E7, E7A	#	28	15	5	1	1	2	52	29.0	3.7	8.8	0.2 <sup>*</sup>	1.8 <sup>*</sup>	6.9	5	1	1				7	99.2% <sup>*</sup>	51.7% <sup>*</sup>	21.7%
	%	53.8	28.8	9.6	1.9	1.9	3.8	100							71.4	14.3	14.3				100			
E8,E8A, E8B,E8C	#	39	59		11	52	1	162	21.8	12.9	17.1	No	6.1	No	11	22		4	14	1	52	Yes	52.8%	Yes
	%	24.1	36.4		6.8	32.1	0.6	100							21.2	42.3		7.7	26.9	1.9	100			
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **90.6%**  
Level of Goal Attainment for 2022: **89.3%**  
Level of Goal Attainment for 2023: **89.0%**

## South Carolina Department of Motor Vehicles

Agency Director: Kevin Shwedo

EEO Officer: Melissa Winstead

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	9	2		5	3		19	5.6	31.9	25.7	No	5.6	9.9								Yes	82.4%	61.6%
	%	47.4	10.5		26.3	15.8		100																
E2	#	51	23	2	124	123	12	335	7.4	32.7	29.5	0.5	No	No	10	13	2	20	32	8	85	93.5%	Yes	Yes
	%	15.2	6.9	0.6	37.0	36.7	3.6	100							11.8	15.3	2.4	23.5	37.6	9.4	100			
E3	#	14	5		4	1		24	10.1	24.6	13.1	No	7.9	8.9	2	2		7	6	1	18	Yes	67.9%	32.0%
	%	58.3	20.8		16.7	4.2		100							11.1	11.1		38.9	33.3	5.6	100			
E5	#	13	8	1	56	75	2	155	5.8	32.9	25.7	0.6	No	No	1			2		2	5	89.4%	Yes	Yes
	%	8.4	5.2	0.6	36.1	48.4	1.3	100							20.0			40.0		40.0	100			
E6	#	50	40	5	302	320	33	750	6.6	33.8	32.9	1.3	No	No	44	33	10	145	176	45	453	80.2%	Yes	Yes
	%	6.7	5.3	0.7	40.3	42.7	4.4	100							9.7	7.3	2.2	32.0	38.9	9.9	100			
E7	#	8						8	21.8	1.2	2.5	21.8	1.2	2.5	4	1					5	0.0%	0.0%	0.0%
	%	100.0						100							80.0	20.0					100			
E8	#		1					1	18.3	9.6	23.8	No	9.6	23.8	2						2	Yes	0.0%	0.0%
	%		100.0					100							100.0					100				
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **88.0%**

Level of Goal Attainment for 2022: **88.7%**

Level of Goal Attainment for 2023: **82.8%**



## South Carolina State Museum

Agency Director: Amy Bartow-Melia

EEO Officer: Sonja Bradford

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	3			3	1	7	2.8	40.5	5.1	2.8	No	No								0.0%	Yes	Yes
	%	42.9			42.9	14.3								100									
E2	#	5.0	2.0		13.0	4.0	24	4.9	35.5	13.8	No	No	No		1		3	1		5	Yes	Yes	Yes
	%	20.8	8.3		54.2	16.7								100						20.0			
E4,E7	#	3	2		1	2	8	19.7	7.9	16.8	No	No	No								Yes	Yes	Yes
	%	37.5	25.0		12.5	25.0								100									
	#																						
	%																						
	#																						
	%																						
	#																						
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **100.0%**

Level of Goal Attainment for 2022: **95.4%**

Level of Goal Attainment for 2023: **100.0%**

## SC Department of Natural Resources

Agency Director: Robert H. Boyles, Jr.

EEO Officer: Eva Smith

1	2							3			4			5							6					
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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			
E1	#	30	2		20	3		55	4.4	34.2	7.8	0.8	*	No	2.3	16			8	1		25	81.0%	*	Yes	70.2%
	%	54.5	3.6		36.4	5.5		100								64.0			32.0	4.0		100				
E2A	#	18	5		56	15	2	96	5.9	36.6	15.2	0.7	*	No	No	4	3		10	3		20	87.9%	*	Yes	Yes
	%	18.8	5.2		58.3	15.6	2.1	100								20.0	15.0		50.0	15.0		100				
E2B	#	136		2	84	3	4	229	2.3	34.4	5.0	2.3	No	3.7	34			30	1	2	67	0.0%	Yes	25.8%		
	%	59.4		0.9	36.7	1.3	1.7	100							50.7			44.8	1.5	3.0	100					
E3	#	116	6	2	33	4	1	162	6.0	22.0	8.7	2.3	1.6	6.2	32	2	2	18	4		58	61.5%	92.6%	28.7%		
	%	71.6	3.7	1.2	20.4	2.5	0.6	100							55.2	3.4	3.4	31.0	6.9		100					
E4A	#	200	13	3	18		1	235	28.7	4.2	0.9	23.2	No	0.9	27	3		3		1	34	19.1%	Yes	0.0%		
	%	85.1	5.5	1.3	7.7		0.4	100							79.4	8.8		8.8		2.9	100					
E4B	#	58	5		3	2		68	30.2	4.0	8.9	22.8	No	6.0	7						7	24.5%	Yes	32.5%		
	%	85.3	7.4		4.4	2.9		100							100.0						100					
E6	#	4	2		28	7	2	43	5.6	43.4	24.1	0.9	*	No	7.8	4	1		9	1	3	18	84.7%	*	Yes	67.7%
	%	9.3	4.7		65.1	16.3	4.7	100							22.2	5.6		50.0	5.6	16.7	100					
E7	#	14	4			2		20	15.9	5.9	16.8	No	5.9	6.8	5	1			1		7	Yes	0.0%	59.5%		
	%	70.0	20.0			10.0		100							71.4	14.3			14.3		100					
	#																									
	%																									

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **69.0%**

Level of Goal Attainment for 2022: **73.1%**

Level of Goal Attainment for 2023: **64.0%**

## SC Department of Parks, Recreation & Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	7		4			11	4.6	29.7	5.6	4.6 *	No	5.6 *								0.0% *	Yes	0.0% *	
	%	63.6		36.4			100																	
E2,E2A,E2B,E2C,E2D	#	109	4	1	64	4	3	185	9.2	24.6	7.3	7.0	No	5.1	39	1	2	30	3	2	77	23.9%	Yes	29.9%
	%	58.9	2.2	0.5	34.6	2.2	1.6	100							50.6	1.3	2.6	39.0	3.9	2.6	100			
E3	#			1	1		2	5.8	18.1	6.5	5.8 *	No	6.5 *								0.0% *	Yes	0.0% *	
	%			50.0	50.0									100										
E5	#	15	2		51	10	1	79	5.0	43.9	9.3	2.5	No	No	3		1	9	2	2	17	49.8%	Yes	Yes
	%	19.0	2.5		64.6	12.7	1.3	100							17.6		5.9	52.9	11.8	11.8	100			
E5A	#	1	1		5	2		9	3.3	35.2	3.7	No	No	No				1			1	Yes	Yes	Yes
	%	11.1	11.1		55.6	22.2		100										100.0			100			
E6	#	4		4	1		9	4.1	45.3	20.7	4.1 *	0.9 *	9.6 *	2		1	1	1		5	0.0% *	98.1% *	53.6% *	
	%	44.4		44.4	11.1		100							40.0		20.0	20.0	20.0		100				
E7	#	51	3		1		55	10.6	4.2	4.2	5.1	2.4	4.2	16	1					17	51.8%	43.2%	0.0%	
	%	92.7	5.5		1.8		100							94.1	5.9					100				
E8	#	41	4		6	2	53	20.9	2.1	1.6	13.4	No	No	22	3	3	2			30	35.9%	Yes	Yes	
	%	77.4	7.5		11.3	3.8								100	73.3	10.0	10.0	6.7						100
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **75.5%**

Level of Goal Attainment for 2022: **68.9%**

Level of Goal Attainment for 2023: **73.0%**

## Patriots Point Development Authority

Agency Director: Allison Hunt

EEO Officer: Jawanda Collier

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1,E2	#	9			10	1		20	3.8	32.1	9.0	3.8 <sup>*</sup>	No	4.0 <sup>*</sup>	6			4			10	0.0% <sup>*</sup>	Yes	55.7% <sup>*</sup>
	%	45.0			50.0	5.0		100							60.0			40.0			100			
E3,E5,E6	#	1	1		3	1		6	7.0	31.9	7.0	No	No	No				5	1		6	Yes	Yes	Yes
	%	16.7	16.7		50.0	16.7		100										83.3	16.7		100			
E4	#	4			2			6	11.9	18.8	7.9	11.9 <sup>*</sup>	No	7.9 <sup>*</sup>	2						2	0.0% <sup>*</sup>	Yes	0.0% <sup>*</sup>
	%	66.7			33.3			100							100.0						100			
E7	#	14	9			1		24	15.0	13.6	12.2	No	13.6	8.0	8	5					13	Yes	0.0%	34.3%
	%	58.3	37.5			4.2		100							61.5	38.5					100			
E8	#		3		2	3	1	9	7.0	32.1	8.4	No	9.9 <sup>*</sup>	No	5				2		7	Yes	69.2% <sup>*</sup>	Yes
	%		33.3		22.2	33.3	11.1	100							71.4				28.6		100			
	#																							
	%																							
	#																							
	%																							
	#																							
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	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **75.9%**

Level of Goal Attainment for 2022: **73.9%**

Level of Goal Attainment for 2023: **79.9%**

## SC Ports Authority (Page 1 of 2)

Agency Director: Barbara Melvin

EEO Officer: Daron Hogan

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	21	4		5	2		32	3.0	20.3	2.0	No	4.7	No	2			1	1		4	Yes	76.8%	Yes
	%	65.6	12.5		15.6	6.3		100							50.0			25.0	25.0		100			
E2A	#	22	5		6	2	1	36	5.9	20.4	3.4	No	3.7	No	3			1			4	Yes	81.8%	Yes
	%	61.1	13.9		16.7	5.6	2.8	100							75.0			25.0			100			
E2B	#	23	2	2	22	2	2	53	4.7	33.8	7.9	0.9	No	4.1	3			9			12	81.3%	Yes	48.0%
	%	43.4	3.8	3.8	41.5	3.8	3.8	100							25.0			75.0			100			
E3	#	15	3	1	2	3	2	26	8.7	15.3	5.8	No	7.6	No	5	1					6	Yes	50.3%	Yes
	%	57.7	11.5	3.8	7.7	11.5	7.7	100							83.3	16.7					100			
E4A	#	16		3	3	2	1	25	16.6	5.5	4.3	16.6	No	No	5		2		2		9	0.0%	Yes	Yes
	%	64.0		12.0	12.0	8.0	4.0	100							55.6		22.2		22.2		100			
E4B	#	9	19	2	6	15	1	52	18.1	11.4	13.8	No	No	No	1	1	1	1	1	1	6	Yes	Yes	Yes
	%	17.3	36.5	3.8	11.5	28.8	1.9	100							16.7	16.7	16.7	16.7	16.7	16.7	100			
E5	#	29	12	2	26	10	2	81	7.1	32.6	8.6	No	0.5	No	1			4	2	1	8	Yes	98.4%	Yes
	%	35.8	14.8	2.5	32.1	12.3	2.5	100							12.5			50.0	25.0	12.5	100			
E7A	#	38	5	2		1		46	13.7	9.0	4.6	2.8	9.0	2.4	1	1					2	79.6%	0.0%	48.0%
	%	82.6	10.9	4.3		2.2		100							50.0	50.0					100			
E7B	#	116	11	11				138	9.9	2.1	0.7	1.9	2.1	0.7	27	2	5				34	80.5%	0.0%	0.0%
	%	84.1	8.0	8.0				100							79.4	5.9	14.7				100			

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **84.8%**  
Level of Goal Attainment for 2022: **72.6%**  
Level of Goal Attainment for 2023: **75.6%**

## SC Ports Authority (Page 2 of 2)

Agency Director: Barbara Melvin

EEO Officer: Daron Hogan

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E7C	#	243	151	29	2	4	2	431	30.6	3.0	3.0	No	2.5	2.1	37	25	4		2	1	69	Yes	16.9%	29.7%
	%	56.4	35	6.7	0.5	0.9	0.5	100							53.6	36.2	5.8		2.9	1.4	100			
	#																							
	%																							
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

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WF = White Female

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**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **84.8%**

Level of Goal Attainment for 2022: **72.6%**

Level of Goal Attainment for 2023: **75.6%**

## Department of Probation, Parole, & Pardon Services

Agency Acting Director: Jodi D. Gallman

EEO Officer: Paul Angus

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	8	2		2	6	1	19	9.0	22.4	16.1	No	11.9	No	3	2		1	3	1	10	Yes	46.9%	Yes
	%	42.1	10.5		10.5	31.6	5.3	100							30.0	20.0		10.0	30.0	10.0	100			
E2	#	19	21	2	68	118	8	236	7.3	31.7	33.5	No	2.9	No	9	7		14	35	4	69	Yes	90.9%	Yes
	%	8.1	8.9	0.8	28.8	50.0	3.4	100							13.0	10.1		20.3	50.7	5.8	100			
E2A	#	144	57	13	94	78	3	389	14.5	13.7	19.4	No	No	No	74	32	8	45	49	3	211	Yes	Yes	Yes
	%	37.0	14.7	3.3	24.2	20.1	0.8	100							35.1	15.2	3.8	21.3	23.2	1.4	100			
E3	#	2	1			2	1	6	7.2	21.3	14.5	No	21.3	No	1				1		2	Yes	0.0%	Yes
	%	33.3	16.7			33.3	16.7	100							50.0					50.0				
E5	#	1			10	19	1	31	4.8	40.7	33.1	4.8	8.4	No				4	6		10	0.0%	79.4%	Yes
	%	3.2			32.3	61.3	3.2	100										40.0	60.0		100			
E6	#				22	16	1	39	1.5	63.6	17.8	1.5	7.2	No				9	6	1	16	0.0%	88.6%	Yes
	%				56.4	41.0	2.6	100										56.3	37.5	6.3	100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **85.0%**  
Level of Goal Attainment for 2022: **83.1%**  
Level of Goal Attainment for 2023: **82.7%**

## South Carolina Public Employee Benefit Authority

Agency Director: Peggy Boykin

EEO Officer: Angela Thornton

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	12			12	6		30	9.6	23.7	17.5	9.6	No	No	3			3	1		7	0.0%	Yes	Yes
	%	40.0			40.0	20.0		100							42.9			42.9	14.3		100			
E2	#	43	19		57	74	5	198	8.9	26.4	29.7	No	No	No	9	8		15	31	2	65	Yes	Yes	Yes
	%	21.7	9.6		28.8	37.4	2.5	100							13.8	12.3		23.1	47.7	3.1	100			
E3	#	9	2		5			16	11.9	13.4	11.4	No	No	11.4	1	1					2	Yes	Yes	0.0%
	%	56.3	12.5		31.3		100	50.0							50.0				100					
E5	#				1			1	3.0	50.6	23.5	3.0	No	23.5				2			2	0.0%	Yes	0.0%
	%				100.0		100										100.0		100					
E6,E8	#		1		1	5		7	20.2	14.4	30.7	5.9	0.1	No		1					1	70.8%	99.5%	Yes
	%		14.3		14.3	71.4	100								100.0				100					
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **82.7%**

Level of Goal Attainment for 2022: **84.7%**

Level of Goal Attainment for 2023: **82.3%**



## South Carolina Department of Public Safety (Page 1 of 2)

Agency Director: Robert Woods

EEO Officer: Tonya Chambers

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	5	2		3		10	10.0	17.9	10.9	No	No	10.9								Yes	Yes	0.0%	
	%	50.0	20.0		30.0									100										
E2A	#	56	14	1	24	18	1	114	6.1	36.8	26.6	No	15.7	10.8	10	4		1	4		19	Yes	57.4%	59.5%
	%	49.1	12.3	0.9	21.1	15.8	0.9	100							52.6	21.1		5.3	21.1		100			
E2B	#	231	34	7	5	3		280	18.1	7.2	9.9	6.0	5.4	8.8	45	9	6	3		63	66.7%	25.2%	11.1%	
	%	82.5	12.1	2.5	1.8	1.1		100							71.4	14.3	9.5	4.8		100				
E2C	#	20	7	1	37	33	2	100	6.6	35.9	21.1	No	No	No	8	2		4	9	2	25	Yes	Yes	Yes
	%	20.0	7.0	1.0	37.0	33.0	2.0	100							32.0	8.0		16.0	36.0	8.0	100			
E3	#	14	8	1	31	27	2	83	15.8	21.4	13.4	6.2	No	No	8	6	3	21	17	2	57	60.9%	Yes	Yes
	%	16.9	9.6	1.2	37.3	32.5	2.4	100							14.0	10.5	5.3	36.8	29.8	3.5	100			
E4	#	497	106	26	32	20	3	684	14.5	5.2	2.7	No	0.5	No	112	28	13	7	5	1	166	Yes	90.6%	Yes
	%	72.7	15.5	3.8	4.7	2.9	0.4	100							67.5	16.9	7.8	4.2	3.0	0.6	100			
E5	#		2		8	7		17	3.1	56.0	21.2	No	8.9	No		2		4	1		7	Yes	84.2%	Yes
	%		11.8		47.1	41.2		100								28.6		57.1	14.3		100			
E6	#	1				1		2	7.4	44.8	23.6	7.4 <sup>*</sup>	44.8 <sup>*</sup>	No								0.0% <sup>*</sup>	0.0% <sup>*</sup>	Yes
	%	50.0				50.0		100																
E7	#	8	7	1		2		18	22.5	2.2	4.9	No	2.2 <sup>*</sup>	No	1	1	1				3	Yes	0.0% <sup>*</sup>	Yes
	%	44.4	38.9	5.6		11.1		100							33.3	33.3	33.3							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **83.7%**  
Level of Goal Attainment for 2022: **82.1%**  
Level of Goal Attainment for 2023: **79.1%**

## South Carolina Department of Public Safety (Page 2 of 2)

Agency Director: Robert Woods

EEO Officer: Tonya Chambers

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E8	#	3	4				7	14.3	18.3	13.9	No	18.3	13.9	1	1					2	Yes	0.0%	0.0%
	%	42.9	57.1				100							50.0	50.0					100			
	#																						
	%																						
	#																						
	%																						
	#																						
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**Legend:**

WM = White Male

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OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **83.7%**

Level of Goal Attainment for 2022: **82.1%**

Level of Goal Attainment for 2023: **79.1%**

Public Service Commission																								
Agency Director: Chairman Florence Belser EEO Officer: Jawanda Collier																								
1	2							3	4						5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)	Underutilization						Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	4			4	1	9	4.2	28.2	7.3	4.2	No	No									0.0%	Yes	Yes
	%	44.4			44.4	11.1	100																	
E2	#	4			10	1	15	3.4	45.5	7.3	3.4	No	0.6		2			4			6	0.0%	Yes	92.4%
	%	26.7			66.7	6.7	100								33.3			66.7			100			
E3,E5	#	1			3	1	5	4.8	37.9	9.7	4.8	No	No									0.0%	Yes	Yes
	%	20.0			60.0	20.0	100																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend:

WM = White Male      BM = Black Male      OM = Other Male      # = Number

WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment:

Level of Goal Attainment for 2021: **100.0%**

Level of Goal Attainment for 2022: **100.0%**

Level of Goal Attainment for 2023: **98.7%**

## SC Office of Regulatory Staff

Acting Agency Director: Andrew Bateman

EEO Officer: Kim Lassiter

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	4		4			8	4.5	28.1	5.6	4.5 *	No	5.6 *				1			1	0.0% *	Yes	0.0% *	
	%	50.0		50.0			100										100.0			100				
E2	#	35	5	4	19	13	2	78	6.2	30.3	12.9	No	5.9	No	5		2	4	3		14	Yes	80.6%	Yes
	%	44.9	6.4	5.1	24.4	16.7	2.6	100							35.7		14.3	28.6	21.4		100			
E5	#			2			2	2.6	60.5	19.3	2.6 *	No	19.3 *				1			1	0.0% *	Yes	0.0% *	
	%			100.0			100										100.0			100				
	#																							
	%																							
	#																							
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	%																							

**Legend:**

WM = White Male

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OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **91.0%**

Level of Goal Attainment for 2022: **86.1%**

Level of Goal Attainment for 2023: **96.1%**

## SC Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Sally Fulkert

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	3			1		4	3.0	32.8	5.4	3.0 <sup>*</sup>	7.8 <sup>*</sup>	5.4 <sup>*</sup>								0.0% <sup>*</sup>	76.2% <sup>*</sup>	0.0% <sup>*</sup>
	%	75.0			25.0		100																
E2	#	21	1		8	2	32	4.0	38.0	9.3	0.9 <sup>*</sup>	13.0	3.0 <sup>*</sup>	5	1		2			8	77.8% <sup>*</sup>	65.8%	67.6% <sup>*</sup>
	%	65.6	3.1		25.0	6.3	100							62.5	12.5		25.0			100			
E3,E5	#				1	2	3	2.7	52.8	13.2	2.7 <sup>*</sup>	19.5 <sup>*</sup>	No					1		1	0.0% <sup>*</sup>	63.0% <sup>*</sup>	Yes
	%				33.3	66.7	100											100.0		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male

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# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **84.8%**

Level of Goal Attainment for 2022: **94.8%**

Level of Goal Attainment for 2023: **75.0%**

## SC Revenue and Fiscal Affairs Office

Agency Director: Frank Rainwater

EEO Officer: Jawanda Collier

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	10			10			20	5.8	26.3	7.5	5.8	No	7.5	2			3			5	0.0%	Yes	0.0%
	%	50.0			50.0			100							40.0			60.0			100			
E2	#	12	1		14	3	3	33	5.7	28.5	11.2	2.7 *	No	2.1 *	1			3			4	52.6% *	Yes	81.5% *
	%	36.4	3.0		42.4	9.1	9.1	100							25.0			75.0			100			
E3	#	4	1	1	1			7	8.2	17.6	8.4	No	3.3 *	8.4 *								Yes	81.2% *	0.0% *
	%	57.1	14.3	14.3	14.3			100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.2%**

Level of Goal Attainment for 2022: **76.5%**

Level of Goal Attainment for 2023: **64.4%**

## South Carolina Department of Revenue

Agency Director: W. Hartley Powell

EEO Officer: Angela Stroud

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	12	1		12	1		26	7.8	27.7	21.1	4.0	No	17.3	3			2			5	48.7%	Yes	18.0%
	%	46.2	3.8		46.2	3.8		100							60.0			40.0			100			
E2A	#	6	2		6	8		22	4.8	33.1	16.9	No	5.8	No				2			2	Yes	82.4%	Yes
	%	27.3	9.1		27.3	36.4		100										100.0			100			
E2B	#	29	4		31	19	1	84	5.8	32.1	20.8	1.0	No	No	6	2		6	3	1	18	82.8%	Yes	Yes
	%	34.5	4.8		36.9	22.6	1.2	100							33.3	11.1		33.3	16.7	5.6	100			
E2C	#	88	20	3	97	66	9	283	8.6	35.4	14.3	1.5	1.1	No	20	4		20	16	3	63	82.8%	96.9%	Yes
	%	31.1	7.1	1.1	34.3	23.3	3.2	100							31.7	6.3		31.7	25.4	4.8	100			
E3	#	11	5	4	8	4	1	33	8.3	19.0	11.4	No	No	No	5	1	1	1	1	1	10	Yes	Yes	Yes
	%	33.3	15.2	12.1	24.2	12.1	3	100							50.0	10.0	10.0	10.0	10.0	10.0	100			
E4	#	12	5			3		20	9.9	5.5	7.8	No	5.5	No	11	6	2		2		21	Yes	0.0%	Yes
	%	60.0	25.0			15.0		100							52.4	28.6	9.5		9.5		100			
E5	#	18	4		41	47	4	114	10.1	39.6	23.6	6.6	3.6	No	18	3		9	39	3	72	34.7%	91.0%	Yes
	%	15.8	3.5		36.0	41.2	3.5	100							25.0	4.2		12.5	54.2	4.2	100			
E6	#	5	5		12	31	2	55	9.3	30.0	30.7	0.2	8.2	No	1	1		3	12	1	18	97.7%	72.7%	Yes
	%	9.1	9.1		21.8	56.4	3.6	100							5.6	5.6		16.7	66.7	5.6	100			
E7,E8	#	2			1		1	4	6.9	37.5	29.0	6.9	12.5	29.0								0.0%	66.6%	0.0%
	%	50.0			25.0		25.0	100																

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **99.8%**  
Level of Goal Attainment for 2022: **90.2%**  
Level of Goal Attainment for 2023: **79.8%**

## Santee Cooper

Agency Director: Jimmy Staton

EEO Officer: Edwina Roseboro-Barnes

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	8	1	1	4	3		17	5.7	24.4	11.4	No	0.9 <sup>*</sup>	No	2			1			3	Yes	96.1% <sup>*</sup>	Yes
	%	47.1	5.9	5.9	23.5	17.6		100							66.7			33.3			100			
E2	#	307	44	14	132	35	6	538	6.9	21.3	5.3	No	No	No	58	12	5	24	6	1	106	Yes	Yes	Yes
	%	57.1	8.2	2.6	24.5	6.5	1.1	100							54.7	11.3	4.7	22.6	5.7	0.9	100			
E3	#	73	14	1	22	6	1	117	12.8	7.9	2.8	0.8 <sup>*</sup>	No	No	12	1	1	3			17	93.6% <sup>*</sup>	Yes	Yes
	%	62.4	12.0	0.9	18.8	5.1	0.9	100							70.6	5.9	5.9	17.6			100			
E6	#	18	11	1	74	17	4	125	6.3	45.8	12.8	No	No	No	3	3		17	6	1	30	Yes	Yes	Yes
	%	14.4	8.8	0.8	59.2	13.6	3.2	100							10.0	10.0		56.7	20.0	3.3	100			
E7,E8	#	598	115	10	23	21		767	14.3	9.7	8.5	No	6.7	5.8	145	17	4	1	1		168	Yes	30.8%	31.8%
	%	78.0	15.0	1.3	3.0	2.7		100							86.3	10.1	2.4	0.6	0.6		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **99.8%**

Level of Goal Attainment for 2022: **90.2%**

Level of Goal Attainment for 2023: **90.2%**



## Sea Grant Consortium

Agency Director: Pamela Susan Lovelace

EEO Officer: Marlena Davis

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1,E2	#	3	1		11	1		16	4.2	42.2	6.8	No	No	0.5								Yes	Yes	93.2%
	%	18.8	6.3		68.8	6.3		100																
E3	#	1.0			1.0			2	4.2	20.7	2.9	4.2	No	2.9								0.0%	Yes	0.0%
	%	50.0			50.0			100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021:  
Level of Goal Attainment for 2022: **84.5%**  
Level of Goal Attainment for 2023: **98.3%**

## South Carolina Secretary of State's Office

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	1			5	1	7	5.3	21.7	4.5	5.3	No	No				2			2	0.0%	Yes	Yes
	%	14.3			71.4	14.3								100				100.0					
E2	#	2		1	5	3	11	8.6	25.9	17.6	8.6	No	No	1						1	0.0%	Yes	Yes
	%	18.2		9.1	45.5	27.3								100	100.0				100				
E5	#				7	6	1	5.5	41.1	25.8	5.5	No	No				1	2		3	0.0%	Yes	Yes
	%				50.0	42.9	7.1							100				33.3	66.7				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **99.1%**

Level of Goal Attainment for 2022: **75.0%**

Level of Goal Attainment for 2023: **100.0%**

## SC Department of Social Services (Page 1 of 2)

Agency Director: Michael Leach

EEO Officer: Valencia Gadson

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	6	3	1	8	6		24	4.7	36.6	16.7	No	3.3 <sup>*</sup>	No								Yes	90.9% <sup>*</sup>	Yes
	%	25.0	12.5	4.2	33.3	25.0		100																
E1A	#	12	2		23	15		52	4.4	39.7	16.6	0.6 <sup>*</sup>	No	No	1			1			2	85.7% <sup>*</sup>	Yes	Yes
	%	23.1	3.8		44.2	28.8		100							50.0			50.0			100			
E1B	#	20	9	2	43	58		132	4.6	39.6	20.2	No	7.0	No				3			3	Yes	82.3%	Yes
	%	15.2	6.8	1.5	32.6	43.9		100										100.0		100				
E2,E2A	#	66	26	4	176	236	15	523	4.8	33.5	14.9	No	No	No	16	1		17	21	4	59	Yes	Yes	Yes
	%	12.6	5.0	0.8	33.7	45.1	2.9	100							27.1	1.7		28.8	35.6	6.8	100			
E2B	#	32	42	3	217	469	5	768	5.3	42.4	22.5	No	14.1	No	4	6	1	15	35		61	Yes	66.8%	Yes
	%	4.2	5.5	0.4	28.3	61.1	0.7	100							6.6	9.8	1.6	24.6	57.4		100			
E2C	#	2	1		12	21		36	5.4	44.7	19.8	2.6 <sup>*</sup>	11.4	No	1			3	12		16	52.2% <sup>*</sup>	74.5%	Yes
	%	5.6	2.8		33.3	58.3		100							6.3			18.8	75.0		100			
E3	#	4	2	1	3	7	1	18	7.3	21.1	12.6	No	4.4 <sup>*</sup>	No			1		1	1	3	Yes	79.3% <sup>*</sup>	Yes
	%	22.2	11.1	5.6	16.7	38.9	5.6	100									33.3		33.3	33.3	100			
E3A	#	1	1	1		1		4	7.7	15.8	5.9	No	15.8 <sup>*</sup>	No								Yes	0.0% <sup>*</sup>	Yes
	%	25.0	25.0	25.0		25.0		100																
E3B	#				1	3		4	7.2 <sup>*</sup>	44.4	25.8	7.2 <sup>*</sup>	19.4 <sup>*</sup>	No	1						1	0.0% <sup>*</sup>	56.3% <sup>*</sup>	Yes
	%				25.0	75.0		100							100.0						100			

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.5%**  
Level of Goal Attainment for 2022: **92.1%**  
Level of Goal Attainment for 2023: **88.6%**

## SC Department of Social Services (Page 2 of 2)

Agency Director: Michael Leach

EEO Officer: Valencia Gadson

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E3C	#			1	1		2	5.3	29.8	20.1	5.3	No	No				1	1		2	0.0%	Yes	Yes
	%			50.0	50.0		100										50.0	50.0		100			
E4	#	6	2	1	1		10	5.1	26.9	3.9	No	16.9	3.9								Yes	37.2%	0.0%
	%	60.0	20.0	10.0	10.0		100																
E5A	#	8	6		31	62	2	3.9	48.1	20.5	No	19.7	No	1	1		3	1	1	7	Yes	59.1%	Yes
	%	7.3	5.5		28.4	56.9	1.8							100	14.3	14.3		42.9	14.3	14.3			
E5B	#	68	130	4	563	1208	60	5.7	41.3	26.5	No	13.6	No	40	50	2	168	370	30	660	Yes	67.1%	Yes
	%	3.3	6.4	0.2	27.7	59.4	3.0							100	6.1	7.6	0.3	25.5	56.1	4.5			
E5C	#	13	13	1	122	295	13	4.4	46.2	21.7	1.6	19.5	No	5	6	1	55	166	12	245	63.4%	57.8%	Yes
	%	2.8	2.8	0.2	26.7	64.6	2.8							100	2.0	2.4	0.4	22.4	67.8	4.9			
E6	#	3	4		84	117	8	1.2	64.0	14.8	No	25.1	No	1	4		29	51	3	88	Yes	60.7%	Yes
	%	1.4	1.9		38.9	54.2	3.7							100	1.1	4.5		33.0	58.0	3.4			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.5%**  
Level of Goal Attainment for 2022: **92.1%**  
Level of Goal Attainment for 2023: **88.6%**

## South Carolina State University (Page 1 of 2)

President: Retired Colonel Alexander Conyers

EEO Officer: Ron York

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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,E1	#		8		1	14		23	7.2	17.9	17.3	No	13.6	No	1	1			2		4	Yes	24.1%	Yes
	%		34.8		4.3	60.9		100							25.0	25.0			50.0		100			
C2	#		6	1		5	1	13	8.8	19.3	21.1	No	19.3	No		1					1	Yes	0.0%	Yes
	%		46.2	7.7		38.5	7.7	100								100.0					100			
C3	#	9	8	3	3	9	3	35	7.4	20.3	22.3	No	11.7	No			2				2	Yes	42.3%	Yes
	%	25.7	22.9	8.6	8.6	25.7	8.6	100									100.0				100			
C4	#	4	9	3	1	15	2	34	7.7	18.9	21.1	No	16.0	No			3		8	2	13	Yes	15.3%	Yes
	%	11.8	26.5	8.8	2.9	44.1	5.9	100									23.1		61.5	15.4	100			
C5	#	3	7	4	3	18	2	37	9.2	21.2	21.5	No	13.1	No		2			9		11	Yes	38.2%	Yes
	%	8.1	18.9	10.8	8.1	48.6	5.4	100								18.2			81.8		100			
C6	#	3	4	2	1	13		23	10.2	19.7	22.5	No	15.4	No					4		4	Yes	21.9%	Yes
	%	13.0	17.4	8.7	4.3	56.5		100											100.0		100			
C7	#					1		1	0.6	55.1	29.9	0.6	55.1	No								0.0%	0.0%	Yes
	%					100.0		100																
C8	#		1			3		4	11.8	20.2	23.4	No	20.2	No								Yes	0.0%	Yes
	%		25.0			75.0		100																
C9	#	4	11		1	7	2	25	24.3	17.3	6.5	No	13.3	No		6		2	3		11	Yes	23.2%	Yes
	%	16.0	44.0		4.0	28.0	8.0	100								54.5		18.2	27.3		100			

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **71.1%**  
Level of Goal Attainment for 2022: **69.6%**  
Level of Goal Attainment for 2023: **74.9%**

## South Carolina State University (Page 2 of 2)

President: Retired Colonel Alexander Conyers

EEO Officer: Ron York

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E2	#	3	16		1	49		69	9.3	24.8	19.5	No	23.4	No	5	4			16		25	Yes	5.6%	Yes
	%	4.3	23.2		1.4	71.0		100							20.0	16.0			64.0		100			
E3	#	1	3			12		16	4.4	29.2	7.2	No	29.2	No					5		5	Yes	0.0%	Yes
	%	6.3	18.8			75.0		100											100.0		100			
E4	#		7			2		9	17.8	24.1	18.2	No	24.1	No								Yes	0.0%	Yes
	%		77.8			22.2		100																
E5	#		2			12		14	17.0	25.9	33.4	2.7 <sup>*</sup>	25.9	No								84.3% <sup>*</sup>	0.0%	Yes
	%		14.3			85.7		100																
E6	#		3		1	15		19	4.8	31.6	38.3	No	26.3	No								Yes	16.8%	Yes
	%		15.8		5.3	78.9		100																
E7,E8	#		2			1		3	20.8	4.1	15.7	No	4.1 <sup>*</sup>	No								Yes	0.0% <sup>*</sup>	Yes
	%		66.7			33.3		100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **71.1%**

Level of Goal Attainment for 2022: **69.6%**

Level of Goal Attainment for 2023: **74.9%**

## State Board for Technical and Comprehensive Education

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy Peacock

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	5		1	2	3		11	5.2	22.2	3.1	5.2 <sup>*</sup>	4.0 <sup>*</sup>	No	1			1			2	0.0% <sup>*</sup>	82.0% <sup>*</sup>	Yes
	%	45.5		9.1	18.2	27.3		100							50.0			50.0			100			
E2	#	19	10	2	36	20	4	91	6.0	29.4	8.1	No	No	No	3	1		8	10	1	23	Yes	Yes	Yes
	%	20.9	11.0	2.2	39.6	22.0	4.4	100							13.0	4.3		34.8	43.5	4.3	100			
E3,E5,E7	#	8	3		11	3	2	27	12.1	26.7	9.4	1.0 <sup>*</sup>	No	No				1			1	92.1% <sup>*</sup>	Yes	Yes
	%	29.6	11.1		40.7	11.1	7.4	100										100.0			100			
	#																							
	%																							
	#																							
	%																							
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	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **99.5%**

Level of Goal Attainment for 2022: **98.0%**

Level of Goal Attainment for 2023: **96.8%**

## Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia M. Byrd

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1	#	3			2	1		6	6.0	37.7	10.2	6.0 <sup>*</sup>	4.4 <sup>*</sup>	No								0.0% <sup>*</sup>	88.3% <sup>*</sup>	Yes
	%	50			33.3	16.7		100																
T3,T4,T5	#	23	4		19	13	1	60	3.7	40.4	6.4	No	8.7	No	3			2	2		7	Yes	78.5%	Yes
	%	38.3	6.7		31.7	21.7	1.7	100							42.9			28.6	28.6		100			
E2,E3	#	9	1		22	12		44	4.2	25.3	11.3	1.9 <sup>*</sup>	No	No				3	1		4	54.2% <sup>*</sup>	Yes	Yes
	%	20.5	2.3		50	27.3		100										75.0	25.0		100			
E5,E6	#		1	1	13	5	1	21	2.8	60.7	14.2	No	No	No			1	3			4	Yes	Yes	Yes
	%		4.8	4.8	61.9	23.8	4.8	100									25.0	75.0			100			
E7,E8	#	3						3	7.6	1.5	24.6	7.6 <sup>*</sup>	1.5 <sup>*</sup>	24.6 <sup>*</sup>	1						1	0.0% <sup>*</sup>	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%	100						100							100.0						100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **90.0%**  
Level of Goal Attainment for 2022: **92.0%**  
Level of Goal Attainment for 2023: **92.8%**



## Central Carolina Technical College

President: Kevin Pollock, Ph.D

EEO Officer: Trevon D. McClary

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2	#	4			5	1		10	5.8	39.3	13.1	5.8 *	No	3.1 *	2			2	1		5	0.0% *	Yes	76.1% *
	%	40.0			50.0	10.0		100							40.0			40.0	20.0		100			
T3,T4	#	27	2		37	7		73	4.4	39.5	12.2	1.7	No	2.6	1	1		2	2		6	61.9%	Yes	78.8%
	%	37.0	2.7		50.7	9.6		100							16.7	16.7		33.3	33.3		100			
T5,E2	#	10	5		26	25	1	67	6.7	39.3	18.5	No	0.5 *	No	6	4		8	14	1	33	Yes	98.8% *	Yes
	%	14.9	7.5		38.8	37.3	1.5	100							18.2	12.1		24.2	42.4	3.0	100			
E1	#	1						1	8.7	13.4	3.0	8.7 *	13.4 *	3.0 *								0.0% *	0.0% *	0.0% *
	%	100.0						100																
E3,E4,E5	#	3	6	2	9	4		24	9.9	26.8	15.8	No	No	No	1		1	3	4		9	Yes	Yes	Yes
	%	12.5	25.0	8.3	37.5	16.7		100							11.1		11.1	33.3	44.4		100			
E6	#	1			17	4		22	1.4	64.1	16.4	1.4 *	No	No				3	2		5	0.0% *	Yes	Yes
	%	4.5			77.3	18.2		100										60.0	40.0		100			
E7,E8	#	9	12		3	5		29	5.7	51.5	13.9	No	41.2	No	2	2		1	6		11	Yes	20.0%	Yes
	%	31.0	41.4		10.3	17.2		100							18.2	18.2		9.1	54.5		100			
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **95.4%**  
Level of Goal Attainment for 2022: **95.7%**  
Level of Goal Attainment for 2023: **89.7%**

## Denmark Technical College

President: Dr. Willie L. Todd, Jr.

EEO Officer: Ronald Stover

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,E1	#	1	7	1		5		14	7.1	33.6	14.0	No	33.6	No			1		1		2	Yes	0.0%	Yes
	%	7.1	50.0	7.1		35.7		100									50		50		100			
T3,T4	#	5	6	2		10	1	24	5.4	34.8	9.3	No	34.8	No	1		1				2	Yes	0.0%	Yes
	%	20.8	25.0	8.3		41.7	4.2	100							50.0		50.0			100				
E2	#	1	12		1	16		30	6.4	31.1	25.2	No	27.8	No		2			1		3	Yes	10.6%	Yes
	%	3.3	40.0		3.3	53.3		100								66.7			33.3		100			
E3,E5,E6	#	1			4	7		12	6.5	41.1	17.3	6.5	7.8	No								0.0%	81.1%	Yes
	%	8.3			33.3	58.3		100																
E4	#	1				1		2	20.2	11.1	15.4	20.2	11.1	No								0.0%	0.0%	Yes
	%	50.0				50.0		100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **74.2%**

Level of Goal Attainment for 2022: **72.9%**

Level of Goal Attainment for 2023: **74.3%**

## Florence-Darlington Technical College

President: Dr. Jermaine Ford

EEO Officer: Terry Dingle

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2	#	1	3		2	1	2	9	7.7	37.1	21.3	No	14.9	10.2					1	1	Yes	59.8%	52.1%	
	%	11.1	33.3		22.2	11.1	22.2	100											100.0	100				
T3,T4,T5	#	25	4	1	31	12	3	76	3.6	44.0	11.0	No	3.2	No	3			2	1		6	Yes	92.7%	Yes
	%	32.9	5.3	1.3	40.8	15.8	3.9	100							50.0			33.3	16.7		100			
E2	#	11	4	1	23	15		54	8.5	27.6	15.1	1.1	No	No	2	4		6	2	1	15	86.6%	Yes	Yes
	%	20.4	7.4	1.9	42.6	27.8		100							13.3	26.7		40.0	13.3	6.7	100			
E3,E7,E8	#	20	8		4	2		34	12.8	14.2	12.7	No	2.4	6.8		1					1	Yes	82.9%	46.6%
	%	58.8	23.5		11.8	5.9		100								100.0					100			
E5,E6	#	3	1		15	18		37	1.9	57.5	22.9	No	17.0	No		1		3			4	Yes	70.4%	Yes
	%	8.1	2.7		40.5	48.6		100								25.0		75.0			100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **92.6%**  
Level of Goal Attainment for 2022: **89.0%**  
Level of Goal Attainment for 2023: **86.1%**

## Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Susan Jones

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2,E1	#	10	6		9	3	1	29	4.7	38.2	9.5	No	7.2	No	1	1					2	Yes	81.2%	Yes
	%	34.5	20.7		31.0	10.3	3.4	100							50.0	50.0					100			
T3,T4	#	140	21	9	100	15	7	292	4.1	35.8	3.1	No	1.6	No	9	1		15	2		27	Yes	95.4%	Yes
	%	47.9	7.2	3.1	34.2	5.1	2.4	100							33.3	3.7		55.6	7.4		100			
T5,E2	#	74	50	5	44	12	1	186	4.5	36.2	8.9	No	12.5	2.4	2	4		13	11	1	31	Yes	65.4%	72.7%
	%	39.8	26.9	2.7	23.7	6.5	0.5	100							6.5	12.9		41.9	35.5	3.2	100			
E3,E4,E5	#	31	16	6	28	5	1	87	6.5	29.6	7.4	No	No	1.7	3	1		2	1	1	8	Yes	Yes	77.1%
	%	35.6	18.4	6.9	32.2	5.7	1.1	100							37.5	12.5		25.0	12.5	12.5	100			
E6	#	21	11	1	7	3		43	0.7	68.8	9.3	No	52.5	2.3	1			8	2	1	12	Yes	23.7%	75.0%
	%	48.8	25.6	2.3	16.3	7.0		100							8.3			66.7	16.7	8.3	100			
E7,E8	#	11	10	2	29	11	1	64	7.5	12.2	7.2	No	No	No	4	3		2	1		10	Yes	Yes	Yes
	%	17.2	15.6	3.1	45.3	17.2	1.6	100							40.0	30.0		20.0	10.0		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **95.3%**

Level of Goal Attainment for 2022: **95.9%**

Level of Goal Attainment for 2023: **88.4%**

## Horry-Georgetown Technical College

President: Marilyn Fore  
EEO Officer: Jackie Snyder

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,E1	#	6			6	1	8	21	4.2	32.3	6.1	4.2 *	3.7 *	1.3 *	1			2			3	0.0% *	88.5% *	78.2% *
	%	28.6			28.6	4.8	38.1	100							33.3			66.7			100			
T3,T4	#	67	18	3	77	4	4	173	2.6	33.7	4.0	No	No	1.7	10		5	8	1		24	Yes	Yes	58.2%
	%	38.7	10.4	1.7	44.5	2.3	2.3	100							41.7		20.8	33.3	4.2		100			
T5,E2	#	14	3		53	14	6	90	4.6	36.3	8.3	1.3	No	No	6	1	2	12	3	3	27	71.2%	Yes	Yes
	%	15.6	3.3		58.9	15.6	6.7	100							22.2	3.7	7.4	44.4	11.1	11.1	100			
E3,E5	#	7	2	1	5	5		20	4.6	31.6	8.6	No	6.6	No	2	1					3	Yes	79.2%	Yes
	%	35.0	10.0	5.0	25.0	25.0		100							66.7	33.3					100			
E6	#		2		8	1		11	3.1	45.8	12.9	No	No	3.8 *				2	1		3	Yes	Yes	70.8% *
	%		18.2		72.7	9.1		100										66.7	33.3		100			
E7,E8	#	21	1		6	3	3	34	10.0	9.0	5.8	7.1	No	No	1	1		1	1		4	29.1%	Yes	Yes
	%	61.8	2.9		17.6	8.8	8.8	100							25.0	25.0		25.0	25.0		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **85.6%**  
Level of Goal Attainment for 2022: **76.0%**  
Level of Goal Attainment for 2023: **86.8%**

## Technical College of the Lowcountry

President: Dr. Richard Gough

EEO Officer: Tara Lahnen

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,E1	#	3	1		6			10	5.3	43.6	7.2	No	No	7.2				3			3	Yes	Yes	0.0%
	%	30.0	10.0		60.0			100									100.0			100				
T3,T4	#	17	4	1	32	2	2	58	3.3	38.2	9.5	No	No	6.1	2	1	1	1			5	Yes	Yes	35.8%
	%	29.3	6.9	1.7	55.2	3.4	3.4	100							40.0	20.0	20.0	20.0			100			
T5,E2	#	5	1		27	7	4	44	3.3	29.1	5.7	1.0	No	No		1		9	3	4	17	70.7%	Yes	Yes
	%	11.4	2.3		61.4	15.9	9.1	100								5.9		52.9	17.6	23.5	100			
E3,E5,E6	#	6			8	3	2	19	1.9	39.4	6.9	1.9	No	No	1			1		1	3	0.0%	Yes	Yes
	%	31.6			42.1	15.8	10.5	100							33.3			33.3		33.3	100			
E7,E8	#	7	2	1		2	1	13	2.8	56.6	6.1	No	56.6	No	3						3	Yes	0.0%	Yes
	%	53.8	15.4	7.7		15.4	7.7	100							100.0						100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **90.6%**

Level of Goal Attainment for 2022: **88.6%**

Level of Goal Attainment for 2023: **85.1%**

## Midlands Technical College

President: Ronald Rhames

EEO Officer: Alexea Ray

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2,E1	#	8	1		9	11		29	7.0	34.7	15.9	3.6	3.7	No	6	1		1	6	1	15	48.5%	89.3%	Yes
	%	27.6	3.4		31.0	37.9		100							40.0	6.7		6.7	40.0	6.7	100			
T3,T4	#	84	12	3	83	30	8	220	5.4	34.8	9.3	No	No	No	8			8	4	1	21	Yes	Yes	Yes
	%	38.2	5.5	1.4	37.7	13.6	3.6	100							38.1			38.1	19.0	4.8	100			
T5,E2	#	34	11		62	60	2	169	6.0	33.7	18.2	No	No	No	13	2		12	14	1	42	Yes	Yes	Yes
	%	20.1	6.5		36.7	35.5	1.2	100							31.0	4.8		28.6	33.3	2.4	100			
E3	#	13	2	1	12	10		38	12.1	15.7	11.3	6.8	No	No				1			1	43.9%	Yes	Yes
	%	34.2	5.3	2.6	31.6	26.3		100										100.0			100			
E4,E5	#	5	2	1	9	8	2	27	11.5	33.0	16.7	4.1	No	No	3		1	2	3		9	64.2%	Yes	Yes
	%	18.5	7.4	3.7	33.3	29.6	7.4	100							33.3		11.1	22.2	33.3		100			
E6	#		1		14	8		23	4.7	52.5	22.7	0.4	No	No				2			2	91.7%	Yes	Yes
	%		4.3		60.9	34.8		100										100.0			100			
E7	#	5	3			1		9	20.5	2.7	5.4	No	2.7	No	1						1	Yes	0.0%	Yes
	%	55.6	33.3			11.1		100							100.0					100				
E8	#	10	3		3	3		19	13.1	10.3	9.6	No	No	No		1					1	Yes	Yes	Yes
	%	52.6	15.8		15.8	15.8		100								100.0				100				
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **94.5%**

Level of Goal Attainment for 2022: **87.2%**

Level of Goal Attainment for 2023: **92.9%**

## Northeastern Technical College

President: Kyle Wagner, Ph.D.

EEO Officer: Christi Meggs

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2,E1	#	6	1		7	1	1	16	2.2	36.2	27.6	No	No	21.3	2			1			3	Yes	Yes	22.8%
	%	37.5	6.3		43.8	6.3	6.3	100							66.7			33.3			100			
T3,T4	#	15		2	7	3		27	17.0	35.6	3.1	17.0	9.7	No	5			2	1		8	0.0%	72.8%	Yes
	%	55.6		7.4	25.9	11.1		100							62.5			25.0	12.5		100			
E2,E3,E5	#	5	1		9	7		22	1.8	25.6	10.0	No	No	No	1			2	3		6	Yes	Yes	Yes
	%	22.7	4.5		40.9	31.8		100							16.7			33.3	50.0		100			
E6	#				1	1	1	3	0.5	55.1	28.5	0.5	21.8	No				1			1	0.0%	60.4%	Yes
	%				33.3	33.3	33.3	100										100.0			100			
E7,E8	#	5				2		7	20.5	7.6	7.8	20.5	7.6	No								0.0%	0.0%	Yes
	%	71.4				28.6		100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **79.7%**

Level of Goal Attainment for 2022: **76.0%**

Level of Goal Attainment for 2023: **73.5%**



## Orangeburg-Calhoun Technical College

President: Dr. Walt Tobin

EEO Officer: Marie Howell

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2	#	2			1	2		5	7.2	35.1	21.0	7.2 *	15.1 *	No								0.0% *	56.9% *	Yes
	%	40.0			20.0	40.0		100																
T3,T4	#	16	4		30	11	2	63	5.7	29.8	14.2	No	No	No	2	1		3	1		7	Yes	Yes	Yes
	%	25.4	6.3		47.6	17.5	3.2	100							28.6	14.3		42.9	14.3		100			
T5,E2	#	2	3		17	14		36	10.9	27.2	24.7	2.6 *	No	No	2			4	3		9	75.8% *	Yes	Yes
	%	5.6	8.3		47.2	38.9		100							22.2			44.4	33.3		100			
E3,E4,E5	#	3	2	1	9	2		17	18.7	18.7	18.9	6.9	No	7.1	1	1	1	1			4	63.1%	Yes	62.6%
	%	17.6	11.8	5.9	52.9	11.8		100							25.0	25.0	25.0	25.0			100			
E6	#				6	7		13	1.3	45.4	38.6	1.3 *	No	No				2	3		5	0.0% *	Yes	Yes
	%				46.2	53.8		100										40.0	60.0		100			
E7,E8	#	8	4	1	2	2		17	15.9	4.4	13.6	No	No	1.8 *	1				1		2	Yes	Yes	86.6% *
	%	47.1	23.5	5.9	11.8	11.8		100							50.0				50.0		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **93.0%**

Level of Goal Attainment for 2022: **89.9%**

Level of Goal Attainment for 2023: **90.3%**

# Piedmont Technical College

President: Dr. Hope Rivers

EEO Officer: Alesia Brown

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2	#	2			4	2		8	4.6	43.3	12.0	4.6 <sup>*</sup>	No	No								0.0% <sup>*</sup>	Yes	Yes
	%	25.0			50.0	25.0		100																
T3,T4	#	44	6	4	46	10	5	115	2.6	35.6	5.9	No	No	No	3	1	2	13	3		22	Yes	Yes	Yes
	%	38.3	5.2	3.5	40.0	8.7	4.3	100							13.6	4.5	9.1	59.1	13.6		100			
T5,E2	#	19	5	1	41	26	1	93	5.4	38.4	11.8	No	No	No	4	1		10	4	1	20	Yes	Yes	Yes
	%	20.4	5.4	1.1	44.1	28	1.1	100							20.0	5.0		50.0	20.0	5.0	100			
E3,E4,E5	#	9	1	1	13	1		25	7.8	28.5	5.9	3.8 <sup>*</sup>	No	1.9 <sup>*</sup>	4		1	1			6	51.6% <sup>*</sup>	Yes	67.5% <sup>*</sup>
	%	36.0	4.0	4.0	52.0	4.0		100							66.7		16.7	16.7			100			
E6	#	3			16	10		29	3.7	41.8	11.2	3.7	No	No	1			7	1		9	0.0%	Yes	Yes
	%	10.3			55.2	34.5		100							11.1			77.8	11.1		100			
E7	#	8	1					9	7.0	4.8	3.5	No	4.8 <sup>*</sup>	3.5 <sup>*</sup>								Yes	0.0% <sup>*</sup>	0.0% <sup>*</sup>
	%	88.9	11.1					100																
E8	#		1			1		2	13.6	10.2	9.9	No	10.2 <sup>*</sup>	No								Yes	0.0% <sup>*</sup>	Yes
	%		50.0			50.0		100																
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **95.9%**  
Level of Goal Attainment for 2022: **94.9%**  
Level of Goal Attainment for 2023: **89.4%**

## Spartanburg Community College

President: Gregory Michael Mikota EEO

Officer: Susan Chastain

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2,E1	#	7	1		7	3		18	8.5	36.1	7.6	2.9 <sup>*</sup>	No	No	2			2	2		6	65.8% <sup>*</sup>	Yes	Yes
	%	38.9	5.6		38.9	16.7		100							33.3			33.3	33.3		100			
T3,T4	#	50	5	4	75	11	5	150	2.7	33.1	6.6	No	No	No	10	1		11	2	2	26	Yes	Yes	Yes
	%	33.3	3.3	2.7	50.0	7.3	3.3	100							38.5	3.8		42.3	7.7	7.7	100			
T5,E2	#	19	7	1	45	16	2	90	5.1	44.0	9.6	No	No	No	4	3		15	8		30	Yes	Yes	Yes
	%	21.1	7.8	1.1	50.0	17.8	2.2	100							13.3	10.0		50.0	26.7		100			
E3,E5,E6	#	7	2	1	30	10	1	51	4.5	39.4	10.0	0.6 <sup>*</sup>	No	No	1	1		5	3		10	85.9% <sup>*</sup>	Yes	Yes
	%	13.7	3.9	2.0	58.8	19.6	2.0	100							10.0	10.0		50.0	30.0		100			
E4,E7,E8	#	23	2		2	2		29	8.3	8.8	4.5	1.4 <sup>*</sup>	1.9 <sup>*</sup>	No	2			1			3	83.6% <sup>*</sup>	78.3% <sup>*</sup>	Yes
	%	79.3	6.9		6.9	6.9		100							66.7			33.3			100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **94.7%**

Level of Goal Attainment for 2022: **90.4%**

Level of Goal Attainment for 2023: **94.2%**

## Tri-County Technical College

President: Galen DeHay  
EEO Officer: Scott Wheeler

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,T2,E1	#	11	1		13	2		27	4.1	29.5	5.1	0.4	No	No	1			1			2	91.1%	Yes	Yes
	%	40.7	3.7		48.1	7.4		100							50.0			50.0			100			
T3	#	17	1	2	20	5	2	47	3.7	36.0	4.0	1.6	No	No	1			1			2	57.1%	Yes	Yes
	%	36.2	2.1	4.3	42.6	10.6	4.3	100							50.0			50.0			100			
T4	#	40	4	2	51	3	2	102	3.7	36.6	3.9	No	No	1.0	7	2		7		2	18	Yes	Yes	75.2%
	%	39.2	3.9	2.0	50.0	2.9	2.0	100							38.9	11.1		38.9		11.1	100			
T5,E2	#	32	1	2	72	11	2	120	4.6	28.9	7.5	3.8	No	No	7			16	4		27	17.3%	Yes	Yes
	%	26.7	0.8	1.7	60.0	9.2	1.7	100							25.9			59.3	14.8		100			
E3,E5	#	12			18			30	3.0	41.5	9.0	3.0	No	9.0	4			4			8	0.0%	Yes	0.0%
	%	40.0			60.0			100							50.0			50.0			100			
E4,E7,E8	#	13			4	2		19	6.9	14.1	3.4	6.9	No	No	1				1		2	0.0%	Yes	Yes
	%	68.4			21.1	10.5		100							50.0				50.0		100			
E6	#				13	7		20	0.2	74.2	7.2	0.2	9.2	No				2	1		3	0.0%	87.6%	Yes
	%				65.0	35.0		100										66.7	33.3		100			
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **80.8%**  
Level of Goal Attainment for 2022: **78.3%**  
Level of Goal Attainment for 2023: **80.4%**

Trident Technical College																								
President: Dr. Mary Thornley																								
EEO Officer: DeVetta Williams Hughes																								
1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
T1,T2,E1	#	8	3		7	5	1	24	7.2	29.2	20.4	No	No	No	4			2	2		8	Yes	Yes	Yes
	%	33.3	12.5		29.2	20.8	4.2	100							50.0			25.0	25.0		100			
T3,T4	#	88	16	6	101	26	12	249	2.9	38.5	7.8	No	No	No	18	5	1	13	3	3	43	Yes	Yes	Yes
	%	35.3	6.4	2.4	40.6	10.4	4.8	100							41.9	11.6	2.3	30.2	7.0	7.0	100			
T5,E2	#	39	17	6	72	46	12	192	7.5	32.9	19.7	No	No	No	11	3	2	22	12	6	56	Yes	Yes	Yes
	%	20.3	8.9	3.1	37.5	24.0	6.3	100							19.6	5.4	3.6	39.3	21.4	10.7	100			
E3,E5,E6	#	18	6	1	34	20	3	82	3.5	43.9	17.0	No	2.4	No	3	1		8	9	1	22	Yes	94.5%	Yes
	%	22.0	7.3	1.2	41.5	24.4	3.7	100							13.6	4.5		36.4	40.9	4.5	100			
E4	#	2	2			1		5	20.8	11.0	3.9	No	11.0 *	No	1	1			1		3	Yes	0.0% *	Yes
	%	40.0	40.0			20.0		100							33.3	33.3			33.3		100			
E7,E8	#	15	16	2	5	8	2	48	11.1	10.5	8.8	No	0.1 *	No	2				2		4	Yes	99.3% *	Yes
	%	31.3	33.3	4.2	10.4	16.7	4.2	100							50.0				50.0		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend:

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

Notes:

• See Section IV and Section V for more information on the computational algorithms.

• If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.

• A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment:

Level of Goal Attainment for 2021: 95.5%

Level of Goal Attainment for 2022: 98.8%

Level of Goal Attainment for 2023: 99.6%

## Williamsburg Technical College

President: Dr Patricia A Lee  
EEO Officer: Jennifer C Strong

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1,E1	#		1		2	3		6	19.9	27.5	16.3	3.2 <sup>*</sup>	No	No								84.0% <sup>*</sup>	Yes	Yes
	%		16.7		33.3	50		100																
T3,T4	#	5	5		7	7	1	25	17.0	31.5	13.9	No	3.5 <sup>*</sup>	No	2	1		2	1		6	Yes	88.9% <sup>*</sup>	Yes
	%	20.0	20.0		28.0	28.0	4.0	100							33.3	16.7		33.3	16.7		100			
E2	#				11	3		14	11.2	22.7	23.0	11.2	No	1.6 <sup>*</sup>		1		1			2	0.0%	Yes	93.1% <sup>*</sup>
	%				78.6	21.4		100								50.0		50.0			100			
E3,E5,E6	#		4		2	6		12	6.2	34.0	25.8	No	17.3	No		1			2		3	Yes	49.1%	Yes
	%		33.3		16.7	50		100								33.3			66.7		100			
E7,E8	#	1	5					6	18.4	0.0	8.2	No	No	8.2 <sup>*</sup>		1					1	Yes	Yes	0.0% <sup>*</sup>
	%	16.7	83.3					100								100.0					100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **89.2%**  
Level of Goal Attainment for 2022: **77.6%**  
Level of Goal Attainment for 2023: **86.8%**

## York Technical College

President: Dr. Stacey Moore

EEO Officer: Koa Morgan

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
T1	#	3	1		2	1		7	3.0	25.2	3.6	No	No	No								Yes	Yes	Yes
	%	42.9	14.3		28.6	14.3		100																
T2,E1	#	2			4	2		8	3.1	34.0	8.9	3.1*	No	No	1			2			3	0.0%*	Yes	Yes
	%	25.0			50.0	25.0		100							33.3			66.7			100			
T3,T4	#	39	4	5	48	19	3	118	3.3	32.9	8.4	No	No	No	4	1	2	10	2	2	21	Yes	Yes	Yes
	%	33.1	3.4	4.2	40.7	16.1	2.5	100							19.0	4.8	9.5	47.6	9.5	9.5	100			
T5,E2	#	11	3	1	36	21		72	4.0	33.6	10.9	No	No	No	2	1		15	5	1	24	Yes	Yes	Yes
	%	15.3	4.2	1.4	50.0	29.2		100							8.3	4.2		62.5	20.8	4.2	100			
E3,E5	#	6	1	1	5	6		19	3.7	33.6	5.4	No	7.3	No	1			1	1		3	Yes	78.2%	Yes
	%	31.6	5.3	5.3	26.3	31.6		100							33.3			33.3	33.3		100			
E4,E7,E8	#	17	8		2	6		33	9.1	8.4	4.3	No	2.3*	No	3	3	1	1	1	1	10	Yes	72.8%*	Yes
	%	51.5	24.2		6.1	18.2		100							30.0	30.0	10.0	10.0	10.0	10.0	100			
E6	#				9	7		16	2.8	43.8	9.9	2.8*	No	No								0.0%*	Yes	Yes
	%				56.3	43.8		100																
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.3%**

Level of Goal Attainment for 2022: **99.4%**

Level of Goal Attainment for 2023: **97.4%**

## South Carolina Department of Transportation

Agency Director: Christy Hall  
EEO Officer: Cynthia J. Whittenburg

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	23	4		8	1	1	37	4.5	23.0	4.2	No	1.4 *	1.5 *	4			1			5	Yes	93.9% *	64.8% *
	%	62.2	10.8		21.6	2.7	2.7	100							80.0			20.0		100				
E2	#	132	31	8	131	88	11	401	6.1	33.9	10.5	No	1.2	No	28	15	2	34	25	2	106	Yes	96.3%	Yes
	%	32.9	7.7	2.0	32.7	21.9	2.7	100							26.4	14.2	1.9	32.1	23.6	1.9	100			
E2A	#	508	74	43	91	27	12	755	9.9	12.9	3.4	0.1 *	0.8	No	133	19	10	20	7	3	192	99.0% *	94.1%	Yes
	%	67.3	9.8	5.7	12.1	3.6	1.6	100							69.3	9.9	5.2	10.4	3.6	1.6	100			
E3,E5	#	76	9	6	109	34	4	238	8.0	35.8	14.0	4.2	No	No	29	5	3	30	15	2	84	47.5%	Yes	Yes
	%	31.9	3.8	2.5	45.8	14.3	1.7	100							34.5	6.0	3.6	35.7	17.9	2.4	100			
E3A	#	181	40	9	35	10	2	277	12.2	14.5	5.6	No	1.9	2.0	39	13	4	11	1	1	69	Yes	86.8%	64.0%
	%	65.3	14.4	3.2	12.6	3.6	0.7	100							56.5	18.8	5.8	15.9	1.4	1.4	100			
E6	#		1		22	15	1	39	5.9	44.9	20.8	3.3	No	No				4	2	1	7	44.1%	Yes	Yes
	%		2.6		56.4	38.5	2.6	100										57.1	28.6	14.3	100			
E7	#	1131	610	49	44	73	6	1913	26.1	7.7	7.0	No	5.4	3.2	469	243	33	19	31	2	797	Yes	29.7%	54.6%
	%	59.1	31.9	2.6	2.3	3.8	0.3	100							58.8	30.5	4.1	2.4	3.9	0.3	100			
E8	#	9	7		32	14	2	64	13.5	30.0	17.0	2.6	No	No	5	5		6	8	1	25	81.0%	Yes	Yes
	%	14.1	10.9		50.0	21.9	3.1	100							20.0	20.0		24.0	32.0	4.0	100			
	#																							
	%																							

Legend: WM = White Male BM = Black Male OM = Other Male # = Number  
WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2021: **87.7%**  
Level of Goal Attainment for 2022: **92.5%**  
Level of Goal Attainment for 2023: **85.7%**



## SC Office of the State Treasurer

Agency Director: Curtis M. Loftis

EEO Officer: Lisa O'Sullivan

1	2							3			4			5							6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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
E1	#	5			7		12	3.6	31.0	6.9	3.6	No	6.9	3			1			4	0.0%	Yes	0.0%
	%	41.7			58.3		100							75.0			25.0			100			
E2	#	18	1	2	20	7	48	4.2	36.6	13.3	2.1	No	No	1		2	5	3		11	50.1%	Yes	Yes
	%	37.5	2.1	4.2	41.7	14.6	100							9.1		18.2	45.5	27.3		100			
E3,E6	#	1	1	1	3	1	7	4.4	33.3	12.5	No	No	No			1		1		2	Yes	Yes	Yes
	%	14.3	14.3	14.3	42.9	14.3	100									50.0		50.0		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **98.6%**

Level of Goal Attainment for 2022: **94.7%**

Level of Goal Attainment for 2023: **92.9%**

# University of South Carolina (Page 1 of 3)

President: Michael Ameridis

EEO Officer: Molly Peirano

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
C122	#	37	9		28	4	2	80	4.7	30.0	7.1	No	No	2.1	2	3		4		1	10	Yes	Yes	70.2%
	%	46.3	11.3		35.0	5.0	2.5	100							20.0	30.0		40.0		10.0	100			
C223	#	66	4	12	53	12	5	152	5.4	39.0	13.1	2.8	4.1	5.2	6	14	2	3	3		28	48.5%	89.6%	60.3%
	%	43.4	2.6	7.9	34.9	7.9	3.3	100							21.4	50.0	7.1	10.7	10.7		100			
C328	#	269	7	82	152	16	26	552	3.5	31.9	5.3	2.2	4.4	2.4	6	1	6	7		1	21	37.0%	86.3%	54.4%
	%	48.7	1.3	14.9	27.5	2.9	4.7	100							28.6	4.8	28.6	33.3		4.8	100			
C428	#	202	18	55	192	25	51	543	2.9	31.7	5.2	No	No	0.6	12	5	6	11	3	4	41	Yes	Yes	89.0%
	%	37.2	3.3	10.1	35.4	4.6	9.4	100							29.3	12.2	14.6	26.8	7.3	9.8	100			
C528	#	113	16	66	127	20	48	390	3.6	32.7	5.5	No	0.1	0.4	13	13	11	17	2	7	63	Yes	99.7%	93.1%
	%	29	4.1	16.9	32.6	5.1	12.3	100							20.6	20.6	17.5	27.0	3.2	11.1	100			
C629	#	153	13	15	191	18	29	419	3.6	32.9	5.5	0.5	No	1.2	23	2	1	24	2	3	55	87.0%	Yes	78.0%
	%	36.5	3.1	3.6	45.6	4.3	6.9	100							41.8	3.6	1.8	43.6	3.6	5.5	100			
C729	#	15	1	1	18		2	37	3.8	34.3	5.5	1.1	No	5.5	3	4	1	1		1	10	71.5%	Yes	0.0%
	%	40.5	2.7	2.7	48.6		5.4	100							30.0	40.0	10.0	10.0		10.0	100			
C826	#	23	1	1	48	1	4	78	2.9	53.8	8.5	1.6	No	7.2		4		2		2	8	44.1%	Yes	15.3%
	%	29.5	1.3	1.3	61.5	1.3	5.1	100								50.0		25.0		25.0	100			
C829	#	134	12	19	161	32	25	383	4.2	34.6	4.7	1.1	No	No	10	1		20	10	4	45	73.9%	Yes	Yes
	%	35.0	3.1	5.0	42.0	8.4	6.5	100							22.2	2.2		44.4	22.2	8.9	100			

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **82.7%**  
Level of Goal Attainment for 2022: **84.3%**  
Level of Goal Attainment for 2023: **80.4%**

## University of South Carolina (Page 2 of 3)

President: Michael Ameridis

EEO Officer: Molly Peirano

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
C927	#	164	41	11	56	21	6	299	5.3	33.7	8.6	No	15.0	1.6	33	1	2	12	5	2	55	Yes	55.4%	81.5%
	%	54.8	13.7	3.7	18.7	7	2	100							60.0	1.8	3.6	21.8	9.1	3.6	100			
C930	#	43	3	5	46	8	1	106	5.1	27.5	5.6	2.3	No	No	8			6	1		15	55.2%	Yes	Yes
	%	40.6	2.8	4.7	43.4	7.5	0.9	100							53.3			40.0	6.7		100			
E202	#	161	30	16	271	76	14	568	9.3	28.5	11.6	4.0	No	No	26		5	49	20	3	103	57.1%	Yes	Yes
	%	28.3	5.3	2.8	47.7	13.4	2.5	100							25.2		4.9	47.6	19.4	2.9	100			
E203	#	159	45	15	285	122	21	647	9.1	33.1	14.6	2.1	No	No	29		4	62	30	13	138	76.8%	Yes	Yes
	%	24.6	7.0	2.3	44.0	18.9	3.2	100							21.0		2.9	44.9	21.7	9.4	100			
E204	#	19	8	1	12	20	2	62	25.1	18.6	8.1	12.2	No	No	4			2	3	1	10	51.5%	Yes	Yes
	%	30.6	12.9	1.6	19.4	32.3	3.2	100							40.0			20.0	30.0	10.0	100			
E205	#	88	17	6	181	80	20	392	8.5	35.0	25.9	4.2	No	5.5	13		1	40	19	6	79	50.4%	Yes	78.7%
	%	22.4	4.3	1.5	46.2	20.4	5.1	100							16.5		1.3	50.6	24.1	7.6	100			
E206	#	121	36	16	309	119	56	657	9.3	31.3	19.3	3.8	No	1.2	31		7	66	26	17	147	59.1%	Yes	93.8%
	%	18.4	5.5	2.4	47	18.1	8.5	100							21.1		4.8	44.9	17.7	11.6	100			
E307	#	48	17	14	15	6	5	105	19.6	14.2	12.1	3.4	No	6.4	5		2	5		2	14	82.8%	Yes	47.2%
	%	45.7	16.2	13.3	14.3	5.7	4.8	100							35.7		14.3	35.7		14.3	100			
E308	#	44	9	5	33	14	2	107	13.2	20.6	16.7	4.8	No	3.6	6		1	5	2		14	63.8%	Yes	78.3%
	%	41.1	8.4	4.7	30.8	13.1	1.9	100							42.9		7.1	35.7	14.3		100			

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **82.7%**

Level of Goal Attainment for 2022: **84.3%**

Level of Goal Attainment for 2023: **80.4%**

## University of South Carolina (Page 3 of 3)

President: Michael Ameridis

EEO Officer: Molly Peirano

1	2								3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023								Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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		
E309	#	51	12	13	10	7	2	95	14.6	15.4	13.1	2.0	4.9	5.7	2		1		1	2	6	86.1%	68.1%	56.3%	
	%	53.7	12.6	13.7	10.5	7.4	2.1	100							33.3		16.7		16.7	33.3	100				
E410	#	27	9	10	5	4	1	56	20.3	6.4	4.1	4.2	No	No	8		1	3	1		13	79.5%	Yes	Yes	
	%	48.2	16.1	17.9	8.9	7.1	1.8	100							61.5		7.7	23.1	7.7		100				
E511	#	25	8	2	171	62	15	283	3.3	54.4	19.0	0.5	No	No	2			25	14	3	44	83.7%	Yes	Yes	
	%	8.8	2.8	0.7	60.4	21.9	5.3	100							4.5			56.8	31.8	6.8	100				
E615	#				1			1	3.7	50.1	23.5	3.7 <sup>*</sup>	No	23.5 <sup>*</sup>				2			2	0.0% <sup>*</sup>	Yes	0.0% <sup>*</sup>	
	%				100			100										100.0			100				
E717	#	57	10	4	2		1	74	13.9	3.5	4.3	0.4 <sup>*</sup>	0.8 <sup>*</sup>	4.3	12	1					13	96.8% <sup>*</sup>	76.5% <sup>*</sup>	0.0%	
	%	77.0	13.5	5.4	2.7		1.4	100							92.3	7.7					100				
E819	#	65	53	6	14	61	7	206	17.9	12.7	27.1	No	5.9	No	15	3		2	5	2	27	Yes	53.6%	Yes	
	%	31.6	25.7	2.9	6.8	29.6	3.4	100							55.6	11.1		7.4	18.5	7.4	100				
E820	#	1						1	15.5	17.4	27.3	15.5 <sup>*</sup>	17.4 <sup>*</sup>	27.3 <sup>*</sup>	4	3	1	2	5	1	16	0.0% <sup>*</sup>	0.0% <sup>*</sup>	0.0% <sup>*</sup>	
	%	100.0						100							25.0	18.8	6.3	12.5	31.3	6.3	100				
	#																								
	%																								
	#																								
	%																								

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **82.7%**

Level of Goal Attainment for 2022: **84.3%**

Level of Goal Attainment for 2023: **80.4%**

## SC Department of Veterans' Affairs

Agency Director: Secretary Todd McCaffrey, Major General, U.S. Army (Retired)

EEO Officer: Jawanda Collier

1	2							3			4			5								6		
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023								% 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	
E1,E2	#	6	6	3	5	8		28	5.3	27.5	6.0	No	9.6	No	2	4	1	2	5		14	Yes	65.2%	Yes
	%	21.4	21.4	10.7	17.9	28.6		100							14.3	28.6	7.1	14.3	35.7		100			
E5,E6	#		3		2	2		7	2.4	61.3	17.1	No	32.7	No		1		1	2		4	Yes	46.6%	Yes
	%		42.9		28.6	28.6		100								25.0		25.0	50.0		100			
E8	#	2	1					3	19.5	2.0	1.0	No	2.0	1.0	3	1					4	Yes	0.0%	0.0%
	%	66.7	33.3					100							75.0	25.0					100			
	#																							
	%																							
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**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **84.8%**

Level of Goal Attainment for 2022: **84.2%**

Level of Goal Attainment for 2023: **87.4%**

## Department of Vocational Rehabilitation

Agency Director: Felicia W. Johnson

EEO Officer: Kimberly Jones

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	3	2		6	5		16	7.9	31.0	28.1	No	No	No								Yes	Yes	Yes
	%	18.8	12.5		37.5	31.3		100																
E2	#	109	67	7	201	209	11	604	6.7	39.6	24.4	No	6.3	No	5		1	20	15		41	Yes	84.1%	Yes
	%	18.0	11.1	1.2	33.3	34.6	1.8	100							12.2		2.4	48.8	36.6		100			
E3	#	19	3		11	12		45	6.1	26.8	13.6	No	2.4	No	1	1		3	2		7	Yes	91.2%	Yes
	%	42.2	6.7		24.4	26.7		100							14.3	14.3		42.9	28.6		100			
E5	#	9	10		58	47	2	126	5.7	47.8	17.4	No	1.8	No		1		6	7		14	Yes	96.1%	Yes
	%	7.1	7.9		46.0	37.3	1.6	100								7.1		42.9	50.0		100			
E6	#	2	4	1	58	47	2	114	3.9	48.1	24.9	0.4	No	No	3			6	6		15	90.4	Yes	Yes
	%	1.8	3.5	0.9	50.9	41.2	1.8	100							20.0			40.0	40.0		100			
E8	#	17	5		3	4		29	16.0	17.8	19.4	No	7.5	5.6	2	1			1		4	Yes	57.9%	71.3%
	%	58.6	17.2		10.3	13.8		100							50.0	25.0			25.0		100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.1%**

Level of Goal Attainment for 2022: **96.8%**

Level of Goal Attainment for 2023: **93.9%**

# Wil Lou Gray Opportunity School

Agency Director: Pat Smith

EEO Officer: Theresa Trowell

1	2							3			4			5							6				
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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		
E1	#	3			2		5	6.2	38.6	16.5	6.2	*	38.6	No							0.0%	*	0.0%	Yes	
	%	60.0			40.0		100																		
E2	#	11	24		9	12	56	4.0	38.7	5.0	No	22.6	No	2	7		4	7		20	Yes	41.5%	Yes		
	%	19.6	42.9		16.1	21.4	100							10.0	35.0		20.0	35.0		100					
E3,E5	#	2	2		1	2	1	8	5.5	31.1	12.1	No	18.6	No							Yes	40.2%	Yes		
	%	25.0	25.0		12.5	25	12.5	100																	
E7,E8	#	5	2		5		12	22.8	7.9	8.2	6.1	*	7.9	No				1		1	2	73.3%	*	0.0%	Yes
	%	41.7	16.7		41.7		100										50.0		50.0	100					
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								
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	%																								

## Legend:

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

## Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

## Goal Attainment:

Level of Goal Attainment for 2021: **85.2%**

Level of Goal Attainment for 2022: **84.3%**

Level of Goal Attainment for 2023: **75.5%**

## Winthrop University (Page 1 of 2)

President: Dr. Edward Serna

EEO Officer: Lisa Cowart

1	2							3			4			5							6						
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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,C2	#	15	1	3	16	5		40	3.6	33.8	4.9	1.1	*	No	No	6		2	11			19	68.7%	*	Yes	Yes	
	%	37.5	2.5	7.5	40.0	12.5		100						31.6		10.5	57.9			100							
C3	#	33	3	3	25	1	3	68	5.5	36.8	4.1	1.1	*	0.0	*	2.6	4	2		4		2	12	80.7%	*	#####	36.7%
	%	48.5	4.4	4.4	36.8	1.5	4.4	100						33.3	16.7		33.3		16.7	100							
C4	#	29	5	2	27	3	1	67	2.7	40.6	7.8	No	0.3	*	3.3	4			6			10	Yes	99.2%	*	57.6%	
	%	43.3	7.5	3.0	40.3	4.5	1.5	100						40.0			60.0			100							
C5	#	20	2	2	31	6	5	66	2.0	36.8	4.1	No	No	No	4			11		2	17	Yes	Yes	Yes			
	%	30.3	3.0	3.0	47.0	9.1	7.6	100						23.5			64.7		11.8	100							
C6	#	7		2	21	3	3	36	2.4	31.9	3.4	2.4	*	No	No	4			10	4	2	20	0.0%	*	Yes	Yes	
	%	19.4		5.6	58.3	8.3	8.3	100						20.0			50.0	20.0	10.0	100							
C8,C9	#	26	6	2	24	12	4	74	4.1	32.5	5.3	No	0.1	*	No	26	4	4	14	8	2	58	Yes	99.7%	*	Yes	
	%	35.1	8.1	2.7	32.4	16.2	5.4	100						44.8	6.9	6.9	24.1	13.8	3.4	100							
E1	#	6	1		9	5		21	3.4	36.2	6.6	No	No	No	4	2		6	4		16	Yes	Yes	Yes			
	%	28.6	4.8		42.9	23.8		100						25.0	12.5		37.5	25.0		100							
E2	#	22	5	1	88	12	5	133	3.8	45.3	9.6	0.0	*	No	0.6	*	10	6	2	58	14	2	92	99.4%	*	Yes	93.9%
	%	16.5	3.8	0.8	66.2	9.0	3.8	100						10.9	6.5	2.2	63.0	15.2	2.2	100							
E3	#	18	3		7	3		31	6.7	24.8	6.3	No	2.2	*	No		2		2	2	4	10	Yes	91.2%	*	Yes	
	%	58.1	9.7		22.6	9.7		100								20.0		20.0	20.0	40.0	100						

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **87.4%**  
Level of Goal Attainment for 2022: **94.2%**  
Level of Goal Attainment for 2023: **91.6%**



## Winthrop University (Page 2 of 2)

President: Dr. Edward Serna

EEO Officer: Lisa Cowart

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E4	#	5	3	2	1		1	12	17.5	6.4	4.7	No	No	4.7 <sup>*</sup>	2	2	2		2	2	10	Yes	Yes	0.0% <sup>*</sup>
	%	41.7	25	16.7	8.3		8.3	100							20.0	20.0	20.0		20.0	20.0	100			
E5	#		1		14	1	1	17	0.2	70.9	9.8	No	No	3.9 <sup>*</sup>		2		10		2	14	Yes	Yes	59.9% <sup>*</sup>
	%		5.9		82.4	5.9	5.9	100								14.3		71.4		14.3	100			
E6	#	1			11	4	2	18	0.2	70.8	9.7	0.2 <sup>*</sup>	9.7	No				4			4	0.0% <sup>*</sup>	86.3%	Yes
	%	5.6			61.1	22.2	11.1	100										100.0			100			
E7	#	23	2		1			26	7.1	5.1	1.1	No	1.3 <sup>*</sup>	1.1 <sup>*</sup>	6						6	Yes	74.9% <sup>*</sup>	0.0% <sup>*</sup>
	%	88.5	7.7		3.8			100							100.0						100			
E8	#	14	3	1	8	21	3	50	16.4	16.6	12.6	10.4	0.6 <sup>*</sup>	No	6						6	36.7%	96.4% <sup>*</sup>	Yes
	%	28.0	6.0	2.0	16.0	42.0	6.0	100							100.0						100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male      BM = Black Male      OM = Other Male      # = Number  
WF = White Female      BF = Black Female      OF = Other Female      % = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **87.4%**  
Level of Goal Attainment for 2022: **94.2%**  
Level of Goal Attainment for 2023: **91.6%**

## South Carolina Workers' Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Kristen McRee

1	2							3			4			5							6			
Job Group (EEO Category)	Actual Workforce on 9/30/2023							Adjusted Availability % (Qualified Labor Pool)			Underutilization			Hires and Promotions 10/1/2022 - 9/30/2023							% 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	
E1	#	2			2	3		7	9.9	29.8	17.0	9.9	1.2	No				1			1	0.0%	96.0%	Yes
	%	28.6			28.6	42.9		100									100.0			100				
E2,E3	#	6	1		18	8		33	11.6	15.0	18.6	8.6	No	No	1			2	2		5	25.9%	Yes	Yes
	%	18.2	3.0		54.5	24.2		100							20.0			40.0	40.0		100			
E5,E6	#				2			2	6.8	41.3	31.6	6.8	41.3	No				1			1	0.0%	0.0%	Yes
	%				100.0			100									100.0			100				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2021: **89.9%**

Level of Goal Attainment for 2022: **89.2%**

Level of Goal Attainment for 2023: **87.0%**

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# South Carolina Human Affairs Commission

1026 SUMTER STREET, SUITE 101

COLUMBIA, SC 29201

PH: 803.737.7800

[WWW.SCHAC.SC.GOV](http://WWW.SCHAC.SC.GOV)



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