

Underutilization and Employment/Goals Chart - Help Page

The **Underutilization and Employment/Goals Chart** should be used to find out if a particular job group is underutilized in women or total minorities, and to find the employment and goals percentage for a University job group.

The first section of the chart lists the **Job Group**, and departments within that group (if applicable). The staff job groups are not grouped by departments, but by job titles.

The middle section lists the **Underutilized Groups** for each job group. This section should be used to find out if a job group is underutilized for women, total minorities, or a specific minority group(s). The minority groups listed under Total Minorities are the specific minority groups that are underrepresented for that job group. This information is helpful for target recruitment purposes.

The last section lists the **Employment percentage and Goals percentage** for the job group by race and gender. This data is usually used when completing Appendix B: The Affirmative Action Recruitment and Selection Report for Faculty Positions, Section A and B.

The chart starts with the faculty job groups (2A-2L), and ends with the staff job groups (1A-7E).

If you have any questions regarding this information, or want assistance, please contact Chaneta Forts, AA/EEO Specialist II, at (404) 413-2563 or cforts1@gsu.edu.

Thank you!

2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
2A. Fine Arts 1. Art & Design 2. School of Music	Women (No) Total Minorities (Yes) 1. Asian (AS) 2. Black (BK) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	9.65%	22.75%
		AI	1.75%	0.80%
		AS	0.88%	8.06%
		BK	6.14%	9.64%
		HI	0.88%	3.51%
		MR	0.00%	0.71%
		FEM	39.47%	46.04%
Job Group/Department	Underutilized Groups	Employment %		Goal %
2B. Humanities 1. Communication 2. English 3. Middle East Institute 4. Modern & Classical Lang 5. Philosophy 6. Religious Studies 7. Women's Studies Institute	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Multiracial (MR)	MIN	20.81%	22.71%
		AI	0.00%	0.78%
		AS	4.06%	8.03%
		BK	10.66%	9.61%
		HI	6.09%	3.53%
		MR	0.00%	0.70%
		FEM	47.21%	45.95%
Job Group/Department	Underutilized Groups	Employment %		Goal %
2C. Natural and Computational Sciences 1. Biology 2. Chemistry 3. Computer Science 4. Geosciences 5. Math & Statistics 6. Neuroscience Institute 7. Physics & Astronomy	Women (Yes) Total Minorities (No) 1. American Indian (AI) 2. Black (BK) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	31.22%	22.73%
		AI	0.00%	0.78%
		AS	23.41%	8.04%
		BK	6.34%	9.63%
		HI	1.46%	3.52%
		MR	0.00%	0.67%
		FEM	28.29%	46.03%
Job Group/Department	Underutilized Groups	Employment %		Goal %
2D. Social and Behavioral Sciences 1. African American Studies 2. Anthropology 3. Applied Linguistics/ESL 4. Gerontology 5. History 6. Political Science 7. Psychology 8. Sociology	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	19.48%	22.71%
		AI	0.32%	0.76%
		AS	3.90%	8.00%
		BK	13.64%	9.61%
		HI	1.30%	3.49%
		MR	0.32%	0.67%
		FEM	47.40%	45.93%

Eighty Percent Rule-A placement goal is set when employment is less than 80% of availability. The goal is always equal to or more than the availability percentage.

2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
2D. Andrew Young School of Policy Studies 1. Economics 2. Public Administration & Urban Studies	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	19.48%	22.71%
		AI	0.32%	0.76%
		AS	3.90%	8.00%
		BK	13.64%	9.61%
		HI	1.30%	3.49%
		MR	0.32%	0.67%
		FEM	47.40%	45.93%
Job Group/Department	Underutilized Groups	Employment %		Goal %
2E. Business and Management 1. Accountancy 2. Finance 3. Health Admin. & Policy 4. Hospitality Administration 5. International Business 6. Managerial Sciences 7. Marketing 8. Personnel & Employee Relations 9. Real Estate 10. Risk Management & Insurance	Women (Yes) Total Minorities (No) 1. American Indian (AI) 2. Black (BK) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	18.82%	22.70%
		AI	0.00%	0.79%
		AS	11.44%	8.06%
		BK	6.27%	9.60%
		HI	0.74%	3.50%
		MR	0.37%	0.70%
		FEM	33.21%	45.95%
Job Group/Department	Underutilized Groups	Employment %		Goal %
2F. Computer Information Systems	Women (Yes) Total Minorities (No) 1. American Indian (AI) 2. Hispanic (HI) 3. Multiracial (MR)	MIN	21.05%	22.73%
		AI	0.00%	0.78%
		AS	10.53%	8.07%
		BK	10.53%	9.63%
		HI	0.00%	3.54%
		MR	0.00%	0.71%
		FEM	10.53%	46.06%
Job Group/Department	Underutilized Groups	Employment %		Goal %
2G. College of Education 1. Counseling & Psychological Services 2. Early Childhood Education 3. Educational Policy Studies 4. Educational Psychology & Special Education 5. Kinesiology & Health 6. Middle-Secondary Education & Instructional Technology	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	21.95%	22.75%
		AI	0.00%	0.79%
		AS	3.66%	8.04%
		BK	17.68%	9.61%
		HI	0.61%	3.51%
		MR	0.00%	0.68%
		FEM	74.09%	46.03%

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2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %	Goal %	
2H. Health Professions 1. Nutrition 2. Physical Therapy 3. Respiratory Therapy 4. School of Nursing	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	24.82%	22.72%
		AI	0.00%	0.80%
		AS	5.11%	8.05%
		BK	18.25%	9.60%
		HI	1.46%	3.49%
		MR	0.00%	0.70%
		FEM	83.94%	45.94%
2I. Human Services 1. Criminal Justice 2. Institute of Public Health 3. Social Work	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	18.57%	22.74%
		AI	0.00%	0.78%
		AS	1.43%	8.03%
		BK	17.14%	9.61%
		HI	0.00%	3.51%
		MR	0.00%	0.70%
		FEM	51.43%	45.97%
2J. Law Instruction	Women (No) Total Minorities (Yes) 1. Asian (AS) 2. Hispanic (HI) 3. Multiracial (MR)	MIN	12.82%	22.75%
		AI	1.28%	0.78%
		AS	1.28%	8.06%
		BK	8.97%	9.62%
		HI	1.28%	3.55%
		MR	0.00%	0.70%
		FEM	38.46%	46.06%
2K. Librarians 1. University Librarians 2. Law Librarians 3. Archivists	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	18.60%	22.73%
		AI	0.00%	0.80%
		AS	2.33%	8.07%
		BK	13.95%	9.60%
		HI	2.33%	3.52%
		MR	0.00%	0.70%
		FEM	67.44%	46.00%

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2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group	Underutilized Groups	Employment %		Goal %
IA. University Executives	Women (No)	MIN	14.71%	15.35%
	Total Minorities (No)	AI	0.00%	0.13%
	1. American Indian (AI)	AS	0.00%	2.20%
	2. Asian (AS)	BK	14.71%	11.74%
	3. Hispanic (HI)	HI	0.00%	1.09%
	4. Multiracial (MR)	MR	0.00%	0.12%
		FEM	44.12%	34.80%
Job Group/Department	Underutilized Groups	Employment %		Goal %
IB. Academic Executives	Women (No)	MIN	8.54%	21.13%
	Total Minorities (Yes)	AI	0.00%	0.47%
	1. American Indian (AI)	AS	2.44%	4.77%
	2. Asian (AS)	BK	4.88%	12.85%
	3. Black (BK)	HI	1.22%	2.72%
	4. Hispanic (HI)	MR	0.00%	0.25%
	5. Multiracial (MR)	FEM	42.68%	50.39%
Job Group/Department	Underutilized Groups	Employment %		Goal %
IC. Directors	Women (No)	MIN	28.24%	25.03%
	Total Minorities (No)	AI	0.00%	0.46%
	1. American Indian (AI)	AS	1.18%	3.23%
	2. Asian (AS)	BK	27.06%	17.70%
	3. Hispanic (HI)	HI	0.00%	2.49%
	4. Multiracial (MR)	MR	0.00%	0.79%
		FEM	45.88%	42.48%
Job Group/Department	Underutilized Groups	Employment %		Goal %
ID. Associate and Assistant Directors	Women (No)	MIN	40.00%	19.95%
	Total Minorities (No)	AI	0.00%	0.21%
	1. American Indian (AI)	AS	3.64%	3.21%
	2. Hispanic (HI)	BK	34.55%	13.27%
		HI	0.91%	2.26%
		MR	0.91%	0.86%
		FEM	66.36%	25.74%

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2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
IE. Managers	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	MIN	41.82%	33.62%
		AI	0.00%	0.46%
		AS	1.82%	3.28%
		BK	40.00%	27.31%
		HI	0.00%	2.34%
		MR	0.00%	0.50%
		FEM	63.64%	48.96%
Job Group/Department	Underutilized Groups	Employment %		Goal %
3A. Professionals (Lower Level)	Women (No) Total Minorities (No) 1. American Indian (AI)	MIN	74.37%	35.67%
		AI	0.25%	0.55%
		AS	3.77%	2.22%
		BK	66.58%	29.81%
		HI	2.51%	2.52%
		MR	1.26%	0.57%
		FEM	81.66%	79.15%
Job Group/Department	Underutilized Groups	Employment %		Goal %
3B. Professionals (Upper Level)	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Hispanic (HI)	MIN	59.81%	37.19%
		AI	0.00%	0.57%
		AS	5.02%	2.69%
		BK	53.11%	24.50%
		HI	0.96%	2.81%
		MR	0.72%	0.67%
		FEM	72.01%	56.75%
3C. Advanced Professionals	Women (No) Total Minorities (No) 1. American Indian (AI)	MIN	50.18%	31.14%
		AI	0.35%	0.51%
		AS	15.79%	2.86%
		BK	31.23%	24.46%
		HI	2.11%	2.56%
		MR	0.70%	0.59%
		FEM	61.75%	61.21%

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22007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
3D. Coaches	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Multiracial (MR)	MIN	30.00%	21.16%
		AI	0.00%	0.98%
		AS	0.00%	1.57%
		BK	26.67%	16.04%
		HI	3.33%	1.43%
		MR	0.00%	1.18%
		FEM	30.00%	26.32%
Job Group/Department	Underutilized Groups	Employment %		Goal %
3E. Publication and Media Professionals	Women (No) Total Minorities (No) 1. American Indian (AI) 2. Hispanic (HI) 3. Multiracial (MR)	MIN	32.26%	25.59%
		AI	0.00%	0.86%
		AS	3.23%	2.76%
		BK	25.81%	16.13%
		HI	3.23%	5.16%
		MR	0.00%	0.70%
		FEM	70.97%	56.39%
Job Group/Department	Underutilized Groups	Employment %		Goal %
4A. Clerical and Secretarial	Women (No) Total Minorities (No) 1. American Indian (AI)	MIN	69.67%	38.45%
		AI	0.00%	0.62%
		AS	2.46%	2.07%
		BK	61.48%	31.52%
		HI	3.28%	3.11%
		MR	2.46%	1.11%
		FEM	79.51%	80.73%
4B. Clerical and Secretarial (TEMPS)	Women (No) Total Minorities (No) 1. American Indian (AI)	MIN	62.75%	37.84%
		AI	0.18%	0.52%
		AS	6.97%	2.24%
		BK	51.19%	32.05%
		HI	2.75%	2.49%
		MR	1.65%	0.53%
		FEM	61.28%	74.60%

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2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
5A. Technical and Paraprofessionals (Lower Level)	Women (No)	MIN	62.89%	35.21%
	Total Minorities (No) 1. American Indian (AI) 2. Hispanic (HI)	AI	0.00%	0.56%
		AS	9.28%	3.75%
		BK	50.52%	27.33%
		HI	1.03%	2.48%
		MR	2.06%	1.03%
		FEM	47.42%	34.13%
Job Group/Department	Underutilized Groups	Employment %		Goal %
5B. Technical and Paraprofessionals (Upper Level)	Women (No)	MIN	46.93%	35.23%
	Total Minorities (No) 1. American Indian (AI) 2. Multiracial (MR)	AI	0.00%	0.43%
		AS	11.73%	7.47%
		BK	32.96%	23.55%
		HI	2.23%	2.56%
		MR	0.00%	1.17%
		FEM	29.61%	35.18%
5D. Laboratory and Research Technicians (Lower Level)	Women (No)	MIN	35.71%	35.22%
	Total Minorities (No) 1. American Indian (AI) 2. Hispanic (HI) 3. Multiracial (MR)	AI	0.00%	1.40%
		AS	7.41%	4.87%
		BK	28.57%	24.35%
		HI	0.00%	3.77%
		MR	0.00%	0.67%
		FEM	50.00%	58.51%

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2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
5E. Laboratory and Research Technicians (Upper Level)	Women (No)	MIN	31.58%	36.13%
	Total Minorities (No)	AI	0.00%	0.86%
	1. American Indian (AI)	AS	10.53%	3.30%
	2. Asian (AS)	BK	21.53%	28.41%
	3. Hispanic (HI)	HI	0.00%	2.72%
	4. Multiracial (MR)	MR	0.00%	0.83%
		FEM	78.95%	54.08%
Job Group/Department	Underutilized Groups	Employment %		Goal %
6A. Skilled Crafts (Lower Level)	Women (No)	MIN	53.57%	41.91%
	Total Minorities (No)	AI	0.00%	1.02%
	1. American Indian (AI)	AS	0.00%	2.28%
	2. Asian (AS)	BK	51.79%	25.24%
	3. Hispanic (HI)	HI	1.79%	12.51%
	4. Multiracial (MR)	MR	0.00%	0.78%
		FEM	21.43%	4.40%
Job Group/Department	Underutilized Groups	Employment %		Goal %
6B. Skilled Crafts (Upper Level)	Women (Yes)	MIN	50.00%	29.27%
	Total Minorities (No)	AI	0.00%	0.63%
	1. American Indian (AI)	AS	4.17%	2.10%
	2. Hispanic (HI)	BK	43.75%	18.60%
	3. Multiracial (MR)	HI	2.08%	7.06%
		MR	0.00%	0.87%
		FEM	2.08%	5.28%
7A. Service and Maintenance (Lower Level)	Women (No)	MIN	92.63%	56.70%
	Total Minorities (No)	AI	0.00%	1.32%
	1. American Indian (AI)	AS	0.92%	2.89%
	2. Asian (AS)	BK	88.02%	36.54%
	3. Hispanic (HI)	HI	2.76%	14.46%
	4. Multiracial (MR)	MR	0.46%	1.47%
		FEM	50.69%	35.75%

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2007-2008 AAP Underutilization and Employment/Goals Percentage Chart

Job Group/Department	Underutilized Groups	Employment %		Goal %
7B. Service and Maintenance (Upper Level)	Women (No)	MIN	80.00%	59.10%
	Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	AI	0.00%	0.45%
		AS	0.00%	2.14%
		BK	80.00%	44.85%
		HI	0.00%	10.50%
		MR	0.00%	1.03%
		FEM	46.67%	47.99%
Job Group/Department	Underutilized Groups	Employment %		Goal %
7C. Service and Maintenance Managers	Women (No)	MIN	68.97%	41.35%
	Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	AI	0.00%	0.53%
		AS	0.00%	3.56%
		BK	68.97%	28.38%
		HI	0.00%	7.84%
		MR	0.00%	1.01%
		FEM	24.14%	24.29%
Job Group/Department	Underutilized Groups	Employment %		Goal %
7D. Safety Paraprofessionals (Lower Level)	Women (No)	MIN	86.75%	53.90%
	Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	AI	0.00%	0.56%
		AS	0.00%	0.74%
		BK	85.54%	49.66%
		HI	1.20%	2.02%
		MR	0.00%	0.87%
		FEM	36.14%	32.21%
Job Group/Department	Underutilized Groups	Employment %		Goal %
7E. Safety Paraprofessionals (Upper Level)	Women (No)	MIN	82.35%	49.44%
	Total Minorities (No) 1. American Indian (AI) 2. Asian (AS) 3. Hispanic (HI) 4. Multiracial (MR)	AI	0.00%	0.55%
		AS	0.00%	0.63%
		BK	82.35%	45.67%
		HI	0.00%	2.02%
		MR	0.00%	0.58%
		FEM	35.29%	32.16%

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