



Women and Minorities

Job Group	Total Employees	Women	Goal to Improve?	Minorities of Color	Goal to Improve?
Management Information Professionals, General Management Information	29	11	No	0	No
Law Enforcement and Public Safety	10	3	No	0	No
Fiscal and Related Occupations	35	29	No	1	No
Technicians-Science, Health, Medical and Patient Care Professionals and Supervisors	18	12	No	0	No
Technicians-Engineering, Media Related; Technicians-Graphic Arts and Media	13	9	No	0	No
Administrative and Program Support, Library and Senior Clerical Occupations	31	26	No	1	No
General Clerical Occupations	59	53	No	4	No
Construction Trades and Power Plant Occupations, Mechanics and Repair	37	1	No	1	No
Material Handling, Skilled Food Services and Laborers; General Unskilled Laborers, Custodians	138	55	No	11	No
Academic Administrators-Executive, Academic Administrators, Administrative Directors-Senior Level	17	5	No	1	No
Research Specialists, Psychologists, Physicians, Scientists	19	9	No	1	No
Directors	35	17	No	3	No
Associate Directors, Assistant Directors	20	14	No	0	No
Program Managers	35	22	Yes	0	Yes
Academic Support Professionals, Administrative Support Professionals	89	63	No	3	Yes
Information System Support Professionals, University Relations and Media Support Professionals	36	15	No	4	No
Student Services Support Professionals*	133	71	No	17	No
Instruct/Research AS: COFAC	36	25	No	3	Yes
Instruct/Research AS: CNR*	7	5	No	0	No
Instruct/Research AS: CLS	55	33	No	7	Yes
Instruct/Research AS: CPS	45	29	No	2	Yes
Instruct/Research AS: MISC	0	0	N/A	0	N/A
Faculty - Fine Arts & Communication (COFAC)	49	18	No	3	Yes

Faculty - Humanities (L&S)	41	12	Yes	1	Yes
Faculty - Social Sciences (L&S)	33	16	No	7	No
Faculty - Sciences (L&S)	77	28	No	7	Yes
Faculty - Natural Resources (CNR)	38	13	No	4	Yes
Faculty - Professional Studies (CPS)	68	41	No	10	No
Faculty – Misc.	8	4	No	1	No
Workforce Total:	1211	639		92	
Workforce Total Percentages:	100%	52.77%		7.60%	

*This group shows significant differences for hire, termination, and/or promotion based on gender and/or race. Further analysis and follow-up by HR to occur. Although not all groups have a goal for gender or race, there is still an opportunity for the institution to continue to review and act on general initiatives to improve diversity in all groups.

Data uses two-standard deviation to compile results. Group sizes below 30 people may still indicate that a goal is appropriate based on availability. Additionally, due to sizes of under 30, significant differences cannot be identified with a reasonable confidence level.

Review of groups which showed significant differences in hiring, termination, and/or promotion based on gender and/or race confirmed no concerns of adverse impact. Again, even though no adverse impact was found, all groups have an opportunity to grow in equity and diversity efforts.

Individuals with Disabilities and Veteran Status

Total Workforce Summary	Workforce Ratio	Applicant Ratio	Hire/Promotion Ratio	Goal?
Veterans	3.79%	4.80%	3.70%	Yes
Individuals with Disabilities	2.81%	6.50%	7.40%	Yes

The major contributor for the current workforce and activity percentages is due to limited number of those who self-identify within the workforce and application process.

Action Plan from 2019 AAP:

- Human Resources will continue to work with departments to improve diversity of applicant pools, especially for roles which fall within the job groups with goals.
- Job groups will be reviewed in 2021 for the Title and Total Compensation implementation project to ensure alignment with job families and to potentially improve job group sizes.
- Self-identification campaigns will continue within UW-Stevens Point and UW System. It is our understanding that UW System is also looking at efforts to improve response rate within the application process.