

# Affirmative Action Program For Women & Minorities

01/01/2018 – 12/21/2018

**EEO Coordinator:** Eric Roesler

Reviewed and approved:

DocuSigned by:



E3D4EE1407BA45D...

\_\_\_\_\_  
Bernie Patterson, Ph.D.  
Chancellor  
University of Wisconsin-Stevens Point



**University of Wisconsin**  
**Stevens Point**

01/01/18 to 12/31/18

**CONFIDENTIAL TRADE SECRET MATERIALS**  
**(Not for distribution except on a need-to-know basis.)**

This affirmative action program contains confidential information that is subject to the provision of 18 U.S.C. 1905, *Chrysler Corp. v. Brown*, 441 U.S. 281, 19 FEP 475 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information is considered arbitrary and capricious and is in violation of the Administrative Procedure Act. See *CNA Financial Corp. v. Donovan* 830 F.2nd 1132, 1144 and n. 73 (D.C. Cir.) certiorari denied, 485 U.S. 977 (1988). Copies of this affirmative action program and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government holds them totally confidential and does not release copies to any persons whatsoever. This affirmative action program and its appendices and other supporting documents contain much confidential information that may reveal, directly or indirectly, plans for business or geographical expansion or contraction. Pursuant to the Freedom of Information Act, this affirmative action program is exempt from disclosure, reproduction and distribution upon the grounds, among others, that such material constitutes 1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, and that are exempt from disclosure under 5 U.S.C. 552(b) (6); 2) confidential, commercial or financial information, which is exempt from disclosure under 5 U.S.C. 552(b) (4); 3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, and that are exempt from disclosure under 5 U.S.C. 552(b) (7) (C); and 4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b) (3). Notice is hereby given of a request that this Program be kept confidential.

University of Wisconsin-Stevens Point wishes to make it clear that it does not consent to the release of any information whatsoever contained in this affirmative action program under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this affirmative action program was loaned to such government, or is considering a request of this Program under the Freedom of Information Act, request is hereby made that the Government immediately notify University of Wisconsin-Stevens Point and its counsel of any and all Freedom of Information Act requests by the government or any other contemplated release of this Program by the Government that relates to information obtained by the Government. University of Wisconsin-Stevens Point further requests that everyone who has any contact with this affirmative action program and its supporting appendices, documents and other data treats such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

## INTRODUCTION

University of Wisconsin-Stevens Point develops an annual affirmative action program as one of several tools to implement the affirmative action policies effectively. The form, language and analysis of the program necessarily complies with the requirements of 41 CFR 60-2, et seq. (affirmative action programs) and other regulations established pursuant to the provisions of Executive Order 11246 and all other civil rights related laws and regulations that have or may be enacted, as amended. Accordingly, terminology such as "problem areas" and "utilization analysis" appearing in this affirmative action program is that which the organization is required to use by these regulations. The criteria used in relation to these terms are those specified by the Government. These terms have no independent legal or factual significance whatsoever. Although University of Wisconsin-Stevens Point uses this terminology and methodology in connection with this affirmative action program and the affirmative action policies, such usage does not necessarily signify that the organization agrees that these terms properly apply to any particular factual situation.

Information regarding identifiable individuals is private and confidentially maintained. Everyone who has official access to confidential data will exercise every precaution to protect this information.

## **DESIGNATION OF RESPONSIBILITY**

### **41 CFR Section 60-2.17(a), 60-2.10(b)(2)(i)**

Mr. Bernie Patterson, Chancellor, has overall responsibility for implementation of the Equal Employment Opportunity Policy. Eric Roesler, Equal Employment Opportunity Coordinator, assumes the responsibility for the development, implementation and monitoring of the affirmative action program, which includes all those positions located in subordinate and/or lower-level establishments for which the selection decisions are made at the corporate level.

Responsibility for the implementation and monitoring of the affirmative action program rests with the EEO Coordinator, whose responsibilities include but are not limited to the following:

1. Developing policy statements and affirmative action programs.
2. Developing internal and external communication procedures when appropriate.
3. Developing an internal audit and reporting system that:
  - a. Identifies areas that require remedial action, and develops programs to correct those problem areas.
  - b. Determines the degree to which the goals and objectives are reached.
4. Monitoring the following internal practices:
  - a. Proper display of EEO posters and policies.
  - b. Full participation of minority, female, and disabled employees in all University of Wisconsin-Stevens Point sponsored educational, training, recreational, and social activities.
5. Assisting management in solving any identified problems. It is the responsibility of department heads, managers, and supervisors to provide the EEO Coordinator with such information and/or statistical data as is necessary to measure progress toward the attainment of goals and to assure good faith efforts to implement the affirmative action program. Such information and/or statistical data are used to set reasonable placement goals.
6. Keeping management informed of the latest developments in the equal employment opportunity area.
7. Assisting employees in solving problems and resolving EEO complaints.
8. Serving as a liaison between University of Wisconsin-Stevens Point and appropriate women and minority groups.
9. Serving as a liaison between University of Wisconsin-Stevens Point and appropriate EEO enforcement agencies.

## **IDENTIFICATION OF PROBLEM AREAS**

### **41 CFR Section 60-2.17(b)**

As part of the monitoring practice, an analysis of personnel matters is conducted. The following items are considered:

1. Composition of the workforce by minority group and sex. Good faith placement goals are established where necessary.
2. Composition of applicant flow by minority group and sex. Corrective action is taken when appropriate whenever the referral ratio of women and minorities indicates a significantly higher percentage is being rejected as compared to non-minority and male applicants.
3. Compensation system. University of Wisconsin-Stevens Point evaluates its compensation system to determine whether there are gender, race or ethnicity-based disparities. The purpose of the analysis is to identify potential areas where impediments to equal employment opportunity may exist. Disparities alone do not necessarily indicate a problem area; there may be many non-discriminatory reasons for a disparity.
4. Selection process. The selection process includes: position descriptions, titles, application forms, pre-employment forms, interview procedures, test validity and administration, referral procedures, final selection process and similar factors. The application and related pre-employment forms are in compliance with federal guidelines, and position descriptions accurately reflect actual duties and responsibilities.

The following areas are reviewed annually to ensure the success of this affirmative action program:

- Transfer and promotion practices,
- Facility and University of Wisconsin-Stevens Point sponsored recreational, social and educational events,
- EEO posters,
- Policy statements,
- Training Programs, and
- Suitable housing and transportation does not inhibit recruitment efforts and employment of minorities.

## CURRENT PROGRAM YEAR ANALYSIS

University of Wisconsin-Stevens Point has a total of 1217 employees with 656 females and 93 minorities included in this plan.

001 : MGT INFO PROS & MGT INFO OCC - This group consists of 29 employees, 10 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

002 : LAW & PUBLIC SAFETY - This group consists of 8 employees, 2 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

003 : FISCAL & RELATED - This group consists of 37 employees, 31 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. Preliminary statistical significance is indicated in the female hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

004 : TECH:SCI, LAB & HEALTH - This group consists of 18 employees, 14 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

005 : TECH:ENG, MEDIA & GRAPHIC ART - This group consists of 16 employees, 10 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

006 : ADM & PROG SPT/LIB & SR CLER - This group consists of 25 employees, 20 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

007 : GENERAL CLERICAL - This group consists of 62 employees, 60 females and 4 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

008 : TRADES & PWR PLANT - This group consists of 33 employees, 1 female and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

009 : MTL HNDLG, SKLD FD SRV, LBRERS - This group consists of 126 employees, 52 females and 8 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Portage County, Wisconsin, 35.0% are hired from Wisconsin. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

020 : EXEC & SR LEVEL ADMINISTRATORS - This group consists of 20 employees, 8 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

021 : RESEARCH SPECIALISTS - This group consists of 30 employees, 17 females and 1 minority. There are no placement goals for females but minorities have a placement goal of 21.8%. As shown on the

Availability Analysis, 50.0% of the vacancies are hired from Wisconsin, 50.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

022 : DIRECTORS - This group consists of 30 employees, 12 females and 0 minorities. There are no placement goals for females but minorities have a placement goal of 16.1%. As shown on the Availability Analysis, 65.0% of the vacancies are hired from Wisconsin, 35.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

023 : ASSOC/ASST DIRECTORS - This group consists of 17 employees, 10 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 75.0% of the vacancies are hired from Wisconsin, 25.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

024 : PROGRAM MANAGERS - This group consists of 33 employees, 20 females and 0 minorities. There are placement goals of 85.8% for females and 13.1% for minorities. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Portage County, Wisconsin, 50.0% are hired from United States. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

025 : ADMIN/ACAD SPT PROFS - This group consists of 85 employees, 57 females and 2 minorities. There are no placement goals for females but minorities have a placement goal of 21.0%. As shown on the Availability Analysis, 50.0% of the vacancies are hired from Wisconsin, 50.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

026 : INFO SYS & UREL & MEDIA PROFS - This group consists of 35 employees, 16 females and 4 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 85.0% of the vacancies are hired from Wisconsin, 15.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact



indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

027 : STUDENT SVCS SPT PROFS - This group consists of 126 employees, 72 females and 19 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 85.0% of the vacancies are hired from Wisconsin, 15.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

040 : INSTRUCT/RESEARCH AS:COFAC - This group consists of 30 employees, 24 females and 1 minority. There are no placement goals for females but minorities have a placement goal of 25.2%. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the male hire rate and the items outlined in the Action Oriented section will be followed. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

041 : INSTRUCT/RESEARCH AS:CNR - This group consists of 5 employees, 4 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

042 : INSTRUCT/RESEARCH AS:CLS - This group consists of 70 employees, 42 females and 7 minorities. There are no placement goals for females but minorities have a placement goal of 25.0%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

043 : INSTRUCT/RESEARCH AS:CPS - This group consists of 51 employees, 36 females and 5 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

044 : INSTRUCT/RESEARCH AS:MISC - This group consists of 1 employee, 1 female and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability

Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

050 : FAC:FINE ARTS & COMMUNICATION - This group consists of 52 employees, 18 females and 4 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

051 : FAC:COLS:HUMANITIES - This group consists of 49 employees, 17 females and 4 minorities. There are no placement goals for females but minorities have a placement goal of 24.9%. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

052 : FAC:COLS:SOCIAL SCIENCES - This group consists of 35 employees, 17 females and 7 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

053 : FAC:COLS:SCIENCE - This group consists of 81 employees, 29 females and 8 minorities. There are placement goals of 47.6% for females and 24.9% for minorities. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

054 : FAC:NATURAL RESOURCES - This group consists of 38 employees, 11 females and 4 minorities. There are placement goals of 47.6% for females and 24.9% for minorities. As shown on the Availability Analysis, 100.0% are hired from United States. Preliminary statistical significance is indicated in the female hire rate and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by

the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

055 : FAC:CPS - This group consists of 67 employees, 41 females and 10 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

056 : FAC:MISC - This group consists of 8 employees, 4 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100.0% are hired from United States. There is no statistically significant adverse impact indicated by the gender hire rate. There is no statistically significant adverse impact indicated by the race hire rate. There is no statistically significant adverse impact indicated by the gender promotion rate. There is no statistically significant adverse impact indicated by the race promotion rate. There is no statistically significant adverse impact indicated by the gender termination rate. There is no statistically significant adverse impact indicated by the race termination rate.

University of Wisconsin-Stevens Point encourages employees to pursue promotion opportunities and training to prepare for new jobs and maintain and improve performance, and uses alternate recruitment sources when necessary to attract more qualified external applicants.

## **ORGANIZATIONAL PROFILE**

### **41 CFR Section 60-2.11**

The organizational profile depicts staffing patterns within University of Wisconsin-Stevens Point that assist in identifying organizational units where women or minorities may be underrepresented or concentrated. It is one method used to identify potential barriers to equal employment opportunity.

University of Wisconsin-Stevens Point determines annually whether to include the Organizational Display or the Workforce Analysis as its Organizational Profile as part of producing the yearly affirmative action program.

#### **Organizational Display**

The Organizational Display is a detailed presentation of the University of Wisconsin-Stevens Point organizational structure. It identifies each organizational unit and shows the relationship to other organizational units.

An organizational unit is any component part of the University of Wisconsin-Stevens Point corporate structure. It might be a department, division, section, branch, group, project team, job family, or similar component. This includes an umbrella unit (such as a department) that contains a number of subordinate units, and it separately includes each of the subordinate units (such as sections or branches).

For each organizational unit, the organizational display includes the following:

1. The name of the unit;
2. The job title, gender, race, and ethnicity of the unit supervisor(s) (if the unit has a supervisor);
3. The total number of male and female incumbents; and
4. The total number of male and female incumbents in each of the separate minority groups.

#### **Workforce Analysis**

The Workforce Analysis is a listing of each job title, as it appears in applicable collective bargaining agreements or payroll records, ranked from the lowest paid to the highest paid within each department or other similar organizational unit including departmental or unit supervision.

Where there are separate work units or lines of progression within a department, a separate Line of Progression Report is provided for each such work unit or line, including unit supervisors. The order of the jobs in the line through which an employee could move to the top of the line is indicated on the report.

Where there are no formal progression lines or usual promotional sequences, job titles are listed in order of wage rates or salary ranges by departments, job families or disciplines.

The total number of incumbents in each minority classification is given for each job title. All job titles, including all managerial job titles, are listed.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Organizational Display

41 CFR Section 60-2.11 (b)

**K153508 : General Ledger Accounting - Total Employees: 6; 2WM / 4WF**

00580 : FINANCIAL PROG SUPV - WF

**K155000 : Facilities Services - Total Employees: 15; 9WM / 6WF**

07480 : UW ADMIN PROG SUPV - WF

**K103500 : DINING & SUMMER CONFERENCES - Total Employees: 34; 15WM / 15WF / 1HM / 1HF / 1AF / 1TM**

84903 : FOOD RETA/CAT LEAD 3 - WF

**K902000 : CWES - Total Employees: 8; 4WM / 4WF**

84901 : FOOD RETA/CAT LEAD 1 - WF

**K400400 : Academic Affairs - Total Employees: 12; 3WM / 8WF / 1TF**

A40NN : VICE CHANCELLOR - WM

**K153000 : Business Affairs - Total Employees: 6; 2WM / 4WF**

A40NN : VICE CHANCELLOR - WF

**K050100 : UNIVERSITY ADVANCEMENT - Total Employees: 18; 7WM / 9WF / 1BF / 1IF**

A40NN : VICE CHANCELLOR - WM

**K900900 : COLLEGE OF NATURAL RESOURCES - Total Employees: 7; 3WM / 4WF**

A20NN : DEAN - WF

**K700700 : Professional Studies - Total Employees: 5; 2WM / 3WF**

A20NN : DEAN - WM

**K101310 : Student Affairs - Total Employees: 2; 1WF / 1BM**

A40NN : VICE CHANCELLOR - BM

**K600600 : Letters & Science - Total Employees: 9; 4WM / 5WF**

A20NN : DEAN - WM

**K800800 : Fine Arts & Communication - Total Employees: 4; 4WF**

A20NN : DEAN - WF

**K301000 : UNIVERSITY COLLEGE - Total Employees: 19; 2WM / 16WF / 1AF**

**Plan Year: 01/01/18 - 12/31/18**

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Organizational Display

41 CFR Section 60-2.11 (b)

A20NN : DEAN - WF

**K501110 : Information Technology - Total Employees: 29; 23WM / 6WF**

K10DL : DIR, COMPUTER SRV/L - WM

**K708100 : Health Care Professions - Total Employees: 16; 1WM / 14WF / 1TF**

N58NN : CONSULTANT - WF

**K101305 : DEAN OF STUDENTS - Total Employees: 5; 1WM / 4WF**

A44NN : ASST VICE CHANCELLOR - WM

**K908400 : Natural Resources - Total Employees: 61; 32WM / 26WF / 1HM / 2AM**

A51NN : ASSOCIATE DEAN - WM

**K901101 : WIST (WI INST SUSTAIN TECHNOL) - Total Employees: 2; 1WM / 1WF**

M94DN : DIR, UNSPECIFIED (8) - WM

**K153100 : HUMAN RES & AFFIRM ACTION - Total Employees: 10; 3WM / 7WF**

L54DM : DIR. HUMAN RESOURCES/M - WM

**K600662 : Northern Aquaculture Facility - Total Employees: 4; 3WM / 1WF**

M94DN : DIR, UNSPECIFIED (8) - WM

**K153501 : Controllers Office - Total Employees: 2; 2WF**

J22DM : CONTROLLER/M - WF

**K107100 : ATHLETICS - Total Employees: 47; 29WM / 14WF / 1HM / 1AM / 1TM / 1TF**

J78DM : DIR, ATHLETICS/M - WM

**K409000 : REGISTRAR - Total Employees: 10; 2WM / 7WF / 1HF**

J26DM : REGISTRAR/M - WM

**K103172 : UC Admin - Total Employees: 9; 5WM / 4WF**

M14DM : DIR, STUDENT UNION/M - WF

**K402003 : CONTINUING EDUC & OUTREACH - Total Employees: 13; 3WM / 8WF / 1BF / 1AF**

K14DS : DIR, CONT EDUC/S - WM

**K154000 : UNIV POLICE & SECURITY SRVCS - Total Employees: 9; 7WM / 2WF**

**Plan Year: 01/01/18 - 12/31/18**

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Organizational Display

41 CFR Section 60-2.11 (b)

L72DM : DIR, PROTECTIVE SRV/M - WM

**K010100 : Chancellors Office - Total Employees: 2; 1WM / 1WF**

T22DN : SPECIAL ASSISTANT - WM

**K102800 : Residential Living - Total Employees: 45; 19WM / 23WF / 1BM / 1TM / 1TF**

M32DM : DIR, UNIV HOUSING/M - WM

**K101800 : Counseling Center - Total Employees: 7; 3WM / 4WF**

K16DM : DIR, COUNSEL SERV/M - WF

**K153800 : RISK MANAGEMENT - Total Employees: 4; 2WM / 2WF**

M93DN : DIR, UNSPECIFIED (7) - WM

**K407030 : FINANCIAL AID - Total Employees: 10; 1WM / 8WF / 1TF**

K44DM : DIR, FINAN AID/M - WF

**K306001 : LIBRARY PUBLIC SERVICES - Total Employees: 20; 7WM / 12WF / 1AF**

L12DS : DIR, LIBRARY/S - WF

**K405000 : ADMISSIONS - Total Employees: 19; 5WM / 8WF / 3BM / 1HF / 1AF / 1TM**

M12DM : DIR, STUDENT SERV/M - WM

**K408000 : INTERNAT'L STUDENTS & SCHOLARS - Total Employees: 3; 1WM / 1WF / 1IF**

M93DN : DIR, UNSPECIFIED (7) - WM

**K010300 : UNIV COMMUNICATION & MARKETING - Total Employees: 10; 2WM / 7WF / 1AM**

M93DN : DIR, UNSPECIFIED (7) - WM

**K101400 : UNIV CHILD LEARN & CARE CTR - Total Employees: 7; 7WF**

K06DM : DIR, CHILD CARE/M - WF

**K908025 : Treehaven - Total Employees: 5; 2WM / 3WF**

M93DN : DIR, UNSPECIFIED (7) - WM

**K103313 : Cardio Center - Total Employees: 4; 1WM / 2WF / 1HM**

M14LM : ASST DIR, STD UNION/M - WF

**K308000 : CITL (CTR-INCLS TEACH & LEARN) - Total Employees: 5; 2WM / 3WF**

**Plan Year: 01/01/18 - 12/31/18**

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Organizational Display

41 CFR Section 60-2.11 (b)

M93DN : DIR, UNSPECIFIED (7) - WF

**K908624 : Schmeeckle - Total Employees: 3; 2WM / 1WF**

M92DN : DIR, UNSPECIFIED (6) - WM

**K304000 : TUTOR LEARNING CENTER - Total Employees: 6; 1WM / 5WF**

M93DN : DIR, UNSPECIFIED (7) - WF

**K303000 : DISABILITY & ASSIST TECHN CTR - Total Employees: 5; 2WM / 3WF**

M93DN : DIR, UNSPECIFIED (7) - WM

**K302000 : ACADEMIC & CAREER ADV CENTER - Total Employees: 20; 5WM / 14WF / 1BM**

J42LM : ASST DIR, ACD ADV/M - WM

**K103200 : University Store - Total Employees: 5; 1WM / 4WF**

M14LM : ASST DIR, STD UNION/M - WF

**K707500 : HPHD - Total Employees: 24; 6WM / 15WF / 1BF / 2AF**

P80NS : UNIV DINING MANAGER I - WF

**K908271 : BOW - Total Employees: 1; 1WF**

**K907400 : PAPER SCIENCE & ENGINEERING - Total Employees: 5; 2WM / 2WF / 1AM**

**K905102 : CTR FOR WATERSHED SCI & ED - Total Employees: 6; 4WM / 2WF**

**K905001 : UW Extension CNR - Total Employees: 10; 2WM / 8WF**

**K904600 : CO-OP FISHERIES UNIT - Total Employees: 7; 5WM / 2WF**

**K901002 : WCEE (WI CTR FOR ENVIRO ED) - Total Employees: 10; 1WM / 9WF**

**K808500 : Aber Suzuki Center - Total Employees: 12; 1WM / 10WF / 1AM**

**K808300 : Music - Total Employees: 30; 17WM / 12WF / 1HM**

**K806100 : Theatre & Dance - Total Employees: 20; 8WM / 12WF**

**K805800 : Communication - Total Employees: 16; 8WM / 7WF / 1AF**

**K805100 : Art & Design - Total Employees: 16; 6WM / 8WF / 1HM / 1AM**

**K708400 : Business & Economics - Total Employees: 35; 19WM / 10WF / 3HM / 3AF**

**K708200 : Military Science - Total Employees: 1; 1WF**

**Plan Year: 01/01/18 - 12/31/18**



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Organizational Display

41 CFR Section 60-2.11 (b)

K707700 : Interior Architecture - Total Employees: 8; 2WM / 4WF / 2AF  
K706300 : Education - Total Employees: 38; 8WM / 26WF / 1BM / 1BF / 1HF / 1AM  
K705900 : COMMUNICATION SCI & DISORDER - Total Employees: 19; 4WM / 15WF  
K608900 : Political Science - Total Employees: 6; 3WM / 1WF / 1HM / 1AF  
K608800 : Physics - Total Employees: 13; 9WM / 3WF / 1AM  
K608700 : Philosophy - Total Employees: 10; 6WM / 3WF / 1AM  
K608150 : Computing&New Media Technology - Total Employees: 17; 9WM / 5WF / 1AM / 2AF  
K608000 : Mathematical Sciences - Total Employees: 34; 19WM / 10WF / 2AM / 2AF / 1TM  
K607600 : SOCIOLOGY & SOCIAL WORK - Total Employees: 16; 2WM / 11WF / 1AM / 1AF / 1IM  
K607300 : Psychology - Total Employees: 17; 5WM / 11WF / 1AM  
K607100 : HISTORY & INTERNATIONAL STUDY - Total Employees: 16; 10WM / 4WF / 1AF / 1TF  
K606800 : Geography & Geology - Total Employees: 12; 7WM / 4WF / 1BM  
K606600 : WORLD LANGUAGES & LITERATURES - Total Employees: 14; 6WM / 5WF / 1HM / 1HF / 1AF  
K606500 : English - Total Employees: 37; 15WM / 19WF / 1HM / 1AF / 1TF  
K605500 : Chemistry - Total Employees: 26; 16WM / 10WF  
K605300 : BIOLOGY - Total Employees: 35; 14WM / 19WF / 1HF / 1AM  
K604500 : Museum of Natural History - Total Employees: 2; 1WM / 1WF  
K501190 : Administrative Info Systems - Total Employees: 4; 3WM / 1WF  
K501180 : Telephone Support Office - Total Employees: 2; 1WM / 1WF  
K501124 : Web & Media Services - Total Employees: 3; 2WM / 1WF  
K403500 : International Programs - Total Employees: 4; 4WF  
K400412 : COMMON COUNCIL - Total Employees: 1; 1WF  
K155151 : Central Stores - Total Employees: 1; 1WF  
K155141 : PM Maintenance - Total Employees: 7; 7WM  
K155131 : AM Maintenance - Total Employees: 11; 11WM  
K155123 : Academic Custodial - Total Employees: 47; 23WM / 19WF / 1HM / 2HF / 2AM

*Plan Year: 01/01/18 - 12/31/18*

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Organizational Display

41 CFR Section 60-2.11 (b)

K155121 : Auto Shop - Total Employees: 1; 1WM  
K155120 : Grounds - Total Employees: 6; 4WM / 2WF  
K155101 : Heating Plant - Total Employees: 11; 10WM / 1TM  
K155076 : Resource Recovery - Total Employees: 1; 1WM  
K153700 : Parking Services - Total Employees: 2; 1WM / 1WF  
K153611 : Bursar - Total Employees: 7; 7WF  
K153529 : Payment Services - Total Employees: 4; 1WM / 3WF  
K153520 : Purchasing - Total Employees: 2; 2WF  
K153200 : Facilities Planning - Total Employees: 2; 1WM / 1WF  
K103315 : Point Card Office - Total Employees: 1; 1WM  
K103312 : CAMPUS RESERVATIONS - Total Employees: 2; 2WF  
K103158 : UC Program Services - Total Employees: 4; 3WM / 1WF  
K103154 : CAMPUS ACTIV & STUDENT ENGMT - Total Employees: 3; 1WM / 2WF  
K103152 : UNIV INFO & TICKET CENTER - Total Employees: 1; 1WF  
K103000 : STUDENT HEALTH SERVICE - Total Employees: 21; 4WM / 16WF / 1HF  
K102850 : RESIDENTIAL LIVING BLD & GRDS - Total Employees: 3; 1WM / 2WF  
K101969 : Upward Bound - Total Employees: 4; 2WM / 2WF  
K101900 : DIVERSITY & COLLEGE ACCESS - Total Employees: 4; 1WF / 1BF / 1HM / 1IF  
K010310 : Printing & Design - Total Employees: 3; 1WM / 2WF

*Plan Year: 01/01/18 - 12/31/18*

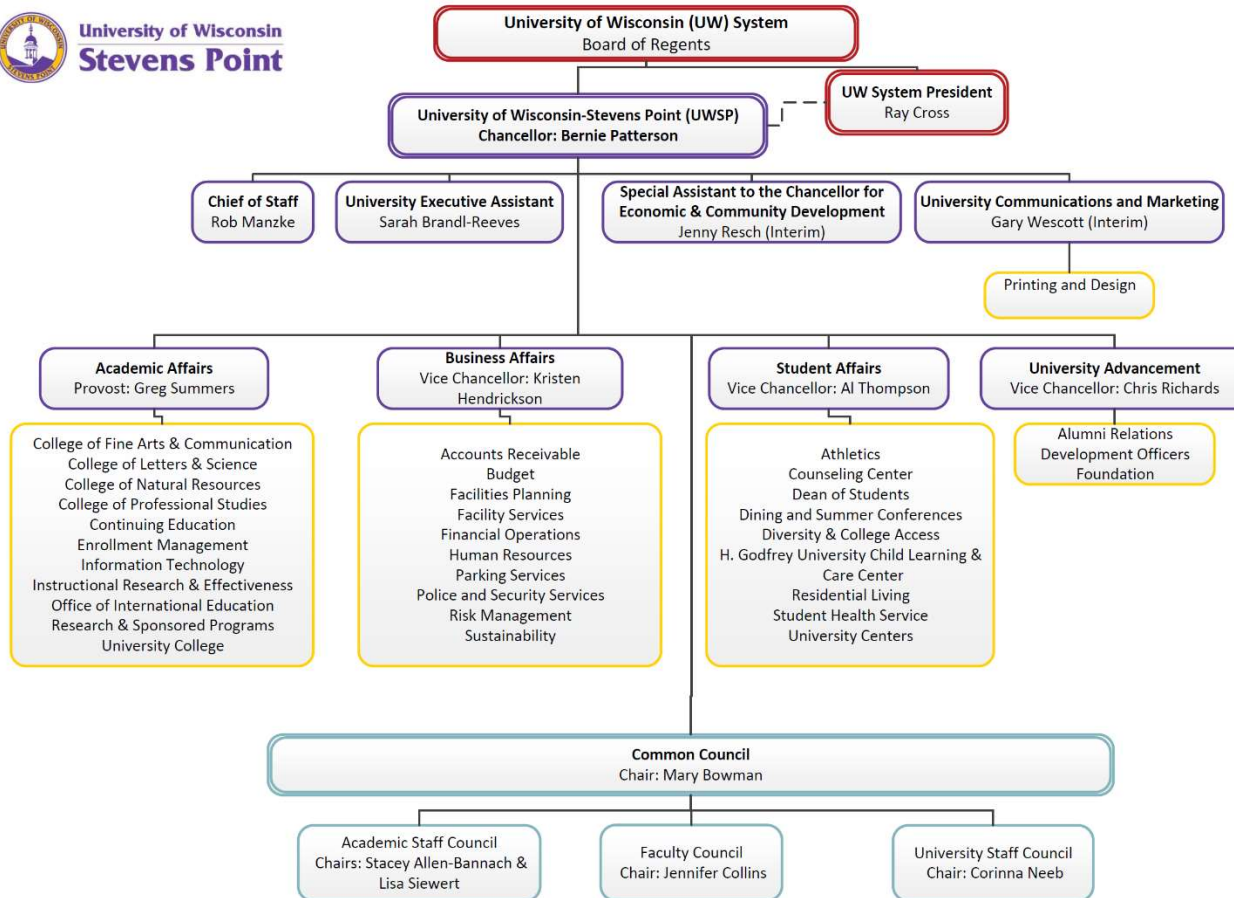
**University of Wisconsin-Stevens Point**  
**2100 Old Main**  
**Stevens Point, WI 54481**

**Organizational Display**

41 CFR Section 60-2.11 (b)



**University of Wisconsin Stevens Point**



**WORKFORCE BY JOB GROUP**  
**41 CFR Sections 60-2.12, 60-2.17(b)(1)**

The Job Group Analysis groups jobs with similar content, wage rates, and opportunities into job groups. This analysis includes a list of the job titles that constitute each job group.

**PLACEMENT OF INCUMBENTS IN JOB GROUPS**  
**41 CFR Section 60-2.13**

University of Wisconsin-Stevens Point states separately the percentage of minorities and the percentage of women it employs in each job group established pursuant to Sec. 60-2.12.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>001 : MGT INFO PROS &amp; MGT INFO OCC</b>																
13362 : IS NET SERV SENIOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13372 : IS SYS DEV SRV SENIOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : IS SYS DEV SRV SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13461 : IS TECH SRV PROF	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : IS TECH SRV SENIOR	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : IS TECH SRV SPEC	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13661 : IS BUS AUTO ANALYST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13662 : IS BUS AUTO SENIOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13902 : IS RESOURC SUP TECH I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13903 : IS RESOURC SUP TECH S	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0
R82BN : SR DATA BASE ADMINSTR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S45BN : SR IS SPECIALIST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S45DN : IS SPECIALIST	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S45FN : ASSOC IS SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S81BN : SR NETWORK SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	19	19	0	0	0	0	0	0	10	10	0	0	0	0	0	0
<b>Job Group Percentages :</b>	65.5	65.5	0.0	0.0	0.0	0.0	0.0	0.0	34.5	34.5	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>002 : LAW &amp; PUBLIC SAFETY</b>																
04361 : RISK MGT SPEC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
65200 : POLICE OFFICER	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65420 : SECURITY SUP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65512 : SECURITY OFFR 2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65514 : SECURITY OFFR 4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>75.0</b>	<b>75.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>003 : FISCAL &amp; RELATED</b>																
00160 : ACCOUNTANT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00161 : FINANCIAL SPECIALIST	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0
00162 : FINANCIAL SPECIALIST SENIOR	3	3	0	0	0	0	0	0	14	14	0	0	0	0	0	0
00163 : FINANCIAL SPECIALIST ADVANCED	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : ACCOUNTANT - JOURNEY	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00320 : FINANCIAL SPEC SUPV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00580 : FINANCIAL PROG SUPV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
09210 : BUD & POL ANA DIV ADV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
09710 : BUD & POL ANA DIV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10401 : PURCHASING AGENT	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10402 : PURCHASING AGENT-OBJ	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10403 : PURCHASING AGENT-SEN	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
12261 : PUBLICATIONS EDITOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P52NS : FINANCIAL PROG MANAGER I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R10DN : ACCOUNTANT	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R26DM : BUDGET PLANNER/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>16.2</b>	<b>16.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>83.8</b>	<b>81.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.7</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
<b>004 : TECH:SCI, LAB &amp; HEALTH</b>																	
23001 : MEDICAL PROGRAM ASST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
34403 : MICRO LAB TECH S	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
35662 : MEDICAL ASSISTANT 2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	
36402 : PHARMACY TECH - OBJ	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
38500 : LICENSED PRAC NURSE	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	
41162 : MED TECH SR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
46073 : ANIM RESRCH TECH SEN	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
56100 : ENVIRONMENTAL COORD	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
90870 : FISHERIES TECH ADV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R30FN : ASSOC CHEMIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R48DN : CLINICAL PHARMACIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R54DN : CLIN PHYSICIAN ASST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S78DN : MEDICAL TECH	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
T14BN : SR REHAB SPECIALIST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
<b>Job Group Totals :</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Job Group Percentages :</b>	<b>22.2</b>	<b>22.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>77.8</b>	<b>72.2</b>	<b>0.0</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>005 : TECH:ENG, MEDIA &amp; GRAPHIC ART</b>																
12361 : COMM SPEC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
12362 : COMM SPEC SENR	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
24863 : ENGR SPEC ADV 1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26061 : FACILITY DESIGNER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
26062 : FACILITY DESIGN JOURN	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61363 : GRAPHIC DESIGNER-SEN	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61570 : PRINTING TECH	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
83410 : INSTRUMENT SHOP COORD	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93173 : ELECT TECH MEDIA SENR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16DN : ARTIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16FN : ASSOC ARTIST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S52DN : INSTRUMENTATION SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S54DN : INSTRUMENTATION TECH	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>37.5</b>	<b>37.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>62.5</b>	<b>62.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>006 : ADM &amp; PROG SPT/LIB &amp; SR CLER</b>																
05300 : UNIVERSITY BUS SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06500 : UW PROG SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
07010 : UNIV EXEC STAFF ASST	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
07480 : UW ADMIN PROG SUPV	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
15100 : ADMIN TELECOM SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : PRG ASST ADV CONF	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
18500 : UNIV CONF COORDINATOR	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
19510 : HR ASST ADV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19813 : STU STATUS EXAM ASSOC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
21312 : PAY & BEN SPECIALIST ADVANCED	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
57764 : LIBRY SER ASST - ADV	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0
82520 : PRINTING SRV SUP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	5	5	0	0	0	0	0	0	20	20	0	0	0	0	0	0
<b>Job Group Percentages :</b>	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>007 : GENERAL CLERICAL</b>																
08500 : UNIV SVC PRG ASSOC	0	0	0	0	0	0	0	0	21	19	1	1	0	0	0	0
16000 : OFFICE ASSOCIATE	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16160 : OFFICE OPER ASSOCIATE	1	1	0	0	0	0	0	0	7	7	0	0	0	0	0	0
16310 : PRG ASST CONF	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16320 : PRG ASST SUP	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16470 : OPER PROGRAM ASSOC	0	0	0	0	0	0	0	0	8	8	0	0	0	0	0	0
16600 : UNIV SERVICES ASSOC 1	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16660 : UNIV SERVICES ASSOC 2	1	1	0	0	0	0	0	0	19	17	0	0	1	1	0	0
<b>Job Group Totals :</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>56</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>3.2</b>	<b>3.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>96.8</b>	<b>90.3</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>008 : TRADES &amp; PWR PLANT</b>																
76020 : BLDGS/GROUNDS SUPV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76120 : BLDGS/GROUNDS SUPT	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76260 : CARPENTER	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76300 : ELECTRICIAN	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76400 : PAINTER	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76500 : PLUMBER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76600 : STEAMFITTER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77102 : POWER PLNT OPER-SENR	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77103 : POWER PLNT OPER INCHG	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77262 : HVAC/REFRIG SPEC-ADV	3	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0
83102 : AUTO/EQUIP TECH-DEV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83104 : AUTO/EQUIP TECH-MASTR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91302 : LOCKSMITH - JOURNEY	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P67NL : PHYS PLANT PROG MANAGER III	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P67NM : PHYS PLANT PROG MANAGER II	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P67NS : PHYS PLANT PROG MANAGER I	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	32	31	0	0	0	0	0	1	1	1	0	0	0	0	0	0
<b>Job Group Percentages :</b>	97.0	93.9	0.0	0.0	0.0	0.0	0.0	3.0	3.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>009 : MTL HNDLG, SKLD FD SRV, LBRERS</b>																
20502 : INV CONTROL COOR-ADV	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76101 : FACILITIES MAINT SPEC	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76102 : FAC MAINT SPEC ADV	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76125 : FAC REPAIR WORKER	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76126 : FAC REPAIR WORKER-ADV	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : CUSTODIAL SRV SUPV	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76320 : CUSTODIAL SRV PRO SUP	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84220 : FOOD SRV MGR	2	1	0	0	0	0	0	1	2	2	0	0	0	0	0	0
84402 : COOK 2	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0
84800 : FOOD PRODUCTION ASST	5	5	0	0	0	0	0	0	2	2	0	0	0	0	0	0
84801 : FOOD SERVICE ASST 1	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
84802 : FOOD SERVICE ASST 2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84803 : FOOD SERVICE ASST 3	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84804 : FOOD SERVICE ASST 4	3	3	0	0	0	0	0	0	7	6	0	0	1	0	0	0
84840 : EXECUTIVE CHEF	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
84901 : FOOD RETA/CAT LEAD 1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84903 : FOOD RETA/CAT LEAD 3	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
88910 : UPHOLSTERER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
89161 : CUSTODIAN	30	27	0	1	2	0	0	0	28	26	0	2	0	0	0	0
89162 : CUSTODIAN LEAD	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
90170 : GROUNDS CREW LEAD	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
90430 : GARDENER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
91050 : GROUNDSKEEPER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91300 : LABORER	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P80NS : UNIV DINING MANAGER I	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	74	69	0	2	2	0	0	1	52	49	0	2	1	0	0	0
<b>Job Group Percentages :</b>	58.7	54.8	0.0	1.6	1.6	0.0	0.0	0.8	41.3	38.9	0.0	1.6	0.8	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>020 : EXEC &amp; SR LEVEL ADMINISTRATORS</b>																
A20NN : DEAN	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0
A40NN : VICE CHANCELLOR	3	2	1	0	0	0	0	0	1	1	0	0	0	0	0	0
A42NN : ASSOC VICE CHANCELLOR	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
A44NN : ASST VICE CHANCELLOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : ASSOCIATE DEAN	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N23NM : ASSOCIATE DEAN/M	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
T22DN : SPECIAL ASSISTANT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	12	11	1	0	0	0	0	0	8	8	0	0	0	0	0	0
<b>Job Group Percentages :</b>	60.0	55.0	5.0	0.0	0.0	0.0	0.0	0.0	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
<b>021 : RESEARCH SPECIALISTS</b>																	
E10LN : ASSISTANT SCIENTIST	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
P12NS : ACAD ARCHIVIST I	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P30NS : CLIN NURSE MGR I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
R44BN : SR CLIN NURSE SPEC	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
R54BN : SR CL PHYSICIAN ASST	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S92FN : ASSOC OUTREACH SPEC	2	2	0	0	0	0	0	0	6	5	0	0	1	0	0	0	
T02BN : SR PHYSICIAN	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	
T08BN : SR PSYCHOLOGIST	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
T08DN : PSYCHOLOGIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T16BN : SR RESEARCH SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T16DN : RESEARCH SPECIALIST	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	
T16FN : ASSOC RESEARCH SPEC	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
<b>Job Group Totals :</b>	13	13	0	0	0	0	0	0	17	16	0	0	1	0	0	0	
<b>Job Group Percentages :</b>	43.3	43.3	0.0	0.0	0.0	0.0	0.0	0.0	56.7	53.3	0.0	0.0	3.3	0.0	0.0	0.0	

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>022 : DIRECTORS</b>																
J22DM : CONTROLLER/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J26DM : REGISTRAR/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J72DM : DIR, ALUMNI REL/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J78DM : DIR, ATHLETICS/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K06DM : DIR, CHILD CARE/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K10DL : DIR, COMPUTER SRV/L	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K14DS : DIR, CONT EDUC/S	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K16DM : DIR, COUNSEL SERV/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K44DM : DIR, FINAN AID/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K48DM : DIR, DINING SERVICES/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L12DS : DIR, LIBRARY/S	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L54DM : DIR, HUMAN RESOURCES/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L62DM : DIR, PHYSICAL PLANT/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L72DM : DIR, PROTECTIVE SRV/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M12DM : DIR, STUDENT SERV/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M14DM : DIR, STUDENT UNION/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M32DM : DIR, UNIV HOUSING/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M92DN : DIR, UNSPECIFIED (6)	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
M93DN : DIR, UNSPECIFIED (7)	5	5	0	0	0	0	0	0	3	3	0	0	0	0	0	0
M94DN : DIR, UNSPECIFIED (8)	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N58NN : CONSULTANT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	18	18	0	0	0	0	0	0	12	12	0	0	0	0	0	0
<b>Job Group Percentages :</b>	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>023 : ASSOC/ASST DIRECTORS</b>																
J26FM : ASSOC REGISTRAR/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J42LM : ASST DIR, ACD ADV/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J44LL : ASST DIR, ACD CMP S/L	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J54FM : ASSOC DIR, ADMISSIONS/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J72LM : ASST DIR, ALUMNI RL/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K10FL : ASSOC DIR, CMPTR SV/L	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K14LM : ASST DIR, CONT ED/M	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K44FM : ASSOC DIR, FIN AID/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L54FS : ASSOC DIR. HUMAN RESOURCES/S	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L72LM : ASST DIR, PROT SRV/M	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M14FM : ASC DIR, STD UNION/M	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M14LM : ASST DIR, STD UNION/M	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
M32LM : ASST DIR, UNV HOUS/M	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>41.2</b>	<b>41.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>58.8</b>	<b>58.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>024 : PROGRAM MANAGERS</b>																
P14NS : ADMIN PRG MANAGER I	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P50NL : DEVELOPT PRG MGR III	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NS : DEVELOPT PRG MGR I	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P55NL : INSTRUCTL PRG MGR III	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P55NM : INSTRUCTL PRG MGR II	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P55NS : INSTRUCTL PRG MGR I	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0
P60NM : LABORATORY MGR II	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P60NS : LABORATORY MGR I	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P65NM : OUTREACH PROG MGR II	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
P65NS : OUTREACH PROG MGR I	2	2	0	0	0	0	0	0	6	6	0	0	0	0	0	0
P70NS : RESEARCH PROG MGR I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NM : STUDENT SV PR MGR II	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
P75NS : STUDENT SV PR MGR I	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R72BN : SR COUNSELOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	13	13	0	0	0	0	0	0	20	20	0	0	0	0	0	0
<b>Job Group Percentages :</b>	39.4	39.4	0.0	0.0	0.0	0.0	0.0	0.0	60.6	60.6	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>025 : ADMIN/ACAD SPT PROFS</b>																
18060 : DEAN ASSISTANT	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
24060 : ACADEMIC DEPT ASSOC	0	0	0	0	0	0	0	0	18	17	0	0	1	0	0	0
R04BN : SR ACAD LIBRARIAN	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R07BN : SR ADMIN PRGM SPEC	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : ADMIN PROGRAM SPEC	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : ASSOC ADMIN PRGM SPEC	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
R08BN : SR ADMIN SPECIALIST	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
R08DN : ADMIN SPECIALIST	5	5	0	0	0	0	0	0	8	8	0	0	0	0	0	0
R08FN : ASSOC ADM SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R10FN : ASSOC ACCOUNTANT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S06DN : FACILITIES PLAN SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S36DN : HUMAN RESOURCES SPEC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
S36FN : ASSOC HUMAN RESOURCES SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S46DN : INSTITUTIONAL PLANNER	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1
S48BN : SR INSTRUCTIONAL SPEC	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S52BN : SR INSTRUMENT SPEC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92BN : SR OUTREACH SPEC	3	3	0	0	0	0	0	0	7	7	0	0	0	0	0	0
S92DN : OUTREACH SPECIALIST	7	7	0	0	0	0	0	0	7	7	0	0	0	0	0	0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>Job Group Totals :</b>	28	28	0	0	0	0	0	0	57	55	0	0	1	0	0	1
<b>Job Group Percentages :</b>	32.9	32.9	0.0	0.0	0.0	0.0	0.0	0.0	67.1	64.7	0.0	0.0	1.2	0.0	0.0	1.2

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>026 : INFO SYS &amp; UREL &amp; MEDIA PROFS</b>																
06301 : MARKETING SPEC	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
13603 : IS COMP SUPP TECH SR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R16BN : SR ARTIST	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
R84BN : SR DEVELOP SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84DN : DEVELOP SPECIALIST	2	2	0	0	0	0	0	0	3	2	1	0	0	0	0	0
S42FN : ASSOC INFORMATION MGR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44BN : SR INFORM PROC CONSLT	7	7	0	0	0	0	0	0	4	4	0	0	0	0	0	0
S44DN : INFORM PROCESS CONSLT	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44FN : ASSOC INF PROC CONSLT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S74DN : MARKETING SPECIALIST	3	2	1	0	0	0	0	0	2	2	0	0	0	0	0	0
S76BN : SR MEDIA SPECIALIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T54BN : SR UNIV REL SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54DN : UNIV RELATIONS SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54FN : ASSOC UNIV REL SPEC	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	19	17	1	0	1	0	0	0	16	14	1	1	0	0	0	0
<b>Job Group Percentages :</b>	54.3	48.6	2.9	0.0	2.9	0.0	0.0	0.0	45.7	40.0	2.9	2.9	0.0	0.0	0.0	0.0

~ : Part Time



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>027 : STUDENT SVCS SPT PROFS</b>																
N54DN : COACH	9	8	0	0	0	0	0	1	5	5	0	0	0	0	0	0
N54LN : ASST COACH	19	18	0	1	0	0	0	0	4	3	0	0	0	0	0	1
P16NL : ATHLETIC TRAINER III	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P16NM : ATHLETIC TRAINER II	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0
P16NS : ATHLETIC TRAINER I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : SR ADVISOR	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0
R12DN : ADVISOR	2	2	0	0	0	0	0	0	13	12	0	0	1	0	0	0
R12FN : ASSOC ADVISOR	7	4	2	0	0	0	0	1	5	3	0	1	0	0	0	1
R86BN : SR DEVLPMNT SKILLS SPC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R86DN : DEVELOPMT SKILLS SPEC	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1
T12DN : RECREATION SPECIALIST	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T12FN : ASSOC RECREATION SPEC	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T18FN : ASSOC RES HALL MGR	4	2	1	0	0	0	0	1	8	7	0	0	0	0	0	1
T25BN : SR STUDENT SERV COORD	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
T25DN : STUDENT SERVICES CORD	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
T25FN : ASSOC STU SERV COORD	3	2	1	0	0	0	0	0	4	4	0	0	0	0	0	0
T26BN : SR STUDENT SERV SPEC	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
T26DN : STUDENT SERVICES SPEC	2	1	0	1	0	0	0	0	7	7	0	0	0	0	0	0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T26FN : ASSOC STUDENT SV SPEC	1	0	0	1	0	0	0	0	4	2	1	0	0	1	0	0
<b>Job Group Totals :</b>	54	43	4	3	1	0	0	3	72	64	1	1	1	1	0	4
<b>Job Group Percentages :</b>	42.9	34.1	3.2	2.4	0.8	0.0	0.0	2.4	57.1	50.8	0.8	0.8	0.8	0.8	0.0	3.2

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>040 : INSTRUCT/RESEARCH AS:COFAC</b>																
D80BN 040 : SENIOR LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DN 040 : LECTURER	1	1	0	0	0	0	0	0	6	6	0	0	0	0	0	0
D80FN 040 : ASSOC LECTURER	3	3	0	0	0	0	0	0	8	8	0	0	0	0	0	0
S48AN 040 : DIS INSTRUCTIONAL SP	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S48DN 040 : INSTRUCTIONAL SPEC	1	0	0	0	1	0	0	0	2	2	0	0	0	0	0	0
S48FN 040 : ASSOC INSTRUCTNL SPEC	1	1	0	0	0	0	0	0	6	6	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>20.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>3.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>80.0</b>	<b>80.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>041 : INSTRUCT/RESEARCH AS:CNR</b>																
D80BN 041 : SENIOR LECTURER	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80FN 041 : ASSOC LECTURER	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S48DN 041 : INSTRUCTIONAL SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>80.0</b>	<b>80.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
<b>042 : INSTRUCT/RESEARCH AS:CLS</b>																	
93062 042 : ELEC TECH RESEARCH S	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D14NN 042 : VISITING INSTRUCTOR	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
D80BN 042 : SENIOR LECTURER	7	6	0	1	0	0	0	0	10	10	0	0	0	0	0	0	0
D80DN 042 : LECTURER	7	7	0	0	0	0	0	0	13	11	0	0	1	0	0	0	1
D80FN 042 : ASSOC LECTURER	11	10	0	0	0	0	0	1	15	12	0	1	2	0	0	0	0
D92LN 042 : ASST FACULTY ASSOC	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
S48FN 042 : ASSOC INSTRUCTNL SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	28	26	0	1	0	0	0	1	42	37	0	1	3	0	0	0	1
<b>Job Group Percentages :</b>	40.0	37.1	0.0	1.4	0.0	0.0	0.0	1.4	60.0	52.9	0.0	1.4	4.3	0.0	0.0	1.4	1.4

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>043 : INSTRUCT/RESEARCH AS:CPS</b>																
D13NN 043 : VISITING ASST PROF	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BN 043 : SENIOR LECTURER	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0
D80DN 043 : LECTURER	3	3	0	0	0	0	0	0	8	7	0	0	1	0	0	0
D80FN 043 : ASSOC LECTURER	10	9	0	0	1	0	0	0	21	18	1	0	1	0	0	1
S48FN 043 : ASSOC INSTRUCTNL SPEC	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	15	14	0	0	1	0	0	0	36	32	1	0	2	0	0	1
<b>Job Group Percentages :</b>	29.4	27.5	0.0	0.0	2.0	0.0	0.0	0.0	70.6	62.7	2.0	0.0	3.9	0.0	0.0	2.0

~ : Part Time

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

**Job Group Analysis Report**

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>044 : INSTRUCT/RESEARCH AS:MISC</b>																
D80DN 044 : LECTURER	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Percentages :</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>050 : FAC:FINE ARTS &amp; COMMUNICATION</b>																
C20NN 050 : PROFESSOR	15	14	0	1	0	0	0	0	12	12	0	0	0	0	0	0
C30NN 050 : ASSOCIATE PROFESSOR	11	10	0	0	1	0	0	0	2	2	0	0	0	0	0	0
C40NN 050 : ASSISTANT PROFESSOR	8	7	0	1	0	0	0	0	4	3	0	0	1	0	0	0
<b>Job Group Totals :</b>	<b>34</b>	<b>31</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>65.4</b>	<b>59.6</b>	<b>0.0</b>	<b>3.8</b>	<b>1.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>34.6</b>	<b>32.7</b>	<b>0.0</b>	<b>0.0</b>	<b>1.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>051 : FAC:COLS:HUMANITIES</b>																
C20NN 051 : PROFESSOR	16	15	0	0	1	0	0	0	8	7	0	0	1	0	0	0
C30NN 051 : ASSOCIATE PROFESSOR	9	8	0	1	0	0	0	0	7	6	0	0	1	0	0	0
C40NN 051 : ASSISTANT PROFESSOR	7	7	0	0	0	0	0	0	2	2	0	0	0	0	0	0
<b>Job Group Totals :</b>	32	30	0	1	1	0	0	0	17	15	0	0	2	0	0	0
<b>Job Group Percentages :</b>	65.3	61.2	0.0	2.0	2.0	0.0	0.0	0.0	34.7	30.6	0.0	0.0	4.1	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>052 : FAC:COLS:SOCIAL SCIENCES</b>																
C20NN 052 : PROFESSOR	9	8	0	0	0	1	0	0	7	7	0	0	0	0	0	0
C30NN 052 : ASSOCIATE PROFESSOR	6	3	1	1	1	0	0	0	5	5	0	0	0	0	0	0
C40NN 052 : ASSISTANT PROFESSOR	3	2	0	0	1	0	0	0	5	3	0	0	2	0	0	0
<b>Job Group Totals :</b>	18	13	1	1	2	1	0	0	17	15	0	0	2	0	0	0
<b>Job Group Percentages :</b>	51.4	37.1	2.9	2.9	5.7	2.9	0.0	0.0	48.6	42.9	0.0	0.0	5.7	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>053 : FAC:COLS:SCIENCE</b>																
C20NN 053 : PROFESSOR	24	22	0	0	2	0	0	0	6	4	0	1	1	0	0	0
C30NN 053 : ASSOCIATE PROFESSOR	11	9	0	0	2	0	0	0	11	11	0	0	0	0	0	0
C40NN 053 : ASSISTANT PROFESSOR	16	15	0	0	1	0	0	0	12	11	0	0	1	0	0	0
D22NN 053 : ASSOCIATE PROF EMER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>52</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>64.2</b>	<b>58.0</b>	<b>0.0</b>	<b>0.0</b>	<b>6.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>35.8</b>	<b>32.1</b>	<b>0.0</b>	<b>1.2</b>	<b>2.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>054 : FAC:NATURAL RESOURCES</b>																
C20NN 054 : PROFESSOR	8	7	0	1	0	0	0	0	5	5	0	0	0	0	0	0
C30NN 054 : ASSOCIATE PROFESSOR	5	5	0	0	0	0	0	0	4	4	0	0	0	0	0	0
C40NN 054 : ASSISTANT PROFESSOR	14	11	0	0	3	0	0	0	2	2	0	0	0	0	0	0
<b>Job Group Totals :</b>	<b>27</b>	<b>23</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Group Percentages :</b>	<b>71.1</b>	<b>60.5</b>	<b>0.0</b>	<b>2.6</b>	<b>7.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>28.9</b>	<b>28.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>055 : FAC:CPS</b>																
C20NN 055 : PROFESSOR	12	12	0	0	0	0	0	0	16	13	1	0	2	0	0	0
C30NN 055 : ASSOCIATE PROFESSOR	5	4	1	0	0	0	0	0	8	7	0	0	1	0	0	0
C40NN 055 : ASSISTANT PROFESSOR	7	4	0	3	0	0	0	0	12	10	0	1	1	0	0	0
D51NN 055 : CLINICAL PROFESSOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D52NN 055 : CLINICAL ASSOC PROF	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
D53NN 055 : CLINICAL ASST PROF	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
<b>Job Group Totals :</b>	26	22	1	3	0	0	0	0	41	35	1	1	4	0	0	0
<b>Job Group Percentages :</b>	38.8	32.8	1.5	4.5	0.0	0.0	0.0	0.0	61.2	52.2	1.5	1.5	6.0	0.0	0.0	0.0

~ : Part Time

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Job Group Analysis Report

41 CFR Section 60-2.12-13

Job Code : Job Title	Males								Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
<b>056 : FAC:MISC</b>																
C20NN 056 : PROFESSOR	1	1	0	0	0	0	0	0	3	2	0	0	1	0	0	0
C40NN 056 : ASSISTANT PROFESSOR	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Totals :</b>	4	4	0	0	0	0	0	0	4	3	0	0	1	0	0	0
<b>Job Group Percentages :</b>	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	37.5	0.0	0.0	12.5	0.0	0.0	0.0
<b>Plan Totals :</b>	561	514	8	14	18	1	0	6	656	610	5	9	22	3	0	7
<b>Plan Percentages :</b>	46.1	42.2	0.7	1.2	1.5	0.1	0.0	0.5	53.9	50.1	0.4	0.7	1.8	0.2	0.0	0.6

~ : Part Time

## **WORKFORCE BY JOB GROUP - ANNOTATIONS**

### **41 CFR Section 60-2.1e**

University of Wisconsin-Stevens Point prepares a separate Job Group Annotations report, which lists employees who are included in an affirmative action program for an establishment other than the one in which the employees are located, and identifies the actual location of such employees.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

### Job Group Analysis Report (Annotations)

41 CFR Section 60-2.12-13

Job Code : Job Title	Males							Females							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH

**No Job Group Annotations**

~ : Part Time



**EVALUATION OF PERSONNEL ACTIVITY**  
**41 CFR Section 60-2.17(b)(2)**

University of Wisconsin-Stevens Point evaluates personnel activity to determine whether there are selection disparities.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 001 : MGT INFO PROS & MGT INFO OCC

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	90	8	8.9	
Male	118	6	5.1	No
Unknown	10			
<b>White</b>	181	14	7.7	
Black	2	0	0.0	No
Hispanic	6	0	0.0	No
Asian	8	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	19			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 002 : LAW ENFORCEMENT & PUBLIC SAFETY

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	206	14	6.8	
Female	36	2	5.6	No
Unknown	38			
<b>White</b>	225	16	7.1	
Black	10	0	0.0	No
Hispanic	6	0	0.0	No
Asian	10	0	0.0	No
Amer. Ind.	4	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	6	0	0.0	
Unknown	19			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 003 : FISCAL & RELATED

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	226	10	4.4	
Female	586	10	1.7	Yes
Unknown	64			
<b>White</b>	821	20	2.4	
Black	2	0	0.0	No
Hispanic	6	0	0.0	No
Asian	22	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	25			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 004 : TECH:SCI, LAB & HEALTH

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	54	2	3.7	
Female	156	2	1.3	No
Unknown	50			
<b>Hispanic</b>	4	2	50.0	
White	188	2	1.1	Yes
Black	4	0	0.0	No
Asian	20	0	0.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	42			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 005 : TECH:ENG, MEDIA & GRAPHIC ART

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	94	4	4.3	
Male	58	2	3.4	No
Unknown	12			
<b>White</b>	146	6	4.1	
Black	0	0	0.0	N/A
Hispanic	2	0	0.0	No
Asian	4	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	10			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

**Adverse Impact Analysis (Applicant Flow)**  
**Job Group 006 : ADMIN & PRG SUPP/LIB &SNR CLER OCCU**  
 01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	778	10	1.3	
Male	246	2	0.8	No
Unknown	44			
<b>White</b>	984	12	1.2	
Black	8	0	0.0	No
Hispanic	6	0	0.0	No
Asian	22	0	0.0	No
Amer. Ind.	10	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	16	0	0.0	
Unknown	22			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 007 : GENERAL CLERICAL

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	2338	44	1.9	
Male	480	2	0.4	Yes
Unknown	190			
<b>White</b>	2706	46	1.7	
Black	12	0	0.0	No
Hispanic	28	0	0.0	No
Asian	84	0	0.0	No
Amer. Ind.	20	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	54	0	0.0	
Unknown	104			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 008 : CONSTRCT TRDS & PWR PLNT OCCU/ MECH &REPAIR  
 01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	202	4	2.0	
Female	4	0	0.0	No
Unknown	24			
<b>White</b>	204	4	2.0	
Black	4	0	0.0	No
Hispanic	2	0	0.0	No
Asian	6	0	0.0	No
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	2	0	0.0	No
Two or More	2	0	0.0	
Unknown	8			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 009 : MTL HNDLG, SKLD FD SRV, LBRERS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	400	52	13.0	
Male	638	40	6.3	Yes
Unknown	92			
<b>Asian</b>	12	4	33.3	
White	1054	84	8.0	Yes
Black	8	0	0.0	No
Hispanic	8	2	25.0	No
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	18	0	0.0	
Unknown	24			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 020 : EXEC & SR LEVEL ADMINISTRATORS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	230	12	5.2	
Male	234	0	0.0	Yes
Unknown	50			
<b>White</b>	438	12	2.7	
Black	18	0	0.0	No
Hispanic	20	0	0.0	No
Asian	8	0	0.0	No
Amer. Ind.	4	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	24			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 021 : RESEARCH SPECIALISTS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	132	16	12.1	
Female	116	10	8.6	No
Unknown	32			
<b>White</b>	206	26	12.6	
Black	6	0	0.0	No
Hispanic	2	0	0.0	No
Asian	26	0	0.0	No
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	6	0	0.0	
Unknown	32			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 022 : DIRECTORS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	232	10	4.3	
Male	406	8	2.0	No
Unknown	82			
<b>Hispanic</b>	10	2	20.0	
White	585	16	2.7	Yes
Black	36	0	0.0	Yes
Asian	20	0	0.0	Yes
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	20	0	0.0	
Unknown	43			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 023 : ASSOC/ASST DIRECTORS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	82	4	4.9	
Male	84	4	4.8	No
Unknown	10			
<b>White</b>	158	8	5.1	
Black	4	0	0.0	No
Hispanic	2	0	0.0	No
Asian	0	0	0.0	N/A
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	4	0	0.0	
Unknown	6			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 024 : PROGRAM MANAGERS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	502	24	4.8	
Male	330	6	1.8	Yes
Unknown	90			
<b>White</b>	705	30	4.3	
Black	24	0	0.0	No
Hispanic	22	0	0.0	No
Asian	78	0	0.0	No
Amer. Ind.	2	0	0.0	No
P. Islander/Hawaiian	2	0	0.0	No
Two or More	20	0	0.0	
Unknown	69			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 025 : ADMIN/ACAD SPT PROFS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	1334	48	3.6	
Male	532	16	3.0	No
Unknown	108			
<b>White</b>	1714	58	3.4	
Black	18	0	0.0	No
Hispanic	22	0	0.0	No
Asian	92	2	2.2	No
Amer. Ind.	8	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	36	4	11.1	
Unknown	84			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 026 : INFO SYS & UREL & MEDIA PROFS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	96	6	6.3	
Male	178	10	5.6	No
Unknown	20			
<b>Hispanic</b>	10	2	20.0	
White	226	12	5.3	No
Black	4	0	0.0	No
Asian	18	0	0.0	No
Amer. Ind.	4	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	6	0	0.0	
Unknown	26			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 027 : STUDENT SVCS SPT PROFS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	1824	98	5.4	
Male	1592	66	4.1	No
Unknown	274			
<b>Amer. Ind.</b>	26	4	15.4	
White	3030	132	4.4	Yes
Black	172	4	2.3	Yes
Hispanic	48	6	12.5	No
Asian	140	0	0.0	Yes
P. Islander/Hawaiian	2	0	0.0	No
Two or More	78	8	10.3	
Unknown	194			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 040 : INSTRUCT/RESEARCH AS:COFAC

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	60	20	33.3	
Male	126	6	4.8	Yes
Unknown	52			
<b>Hispanic</b>	6	2	33.3	
White	112	24	21.4	No
Black	18	0	0.0	Yes
Asian	70	0	0.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	2	0	0.0	
Unknown	30			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 041 : INSTRUCT/RESEARCH AS:CNR

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	4	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 042 : INSTRUCT/RESEARCH AS:CLS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	18	36	200.0	
Male	24	14	58.3	N/A
<b>White</b>	24	38	158.3	
Black	2	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	12	8	66.7	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	4	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 043 : INSTRUCT/RESEARCH AS:CPS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	2	54	2700.0	
Male	14	18	128.6	N/A
Unknown	4			
<b>White</b>	14	64	457.1	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	2	2	100.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	2	0.0	
Unknown	4			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 044 : INSTRUCT/RESEARCH AS:MISC

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	52	10	19.2	
Male	34	6	17.6	No
Unknown	18			
<b>White</b>	56	12	21.4	
Black	4	0	0.0	No
Hispanic	8	0	0.0	No
Asian	24	0	0.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	
Unknown	12			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 050 : FAC:FINE ARTS & COMMUNICATION

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	254	12	4.7	
Male	392	16	4.1	No
Unknown	114			
<b>Hispanic</b>	18	4	22.2	
White	524	22	4.2	Yes
Black	34	0	0.0	Yes
Asian	98	2	2.0	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	10	0	0.0	
Unknown	76			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 051 : FAC:COLS:HUMANITIES

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	150	4	2.7	
Female	212	4	1.9	No
Unknown	90			
<b>White</b>	318	8	2.5	
Black	18	0	0.0	No
Hispanic	24	0	0.0	No
Asian	28	0	0.0	No
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	8	0	0.0	
Unknown	50			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 052 : FAC:COLS:SOCIAL SCIENCES

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	146	6	4.1	
Male	160	2	1.3	No
Unknown	84			
<b>Asian</b>	66	4	6.1	
White	228	4	1.8	No
Black	20	0	0.0	No
Hispanic	8	0	0.0	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	8	0	0.0	
Unknown	60			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 053 : FAC:COLS:SCIENCE

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	298	14	4.7	
Male	668	22	3.3	No
Unknown	190			
<b>White</b>	566	32	5.7	
Black	40	0	0.0	No
Hispanic	16	0	0.0	No
Asian	418	2	0.5	Yes
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	10	0	0.0	
Unknown	106			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 054 : FAC:NATURAL RESOURCES

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	240	14	5.8	
Female	86	0	0.0	Yes
Unknown	38			
<b>White</b>	250	12	4.8	
Black	20	0	0.0	No
Hispanic	4	0	0.0	No
Asian	52	2	3.8	No
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	10	0	0.0	
Unknown	28			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 055 : FAC:CPS

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Female</b>	324	14	4.3	
Male	364	12	3.3	No
Unknown	92			
<b>Hispanic</b>	16	6	37.5	
White	430	16	3.7	Yes
Black	40	0	0.0	Yes
Asian	228	2	0.9	Yes
Amer. Ind.	6	0	0.0	No
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	10	0	0.0	
Unknown	50			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Applicant Flow)

Job Group 056 : FAC:MISC

01/01/17 - 12/31/17

	Applicants	Hires	% Hires	2 Std. Deviations Statistically Significant?
<b>Male</b>	14	2	14.3	
Female	14	0	0.0	No
<b>White</b>	22	2	9.1	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	4	0	0.0	
Unknown	2			

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

*Job Group 001 : MGT INFO PROS & MGT INFO OCC*  
 01/01/17 - 12/31/17

Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0
Female	0	0	0.0
			N/A
<b>White</b>	0	0	0.0
Black	0	0	0.0
Hispanic	0	0	0.0
Asian	0	0	0.0
Amer. Ind.	0	0	0.0
P. Islander/Hawaiian	0	0	0.0
Two or More	0	0	0.0
			N/A

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 002 : LAW ENFORCEMENT & PUBLIC SAFETY

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

*Job Group 003 : FISCAL & RELATED*

*01/01/17 - 12/31/17*

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	3	0.0	N/A
<b>White</b>	0	3	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 004 : TECH:SCI, LAB & HEALTH

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 005 : TECH:ENG, MEDIA & GRAPHIC ART

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 006 : ADMIN & PRG SUPP/LIB &SNR CLER OCCU

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 007 : GENERAL CLERICAL

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	9	0.0	N/A
<b>White</b>	0	9	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 008 : CONSTRCT TRDS & PWR PLNT OCCU/ MECH &REPAIR

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 009 : MTL HNDLG, SKLD FD SRV, LBRERS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	7	0.0	
Female	0	1	0.0	N/A
<b>White</b>	0	8	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 020 : EXEC & SR LEVEL ADMINISTRATORS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 021 : RESEARCH SPECIALISTS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 022 : DIRECTORS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	3	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	3	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 023 : ASSOC/ASST DIRECTORS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 024 : PROGRAM MANAGERS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	1	0.0	
Female	0	3	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 025 : ADMIN/ACAD SPT PROFS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	11	0.0	N/A
<b>White</b>	0	13	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

*Job Group 026 : INFO SYS & UREL & MEDIA PROFS*

*01/01/17 - 12/31/17*

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 027 : STUDENT SVCS SPT PROFS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	9	0.0	N/A
<b>White</b>	0	13	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 040 : INSTRUCT/RESEARCH AS:COFAC

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 041 : INSTRUCT/RESEARCH AS:CNR

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 042 : INSTRUCT/RESEARCH AS:CLS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

*Job Group 043 : INSTRUCT/RESEARCH AS:CPS*

*01/01/17 - 12/31/17*

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 044 : INSTRUCT/RESEARCH AS:MISC

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 050 : FAC:FINE ARTS & COMMUNICATION

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 051 : FAC:COLS:HUMANITIES

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	2	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 052 : FAC:COLS:SOCIAL SCIENCES

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	0	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 053 : FAC:COLS:SCIENCE

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	8	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	8	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 054 : FAC:NATURAL RESOURCES

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 055 : FAC:CPS

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	12	0.0	N/A
<b>White</b>	0	14	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Promotions - From/Within)

Job Group 056 : FAC:MISC

01/01/17 - 12/31/17

	Base Group	Promotions	% Prom.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is greater than or equal to 2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

*Job Group 001 : MGT INFO PROS & MGT INFO OCC*

*01/01/17 - 12/31/17*

Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?	
<b>Male</b>	0	2	0.0	
Female	0	14	0.0	N/A
<b>White</b>	0	16	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

**Adverse Impact Analysis (Terminations)**  
*Job Group 002 : LAW ENFORCEMENT & PUBLIC SAFETY*  
 01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	12	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	14	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 003 : FISCAL & RELATED

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	6	0.0	
Female	0	20	0.0	N/A
<b>White</b>	0	26	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 004 : TECH:SCI, LAB & HEALTH

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	10	0.0	N/A
<b>White</b>	0	8	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 005 : TECH:ENG, MEDIA & GRAPHIC ART

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

**Adverse Impact Analysis (Terminations)**  
*Job Group 006 : ADMIN & PRG SUPP/LIB &SNR CLER OCCU*  
 01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	20	0.0	N/A
<b>White</b>	0	20	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 007 : GENERAL CLERICAL  
 01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	40	0.0	N/A
<b>White</b>	0	44	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

### Adverse Impact Analysis (Terminations)

Job Group 008 : CONSTRCT TRDS & PWR PLNT OCCU/ MECH &REPAIR  
 01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	8	0.0	
Female	0	0	0.0	N/A
<b>White</b>	0	8	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

*Job Group 009 : MTL HNDLG, SKLD FD SRV, LBRERS*

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	50	0.0	
Female	0	26	0.0	N/A
<b>White</b>	0	64	0.0	
Black	0	0	0.0	N/A
Hispanic	0	8	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	2	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 020 : EXEC & SR LEVEL ADMINISTRATORS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	4	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 021 : RESEARCH SPECIALISTS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	6	0.0	
Female	0	12	0.0	N/A
<b>White</b>	0	18	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 022 : DIRECTORS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	20	0.0	
Female	0	12	0.0	N/A
<b>White</b>	0	28	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	2	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 023 : ASSOC/ASST DIRECTORS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	8	0.0	N/A
<b>White</b>	0	10	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 024 : PROGRAM MANAGERS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	14	0.0	
Female	0	18	0.0	N/A
<b>White</b>	0	30	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	2	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 025 : ADMIN/ACAD SPT PROFS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	18	0.0	
Female	0	56	0.0	N/A
<b>White</b>	0	68	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	2	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 026 : INFO SYS & UREL & MEDIA PROFS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	14	0.0	
Female	0	8	0.0	N/A
<b>White</b>	0	18	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 027 : STUDENT SVCS SPT PROFS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	48	0.0	
Female	0	62	0.0	N/A
<b>White</b>	0	96	0.0	
Black	0	2	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	4	0.0	N/A
Amer. Ind.	0	2	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	2	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 040 : INSTRUCT/RESEARCH AS:COFAC

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	18	0.0	
Female	0	18	0.0	N/A
<b>White</b>	0	34	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 041 : INSTRUCT/RESEARCH AS:CNR

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	6	0.0	
Female	0	4	0.0	N/A
<b>White</b>	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 042 : INSTRUCT/RESEARCH AS:CLS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	12	0.0	
Female	0	16	0.0	N/A
<b>White</b>	0	22	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	4	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 043 : INSTRUCT/RESEARCH AS:CPS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	16	0.0	
Female	0	24	0.0	N/A
<b>White</b>	0	38	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 044 : INSTRUCT/RESEARCH AS:MISC

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	0	0.0	
Female	0	6	0.0	N/A
<b>White</b>	0	6	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 050 : FAC:FINE ARTS & COMMUNICATION

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	22	0.0	
Female	0	24	0.0	N/A
<b>White</b>	0	42	0.0	
Black	0	0	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	2	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 051 : FAC:COLS:HUMANITIES

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	12	0.0	
Female	0	14	0.0	N/A
<b>White</b>	0	22	0.0	
Black	0	2	0.0	N/A
Hispanic	0	2	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 052 : FAC:COLS:SOCIAL SCIENCES

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	18	0.0	
Female	0	12	0.0	N/A
<b>White</b>	0	28	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 053 : FAC:COLS:SCIENCE

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	24	0.0	
Female	0	8	0.0	N/A
<b>White</b>	0	28	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	4	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 054 : FAC:NATURAL RESOURCES

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	20	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	20	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	2	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 055 : FAC:CPS

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	6	0.0	
Female	0	34	0.0	N/A
<b>White</b>	0	36	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	4	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Adverse Impact Analysis (Terminations)

Job Group 056 : FAC:MISC

01/01/17 - 12/31/17

	Base Group	Terms.	% Term.	2 Std. Deviations Statistically Significant?
<b>Male</b>	0	2	0.0	
Female	0	2	0.0	N/A
<b>White</b>	0	4	0.0	
Black	0	0	0.0	N/A
Hispanic	0	0	0.0	N/A
Asian	0	0	0.0	N/A
Amer. Ind.	0	0	0.0	N/A
P. Islander/Hawaiian	0	0	0.0	N/A
Two or More	0	0	0.0	

**Notes:**

- The highlighted rows are the favored groups to which the other groups are compared.
- The 2 Standard Deviations result is statistically significant when it is less than or equal to -2.00.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



## **DETERMINING AVAILABILITY**

### **41 CFR Section 60-2.14**

Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of the incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

University of Wisconsin-Stevens Point separately determines the availability of women and minorities for each job group. To determine availability, University of Wisconsin-Stevens Point considers the following factors:

1. The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question. 41 C.F.R. 60-2.14(c)(1).

We break down this factor into three subcategories to more clearly identify the rationale behind it. 41 C.F.R. Section 60-2.14(e) states that, "For each job group, the reasonable recruitment area must be identified, with a brief explanation of the rationale for selection of that recruitment area."

Factor 1a considers the percent of women and minorities with requisite skills in a local recruitment area. The most current U.S. Census data is used to derive the availability of women and minorities. If this factor is used, it is because University of Wisconsin-Stevens Point recruits, and many of its applicants live within the local recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 1b considers the percent of women and minorities with requisite skills outside the local recruitment area. The most current U.S. Census data is used to derive the availability of women and minorities. If this factor is used, it is because we recruit and some of the applicants live beyond the local recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 1c considers the percentage of women and minorities in schools and training institutions where the contractor might reasonably recruit. If this factor is used, it is because we post or plan to post available positions at local training institutions, or because many of the applicants who respond to open positions are graduates of these training institutions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. 41 C.F.R. 60-2.14(c)(2).

This second factor is divided into two subcategories to more clearly identify the rationale behind this recruitment factor.

Factor 2a considers the percentage of women and minorities promotable and transferable within the

contractor's organization. If this factor is chosen, it is because we fill positions by recruiting from within the workforce either through promotions or transfers. Internal applicants normally apply for these positions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 2b considers the percentage of women and minorities trainable within the contractor's organization that could, with appropriate training, that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. If this factor is chosen, it is because we fill positions internally through promotions following training methods such as: apprenticeship programs, enrollment in a college or trade institution, on-the-job training. Any recruitment practices unique to a job group are noted on the Availability Analysis.

3. An additional third factor is utilized in those job groups where the first two factors do not adequately describe availability for a job group. Oftentimes this will be applicant flow data, but a description of any third factor used is noted on the Availability Analysis report.

**University of Wisconsin-Stevens Point**  
**2100 Old Main**  
**Stevens Point, WI 54481**

**Availability Analysis**  
41 CFR Section 60-2.14

**001 : MGT INFO PROS & MGT INFO OCC (Total Employees : 29)**

	Weight %	Females		Minorities	
		Total: 10		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	20.4	13.3	10.3	6.7
1b. Recruitment (non-local)	35.0	31.7	11.1	9.6	3.4
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		24.4		10.1	
Current %		34.5		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**002 : LAW & PUBLIC SAFETY (Total Employees : 8)**

	Weight %	Females		Minorities	
		Total: 2		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	9.2	6.0	1.0	0.7
1b. Recruitment (non-local)	35.0	20.6	7.2	15.0	5.3
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		13.2		6.0	
Current %		25.0		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

### 003 : FISCAL & RELATED (Total Employees : 37)

	Weight %	Females		Minorities	
		Total: 31		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	56.4	36.7	0.0	0.0
1b. Recruitment (non-local)	35.0	58.6	20.5	8.7	3.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		57.2		3.0	
Current %		83.8		2.7	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

### 004 : TECH:SCI, LAB & HEALTH (Total Employees : 18)

	Weight %	Females		Minorities	
		Total: 14		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	64.9	42.2	0.0	0.0
1b. Recruitment (non-local)	35.0	73.0	25.6	12.6	4.4
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		67.8		4.4	
Current %		77.8		5.6	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**005 : TECH:ENG, MEDIA & GRAPHIC ART (Total Employees : 16)**

	Weight %	Females		Minorities	
		Total: 10		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	56.9	37.0	1.0	0.7
1b. Recruitment (non-local)	35.0	50.1	17.5	12.0	4.2
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		54.5		4.9	
Current %		62.5		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**006 : ADM & PROG SPT/LIB & SR CLER (Total Employees : 25)**

	Weight %	Females		Minorities	
		Total: 20		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	88.5	57.5	8.4	5.5
1b. Recruitment (non-local)	35.0	78.3	27.4	11.9	4.2
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		84.9		9.7	
Current %		80.0		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**007 : GENERAL CLERICAL (Total Employees : 62)**

	Weight %	Females		Minorities	
		Total: 60		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	98.8	64.2	0.7	0.5
1b. Recruitment (non-local)	35.0	89.9	31.5	10.4	3.6
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		95.7		4.1	
Current %		96.8		6.5	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**008 : TRADES & PWR PLANT (Total Employees : 33)**

	Weight %	Females		Minorities	
		Total: 1		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	7.7	5.0	1.2	0.8
1b. Recruitment (non-local)	35.0	9.2	3.2	7.1	2.5
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		8.2		3.3	
Current %		3.0		3.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**009 : MTL HNDLG, SKLD FD SRV, LBRERS (Total Employees : 126)**

	Weight %	Females		Minorities	
		Total: 52		Total: 8	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	37.2	24.2	2.7	1.8
1b. Recruitment (non-local)	35.0	37.0	13.0	16.8	5.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		37.2		7.7	
Current %		41.3		6.3	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**020 : EXEC & SR LEVEL ADMINISTRATORS (Total Employees : 20)**

	Weight %	Females		Minorities	
		Total: 8		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	48.9	48.9	20.7	20.7
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		48.9		20.7	
Current %		40.0		5.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**021 : RESEARCH SPECIALISTS (Total Employees : 30)**

	Weight %	Females		Minorities	
		Total: 17		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	59.8	29.9	15.7	7.9
1b. Recruitment (non-local)	50.0	59.8	29.9	27.7	13.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		59.8		21.8	
Current %		56.7		3.3	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**022 : DIRECTORS (Total Employees : 30)**

	Weight %	Females		Minorities	
		Total: 12		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	65.0	57.0	37.1	11.6	7.5
1b. Recruitment (non-local)	35.0	59.2	20.7	24.7	8.6
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		57.8		16.1	
Current %		40.0		0.0	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

### 023 : ASSOC/ASST DIRECTORS (Total Employees : 17)

	Weight %	Females		Minorities	
		Total: 10		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	75.0	55.1	41.3	12.1	9.1
1b. Recruitment (non-local)	25.0	58.2	14.6	24.7	6.2
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		55.9		15.3	
Current %		58.8		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

### 024 : PROGRAM MANAGERS (Total Employees : 33)

	Weight %	Females		Minorities	
		Total: 20		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	99.7	49.9	0.0	0.0
1b. Recruitment (non-local)	50.0	71.8	35.9	26.1	13.1
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		85.8		13.1	
Current %		60.6		0.0	
Placement Goal?*, 2 Std Dev		Yes		Yes	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Portage County, Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**025 : ADMIN/ACAD SPT PROFS (Total Employees : 85)**

	Weight %	Females		Minorities	
		Total: 57		Total: 2	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	50.0	65.7	32.9	16.0	8.0
1b. Recruitment (non-local)	50.0	66.6	33.3	26.0	13.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		66.2		21.0	
Current %		67.1		2.4	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**026 : INFO SYS & UREL & MEDIA PROFS (Total Employees : 35)**

	Weight %	Females		Minorities	
		Total: 16		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	85.0	41.0	34.9	9.6	8.2
1b. Recruitment (non-local)	15.0	37.1	5.6	25.9	3.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		40.5		12.1	
Current %		45.7		11.4	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**027 : STUDENT SVCS SPT PROFS (Total Employees : 126)**

	Weight %	Females		Minorities	
		Total: 72		Total: 19	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	85.0	62.8	53.4	13.9	11.8
1b. Recruitment (non-local)	15.0	59.4	8.9	26.7	4.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		62.3		15.8	
Current %		57.1		15.1	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1a:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for Wisconsin.

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**040 : INSTRUCT/RESEARCH AS:COFAC (Total Employees : 30)**

	Weight %	Females		Minorities	
		Total: 24		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	56.5	56.5	25.2	25.2
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		56.5		25.2	
Current %		80.0		3.3	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**041 : INSTRUCT/RESEARCH AS:CNR (Total Employees : 5)**

	Weight %	Females		Minorities	
		Total: 4		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	52.4	52.4	25.1	25.1
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		52.4		25.1	
Current %		80.0		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**042 : INSTRUCT/RESEARCH AS:CLS (Total Employees : 70)**

	Weight %	Females		Minorities	
		Total: 42		Total: 7	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	46.7	46.7	25.0	25.0
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		46.7		25.0	
Current %		60.0		10.0	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**043 : INSTRUCT/RESEARCH AS:CPS (Total Employees : 51)**

	Weight %	Females		Minorities	
		Total: 36		Total: 5	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	48.0	48.0	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		48.0		24.9	
Current %		70.6		9.8	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**044 : INSTRUCT/RESEARCH AS:MISC (Total Employees : 1)**

	Weight %	Females		Minorities	
		Total: 1		Total: 0	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		100.0		0.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**050 : FAC:FINE ARTS & COMMUNICATION (Total Employees : 52)**

	Weight %	Females		Minorities	
		Total: 18		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		34.6		7.7	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**051 : FAC:COLS:HUMANITIES (Total Employees : 49)**

	Weight %	Females		Minorities	
		Total: 17		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		34.7		8.2	
Placement Goal?*, 2 Std Dev		No		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**052 : FAC:COLS:SOCIAL SCIENCES (Total Employees : 35)**

	Weight %	Females		Minorities	
		Total: 17		Total: 7	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		48.6		20.0	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**053 : FAC:COLS:SCIENCE (Total Employees : 81)**

	Weight %	Females		Minorities	
		Total: 29		Total: 8	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		35.8		9.9	
Placement Goal?*, 2 Std Dev		Yes		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**054 : FAC:NATURAL RESOURCES (Total Employees : 38)**

	Weight %	Females		Minorities	
		Total: 11		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		28.9		10.5	
Placement Goal?*, 2 Std Dev		Yes		Yes	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**055 : FAC:CPS (Total Employees : 67)**

	Weight %	Females		Minorities	
		Total: 41		Total: 10	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		61.2		14.9	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Availability Analysis

41 CFR Section 60-2.14

**056 : FAC:MISC (Total Employees : 8)**

	Weight %	Females		Minorities	
		Total: 4		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (local)	0.0	0.0	0.0	0.0	0.0
1b. Recruitment (non-local)	100.0	47.6	47.6	24.9	24.9
1c. Training Institutions	0.0	0.0	0.0	0.0	0.0
2a. Promotable/Transferable	0.0	0.0	0.0	0.0	0.0
2b. Persons Trainable	0.0	0.0	0.0	0.0	0.0
3. Custom Factor	0.0	0.0	0.0	0.0	0.0
	<b>100.0</b>				
Total Availability %		47.6		24.9	
Current %		50.0		12.5	
Placement Goal?*, 2 Std Dev		No		No	

**Statistical Sources:**

**Factor 1b:** 2006-2010 American Community Survey (Worksite Table 1W) Statistics for United States.

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**001 : MGT INFO PROS & MGT INFO OCC (Total Employees : 29)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	10	0
Total Availability %	24.4	10.1
Current %	34.5	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

**002 : LAW & PUBLIC SAFETY (Total Employees : 8)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	2	0
Total Availability %	13.2	6.0
Current %	25.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**003 : FISCAL & RELATED (Total Employees : 37)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	31	1
Total Availability %	57.2	3.0
Current %	83.8	2.7
Placement Goal?, 2 Standard Deviations Test	No	No

**004 : TECH:SCI, LAB & HEALTH (Total Employees : 18)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	14	1
Total Availability %	67.8	4.4
Current %	77.8	5.6
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**005 : TECH:ENG, MEDIA & GRAPHIC ART (Total Employees : 16)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	10	0
Total Availability %	54.5	4.9
Current %	62.5	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

**006 : ADM & PROG SPT/LIB & SR CLER (Total Employees : 25)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	20	0
Total Availability %	84.9	9.7
Current %	80.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**007 : GENERAL CLERICAL (Total Employees : 62)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	60	4
Total Availability %	95.7	4.1
Current %	96.8	6.5
Placement Goal?, 2 Standard Deviations Test	No	No

**008 : TRADES & PWR PLANT (Total Employees : 33)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	1	1
Total Availability %	8.2	3.3
Current %	3.0	3.0
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**009 : MTL HNDLG, SKLD FD SRV, LBRERS (Total Employees : 126)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	52	8
Total Availability %	37.2	7.7
Current %	41.3	6.3
Placement Goal?, 2 Standard Deviations Test	No	No

**020 : EXEC & SR LEVEL ADMINISTRATORS (Total Employees : 20)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	8	1
Total Availability %	48.9	20.7
Current %	40.0	5.0
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**021 : RESEARCH SPECIALISTS (Total Employees : 30)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	17	1
Total Availability %	59.8	21.8
Current %	56.7	3.3
Placement Goal?, 2 Standard Deviations Test	No	Yes

**022 : DIRECTORS (Total Employees : 30)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	12	0
Total Availability %	57.8	16.1
Current %	40.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**023 : ASSOC/ASST DIRECTORS (Total Employees : 17)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	10	0
Total Availability %	55.9	15.3
Current %	58.8	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

**024 : PROGRAM MANAGERS (Total Employees : 33)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	20	0
Total Availability %	85.8	13.1
Current %	60.6	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**025 : ADMIN/ACAD SPT PROFS (Total Employees : 85)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	57	2
Total Availability %	66.2	21.0
Current %	67.1	2.4
Placement Goal?, 2 Standard Deviations Test	No	Yes

**026 : INFO SYS & UREL & MEDIA PROFS (Total Employees : 35)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	16	4
Total Availability %	40.5	12.1
Current %	45.7	11.4
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
 2100 Old Main  
 Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**027 : STUDENT SVCS SPT PROFS (Total Employees : 126)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	72	19
Total Availability %	62.3	15.8
Current %	57.1	15.1
Placement Goal?, 2 Standard Deviations Test	No	No

**040 : INSTRUCT/RESEARCH AS:COFAC (Total Employees : 30)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	24	1
Total Availability %	56.5	25.2
Current %	80.0	3.3
Placement Goal?, 2 Standard Deviations Test	No	Yes

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**041 : INSTRUCT/RESEARCH AS:CNR (Total Employees : 5)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	4	0
Total Availability %	52.4	25.1
Current %	80.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

**042 : INSTRUCT/RESEARCH AS:CLS (Total Employees : 70)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	42	7
Total Availability %	46.7	25.0
Current %	60.0	10.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**043 : INSTRUCT/RESEARCH AS:CPS (Total Employees : 51)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	36	5
Total Availability %	48.0	24.9
Current %	70.6	9.8
Placement Goal?, 2 Standard Deviations Test	No	Yes

**044 : INSTRUCT/RESEARCH AS:MISC (Total Employees : 1)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	1	0
Total Availability %	47.6	24.9
Current %	100.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**050 : FAC:FINE ARTS & COMMUNICATION (Total Employees : 52)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	18	4
Total Availability %	47.6	24.9
Current %	34.6	7.7
Placement Goal?, 2 Standard Deviations Test	No	Yes

**051 : FAC:COLS:HUMANITIES (Total Employees : 49)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	17	4
Total Availability %	47.6	24.9
Current %	34.7	8.2
Placement Goal?, 2 Standard Deviations Test	No	Yes

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**052 : FAC:COLS:SOCIAL SCIENCES (Total Employees : 35)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	17	7
Total Availability %	47.6	24.9
Current %	48.6	20.0
Placement Goal?, 2 Standard Deviations Test	No	No

**053 : FAC:COLS:SCIENCE (Total Employees : 81)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	29	8
Total Availability %	47.6	24.9
Current %	35.8	9.9
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**054 : FAC:NATURAL RESOURCES (Total Employees : 38)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	11	4
Total Availability %	47.6	24.9
Current %	28.9	10.5
Placement Goal?, 2 Standard Deviations Test	Yes	Yes

**055 : FAC:CPS (Total Employees : 67)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	41	10
Total Availability %	47.6	24.9
Current %	61.2	14.9
Placement Goal?, 2 Standard Deviations Test	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

## Utilization Summary

41 CFR Section 60-2.15

**056 : FAC:MISC (Total Employees : 8)**

Test Used: Two Standard Deviations

	Female	Minority
Current #	4	1
Total Availability %	47.6	24.9
Current %	50.0	12.5
Placement Goal?, 2 Standard Deviations Test	No	No

	Employees	Female	Minority
<b>Company Totals:</b>	1217	656	93

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

## **PLACEMENT GOALS - COMPARING INCUMBENCY TO AVAILABILITY**

### **41 CFR Section 60-2.15**

University of Wisconsin-Stevens Point compares the percentage of women and minorities in each job group determined pursuant to Sec. 60-2.13 with the availability for those job groups determined pursuant to Sec. 60-2.14. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that particular job group, a placement goal is established in accordance with Sec. 60-2.16.

## **PLACEMENT GOALS**

### **41 CFR Section 60-2.16**

Placement goals serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals are also used to measure progress toward achieving equal employment opportunity.

The establishment of a goal under Sec. 60-2.15 is neither a finding nor an admission of discrimination.

Where, pursuant to Sec. 60-2.15, a placement goal for a particular job group is established, a percentage goal is equal to the availability figure derived for women or minorities, as appropriate, for that job group.

In establishing placement goals, the following principles from Sec 60-2.16(e) also apply:

1. Placement goals are neither rigid or inflexible quotas, nor are they considered to be either a ceiling or a floor for the employment of particular groups.
2. All employment decisions are made in a nondiscriminatory manner. Placement goals are not used to extend a preference to any individual, select an individual, or adversely affect an individual's employment status on the basis of that person's race, color, religion, sex, sexual orientation, gender identity, or national origin.
3. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
4. Placement goals are not used to supersede merit selection principles.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481  
**Annual Goals Report**  
41 CFR Section 60-2.16

**001 : MGT INFO PROS & MGT INFO OCC**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**002 : LAW & PUBLIC SAFETY**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**003 : FISCAL & RELATED**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Annual Goals Report**

41 CFR Section 60-2.16

**004 : TECH:SCI, LAB & HEALTH**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**005 : TECH:ENG, MEDIA & GRAPHIC ART**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**006 : ADM & PROG SPT/LIB & SR CLER**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Annual Goals Report**

41 CFR Section 60-2.16

**007 : GENERAL CLERICAL**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**008 : TRADES & PWR PLANT**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**009 : MTL HNDLG, SKLD FD SRV, LBRERS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481  
**Annual Goals Report**  
41 CFR Section 60-2.16

**020 : EXEC & SR LEVEL ADMINISTRATORS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**021 : RESEARCH SPECIALISTS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	21.8

**022 : DIRECTORS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	16.1

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481  
**Annual Goals Report**  
41 CFR Section 60-2.16

**023 : ASSOC/ASST DIRECTORS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**024 : PROGRAM MANAGERS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	85.8	13.1

**025 : ADMIN/ACAD SPT PROFS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	21.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Annual Goals Report**

41 CFR Section 60-2.16

**026 : INFO SYS & UREL & MEDIA PROFS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**027 : STUDENT SVCS SPT PROFS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**040 : INSTRUCT/RESEARCH AS:COFAC**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	25.2

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Annual Goals Report**

41 CFR Section 60-2.16

**041 : INSTRUCT/RESEARCH AS:CNR**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**042 : INSTRUCT/RESEARCH AS:CLS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	25.0

**043 : INSTRUCT/RESEARCH AS:CPS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	24.9

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481  
**Annual Goals Report**  
41 CFR Section 60-2.16

**044 : INSTRUCT/RESEARCH AS:MISC**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**050 : FAC:FINE ARTS & COMMUNICATION**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	24.9

**051 : FAC:COLS:HUMANITIES**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	24.9

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.



University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Annual Goals Report**

41 CFR Section 60-2.16

**052 : FAC:COLS:SOCIAL SCIENCES**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**053 : FAC:COLS:SCIENCE**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	47.6	24.9

**054 : FAC:NATURAL RESOURCES**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	47.6	24.9

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

University of Wisconsin-Stevens Point  
2100 Old Main  
Stevens Point, WI 54481

**Annual Goals Report**

41 CFR Section 60-2.16

**055 : FAC:CPS**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

**056 : FAC:MISC**

Test Used : Two Standard Deviations

	<b>Female</b>	<b>Minority</b>
Current Placement Goals %	0.0	0.0

## ACTION ORIENTED PROGRAMS

### 41 CFR Section 60-2.17(c)

University of Wisconsin-Stevens Point develops these action-oriented programs to correct any problem areas identified in the Identification of Problem Areas 41 C.F.R. Section 60-2.17(b) and to attain established goals and objectives.

#### THE SELECTION PROCESS

1. At least annually, a detailed analysis of position descriptions is conducted to ensure that they accurately reflect position functions.
2. Job requirements are validated by division, department, location or other appropriate organizational units. Special attention is given to academic, experience, physical, and skill requirements to ensure that the requirements themselves do not constitute inadvertent discrimination. Job specifications are free from bias in regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disabled or veteran status, except where there is a bona fide occupational qualification. Job requirements are validated when the number of individuals from a particular race or gender group is disproportionately selected as determined by Impact Ratio studies.
3. Position descriptions and specifications are distributed to recruiting sources and members of management involved in the recruiting, screening, selection, and promotion processes.
4. Selection processes are evaluated at least annually to ensure that they are nondiscriminatory.
5. Individuals who have a role in the selection process are chosen with special care given to their qualifications for such roles and are provided any necessary ongoing training to ensure that the selection processes remain nondiscriminatory.

#### RECRUITMENT

Any one or all of the following techniques are used to improve recruitment and increase the flow of minority or female applicants:

1. Linkage with recruiting sources, which may include briefing sessions, plant tours, presentations by minority and female employees, and full descriptions of appropriate job openings and the selection process;

Specific sources for all recruitments include:

- Higher Ed Jobs, which also posts to Indeed.com
  - US.jobs by the National Labor Exchange
  - Wisconsin Workforce Development to post with the following sources:
    - Tribal Council
    - Veterans Job Bank
    - Department of Vocational Rehab
    - Bureau of Apprenticeships
  - Chronicle of Higher Education (for Faculty and certain Instructional Academic Staff)
2. Encouragement of minority and female employees to refer qualified applicants;
  3. Inclusion of women and minorities on the personnel staff;
  4. Minority and female participation in career days, youth motivation programs and other similar programs in the community;
  5. Minority and female participation in "job fairs;"
  6. Active recruiting at various training institutions, especially those that have high minority and female enrollments; and
  7. Expansion of help-wanted advertising to include the minority and women's interest media.

## **ACTION ORIENTED PROGRAMS**

### **41 CFR Section 60-2.17(c)**

#### **PROMOTIONS**

A promotion within University of Wisconsin System occurs for appointments that are within a promotional series. Individuals need to meet years of service, skills and knowledge, and duty requirements within UW System and UW-Stevens Point policy to advance within the promotional series.

University of Wisconsin-Stevens Point supports the growth and development of all employees. Individuals not within a promotional series are encouraged to apply for open positions.

## **INTERNAL AUDIT AND REPORTING SYSTEMS**

### **41 CFR Section 60-2.17(d)**

Monitoring and reporting procedures are developed to evaluate the extent to which the goals of the affirmative action program are being met. University of Wisconsin-Stevens Point takes the following measures:

1. Information on race and sex is obtained when an application for a position is submitted.
2. An Adverse Impact (Impact Ratio) Analysis is performed when sufficient data exists on applicants, hires, promotions, and terminations to ensure compliance with the Uniform Employment Selection Guidelines.
3. Any training programs are analyzed regularly to eliminate potential discrimination in participation rates.
4. Any tests administered are routinely analyzed to uncover potential discrimination in grading scores or test results.
5. Compensation practices are reviewed at least annually for wage discrepancies.
6. The Availability Analysis for women and minorities is reviewed and good faith placement goals are established when necessary.
7. Progress toward established goals is reviewed at least annually for possible adjustments to employment practices.
8. Internal reporting is prepared as needed to determine why goals were not met.
9. Results of the affirmative action program are reviewed with all levels of management.
10. Top management is informed on a regular basis of the effectiveness of these policies and any recommendations for improvement.

**GOALS PROGRESS**  
**41 CFR Section 60-2.16, 60-2.17(d)**

University of Wisconsin-Stevens Point monitors progress toward goals.

## **RELIGION AND NATIONAL ORIGIN DISCRIMINATION GUIDELINES**

### **41 CFR Section 60-50**

University of Wisconsin-Stevens Point reaffirms its policy to afford equal employment opportunity to all individuals. Neither national origin nor religion is a factor in recruitment, selection, promotion, transfer, termination, or participation in training. The following activities are undertaken to ensure that religion and national origin are not used as a basis for employment decisions:

1. Employment practices are reviewed to ensure that members of particular religious and/or ethnic groups are given equal employment opportunities.
2. All employees, including supervisors, managers, and executives are informed of our commitment to provide equal employment opportunity without regard to religion or national origin.
3. Recruitment sources are informed of our commitment to provide equal employment opportunity without regard to religion or national origin.
4. Internal procedures exist to implement equal employment opportunity without regard to national origin or religion.

**ACCOMMODATION FOR RELIGIOUS OBSERVANCE AND PRACTICE**  
**41 CFR Section 60-50.3**

The religious observances and practices of employees are accommodated by University of Wisconsin-Stevens Point, except where such accommodation would cause undue hardship on the conduct of business. The accommodation offered is determined by considering business necessity, financial expense and any personnel coverage problems that may result.



## **NONDISCRIMINATION**

### **41 CFR Section 60-50.5**

University of Wisconsin-Stevens Point does not discriminate against any qualified employee or applicant because of race, color, sex, sexual orientation, gender identity, age, disabled, or veteran status in implementing the policy concerning nondiscrimination based on religion or national origin.

The University of Wisconsin-Stevens Point Non-discrimination statement is available on all University of Wisconsin-Stevens Point webpages and is located at:

<https://www.uwsp.edu/hr/Pages/Nondiscrimination-Statement.aspx>

The University of Wisconsin System Board of Regent harassment, discrimination, and retaliation policy and resources are located at:

<https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>

The University of Wisconsin-Stevens Point harassment, discrimination, and retaliation policies can be located at:

<https://www.uwsp.edu/hr/Pages/Employee%20Relations/Policies.aspx>

The University of Wisconsin-Stevens Point provides additional resources to support diversity. We also provide additional resources prevent and respond to harassment, discrimination, and retaliation. These resources are located at:

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/ADA.aspx>

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/prevention.aspx>

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/Report-a-Concern.aspx>

<https://www.uwsp.edu/hr/Pages/Affirmative%20Action/Equity-Affirmative-Action-Compliance-Resources.aspx>