

**State of Wisconsin  
Office of State Employment Relations**



**Written Hiring Reasons Report**

**July 1, 2005 – June 30, 2006**

**July 1, 2006 – June 30, 2007**

**January 2008**

*Jim Doyle*  
Governor

*Jennifer Donnelly*  
Director

101 East Wilson Street  
P.O. Box 7855  
Madison, WI 53707-7855

Web Site: <http://OSER.state.wi.us>

(E-Mail Contacts for each Division are given on Web Site)

### *Mission Statement...*

OSER's mission is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce.

### *Vision Statement...*

OSER's vision is to continuously improve the effectiveness and efficiency of the state's human resource system through communication, partnerships, and strategic application of best practices to Wisconsin state government.



January 2008

TO: State Agency Heads, UW Chancellors, Affirmative Action Officers and  
Personnel Managers

FROM: Jennifer Donnelly, Director

SUBJECT: Written Hiring Reasons Report

The Written Hiring Reasons Report for Wisconsin State Government is enclosed. The report, covering the periods July 1, 2006 through June 30, 2007 and July 1, 2005 through June 30, 2006, is required under ss. 230.25 (1p) and 230.27 (2k), Wis. Stats., created by 1991 Wisconsin Act 101. Act 101 made several changes in Wisconsin civil service law regarding veterans preference and affirmative action. The law requires "written hiring reasons" for certain hiring transactions and requires the Office of State Employment Relations to summarize the hiring reasons and prepare an annual report.

Information for this report came from summary information provided by each agency. Your efforts and cooperation in compiling the summary reports is appreciated. The report includes a summary and information for each state agency and UW System unit.

If you have questions, please contact Claire Dehnert, Division of Affirmative Action, at (608)267-1005.

Enclosure

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## WRITTEN HIRING REASONS REPORT

**JULY 1, 2006 - JUNE 30, 2007 and JULY 1, 2005 - JUNE 30, 2006**

### INTRODUCTION

This report is required under ss. 230.25 (1p) and 230.27 (2k), Wis. Stats. If the person appointed is not a veteran, the spouse of a veteran or a person the hiring of whom would serve affirmative action purposes, then the law requires that for each permanent appointment (new or promotional) made from a certification of eligible applicants, and for each appointment to a project position, the appointing authority shall make and retain a written record of the reasons for selecting the person who was appointed. In addition, agencies are required to submit an annual report to the Office of State Employment Relations (OSER) summarizing their written hiring reasons. OSER uses the agency reports to compile the summary for state employment.

To assist agencies in fulfilling their reporting requirement, the OSER Division of Affirmative Action (DAA) provides a form for recording the written hiring reason for each permanent classified and project appointment. The form is divided into three sections and records: the results of each hiring decision, the reasons for selecting the successful candidate over other applicants and summary statements of the hiring reason.

The choices for each hiring decision are:

- A veteran, or a spouse of a veteran, as defined in s.230.03 (14) was hired;
- A person with a disability was hired;
- The position is in a job group that is underutilized for racial/ethnic minorities, and a racial/ethnic minority was hired;
- The position is in a job group that is underutilized for women, and a woman was hired; and
- None of the above.

If “*none of the above*” is checked (i.e., a veteran, the spouse of a veteran or a person the hiring of whom would serve affirmative action purposes was not hired) the written hiring reasons portion of the form must be completed. Note that a person hired may fall in more than one category. For example, an individual may be a veteran, a person with a disability, a racial/ethnic minority, or a woman. Furthermore, not all racial/ethnic minority and female hires are reported as an affirmative action hire on this form. In order to be considered an affirmative action hire, the hire must be for a position in a job group that is underutilized for racial/ethnic minorities, women and/or both.

The five possible reasons for selecting the successful candidate are:

- The selected person served in the position or a similar position previously;
- The selected person has superior relevant education and/or training for this position;
- The selected person has greater or more relevant experience;
- The selected person demonstrates superior ability to perform the key tasks required in this position; or
- The selected person received more favorable recommendations.

The body of the report includes: (1) a table that summarizes the results of all relevant hiring decisions for all agencies and the University of Wisconsin (UW) System for each reporting period of July 1, 2006 thru June 30, 2007 and July 1, 2005 thru June 30, 2006, respectively, and (2) a table that summarizes the written hiring reasons for all state agencies during the reporting periods of July 1, 2006 thru June 30, 2007 and July 1, 2005 thru June 30, 2006, respectively. Tables providing similar information for each individual agency and unit of the UW System follow the summary tables for each fiscal year.

## Summary of Key Findings July 1, 2005, to June 30, 2006

There were 2,176 hires/promotions for state agencies during this period. Of those:

- 99 (4.5%) were veterans,
  - 17 (0.8%) were persons with disabilities,
  - 98 (4.5%) were racial ethnic minorities hired in underutilized positions, and
  - 241 (11.1%) were women hired in underutilized positions.
- Reasons given for the remaining 1,735 hires/promotions were:
    - Greater experience: 516
    - Superior ability: 457
    - More favorable recommendation: 376
    - Superior relevant education/training: 223
    - Served in similar position before: 163

The UW System had 587 hires/promotions. Of those:

- 22 (3.7%) were veterans,
  - 18 (3.1%) were persons with disabilities,
  - 36 (6.1%) were racial ethnic minorities in underutilized positions, and
  - 21 (3.6%) were women in underutilized positions.
- Reasons given for the remaining 492 hires/promotions were:
    - Greater experience: 186
    - Served in similar position before: 121
    - Superior ability: 84
    - Superior relevant education/training: 82
    - More favorable recommendation: 19

There were 128 project appointments for both state agencies and the UW System:

- 4 were veterans,
- 0 were persons with disabilities,
- 6 were racial ethnic minorities in underutilized positions, and
- 2 were women in underutilized positions.

**TABLE 1**  
**TOTAL PERMANENT CLASSIFIED AND PROJECT HIRES FOR WISCONSIN STATE**  
**AGENCIES AND UNIVERSITY OF WISCONSIN SYSTEM:**  
**July 1, 2005- June 30, 2006**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	2,763	*****	140	*****
Veteran or Spouse [as defined in s.230.03 (14)]	121	4.4%	4	2.9%
Person with Disability	35	1.3%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	134	4.8%	6	4.3%
Women (position in underutilized job group)	262	9.5%	2	1.4%
Non-Veteran or Non-AA Hires	2,227	80.6%	128	91.4%

**NOTE:** The sum of the categories of hires can be greater than the "Total Hires" because a person may be reported in more than one category.

**TABLE 2**  
**HIRE INFORMATION FOR WISCONSIN STATE AGENCIES:**  
**July 1, 2004 - JUNE 30, 2006**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	2,176	*****	39	*****
Veteran or Spouse [as defined in s.230.03 (14)]	99	4.5%	3	7.7%
Person with Disability	17	0.8%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	98	4.5%	2	5.1%
Women (position in underutilized job group)	241	11.1%	1	2.6%
Non-Veteran or Non-AA Hires	1,735	79.7%	33	84.6%

**NOTE:** The sum of the categories of hires can be greater than the "Total Hires" because a person may be reported in more than one category.

**TABLE 3**  
**HIRE INFORMATION FOR UNIVERSITY OF WISCONSIN SYSTEM:**  
**July 1, 2004 - JUNE 30, 2006**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	587	*****	101	*****
Veteran or Spouse [as defined in s.230.03 (14)]	22	3.7%	1	1.0%
Person with Disability	18	3.1%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	36	6.1%	4	4.0%
Women (position in underutilized job group)	21	3.6%	1	1.0%
Non-Veteran or Non-AA Hires	492	83.8%	95	94.1%

**NOTE:** The sum of the categories of hires can be greater than the "Total Hires" because a person may be reported in more than one category.

TABLE 4

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES AND UNIVERSITY  
OF WISCONSIN SYSTEM: July 1, 2005 - June 30, 2006**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	2,227	*****	128	*****
Served in a similar position previously	284	12.8%	36	28.1%
Has superior relevant education and/or training	305	13.7%	17	13.3%
Has greater or more relevant experience	702	31.5%	53	41.4%
Demonstrates superior ability to perform the key tasks required	541	24.3%	21	16.4%
Received more favorable recommendations	395	17.7%	1	0.8%

TABLE 5

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:  
July 1, 2005- June 30, 2006**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	1,735	*****	33	*****
Served in a similar position previously	163	9.4%	8	24.2%
Has superior relevant education and/or training	223	12.9%	7	21.2%
Has greater or more relevant experience	516	29.7%	13	39.4%
Demonstrates superior ability to perform the key tasks required	457	26.3%	5	15.2%
Received more favorable recommendations	376	21.7%	0	0.0%

TABLE 6

**BASIS FOR HIRING DECISIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:  
July 1, 2004- JUNE 30, 2006**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	492	*****	95	*****
Served in a similar position previously	121	24.6%	28	29.5%
Has superior relevant education and/or training	82	16.7%	10	10.5%
Has greater or more relevant experience	186	37.8%	40	42.1%
Demonstrates superior ability to perform the key tasks required	84	17.1%	16	16.8%
Received more favorable recommendations	19	3.9%	1	1.1%

**TABLE 7**

**HIRES FOR WISCONSIN STATE AGENCIES: July 1, 2005 - June 30, 2006**

**PERMANENT CLASSIFIED**

Agency	Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
		#	%	#	%	#	%	#	%	#	%
ARTS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	6	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%
COMM	19	1	5.3%	1	5.3%	1	5.3%	2	10.5%	15	78.9%
DATCP	48	0	0.0%	3	6.3%	3	6.3%	14	29.2%	29	60.4%
DFI	5	1	20.0%	0	0.0%	0	0.0%	1	20.0%	3	60.0%
DHFS	693	19	2.7%	1	0.1%	17	2.5%	68	9.8%	592	85.4%
DNR	112	8	7.1%	0	0.0%	7	6.3%	11	9.8%	86	76.8%
DOA	79	1	1.3%	3	3.8%	4	5.1%	1	1.3%	70	88.6%
DOC	434	14	3.2%	2	0.5%	17	3.9%	91	21.0%	310	71.4%
DOJ	29	1	3.4%	0	0.0%	4	13.8%	1	3.4%	23	79.3%
DOR	77	2	2.6%	1	1.3%	16	20.8%	3	3.9%	55	71.4%
DOT	184	12	6.5%	0	0.0%	2	1.1%	18	9.8%	153	83.2%
DPI	77	0	0.0%	0	0.0%	5	6.5%	3	3.9%	69	89.6%
DWD	107	3	2.8%	2	1.9%	11	10.3%	1	0.9%	90	84.1%
ECB	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
ELECTN BD	5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%
ETF	16	3	18.8%	0	0.0%	3	18.8%	1	6.3%	10	62.5%
ETHICS BD	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
HEAB	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
HIST SOC	19	1	5.3%	0	0.0%	0	0.0%	6	31.6%	12	63.2%
INS	19	2	10.5%	0	0.0%	3	15.8%	3	15.8%	11	57.9%
INV BD	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	36	15	41.7%	0	0.0%	1	2.8%	4	11.1%	16	44.4%
OJA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSER	7	0	0.0%	0	0.0%	1	14.3%	0	0.0%	6	85.7%
PSC	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
REG & LIC	3	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%
SEC STATE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SPD	16	0	0.0%	0	0.0%	0	0.0%	1	6.3%	15	93.8%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	3	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%
TREAS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	170	16	9.4%	4	2.4%	1	0.6%	12	7.1%	143	84.1%
WERC	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
WTCBSB	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%
<b>TOTALS</b>	<b>2,176</b>	<b>99</b>	<b>4.5%</b>	<b>17</b>	<b>0.8%</b>	<b>98</b>	<b>4.5%</b>	<b>241</b>	<b>11.1%</b>	<b>1,735</b>	<b>79.7%</b>

**PROJECT APPOINTMENT**

Agency	Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
		#	%	#	%	#	%	#	%	#	%
ARTS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
COMM	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DATCP	8	0	0.0%	0	0.0%	0	0.0%	1	12.5%	7	87.5%
DFI	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHFS	4	0	0.0%	0	0.0%	1	25.0%	0	0.0%	3	75.0%
DNR	5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%
DOA	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
DOC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOJ	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOT	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DPI	4	0	0.0%	0	0.0%	1	25.0%	0	0.0%	3	75.0%
DWD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ECB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELECTN BD	5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%
ETF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETHICS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HEAB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HIST SOC	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
INS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INV BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	7	3	42.9%	0	0.0%	0	0.0%	0	0.0%	4	57.1%
OJA	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
OSER	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PSC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
REG & LIC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SEC STATE	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
SPD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TREAS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WERC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WTCBSB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>39</b>	<b>3</b>	<b>7.7%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>5.1%</b>	<b>1</b>	<b>2.6%</b>	<b>33</b>	<b>84.6%</b>

**TABLE 8**

**HIRING BASIS FOR WISCONSIN STATE AGENCIES: July 1, 2005 - June 30, 2006**

**PERMANENT CLASSIFIED**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
ARTS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	6	0	0.0%	2	33.3%	4	66.7%	0	0.0%	0	0.0%
COMM	15	1	6.7%	2	13.3%	11	73.3%	1	6.7%	0	0.0%
DATCP	29	1	3.4%	6	20.7%	11	37.9%	10	34.5%	1	3.4%
DFI	3	2	66.7%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
DHFS	592	57	9.6%	32	5.4%	128	21.6%	269	45.4%	106	17.9%
DNR	86	12	14.0%	6	7.0%	33	38.4%	31	36.0%	4	4.7%
DOA	70	8	11.4%	14	20.0%	48	68.6%	0	0.0%	0	0.0%
DOC	310	32	10.3%	64	20.6%	112	36.1%	47	15.2%	55	17.7%
DOJ	23	4	17.4%	8	34.8%	9	39.1%	1	4.3%	1	4.3%
DOR	55	7	12.7%	6	10.9%	14	25.5%	14	25.5%	14	25.5%
DOT	153	13	8.5%	30	19.6%	46	30.1%	41	26.8%	23	15.0%
DPI	69	8	11.6%	26	37.7%	16	23.2%	17	24.6%	2	2.9%
DWD	90	1	1.1%	5	5.6%	12	13.3%	6	6.7%	66	73.3%
ECB	2	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
ELECTN BD	5	0	0.0%	0	0.0%	3	60.0%	2	40.0%	0	0.0%
ETF	10	1	10.0%	1	10.0%	3	30.0%	2	20.0%	3	30.0%
ETHICS BD	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
HEAB	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
HIST SOC	12	2	16.7%	1	8.3%	8	66.7%	1	8.3%	0	0.0%
INS	11	1	9.1%	2	18.2%	4	36.4%	4	36.4%	0	0.0%
INV BD	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	16	2	12.5%	4	25.0%	9	56.3%	1	6.3%	0	0.0%
OJA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSER	6	0	0.0%	0	0.0%	6	100.0%	0	0.0%	0	0.0%
PSC	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
REG & LIC	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
SEC STATE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SPD	15	0	0.0%	6	40.0%	7	46.7%	2	13.3%	0	0.0%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
TREAS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	143	8	5.6%	4	2.8%	22	15.4%	8	5.6%	101	70.6%
WERC	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WTCB	4	0	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>1,735</b>	<b>163</b>	<b>9.4%</b>	<b>223</b>	<b>12.9%</b>	<b>516</b>	<b>29.7%</b>	<b>457</b>	<b>26.3%</b>	<b>376</b>	<b>21.7%</b>

**PROJECT APPOINTMENT**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
ARTS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
COMM	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DATCP	7	1	14.3%	2	28.6%	3	42.9%	1	14.3%	0	0.0%
DFI	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHFS	3	1	33.3%	0	0.0%	2	66.7%	0	0.0%	0	0.0%
DNR	5	1	20.0%	1	20.0%	1	20.0%	2	40.0%	0	0.0%
DOA	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
DOC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOJ	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOT	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DPI	3	0	0.0%	2	66.7%	0	0.0%	1	33.3%	0	0.0%
DWD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ECB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELECTN BD	5	0	0.0%	0	0.0%	4	80.0%	1	20.0%	0	0.0%
ETF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETHICS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HEAB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HIST SOC	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INV BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	4	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OJA	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
OSER	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PSC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
REG & LIC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SEC STATE	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
SPD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TREAS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WERC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WTCB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>33</b>	<b>8</b>	<b>24.2%</b>	<b>7</b>	<b>21.2%</b>	<b>13</b>	<b>39.4%</b>	<b>5</b>	<b>15.2%</b>	<b>0</b>	<b>0.0%</b>

**TABLE 9**  
**HIRES FOR UNIVERSITY OF WISCONSIN SYSTEM: July 1, 2005 - June 30, 2006**

**PERMANENT CLASSIFIED**

**PROJECT APPOINTMENT**

Agency	Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other		Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
		#	%	#	%	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%
UW COLLEGES	22	0	0.0%	1	4.5%	1	4.5%	1	4.5%	19	86.4%	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%
UW-EAU	27	0	0.0%	0	0.0%	0	0.0%	1	3.7%	26	96.3%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-EXT	12	0	0.0%	1	8.3%	1	8.3%	2	16.7%	8	66.7%	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%
UW-GB	29	1	3.4%	0	0.0%	0	0.0%	0	0.0%	28	96.6%	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
UW-LAC	22	1	4.5%	0	0.0%	0	0.0%	1	4.5%	20	90.9%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-MAD	191	6	3.1%	16	8.4%	25	13.1%	0	0.0%	146	76.4%	43	0	0.0%	0	0.0%	2	4.7%	0	0.0%	41	95.3%
UW-MIL	111	2	1.8%	0	0.0%	6	5.4%	2	1.8%	101	91.0%	12	0	0.0%	0	0.0%	1	8.3%	0	0.0%	11	91.7%
UW-OSH	30	3	10.0%	0	0.0%	1	3.3%	0	0.0%	26	86.7%	11	0	0.0%	0	0.0%	1	9.1%	0	0.0%	10	90.9%
UW-PRK	11	0	0.0%	0	0.0%	1	9.1%	3	27.3%	7	63.6%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-PLT	21	2	9.5%	0	0.0%	0	0.0%	7	33.3%	12	57.1%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-RVF	25	2	8.0%	0	0.0%	1	4.0%	3	12.0%	19	76.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-STP	25	2	8.0%	0	0.0%	0	0.0%	0	0.0%	23	92.0%	10	1	10.0%	0	0.0%	0	0.0%	1	10.0%	8	80.0%
UW-STO	21	2	9.5%	0	0.0%	0	0.0%	0	0.0%	19	90.5%	7	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	100.0%
UW-SUP	18	1	5.6%	0	0.0%	0	0.0%	0	0.0%	17	94.4%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
UW SYS	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%
UW-WTW	18	0	0.0%	0	0.0%	0	0.0%	1	5.6%	17	94.4%	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%
<b>TOTALS</b>	<b>587</b>	<b>22</b>	<b>3.7%</b>	<b>18</b>	<b>3.1%</b>	<b>36</b>	<b>6.1%</b>	<b>21</b>	<b>3.6%</b>	<b>492</b>	<b>83.8%</b>	<b>101</b>	<b>1</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>4.0%</b>	<b>1</b>	<b>1.0%</b>	<b>95</b>	<b>94.1%</b>

**TABLE 10**

**HIRING BASIS FOR UNIVERSITY OF WISCONSIN SYSTEM: July 1, 2005 - JUNE 30, 2006**

**PERMANENT CLASSIFIED**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
UW COLLEGES	19	3	15.8%	1	5.3%	11	57.9%	4	21.1%		0.0%
UW-EAU	26	3	11.5%	5	19.2%	13	50.0%	5	19.2%	0	0.0%
UW-EXT	8	0	0.0%	1	12.5%	3	37.5%	4	50.0%	0	0.0%
UW-GB	28	8	28.6%	1	3.6%	18	64.3%	1	3.6%	0	0.0%
UW-LAC	20	5	25.0%	3	15.0%	7	35.0%	4	20.0%	1	5.0%
UW-MAD	146	39	26.7%	13	8.9%	63	43.2%	25	17.1%	6	4.1%
UW-MIL	101	25	24.8%	23	22.8%	29	28.7%	15	14.9%	9	8.9%
UW-OSH	26	2	7.7%	24	92.3%	0	0.0%	0	0.0%	0	0.0%
UW-PRK	7	4	57.1%	2	28.6%	1	14.3%	0	0.0%	0	0.0%
UW-PLT	12	3	25.0%	0	0.0%	1	8.3%	8	66.7%	0	0.0%
UW-RVF	19	2	10.5%	1	5.3%	14	73.7%	2	10.5%	0	0.0%
UW-STP	23	8	34.8%	4	17.4%	6	26.1%	5	21.7%	0	0.0%
UW-STO	19	7	36.8%	1	5.3%	9	47.4%	2	10.5%	0	0.0%
UW-SUP	17	1	5.9%	1	5.9%	6	35.3%	6	35.3%	3	17.6%
UW SYS	4	0	0.0%	1	25.0%	2	50.0%	1	25.0%	0	0.0%
UW-WTW	17	11	64.7%	1	5.9%	3	17.6%	2	11.8%	0	0.0%
<b>TOTALS</b>	<b>492</b>	<b>121</b>	<b>24.6%</b>	<b>82</b>	<b>16.7%</b>	<b>186</b>	<b>37.8%</b>	<b>84</b>	<b>17.1%</b>	<b>19</b>	<b>3.9%</b>

**PROJECT APPOINTMENT**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
UW COLLEGES	3	1	33.3%	1	33.3%	1	33.3%	0	0.0%	0	0.0%
UW-EAU	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-EXT	4	0	0.0%	2	50.0%	1	25.0%	1	25.0%	0	0.0%
UW-GB	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-LAC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-MAD	41	13	31.7%	5	12.2%	15	36.6%	7	17.1%	1	2.4%
UW-MIL	11	4	36.4%	1	9.1%	2	18.2%	4	36.4%	0	0.0%
UW-OSH	10	2	20.0%	0	0.0%	8	80.0%	0	0.0%	0	0.0%
UW-PRK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-PLT	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-RVF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-STP	8	4	50.0%	1	12.5%	1	12.5%	2	25.0%	0	0.0%
UW-STO	7	0	0.0%	0	0.0%	7	100.0%	0	0.0%	0	0.0%
UW-SUP	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
UW SYS	4	2	50.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%
UW-WTW	4	0	0.0%	0	0.0%	3	75.0%	1	25.0%	0	0.0%
<b>TOTALS</b>	<b>95</b>	<b>28</b>	<b>29.5%</b>	<b>10</b>	<b>10.5%</b>	<b>40</b>	<b>42.1%</b>	<b>16</b>	<b>16.8%</b>	<b>1</b>	<b>1.1%</b>

## Summary of Key Findings July 1, 2006, to June 30, 2007

There were 2,409 hires/promotions for state agencies during this period. Of those:

- 89 (3.7%) were veterans,
  - 20 (0.8%) were persons with disabilities,
  - 103 (4.3 %) were racial ethnic minorities hired in underutilized positions, and
  - 194 (8.1%) were women hired in underutilized positions.
- Reasons given for the remaining 2,040 hires/promotions were:
    - Superior ability: 763
    - Greater experience: 572
    - More favorable recommendation: 270
    - Served in similar position before: 224
    - Superior relevant education/training: 211

The UW System had 611 hires/promotions. Of those:

- 27 (4.4%) were veterans,
  - 2 (0.3%) were persons with disabilities,
  - 39 (6.4%) were racial ethnic minorities in underutilized positions, and
  - 57 (9.3%) were women in underutilized positions.
- Reasons given for the remaining 494 hires/promotions were:
    - Greater experience: 216
    - Served in similar position before: 123
    - Superior relevant education/training: 78
    - Superior ability: 60
    - More favorable recommendation: 17

There were 112 project appointments for both state agencies and the UW System:

- 1 was a veteran,
- 0 were persons with disabilities,
- 8 were racial ethnic minorities in underutilized positions, and
- 10 were women in underutilized positions.

**TABLE 1**  
**TOTAL PERMANENT CLASSIFIED AND PROJECT HIRES FOR WISCONSIN STATE**  
**AGENCIES AND UNIVERSITY OF WISCONSIN SYSTEM:**  
**July 1, 2006- June 30, 2007**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	3,020	*****	131	*****
Veteran or Spouse [as defined in s.230.03 (14)]	116	3.8%	1	0.8%
Person with Disability	22	0.7%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	142	4.7%	8	6.1%
Women (position in underutilized job group)	251	8.3%	10	7.6%
Non-Veteran or Non-AA Hires	2,534	83.9%	112	85.5%

**NOTE:** The sum of the categories of hires can be greater than the "Total Hires" because a person may be reported in more than one category.

**TABLE 2**  
**HIRE INFORMATION FOR WISCONSIN STATE AGENCIES:**  
**July 1, 2006 - JUNE 30, 2007**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	2,409	*****	43	*****
Veteran or Spouse [as defined in s.230.03 (14)]	89	3.7%	1	2.3%
Person with Disability	20	0.8%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	103	4.3%	2	4.7%
Women (position in underutilized job group)	194	8.1%	10	23.3%
Non-Veteran or Non-AA Hires	2,040	84.7%	30	69.8%

**NOTE:** The sum of the categories of hires can be greater than the "Total Hires" because a person may be reported in more than one category.

**TABLE 3**  
**HIRE INFORMATION FOR UNIVERSITY OF WISCONSIN SYSTEM:**  
**July 1, 2006 - JUNE 30, 2007**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	611	*****	88	*****
Veteran or Spouse [as defined in s.230.03 (14)]	27	4.4%	0	0.0%
Person with Disability	2	0.3%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	39	6.4%	6	6.8%
Women (position in underutilized job group)	57	9.3%	0	0.0%
Non-Veteran or Non-AA Hires	494	80.9%	82	93.2%

**NOTE:** The sum of the categories of hires can be greater than the "Total Hires" because a person may be reported in more than one category.

TABLE 4

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES AND UNIVERSITY  
OF WISCONSIN SYSTEM: July 1, 2006 - June 30, 2007**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	2,534	*****	112	*****
Served in a similar position previously	347	13.7%	33	29.5%
Has superior relevant education and/or training	289	11.4%	11	9.8%
Has greater or more relevant experience	788	31.1%	50	44.6%
Demonstrates superior ability to perform the key tasks required	823	32.5%	14	12.5%
Received more favorable recommendations	287	11.3%	4	3.6%

**TABLE 5**

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:**

**July 1, 2006- June 30, 2007**

<b>BASIS FOR HIRING DECISIONS</b>	<b>PERMANENT CLASSIFIED POSITIONS</b>		<b>PROJECT POSITIONS</b>	
	<b>#</b>	<b>% of Total</b>	<b>#</b>	<b>% of Total</b>
Total Non-Veteran or Non-AA Hires	2,040	*****	30	*****
Served in a similar position previously	224	11.0%	4	13.3%
Has superior relevant education and/or training	211	10.3%	3	10.0%
Has greater or more relevant experience	572	28.0%	17	56.7%
Demonstrates superior ability to perform the key tasks required	763	37.4%	3	10.0%
Received more favorable recommendations	270	13.2%	3	10.0%

**TABLE 6**

**BASIS FOR HIRING DECISIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:**

**July 1, 2006- JUNE 30, 2007**

<b>BASIS FOR HIRING DECISIONS</b>	<b>PERMANENT CLASSIFIED POSITIONS</b>		<b>PROJECT POSITIONS</b>	
	<b>#</b>	<b>% of Total</b>	<b>#</b>	<b>% of Total</b>
Total Non-Veteran or Non-AA Hires	494	*****	82	*****
Served in a similar position previously	123	24.9%	29	35.4%
Has superior relevant education and/or training	78	15.8%	8	9.8%
Has greater or more relevant experience	216	43.7%	33	40.2%
Demonstrates superior ability to perform the key tasks required	60	12.1%	11	13.4%
Received more favorable recommendations	17	3.4%	1	1.2%

**TABLE 7**

**HIRES FOR WISCONSIN STATE AGENCIES: July 1, 2006 - June 30, 2007**

**PERMANENT CLASSIFIED**

**PROJECT APPOINTMENT**

Agency	Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other		Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
		#	%	#	%	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%
ARTS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
BOALTC	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
COMM	24	0	0.0%	1	4.2%	1	4.2%	0	0.0%	22	91.7%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DATCP	44	2	4.5%	1	2.3%	0	0.0%	8	18.2%	33	75.0%	17	0	0.0%	0	0.0%	1	5.9%	5	29.4%	11	64.7%
DFI	6	0	0.0%	0	0.0%	1	16.7%	2	33.3%	3	50.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHFS	718	16	2.2%	3	0.4%	27	3.8%	46	6.4%	644	89.7%	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DNR	90	0	0.0%	0	0.0%	1	1.1%	11	12.2%	78	86.7%	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%
DOA	60	3	5.0%	1	1.7%	7	11.7%	5	8.3%	49	81.7%	4	0	0.0%	0	0.0%	0	0.0%	1	25.0%	3	75.0%
DOC	516	13	2.5%	4	0.8%	11	2.1%	77	14.9%	411	79.7%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOJ	51	2	3.9%	0	0.0%	6	11.8%	2	3.9%	42	82.4%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOR	61	3	4.9%	0	0.0%	11	18.0%	0	0.0%	47	77.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOT	277	8	2.9%	1	0.4%	3	1.1%	10	3.6%	258	93.1%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DPI	60	0	0.0%	0	0.0%	8	13.3%	2	3.3%	50	83.3%	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%
DWD	135	4	3.0%	2	1.5%	15	11.1%	0	0.0%	115	85.2%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
ECB	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELECTN BD	8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%	6	0	0.0%	0	0.0%	1	16.7%	1	16.7%	4	66.7%
ETF	22	3	13.6%	1	4.5%	2	9.1%	0	0.0%	16	72.7%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETHICS BD	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HEAB	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HIST SOC	9	0	0.0%	0	0.0%	0	0.0%	1	11.1%	8	88.9%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INS	12	0	0.0%	0	0.0%	3	25.0%	3	25.0%	9	75.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INV BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	43	13	30.2%	0	0.0%	1	2.3%	2	4.7%	29	67.4%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
OJA	5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSER	5	1	20.0%	0	0.0%	0	0.0%	0	0.0%	4	80.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PSC	7	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
REG & LIC	5	0	0.0%	1	20.0%	1	20.0%	0	0.0%	3	60.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SEC STATE	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
SPD	15	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TREAS	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	3	0	0.0%	0	0.0%	0	0.0%	3	100.0%	0	0.0%
VET AFF	222	20	9.0%	5	2.3%	4	1.8%	24	10.8%	173	77.9%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WERC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WTCSB	5	1	20.0%	0	0.0%	0	0.0%	0	0.0%	4	80.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>2,409</b>	<b>89</b>	<b>3.7%</b>	<b>20</b>	<b>0.8%</b>	<b>103</b>	<b>4.3%</b>	<b>194</b>	<b>8.1%</b>	<b>2,040</b>	<b>84.7%</b>	<b>43</b>	<b>1</b>	<b>2.3%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>4.7%</b>	<b>10</b>	<b>23.3%</b>	<b>30</b>	<b>69.8%</b>

**TABLE 8**

**HIRING BASIS FOR WISCONSIN STATE AGENCIES: July 1, 2006 - June 30, 2007**

**PERMANENT CLASSIFIED**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
ARTS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
COMM	22	3	13.6%	2	9.1%	9	40.9%	8	36.4%	0	0.0%
DATCP	33	1	3.0%	8	24.2%	11	33.3%	13	39.4%	0	0.0%
DFI	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%
DHFS	644	56	8.7%	45	7.0%	135	21.0%	274	42.5%	134	20.8%
DNR	78	18	23.1%	8	10.3%	21	26.9%	29	37.2%	2	2.6%
DOA	49	6	12.2%	3	6.1%	39	79.6%	1	2.0%	0	0.0%
DOC	411	27	6.6%	24	5.8%	21	5.1%	328	79.8%	11	2.7%
DOJ	42	6	14.3%	3	7.1%	11	26.2%	22	52.4%	0	0.0%
DOR	47	4	8.5%	3	6.4%	16	34.0%	16	34.0%	8	17.0%
DOT	258	24	9.3%	52	20.2%	124	48.1%	38	14.7%	20	7.8%
DPI	50	6	12.0%	33	66.0%	4	8.0%	6	12.0%	1	2.0%
DWD	115	4	3.5%	2	1.7%	25	21.7%	8	7.0%	76	66.1%
ECB	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
ELECTN BD	8	0	0.0%	0	0.0%	8	100.0%	0	0.0%	0	0.0%
ETF	16	0	0.0%	3	18.8%	9	56.3%	0	0.0%	4	25.0%
ETHICS BD	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
HEAB	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
HIST SOC	8	0	0.0%	1	12.5%	3	37.5%	4	50.0%	0	0.0%
INS	9	0	0.0%	0	0.0%	9	100.0%	0	0.0%	0	0.0%
INV BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	29	2	6.9%	6	20.7%	15	51.7%	6	20.7%	0	0.0%
OJA	5	0	0.0%	0	0.0%	5	100.0%	0	0.0%	0	0.0%
OSER	4	0	0.0%	1	25.0%	3	75.0%	0	0.0%	0	0.0%
PSC	7	1	14.3%	3	42.9%	3	42.9%	0	0.0%	0	0.0%
REG & LIC	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%
SEC STATE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SPD	15	0	0.0%	6	40.0%	7	46.7%	2	13.3%	0	0.0%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
TREAS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	173	66	38.2%	7	4.0%	81	46.8%	5	2.9%	14	8.1%
WERC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WTCSB	4	0	0.0%	0	0.0%	1	25.0%	3	75.0%	0	0.0%
<b>TOTALS</b>	<b>2,040</b>	<b>224</b>	<b>11.0%</b>	<b>211</b>	<b>10.3%</b>	<b>572</b>	<b>28.0%</b>	<b>763</b>	<b>37.4%</b>	<b>270</b>	<b>13.2%</b>

**PROJECT APPOINTMENT**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
ARTS BD	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
BOALTC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
COMM	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DATCP	11	0	0.0%	1	9.1%	6	54.5%	3	27.3%	1	9.1%
DFI	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHFS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DNR	4	1	25.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%
DOA	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%
DOC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOJ	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOT	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DPI	4	2	50.0%	1	25.0%	0	0.0%	0	0.0%	1	25.0%
DWD	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
ECB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELECTN BD	4	0	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%
ETF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETHICS BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HEAB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HIST SOC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INV BD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LIRC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LWRB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MIL AFF	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OJA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSER	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PSC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
REG & LIC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SEC STATE	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
SPD	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ST FAIR PK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOUR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TREAS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WERC	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WTCSB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>30</b>	<b>4</b>	<b>13.3%</b>	<b>3</b>	<b>10.0%</b>	<b>17</b>	<b>56.7%</b>	<b>3</b>	<b>10.0%</b>	<b>3</b>	<b>10.0%</b>

**TABLE 9**  
**HIRES FOR UNIVERSITY OF WISCONSIN SYSTEM: July 1, 2006 - June 30, 2007**

**PERMANENT CLASSIFIED**

**PROJECT APPOINTMENT**

Agency	Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other		Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
		#	%	#	%	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%
UW COLLEGES	18	3	16.7%	0	0.0%	1	5.6%	2	11.1%	12	66.7%	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
UW-EAU	22	1	4.5%	0	0.0%	0	0.0%	4	18.2%	17	77.3%	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
UW-EXT	18	1	5.6%	0	0.0%	3	16.7%	0	0.0%	14	77.8%	5	0	0.0%	0	0.0%	2	40.0%	0	0.0%	3	60.0%
UW-GB	12	1	8.3%	0	0.0%	0	0.0%	2	16.7%	9	75.0%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
UW-LAC	35	4	11.4%	0	0.0%	1	2.9%	1	2.9%	29	82.9%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
UW-MAD	172	1	0.6%	0	0.0%	9	5.2%	18	10.5%	144	83.7%	41	0	0.0%	0	0.0%	0	0.0%	0	0.0%	41	100.0%
UW-MIL	142	6	4.2%	0	0.0%	16	11.3%	17	12.0%	109	76.8%	16	0	0.0%	0	0.0%	2	12.5%	0	0.0%	14	87.5%
UW-OSH	24	0	0.0%	1	4.2%	0	0.0%	0	0.0%	23	95.8%	6	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%
UW-PRK	27	0	0.0%	0	0.0%	3	2.0%	2	7.4%	22	81.5%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-PLT	15	0	0.0%	0	0.0%	2	13.3%	2	13.3%	11	73.3%	3	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%
UW-RVF	20	2	10.0%	0	0.0%	2	10.0%	5	25.0%	13	65.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-STP	22	4	18.2%	0	0.0%	0	0.0%	0	0.0%	18	81.8%	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
UW-STO	36	1	2.8%	0	0.0%	2	5.6%	3	8.3%	30	83.3%	8	0	0.0%	0	0.0%	1	12.5%	0	0.0%	7	87.5%
UW-SUP	14	2	14.3%	1	7.1%	0	0.0%	0	0.0%	11	78.6%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW SYS	9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
UW-WTW	25	1	4.0%	0	0.0%	0	0.0%	1	4.0%	23	92.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>611</b>	<b>27</b>	<b>4.4%</b>	<b>2</b>	<b>0.3%</b>	<b>39</b>	<b>6.4%</b>	<b>57</b>	<b>9.3%</b>	<b>494</b>	<b>80.9%</b>	<b>88</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>6.8%</b>	<b>0</b>	<b>0.0%</b>	<b>82</b>	<b>93.2%</b>

**TABLE 10**

**HIRING BASIS FOR UNIVERSITY OF WISCONSIN SYSTEM: July 1, 2006 - JUNE 30, 2007**

**PERMANENT CLASSIFIED**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
UW COLLEGES	12	3	25.0%	1	8.3%	4	33.3%	3	25.0%	1	8.3%
UW-EAU	17	8	47.1%	3	17.6%	4	23.5%	1	5.9%	1	5.9%
UW-EXT	14	1	7.1%	3	21.4%	5	35.7%	4	28.6%	1	7.1%
UW-GB	9	0	0.0%	1	11.1%	6	66.7%	2	22.2%	0	0.0%
UW-LAC	29	11	37.9%	7	24.1%	8	27.6%	3	10.3%	0	0.0%
UW-MAD	144	42	29.2%	16	11.1%	58	40.3%	23	16.0%	5	3.5%
UW-MIL	109	28	25.7%	21	19.3%	38	34.9%	17	15.6%	5	4.6%
UW-OSH	23	0	0.0%	0	0.0%	23	100.0%	0	0.0%	0	0.0%
UW-PRK	22	7	31.8%	11	50.0%	4	18.2%	0	0.0%	0	0.0%
UW-PLT	11	4	36.4%	1	9.1%	5	45.5%	1	9.1%	0	0.0%
UW-RVF	13	0	0.0%	2	15.4%	7	53.8%	2	15.4%	2	15.4%
UW-STP	18	1	5.6%	4	22.2%	12	66.7%	1	5.6%	0	0.0%
UW-STO	30	7	23.3%	1	3.3%	22	73.3%	0	0.0%	0	0.0%
UW-SUP	11	3	27.3%	1	9.1%	5	45.5%	1	9.1%	1	9.1%
UW SYS	9	2	22.2%	2	22.2%	4	44.4%	1	11.1%	0	0.0%
UW-WTW	23	6	26.1%	4	17.4%	11	47.8%	1	4.3%	1	4.3%
<b>TOTALS</b>	<b>494</b>	<b>123</b>	<b>24.9%</b>	<b>78</b>	<b>15.8%</b>	<b>216</b>	<b>43.7%</b>	<b>60</b>	<b>12.1%</b>	<b>17</b>	<b>3.4%</b>

**PROJECT APPOINTMENT**

Agency	Total Hires Other Than Veterans or AA Hires	Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation	
		#	%	#	%	#	%	#	%	#	%
UW COLLEGES	2	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%
UW-EAU	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
UW-EXT	3	1	33.3%	0	0.0%	2	66.7%	0	0.0%	0	0.0%
UW-GB	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-LAC	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-MAD	41	10	24.4%	5	12.2%	19	46.3%	6	14.6%	1	2.4%
UW-MIL	14	7	50.0%	2	14.3%	2	14.3%	3	21.4%	0	0.0%
UW-OSH	6	5	83.3%	0	0.0%	1	16.7%	0	0.0%	0	0.0%
UW-PRK	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-PLT	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
UW-RVF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-STP	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
UW-STO	7	2	28.6%	0	0.0%	5	71.4%	0	0.0%	0	0.0%
UW-SUP	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW SYS	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
UW-WTW	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTALS</b>	<b>82</b>	<b>29</b>	<b>35.4%</b>	<b>8</b>	<b>9.8%</b>	<b>33</b>	<b>40.2%</b>	<b>11</b>	<b>13.4%</b>	<b>1</b>	<b>1.2%</b>

**STATE AGENCIES      ABBREVIATIONS KEY**

<b>ARTS BD</b>	ARTS BOARD
<b>BOALTC</b>	BOARD ON AGING AND LONG TERM CARE
<b>COMM</b>	DEPT. OF COMMERCE
<b>DATCP</b>	DEPT. OF AGRICULTURE, TRADE & CONSUMER PROTECTION
<b>DFI</b>	DEPT. OF FINANCIAL INSTITUTIONS
<b>DHFS</b>	DEPT. OF HEALTH & FAMILY SERVICES
<b>DNR</b>	DEPT. OF NATURAL RESOURCES
<b>DOA</b>	DEPT. OF ADMINISTRATION
<b>DOC</b>	DEPT. OF CORRECTIONS
<b>DOJ</b>	DEPT. OF JUSTICE
<b>DOR</b>	DEPT. OF REVENUE
<b>DOT</b>	DEPT. OF TRANSPORTATION
<b>DPI</b>	DEPT. OF PUBLIC INSTRUCTION
<b>DWD</b>	DEPT. OF WORKFORCE DEVELOPMENT
<b>ECB</b>	EDUCATIONAL COMMUNICATIONS BOARD
<b>ELECTN BD</b>	ELECTIONS BOARD
<b>ETF</b>	EMPLOYEES TRUST FUND
<b>ETHICS BD</b>	ETHICS BOARD
<b>HEAB</b>	HIGHER EDUCATIONAL AIDS BOARD
<b>HIST SOC</b>	STATE HISTORICAL SOCIETY
<b>INS</b>	OFFICE OF THE COMMISSIONER OF INSURANCE
<b>INV BD</b>	INVESTMENT BOARD
<b>JSCRS</b>	JOINT SURVEY COMMITTEE ON RETIREMENT SYSTEMS
<b>LIRC</b>	LABOR & INDUSTRY REVIEW COMMISSION
<b>LWRB</b>	LOWER WISCONSIN RIVERWAY BOARD
<b>MIL AFF</b>	DEPT. OF MILITARY AFFAIRS
<b>OJA</b>	OFFICE OF JUSTICE ASSISTANCE
<b>OSER</b>	OFFICE OF STATE EMPLOYMENT RELATIONS
<b>PSC</b>	PUBLIC SERVICE COMMISSION
<b>REG &amp; LIC</b>	DEPT. OF REGULATION & LICENSING
<b>SEC STATE</b>	OFFICE OF THE SECRETARY OF STATE
<b>SPD</b>	OFFICE OF THE STATE PUBLIC DEFENDER
<b>ST FAIR PK</b>	STATE FAIR PARK BOARD
<b>TOUR</b>	DEPT. OF TOURISM
<b>TREAS</b>	OFFICE OF THE STATE TREASURER
<b>VET AFF</b>	DEPT. OF VETERANS AFFAIRS
<b>WERC</b>	WISCONSIN EMPLOYMENT RELATIONS COMMISSION
<b>WTCS</b>	WISCONSIN TECHNICAL COLLEGE SYSTEM BOARD

**UW CAMPUSES**      **ABBREVIATIONS KEY**

<b>UW COLLEGES</b>	UNIVERSITY OF WISCONSIN - COLLEGES
<b>UW-EAU</b>	UNIVERSITY OF WISCONSIN - EAU CLAIRE
<b>UW-EXT</b>	UNIVERSITY OF WISCONSIN - EXTENSION
<b>UW-GB</b>	UNIVERSITY OF WISCONSIN - GREEN BAY
<b>UW-LAC</b>	UNIVERSITY OF WISCONSIN - LA CROSSE
<b>UW-MAD</b>	UNIVERSITY OF WISCONSIN - MADISON
<b>UW-MIL</b>	UNIVERSITY OF WISCONSIN - MILWAUKEE
<b>UW-OSH</b>	UNIVERSITY OF WISCONSIN - OSHKOSH
<b>UW-PRK</b>	UNIVERSITY OF WISCONSIN - PARKSIDE
<b>UW-PLT</b>	UNIVERSITY OF WISCONSIN - PLATTEVILLE
<b>UW-RVF</b>	UNIVERSITY OF WISCONSIN - RIVER FALLS
<b>UW-STP</b>	UNIVERSITY OF WISCONSIN - STEVENS POINT
<b>UW-STO</b>	UNIVERSITY OF WISCONSIN - STOUT
<b>UW-SUP</b>	UNIVERSITY OF WISCONSIN - SUPERIOR
<b>UW SYS</b>	UNIVERSITY OF WISCONSIN - SYSTEM
<b>UW-WTW</b>	UNIVERSITY OF WISCONSIN - WHITEWATER