

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



Written Hiring Reasons Report
July 1, 2004 – June 30, 2005
March 2006

Jim Doyle
Governor

Karen E. Timberlake
Director

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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.

STATE OF WISCONSIN
Office of State Employment Relations
Jim Doyle, Governor
Karen E. Timberlake, Director



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WHO SERVE WISCONSIN

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March 2006

TO: State Agency Heads, University of Wisconsin System President and Chancellors,
Affirmative Action Officers and Human Resource Managers

FROM: Karen E. Timberlake, Director *(Karen E. Timberlake)*

SUBJECT: Written Hiring Reasons Report

The Written Hiring Reasons Report for Wisconsin State Government covering the period July 1, 2004, through June 30, 2005, is enclosed. The Office of State Employment Relations (OSER) is required under ss. 230.25 (1p) and 230.27 (2k), Wis. Stats., to prepare a report summarizing, for each agency, the appointing authority's reasons for selecting the persons who were appointed for new hires, promotions, and project appointments. The law requires "written hiring reasons" for certain hiring transactions and requires OSER to summarize the hiring reasons and prepare the report. Retrospectively, this information can be useful as a monitoring tool for your agency's hiring of veterans, persons with disabilities, members of racial and ethnic minority groups and women in classified and project appointments. Prospectively, you may want to use the information for plans of action in 2006 and beyond.

Information for this report came from summary information provided by each agency and the entire UW System. Your efforts and cooperation in compiling the summary reports are greatly appreciated. This report includes a synopsis of the information provided by each state agency and UW System unit.

If you have questions, please contact Claire Dehnert, Division of Affirmative Action, at (608) 267-1005 or email claire.dehnert@wisconsin.gov.

Enclosure

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WRITTEN HIRING REASONS REPORT

JULY 1, 2004 - JUNE 30, 2005

INTRODUCTION

This report is required under ss. 230.25 (1p) and 230.27 (2k), Wis. Stats. 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, 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. 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 or 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 or both. If a woman or racial/ethnic minority is hired for a position in a job group which is not underutilized, the hire will not be counted as an affirmative action hire and a written hiring reason is required.

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 (including the University of Wisconsin System) during the report period, and (2) a table that summarizes the written hiring reasons for all state agencies during the report period. Tables providing similar information for each individual agency and unit of the University of Wisconsin System follow.

Summary of Key Findings July 1, 2004, to June 30, 2005

There were 1,731 hires/promotions for state agencies during this period. Of those:

- 75 (4.3%) were veterans,
 - 26 (1.5%) were persons with disabilities,
 - 85 (4.9%) were racial ethnic minorities hired in underutilized positions, and
 - 127 (7.3%) were women hired in underutilized positions.
- Reasons given for the remaining 1,425 hires/promotions were:
 - Superior ability: 578
 - Greater experience: 294
 - Served in similar position before: 252
 - Superior relevant education/training: 156
 - More favorable recommendation: 145

The University of Wisconsin System had 477 hires/promotions. Of those:

- 21 (4.4%) were veterans,
 - 3 (0.6%) were persons with disabilities,
 - 30 (6.3%) were racial ethnic minorities in underutilized positions, and
 - 43 (9.0%) were women in underutilized positions.
- Reasons given for the remaining 384 hires/promotions were:
 - Greater experience: 154
 - Served in similar position before: 94
 - Superior ability: 63
 - Superior relevant education/training: 39
 - More favorable recommendation: 34

There were 103 project appointments for both state agencies and the University of Wisconsin System:

- 2 were veterans,
- 0 were persons with disabilities,
- 3 were racial ethnic minorities in underutilized positions, and
- 1 was a woman in underutilized positions.

TABLE 1
TOTAL PERMANENT CLASSIFIED AND PROJECT HIRES FOR WISCONSIN STATE
AGENCIES AND UNIVERSITY OF WISCONSIN SYSTEM:
July 1, 2004- June 30, 2005

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	2,208	*****	103	*****
Veteran or Spouse [as defined in s.230.03 (14)]	96	4.3%	2	1.9%
Person with Disability	29	1.3%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	115	5.2%	3	2.9%
Women (position in underutilized job group)	170	7.7%	1	1.0%
Non-Veteran or Non-AA Hires	1,809	81.9%	97	94.2%

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 2
HIRE INFORMATION FOR WISCONSIN STATE AGENCIES:
July 1, 2004 - JUNE 30, 2005

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	1,731	*****	39	*****
Veteran or Spouse [as defined in s.230.03 (14)]	75	4.3%	2	5.1%
Person with Disability	26	1.5%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	85	4.9%	2	5.1%
Women (position in underutilized job group)	127	7.3%	1	2.6%
Non-Veteran or Non-AA Hires	1,425	82.3%	34	87.2%

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 3
HIRE INFORMATION FOR UNIVERSITY OF WISCONSIN SYSTEM:
July 1, 2004 - JUNE 30, 2005

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	477	*****	64	*****
Veteran or Spouse [as defined in s.230.03 (14)]	21	4.4%	0	0.0%
Person with Disability	3	0.6%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	30	6.3%	1	1.6%
Women (position in underutilized job group)	43	9.0%	0	0.0%
Non-Veteran or Non-AA Hires	384	80.5%	63	98.4%

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 4

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES AND UNIVERSITY
OF WISCONSIN SYSTEM: July 1, 2004 - June 30, 2005**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	1,809	*****	97	*****
Served in a similar position previously	346	19.1%	26	26.8%
Has superior relevant education and/or training	195	10.8%	8	8.2%
Has greater or more relevant experience	448	24.8%	34	35.1%
Demonstrates superior ability to perform the key tasks required	641	35.4%	20	20.6%
Received more favorable recommendations	179	9.9%	9	9.3%

TABLE 5

BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:

July 1, 2004- June 30, 2005

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	1,425	*****	34	*****
Served in a similar position previously	252	17.7%	9	26.5%
Has superior relevant education and/or training	156	10.9%	4	11.8%
Has greater or more relevant experience	294	20.6%	14	41.2%
Demonstrates superior ability to perform the key tasks required	578	40.6%	6	17.6%
Received more favorable recommendations	145	10.2%	1	2.9%

TABLE 6

BASIS FOR HIRING DECISIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:

July 1, 2004- JUNE 30, 2005

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	384	*****	63	*****
Served in a similar position previously	94	24.5%	17	27.0%
Has superior relevant education and/or training	39	10.2%	4	6.3%
Has greater or more relevant experience	154	40.1%	20	31.7%
Demonstrates superior ability to perform the key tasks required	63	16.4%	14	22.2%
Received more favorable recommendations	34	8.9%	8	12.7%

TABLE 7

HIRES FOR WISCONSIN STATE AGENCIES: July 1, 2004 - June 30, 2005

Agency	PERMANENT CLASSIFIED										PROJECT APPOINTMENT													
	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	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	2	0.0%	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	0.0%
COMM	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DATCP	41	2.4%	2	4.9%	1	2.4%	1	2.4%	2	4.9%	36	87.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
DFI	1	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	0.0%	0	0.0%
DHES	612	2.6%	16	2.6%	3	0.5%	28	4.6%	54	8.8%	511	83.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DNR	58	4.6%	4	6.9%	0	0.0%	1	1.7%	7	12.1%	46	79.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%	9	90.0%
DOA	33	2.6%	2	6.1%	1	3.0%	2	6.1%	1	3.0%	27	81.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
DOD	464	2.6%	12	2.6%	3	0.6%	10	2.2%	25	5.4%	414	89.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%
DOJ	39	0.0%	0	0.0%	1	2.6%	7	17.9%	2	5.1%	31	79.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOR	55	4.7%	4	7.3%	0	0.0%	7	12.7%	4	7.3%	40	72.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOT	50	4.0%	4	8.0%	0	0.0%	6	12.0%	21	42.0%	20	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DPI	68	1.5%	1	1.5%	1	1.5%	10	14.7%	0	0.0%	56	82.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	66.7%
DWD	48	0.0%	0	0.0%	0	0.0%	4	8.3%	0	0.0%	44	91.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%
ECB	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	0.0%	0	0.0%
ELECTN BD	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	90.0%
ETF	10	1.0%	1	10.0%	1	10.0%	1	10.0%	0	0.0%	9	90.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
ETHICS BD	1	0.0%	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	0.0%
HEAB	1	0.0%	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	0.0%
HIST SOC	2	0.0%	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	0.0%
INS	10	0.0%	0	0.0%	0	0.0%	1	10.0%	2	20.0%	8	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
INV BD	1	0.0%	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	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	0.0%	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	0.0%	0	0.0%
MIL AFF	32	50.0%	16	50.0%	0	0.0%	1	3.1%	1	3.1%	14	43.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
OSER	1	0.0%	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	0.0%
PSC	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	0.0%	0	0.0%
REG & LIC	4	1.0%	1	25.0%	0	0.0%	0	0.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SEC STATE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
SPD	19	2.0%	2	10.5%	0	0.0%	2	10.5%	3	15.8%	12	63.2%	0	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	0.0%	0	0.0%
TOUR	2	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%	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	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VET AFF	167	6.0%	10	6.0%	15	9.0%	3	1.8%	3	1.8%	136	81.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WERC	1	0.0%	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	0.0%
WTCBS	2	0.0%	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	0.0%
TOTALS	1,731	4.3%	75	4.3%	26	1.5%	85	4.9%	127	7.3%	1,425	82.3%	0	0.0%	2	5.1%	0	0.0%	1	2.6%	34	87.2%		

TABLE 8

HIRING BASIS FOR WISCONSIN STATE AGENCIES: July 1, 2004 - June 30, 2005

PERMANENT CLASSIFIED												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		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%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
BOALTC	2	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%	0	0.0%	0	0.0%	
COMM	4	0	0.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DATCP	36	3	8.3%	7	19.4%	18	50.0%	5	13.9%	3	8.3%	0	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	
DFI	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%	
DHFS	511	61	11.9%	65	12.7%	96	18.8%	229	44.8%	60	11.7%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DNR	46	5	10.9%	6	13.0%	21	45.7%	12	26.1%	2	4.3%	0	0	0.0%	1	11.1%	6	66.7%	0	0.0%	0	0.0%	
DOA	27	3	11.1%	6	22.2%	18	66.7%	0	0.0%	0	0.0%	0	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	
DOC	414	68	16.4%	24	5.8%	36	8.7%	267	64.5%	19	4.6%	0	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
DOJ	31	1	3.2%	2	6.5%	16	51.6%	8	25.8%	4	12.9%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DOR	40	3	7.5%	5	12.5%	20	50.0%	11	27.5%	1	2.5%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DOT	20	1	5.0%	2	10.0%	5	25.0%	5	25.0%	7	35.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DPI	56	8	14.3%	19	33.9%	22	39.3%	6	10.7%	1	1.8%	0	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	
DWD	44	7	15.9%	0	0.0%	4	9.1%	12	27.3%	21	47.7%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	80.0%	
ECB	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%	
ELECTN BD	3	2	66.7%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0	0.0%	0	0.0%	2	22.2%	2	22.2%	0	0.0%	
ETF	9	1	11.1%	0	0.0%	2	22.2%	3	33.3%	3	33.3%	0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	
ETHICS BD	1	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%	0	0.0%	0	0.0%	
HEAB	1	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%	0	0.0%	0	0.0%	
HIST SOC	2	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
INS	8	2	25.0%	1	12.5%	3	37.5%	2	25.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
INV BD	1	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%	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	14	2	14.3%	3	21.4%	8	57.1%	1	7.1%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
OSER	1	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%	0	0.0%	0	0.0%	
PSC	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%	
REG & LIC	2	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
SEC STATE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	
SPD	12	0	0.0%	1	8.3%	5	41.7%	5	41.7%	1	8.3%	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	1	100.0%	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%	
TREAS	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%	
VET AFF	136	83	61.0%	13	9.6%	11	8.1%	7	5.1%	22	16.2%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
WERC	1	1	100.0%	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	2	0	0.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
TOTALS	1,425	252	17.7%	156	10.9%	294	20.6%	578	40.6%	145	10.2%	34	9	26.5%	4	11.8%	14	41.2%	6	17.6%	1	2.9%	

TABLE 9

HIRES FOR UNIVERSITY OF WISCONSIN SYSTEM: July 1, 2004 - June 30, 2005

PERMANENT CLASSIFIED		PROJECT APPOINTMENT															
		Total Hires	Veterans	Disabled	Racial/Ethnic Minorities	Women	Other	Total Hires	Veterans	Disabled	Racial/Ethnic Minorities	Women	Other				
Agency		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
UW COLLEGES	25	5	20.0%	0	0.0%	0	0.0%	0	0.0%	3	12.0%	17	68.0%	0	0.0%	0	0.0%
UW-EAU	17	1	5.9%	0	0.0%	0	0.0%	2	11.8%	14	82.4%	0	0.0%	0	0.0%	0	0.0%
UW-EXT	18	3	16.7%	1	5.6%	3	16.7%	0	0.0%	11	61.1%	0	0.0%	0	0.0%	6	100.0%
UW-GB	12	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	100.0%	0	0.0%	0	0.0%	0	0.0%
UW-LAC	24	2	8.3%	1	4.2%	1	4.2%	5	20.8%	16	66.7%	0	0.0%	0	0.0%	1	100.0%
UW-MAD	118	4	3.4%	0	0.0%	11	9.3%	10	8.5%	95	80.5%	0	0.0%	0	0.0%	13	100.0%
UW-MIL	117	1	0.9%	0	0.0%	3	2.6%	5	4.3%	108	92.3%	0	0.0%	0	0.0%	12	92.3%
UW-OSH	15	0	0.0%	1	6.7%	1	6.7%	0	0.0%	13	86.7%	0	0.0%	0	0.0%	4	100.0%
UW-PRK	14	0	0.0%	0	0.0%	4	28.6%	2	14.3%	9	64.3%	0	0.0%	0	0.0%	1	100.0%
UW-PLT	9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%	0	0.0%	0	0.0%	1	100.0%
UW-RVF	11	1	9.1%	0	0.0%	0	0.0%	3	27.3%	7	63.6%	0	0.0%	0	0.0%	0	0.0%
UW-STP	25	2	8.0%	0	0.0%	1	4.0%	3	12.0%	19	76.0%	0	0.0%	0	0.0%	8	100.0%
UW-STO	20	1	5.0%	0	0.0%	2	10.0%	5	25.0%	12	60.0%	0	0.0%	0	0.0%	6	100.0%
UW-SUP	13	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	100.0%	0	0.0%	0	0.0%	2	100.0%
UW SYS	8	0	0.0%	0	0.0%	1	12.5%	0	0.0%	7	87.5%	0	0.0%	0	0.0%	1	100.0%
UW-WTW	31	1	3.2%	0	0.0%	3	9.7%	5	16.1%	22	71.0%	0	0.0%	0	0.0%	8	100.0%
TOTALS	477	21	4.4%	3	0.6%	30	6.3%	43	9.0%	384	80.5%	0	0.0%	1	1.6%	63	98.4%

TABLE 10

HIRING BASIS FOR UNIVERSITY OF WISCONSIN SYSTEM: July 1, 2004 - JUNE 30, 2005

Agency	PERMANENT CLASSIFIED										PROJECT APPOINTMENT													
	Total Hires Other Than Veterans or AA Hires		Served in Similar Position Before		Superior Relevant Education/ Training		Greater Experience		Superior Ability		More Favorable Recommendation		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	17	29.4%	5	29.4%	4	23.5%	2	11.8%	3	17.6%	3	17.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-EAU	14	50.0%	7	50.0%	1	7.1%	5	35.7%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-EXT	11	9.1%	1	9.1%	1	9.1%	3	27.3%	5	45.5%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	2	33.3%	4	66.7%	0	0.0%
UW-GB	12	16.7%	2	16.7%	1	8.3%	4	33.3%	5	41.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-LAC	16	25.0%	4	25.0%	1	6.3%	8	50.0%	1	6.3%	2	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-MAD	95	28.4%	27	28.4%	6	6.3%	37	38.9%	21	22.1%	4	4.2%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	7	53.8%	0	0.0%
UW-MIL	108	23.1%	25	23.1%	18	16.7%	44	40.7%	12	11.1%	9	8.3%	0	0.0%	0	0.0%	1	7.7%	5	41.7%	2	16.7%	0	0.0%
UW-OSH	13	15.4%	2	15.4%	0	0.0%	11	84.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%
UW-PRK	9	77.8%	7	77.8%	1	11.1%	1	11.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
UW-PLT	9	11.1%	1	11.1%	2	22.2%	6	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
UW-RVF	7	0.0%	0	0.0%	1	14.3%	6	85.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-STP	19	21.1%	4	21.1%	1	5.3%	8	42.1%	6	31.6%	0	0.0%	0	0.0%	2	25.0%	1	12.5%	1	12.5%	1	12.5%	0	0.0%
UW-STO	12	25.0%	3	25.0%	2	16.7%	7	58.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	50.0%	0	0.0%	0	0.0%	0	0.0%
UW-SUP	13	38.5%	5	38.5%	0	0.0%	4	30.8%	3	23.1%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW SYS	7	0.0%	0	0.0%	0	0.0%	5	71.4%	2	28.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-WTWTW	22	4.5%	1	4.5%	0	0.0%	3	13.6%	4	18.2%	14	63.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%
TOTALS	384	24.5%	94	24.5%	39	10.2%	154	40.1%	63	16.4%	34	8.9%	63	27.0%	4	6.3%	20	31.7%	14	22.2%	8	12.7%	8	12.7%

STATE AGENCIES ABBREVIATIONS KEY FOR FISCAL YEAR 05

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

UW CAMPUSES ABBREVIATIONS KEY FOR FISCAL YEAR 05

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