

State of Wisconsin
Written Hiring Reasons Report

Fiscal Year 2011 (July 1, 2010 to June 30, 2011)



Scott Walker
Governor

Gregory L. Gracz
Director

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by

State of Wisconsin
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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.



Scott Walker, Governor

Gregory L. Gracz, Director

SERVING PEOPLE
WHO SERVE WISCONSIN

<http://osер.state.wi.us>

January 2012

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

FROM: Gregory L. Gracz, Director

SUBJECT: Written Hiring Reasons Report

The Written Hiring Reasons Report for Wisconsin State Government covering the period July 1, 2010, through June 30, 2011, is enclosed. The Office of State Employment Relations (OSER) is required under ss. 230.25 (1p), 230.21(1m)(b) 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 plan of action in 2012 and beyond.

Information for this report came from summary information provided by each agency and campus in the University of Wisconsin System. Your efforts and cooperation in compiling the summary reports are greatly appreciated.

If you have any questions, please contact Delores Butler, Division of Affirmative Action, at (608) 266-9472 or email DeloresE.Butler@wisconsin.gov.

Enclosures

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WRITTEN HIRING REASONS REPORT

JULY 1, 2010 - JUNE 30, 2011

INTRODUCTION

This report is required under ss. 230.25 (1p), 230.21(1m)(b) 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 hiring reasons. OSER used the agency reports to compile the annual hiring summary for state employment.

The annual hiring summary is composed of two major categories: the hiring selection and the major reason for the hire. The hiring selection shows whether a veteran, a spouse of a veteran or an affirmative action group member was hired or not. Specifically it is listed as follows:

- ❖ 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 serving affirmative action purposes on this form. In order for a hire to be considered as serving affirmative action purposes, the hire must be for a position in a job group that is underutilized for racial/ethnic minorities, women or both.

Agencies are required to indicate the most important reason for selecting the successful candidate over other applicants in one of the following categories:

- ❖ 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.

This summary report covers fiscal year 2011 for the period from July 1, 2010 to June 30, 2011, and it includes tables summarizing: (1) who were hired or promoted for all agencies, and (2) the reasons of the hiring decision for all agencies. As an anecdote, the Wisconsin Department of Commerce and the Department of Regulations and Licensing are included in the report for this fiscal year, although as of July 1, 2011, the functions for Commerce were transferred to other state agencies and the Wisconsin Economic Development Corporation, and Regulations and Licensing was renamed the Department of Safety and Professional Services.

Key Findings

For fiscal year 2011, agencies reported a total of 2,370 hires/promotions for permanent classified positions and 224 hires/promotions for project positions. Among the 2370 hires/promotions* in permanent classified positions,

- 200 (8.4%) were veterans, an increase in percentage by 2% from last year,
- 17 (.7%) were persons with disabilities, down .8% from last year,
- 148 (6.2%) were racial ethnic minorities hired in underutilized positions, which is down 1.5%, and
- 185 (7.8%) were women hired in underutilized positions, a decrease of 8.6% from last year.
- 1,844 (77.8%) hires/promotions were neither veterans, spouses of veterans, or affirmative action group members. The primary reason for these hires/promotions are:
 - Superior relevant education/training: 218
 - Served in a similar position before: 231
 - Greater or more relevant experience: 945
 - Superior ability: 622
 - More favorable recommendation: 181

The University of Wisconsin System Campuses reported a total of 788 hires/promotions for permanent classified positions and 178 hires/promotions for project positions. Among the 788 hires/promotions* in permanent classified positions,

- 41 (5.2%) were veterans, 1.7% less than last year,
- 4 (0.8%) were persons with disabilities, this is a .1% decrease from last year,
- 44 (5.5%) were racial ethnic minorities in underutilized positions, an increase of .5% from fiscal year 2010, and
- 60 (7.6%) were women in underutilized positions, a slight increase from FY10 of .1%.
- 644 (81.7%) hires/promotions were neither veterans, spouses of veterans, or affirmative action group members. The primary reason for these hires/promotions are:
 - Greater or more relevant experience: 402
 - Served in similar position before: 108
 - Superior ability: 62
 - Superior relevant education/training: 61
 - More favorable recommendation: 17

*Please note that since a person hired may fall in more than one category (veteran, person with a disability, woman or racial/ethnic minority hired in an underutilized position), the numbers may not add up.

TABLE 1

**TOTAL PERMANENT CLASSIFIED AND PROJECT HIRES FOR WISCONSIN
STATE AGENCIES AND UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2010 - JUNE 30, 2011**

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	3,158	*****	402	*****
Veteran or Spouse [as defined in s.230.03 (14)]	241	7.6%	35	8.7%
Person with Disability	21	0.7%	16	4.0%
Racial/Ethnic Minority (position in underutilized job group)	192	6.1%	19	4.7%
Women (position in underutilized job group)	245	7.8%	8	2.0%
Non-Veteran or Non-AA Hires	2,488	78.8%	336	83.6%

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 2
HIRE INFORMATION FOR WISCONSIN STATE AGENCIES:
JULY 1, 2010 - JUNE 30, 2011

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	2,370	*****	224	*****
Veteran or Spouse [as defined in s.230.03 (14)]	200	8.4%	33	14.7%
Person with Disability	17	0.7%	15	6.7%
Racial/Ethnic Minority (position in underutilized job group)	148	6.2%	7	3.1%
Women (position in underutilized job group)	185	7.8%	7	3.1%
Non-Veteran or Non-AA Hires	1,844	77.8%	173	77.2%

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, 2010 - JUNE 30, 2011

HIRES	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	788	*****	178	*****
Veteran or Spouse [as defined in s.230.03 (14)]	41	5.2%	2	1.1%
Person with Disability	4	0.5%	1	0.6%
Racial/Ethnic Minority (position in underutilized job group)	44	5.6%	12	6.7%
Women (position in underutilized job group)	60	7.6%	1	8.3%
Non-Veteran or Non-AA Hires	644	81.7%	163	91.6%

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 4

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES AND
UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2010 - JUNE 30, 2011**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	2,488	*****	336	*****
Served in a similar position previously	339	13.6%	68	20.2%
Has superior relevant education and/or training	279	11.2%	34	10.1%
Has greater or more relevant experience	1,347	54.1%	166	49.4%
Demonstrates superior ability to perform the key tasks required	684	27.5%	77	22.9%
Received more favorable recommendations	198	8.0%	4	1.2%

TABLE 5

**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:
JULY 1, 2010- JUNE 30, 2011**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	1,844	*****	173	*****
Served in a similar position previously	231	12.5%	20	11.6%
Has superior relevant education and/or training	218	11.8%	19	11.0%
Has greater or more relevant experience	945	51.2%	83	48.0%
Demonstrates superior ability to perform the key tasks required	622	33.7%	61	35.3%
Received more favorable recommendations	181	9.8%	3	1.7%

TABLE 6

**BASIS FOR HIRING DECISIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2009- JUNE 30, 2010**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	644	*****	163	*****
Served in a similar position previously	108	16.8%	48	29.4%
Has superior relevant education and/or training	61	9.5%	15	9.2%
Has greater or more relevant experience	402	62.4%	83	50.9%
Demonstrates superior ability to perform the key tasks required	62	9.6%	16	9.8%
Received more favorable recommendations	17	2.6%	1	0.6%

TABLE 7

HIRES FOR WISCONSIN STATE AGENCIES: JULY 1, 2010 - JUNE 30, 2011

Agency	PERMANENT CLASSIFIED										PROJECT APPOINTMENT													
	Total Hires		Veterans		Disabled		Racial/Ethnic Minorities		Women		Other		Total Hires		Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ACCT 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%
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	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%
BPDD	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%	0	0.0%
COMM	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%
DATCP	60	11.7%	7	11.7%	1	1.7%	2	3.3%	1	1.7%	49	81.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
DCF	126	1.6%	2	1.6%	0	0.0%	12	9.5%	0	0.0%	112	88.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	80.0%
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%	1	100.0%
DFI	3	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHS	591	43	7.3%	1	0.2%	63	10.7%	55	9.3%	436	73.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DNR	54	4	7.4%	0	0.0%	3	5.6%	7	13.0%	38	70.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	
DOA	54	4	7.4%	0	0.0%	4	7.4%	7	13.0%	40	74.1%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	4	80.0%	
DOC	672	55	8.2%	2	0.3%	25	3.7%	88	13.1%	502	74.7%	0	0.0%	0	0.0%	0	0.0%	3	6.3%	0	0.0%	38	79.2%	
DOJ	64	7	10.9%	0	0.0%	3	4.7%	2	3.1%	52	81.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	
DOR	67	2	3.0%	1	1.5%	2	3.0%	1	1.5%	62	92.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
DOT	142	13	9.2%	2	1.4%	12	8.5%	4	2.8%	116	81.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	
DPI	57	0	0.0%	0	0.0%	3	5.3%	3	5.3%	51	89.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	100.0%	
DWD	183	13	7.1%	7	3.8%	6	3.3%	0	0.0%	163	89.1%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	98	74.8%	
ECB	2	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%	
ETF	40	6	15.0%	1	2.5%	2	5.0%	0	0.0%	31	77.5%	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%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
HIST SOC	6	0	0.0%	0	0.0%	1	16.7%	1	16.7%	4	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
INS	15	0	0.0%	0	0.0%	3	20.0%	0	0.0%	9	60.0%	0	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	0.0%	
LANDS 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	0.0%	
LIRC	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	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%	
MIL AFF	51	16	31.4%	0	0.0%	0	0.0%	0	0.0%	6	11.8%	30	58.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	
PSC	10	1	10.0%	0	0.0%	1	10.0%	0	0.0%	8	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
REG & LIC	18	5	27.8%	0	0.0%	1	5.6%	0	0.0%	13	72.2%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	1	50.0%	
SEC STATE	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	0.0%	
SPD	15	2	13.3%	1	6.7%	2	13.3%	0	0.0%	11	73.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
ST FAIR PK	4	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%	
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	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%	1	100.0%	0	0.0%	0	0.0%	
VET AFF	116	17	14.7%	1	0.9%	1	0.9%	7	6.0%	92	79.3%	0	0.0%	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	0.0%	
WTCS	7	2	28.6%	0	0.0%	1	14.3%	0	0.0%	5	71.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
TOTALS	2,370	200	8.4%	17	0.7%	148	6.2%	185	7.8%	1,844	77.8%	0	0.0%	15	6.7%	33	14.7%	7	3.1%	7	3.1%	173	77.2%	

TABLE 8

HIRING BASIS FOR WISCONSIN STATE AGENCIES: JULY 1, 2010 - JUNE 30, 2011

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										
	#	%	#	%	#	%	#	%	#	%	#	%									
ACCT BD	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%									
ARTS BD	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%									
BOALTC	1	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%									
BPDD	3	0.0%	0	0.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%									
COMM	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%									
DATCP	49	14.3%	8	16.3%	19	38.8%	13	26.5%	2	4.1%	0	0.0%									
DCF	112	11.6%	12	10.7%	70	62.5%	26	23.2%	5	4.5%	0	0.0%									
OSER	1	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%									
DFI	2	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%									
DHS	436	11.0%	27	6.2%	139	31.9%	171	39.2%	152	34.9%	0	0.0%									
DNR	38	10.0%	5	13.2%	16	42.1%	16	42.1%	3	7.9%	0	0.0%									
DOA	40	0.0%	9	22.5%	31	77.5%	0	0.0%	0	0.0%	0	0.0%									
DOC	502	16.3%	56	11.2%	384	76.5%	259	51.6%	2	0.4%	0	0.0%									
DOJ	52	9.7%	11	21.2%	35	67.3%	9	17.3%	0	0.0%	0	0.0%									
DOR	62	10.0%	9	14.5%	29	46.8%	14	22.6%	0	0.0%	0	0.0%									
DOT	116	9.7%	9	7.8%	52	44.8%	44	37.9%	2	1.7%	0	0.0%									
DPI	51	15.7%	24	47.1%	18	35.3%	1	2.0%	0	0.0%	0	0.0%									
DWD	163	25.8%	16	9.8%	55	33.7%	49	30.1%	1	0.6%	0	0.0%									
ECB	1	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%									
ETF	31	6.0%	15	48.4%	4	12.9%	2	6.5%	3	9.7%	0	0.0%									
HEAB	1	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%									
HIST SOC	4	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%									
INS	9	0.0%	3	33.3%	6	66.7%	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%									
LANDS BD	2	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%									
LIRC	0	0.0%	0	0.0%	2	100.0%	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%									
MIL AFF	30	7.0%	2	6.7%	18	60.0%	3	10.0%	0	0.0%	0	0.0%									
PSC	8	0.0%	0	0.0%	8	100.0%	0	0.0%	0	0.0%	0	0.0%									
REG & LIC	13	1.7%	0	0.0%	12	92.3%	0	0.0%	0	0.0%	0	0.0%									
SEC STATE	2	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%									
SPD	11	9.1%	2	18.2%	5	45.5%	3	27.3%	0	0.0%	0	0.0%									
ST FAIR PK	4	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%									
TOUR	1	0.0%	0	0.0%	1	100.0%	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%									
VET AFF	92	41.6%	7	7.6%	24	26.1%	9	9.8%	11	12.0%	0	0.0%									
WERC	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%									
WTCS	5	60.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%									
TOTALS	1844	231	12.5%	218	11.8%	945	51.2%	622	33.7%	181	9.8%	173	11.6%	19	11.0%	83	48.0%	61	35.3%	3	1.7%

TABLE 9

HIRES FOR UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2010 - JUNE 30, 2011

		PERMANENT CLASSIFIED												PROJECT APPOINTMENT																					
Agency	Total Hires	Veterans			Disabled			Racial/Ethnic Minorities			Women			Other			Total Hires			Veterans			Disabled			Racial/Ethnic Minorities			Women			Other			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
UW COL & Ext	26	5	19.2%	1	3.8%	1	3.8%	2	7.7%	2	7.7%	18	69.2%	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%
UW-EAU	27	1	3.7%	0	0.0%	3	11.1%	1	3.7%	1	3.7%	22	81.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	2	100.0%
UW-GB	23	1	4.3%	0	0.0%	1	4.3%	1	4.3%	1	4.3%	20	87.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	0	0.0%	5	100.0%
UW-LAC	46	8	17.4%	0	0.0%	2	4.3%	1	2.2%	1	2.2%	35	76.1%	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%
UW-MAD	279	7	2.5%	0	0.0%	19	6.8%	30	10.8%	19	6.8%	227	81.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	4.4%	0	0.0%	0	0.0%	86	95.6%	0	0.0%	86	95.6%
UW-MIL	141	8	5.7%	2	1.4%	13	9.2%	12	8.5%	13	9.2%	105	74.5%	2	1.4%	1	2.7%	7	18.9%	1	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	73.0%	0	0.0%	27	73.0%
UW-OSH	34	1	2.9%	0	0.0%	0	0.0%	2	5.9%	0	0.0%	31	91.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	100.0%	0	0.0%	11	100.0%
UW-PRK	12	0	0.0%	0	0.0%	2	16.7%	1	8.3%	2	16.7%	9	75.0%	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%	0	0.0%	1	100.0%
UW-PLT	57	1	1.8%	1	1.8%	0	0.0%	2	3.5%	0	0.0%	54	94.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	0	0.0%	4	100.0%
UW-RVF	15	2	13.3%	0	0.0%	0	0.0%	2	13.3%	0	0.0%	11	73.3%	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%
UW-STP	35	3	8.6%	0	0.0%	2	5.7%	1	2.9%	2	5.7%	29	82.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	0	0.0%	5	100.0%
UW-STO	22	2	9.1%	0	0.0%	1	4.5%	1	4.5%	1	4.5%	18	81.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14	100.0%	0	0.0%	14	100.0%
UW-SUP	9	2	22.2%	0	0.0%	0	0.0%	1	11.1%	0	0.0%	6	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	1	50.0%
UW SYS	4	0	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%	0	0.0%	0	0.0%	3	100.0%	0	0.0%	3	100.0%
UW-WTWTW	58	0	0.0%	0	0.0%	0	0.0%	3	5.2%	0	0.0%	55	94.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	0	0.0%	4	100.0%
TOTALS	788	41	5.2%	4	0.5%	44	5.6%	60	7.6%	44	5.6%	644	81.7%	2	1.1%	1	0.6%	12	6.7%	1	0.6%	1	0.6%	163	91.6%	1	0.6%	1	0.6%	163	91.6%	1	0.6%	163	91.6%

TABLE 10

HIRING BASIS FOR UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2010 - JUNE 30, 2011

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 COL & Ext	18	2	11.1%	0	0.0%	5	27.8%	9	50.0%	2	11.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
UW-EAU	22	9	40.9%	4	18.2%	8	36.4%	0	0.0%	1	4.5%	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	
UW-GB	20	5	25.0%	2	10.0%	13	65.0%	0	0.0%	0	0.0%	0	0.0%	2	40.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%
UW-LAC	35	11	31.4%	5	14.3%	19	54.3%	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%
UW-MAD	279	31	11.1%	30	10.8%	127	45.5%	35	12.5%	4	1.4%	90	31	34.4%	10	11.1%	32	35.6%	12	13.3%	1	1.1%	1	1.1%	
UW-MIL	105	17	16.2%	17	16.2%	60	57.1%	6	5.7%	5	4.8%	27	8	29.6%	3	11.1%	13	48.1%	3	11.1%	0	0.0%	0	0.0%	
UW-OSH	34	1	2.9%	0	0.0%	27	79.4%	3	8.8%	0	0.0%	11	0	0.0%	1	9.1%	10	90.9%	0	0.0%	0	0.0%	0	0.0%	
UW-PRK	9	0	0.0%	0	0.0%	9	100.0%	0	0.0%	0	0.0%	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	
UW-PLT	54	19	35.2%	0	0.0%	40	74.1%	0	0.0%	0	0.0%	4	2	50.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	
UW-RVF	11	5	45.5%	2	18.2%	4	36.4%	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%	
UW-STP	29	2	6.9%	0	0.0%	26	89.7%	1	3.4%	0	0.0%	5	1	20.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	
UW-STO	18	2	11.1%	0	0.0%	16	88.9%	0	0.0%	0	0.0%	14	0	0.0%	0	0.0%	14	100.0%	0	0.0%	0	0.0%	0	0.0%	
UW-SUP	6	2	33.3%	1	16.7%	4	66.7%	0	0.0%	0	0.0%	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	
UW SYS	4	2	50.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	
UW-WTW	55	0	0.0%	0	0.0%	42	76.4%	8	14.5%	5	9.1%	4	3	75.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	
TOTALS	644	108	16.8%	61	9.5%	402	62.4%	62	9.6%	17	2.6%	163	48	29.4%	15	9.2%	83	50.9%	16	9.8%	1	0.6%	1	0.6%	

STATE AGENCIES ABBREVIATIONS KEY

ACCT BD	GOVERNMENT ACCOUNTABILITY BOARD
ARTS BD	ARTS BOARD
BOALTC	BOARD ON AGING AND LONG TERM CARE
BPDD	BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES
COMM	DEPT. OF COMMERCE
DATCP	DEPT. OF AGRICULTURE, TRADE AND CONSUMER PROTECTION
DCF	DEPT. OF CHILDREN AND FAMILIES
DFI	DEPT. OF FINANCIAL INSTITUTIONS
DHS	DEPT. OF HEALTH 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
ETF	EMPLOYEES TRUST FUNDS
HEAB	HIGHER EDUCATIONAL AIDS BOARD
HIST SOC	STATE HISTORICAL SOCIETY
INV BD	INVESTMENT BOARD
LIRC	LABOR AND INDUSTRY REVIEW COMMISSION
LWRB	LOWER WISCONSIN RIVERWAY BOARD
MIL AFF	DEPT. OF MILITARY AFFAIRS
INS	OFFICE OF THE COMMISSIONER OF INSURANCE
OSER	OFFICE OF STATE EMPLOYMENT RELATIONS
LANDS BD	BOARD OF COMMISSIONERS OF PUBLIC LANDS
PSC	PUBLIC SERVICE COMMISSION
REG AND LIC	DEPT. OF REGULATION AND LICENSING
SEC STATE	OFFICE OF THE SECRETARY OF STATE
ST FAIR PK	STATE FAIR PARK
SPD	OFFICE OF THE STATE PUBLIC DEFENDER
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

UW-COL AND EXT	UNIVERSITY OF WISCONSIN - COLLEGES AND EXTENSION
UW-EAU	UNIVERSITY OF WISCONSIN - EAU CLAIRE
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