

State of Wisconsin
Written Hiring Reasons Report
Fiscal Year 2012 (July 1, 2011 to June 30, 2012)



Scott Walker
Governor

Gregory L. Gracz
Director

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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://oser.state.wi.us>

January 2013

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, 2011, through June 30, 2012, 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 2013 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) 266-5709 or email DeloresE.Butler@wi.gov.

Enclosures

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WRITTEN HIRING REASONS REPORT

JULY 1, 2011 - JUNE 30, 2012

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 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 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 2012 for the period from July 1, 2011 to June 30, 2012, 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, 2012, 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 2012, agencies reported a total of 4,042 hires/promotions for permanent classified positions and 132 hires/promotions for project positions. Among the 4,042 hires/promotions* in permanent classified positions,

- ❖ 276 (6.8%) were veterans, a decrease in percentage by 1.6% from last year,
- ❖ 42 (1.0%) were persons with disabilities, an increase of .3% from last year,
- ❖ 311 (7.7%) were racial ethnic minorities hired in underutilized positions, which is an increase of 1.5%, and
- ❖ 287 (7.1%) were women hired in underutilized positions, a decrease of .7% from last year.
- ❖ 2,737 (67.7%) 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: 393
 - ✓ Served in a similar position before: 295
 - ✓ Greater or more relevant experience: 880
 - ✓ Superior ability: 653
 - ✓ More favorable recommendation: 625

The University of Wisconsin System Campuses reported a total of 809 hires/promotions for permanent classified positions and 82 hires/promotions for project positions. Among the 809 hires/promotions* in permanent classified positions,

- ❖ 57 (7.0%) were veterans, 1.8% more than last year,
- ❖ 9 (1.1%) were persons with disabilities, this is a .6% increase from last year,
- ❖ 57 (7.0%) were racial ethnic minorities hired in underutilized positions, an increase of 1.4% from fiscal year 2011, and
- ❖ 56 (6.9%) were women hired in underutilized positions, a slight decrease from FY11 of .7%.
- ❖ 518 (64.0%) 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: 305
 - ✓ Served in similar position before: 81
 - ✓ Superior ability: 35
 - ✓ Superior relevant education/training: 59
 - ✓ More favorable recommendation: 12

*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 AND PROMOTIONS FOR
WISCONSIN STATE AGENCIES AND UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2011 - JUNE 30, 2012**

HIRES AND PROMOTIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	4,851	*****	214	*****
Veteran or Spouse [as defined in s.230.03 (14)]	333	6.9%	7	3.3%
Person with Disability	51	1.1%	31	14.5%
Racial/Ethnic Minority (position in underutilized job group)	368	7.6%	4	1.9%
Women (position in underutilized job group)	343	7.1%	11	5.1%
Non-Veteran or Non-AA Hires	3,255	67.1%	124	57.9%

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

TABLE 2
HIRES AND PROMOTIONS FOR WISCONSIN STATE AGENCIES:
JULY 1, 2011 - JUNE 30, 2012

HIRES AND PROMOTIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	4,042	*****	132	*****
Veteran or Spouse [as defined in s.230.03 (14)]	276	6.8%	7	5.3%
Person with Disability	42	1.0%	31	23.5%
Racial/Ethnic Minority (position in underutilized job group)	311	7.7%	3	2.3%
Women (position in underutilized job group)	287	7.1%	9	6.8%
Non-Veteran or Non-AA Hires	2,737	67.7%	81	61.4%

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

TABLE 3
HIRES AND PROMOTIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2011 - JUNE 30, 2012

HIRES AND PROMOTIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Hires (New and Promotional)	809	*****	82	*****
Veteran or Spouse [as defined in s.230.03 (14)]	57	7.0%	0	0.0%
Person with Disability	9	1.1%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	57	7.0%	1	1.2%
Women (position in underutilized job group)	56	6.9%	2	2.4%
Non-Veteran or Non-AA Hires	518	64.0%	43	52.4%

NOTE: The sum of the categories of hires and promotions 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, 2011 - JUNE 30, 2012**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	3,255	*****	124	*****
Served in a similar position previously	376	11.6%	16	12.9%
Has superior relevant education and/or training	452	13.9%	16	12.9%
Has greater or more relevant experience	1,185	36.4%	60	48.4%
Demonstrates superior ability to perform the key tasks required	688	21.1%	23	18.5%
Received more favorable recommendations	637	19.6%	9	7.3%

TABLE 5
BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:
JULY 1, 2011- JUNE 30, 2012

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	2,737	*****	81	*****
Served in a similar position previously	295	10.8%	10	12.3%
Has superior relevant education and/or training	393	14.4%	14	17.3%
Has greater or more relevant experience	880	32.2%	28	34.6%
Demonstrates superior ability to perform the key tasks required	653	23.9%	22	27.2%
Received more favorable recommendations	625	22.8%	9	11.1%

TABLE 6
BASIS FOR HIRING DECISIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2011- JUNE 30, 2012

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	% of Total	#	% of Total
Total Non-Veteran or Non-AA Hires	518	*****	43	*****
Served in a similar position previously	81	15.6%	6	14.0%
Has superior relevant education and/or training	59	11.4%	2	4.7%
Has greater or more relevant experience	305	58.9%	32	74.4%
Demonstrates superior ability to perform the key tasks required	35	6.8%	1	2.3%
Received more favorable recommendations	12	2.3%	0	0.0%

TABLE 7

HIRES AND PROMOTIONS FOR WISCONSIN STATE AGENCIES: JULY 1, 2011 - JUNE 30, 2012

PERMANENT CLASSIFIED												PROJECT APPOINTMENT													
Agency	Total Hires		Veterans		Disabled		Racial/Ethnic Minorities		Women		Other		Total Hires	Veterans		Disabled		Racial/Ethnic Minorities		Women		Other			
	#	%	#	%	#	%	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%		
BOALTC	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%	
BPDD	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	78	10.3%	8	10.3%	0	0.0%	9	11.5%	0	0.0%	62	79.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	
DCF	162	1	0.6%	1	0.6%	0	0.0%	42	25.9%	0	0.0%	119	73.5%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	6	85.7%
DFI	11	0	0.0%	1	9.1%	1	9.1%	2	18.2%	0	0.0%	8	72.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHS	1056	29	2.7%	7	0.7%	118	11.2%	51	4.8%	433	41.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DNR	89	2	2.2%	2	2.2%	3	3.4%	14	15.7%	68	76.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOA	158	9	5.7%	3	1.9%	18	11.4%	11	7.0%	117	74.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%
DOC	969	101	10.4%	3	0.3%	52	5.4%	137	14.1%	676	69.8%	0	0.0%	0	0.0%	0	0.0%	2	6.9%	6	20.7%	19	65.5%		
DOJ	71	4	5.6%	0	0.0%	4	5.6%	1	1.4%	62	87.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%
DOR	120	2	1.7%	0	0.0%	1	0.8%	0	0.0%	117	97.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOT	621	45	7.2%	11	1.8%	28	4.5%	45	7.2%	507	81.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	60.0%
DPI	91	0	0.0%	0	0.0%	6	6.6%	3	3.3%	82	90.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%
DSPS	5	0	0.0%	0	0.0%	1	20.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
DWD	250	24	9.6%	8	3.2%	8	3.2%	0	0.0%	211	84.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	26	45.6%
ECB	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%	0	0.0%
ETF	57	5	8.8%	1	1.8%	4	7.0%	4	7.0%	48	84.2%	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%	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%
HIST SOC	6	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%	0	0.0%	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%	0	0.0%
LANDS 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	0.0%
LIRC	3	1	33.3%	1	33.3%	1	33.3%	0	0.0%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
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	0.0%
MIL AFF	56	21	37.5%	0	0.0%	3	5.4%	3	5.4%	31	55.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	4	57.1%	0	0.0%
OCI	12	0	0.0%	0	0.0%	1	8.3%	1	8.3%	10	83.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSER	3	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%	0	0.0%
OST	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%	0	0.0%
PSC	5	0	0.0%	0	0.0%	1	20.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SECSTATE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SPD	24	1	4.2%	1	4.2%	4	16.7%	1	4.2%	19	79.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ST FAIR PK	3	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%	0	0.0%
TOUR	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%	0	0.0%
VET AFF	177	23	13.0%	4	2.3%	5	2.8%	20	11.3%	130	73.4%	0	0.0%	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%	0	0.0%
WTCS	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%	0	0.0%
TOTALS	4,042	276	6.8%	42	1.0%	311	7.7%	287	7.1%	2,737	67.7%	132	7	5.3%	31	23.5%	3	2.3%	9	6.8%	81	61.4%	0	0.0%	

Note: The DOA totals include the Government Accountability Board, Office of Justice Assistance and Hearings and Appeals.

TABLE 9

HIRES AND PROMOTIONS FOR UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2011 - JUNE 30, 2012

PERMANENT CLASSIFIED		PROJECT APPOINTMENT																							
		Total Hires		Veterans		Disabled		Racial/Ethnic Minorities		Women		Other		Total Hires		Veterans		Disabled		Racial/Ethnic Minorities		Women		Other	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
UW COLL - EXT	32		3	9.4%	0	0.0%	2	6.3%	1	3.1%	26	81.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-EAU	25		1	4.0%	0	0.0%	3	12.0%	2	8.0%	19	76.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-GB	30		1	3.3%	1	3.3%	2	6.7%	1	3.3%	25	83.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%	
UW-LAC	49		8	16.3%	0	0.0%	2	4.1%	1	2.0%	38	77.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-MAD	267		10	3.7%	3	1.1%	30	11.2%	28	10.5%	83	31.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-MIL	134		11	8.2%	2	1.5%	11	8.2%	6	4.5%	105	78.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-OSH	23		0	0.0%	0	0.0%	0	0.0%	0	0.0%	23	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	
UW-PRK	8		0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-PLT	64		5	1.0%	1	1.6%	2	3.1%	2	3.1%	54	84.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	100.0%	
UW-RVF	17		1	5.9%	0	0.0%	2	11.8%	2	11.8%	12	70.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-STP	47		5	10.6%	1	2.1%	0	0.0%	2	4.3%	39	83.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%	
UW-STO	40		2	5.0%	0	0.0%	1	2.5%	6	15.0%	31	77.5%	0	0.0%	0	0.0%	1	9.1%	1	9.1%	1	9.1%	9	81.8%	
UW-SUP	19		3	15.8%	0	0.0%	2	10.5%	0	0.0%	14	73.7%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	1	33.3%	2	66.7%	
UW SYS	6		0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
UW-WTW	48		7	14.6%	1	2.1%	0	0.0%	5	10.4%	35	72.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
TOTALS	809		57	7.0%	9	1.1%	57	7.0%	56	6.9%	518	64.0%	0	0.0%	0	0.0%	1	1.2%	2	2.4%	43	52.4%	0	0.0%	

TABLE 10

HIRING BASIS FOR UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2011 - JUNE 30, 2012

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 COLL - EXT	26	23.1%	6	7.7%	2	34.6%	9	19.2%	5	15.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-EAU	19	36.8%	7	21.1%	4	21.1%	4	0.0%	0	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-GB	25	44.0%	11	4.0%	1	48.0%	12	4.0%	1	0.0%	9	44.4%	1	11.1%	4	44.4%	4	0.0%	0	0.0%	0	0.0%
UW-LAC	38	28.9%	11	2.6%	13	34.2%	13	2.6%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-MAD	83	13.3%	11	9.6%	8	47.0%	39	9.6%	8	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-MIL	105	13.3%	14	27.6%	29	39.0%	41	8.6%	9	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-OSH	23	4.3%	1	0.0%	20	87.0%	2	8.7%	2	0.0%	4	100.0%	0	0.0%	4	100.0%	4	0.0%	0	0.0%	0	0.0%
UW-PRK	8	12.5%	1	0.0%	7	87.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-PLT	54	13.0%	7	1.9%	56	103.7%	0	0.0%	0	0.0%	13	0.0%	0	0.0%	8	61.5%	0	0.0%	0	0.0%	0	0.0%
UW-RVF	12	25.0%	3	25.0%	3	25.0%	2	16.7%	2	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-STP	39	0.0%	0	0.0%	39	100.0%	0	0.0%	0	0.0%	6	0.0%	0	0.0%	5	83.3%	1	16.7%	0	0.0%	0	0.0%
UW-STO	31	3.2%	1	0.0%	30	96.8%	0	0.0%	0	0.0%	9	0.0%	0	0.0%	11	122.2%	0	0.0%	0	0.0%	0	0.0%
UW-SUP	14	14.3%	2	14.3%	10	71.4%	4	28.6%	1	7.1%	2	100.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW SYS	6	33.3%	2	0.0%	3	50.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW-WTW	35	11.4%	4	22.9%	19	54.3%	2	5.7%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTALS	518	15.6%	81	11.4%	305	58.9%	35	6.8%	12	2.3%	43	14.0%	2	4.7%	32	74.4%	1	2.3%	0	0.0%	0	0.0%

STATE AGENCIES ABBREVIATIONS KEY FOR FISCAL YEAR 2012

BOALTC	BOARD ON AGING AND LONG TERM CARE
BPDD	BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES
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
DSPS	DEPT. OF SAFETY AND PUBLIC SERVICES
DWD	DEPT. OF WORKFORCE DEVELOPMENT
ECB	EDUCATIONAL COMMISSIONS BOARD
ETF	EMPLOYEES TRUST FUND
HEAB	HIGHER EDUCATIONS BOARD
HIST SOC	STATE HISTORICAL SOCIETY
INV BD	INVESTMENT BOARD
LANDS BD	BOARD OF COMMISSIONERS OF PUBLIC LANDS
LIRC	LABOR AND INDUSTRY REVIEW COMMISSION
LWRB	LOWER WISCONSIN RIVERWAY BOARD
MIL AFF	DEPT. OF MILITARY AFFAIRS
OCI	OFFICE OF THE COMMISSIONER OF INSURANCE
OSER	OFFICE OF STATE EMPLOYMENT RELATIONS
OST	OFFICE OF THE STATE TREASURER
PSC	PUBLIC SERVICE COMMISSION
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
VET AFF	DEPT. OF VETERANS AFFAIRS
WERC	WISCONSIN EMPLOYMENT RELATIONS COMMISSION
WTCS	WISCONSIN TECHNICAL COLLEGE SYSTEM BOARD

UW-CAMPUSES ABBREVIATIONS KEY FOR FISCAL YEAR 2012

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