



State of Wisconsin Written Hiring Reason Report

Fiscal Year 2021

The State of Wisconsin Written Hiring Reason Report summarizes the appointing authorities' reason for selecting persons appointed as hires, promotions, and project appointments for each state agency in Wisconsin State Employment from July 1, 2020, through June 30, 2021.

Division of Personnel Management

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**STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION**

Tony Evers, Governor
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Malika Evanco, Division Administrator

February 14, 2022

To: State Agency Heads,
Equity and Inclusion Officer and Human Resources Managers

From: Malika Evanco, Administrator 
Division of Personnel Management

Subject: Written Hiring Reason Report

The Division of Personnel Management (DPM) is required under s. 230.21(1m)(b), 230.25(1p), and 230.27(2k), Wis. Stats., to prepare a report summarizing, for each agency, the appointing authority's reason(s) for selecting persons who were appointed as new hires, promotions, and project appointments. This document represents the Written Hiring Reason Report for the Wisconsin state government covering July 1, 2020, through June 30, 2021. The information collected for this report is self-reported in Wisc.Jobs and PeopleSoft Recruiting Solutions by all state agencies. DPM appreciates the efforts of all state agencies in making their best effort to comply.

State agencies are encouraged to use this information as a monitoring tool for evaluating their agency's hiring of veterans, persons with disabilities, members of racial and ethnic minority groups, and women in classified and project appointments. This information may also assist agencies with recruitment and retention efforts.

If you have any questions, please contact Andrew Geissler, HR Specialist, Division of Personnel Management, at (608) 266- 0714 or email at Andrew.Geissler@wisconsin.gov.

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Written Hiring Reason Report

July 1, 2020 - June 30, 2021

Introduction

The *Written Hiring Reason Report* is an annual summary of the hiring data required by section s. 230.21(1m)(b), 230.25(1p) and 230.27(2k), Wis. Stats provided by each state agency and captures the following information: 1) The hiring selection and the affirmative action category; and 2) The reason a person in an affirmative action category was not selected in an underutilized classification. The hiring and promotion selection data are captured in the following categories for this report:

- A veteran, or a spouse of a veteran, as defined in s. 230.03(14).
- A person who participated in Disabled Expanded Certification (DEC).
- The position is in a job group that is underutilized for racial/ethnic minorities.
- The position is in a job group that is underutilized for women.
- Non-veteran and non-Affirmative Action (A.A.) groups; and
- Not indicated - *the category includes individuals who did not disclose demographic data that informs whether the individual belongs to an affirmative action category (Tables 3 and 4).*

Note: A person hired may belong to more than one category and count in each category that applies.

Agencies are also required to indicate one of the following reasons for appointing a candidate over other applicants in an affirmative action category:

- The appointed candidate demonstrates greater knowledge of the key tasks required in the position.
- The appointed candidate has a broader or more relevant experience performing the duties of the position.
- The appointed candidate has more advanced education and or training for the position.
- The appointed candidate served in the (same) position or a similar position previously.

Key Findings

For FY2021, state agencies reported 4,390 hires and promotions for permanent classified positions and 174 hires for project appointments. Among the 4,390 hires and promotions in permanent classified positions (Table 1):

- 429 (9.8%) individuals hired/promoted identified as either veterans or spouses of veterans, a proportional decrease of 0.18% from the last fiscal year.
- 5 (0.1%) individuals hired/promoted participated in Disabled Expanded Certification (DEC), a proportional decrease of 0.23% from the last fiscal year.
- 1,010 (23%) individuals hired/promoted identified as racial/ethnic minorities, an increase in the number (242) and proportion (3.59%) from the last fiscal year.
- 167 (3.8%) individuals identified as racial/ethnic minorities were hired/promoted in underutilized positions, a proportional decrease of 1.1% from the last fiscal year.
- 2,397 (54.6%) individuals hired/promoted identified as women, an increase in the number (431) and proportion (4.9%) from the last fiscal year.
- 1,297 (29.5%) individuals identified as women were hired/promoted in underutilized positions, an increase in the number (640) and proportion (12.9%) from the last fiscal year.
- 1,199 (27.3%) individuals hired/promoted did not identify as a veteran, spouse of a veteran, or affirmative action group member, a decrease in the number (61) and proportion (4.55%) from the last fiscal year.

Table 1 Hires and Promotions for Wisconsin State Agencies: July 1, 2020 - June 30, 2021				
Affirmative Action Category	Permanent Classified Positions		Project Positions	
	#	%	#	%
Total Hires	4390		174	
Veteran or Spouse	429	9.8%	11	6.3%
Disabled Expanded Certification (DEC)	5	0.1%	1	0.6%
Racial/Ethnic Minority	1010	23%	47	27%
Racial/Ethnic Minority Hired in Underutilized Job Groups	167	3.8%	1	0.6%
Women	2397	54.6%	126	72.4%
Women Hired in Underutilized Job Groups	1297	29.5%	104	59.8%
Non-Veteran Non-AA Group Hires	1199	27.3%	24	13.8%
Not Indicated	79	1.8%	7	4%

For FY2021, state agencies reported the primary written hiring reason and the number of individuals hired that are non-Veteran and non-AA Group. Among the 1,199 non-Veteran and non-AA Group individuals hired in permanent classified positions and the 24 individuals hired in project positions that are a non-Veteran and non-AA group (Table 2):

- The selected person demonstrated greater knowledge of key tasks for 763 individuals in permanent classified positions and one individual for project positions.
- The selected person has a broader or more relevant experience for 268 individuals in permanent classified positions and 19 for project positions.
- The selected person has more advanced education and or training for 58 individuals in permanent classified positions and two individuals for the project positions.
- The selected person served in the same or similar position for 108 individuals in permanent classified positions and one individual for project positions.

For FY2021, state agencies reported the primary written hiring reason and the number of hired veterans and A.A. Group. Among the 3,074 individuals hired in permanent classified positions and the 143 hired in project positions that are Veteran and of an AA Group (Table 2):

- The selected person demonstrated greater knowledge of key tasks for 1,810 individuals in permanent classified positions and five individuals for project positions.
- The selected person has a broader or more relevant experience for 733 individuals in permanent classified positions and 131 individuals for project positions.
- The selected person has more advanced education and or training for 198 individuals in permanent classified positions and two individuals for project positions.
- The selected person served in the same or similar position for 324 individuals in permanent classified positions and five individuals for project positions.

Table 2
Basis for Hiring Decisions for Wisconsin State Agencies: July 1, 2020 - June 30, 2021

Written Hiring Reason	Permanent Classified Positions		Project Positions	
	#	%	#	%
Total Non-Veteran Non-AA Group Hires	1199		24	
The selected person demonstrates greater knowledge of the key tasks required in this position.	763	63.6%	1	4.2%
The selected person has a broader or more relevant experience performing the duties of this position.	268	22.4%	19	79.2%
The selected person has more advanced education and or training for this position.	58	4.8%	2	8.3%
The selected person served in this position or a similar position previously.	108	9%	1	4.2%
Total Veteran and A.A. Group Hires	3074		143	
The selected person demonstrates greater knowledge of the key tasks required in this position.	1810	58.9%	5	3.5%
The selected person has a broader or more relevant experience performing the duties of this position.	733	23.8%	131	91.6%
The selected person has more advanced education and/or training for this position.	198	6.4%	2	1.4%
The selected person served in this position or a similar position previously.	324	10.5%	5	3.5%

Additional Findings

- 124 (2.7%) individuals did not disclose their gender, race/ethnicity, or both.
- 975 permanent classified positions were identified as underutilized for minorities during recruitment.
- 36 individuals did not disclose race/ethnicity for positions underutilized for minorities.
- 2,622 permanent classified positions were identified as underutilized for women during recruitment.
- 51 individuals did not disclose gender for positions underutilized for women.

Table 3
Permanent Classified Appointments for Wisconsin State Agencies: July 1, 2020 - June 30, 2021

Agency	Hires and Promotions														
	Total Hires	Total Veteran & A.A. Group Hires~		Veterans		DEC		Racial/Ethnic Minorities		Women		Total Non-Veteran & Non- A.A. Group Hires*		Not Indicated^	
BCPL	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%
BOALTC	8	8	100.0%	0	0.0%	0	0.0%	1	12.5%	8	100.0%	0	0.0%	0	0.0%
DATCP	60	41	68.3%	2	3.3%	0	0.0%	9	15.0%	35	58.3%	18	30.0%	1	1.7%
DCF	104	82	78.8%	5	4.8%	0	0.0%	24	23.1%	76	73.1%	16	15.4%	6	5.8%
DFI	23	19	82.6%	3	13.0%	0	0.0%	5	21.7%	13	56.5%	3	13.0%	1	4.3%
DHA	17	15	88.2%	1	5.9%	0	0.0%	2	11.8%	14	82.4%	2	11.8%	0	0.0%
DHS	1194	946	79.2%	54	4.5%	0	0.0%	357	29.9%	808	67.7%	216	18.1%	32	2.7%
DMA	101	64	63.4%	40	39.6%	0	0.0%	16	15.8%	21	20.8%	31	30.7%	6	5.9%
DNR	113	49	43.4%	5	4.4%	0	0.0%	8	7.1%	40	35.4%	58	51.3%	6	5.3%
DOA	166	100	60.2%	14	8.4%	0	0.0%	26	15.7%	76	45.8%	61	36.7%	5	3.0%
DOC	1670	1112	66.6%	237	14.2%	1	0.1%	343	20.5%	787	47.1%	529	31.7%	29	1.7%
DOJ	48	32	66.7%	2	4.2%	0	0.0%	8	16.7%	29	60.4%	15	31.3%	1	2.1%
DOR	126	77	61.1%	6	4.8%	0	0.0%	29	23.0%	68	54.0%	40	31.7%	9	7.1%
DOT	260	151	58.1%	29	11.2%	3	1.2%	48	18.5%	101	38.8%	102	39.2%	7	2.7%
DPI	57	38	66.7%	0	0.0%	0	0.0%	15	26.3%	32	56.1%	16	28.1%	3	5.3%
DSPS	45	31	68.9%	3	6.7%	0	0.0%	9	20.0%	25	55.6%	13	28.9%	1	2.2%
DVA	184	161	87.5%	13	7.1%	0	0.0%	51	27.7%	142	77.2%	20	10.9%	3	1.6%
DWD	85	67	78.8%	5	5.9%	1	1.2%	32	37.6%	60	70.6%	16	18.8%	2	2.4%
ECB	4	2	50.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%
ELE	4	3	75.0%	2	50.0%	0	0.0%	0	0.0%	2	50.0%	1	25.0%	0	0.0%
ETF	34	23	67.6%	4	11.8%	0	0.0%	6	17.6%	17	50.0%	11	32.4%	0	0.0%
ETH	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%
OCI	8	4	50.0%	0	0.0%	0	0.0%	2	25.0%	2	25.0%	2	25.0%	2	25.0%
OSPD	24	22	91.7%	1	4.2%	0	0.0%	9	37.5%	20	83.3%	1	4.2%	1	4.2%
PSC	30	16	53.3%	1	3.3%	0	0.0%	7	23.3%	11	36.7%	13	43.3%	1	3.3%
TOUR	5	2	40.0%	0	0.0%	0	0.0%	0	0.0%	2	40.0%	3	60.0%	0	0.0%
WHS	17	7	41.2%	0	0.0%	0	0.0%	1	5.9%	6	35.3%	9	52.9%	1	5.9%
Total	4390	3074	70.0%	429	9.8%	5	0.1%	1010	23.0%	2397	54.6%	1199	27.3%	117	2.7%

~Total Veterans and A.A. Group individual hires identified in one or more of the Veteran and or A.A. groups.

*Total non-Veterans and non-AA Group individual hires.

^Total number of individual hires that did not disclose either gender and or race/ethnicity, making it undetermined if they belong to an A.A. Group.

~ + * + ^ = Total Hires.

**Table 4
Project Appointments for Wisconsin State Agencies: July 1, 2020 - June 30, 2021**

Agency	Project Appointments														
	Total Hires	Total Veteran & A.A. Group Hires~		Veterans		DEC		Racial/Ethnic Minorities		Women		Total Non-Veteran & Non-A.A. Group Hires*		Not Indicated^	
BCPL	0	0	0.0%	0	0.0%	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%	0	0.0%	0	0.0%
DATCP	6	4	66.7%	1	16.7%	0	0.0%	0	0.0%	3	50.0%	1	16.7%	1	16.7%
DCF	2	1	50.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	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%
DHA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHS	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
DMA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DNR	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
DOA	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%
DOC	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
DOJ	8	8	100.0%	2	25.0%	0	0.0%	2	25.0%	8	100.0%	0	0.0%	0	0.0%
DOR	0	0	0.0%	0	0.0%	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%	0	0.0%	0	0.0%
DPI	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%
DSPS	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
DVA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DWD	149	125	83.9%	8	5.4%	1	0.7%	42	28.2%	111	74.5%	18	12.1%	6	4.0%
ECB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETH	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OCI	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSPD	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%
TOUR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WHS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	174	143	82.2%	11	6.3%	1	0.6%	47	27.0%	126	72.4%	24	13.8%	7	4.0%

~Total Veterans and A.A. Group individual hires identified in one or more of the Veteran and or A.A. groups.

*Total non-Veterans and non-AA Group individual hires.

^Total number of individual hires that did not disclose either gender and or race/ethnicity, making it undetermined if they belong to an A.A. Group.

~ + * + ^ = Total Hires.

Table 5
Non-Veteran and Non-AA Group Hires by Agency: July 1, 2020 - June 30, 2021
Written Hiring Reason

Permanent Classified Appointments									
Agency	Total	Selected person demonstrates greater knowledge of the key tasks required in this position		Selected person has broader or more relevant experience performing the duties of this position		Selected person has more advanced education and/or training for this position		Selected person served in this position or a similar position previously	
BCPL	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
BOALTC	18	4	22.2%	12	66.7%	0	0.0%	2	11.1%
DATCP	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DCF	16	3	18.8%	11	68.8%	1	6.3%	1	6.3%
DFI	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%
DHA	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%
DHS	216	93	43.1%	51	23.6%	19	8.8%	53	24.5%
DMA	31	0	0.0%	16	51.6%	11	35.5%	4	12.9%
DNR	58	24	41.4%	28	48.3%	3	5.2%	3	5.2%
DOA	61	18	29.5%	24	39.3%	5	8.2%	12	19.7%
DOC	529	491	92.8%	24	4.5%	5	0.9%	9	1.7%
DOJ	15	1	6.7%	8	53.3%	1	6.7%	5	33.3%
DOR	40	9	22.5%	22	55.0%	8	20.0%	1	2.5%
DOT	102	75	73.5%	23	22.5%	4	3.9%	0	0.0%
DPI	16	5	31.3%	7	43.8%	0	0.0%	4	25.0%
DSPS	13	13	100.0%	0	0.0%	0	0.0%	0	0.0%
DVA	20	3	15.0%	14	70.0%	0	0.0%	3	15.0%
DWD	16	0	0.0%	16	100.0%	0	0.0%	0	0.0%
ECB	2	0	0.0%	1	50.0%	1	50.0%	0	0.0%
ELE	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
ETF	11	3	27.3%	2	18.2%	0	0.0%	6	54.5%
ETH	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OCI	2	0	0.0%	1	50.0%	0	0.0%	1	50.0%
OSPD	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
PSC	13	12	92.3%	1	7.7%	0	0.0%	0	0.0%
TOUR	3	0	0.0%	2	66.7%	0	0.0%	1	33.3%
WHS	9	2	22.2%	4	44.4%	0	0.0%	3	33.3%
TOTAL	1199	763	63.6%	268	22.4%	58	4.8%	108	9.0%

Table 6
Non-Veteran and Non-AA Group Hires: July 1, 2020 - June 30, 2021
Written Hiring Reason

Project Appointments									
Agency	Total	Selected person demonstrates greater knowledge of the key tasks required in this position		Selected person has broader or more relevant experience performing the duties of this position		Selected person has more advanced education and/or training for this position		Selected person served in this position or a similar position previously	
BCPL	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%
DATCP	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
DCF	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
DFI	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DHS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DMA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DNR	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
DOA	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DOC	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%
DOR	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%
DPI	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
DSPS	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
DVA	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DWD	18	0	0.0%	18	100.0%	0	0.0%	0	0.0%
ECB	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETF	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ETH	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OCI	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OSPD	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%
TOUR	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WHS	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	24	1	4.2%	19	79.2%	2	8.3%	1	4.2%

Table 7
Hires by Agency: July 1, 2020 - June 30, 2021
Written Hiring Reason

Agency	Total	Permanent Classified Appointments							
		Selected person demonstrates greater knowledge of the key tasks required in this position		Selected person has broader or more relevant experience performing the duties of this position		Selected person has more advanced education and/or training for this position		Selected person served in this position or a similar position previously	
BCPL	2	1	50.0%	0	0.0%	0	0.0%	1	50.0%
BOALTC	8	0	0.0%	5	62.5%	0	0.0%	3	37.5%
DATCP	60	15	25.0%	39	65.0%	1	1.7%	5	8.3%
DCF	104	31	29.8%	50	48.1%	7	6.7%	16	15.4%
DFI	23	23	100.0%	0	0.0%	0	0.0%	0	0.0%
DHA	17	17	100.0%	0	0.0%	0	0.0%	0	0.0%
DHS	1194	520	43.6%	321	26.9%	118	9.9%	235	19.7%
DMA	101	9	8.9%	50	49.5%	35	34.7%	7	6.9%
DNR	113	30	26.5%	60	53.1%	5	4.4%	18	15.9%
DOA	166	51	30.7%	63	38.0%	11	6.6%	34	20.5%
DOC	1670	1543	92.4%	79	4.7%	10	0.6%	36	2.2%
DOJ	48	8	16.7%	23	47.9%	5	10.4%	12	25.0%
DOR	126	28	22.2%	66	52.4%	26	20.6%	6	4.8%
DOT	260	193	74.2%	57	21.9%	9	3.5%	1	0.4%
DPI	57	19	33.3%	27	47.4%	1	1.8%	8	14.0%
DSPS	45	44	97.8%	0	0.0%	0	0.0%	1	2.2%
DVA	184	50	27.2%	79	42.9%	29	15.8%	26	14.1%
DWD	85	0	0.0%	85	100.0%	0	0.0%	0	0.0%
ECB	4	0	0.0%	3	75.0%	1	25.0%	0	0.0%
ELE	4	1	25.0%	3	75.0%	0	0.0%	0	0.0%
ETF	34	13	38.2%	6	17.6%	3	8.8%	12	35.3%
ETH	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
OCI	8	2	25.0%	2	25.0%	0	0.0%	4	50.0%
OSPD	24	3	12.5%	10	41.7%	2	8.3%	9	37.5%
PSC	30	28	93.3%	1	3.3%	1	3.3%	0	0.0%
TOUR	5	0	0.0%	4	80.0%	0	0.0%	1	20.0%
WHS	17	2	11.8%	6	35.3%	3	17.6%	6	35.3%
TOTAL	4390	2631	59.9%	1040	23.7%	267	6.1%	441	10.0%

State Agency Abbreviations Key

BCPL	Board of Commissioner of Public Lands
BOALTC	Board on Aging and Long-Term Care
DATCP	Department of Agriculture Trade and Consumer Protection
DCF	Department of Children and Families
DFI	Department of Financial Institutions
DHA	Division of Hearing and Appeals
DHS	Department of Health Services
DMA	Department of Military Affairs
DNR	Department of Natural Resources
DOA	Department of Administration
DOC	Department of Corrections
DOJ	Department of Justice
DOR	Department of Revenue
DOT	Department of Transportation
DPI	Department of Public Instruction
DSPS	Department of Safety and Professional Services
DVA	Department of Veterans Affairs
DWD	Department of Workforce Development
ECB	Educational Communications Board
ELE	Elections Commission
ETF	Employee Trust Funds
ETH	Ethics Commission
OCI	Office of the Commissioner of Insurance
OSPD	Wisconsin State Public Defenders Office
PSC	Public Service Commission
TOUR	Department of Tourism
WHS	Wisconsin Historical Society