

State of Wisconsin

Written Hiring Reasons Report

Fiscal Year 2014 (July 1, 2014 to June 30, 2015)



Serving People Who
Serve Wisconsin

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*State of Wisconsin
Division of Personnel Management
Bureau of Affirmative Action
101 East Wilson Street, 4th Floor
P.O. Box 7855, Madison, WI 53707-7855
Web Site: <http://oser.state.wi.us>
Email: DPMBAA@wi.gov*

*Scott Walker
Governor*

*Scott A. Neitzel
Secretary*

*Gregory L. Gracz
Division Administrator*



**WISCONSIN DEPARTMENT OF
ADMINISTRATION**

SCOTT WALKER
GOVERNOR

SCOTT A. NEITZEL
SECRETARY

Division of Personnel Management
101 E. Wilson Street, 4th floor
Post Office Box 7855
Madison, WI 53707-7855
Voice (608) 266-9820 Fax (608) 267-1020

March 2016

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

FROM: Gregory L. Gracz, Division Administrator

SUBJECT: Written Hiring Reasons Report

The Written Hiring Reasons Report for Wisconsin State Government covering the period July 1, 2014, through June 30, 2015, is enclosed. The Division of Personnel Management (DPM) 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 DPM to summarize the hiring reasons and prepare the report. DPM is legally required to report and encourages all agencies to make it their best effort to comply. 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 a plan of action in 2016 and beyond.

Information for this report was extracted from WiscJobs. The data compiled is a summary of hiring information entered by each State Agency and campus in the University of Wisconsin System.

If you have any questions, please contact Delores Butler, Division of Affirmative Action, at (608) 266-5709 or email delorese.butler@wi.gov.

Enclosures

TABLE OF CONTENTS

INTRODUCTION		Page 1
SUMMARY OF KEY FINDINGS FOR JULY 1, 2015 TO JUNE 30, 2015		Page 2
Table 1	Total permanent classified and project hires for Wisconsin State Agencies and University of Wisconsin System: July 1, 2014 – June 30, 2015	Page 3
Table 2	Hire information for Wisconsin State Agencies: July 1, 2014 – June 30, 2015	Page 4
Table 3	Hire information for University of Wisconsin System: July 1, 2014 – June 30, 2015	Page 4
Table 4	Basis for hiring decisions for Wisconsin State Agencies and University of Wisconsin System: July 1, 2014 – June 30, 2015	Page 5
Table 5	Basis for hiring decisions for Wisconsin State Agencies: July 1, 2014 – June 30, 2015	Page 6
Table 6	Basis for hiring decisions for University of Wisconsin System: July 1, 2014 – June 30, 2015	Page 6
Table 7	Hires for Wisconsin State Agencies: July 1, 2014 – June 30, 2015	Page 7
Table 8	Hiring basis for Wisconsin State Agencies: July 1, 2014 – June 30, 2015	Page 8
Table 9	Hires for University of Wisconsin System: July 1, 2014 – June 30, 2015	Page 9
Table 10	Hiring basis for University of Wisconsin System: July 1, 2014 – June 30, 2015	Page 10
Agency and UW Abbreviations		Page 11-12

WRITTEN HIRING REASONS REPORT

JULY 1, 2014 - JUNE 30, 2015

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 is not a person the hiring of whom would serve affirmative action purposes. The data summarized in the following report was extracted from WiscJobs and compiled to provide hiring data for each State Agency and University Campus hires. Data entered into the WiscJobs system was maintained by the State Agencies and University Campuses.

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:

- ❖ Similar Recent Experience;
- ❖ Superior Relevant Education or Experience;
- ❖ More Relevant Experience;
- ❖ Demonstrated Ability with Position’s Key Tasks; or
- ❖ No Hiring Reason Given.

This summary report covers fiscal year 2015 for the period from July 1, 2014 to June 30, 2015, and it includes tables summarizing: (1) employees who were hired or promoted for all agencies, and (2) the reasons of the hiring decision for all agencies.

Key Findings

For fiscal year 2015, agencies reported a total of 3,457 hires/promotions for permanent classified positions and 18 hires/promotions for project positions. Among the 3,457 hires/promotions* in permanent classified positions:

- ❖ 272 (9.7%) were veterans, a decrease of 0.8% from last year,
- ❖ 25 (0.7%) were persons with disabilities, no changes from last year,
- ❖ 292 (8.4%) were racial ethnic minorities hired in underutilized positions, a decrease of 0.7%; and
- ❖ 195 (5.6%) were women hired in underutilized positions, a decrease of 0.3% from last year.
- ❖ 2,673 (77.3%) hires/promotions were not identified as veterans, spouses of veterans, or affirmative action group members. The primary reasons for these hires/promotions are:
 - ✓ Similar recent experience: 209
 - ✓ Superior relevant education and/or training: 290
 - ✓ Greater or more relevant experience: 837
 - ✓ Demonstrated Ability with Position's Key Tasks: 581
 - ✓ No Hiring Reason Given: 756

The University of Wisconsin System Campuses reported a total of 1,023 hires/promotions for permanent classified positions and 23 hires/promotions for project positions. Among the 1,023 hires/promotions* within permanent classified positions:

- ❖ 56 (5.5%) were veterans, which is an increase of 0.1% from last year,
- ❖ 7 (0.7%) were persons with disabilities, a decrease of 0.1% from last year,
- ❖ 92 (9.9%) were racial ethnic minorities hired in underutilized positions, an increase of 6.4% from fiscal year 2014; and
- ❖ 20 (2.0%) were women hired in underutilized positions, a decrease of 5.1% from fiscal year 2014.
- ❖ 848 (82.9%) hires/promotions were not identified as veterans, spouses of veterans, or affirmative action group members. The primary reasons for these hires/promotions are:
 - ✓ Greater or more relevant experience: 98
 - ✓ Superior relevant education and/or training: 32
 - ✓ Similar recent experience: 572
 - ✓ Demonstrated Ability with Position's Key Tasks: 97
 - ✓ No Hiring Reason Given: 49

**Note: The numbers may not add up to the total hires as a person hired may identify in more than one category (veteran, person with a disability, woman or racial/ethnic minority hired in an underutilized position).*

TABLE 1

TOTAL PERMANENT CLASSIFIED AND PROJECT HIRES AND PROMOTIONS FOR WISCONSIN STATE AGENCIES AND UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2014 - JUNE 30, 2015

HIRES AND PROMOTIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
Total Hires (New and Promotional)	4480	*****	41	***
Veteran or Spouse [as defined in s.230.03 (14)]	328	7.3%	6	14.6%
Person with Disability	32	0.7%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	384	8.6%	3	7.3%
Women (position in underutilized job group)	215	4.8%	1	2.4%
Non-Veteran or Non-AA Hires	3521	78.6%	31	75.6%

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, 2014 - JUNE 30, 2015

HIRES AND PROMOTIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
Total Hires (New and Promotional)	3457	****	18	***
Veteran or Spouse [as defined in s.230.03 (14)]	272	7.9%	5	27.8%
Person with Disability	25	0.7%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	292	8.4%	3	16.7%
Women (position in underutilized job group)	195	5.6%	1	5.6%
Non-Veteran or Non-AA Hires	2673	77.3%	9	50.0%

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, 2014 - JUNE 30, 2015

HIRES AND PROMOTIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
Total Hires (New and Promotional)	1023	****	23	***
Veteran or Spouse [as defined in s.230.03 (14)]	56	5.5%	1	4.3%
Person with Disability	7	0.7%	0	0.0%
Racial/Ethnic Minority (position in underutilized job group)	92	9.0%	0	0.0%
Women (position in underutilized job group)	20	2.0%	0	0.0%
Non-Veteran or Non-AA Hires	848	82.9%	22	95.7%

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, 2014 - JUNE 30, 2015

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
Total Non-Veteran or Non-AA Hires	3521	****	25	***
Similar Recent Experience	307	8.7%	8	32.0%
Superior Relevant Education or Experience	322	9.1%	2	8.0%
More Relevant Experience	1409	40.0%	8	32.0%
Demonstrated Ability with Position's Key Tasks	678	19.3%	5	20.0%
No Hiring Reason Given	805	21.5%	2	8.0%

TABLE 5**BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:
JULY 1, 2014 - JUNE 30, 2015**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	Count	Percentage	Count	Percentage
Total Non-Veteran or Non-AA Hires	2673	*****	9	***
Served in Similar Positions Before	209	7.8%	3	33.3%
Superior Relevant Education or Experience	290	10.8%	1	11.1%
More Relevant Experience	837	31.3%	2	22.2%
Demonstrated Ability with Position's Key Tasks	581	21.7%	1	11.1%
No Hiring Reason Given	756	28.3%	2	22.2%

TABLE 6**BASIS FOR HIRING DECISIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2014 - JUNE 30, 2015**

BASIS FOR HIRING DECISIONS	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	Count	Percentage	Count	Percentage
Total Non-Veteran or Non-AA Hires	848	*****	16	***
Served in Similar Positions Before	98	11.6%	5	31.3%
Superior Relevant Education or Experience	32	3.8%	1	6.3%
More Relevant Experience	572	67.5%	6	37.5%
Demonstrated Ability with Position's Key Tasks	97	11.4%	4	25.0%
No Hiring Reason Given	49	5.8%	0	0.0%

TABLE 7

HIRES AND PROMOTIONS FOR WISCONSIN STATE AGENCIES: JULY 1, 2014 - JUNE 30, 2015
PERMANENT CLASSIFIED PROJECT APPOINTMENT

Agency	Total Hires	Veterans	Disabled	Racial/Ethnic Minorities	Women	Other	Total Hires	Veterans	Disabled	Racial/Ethnic Minorities	Women	Other
BALTC	4	1 25.0%	0 0.0%	0 0.0%	0 0.0%	3 75.0%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
BCPL	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
BPDD	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%
DATCP	83	2 2.4%	0 0.0%	5 6.0%	8 9.6%	68 81.9%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DCF	118	2 1.7%	1 0.8%	11 9.3%	0 0.0%	104 88.1%	2	0 0%	0 0.0%	0 0.0%	0 0%	2 100%
DFI	5	0 0.0%	0 0.0%	2 40.0%	0 0.0%	3 60.0%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DHS	911	38 4.2%	4 0.4%	66 7.2%	65 7.1%	738 81.0%	5	2 40%	0 0.0%	0 0.0%	1 20%	2 40%
DMA	46	17 37.0%	0 0.0%	3 6.5%	1 2.2%	25 54.3%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DNR	140	10 7.1%	0 0.0%	7 5.0%	13 9.3%	110 78.6%	5	1 20%	0 0.0%	1 20.0%	0 0%	3 60%
DOA	84	5 6.0%	0 0.0%	7 8.3%	5 6.0%	67 79.8%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DOC	746	106 14.2%	4 0.5%	47 6.3%	74 9.9%	515 69.0%	2	1 50%	0 0.0%	0 0.0%	0 0%	1 50%
DOJ	82	7 8.5%	0 0.0%	9 11.0%	3 3.7%	63 76.8%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DOR	138	8 5.8%	1 0.7%	5 3.6%	0 0.0%	124 89.9%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DOT	338	32 9.5%	2 0.6%	42 12.4%	14 4.1%	248 73.4%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DPI	93	0 0.0%	2 2.2%	3 3.2%	4 4.3%	84 90.3%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DSPS	47	1 2.1%	1 2.1%	4 8.5%	3 6.4%	38 80.9%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DVA	279	25 9.0%	1 0.4%	43 15.4%	5 1.8%	205 73.5%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
DWD	229	14 6.1%	6 2.6%	28 12.2%	0 0.0%	181 79.0%	4	1 25%	0 0.0%	2 50.0%	0 0%	1 25%
ECB	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%
ETF	25	1 4.0%	0 0.0%	2 8.0%	0 0.0%	22 88.0%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
GAB	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%
HEAB	0	0 0.0%	0 0.0%	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%
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%
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%
OCI	8	0 0.0%	1 12.5%	0 0.0%	0 0.0%	7 87.5%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
OSER	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%
PSC	20	0 0.0%	2 10.0%	0 0.0%	0 0.0%	18 90.0%	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%
SHS	9	0 0.0%	0 0.0%	0 0.0%	0 0.0%	9 100.0%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
SPD	30	2 6.7%	0 0.0%	7 23.3%	0 0.0%	21 70.0%	0	0 0%	0 0.0%	0 0.0%	0 0%	0 0%
TOUR	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%
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%
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%
WTCB	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%
TOTALS	3457	272 7.9%	25 0.7%	292 8.4%	195 5.6%	2673 77.3%	18	5 27.8%	0 0.0%	3 16.7%	1 5.6%	9 50.0%

**TABLE 8
HIRING BASIS FOR WISCONSIN STATE AGENCIES: JULY 1, 2014 - JUNE 30, 2015**

PERMANENT CLASSIFIED PROJECT APPOINTMENT

Agency	Hires Other Than Veterans or AA	Similar Recent Experience	Superior Relevant Education or Experience	More Relevant Experience	Demonstrated Ability with Position's Key Tasks	No Hiring Reason Given	Hires Other Than Veterans or AA	Similar Recent Experience	Superior Relevant Education or Experience	More Relevant Experience	Demonstrated Ability with Position's Key Tasks	No Hiring Reason Given
BALTC	3	0	1	1	1	0	0	0	0	0	0	0
BCPL	0	0	0	0	0	0	0	0	0	0	0	0
BPDD	1	0	0	1	0	0	0	0	0	0	0	0
DATCP	68	8	11	38	8	3	0	0	0	0	0	0
DOF	104	7	23	46	27	1	2	1	0	0	1	0
DFI	3	0	2	0	1	0	0	0	0	0	0	0
DHS	738	91	89	167	192	199	2	1	1	1	0	0
DMA	25	3	1	13	8	0	0	0	0	0	0	0
DNR	110	16	23	21	26	24	3	2	0	0	0	1
DOA	67	17	4	35	11	0	0	0	0	0	0	0
DOC	515	0	0	1	0	514	1	0	0	0	0	1
DOJ	63	6	5	30	19	3	0	0	0	0	0	0
DOR	124	8	6	66	42	2	0	0	0	0	0	0
DOT	248	6	15	70	153	4	0	0	0	0	0	0
DPI	84	6	45	24	9	0	0	0	0	0	0	0
DSPS	38	12	3	11	8	4	0	0	0	0	0	0
DVA	205	21	38	90	55	1	0	0	0	0	0	0
DWD	181	0	2	179	0	0	1	0	0	1	0	0
ECB	2	0	0	2	0	0	0	0	0	0	0	0
ETF	22	2	2	8	9	1	0	0	0	0	0	0
GAB	4	0	1	0	3	0	0	0	0	0	0	0
HEAB	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
LIRC	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
OCI	7	0	2	2	3	0	0	0	0	0	0	0
OSER	2	0	0	1	1	0	0	0	0	0	0	0
PSC	18	2	6	9	1	0	0	0	0	0	0	0
SEC STATE	0	0	0	0	0	0	0	0	0	0	0	0
SHS	9	2	2	5	0	0	0	0	0	0	0	0
SPD	21	2	5	11	3	0	0	0	0	0	0	0
TOUR	7	0	2	4	1	0	0	0	0	0	0	0
TREAS	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
WTCSB	4	0	2	2	0	0	0	0	0	0	0	0
TOTALS	2673	209	290	837	581	756	9	3	1	2	1	2

**TABLE 9
HIRES AND PROMOTIONS FOR UNIVERSITY OF WISCONSIN SYSTEM:
JULY 1, 2014 - JUNE 30, 2015**

PERMANENT CLASSIFIED

PROJECT APPOINTMENT

Agency	Total Hires	Veterans	Disabled	Racial/Ethnic Minorities	Women	Other	Total Hires	Veterans	Disabled	Racial/Ethnic Minorities	Women	Other
UW EC	38	2 5.3%	1 2.6%	0 0.0%	2 5.3%	33 86.8%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW GB	24	5 20.8%	0 0.0%	0 0.0%	0 0.0%	19 79.2%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW LAC	30	3 10.0%	0 0.0%	0 0.0%	0 0.0%	27 90.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW MAD	602	28 4.7%	6 1.0%	89 14.8%	16 2.7%	463 76.9%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW MIL	98	5 5.1%	0 0.0%	2 2.0%	0 0.0%	91 92.9%	23	1 4.3%	0 0.0%	0 0.0%	0 0.0%	22 95.7%
UW OSH	30	1 3.3%	0 0.0%	0 0.0%	1 3.3%	28 93.3%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW PLT	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 0.0%
UW PRK	7	0 0.0%	0 0.0%	1 14.3%	0 0.0%	6 85.7%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW RF	31	6 19.4%	0 0.0%	0 0.0%	0 0.0%	25 80.6%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW SP	35	0 0.0%	0 0.0%	0 0.0%	0 0.0%	35 100.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW ST	39	1 2.6%	0 0.0%	0 0.0%	1 2.6%	37 94.9%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW SUP	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%
UW SYS	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%
UW WH	24	2 8.3%	0 0.0%	0 0.0%	0 0.0%	22 91.7%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UWC	7	2 28.6%	0 0.0%	0 0.0%	0 0.0%	5 71.4%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UWEX	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%
TOTALS	1023	56 5.5%	7 0.7%	92 9.0%	20 2.0%	848 82.9%	23	1 4.3%	0 0.0%	0 0.0%	0 0.0%	22 95.7%

TABLE 10
HIRING BASIS FOR UNIVERSITY OF WISCONSIN SYSTEM: JULY 1, 2014 - JUNE 30, 2015
PERMANENT CLASSIFIED PROJECT APPOINTMENT

Agency	Total Hires Other Than Veterans or AA	Similar Recent Experience	Superior Relevant Education or Experience	More Relevant Experience	Demonstrated Ability with Position's Key Task	No Hiring Reason Given	Total Hires Other Than Veterans or AA	Similar Recent Experience	Superior Relevant Education or Experience	More Relevant Experience	Demonstrated Ability with Position's Key Task	No Hiring Reason Given
UW EC	33	7 21.2%	8 24.2%	14 42.4%	4 12.1%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW GB	19	0 0.0%	0 0.0%	19 100.0%	0 0.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW LAC	27	6 22.2%	2 7.4%	6 22.2%	13 48.1%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW MAD	463	36 7.8%	14 3.0%	356 76.9%	32 6.9%	25 5.4%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW MIL	91	22 24.2%	3 3.3%	54 59.3%	11 12.1%	1 1.1%	16	5 31.3%	1 6.3%	6 37.5%	4 25.0%	0 0.0%
UW OSH	28	0 0.0%	0 0.0%	28 100.0%	0 0.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW PLT	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 0.0%
UW PRK	6	2 33.3%	0 0.0%	1 16.7%	3 50.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW RF	25	6 24.0%	2 8.0%	11 44.0%	6 24.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW SP	35	0 0.0%	0 0.0%	29 82.9%	6 17.1%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW ST	37	3 8.1%	0 0.0%	34 91.9%	0 0.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW SUP	4	1 25.0%	1 25.0%	1 25.0%	1 25.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW SYS	15	1 6.7%	0 0.0%	7 46.7%	7 46.7%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UW WH	22	8 36.4%	0 0.0%	7 31.8%	7 31.8%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UWC	5	2 40.0%	1 20.0%	0 0.0%	2 40.0%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
UWEX	15	4 26.7%	1 6.7%	5 33.3%	5 33.3%	0 0.0%	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
TOTALS	848	98 11.6%	32 3.8%	572 67.5%	97 11.4%	49 5.8%	16	5 31.3%	1 6.3%	6 37.5%	4 25.0%	0 0.0%

STATE AGENCIES ABBREVIATIONS KEY FOR FISCAL YEAR 2015

BALTC	BOARD ON AGING AND LONG TERM CARE
BCPL	BOARD OF COMMISSIONERS OF PUBLIC LANDS
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
DMA	DEPT. OF MILITARY AFFAIRS
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 PROFESSIONAL SERVICES
DVA	DEPT. OF VETERANS AFFAIRS
DWD	DEPT. OF WORKFORCE DEVELOPMENT
ECB	EDUCATIONAL COMMUNICATIONS BOARD
ETF	EMPLOYEE TRUST FUNDS
GAB	GOVERNMENT ACCOUNTABILITY BOARD
HEAB	HIGHER EDUCATIONAL AIDS BOARD
INV BD	INVESTMENT BOARD
LIRC	LABOR AND INDUSTRY REVIEW COMMISSION
LWRB	LOWER WISCONSIN RIVERWAY BOARD
OCI	OFFICE OF THE COMMISSIONER OF INSURANCE
OSER	OFFICE OF STATE EMPLOYMENT RELATIONS
PSC	PUBLIC SERVICE COMMISSION
SEC STATE	OFFICE OF THE SECRETARY OF STATE
SHS	STATE HISTORICAL SOCIETY
SPD	OFFICE OF THE STATE PUBLIC DEFENDER
TOUR	DEPT. OF TOURISM
TREAS	OFFICE OF THE STATE TREASURER
WERC	WISCONSIN EMPLOYMENT RELATIONS COMMISSION
WTCSB	WISCONSIN TECHNICAL COLLEGE SYSTEM BOARD

UW-CAMPUSES ABBREVIATIONS KEY FOR FISCAL YEAR 2015

UW EC	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 RF	UNIVERSITY OF WISCONSIN - RIVER FALLS
UW SP	UNIVERSITY OF WISCONSIN - STEVENS POINT
UW ST	UNIVERSITY OF WISCONSIN - STOUT
UW SUP	UNIVERSITY OF WISCONSIN - SUPERIOR
UW SYS	UNIVERSITY OF WISCONSIN - SYSTEM
UW WH	UNIVERSITY OF WISCONSIN - WHITEWATER
UWEX	UNIVERSITY OF WISCONSIN - COLLEGES AND EXTENSION