

# Northeast Wisconsin Technical College's

Affirmative Action and Equal Opportunity Five Year Plan

July 2019 to June 2024

Dr. H. Jeffery Rafn,  
President

President's Signature:

A handwritten signature in black ink, appearing to read "H. Rafn", is written over a horizontal line.

Prepared by:  
Mohammed Bey,  
Director, Diversity & Inclusion



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## Affirmative Action/Equal Opportunity Goals

July 1, 2019 – June 30, 2024

1. Decrease the gap between the percentage of students of color and the percentage of the college workforce of color, at all levels (workforce goal by FY24 is 13.5%).
2. The college maintains a PACE score greater than benchmark colleges. FY18 Baseline = 3.98, FY24 Goal = 4.1 (disaggregated data by race/ethnicity stays a 4.1 average).
3. 100% of programs will demonstrate multiculturalism of curriculum.
4. Reduce Graduation Rate achievement gap among racial groups.
5. Increase percentage of students of color enrolled in and completing programs that have a media starting wage greater than the overall college median.
6. Reduce Successful Gateway Course Completion Rate achievement gap among racial groups.
7. The college maintains scores surrounding student climate and engagement, greater than benchmark colleges (if applicable), and/or above a 4.0 in the Five Factors of its Student Climate Survey.

## Affirmative Action/Equal Opportunity Statement of Policy

Northeast Wisconsin Technical College is committed to compliance with Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Educational Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Equal Pay Act of 1973, the Age Discrimination Acts of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment Law, other appropriate laws and executive orders and/or administrative directives and codes including the Office of Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, including sexual orientation and gender identity, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B). Lack of English reading/speaking skills will not be a barrier to admission and participation in Northeast Wisconsin Technical College.

The College is committed to equal opportunity for all persons regardless of political affiliation, age, race, creed, color, disability, marital status, sex, including sexual orientation and gender identity, national origin, ancestry, religion, speaking skills, and genetic testing, and the use or non-use of lawful products off the employer's premises during non-working. It is the policy of NWTC to ensure equal opportunity practices and educational services at NWTC comply with the Affirmative Action requirement from the Wisconsin Technical College System. Any person who believes the equal opportunity rights have been violated has the right to file a grievance. The grievance must be filed within 300 days of the act. View the College's [Nondiscrimination & Anti-Harassment Policy](#) to learn more about the grievance procedure or contact the Director of Diversity & Inclusion/Title IX Coordinator.

NWTC is committed to taking all appropriate measures to maintain a work environment free from discrimination and harassment, including sexual harassment. NWTC shall maintain an Equal Opportunity and Affirmative Action Compliance Plan and the Nondiscrimination and Anti-Harassment Policy as the primary means of implementing this policy. The College will not tolerate unlawful discrimination, harassment of any kind, or retaliation against a person who files a complaint or participates in the investigation of a complaint relating to discrimination or harassment by an employee, student, customer or vendor.

The following offices are designed to assist in resolving discrimination complaints:

Mohammed Bey Director, Diversity & Inclusion Title IX Coordinator Human Resources Northeast Wisconsin Technical College 2740 Mason Street Green Bay, WI 54307-9042 (920) 498-6826 mohammed.bey@nwtc.edu	John Grant Dean, Student Development Title IX Student Deputy Coordinator Student Services Northeast Wisconsin Technical College 2740 Mason Street Green Bay, WI 54307-9042 (920) 498-6984 john.grant@nwtc.edu
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While the primary responsibility for the development and monitoring of the affirmative action program is primarily the responsibility of the President and the Director of Diversity & Inclusion/Title IX Coordinator, the support of every employee, student, and recipient of the College services is also required to assure an environment conducive to the success of the program.

## Nondiscrimination & Anti-Harassment Policy

NWTC is committed to taking all appropriate measures to maintain an environment free from discrimination and harassment. For that reason, the College will not tolerate unlawful discrimination, harassment of any kind, or retaliation against a person who files a complaint relating to discrimination or harassment by an employee, student, customer, or vendor or participates in the investigation of a complaint. Discriminating, harassing and retaliatory behavior may be grounds for corrective and disciplinary action, up to and including termination or expulsion from the College.

Any online postings or other electronic communication occurring outside of NWTC's control will only be subjected to this policy when those online behaviors can be shown to cause a substantial on-campus disruption, which includes the substantial effects on-campus or off-campus harassment.

### College Policy on Nondiscrimination

NWTC adheres to all federal and state civil rights laws banning discrimination in public institutions of higher education. NWTC does not discriminate on the basis of political affiliation, age, race, creed, marital status, color, sex, including sexual orientation and gender identity, national origin, disability, veteran status, genetic testing or other applicable legislated categories, in its services, employment programs, and/or its educational programs and activities, including but not limited to admissions, treatment and access. Moreover, NWTC provides assurances that lack of English reading/speaking skills will not be a barrier to admittance and participation in the College.

### Key Definitions

**Discrimination** is a difference in treatment in any service, program, activity or employment at NWTC on the basis of the protected classes referenced above or any others protected under state and federal laws.

Examples of discrimination include unreasonably interfering with an individual's employment or admission, benefits or promotions opportunity, subjecting an individual to different academic or employment standards or denial of use of facilities or equipment based on an individual's protected status.

**Harassment** is unwelcomed or unsolicited behavior directed at an individual or group of people because of a protected class where the behavior adversely affects the person's employment, academic or working environment.

Harassment is not:

- Feedback regarding unsatisfactory work/grades or a poor performance conversation that is reasonable and constructive
- Discussions on controversial topics
- Polite requests for a date from a peer, comments on clothing or compliments about appearance

While the above behavior is not harassing behavior in and of itself, similar behavior done to retaliate against someone or that creates a hostile environment may be considered harassing.

**Hostile Environment** includes any situation in which there is harassing conduct based on a protected class that is sufficiently severe, persistent or pervasive such that it alters the conditions of employment or limits, interferes with or denies educational benefits or opportunities, from both a subjective (the alleged victim's) and an objective (reasonable person's) viewpoint.

The determination of whether an environment is “hostile” must be based on all of the circumstances. These circumstances may include, but are not limited to:

- The frequency of the conduct
- The nature and severity of the conduct
- Whether the conduct was physically threatening
- Whether the conduct was humiliating
- The effect of the conduct on the alleged victim’s mental or emotional state
- Whether the conduct was directed at more than one person
- Whether the conduct arose in the context of other discriminatory conduct
- Whether the conduct unreasonably interfered with the alleged victim’s educational or work performance

**Sexual Harassment** is defined as unwelcome, gender-based verbal or physical conduct that is sufficiently severe, persistent or pervasive that is used as the basis for unlawful discriminatory practice or such conduct has the purpose or effect of creating an intimidating, hostile, or offensive environment for employees and students. Sexual harassment includes:

- Unwelcome sexual advances or requests for sexual favors
- Unwelcome verbal or physical conduct of a sexual nature
- Making submission to, or rejection of, such conduct a factor in academic or employment decisions affecting the student or employee
- Permitting such conduct to unreasonably interfere with a student’s academic performance or an employee's work performance
- Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature or submission to or rejection of such conduct results in adverse educational or employment action (Quid pro quo)
- Adverse educational or employment action taken against a person because of the person’s participation in a complaint or investigation of discrimination or sexual misconduct (retaliatory harassment)

**Sexual Misconduct** is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome. It may vary in its severity and consist of a range of behaviors or attempted behaviors. To read more on the College’s zero tolerance stance on sexual misconduct, click here: [NWTC Gender Discrimination and Sexual Misconduct Policy](#).

### **Retaliation**

Retaliating directly or indirectly against a person who has, in good faith, filed, supported, or participated in an investigation of a complaint, as defined above, is prohibited. Retaliation includes, but is not limited to, ostracizing the person, pressuring the person to drop or not support the complaint, or to provide false or misleading information, or engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment. Retaliation also includes similar conduct engaged in by a third party at the complainant’s or respondent’s request. Depending on the circumstances, retaliation may be unlawful and may constitute a violation of this policy, whether or not the complaint is ultimately found to have merit.

## Grievance Procedure

In accordance with the Nondiscrimination and Anti-Harassment Policy, the College will investigate and respond to any formal or informal complaint or notice of potential violation of the policy that is received by the Director of Diversity & Inclusion/Title IX Coordinator; Dean, Student Development/Title Student Deputy Coordinator; Human Resources staff or other managers or supervisors representing the College. Any employee or student who believes they have been the subject of prohibited discrimination, harassment or retaliation have the option of pursuing the complaint on an informal or formal basis. In either case, the complaint should be made as soon after the alleged act as possible so as to assist with a prompt and equitable investigation.

### Step 1 – Informal Discussion

Employees and students who feel they are being discriminated against or harassed are encouraged to ask the individual to cease the behavior and to be specific regarding the behavior or incident that is objectionable, how you feel about the issue, and what changes you would like to see. Employees may seek assistance from their supervisor; department head; their HR Partner; Director of Talent Strategy or Director of Diversity & Inclusion/Title IX Coordinator. Students may seek assistance from their instructors; counselor; associate dean; dean; Director of Diversity & Inclusion/Title IX Coordinator or the Dean of Student Development/Title IX Student Deputy Coordinator.

When informally addressing an act of unwanted behavior, you should document the behaviors, when the individual was asked to cease the behavior, and any witnesses that were present when the behavior took place and when the individual was asked to cease the behavior.

Throughout the preliminary investigation the complainant will be provided appropriate support and consultation for the complainant. Complainants will be informed about campus and community resources, state and federal laws and will be notified of their right to file a formal discrimination complaint with Northeast Wisconsin Technical College.

If this action does not resolve the problem, you may wish to continue with a formal or complaint, which may be made with the individuals named at the conclusion of this policy in care of the following offices:

Green Bay Campus	HR Partners/Employee Discrimination and Harassment (920) 498-6286 or 800-422-6982, ext. 6286
Green Bay Campus	Director, Diversity & Inclusion/Title IX Coordinator (920) 498-6826
Green Bay Campus	Dean, Student Development/Title IX Student Deputy Coordinator (920) 498-6984
Green Bay Campus	Director, Talent Strategy/Employee Discrimination and Harassment (920) 498-6828
Green Bay Campus	Manager, Accommodation Services/Title IX Student Deputy Coordinator (920) 498-6390
Marinette Campus	Main office (715) 735-9361
Sturgeon Bay Campus	Main office (920) 746-4900
Campus Safety and Security (920) 498-5454	
Regional Learning Centers and Ancillary locations should contact the Green Bay campus	

## ***Step 2 – Formal Procedure***

Employees and students are encouraged to submit a complaint to the Director of Diversity and Inclusion or at ([https://publicdocs.maxient.com/reportingform.php?NortheastWisconsinTC&layout\\_id=10](https://publicdocs.maxient.com/reportingform.php?NortheastWisconsinTC&layout_id=10)) as soon as possible to assist in the investigation. Complaints may be initiated in writing or made verbal, but should include:

- The date(s) time(s), place(s), pertinent facts and circumstances of the alleged discrimination/harassment/retaliation
- Any witnesses

For students, any NWTC staff member can assist you with filling out the incident report or direct you to trained resources to assist you. It is preferred that the complaint be submitted via an electronic incident report. Incident reports can be found at: [https://publicdocs.maxient.com/reportingform.php?NortheastWisconsinTC&layout\\_id=10](https://publicdocs.maxient.com/reportingform.php?NortheastWisconsinTC&layout_id=10). If, due to a disability, accommodations are needed to assist the student with filing a complaint, please contact: Accommodation Services at (920) 498-6904. The complainant is encouraged to file the complaint as soon as possible after the incident to ensure a prompt and effective due process for all the parties involved in the situation.

The Director of Diversity & Inclusion/Title IX Coordinator or Dean of Student Development/Title IX Student Deputy Coordinator may assign a trained Investigator to promptly and equitably investigate the allegation(s). The assigned Investigator will conduct an interview with the employee or student registering the complaint and upon receiving consent from the complainant to begin an investigation. The intent of the interview is to determine a true and complete account of the complaint. The following information will be sought during the interview process:

- The facts and circumstances of the alleged misconduct and proposed resolution
- The severity of the conduct
- The number and frequency of acts of alleged discrimination or harassment
- The apparent intent of the person alleged to have engaged in the conduct
- The relationship of the parties
- The response of the complainant at the time of the incident(s)
- The relevant work environment

To the extent practicable, the investigator will interview all other individuals who witnessed or may have witnessed the incident or who may have knowledge of the incident. Periodic updates to the complainant and the alleged offender will be provided.

The investigator will interview the person alleged to have engaged in discrimination or harassment and inform the individual that a complaint has been made against him or her, and allow the person to respond to the complaint. The person alleged to have engaged in the act will be informed that the incident is not to be discussed with coworkers or students and that retaliatory action against the complainant will not be tolerated.

To the extent practicable, the investigator will review any other relevant information or evidence and/or interview any other relevant witnesses. The preponderance of the evidence standard (i.e., it is more likely than not that discrimination occurred) will be applied when investigating allegations of discrimination, harassment or retaliation.

A written record of the investigation will be made, inclusive of all notes made of interviews, conversations, or verbal responses to questions posed by the investigator to the complainant, witnesses or respondent, and any other aspects of the investigation. The entire written record and report, including a written summary of the findings of the investigation, will be provided to the Director of Diversity & Inclusion/Title IX Coordinator; Dean of Student Development/Title IX Student Deputy Coordinator or designee. Where appropriate, the written report will include any recommendations for discipline.

The Director of Diversity & Inclusion/Title IX Coordinator; Dean, Student Development/Title IX Student Deputy Coordinator or designee will review the investigative report, evidence and all known circumstances from the investigator and make a final determination. This outcome may include a verbal reprimand up to and including termination of employment, expulsion from school, or any other appropriate remedial action for a person found to have violated these policies.

The complaint process, from the filing of a complaint through a final determination, will be completed within sixty (60) days, unless the timeline is extended for good cause (such as unavailable witnesses or academic breaks).

### **Appeal Process**

The complainant may choose to file an appeal of the outcome of the incident. An appeal from an employee must be delivered to the Director of Diversity & Inclusion/Title IX Coordinator and Vice President of Human Resources for employees. An appeal from a student must be delivered to the Dean of Student Development/Title IX Student Deputy Coordinator and Vice President of Student Services. Appeals must be received within five business days after receipt of written notification of the decision or sanction.

The Vice President of Human Resources or Vice President of Student Services shall review all materials pertaining to the investigation and materials that the complainant may feel relevant to the appeal. The bases of appeals include: (1) denial of a fair hearing, (2) insufficient evidence to establish responsibility, and (3) new information available that was not available at the time of the hearing which affects the disciplinary decision. The appeal must specify any alleged factual or procedural errors, new information or any alleged issues concerning interpretation of the College's policy. The Vice President of Human Resources or Vice President of Student Services will issue a final written decision for the College within seven business days of receiving the notice of an appeal.

### **Agency Reporting**

At any time or if there is disagreement with the final written decision, the complainant may file directly with the Wisconsin Department of Workforce Development, Equal Employment Opportunities Commission, Office for Civil Rights or pursue avenues of resolution for complaints filed on the basis of a protected status.

**State of Wisconsin Department of Workforce Development -  
Equal Rights Division Contact Information**

Madison Office

201 E. Washington Avenue  
Room A100  
PO Box 8928  
Madison, WI 53708  
(608) 266-6860  
erinfo@dwd.wisconsin.gov

Milwaukee Office

819 N. 6<sup>th</sup> Street  
Room 723  
Milwaukee, WI 53203  
(414) 227-4384  
erinfo@dwd.wisconsin.gov

**U.S. Equal Employment Opportunity Commission Contact Information**

Milwaukee Area Office

Reuss Federal Plaza  
310 W. Wisconsin Avenue  
Suite 500  
Milwaukee, WI 53203  
(800) 669-4000

**U.S. Department of Education - Office of Civil Rights Contact Information**

Chicago Office

Citigroup Center  
500 W. Madison Street, Suite 1475  
Chicago, IL 60661  
(312) 730-1560  
OCR.Chicago@ed.gov

**Any questions or concerns regarding Nondiscrimination or Anti-Harassment Policy should be directed to:**

Mohammed Bey  
Director, Diversity & Inclusion  
Title IX Coordinator  
Human Resources  
Northeast Wisconsin Technical College  
2740 Mason Street  
Green Bay, WI 54307-9042  
(920) 498-6826  
mohammed.bey@nwtc.edu

John Grant  
Dean, Student Development  
Title IX Student Deputy Coordinator  
Student Services  
Northeast Wisconsin Technical College  
2740 Mason Street  
Green Bay, WI 54307-9042  
(920) 498-6984  
John.grant@nwtc.edu

# Self-Analysis of NWTC's Benefit Eligible Workforce by Division – Recruitment

Metric Reporting as of June 30, 2018  
ALL College

DEPARTMENT BREAKOUT	COLLEGE OVERVIEW (President & Executive Assistant added into final total)		Business & Finance		College Advancement		Human Resources		IIT		Learning		Learning Solutions		Regional Learning		Student Services	
	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO	TOTAL	RATIO
<b>Total # Benefit Eligible Employee</b>	<b>692</b>		<b>55</b>		<b>34</b>		<b>22</b>		<b>50</b>		<b>361</b>		<b>29</b>		<b>29</b>		<b>110</b>	
Faculty	260	38%	—	—	—	—	—	—	—	—	260	72%	—	—	—	—	—	—
Exempt	221	32%	18	33%	22	65%	16	73%	27	54%	42	12%	14	48%	13	45%	67	61%
Non-Exempt	211	30%	37	67%	12	35%	6	27%	23	46%	59	16%	15	52%	16	55%	43	39%
<b>Total # Ethnically Diverse</b>	<b>58</b>	<b>8%</b>	<b>1</b>	<b>2%</b>	<b>2</b>	<b>6%</b>	<b>4</b>	<b>18%</b>	<b>6</b>	<b>12%</b>	<b>20</b>	<b>6%</b>	<b>1</b>	<b>3%</b>	<b>1</b>	<b>3%</b>	<b>23</b>	<b>21%</b>
AmerIndian	13	2%	0	0%	0	0%	1	5%	1	2%	8	2%	1	3%	1	3%	1	3%
Asian	25	4%	0	0%	1	3%	1	5%	6	10%	7	2%	0	0%	0	0%	10	9%
Black/African American	8	1%	0	0%	0	0%	1	5%	0	0%	2	1%	0	0%	0	0%	5	5%
Hispanic/Latino	13	2%	1	2%	1	3%	1	5%	0	0%	4	1%	0	0%	0	0%	6	5%
White	632	91%	54	95%	32	94%	18	82%	43	88%	339	94%	28	97%	28	97%	88	79%
Unknown	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
<b>Total # Female</b>	<b>427</b>	<b>62%</b>	<b>27</b>	<b>49%</b>	<b>31</b>	<b>91%</b>	<b>18</b>	<b>82%</b>	<b>12</b>	<b>24%</b>	<b>198</b>	<b>55%</b>	<b>26</b>	<b>90%</b>	<b>27</b>	<b>93%</b>	<b>87</b>	<b>79%</b>
<b>Total # Male</b>	<b>265</b>	<b>38%</b>	<b>28</b>	<b>51%</b>	<b>3</b>	<b>9%</b>	<b>4</b>	<b>18%</b>	<b>38</b>	<b>76%</b>	<b>163</b>	<b>45%</b>	<b>3</b>	<b>10%</b>	<b>2</b>	<b>7%</b>	<b>23</b>	<b>21%</b>

  

EMPLOYEE CATAGORY BREAKOUT	TOTAL	RATIO																
<b>Faculty</b>	<b>260</b>	<b>38%</b>									<b>260</b>		<b>72%</b>					
AmerIndian	6	2%	—	—	—	—	—	—	—	—	6	2%	—	—	—	—	—	—
Asian	5	2%	—	—	—	—	—	—	—	—	5	2%	—	—	—	—	—	—
Black/African American	1	0%	—	—	—	—	—	—	—	—	1	0%	—	—	—	—	—	—
Hispanic/Latino	1	0%	—	—	—	—	—	—	—	—	1	0%	—	—	—	—	—	—
White	247	95%	—	—	—	—	—	—	—	—	247	95%	—	—	—	—	—	—
Unknown	0	0%	—	—	—	—	—	—	—	—	0	0%	—	—	—	—	—	—
Female	127	49%									<b>127</b>		<b>49%</b>					
Male	133	51%									<b>133</b>		<b>51%</b>					
<b>Exempt</b>	<b>221</b>	<b>32%</b>	<b>18</b>	<b>35%</b>	<b>22</b>	<b>65%</b>	<b>16</b>	<b>73%</b>	<b>27</b>	<b>54%</b>	<b>42</b>	<b>12%</b>	<b>14</b>	<b>48%</b>	<b>13</b>	<b>45%</b>	<b>67</b>	<b>61%</b>
AmerIndian	6	3%	0	0%	0	0%	0	0%	1	4%	2	5%	1	7%	1	8%	1	1%
Asian	9	4%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%	7	10%
Black/African American	6	3%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	5	7%
Hispanic/Latino	7	3%	0	0%	1	5%	1	6%	0	0%	1	2%	0	0%	0	0%	4	6%
White	194	88%	18	100%	21	95%	14	88%	24	89%	39	93%	13	93%	13	100%	50	75%
Unknown	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Female	146	66%	9	47%	19	86%	12	75%	9	33%	25	60%	11	79%	12	92%	48	72%
Male	75	34%	9	47%	3	14%	4	25%	18	67%	17	40%	3	21%	1	8%	19	28%
<b>Non-Exempt</b>	<b>210</b>	<b>30%</b>	<b>36</b>	<b>65%</b>	<b>12</b>	<b>35%</b>	<b>6</b>	<b>27%</b>	<b>23</b>	<b>46%</b>	<b>59</b>	<b>16%</b>	<b>15</b>	<b>52%</b>	<b>16</b>	<b>55%</b>	<b>43</b>	<b>39%</b>
AmerIndian	1	0%	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian	10	5%	0	0%	0	0%	1	17%	4	17%	2	3%	0	0%	0	0%	3	7%
Black/African American	1	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Hispanic/Latino	4	2%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	2	5%
White	193	92%	36	100%	12	100%	4	67%	19	83%	53	90%	15	100%	16	100%	38	88%
Unknown	1	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Female	154	73%	18	50%	12	100%	6	100%	3	13%	46	78%	15	100%	15	94%	39	91%
Male	56	27%	18	50%	0	0%	0	0%	20	87%	13	22%	0	0%	1	6%	4	9%

# Self-Analysis of NWTC's Benefit Eligible Workforce by Division – Recruitment and Retention

Metric Reporting Comparison Data  
ALL College

DEPARTMENT BREAKOUT	COLLEGE OVERVIEW			Business & Finance			College Advancement			Human Resources			IT			Learning			Learning Solutions			Regional Learning			Student Services		
	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth
<b>Total # Benefit Eligible Employee</b>	676	692	+16	53	55	+2	33	34	+1	22	22	0	36	50	+14	365	361	-4	26	29	+3	24	29	+5	115	110	-5
Faculty	257	260	+3	0	0	0	0	0	0	0	0	0	0	0	0	257	260	+3	0	0	0	0	0	0	0	0	0
Exempt	210	221	+11	19	18	-1	23	22	-1	16	16	0	14	27	+13	50	42	-8	13	14	+1	9	13	+4	64	67	+3
Non-Exempt	209	211	+2	34	37	+3	10	12	+2	6	6	0	22	23	+1	58	59	+1	13	15	+2	15	16	+1	51	43	-8
<b>Total # Ethnically Diverse</b>	56	58	+2	1	1	0	2	2	0	4	4	0	5	6	+1	20	20	0	1	1	0	0	1	+1	23	23	0
Amerindian	12	13	+1	0	0	0	0	0	0	1	1	0	0	1	+1	9	8	-1	1	1	0	1	+1	1	1	0	
Asian	26	25	-1	0	0	0	1	1	0	1	1	0	5	6	+1	7	7	0	0	0	0	0	0	0	0	0	0
Black/African American	6	8	+2	0	0	0	0	0	0	1	1	0	0	0	0	1	2	+1	0	0	0	0	0	0	0	0	0
Hispanic/Latino	12	13	+1	1	1	0	1	1	0	1	1	0	0	0	0	3	4	+1	0	0	0	0	0	0	0	0	0
White	619	632	+13	50	54	+4	31	32	+1	19	18	-1	31	43	+12	343	339	-4	25	28	+3	24	28	+4	92	88	-4
Unknown	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
<b>Total # Female</b>	419	427	+8	28	27	-1	29	31	+2	18	18	0	10	12	+2	194	198	+4	24	26	+2	24	27	+3	91	87	-4
<b>Total # Male</b>	257	265	+8	25	28	+3	4	3	-1	4	4	0	26	38	+12	171	163	-8	2	3	+1	0	2	+2	24	23	-1

EMPLOYEE CATEGORY BREAKOUT	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth	FY 16-17	FY 17-18	Growth
	<b>Faculty</b>	257	260	+3	0	0	0	0	0	0	0	0	0	257	260	+3	0	0	0	0	0	0	0	0	0	0	0
Amerindian	6	6	0	0	0	0	0	0	0	0	0	0	6	6	0	0	0	0	0	0	0	0	0	0	0	0	
Asian	5	5	0	0	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	
Black/African American	0	1	+1	0	0	0	0	0	0	0	0	0	0	1	+1	0	0	0	0	0	0	0	0	0	0	0	
Hispanic/Latino	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
White	245	247	+2	0	0	0	0	0	0	0	0	0	245	247	+2	0	0	0	0	0	0	0	0	0	0	0	
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Female</b>	122	127	+5	0	0	0	0	0	0	0	0	0	122	127	+5	0	0	0	0	0	0	0	0	0	0	0	
<b>Male</b>	135	133	-2	0	0	0	0	0	0	0	0	0	135	133	-2	0	0	0	0	0	0	0	0	0	0	0	
<b>Exempt</b>	210	221	+11	19	18	-1	23	22	-1	16	16	0	14	27	+13	50	42	-8	13	14	+1	9	13	+4	64	67	+3
Amerindian	4	6	+2	0	0	0	0	0	0	0	0	0	3	2	-1	1	1	0	0	1	+1	0	1	+1	0	1	+1
Asian	7	9	+2	0	0	0	0	0	0	0	0	0	0	2	+2	0	0	0	0	0	0	0	0	0	7	7	
Black/African American	5	6	+1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	+1
Hispanic/Latino	7	7	0	0	0	0	1	1	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	4	4	
White	187	194	+7	19	18	-1	22	21	-1	14	14	0	14	24	+10	46	39	-7	12	13	+1	9	13	+4	49	50	+1
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Female</b>	142	146	+4	11	9	-2	19	19	0	12	12	0	7	9	+2	30	25	-5	11	11	0	9	12	+3	42	48	+6
<b>Male</b>	68	75	+7	8	9	+1	4	3	-1	4	4	0	7	18	+11	20	17	-3	2	3	+1	0	1	+1	22	19	-3
<b>Non-Exempt</b>	209	210	+1	34	36	+2	10	12	+2	6	6	0	22	23	+1	58	59	+1	13	15	+2	15	16	+1	51	43	-8
Amerindian	2	1	-1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	-1
Asian	14	10	-4	0	0	0	1	0	-1	1	1	0	5	4	-1	2	2	0	0	0	0	0	0	0	5	3	-2
Black/African American	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	
Hispanic/Latino	4	4	0	1	0	-1	0	0	0	0	0	0	0	0	0	1	2	+1	0	0	0	0	0	0	2	2	
White	187	193	+6	33	36	+3	9	12	+3	4	4	0	17	19	+2	53	53	0	13	15	+2	15	16	+1	43	38	-5
Unknown	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	
<b>Female</b>	155	154	-1	17	18	+1	10	12	+2	6	6	0	3	3	0	42	46	+4	13	15	+2	15	15	0	49	39	-10
<b>Male</b>	54	56	+2	17	18	+1	0	0	0	0	0	0	19	20	+1	16	13	-3	0	0	0	0	1	+1	2	4	+2

## Employment Program Affirmative Action Initiatives

**Program Initiative #1:** Decrease the gap between the percentage of students of color and the percentage of the college workforce of color, at all levels (workforce goal by 2024 is 13.5%).

Activity/ Steps	Persons responsible for Implementation	Timetable
Research best practices and implement activity to increase the recruitment of employees, noting the areas where there are gaps (Leadership, Faculty, etc.)	Human Resources	2019-2024
Research educational opportunities for leaders, hiring teams, etc. to further the hiring of a diverse workforce	Human Resources	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

**Program Initiative #2:** \*The college maintains a PACE score greater than benchmark colleges. FY18 Baseline = 3.98, FY23 Goal = 4.1 (disaggregated data by race/ethnicity stays a 4.1 average).

Activity/ Steps	Persons responsible for Implementation	Timetable
Identify retention strategies to impact employee engagement and satisfaction.	Human Resources and Diversity Team	2019-2024
Strengthen AA/EO awareness and programs.	Human Resources, Diversity Team, Title IX Team	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

## Student Affirmative Action Initiatives

**Program Initiative #1:** 100% of programs will demonstrate multiculturalism of curriculum.

Activity/ Steps	Persons responsible for Implementation	Timetable
Research and implement a process where existing and new faculty can adopt course modifications and new development.	Learning and Diversity & Inclusion Officer	2019-2024
Research best practices to measure impact. measurement	Learning and Diversity & Inclusion Officer	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

**Program Initiative #2:** Increase percentage of students of color enrolled in and completing programs that have a media starting wage greater than the overall college median.

Activity/ Steps	Persons responsible for Implementation	Timetable
Research existing college programs and best practices for adopting a more equitable way of recruiting and enrolling students of color, and other targeted groups, into programs.	Dream Core Team and Diversity Team	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

**Program Initiative #3:** Reduce Graduation Rate achievement gap among racial groups.

Activity/ Steps	Persons responsible for Implementation	Timetable
Continue to monitor groups that are not achieving at the College's identified rate.	Dream Core Team, Student Services, Learning	2019-2024
Research best practices to assist targeted student groups on their path to obtaining a credential.	Dream Core Team, Student Services, Learning	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

**Program Initiative #4:** Reduce Successful Gateway Course Completion Rate achievement gap among racial groups.

Activity/ Steps	Persons responsible for Implementation	Timetable
Continue to monitor groups that are not achieving at the College’s identified rate.	Dream Core Team, Student Services, Learning	2019-2024
Research best practices to assist targeted student groups on their path to completion.	Dream Core Team, Student Services, Learning	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

**Program Initiative #5:** The college maintains scores surrounding student climate and engagement, greater than benchmark colleges (if applicable), and/or above a 4.0 in the Five Factors of its Student Climate Survey.

Activity/ Steps	Persons responsible for Implementation	Timetable
Identify retention strategies to impact student engagement and satisfaction.	Student Services, Dream Core Team, and Diversity Team	2019-2024
Strengthen AA/EO awareness and programs.	Human Resources, Diversity Team, Title IX Team	2019-2024

**Method of Evaluation:** Activities will be identified and reported out through the Annual Updates.

# Employee Affirmative Action Workforce Compliance Reports



## AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

ALL STAFF																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	737	455	61.74%		0.00%	66	8.96%	12	1.63%	28	3.80%	8	1.09%	15	2.04%	0	0.00%	3	0.41%	1	0.14%
Work Force (2)	213,523	101,898	47.72%	11,866	5.56%	21,465	10.05%	3,207	1.50%	4,153	1.94%	1,628	0.76%	9,719	4.55%	27	0.01%	2,731	1.28%	N/A	N/A
% Difference (3)			14.01%		-5.56%		-1.10%		0.13%		1.85%		0.32%		-2.52%		-0.01%		-0.87%		
Quotient (4)			1.29		0.00		0.89		1.08		1.95		1.42		0.45		0.00		0.32		
Female Difference (5)	103.29																				
Racial Difference (6)	8.09																				

**\*\* DISABILITY ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE \*\***

**\*\* RACE/ETHNIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE \*\***

**\*\* HISPANIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE \*\***

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees \* Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

ADMINISTRATIVE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	103	74	71.84%		0.00%	9	8.74%	3	2.91%	1	0.97%	4	3.88%	1	0.97%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	20,995	10,099	48.10%	910	4.33%	1,610	7.67%	254	1.21%	423	2.01%	115	0.55%	567	2.70%	0	0.00%	251	1.20%	N/A	N/A
% Difference (3)			23.74%		-4.33%		1.07%		1.70%		-1.04%		3.34%		-1.73%		0.00%		-1.20%		
Quotient (4)			1.49		0.00		1.14		2.41		0.48		7.09		0.36		0.00		0.00		
Female Difference (5)	24.46																				
Racial Difference (6)	1.10																				

**\*\* DISABILITY ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE \*\***

**\*\* ASIAN AMERICAN ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE \*\***

**\*\* HISPANIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE \*\***

**\*\* MULTI RACIAL ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE \*\***

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- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

FACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	272	132	48.53%		0.00%	13	4.78%	5	1.84%	5	1.84%	1	0.37%	1	0.37%	0	0.00%	1	0.37%	0	0.00%
Work Force (2)	1,428	694	48.60%	62	4.34%	118	8.26%	9	0.63%	59	4.13%	14	0.98%	36	2.52%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			-0.07%		-4.34%		-3.48%		1.21%		-2.29%		-0.61%		-2.15%		0.00%		0.37%		
Quotient (4)			1.00		0.00		0.58		2.92		0.44		0.38		0.15		0.00		0.00		
Female Difference (5)	0.19																				
Racial Difference (6)	9.48																				

**\*\* DISABILITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE \*\***  
**\*\* RACE/ETHNIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE \*\***  
  
**\*\* ASIAN AMERICAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE \*\***  
  
**\*\* HISPANIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE \*\***

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- (3) =(Staff Count Or Employee Count % - District Work Force %)
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- (5) =(Total District Employees \* Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

PROFESSIONAL NONFACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	134	81	60.45%		0.00%	20	14.93%	3	2.24%	8	5.97%	2	1.49%	7	5.22%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	5,864	3,621	61.75%	117	2.00%	516	8.80%	144	2.46%	112	1.91%	25	0.43%	216	3.68%	0	0.00%	19	0.32%	N/A	N/A
% Difference (3)			-1.30%		-2.00%		6.13%		-0.22%		4.06%		1.07%		1.54%		0.00%		-0.32%		
Quotient (4)			0.98		0.00		1.70		0.91		3.13		3.50		1.42		0.00		0.00		
Female Difference (5)	1.74																				
Racial Difference (6)	8.21																				

**\*\* FEMALE PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE \*\***  
**\*\* DISABILITY PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE \*\***

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- (5) =(Total District Employees \* Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

CLERICAL/SECRETARIAL

Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	140	132	94.29%		0.00%	16	11.43%	1	0.71%	10	7.14%	1	0.71%	3	2.14%	0	0.00%	1	0.71%	1	0.71%
Work Force (2)	12,515	11,294	90.24%	831	6.64%	659	5.27%	197	1.57%	87	0.70%	8	0.06%	338	2.70%	5	0.04%	24	0.19%	N/A	N/A
% Difference (3)			4.04%		-6.64%		6.16%		-0.86%		6.45%		0.65%		-0.56%		-0.04%		0.52%		
Quotient (4)			1.04		0.00		2.17		0.45		10.28		11.17		0.79		0.00		3.72		
Female Difference (5)	5.66																				
Racial Difference (6)	8.63																				

**\*\* DISABILITY CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE \*\***

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

TECHNICAL/PARAPROFESSIONAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	73	36	49.32%	0	0.00%	8	10.96%	0	0.00%	4	5.48%	0	0.00%	3	4.11%	0	0.00%	1	1.37%	0	0.00%
Work Force (2)	3,643	1,523	41.81%	124	3.40%	133	3.65%	3	0.08%	85	2.33%	0	0.00%	14	0.38%	0	0.00%	32	0.88%	N/A	N/A
% Difference (3)			7.51%		-3.40%		7.31%		-0.08%		3.15%		0.00%		3.73%		0.00%		0.49%		
Quotient (4)			1.18		0.00		3.00		0.00		2.35		0.00		10.69		0.00		1.56		
Female Difference (5)	5.48																				
Racial Difference (6)	5.33																				

**\*\* DISABILITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE \*\***

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- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

SKILLED CRAFTS

Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	0	0	#DIV/0!		#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Work Force (2)	4,684	1,969	42.04%	269	5.74%	1,074	22.93%	80	1.71%	21	0.45%	123	2.63%	764	16.31%	0	0.00%	86	1.84%	N/A	N/A
% Difference (3)			#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!		#DIV/0!		
Quotient (4)			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	0.00																				
Racial Difference (6)	0.00																				

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- (1) Full-Time Staff Count Or Employee Count
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- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18  
 District: Northeast Wisconsin Technical College

SERVICE/MAINTENANCE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	15	0	0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	19,683	10,005	50.83%	1,559	7.92%	2,440	12.40%	476	2.42%	379	1.93%	85	0.43%	1,054	5.35%	0	0.00%	445	2.26%	N/A	N/A
% Difference (3)			-50.83%		-7.92%		-12.40%		-2.42%		-1.93%		-0.43%		-5.35%		0.00%		-2.26%		
Quotient (4)			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	7.62																				
Racial Difference (6)	1.86																				
<b>** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** DISABILITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** RACE/ETHNIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** AMERICAN INDIAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** ASIAN AMERICAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b>  <b>** HISPANIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b>  <b>** MULTI RACIAL SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</b>																					

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees \* Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)

# Student Program Compliance Reports



## Client Reporting System CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

ALL PROGRAMS																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	17,584	375	2.13 %	548	3.12 %	591	3.36 %	1,285	7.31 %	14,376	81.76 %	11	0.06 %	393	2.23 %	5	0.03 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			0.63 %		1.17 %		2.60 %		2.76 %		-8.19 %		0.05 %		0.96 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2,791	38	1.36 %	85	3.05 %	64	2.29 %	141	5.05 %	2,396	85.85 %	3	0.11 %	64	2.29 %	0	0.00 %
Total Enrollment (1)	17,584	375	2.13 %	548	3.12 %	591	3.36 %	1,285	7.31 %	14,376	81.76 %	11	0.06 %	393	2.23 %	5	0.03 %
% Difference (5)			-0.77 %		-0.07 %		-1.07 %		-2.26 %		4.09 %		0.04 %		0.06 %		-0.03 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Agriculture																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	390	6	1.54 %	1	0.26 %	3	0.77 %	5	1.28 %	373	95.64 %	0	0.00 %	2	0.51 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			0.04 %		-1.69 %		0.01 %		-3.27 %		5.69 %		-0.01 %		-0.77 %		
** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	35	1	2.86 %	0	0.00 %	1	2.86 %	1	2.86 %	32	91.43 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	390	6	1.54 %	1	0.26 %	3	0.77 %	5	1.28 %	373	95.64 %	0	0.00 %	2	0.51 %	0	0.00 %
% Difference (5)			1.32 %		-0.26 %		2.09 %		1.58 %		-4.21 %		0.00 %		-0.51 %		0.00 %

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Business																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	3,017	90	2.98 %	144	4.77 %	108	3.58 %	226	7.49 %	2,358	78.16 %	5	0.17 %	86	2.85 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			1.48 %		2.83 %		2.82 %		2.94 %		-11.79 %		0.15 %		1.57 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	310	7	2.26 %	20	6.45 %	8	2.58 %	14	4.52 %	258	82.58 %	2	0.65 %	3	0.97 %	0	0.00 %
Total Enrollment (1)	3,017	90	2.98 %	144	4.77 %	108	3.58 %	226	7.49 %	2,358	78.16 %	5	0.17 %	86	2.85 %	0	0.00 %
% Difference (5)			-0.73 %		1.68 %		-1.00 %		-2.97 %		4.42 %		0.48 %		-1.88 %		0.00 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Business																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	3,017	90	2.98 %	144	4.77 %	108	3.58 %	226	7.49 %	2,358	78.16 %	5	0.17 %	86	2.85 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			1.48 %		2.83 %		2.82 %		2.94 %		-11.79 %		0.15 %		1.57 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	310	7	2.26 %	20	6.45 %	8	2.58 %	14	4.52 %	258	82.58 %	2	0.65 %	3	0.97 %	0	0.00 %
Total Enrollment (1)	3,017	90	2.98 %	144	4.77 %	108	3.58 %	226	7.49 %	2,358	78.16 %	5	0.17 %	86	2.85 %	0	0.00 %
% Difference (5)			-0.73 %		1.68 %		-1.00 %		-2.97 %		4.42 %		0.48 %		-1.88 %		0.00 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

General Ed																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	4,258	78	1.83 %	128	3.01 %	141	3.31 %	411	9.65 %	3,423	80.39 %	2	0.05 %	75	1.76 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			0.33 %		1.06 %		2.55 %		5.10 %		-9.56 %		0.03 %		0.48 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	2	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	4,258	78	1.83 %	128	3.01 %	141	3.31 %	411	9.65 %	3,423	80.39 %	2	0.05 %	75	1.76 %	0	0.00 %
% Difference (5)			-1.83 %		-3.01 %		-3.31 %		-9.65 %		19.61 %		-0.05 %		-1.76 %		0.00 %
<p align="center">** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p>																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Graphics																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	352	5	1.42 %	13	3.69 %	14	3.98 %	24	6.82 %	277	78.69 %	0	0.00 %	19	5.40 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,828	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			-0.08 %		1.75 %		3.21 %		2.27 %		-11.25 %		-0.01 %		4.12 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	41	0	0.00 %	1	2.44 %	4	9.76 %	1	2.44 %	32	78.05 %	0	0.00 %	3	7.32 %	0	0.00 %
Total Enrollment (1)	352	5	1.42 %	13	3.69 %	14	3.98 %	24	6.82 %	277	78.69 %	0	0.00 %	19	5.40 %	0	0.00 %
% Difference (5)			-1.42 %		-1.25 %		5.78 %		-4.38 %		-0.64 %		0.00 %		1.92 %		0.00 %
<b>** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Health																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	4,185	63	1.51 %	151	3.61 %	132	3.15 %	272	6.50 %	3,462	82.72 %	3	0.07 %	101	2.41 %	1	0.02 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			0.00 %		1.66 %		2.39 %		1.95 %		-7.22 %		0.06 %		1.13 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,548	10	0.65 %	42	2.71 %	36	2.33 %	80	5.17 %	1,334	86.18 %	1	0.06 %	45	2.91 %	0	0.00 %
Total Enrollment (1)	4,185	63	1.51 %	151	3.61 %	132	3.15 %	272	6.50 %	3,462	82.72 %	3	0.07 %	101	2.41 %	1	0.02 %
% Difference (5)			-0.86 %		-0.89 %		-0.83 %		-1.33 %		3.45 %		-0.01 %		0.49 %		-0.02 %
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Industrial																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,276	43	1.89 %	29	1.27 %	30	1.32 %	100	4.39 %	2,042	89.72 %	0	0.00 %	28	1.23 %	4	0.18 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			0.39 %		-0.67 %		0.56 %		-0.16 %		-0.23 %		-0.01 %		-0.05 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	481	7	1.46 %	8	1.66 %	4	0.83 %	23	4.78 %	433	90.02 %	0	0.00 %	6	1.25 %	0	0.00 %
Total Enrollment (1)	2,276	43	1.89 %	29	1.27 %	30	1.32 %	100	4.39 %	2,042	89.72 %	0	0.00 %	28	1.23 %	4	0.18 %
% Difference (5)			-0.43 %		0.39 %		-0.49 %		0.39 %		0.30 %		0.00 %		0.02 %		-0.18 %

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Marketing																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	697	23	3.30 %	24	3.44 %	16	2.30 %	45	6.46 %	574	82.35 %	1	0.14 %	14	2.01 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			1.80 %		1.50 %		1.53 %		1.90 %		-7.59 %		0.13 %		0.73 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	85	2	2.35 %	2	2.35 %	2	2.35 %	3	3.53 %	76	89.41 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	697	23	3.30 %	24	3.44 %	16	2.30 %	45	6.46 %	574	82.35 %	1	0.14 %	14	2.01 %	0	0.00 %
% Difference (5)			-0.95 %		-1.09 %		0.06 %		-2.93 %		7.06 %		-0.14 %		-2.01 %		0.00 %
** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Service																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	719	37	5.15 %	20	2.78 %	32	4.45 %	70	9.74 %	539	74.97 %	0	0.00 %	21	2.92 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			3.64 %		0.84 %		3.69 %		5.18 %		-14.98 %		-0.01 %		1.64 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	115	7	6.09 %	4	3.48 %	3	2.61 %	7	6.09 %	91	79.13 %	0	0.00 %	3	2.61 %	0	0.00 %
Total Enrollment (1)	719	37	5.15 %	20	2.78 %	32	4.45 %	70	9.74 %	539	74.97 %	0	0.00 %	21	2.92 %	0	0.00 %
% Difference (5)			0.94 %		0.70 %		-1.84 %		-3.65 %		4.17 %		0.00 %		-0.31 %		0.00 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

Technical And TV																	
ENROLLEE COMPARISION																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	860	11	1.28 %	26	3.02 %	22	2.56 %	79	9.19 %	702	81.63 %	0	0.00 %	20	2.33 %	0	0.00 %
District POP (2)	213,523	3,207	1.50 %	4,153	1.94 %	1,628	0.76 %	9,719	4.55 %	192,057	89.95 %	27	0.01 %	2,731	1.28 %		
% Difference (3)			-0.22 %		1.08 %		1.80 %		4.63 %		-8.32 %		-0.01 %		1.05 %		
GRADUATE COMPARISION																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	112	1	0.89 %	7	6.25 %	3	2.68 %	8	7.14 %	90	80.36 %	0	0.00 %	3	2.68 %	0	0.00 %
Total Enrollment (1)	860	11	1.28 %	26	3.02 %	22	2.56 %	79	9.19 %	702	81.63 %	0	0.00 %	20	2.33 %	0	0.00 %
% Difference (5)			-0.39 %		3.23 %		0.12 %		-2.04 %		-1.27 %		0.00 %		0.35 %		0.00 %
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )  
 (4) : Student Graduate Count  
 (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 Percent=Count/Total



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

ALL PROGRAMS							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	17,584	9,642	54.83 %	1,121	6.38 %	3,203	18.22%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			7.11 %		0.82 %		8.16%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2,791	1,769	63.38 %	235	8.42 %	395	14.15%
Total Enrollment (1)	17,584	9,642	54.83 %	1,121	6.38 %	3,203	18.22%
% Difference (5)			8.55 %		2.04 %		-4.06%

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )
- (4) : Student Graduate Count
- (5) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Agriculture							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	390	132	33.85 %	9	2.31 %	17	4.36%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			-13.88 %		-3.25 %		-5.69%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	35	21	60.00 %	1	2.86 %	3	8.57%
Total Enrollment (1)	390	132	33.85 %	9	2.31 %	17	4.36%
% Difference (5)			26.15 %		0.55 %		4.21%



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Business							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	3,017	1,582	52.44 %	250	8.29 %	659	21.84%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			4.71 %		2.73 %		11.79%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	310	193	62.26 %	32	10.32 %	54	17.42%
Total Enrollment (1)	3,017	1,582	52.44 %	250	8.29 %	659	21.84%
% Difference (5)			9.82 %		2.04 %		-4.42%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Family & Consumer Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	830	722	86.99 %	68	8.19 %	204	24.58%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			39.27 %		2.64 %		14.53%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	62	55	88.71 %	11	17.74 %	12	19.35%
Total Enrollment (1)	830	722	86.99 %	68	8.19 %	204	24.58%
% Difference (5)			1.72 %		9.55 %		-5.22%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

General Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	4,258	2,441	57.33 %	87	2.04 %	835	19.61%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			9.61 %		-3.51 %		9.56%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2	2	100.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	4,258	2,441	57.33 %	87	2.04 %	835	19.61%
% Difference (5)			42.67 %		-2.04 %		-19.61%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Health							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	4,185	3,591	85.81 %	351	8.39 %	722	17.25%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			38.08 %		2.83 %		7.20%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,548	1,337	86.37 %	113	7.30 %	214	13.82%
Total Enrollment (1)	4,185	3,591	85.81 %	351	8.39 %	722	17.25%
% Difference (5)			0.56 %		-1.09 %		-3.43%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Graphics							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	352	165	46.88 %	37	10.51 %	75	21.31%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			-0.85 %		4.95 %		11.25%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	41	21	51.22 %	6	14.63 %	9	21.95%
Total Enrollment (1)	352	165	46.88 %	37	10.51 %	75	21.31%
% Difference (5)			4.34 %		4.12 %		0.64%



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Industrial							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,276	118	5.18 %	93	4.09 %	230	10.11%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			-42.54 %		-1.47 %		0.05%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	481	23	4.78 %	39	8.11 %	48	9.98%
Total Enrollment (1)	2,276	118	5.18 %	93	4.09 %	230	10.11%
% Difference (5)			-0.40 %		4.02 %		-0.13%



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Marketing							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	697	349	50.07 %	57	8.18 %	123	17.65%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			2.35 %		2.62 %		7.59%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	85	50	58.82 %	12	14.12 %	9	10.59%
Total Enrollment (1)	697	349	50.07 %	57	8.18 %	123	17.65%
% Difference (5)			8.75 %		5.94 %		-7.06%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Service							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	719	431	59.94 %	97	13.49 %	180	25.03%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			12.22 %		7.93 %		14.98%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	115	53	46.09 %	12	10.43 %	24	20.87%
Total Enrollment (1)	719	431	59.94 %	97	13.49 %	180	25.03%
% Difference (5)			-13.86 %		-3.06 %		-4.17%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

Technical And TV							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	860	111	12.91 %	72	8.37 %	158	18.37%
District POP (2)	213,523	101,898	47.72 %	11,866	5.56 %	21,465	10.05%
% Difference (3)			-34.82 %		2.81 %		8.32%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	112	14	12.50 %	9	8.04 %	22	19.64%
Total Enrollment (1)	860	111	12.91 %	72	8.37 %	158	18.37%
% Difference (5)			-0.41 %		-0.34 %		1.27%



Client Reporting System  
 CLI670 Compliance Indicator II - Sex

Run On: 4/25/2019 2:50:31 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	17,584	9,642	54.83 %	7,942	45.17 %	0	0.00 %
District POP (2)	213,523	101,898	47.72 %	111,625	52.28 %	0	0.00 %
% Difference (3)			7.11 %		-7.11 %		
Quotient (4)			1.15		0.88		
Difference = 1,250.52							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (5)	2,791	1,769	63.38 %	1,022	36.62 %	0	0.00 %
Total Enrollment (1)	17,584	9,642	54.83 %	7,942	45.17 %	0	0.00 %
% Difference (6)			8.55 %		-8.55 %		
Quotient (7)			1.16		0.81		
Difference = 238.58							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : ( Student Program Or Course Enrollment Count% - District Population Value from Census Records% )
- (4) : ( Student Program Or Course Enrollment Count% / District Population Value from Census Records% )
- (5) : Student Graduate Count
- (6) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )
- (7) : ( Student Graduate Count% / Student Program Or Course Enrollment Count% )

Fiscal Year: 2018  
District: Northeast Wisconsin Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Enrollment (1)	17,584	1,121	6.38 %
Working Age Population (2)	213,523	11,866	5.56 %
% Difference (3)			0.82 %
Quotient (4)			1.15
Difference = 143.81			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Graduates (5)	2,791	235	8.42 %
Total Enrollment (1)	17,584	1,121	6.38 %
% Difference (6)			2.04 %
Quotient (7)			1.32
Difference = 57.07			

- (1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - Workage Population Value from Census Records% )  
 (4) : ( Student Program Or Course Enrollment Count% / Workage Population Value from Census Records% )  
 (5) : Student Graduate Count  
 (6) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )  
 (7) : ( Student Graduate Count% / Student Program Or Course Enrollment Count% )  
 Percent=Num/Total



Client Reporting System  
 CLI690 Compliance Indicator IV - LEP

Run On: 4/25/2019 2:51:43 PM

Fiscal Year: 2018  
 District: Northeast Wisconsin Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	LEP	
		Count	Percent
Total Enrollment (1)	17,584	59	0.34 %
Adult POP (2)	213,523	8,429	3.95 %
% Difference (3)			-3.61 %
Quotient (4)			0.08
Difference = 635.14			
*** ENROLLMENT LEP POPULATION MAY BE OUT OF COMPLIANCE ***			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	LEP	
		Count	Percent
Total Graduates (5)	2,791	3	0.11 %
Total Enrollment (1)	17,584	59	0.34 %
% Difference (6)			-0.23 %
Quotient (7)			0.32
Difference = 6.36			

- (1) : Student Program Or Course Enrollment Count
  - (2) : District Population (18-64 years old) Value Speaking English Well, Not Well, and Not Well At All from 5-year ACS
  - (3) : ( Student Program Or Course Enrollment Count% - Adult Population Value from Census Records% )
  - (4) : ( Student Program Or Course Enrollment Count% / Adult Population Value from Census Records% )
  - (5) : Student Graduate Count
  - (6) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )
  - (7) : ( Student Graduate Count% / Student Program Or Course Enrollment Count% )
- Percent=Num/Total