Affirmative Action/Equal Opportunity Five Year Plan

December 2014 – December 2019

TABLE OF CONTENTS

Equal Opportunity/Affirmative Action Goals

December 1, 2014 – November 30, 2019

1. Balance individual occupational program enrollment percentages for students by race, sex and disability percentages in the general population.

2. Assure non-discrimination in career planning, counseling and placement services for students.

   * Analyze and report demographic, program enrollment and completion and job referral and placement data for minorities, women and disabled students and take steps to assure nondiscrimination in referral and placement services.

3. Analyze and address employment of faculty and staff within each district in the Wisconsin Technical College System to match availability percentages for race, sex and disability categories in the working population.

   * Implement a plan for recruiting and hiring minorities, women and disabled faculty and staff in all employment categories where there is under representation.

4. Create an educational and work environment that reflects, appreciates and celebrates the diverse society and community in which we live and one that creates a climate for the success of every person by appreciating the uniqueness that they bring to the technical college district.

   * Implement faculty and staff in-service programs, professional development activities, mentoring and student orientation programs to promote cultural, sex and disability awareness and sensitivity.

   * Integrate the history, culture, accomplishments and contributions of minorities, women and the disabled into curricula at each WTCS district.

   * Insure that cultural competency is practiced at every campus.

Section I

Equal Opportunity/Affirmative Action Policy Statements

Affirmative Action Policy

Administrative/Operating Guideline

The Northcentral Technical College District seeks to reach and maintain employment and enrollment levels for employees and students which is at parity. In order to accomplish this goal, Affirmative Action is required for women, racial/ethnic groups, and persons with disabilities throughout the District in job categories and educational programs.

Employment:

Affirmative action will be implemented in all employment practices including, but not limited to: recruitment, hiring, transfers, promotions, training, layoffs, terminations, retention, certification, testing, and committee appointments.

Education:

The NTC District is committed to eliminating existing discrimination or the effects of past discrimination. No person shall be excluded from participation in, be denied the benefits of, or be subjected to, discrimination under any education program or activity.

Vendors:

The District certifies that vendors and suppliers of services do not discriminate and that the policy of the District will be to encourage purchase of services and/or products from women, minority, and disabled business owners.

Responsibility:

The President is responsible for developing and implementing the Affirmative Action Plan and monitoring compliance. Responsibilities include developing a written Affirmative Action Plan, monitoring internal and external communication procedures, collecting and analyzing employment and enrollment data, identifying problem areas, setting goals and timetables, developing and implementing programs to eliminate discriminatory practices, designing and implementing an internal monitoring system, and submitting compliance plans and reports to the Wisconsin Technical College System (WTCS) Affirmative Action Officer.

Authority and Implementation:

Authority to design and implement the Affirmative Action Program is delegated by the District President to the District Affirmative Action Officer. Middle Leadership and staff are responsible for implementation of the Affirmative Action Program. Managerial/supervisory and staff performance systems or standards shall include an Affirmative Action component.

Actions taken under this policy will comply with Titles VI and VII or the Civil Rights Act of 1964 as amended, 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 Civil Rights Restoration Act of 1987, other appropriate laws and executive orders and/or administrative directives and codes including the Office for Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the basis of Race, Color, National Origin, Sex, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B)

Contact Person:

Any questions concerning Affirmative Action should be directed to the District Affirmative Action Officer, 1000 W. Campus Drive, Wausau, WI 54401; telephone 715/803-1057. This person also serves as the District's Title IX, Sex Equity, Section 504, and Americans with Disabilities Act Coordinator. Copies of the District Policy and related procedures for resolving complaints may be obtained from the District's Affirmative Action Officer.

Equal Opportunity Education and Employment Policy

Administrative/Operating Guideline

No person may be denied admission to, participation in, employment at, the benefits of, or be discriminated against in any service, program, course, or facility of the Northcentral Technical College District because of the person's political affiliation, age, race, creed, religion, color, handicap (disability), marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest record, conviction record, service in the armed forces, genetic testing, or use or non-use of lawful products off the District premises during non-working or non-class hours.
All District services will be provided in a non-discriminatory manner and in a climate which is conducive to, and supportive of, cultural and ethnic diversity.
The President has established procedures which:
1. Encourage a complainant to file a complaint with the President (or his designee) as soon as possible after, but no later than 300 days after the alleged violation.
2. Provide periods within which the complainant and the President must act for each procedural step leading to the issuance of a final decision and for appeal of the final decision to the District Board.
3. Provide criteria for determining whether discrimination has occurred.
4. Provide remedies and sanctions for violation of this policy.

Accommodations for Disabled:

Reasonable accommodations and physical accessibility will be provided for students, employees and visitors.

Religious Accommodations:

In response to a student's, or an employee's request, reasonable accommodations will be provided for religious observances and practices. Please refer to Policy 234 regarding religious accommodations for students.

Harassment:

Employees, students, and visitors of the Northcentral Technical College District shall be allowed to function in an atmosphere which is free from harassment on the basis of political affiliation, age, race, creed, religion, color, handicap (disability), marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest record, conviction record, service in the armed forces, genetic testing, or use or non-use of lawful products off the college premises during non-working or non-class hours.

Harassment, based upon the above mentioned personal attributes, is an unlawful practice and is prohibited. In this context, harassment is defined as verbal and/or physical conduct which prevents or impairs an individual's fair and unbiased access to employment or educational opportunities and benefits.

The NTC District will not tolerate the harassment, including sexual harassment, of any employee, student or visitor by supervisory personnel, staff members, students or visitors. Individuals who engage in harassment are subject to disciplinary action by the District up to and including expulsion or termination of employment. Visitors who engage in harassment may be removed from the facility.

Sexual Harassment:

Sexual harassment, discrimination on the basis of sex, is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and/or physical conduct of a sexual nature and constitutes harassment when the following occurs:
1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or enrollment; or
2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive environment.

Retaliation

The District prohibits and will not tolerate any harassment or retaliation against a person who files a report or against any person identified as a witness or otherwise involved in the report. The District will take immediate disciplinary action against any person engaging in this behavior.

Compliance:

Actions taken under this policy will comply 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, and 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, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B).

Reporting Violations:

Any person who believes that he/she has been discriminated against and/or harassed in violation of this policy, or has any questions concerning accommodations or discrimination is urged to contact:

> Affirmative Action Officer
> Northcentral Technical College
> 1000 W. Campus Drive, Wausau, WI 54401
> Telephone: 715.803.1057

This person also serves as the District's Title IX, Sex Equity, Section 504, and Americans with Disabilities Act Coordinator. The Affirmative Action Officer reports to the Human Resources Team Leader, College President, and/or District Board as appropriate, when dealing with discrimination and/or harassment complaints.

Copies of the District Policy and Administrative Procedure for filing/resolving complaints are posted on appropriate bulletin boards and may be obtained from the District's Affirmative Action Officer.

Designated Contact Persons:

In an effort to make reporting complaints as accessible as possible, Attachment A lists alternative people who are designated to handle discrimination and/or harassment complaints. In the event that the Affirmative Action Officer is not available, or that you may feel more comfortable speaking to another person, any of these people may be contacted.

Revised: November 28, 2017, July 23, 2013, July 18, 2012, September 27, 2010, July 26, 2010, November 2, 2009, September 11, 2009, September 18, 2008, January 22, 2008, August 7, 2007, January 30, 2007, October 27, 2006, September 25, 2006, June 22, 2004, April 1, 2004, August 23, 1999

Replaces Policy 4110, 5010, 225

Designated Contact Person		
Location	Contact Person	Phone Number: 715-675-3331 Ext. ****
All Locations	Associate VP of Human Resources - Affirmative Action Officer	Ext. 1057
General Studies/Alternative High School/Academic Resource Center	Dean of General Studies	Ext. 1363
Health Related Clinical Sites	Dean of Health Sciences	Ext. 1620
Main Campus (Wausau)	Associate VP of Human Resources - Affirmative Action Officer	Ext. 1057
Regional Campuses (Antigo, Phillips, Spencer, Wittenberg & Medford)	Dean of Regional Campuses	Ext. 7800 or 715/348-7800
Disability & Testing Services	Director, Disability & Testing Services	Ext. 1195

***Wisconsin Relay for Deaf and Hard of Hearing Persons:
V/TRS 1-800-947-3529 or 715-675-6341

Procedure for Resolving Discrimination and Harassment Complaints

Because discrimination and harassment, a form of discrimination, are illegal practices, and because these actions can cause serious harm to the productivity, efficiency, and stability of all activities taking place at, or sponsored by, Northcentral Technical College, the District will take specific steps to investigate and eliminate discrimination and harassment. Complaints may be reported either formally or informally.

Discrimination shall mean any difference in treatment in any service, program, course, or facility of the Northcentral Technical College District because of the person's political affiliation, age, race, creed, religion, color, handicap (disability), marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest record, conviction record, services in the armed forces, genetic testing, or use or non-use of lawful products off the District premises during non-working or non-class hours.

Informal Procedure:

1. *Reporting Complaints:* A person who believes he or she has been the victim of discrimination or harassment should feel free to discuss his or her concerns with the Affirmative Action Officer. The intent of the meeting is to provide a confidential way for the alleged victim to express his or her concerns and to discuss possible methods of resolving the conflict. No official action will be taken without the alleged victim's consent.

2. *Who to Contact:* A meeting may be scheduled with the Affirmative Action Officer by stopping by, calling, or writing:

Affirmative Action Officer
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Phone: (715) 675-3331, ext. 1057

Her office is located in Room B127, on the Wausau Campus. If she is not in when calling to schedule a meeting, the person answering the phone can schedule an appointment. The person requesting the meeting will not be required to give his or her name for the purpose of scheduling the meeting.

Formal Procedure:

1. *Reporting Complaints:* Whenever a student, employee or visitor (hereinafter referred to as the complainant) has reason to believe he or she has been subjected to a discriminatory or harassing environment at the District or at a District sponsored event, the complainant shall report such incidents by completing the following steps:

    A. Reports must be made in writing and include a factual description of the incident(s) during which the alleged discrimination/harassment occurred. Whenever possible, the Discrimination/Harassment Report Form should be used to provide the information requested.

    B. Reports must be filed with 300 calendar days from the date of the incident; however, a more immediate reporting of the incident will facilitate a prompt and thorough investigation of the facts and circumstances involved.

    C. Reports are to be sent directly to the District Affirmative Action Officer at the following address:

         Affirmative Action Officer
         Northcentral Technical College
         1000 W. Campus Drive
         Wausau, WI 54401

         Phone: (715) 675-3331, ext. 1057

         The filing of a report with the District Affirmative Action Officer does not restrict a person's right to seek redress through avenues outside the District.

         The District prohibits and will not tolerate any harassment or retaliation against a person who files a report or against any person identified as a witness or otherwise involved in the report. The District will take immediate disciplinary action against any person engaging in this behavior.

Employees discriminating against students will be subject to discipline under appropriate District employment policies and, as applicable, NTC Employee Handbook. Students discriminating against another student will be subject to discipline under the applicable student code of conduct. The District will take other necessary corrective action to remedy any instances where discrimination is determined to have occurred.

2. *Notification:* The Affirmative Action Officer shall notify the person(s) against whom a complaint has been filed (hereinafter referred to as respondent) and forward a copy of the complaint to such respondent(s).

3. *Preliminary Review:* Within ten (10) working or school days of the receipt of the written complaint, the District Affirmative Action Officer shall initiate the following, as needed:

    A. Notify the President in writing that a complaint has been filed. This notification will not disclose details or identities of the persons involved.

    B. Establish individual meetings with complainant(s), respondent(s), and witness(es).

    C. Establish group meetings with persons involved.

    D. If the complaint is resolved as a result of the above meetings, a written statement will be forwarded to both the complainant(s) and respondent(s). The President will be notified that the complaint has been resolved.

    E. If the complaint is not resolved, the Affirmative Action Officer will inform the President that a review committee will be established. The review committee will be appointed within ten (10) working or school days.

4. *Review Committee:*

    A. A review committee for complaints shall be selected from the Equity Committee.

    B. The Affirmative Action Officer, as a non-voting member, will serve as the chair of this committee.

    C. The committee shall consist of three (3) voting members selected randomly from the list of Equity Committee Members as follows:

        1. At least one (1) member from each gender.

        2. No more than one member from each employee category.

        3. A committee member may be replaced prior to the hearing date if the complainant or the respondent provides written justification for excluding a selected member. A committee

member may also provide written justification for excluding himself or herself. Written justification must be provided to the Affirmative Action Officer.

D. The Review Committee shall serve as the President's hearing panel, the function of which shall be to review complaints, study the testimony, and make recommendations to the President.

5. *Review Committee Procedures:*

A. The Review Committee shall convene within ten (10) working or school days of the notice of appointment.

B. The committee should consider whether or not special guidelines or ground rules need to be established for its review. In general, the process should be only as formal as the allegations under review are severe. In extreme situations, a review could effect the careers of the people involved as well as the District's reputation. At all times the committee needs to address its responsibilities with sensitivity, confidentiality, and an awareness of these considerations.

C. The committee should identify any people it would like to interview and advise them in writing of the date, time, and location at which the interview will take place, and of any guidelines or ground rules which may be used during the interview.

D. The committee shall hear testimony and study the evidence presented.

E. The committee shall make recommendations to the President as soon as possible, but not later than twenty (20) working or school days after the completion of the hearing.

6. *Decision:* The President shall review the recommendations and render a decision with twenty (20) working or school days from receipt of the Review Committee's recommendation. Notice of the action will be sent to the principal parties involved and the District Affirmative Action Officer. In the event that disciplinary action is taken against a District employee or student, notice of such action shall be disclosed to the complaining party on a confidential basis.

7. *Appeal:* Within ten (10) working or school days following notification of the action taken by the President, either of the principal parties involved may file an appeal with the District Board. The appeal must be made in writing and include a brief statement of the reasons why the decision should be reviewed.

The appeal will be placed on the agenda of the next regularly scheduled Board meeting. The District Board shall render a decision within thirty (30) working or school days after hearing the appeal.

Notice of the action taken by the District Board will be sent to the principal parties involved, the President, the District Board, and the District Affirmative Action Officer. In the event disciplinary action is taken against a District employee or

student, notice of such action shall be disclosed to the complaining party on a confidential basis.

If the decision of the District Board does not resolve the complaint, the employee, student, or visitor may seek other avenues of redress outside the District.

8.   *Restrictions:* No action relating to enrollment and/or employment can be taken for or against a person until the complaint of discrimination/harassment has been resolved, unless such action is deemed necessary to the well-being of the person(s) involved in the action or to the function of the District.

9.   *Rights of the Individual:*

A.   Any employee, student, or visitor has the right to file complaints due to an alleged discrimination or harassment which is in violation of the Districts *Equal Opportunity Employment and Education Policy* or *Policy Prohibiting Harassment of District Employees, Students and Visitors*.

B.   All complaints of discrimination shall be investigated and a report filed with the President by the Affirmative Action Officer.

C.   Either party(ies) to a complaint shall have the right to call witnesses.

D.   No rights or benefits of an employee or student shall be denied because of a filed complaint.

E.   Nothing in these procedures shall preclude an employee's, student's, or visitor's rights to seek other avenues of redress outside of the District.

Policy Revised: 7/20/2012

Northcentral Technical College District

Discrimination/Harassment Report Form

Name of Person(s) filing report: _____

Home Address: _____

Phone: _____

Are you a student, an employee, or a visitor? _____

What is your job title, program, or relationship with the College? _____

Where did the alleged incidents take place? _____

Please provide a detailed description of the incident. Include: date(s), time(s), names of people involved, witnesses, quotes, and any other information which would be helpful in investigating the incident. Please use the back of this form or attach other pages if necessary.

_____

_____

_____

_____

_____

_____   _____

Signature(s)   Date

PLEASE COMPLETE, SIGN, AND RETURN TO:

       Affirmative Action Officer
       Northcentral Technical College
       1000 W. Campus Dr.
       Wausau, WI 54401
       Phone: (715) 675-3331, ext. 1057

Section II

Dissemination of EO/AA Information

Northcentral Technical College is committed to equal employment and educational opportunity as well as affirmative action in its dealing with staff, applicants, students and the public. Efforts are made to communicate this affirmative action and equal opportunity information as follows:

Policy statement and/or complaint procedures are included in various materials such as catalogs, student/employee handbooks and the district web site.

Nondiscrimination public notice is published annually, at a minimum, in the official district newspaper.

The EO/AA policy and complaint procedure is reviewed at employee orientation sessions.

"NTC is an equal opportunity/access employer and educator" is included on all employment advertisements and job postings.

Continuous nondiscrimination notification statements are included on program or student application forms and/or materials.

Five year plan will be reviewed and approved by the District Board and provided a copy.

Annual Updates to the five year plan will be reviewed by the District Board and provided a copy.

Electronic copies of the Five Year Plan will be distributed to Management staff, Student services staff and Faculty Association president.

Electronic copies of the Five Year Plan will be distributed to Student Governing Board.

Electronic copy of the Five Year Plan and annual updates will be provided to the WTCS Affirmative Action Officer and other technical college affirmative action officers, when requested.

All interested persons may request a copy of the Five Year Plan and annual updates from the College Equal Opportunity Officer.

Five Year Plan will be published on the College web site.

The equal employment statement is published on our application and employment website with options for Spanish and Hmong.

Section V

Employment Program Affirmative Action Initiatives

Program 1: Implement targeted recruitment plans based on race and sex.

Targeted workforce categories: minorities are underutilized in administrative, faculty, skilled crafts and service/maintenance; females are underutilized in professional non-faculty, technical/paraprofessional, skilled crafts and service/maintenance.

Program Initiative A: Increase minority faculty recruitment.

Activity/ Steps	Persons responsible for Implementation	Timetable
Work with College staff and community experts to identify at least three new minority (race) recruitment strategies.	Employment Coordinator, Equal Opportunity Officer, Multi-Cultural Coordinator, Hiring Managers	2014-2015
Implement combined recruitment campaigns targeted at minority (race) employees, focused on faculty.	Employment Coordinator, Equal Opportunity Officer, Hiring Managers	2015-2017
Re-evaluate new implemented strategies to determined effectiveness and possible expansion.	Employment Coordinator, Equal Opportunity Officer, Hiring Managers	2017-2019

Program Initiative B: Increase minority non-faculty recruitment.

Activity/ Steps	Persons responsible for Implementation	Timetable
Work with College staff and community experts to identify at least three new minority (race and sex) recruitment strategies.	Employment Coordinator, Equal Opportunity Officer, Multi-Cultural Coordinator, Hiring Managers	2014-2015
Implement combined recruitment campaigns targeted at minority (race and sex) employees.	Employment Coordinator, Equal Opportunity Officer, Hiring Managers	2015-2017
Re-evaluate new implemented strategies to determined effectiveness and possible expansion.	Employment Coordinator, Equal Opportunity Officer, Hiring Managers	2017-2019

Program Initiative C: Increase college awareness regarding minority (race and sex) recruitment and selection processes.

Activity/ Steps	Persons Responsible for Implementation	Timetable
Review hiring handbook and implement standards for review of minority applicants regarding selection for interview.	Employment Coordinator, Equal Opportunity Officer	2014-2015
Review practice of determining interview committees. Include requirement that all interview committees include minorities (race and sex).	Employment Coordinator, Equal Opportunity Officer	2015-2017
Research and consider a standard diversity interview question(s) for all positions	Employment Coordinator, Equal Opportunity Officer	2016-2017

Implement a standard diversity interview question for all positions.	Employment Coordinator, Equal Opportunity Officer	2017-2019

Program 1: Methods of Evaluation:
The number of minorities, both generally in the NTC workforce and in specific categories of employment, will be evaluated annually by the Equal Opportunity Officer by analyzing Compliance Indicator reports. Increased minority (race and sex) staff will be a general indicator of success. Each program initiative will be reviewed and evaluated each year through the Annual Update.

Program 2: Provide College staff with resources needed to promote multi-generational, multi-cultural, gender and disability awareness and sensitivity.

Program Initiative A: Provide diversity-related staff professional development.

Activity/ Steps	Persons responsible for Implementation	Timetable
Identify diversity training opportunities for staff.	Quality and Continuous Improvement, Human Resources Staff	2014-2015
Develop training to include Middle Leader Forum, Inservice and Think Tanks.	Quality and Continuous Improvement Staff	2015-2016
Deliver training.	Quality and Continuous Improvement and Human Resource Staff	2016-2018
Evaluate diversity training program, identify potential changes.	Quality and Continuous Improvement and Human Resource Staff	2018-2019

Program Initiative B: Expand generational inclusion training opportunities.

Activity/ Steps	Persons Responsible for Implementation	Timetable
Research and identify workforce-relevant generational inclusion training opportunities.	Quality and Continuous Improvement and Human Resource Staff	2015-2016
Implement at least two new generational inclusion training opportunities.	Quality and Continuous Improvement and Human Resource Staff	2017-2019

Program 2: Methods of Evaluation
The improvement in awareness, competence and support for diversity in the organization will be measured through training evaluations. The program initiatives (training delivery) will be reviewed and evaluated each year through the College's AA/EO Five Year Plan Annual Updates.

Program 3: Implement disability tracking for staff.

Program Initiative A: Identify staff with disabilities.

Activity/ Steps	Persons responsible for Implementation	Timetable
Research and develop survey tool for staff to self-identify disability for reporting purposes on Compliance Indicator reports	Human Resources Staff, Quality and Continuous Improvement Staff	2014-2015

Conduct self-identification of disability survey	Human Resources Staff, Quality and Continuous Improvement Staff	2015-2016
Enter information into HRIS to provide accurate staff reports regarding disabilities.	Human Resources Staff	2016-2017

Program 3: Methods of Evaluation
After data is collected and entered, the disability population data will be reviewed and evaluated through the College's AA/EO Five Year Plan Annual Updates.

Program 4: Implement Title IX requirements.

Program Initiative A: Identify where current policy/process needs adjustment due to Title IX.

Activity/ Steps	Persons responsible for Implementation	Timetable
Write new Title IX policy in conjunction with various other College policies (Title VII, Student Code of Conduct, etc)	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2014-2015
Implement Title IX procedures utilizing Maxient.	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2014-2015
Offer Title IX training to students and staff in various modes and at various times.	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2014-2015

Program 4: Methods of Evaluation
New Title IX policy will receive board approval. Training was documented as being offered for both students and staff via multiple means. Process for handling of Title IX cases is in place.

Section VI

Students

Enrollment-General

Program 1: Increase enrollment rates of minority and LEP students.

Northcentral Technical College (NTC) has conducted an analysis and should focus efforts on increasing enrollment of minority and LEP students. Data from the 2014 CLI660B Compliance Indicator I report shows that while the eligible minority student population in our district is 13.26%, the college enrollment is at 9.58%. Statistics show that the eligible adult population of LEP students is at 2.31%, while the district enrollment is at 1.06%.

NTC is committed to providing opportunities to access higher education and support for academic success to under-represented and culturally diverse populations. In addition, we strive to educate and promote diversity awareness to enrich the lives of students, staff, and faculty. In 2012, NTC formed a college-wide Diversity Committee, with the goal of creating a culture of inclusion, appreciation of differences, and promotion of social justice throughout the NTC community. A Diversity Coordinator/Advisor was hired in 2012 to take the lead in promoting, organizing, and implementing the diversity initiative and steering committee. NTC will continue activities listed in the table below to support increasing enrollment and success of minority and LEP students.

Activity/Steps	Person(s) Responsible	Timetable
Focused recruitment of minority students and international students.	K-12 staff Career Coaches Diversity Committee Global Education staff Program deans and faculty	Annually; 2014-2019
Recruit and support transition of diverse students from the Alternative high school and GED programs to NTC.	Diversity Coordinator Advisors College Prep Faculty/Staff Testing Center staff	Annually; 2014-2019
Provide guidance and support to diverse students in our ABE/ELL programs to transition them to post-secondary coursework.	Diversity Coordinator College Prep Faculty/Staff Advisors	Annually; 2014-2019
Provide co-curricular opportunities for students promoting diversity and inclusion	Diversity Committee Student Life staff Global Education staff	Annually; 2014-2019
Build relationships with businesses and community groups to promote an awareness of diversity and to evaluate the needs of the community.	Diversity Committee Student Success/Placement & Transfer Staff Business and Industry	Annually; 2014-2019

Encourage community partners to participate in events at NTC that develop an inclusive culture.	Diversity Committee Student Success/Placement & Transfer Staff	Annually; 2014-2019
Collaborate with other school partners, including WTCS colleges and local school districts, on ways to incorporate best practices of meeting student needs.	Diversity Committee Diversity Coordinator	Annually; 2014-2019
Have a presence at community events representing diversity, e.g. the Hmong New Year, tribal events – Pow Wow, etc.	Marketing Student Services	Annually; 2014-2019
Provide opportunities for staff members to learn more about diversity and a culture of inclusion through "think tank" events or other training opportunities.	Diversity Committee Quality and Continuous Improvement Educational Support Services	Annually; 2014-2019

NTC has and will continue programs to address the language needs of the District's LEP population. English Language Learner (ELL) programming is available throughout the District free of charge for adults whose native language is not English. Classes are offered at the beginning, intermediate and advanced levels. ELL instructors and staff help set goals and choose classes. ELL classes provide instruction in reading, writing, speaking, civics literacy and computer basics. Many ELL students become program students. NTC also offers an Intensive English Program which started 2011-12 for non-English speakers. This program assists learners in gaining high proficiency with the English language for professional and academic use. This program has a dedicated full time faculty. The Business and Industry Division is currently working with local employers and community leaders to address the language education and training needs of the District's LEP population.

Method of Evaluation:

The Equal Opportunity officer together with the Student Success team lead, the Diversity Committee, Learning Teams, Dean of College Enrollment, and K-12 staff will evaluate annually efforts to recruit and support success of students from minority and LEP populations. An increase in the percentage of students in these populations enrolled at the college will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Program 2: Increase enrollment rates of Native American/Alaskan Native students.

NTC should focus efforts specifically on increasing enrollment of Native American students. Statistics indicate that the eligible student population for Native American/Alaskan Natives is 7.55%, while our 2014 NTC District population is at .91%. NTC is establishing the following activities and initiatives to address this need.

Activity/Steps	Persons Responsible for Implementation	Timetable
Create committee to develop and review plans for recruiting Native American students.	Student Success team lead/Dean of College Enrollment	2014-2015
Appoint NTC Liaison(s) to the American Indian Resource Center (AIRC) of Marathon County who will initiate monthly communication and have a presence at the center. Promote NTC, Native American Youth Leadership Day; Native American Student Outreach	Diversity Committee; Career Coaches	2014-2015
Appoint NTC Liaison to WIEA and present at meeting March 2015 and/or have conference workshop	Diversity Committee	2014-2015
Extend special invitations to high schools with Native American student populations (Bowler, Wittenberg, White Lake, and Menominee Indian school district) for Campus Events/Visit Days.	Career Coaches/K-12 team; Accommodations Specialist	2015 -2019
Explore dual credit and contracted courses in district high schools with Native American student populations	K-12 team	2015-2016

To create cultural competence and a positive campus environment for diverse student populations, provide resources and activities that faculty can incorporate into their curriculum to accompany campus or community events, including:
   o   Student Life Activities
   o   Think Tanks
   o   Community Events
   o   Speaker Series
   o   Collaborate with other Campuses
	Diversity Committee
	
	Collaborate with Educational Support Services, Student Life, Deans, Faculty.
		2015-2019

Collaborate with high school counselors and staff to promote NTC and assist Native American students through the	Career Coaches	Annually; 2014-2019

admissions process. Develop relationships with high school teachers and staff, present in classrooms and meet individually with students.		

Method of Evaluation:

The Equal Opportunity officer together with the Student Success team lead, Dean of College Enrollment and K-12 team, and the Diversity Committee will evaluate annually efforts to recruit students from Native American/Alaskan Native populations as well as students with disabilities. An increase in the percentage of students in these populations will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Program 3: Increase enrollments of students with disabilities

Northcentral Technical College (NTC) has conducted an analysis and should focus efforts on increasing enrollment of students with disabilities. The eligible population of students with disabilities is 8.19%, while our 2014 NTC District population is at 4.94%. NTC has established the following activities and initiatives to address this need.

Activity/Steps	Persons Responsible for Implementation	Timetable
NTC representation and participation in district Transition and the Community (TAC) Meetings.	Disability Services staff	Annually; 2014-2019
Attend school-to-career partnership meetings and high school transition fairs.	Disability Services staff	Annually; 2014-2019
Collaborate with high school counselors and staff to promote NTC and assist students with disabilities through the admissions process.	Career Coaches Disability Services staff	Annually; 2014-2019
Provide orientation for new students to disability services and enroll students with disabilities into the First Year Experience transition program.	Disability Services staff	Annually; 2014-2019

Method of Evaluation:

The Equal Opportunity officer together with the Student Success team lead, Dean of College Enrollment and K-12 staff, the Disability Services staff, and the Diversity Committee will evaluate annually efforts to recruit students with disabilities. An increase in the percentage of students in

these populations will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Enrollment-Programs

Program 1: Increase enrollment and completion of female students in Technical and Trades/Industrial Programs

Data from the 2014 CLI660B Compliance Indicator I report shows that females are underrepresented in NTC's Technical and Trades and Industrial program areas. The Non-Traditional Occupation (NTO) committee collaborates with faculty, alumni, K-12 staff and employers to recruit and support the success of women in these fields. NTC has established the following activities and initiatives to address this need.

Activity/Steps	Persons Responsible for Implementation	Timetable
Plan and implement targeted recruitment event (F.I.T.T.-Females in Technical and Trades) for prospective students.	NTO Committee Program Deans and Faculty K-12 staff Marketing	Annually; 2014-2019
Plan and implement STEM conference in collaboration with Michigan Tech University.	NTO Committee Program Deans and Faculty K-12 staff Marketing	Spring 2015
Plan and facilitate NTO current student events for females in Technical and Trades programs to provide feedback to NTC staff and faculty, opportunities to meet and learn from females employed in the field, and engage in fellowship.	NTO Committee Program Deans and Faculty	Annually; 2014-2019
Provide individual meetings and class presentations, promoting NTC programs to NTO students in K-12 district high schools.	Career Coaches Program faculty	Annually; 2014-2019

Completion Rates

Data from the 2014 CLI660B Compliance Indicator I report indicates that overall, minority students and students with disabilities at NTC graduate at a lower rate than the overall population.

Program 1: Increase retention and completion rates for minority students and students with disabilities.

Activity/Steps	Persons Responsible for Implementation	Timetable
Focused case management of minority students and students with disabilities through proactive communication and follow-up on early alert referrals from faculty.	Diversity Coordinator/Advisor Advisors Disability services staff	Annually; 2014-2019
Focused recruitment of students with disabilities and minority students into the First Year Experience program.	Diversity Coordinator/Advisor Accommodations Specialist Advisors	2014-2015
Offer student success, job-seeking and social skill workshops to our diverse student population.	Diversity Coordinator/Advisor Student Success/Transfer and Placement staff	Annually; 2014-2019
Provide opportunities for leadership and engagement in the campus community through Phi Theta Kappa, clubs, the student ambassador program and other Student Life events. Students will help coordinate the events as well as participate.	Diversity Committee Global Education Student Life	Annually; 2014-2019
Provide targeted small group retention and mentorship programs to support diverse student populations with low graduation rates (examples include African-American males retention program and the Hmong sisterhood/brotherhood project).	Diversity Coordinator/Advisor Advisors	Annually; 2014-2019
Gather feedback from diverse student populations through scheduled "Diversity Dialogues," and through results of the Noel-Levitz Student Satisfaction Surveys and create plans to address areas of need.	Diversity Coordinator/Advisor Diversity Committee	Annually; 2014-2019 SSI conducted every two years.

Method of Evaluation:

The Equal Opportunity officer together with the Student Success team lead, the Disability Services staff, the Diversity Committee and Learning teams will evaluate annually efforts to raise

graduation rates in our minority student populations and students with disabilities. An increase in the percentage of graduates in these populations will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Student Counseling and Placement

Northcentral Technical College employs advisors and student services staff that are representative of our diverse district population. NTC provides advising/counseling and placement services to all students based on voluntary student participation. To assure non-discrimination in advising/counseling minority, female, disabled and LEP students, the College will analyze reports showing usage and satisfaction of services by protected category students and will address needs as identified. NTC requires that employers file a notice of non-discrimination in employment in order to be eligible for referrals of graduates to employment opportunities. Student Success and Placement staff will provide special outreach to protected category students to make them aware of services and to encourage utilizing them to their benefit.

Method of Evaluation:

The Equal Opportunity officer together with the Student Success team lead will analyze usage reports for services provided to protected category students, as well as satisfaction data gathered through surveys and informal feedback methods to ensure needs are being addressed.

Title IX

Program 1: Implement Title IX requirements.

Program Initiative A: Identify where current policy/process needs adjustment due to Title IX.

Activity/ Steps	Persons responsible for Implementation	Timetable
Write new Title IX policy in conjunction with various other College policies (Title VII, Student Code of Conduct, etc)	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2014-2015
Implement Title IX procedures utilizing Maxient.	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2014-2015
Offer Title IX training to students and staff in various modes and at various times.	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2014-2015

Methods of Evaluation
New Title IX policy will receive board approval. Training was documented as being offered for both students and staff via multiple means. Process for handling of Title IX cases is in place.

EEOC Report Categories

1 =   ADMINISTRATIVE. Include persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Report in this category all officers holding such titles as Director or Administrator or the equivalent. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairpersons, heads or equivalents) if their principal activity is administrative. Also include supervisors of professional employees.

2 =   FACULTY. Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and now hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.

3 =   PROFESSIONAL NON-FACULTY. Include persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who should not be reported under Executive (1) and who should not be classified under any of the four "nonprofessional" categories of activities.

4 =   CLERICAL / SECRETARIAL. Include persons whose assignments typically are associated with clerical activities, or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk typists, office machine operators, statistical clerks, payroll clerks, etc. Also include sales clerks such as those employed full-time in the bookstore, and library clerks who are not recognized as librarians.

5 =   TECHNICAL / PARAPROFESSIONAL. Include persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many two-year technical institutes, junior colleges or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments. Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

6 =   SKILLED CRAFTS. Include persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and typesetters.

7 =   SERVICE / MAINTENANCE. Include persons whose assignments require limited degrees of previously acquired skills and knowledge, and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Staff Accounting System (STF533)
COMPLIANCE INDICATOR V

Run On: 6/13/2014 7:49:45 AM

Fiscal Year: 2013
District: Northcentral Technical College

ALL STAFF																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	369	223	60.43%	1	0.27%	26	7.05%	3	0.81%	17	4.61%	4	1.08%	2	0.54%	0	0.00%	0	0.00%	1	0.27%
Work Force (2)	125,435	58,726	46.82%	8,188	6.53%	8,694	6.93%	1,373	1.09%	3,395	2.71%	606	0.48%	2,255	1.80%	16	0.01%	1,056	0.84%	N/A	N/A
% Difference (3)			13.62%		-6.26%		0.11%		-0.28%		1.90%		0.60%		-1.26%		-0.01%		-0.84%		
Quotient (4)			1.29		0.04		1.02		0.74		1.70		2.24		0.30		0.00		0.00		
Female Difference (5) = 50.24																					
Racial Difference (6) = .42																					

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

Staff Accounting System (STF533)
COMPLIANCE INDICATOR V

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2013
District: Northcentral Technical College

ADMINISTRATIVE																								
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	73	44	60.27%	0	0.00%	2	2.74%	0	0.00%	1	1.37%	1	1.37%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	10,352	4,521	43.67%	404	3.90%	497	4.80%	132	1.28%	122	1.18%	20	0.19%	132	1.28%	0	0.00%	81	0.78%	N/A	N/A
% Difference (3)			16.60%		-3.90%		-2.06%		-1.28%		0.19%		1.18%		-1.28%		0.00%		-0.78%		
Quotient (4)			1.38		0.00		0.57		0.00		1.16		7.09		0.00		0.00		0.00		
Female Difference (5) = 12.12																					
Racial Difference (6) = 1.50																					
** MINORITY ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **																					

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

Fiscal Year: 2013
District: Northcentral Technical College

FACULTY																						
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	133	68	51.13%	0	0.00%	5	3.76%	1	0.75%	3	2.26%	1	0.75%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	436	215	49.31%	15	3.44%	40	9.17%	6	1.38%	28	6.42%	0	0.00%	3	0.69%	0	0.00%	2	0.46%	N/A	N/A
% Difference (3)			1.82%		-3.44%		-5.41%		-0.62%		-4.17%		0.75%		-0.69%		0.00%		-0.46%		
Quotient (4)			1.04		0.00		0.41		0.55		0.35		0.00		0.00		0.00		0.00		

Female Difference (5) = 2.42

Racial Difference (6) = 7.20

** MINORITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

Staff Accounting System (STF533)
COMPLIANCE INDICATOR V

Fiscal Year: 2013
District: Northcentral Technical College

PROFESSIONAL NONFACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	21	11	52.38%	0	0.00%	8	38.10%	1	4.76%	5	23.81%	1	4.76%	1	4.76%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	5,601	4,186	74.74%	295	5.27%	226	4.03%	31	0.55%	14	0.25%	115	2.05%	37	0.66%	1	0.02%	22	0.39%	N/A	N/A
% Difference (3)			-22.36%		-5.27%		34.06%		4.21%		23.56%		2.71%		4.10%		-0.02%		-0.39%		
Quotient (4)			0.70		0.00		9.44		8.60		95.26		2.32		7.21		0.00		0.00		
Female Difference (5) = 4.69																					
Racial Difference (6) = 7.15																					
** FEMALE PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **																					

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

Fiscal Year: 2013
District: Northcentral Technical College

CLERICAL/SECRETARIAL																							
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	68	65	95.59%	0	0.00%	5	7.35%	0	0.00%	4	5.88%	1	1.47%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	7,859	7,381	93.92%	432	5.50%	369	4.70%	116	1.48%	71	0.90%	53	0.67%	59	0.75%	9	0.11%	57	0.73%	N/A	N/A
% Difference (3)			1.67%		-5.50%		2.66%		-1.48%		4.98%		0.80%		-0.75%		-0.11%		-0.73%		
Quotient (4)			1.02		0.00		1.57		0.00		6.51		2.18		0.00		0.00		0.00		
Female Difference (5) = 1.14																					
Racial Difference (6) = 1.81																					

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

/Staff Accounting/STF533

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2013
District: Northcentral Technical College

Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
TECHNICAL/PARAPROFESSIONAL																					
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	52	30	57.69%	0	0.00%	5	9.62%	1	1.92%	4	7.69%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.92%
Work Force (2)	2,785	1,800	64.63%	91	3.27%	269	9.66%	40	1.44%	72	2.59%	9	0.32%	38	1.36%	0	0.00%	116	4.17%	N/A	N/A
% Difference (3)			-6.94%		-3.27%		-0.04%		0.49%		5.11%		-0.32%		-1.36%		0.00%		-4.17%		
Quotient (4)			0.89		0.00		1.00		1.34		2.98		0.00		0.00		0.00		0.00		
Female Difference (5) = 3.61																					
Racial Difference (6) = .02																					
** FEMALE TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **																					

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

/Staff Accounting/STF533

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2013
District: Northcentral Technical College

SKILLED CRAFTS																							
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	8	1	12.50%	0	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)	2,672	1,020	38.17%	259	9.69%	339	12.69%	35	1.31%	152	5.69%	7	0.26%	116	4.34%	0	0.00%	26	0.97%	N/A	N/A
% Difference (3)			-25.67%		-9.69%		-12.69%		-1.31%		-5.69%		-0.26%		-4.34%		0.00%		-0.97%		
Quotient (4)			0.33		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5) = 2.05																					
Racial Difference (6) = 1.01																					
** FEMALE SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **																					
** MINORITY SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **																					

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

/Staff Accounting/STF533

Staff Accounting System (STF533)
COMPLIANCE INDICATOR V

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2013
District: Northcentral Technical College

SERVICE/MAINTENANCE																							
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	14	4	28.57%	1	7.14%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	11,275	6,098	54.08%	1,116	9.90%	1,098	9.74%	210	1.86%	461	4.09%	42	0.37%	268	2.38%	1	0.01%	134	1.19%	N/A	N/A
% Difference (3)			-25.51%		-2.76%		-2.60%		-1.86%		-4.09%		-0.37%		4.77%		-0.01%		-1.19%		
Quotient (4)			0.53		0.72		0.73		0.00		0.00		0.00		3.01		0.00		0.00		

Female Difference (5) = 3.57

Racial Difference (6) = .36

** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

** MINORITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Full-time Staff Count Or Employee Count
(2) : District 16-64 Work Force value from 3-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)

/Staff Accounting/STF533

Fiscal Year: 2014
District: Northcentral Technical College

ENROLLEE COMPARISION

Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Enrollment (1)	8,327	411	4.94 %
Working Age Population (2)	146,320	11,984	8.19 %
% Difference (3)			-3.25 %
Quotient (4)			0.60

Difference = 271.00

Standard Deviation = 50.05

*** ENROLLMENT DISABLED POPULATION MAY BE OUT OF COMPLIANCE ***

GRADUATE COMPARISION

Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Graduates (5)	1,371	58	4.23 %
Total Enrollment (1)	8,327	411	4.94 %
% Difference (6)			-0.71 %
Quotient (7)			0.86

Difference = 9.67

Standard Deviation = 16.04

*** GRADUATE DISABLED 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% - 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

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

ALL PROGRAMS																	
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)	8,327	76	0.91 %	411	4.94 %	72	0.86 %	161	1.93 %	6,800	81.66 %	9	0.11 %	69	0.83 %	729	8.75 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.63 %		2.23 %		0.46 %		0.02 %		-5.08 %		0.06 %		0.19 %		
** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
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)	1,477	13	0.88 %	66	4.47 %	6	0.41 %	33	2.23 %	1,298	87.88 %	2	0.14 %	6	0.41 %	53	3.59 %
Total Enrollment (1)	8,327	76	0.91 %	411	4.94 %	72	0.86 %	161	1.93 %	6,800	81.66 %	9	0.11 %	69	0.83 %	729	8.75 %
% Difference (5)			-0.03 %		-0.47 %		-0.46 %		0.30 %		6.22 %		0.03 %		-0.42 %		-5.17 %
** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** BLACK 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

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Agriculture																	
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)	191	1	0.52 %	2	1.05 %	2	1.05 %	1	0.52 %	168	87.96 %	0	0.00 %	2	1.05 %	15	7.85 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-7.02 %		-1.66 %		0.64 %		-1.39 %		1.21 %		-0.05 %		0.41 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	26	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	26	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	191	1	0.52 %	2	1.05 %	2	1.05 %	1	0.52 %	168	87.96 %	0	0.00 %	2	1.05 %	15	7.85 %
% Difference (5)			-0.52 %		-1.05 %		-1.05 %		-0.52 %		12.04 %		0.00 %		-1.05 %		-7.85 %

** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** BLACK 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

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Agriculture
** 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/CLI660A

Fiscal Year: 2014
District: Northcentral Technical College

		Business															
		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)	1,910	17	0.89 %	145	7.59 %	18	0.94 %	28	1.47 %	1,588	83.14 %	2	0.10 %	11	0.58 %	101	5.29 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.66 %		4.89 %		0.54 %		-0.45 %		-3.60 %		0.06 %		-0.06 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

		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)	222	1	0.45 %	21	9.46 %	0	0.00 %	4	1.80 %	195	87.84 %	0	0.00 %	0	0.00 %	1	0.45 %
Total Enrollment (1)	1,910	17	0.89 %	145	7.59 %	18	0.94 %	28	1.47 %	1,588	83.14 %	2	0.10 %	11	0.58 %	101	5.29 %
% Difference (5)			-0.44 %		1.87 %		-0.94 %		0.34 %		4.70 %		-0.10 %		-0.58 %		-4.84 %

** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** BLACK 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

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Family & Consumer Ed																	
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)	346	0	0.00 %	41	11.85 %	0	0.00 %	10	2.89 %	275	79.48 %	0	0.00 %	3	0.87 %	17	4.91 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-7.55 %		9.14 %		-0.40 %		0.98 %		-7.26 %		-0.05 %		0.23 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** BLACK STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	18	0	0.00 %	2	11.11 %	0	0.00 %	0	0.00 %	16	88.89 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	346	0	0.00 %	41	11.85 %	0	0.00 %	10	2.89 %	275	79.48 %	0	0.00 %	3	0.87 %	17	4.91 %
% Difference (5)			0.00 %		-0.74 %		0.00 %		-2.89 %		9.41 %		0.00 %		-0.87 %		-4.91 %

** ASIAN 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

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

General Ed																	
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)	977	10	1.02 %	25	2.56 %	5	0.51 %	24	2.46 %	739	75.64 %	2	0.20 %	7	0.72 %	165	16.89 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.52 %		-0.15 %		0.11 %		0.54 %		-11.10 %		0.16 %		0.08 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	7	0	0.00 %	2	28.57 %	0	0.00 %	0	0.00 %	5	71.43 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	977	10	1.02 %	25	2.56 %	5	0.51 %	24	2.46 %	739	75.64 %	2	0.20 %	7	0.72 %	165	16.89 %
% Difference (5)			-1.02 %		26.01 %		-0.51 %		-2.46 %		-4.21 %		-0.20 %		-0.72 %		-16.89 %

** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** 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

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Graphics																
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)	180	2	1.11 %	25	13.89 %	4	2.22 %	3	1.67 %	129	71.67 %	0	0.00 %	7	3.89 %	10	5.56 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.43 %		11.18 %		1.82 %		-0.25 %		-15.08 %		-0.05 %		3.25 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	12	1	8.33 %	2	16.67 %	0	0.00 %	0	0.00 %	9	75.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	180	2	1.11 %	25	13.89 %	4	2.22 %	3	1.67 %	129	71.67 %	0	0.00 %	7	3.89 %	10	5.56 %
% Difference (5)			7.22 %		2.78 %		-2.22 %		-1.67 %		3.33 %		0.00 %		-3.89 %		-5.56 %

** 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

WISCONSIN TECHNICAL COLLEGE SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Health																			
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)	2,116	18	0.85 %	101	4.77 %	15	0.71 %	37	1.75 %	1,779	84.07 %	2	0.09 %	18	0.85 %	146	6.90 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.69 %		2.07 %		0.30 %		-0.17 %		-2.67 %		0.05 %		0.21 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	835	7	0.84 %	30	3.59 %	5	0.60 %	22	2.63 %	739	88.50 %	1	0.12 %	5	0.60 %	26	3.11 %
Total Enrollment (1)	2,116	18	0.85 %	101	4.77 %	15	0.71 %	37	1.75 %	1,779	84.07 %	2	0.09 %	18	0.85 %	146	6.90 %
% Difference (5)			-0.01 %		-1.18 %		-0.11 %		0.89 %		4.43 %		0.03 %		-0.25 %		-3.79 %

** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** BLACK 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

Fiscal Year: 2014
District: Northcentral Technical College

Industrial																	
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)	833	13	1.56 %	29	3.48 %	4	0.48 %	15	1.80 %	681	81.75 %	1	0.12 %	4	0.48 %	86	10.32 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-5.98 %		0.78 %		0.08 %		-0.11 %		-4.99 %		0.07 %		-0.16 %		
** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
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)	173	3	1.73 %	7	4.05 %	0	0.00 %	2	1.16 %	146	84.39 %	1	0.58 %	1	0.58 %	13	7.51 %
Total Enrollment (1)	833	13	1.56 %	29	3.48 %	4	0.48 %	15	1.80 %	681	81.75 %	1	0.12 %	4	0.48 %	86	10.32 %
% Difference (5)			0.17 %		0.56 %		-0.48 %		-0.64 %		2.64 %		0.46 %		0.10 %		-2.81 %
** 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

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Marketing																	
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)	544	5	0.92 %	5	0.92 %	8	1.47 %	10	1.84 %	434	79.78 %	1	0.18 %	1	0.18 %	80	14.71 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.63 %		-1.79 %		1.07 %		-0.08 %		-6.96 %		0.14 %		-0.46 %		
** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
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)	26	1	3.85 %	0	0.00 %	1	3.85 %	0	0.00 %	23	88.46 %	0	0.00 %	0	0.00 %	1	3.85 %
Total Enrollment (1)	544	5	0.92 %	5	0.92 %	8	1.47 %	10	1.84 %	434	79.78 %	1	0.18 %	1	0.18 %	80	14.71 %
% Difference (5)			2.93 %		-0.92 %		2.38 %		-1.84 %		8.68 %		-0.18 %		-0.18 %		-10.86 %
** ASIAN 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

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Client Reporting System
CLI660A Compliance Indicator I - Program Areas

Run On: 10/3/2014 11:25:35 AM

Fiscal Year: 2014
District: Northcentral Technical College

Service																	
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)	735	7	0.95 %	22	2.99 %	11	1.50 %	24	3.27 %	614	83.54 %	1	0.14 %	12	1.63 %	44	5.99 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.59 %		0.29 %		1.09 %		1.35 %		-3.21 %		0.09 %		0.99 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	98	0	0.00 %	2	2.04 %	0	0.00 %	4	4.08 %	82	83.67 %	0	0.00 %	0	0.00 %	10	10.20 %
Total Enrollment (1)	735	7	0.95 %	22	2.99 %	11	1.50 %	24	3.27 %	614	83.54 %	1	0.14 %	12	1.63 %	44	5.99 %
% Difference (5)			-0.95 %		-0.95 %		-1.50 %		0.82 %		0.14 %		-0.14 %		-1.63 %		4.22 %

** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** BLACK 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

Fiscal Year: 2014
District: Northcentral 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)	495	3	0.61 %	16	3.23 %	5	1.01 %	9	1.82 %	393	79.39 %	0	0.00 %	4	0.81 %	65	13.13 %
District POP (2)	146,320	11,040	7.55 %	3,959	2.71 %	592	0.40 %	2,801	1.91 %	126,924	86.74 %	69	0.05 %	935	0.64 %		
% Difference (3)			-6.94 %		0.53 %		0.61 %		-0.10 %		-7.35 %		-0.05 %		0.17 %		

** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

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)	60	0	0.00 %	0	0.00 %	0	0.00 %	1	1.67 %	57	95.00 %	0	0.00 %	0	0.00 %	2	3.33 %
Total Enrollment (1)	495	3	0.61 %	16	3.23 %	5	1.01 %	9	1.82 %	393	79.39 %	0	0.00 %	4	0.81 %	65	13.13 %
% Difference (5)			-0.61 %		-3.23 %		-1.01 %		-0.15 %		15.61 %		0.00 %		-0.81 %		-9.80 %

** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** 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

Fiscal Year: 2014
District: Northcentral Technical College

ALL PROGRAMS							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	8,327	4,800	57.64 %	411	4.94 %	798	9.58%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			11.54 %		-3.25 %		-3.67%

** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,477	976	66.08 %	59	3.99 %	126	8.53%
Total Enrollment (1)	8,327	4,800	57.64 %	411	4.94 %	798	9.58%
% Difference (5)			8.44 %		-0.94 %		-1.05%

** DISABLED GRAD 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%)

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Agriculture							
ENROLLEE COMPARISION							
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	191	116	60.73 %	7	3.66 %	8	4.19%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			14.63 %		-4.53 %		-9.07%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							

GRADUATE COMPARISION							
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	26	12	46.15 %	1	3.85 %	0	0.00%
Total Enrollment (1)	191	116	60.73 %	7	3.66 %	8	4.19%
% Difference (5)			-14.58 %		0.18 %		-4.19%
** FEMALE GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

Business								
ENROLLEE COMPARISION								
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**		
		Count	Percent	Count	Percent	Count	Percent	
Total Enrollment (1)	1,910	1,064	55.71 %	107	5.60 %	221	11.57%	
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%	
% Difference (3)			9.61 %		-2.59 %		-1.69%	
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **								

GRADUATE COMPARISION								
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**		
		Count	Percent	Count	Percent	Count	Percent	
Total Graduates (4)	222	151	68.02 %	11	4.95 %	26	11.71%	
Total Enrollment (1)	1,910	1,064	55.71 %	107	5.60 %	221	11.57%	
% Difference (5)			12.31 %		-0.65 %		0.14%	
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **								
** MINORITY GRAD 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%)

Client Reporting System

CLI660B Compliance Indicator I - Program Areas

Run On: 10/3/2014 11:26:31 AM

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Fiscal Year: 2014
District: Northcentral Technical College

Family & Consumer Ed							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	346	330	95.38 %	37	10.69 %	54	15.61%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			49.28 %		2.50 %		2.35%
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	18	17	94.44 %	3	16.67 %	2	11.11%
Total Enrollment (1)	346	330	95.38 %	37	10.69 %	54	15.61%
% Difference (5)			-0.93 %		5.97 %		-4.50%
** FEMALE GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

General Ed							
ENROLLEE COMPARISION							
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	977	594	60.80 %	23	2.35 %	73	7.47%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			14.70 %		-5.84 %		-5.78%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							

GRADUATE COMPARISION							
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	7	3	42.86 %	0	0.00 %	2	28.57%
Total Enrollment (1)	977	594	60.80 %	23	2.35 %	73	7.47%
% Difference (5)			-17.94 %		-2.35 %		21.10%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD 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%)

WISCONSIN
TECHNICAL COLLEGE
SYSTEM

Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Fiscal Year: 2014
District: Northcentral Technical College

Graphics							
ENROLLEE COMPARISION							
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	180	88	48.89 %	24	13.33 %	41	22.78%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			2.79 %		5.14 %		9.52%
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	**Total Population**	**Female**		**Disabled**		**Minority**	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	12	8	66.67 %	4	33.33 %	3	25.00%
Total Enrollment (1)	180	88	48.89 %	24	13.33 %	41	22.78%
% Difference (5)			17.78 %		20.00 %		2.22%
** MINORITY GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

Health							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,116	1,762	83.27 %	76	3.59 %	191	9.03%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			37.17 %		-4.60 %		-4.23%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							

GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	835	691	82.75 %	19	2.28 %	70	8.38%
Total Enrollment (1)	2,116	1,762	83.27 %	76	3.59 %	191	9.03%
% Difference (5)			-0.52 %		-1.32 %		-0.64%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

Industrial								
ENROLLEE COMPARISION								
Factors For Consideration	Total Population	Female		Disabled		Minority		
		Count	Percent	Count	Percent	Count	Percent	
Total Enrollment (1)	833	32	3.84 %	43	5.16 %	66	7.92%	
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%	
% Difference (3)			-42.26 %		-3.03 %		-5.33%	

** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISION								
Factors For Consideration	Total Population	Female		Disabled		Minority		
		Count	Percent	Count	Percent	Count	Percent	
Total Graduates (4)	173	6	3.47 %	13	7.51 %	14	8.09%	
Total Enrollment (1)	833	32	3.84 %	43	5.16 %	66	7.92%	
% Difference (5)			-0.37 %		2.35 %		0.17%	

** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **

** MINORITY GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

Marketing							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	544	250	45.96 %	10	1.84 %	30	5.51%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			-0.14 %		-6.35 %		-7.74%

** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	26	17	65.38 %	1	3.85 %	2	7.69%
Total Enrollment (1)	544	250	45.96 %	10	1.84 %	30	5.51%
% Difference (5)			19.43 %		2.01 %		2.18%

** MINORITY GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

Service								
ENROLLEE COMPARISION								
Factors For Consideration	Total Population	Female		Disabled		Minority		
		Count	Percent	Count	Percent	Count	Percent	
Total Enrollment (1)	735	506	68.84 %	62	8.44 %	77	10.48%	
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%	
% Difference (3)			22.74 %		0.25 %		-2.78%	

GRADUATE COMPARISION								
Factors For Consideration	Total Population	Female		Disabled		Minority		
		Count	Percent	Count	Percent	Count	Percent	
Total Graduates (4)	98	66	67.35 %	5	5.10 %	6	6.12%	
Total Enrollment (1)	735	506	68.84 %	62	8.44 %	77	10.48%	
% Difference (5)			-1.50 %		-3.33 %		-4.35%	

** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **

** DISABLED GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

Technical And Tv							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	495	58	11.72 %	22	4.44 %	37	7.47%
District POP (2)	146,320	67,453	46.10 %	11,984	8.19 %	19,396	13.26%
% Difference (3)			-34.38 %		-3.75 %		-5.78%

** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	60	5	8.33 %	2	3.33 %	1	1.67%
Total Enrollment (1)	495	58	11.72 %	22	4.44 %	37	7.47%
% Difference (5)			-3.38 %		-1.11 %		-5.81%

** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **

** DISABLED GRAD 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%)

Fiscal Year: 2014
District: Northcentral Technical College

ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	8,327	4,800	57.64 %	3,463	41.59 %	64	0.77 %
District POP (2)	146,320	67,453	46.10 %	78,866	53.90 %	1	0.00 %
% Difference (3)			11.54 %		-12.31 %		
Quotient (4)			1.25		0.77		
Difference = 990.79							
Standard Deviation = 90.62							

GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (5)	1,371	901	65.72 %	467	34.06 %	3	0.22 %
Total Enrollment (1)	8,327	4,800	57.64 %	3,463	41.59 %	64	0.77 %
% Difference (6)			8.07 %		-7.52 %		
Quotient (7)			1.14		0.82		
Difference = 106.32							
Standard Deviation = 36.50							

(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: 2014
District: Northcentral Technical College

ENROLLEE COMPARISION			
Factors For Consideration	**Total Population**	**LEP**	
		Count	Percent
Total Enrollment (1)	8,327	88	1.06 %
Adult POP (2)	146,320	3,385	2.31 %
% Difference (3)			-1.26 %
Quotient (4)			0.46
Difference = 104.64			
Standard Deviation = 27.44			
*** ENROLLMENT LEP POPULATION MAY BE OUT OF COMPLIANCE ***			
GRADUATE COMPARISION			
Factors For Consideration	**Total Population**	**LEP**	
		Count	Percent
Total Graduates (5)	1,371	13	0.95 %
Total Enrollment (1)	8,327	88	1.06 %
% Difference (6)			-0.11 %
Quotient (7)			0.90
Difference = 1.49			
Standard Deviation = 7.57			
*** GRADUATE LEP POPULATION MAY BE OUT OF COMPLIANCE ***			

(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