



Equal Opportunity/ Affirmative Action

Annual Report

2008-2009

Equal Opportunity / Affirmative Action Goals

2005-2010

1. Balance individual occupational program enrollment percentages for students by race, gender and special population availability.
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/or other special population students and take steps to assure non-discrimination 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 utilization/availability percentages for racial, gender and disabled categories.
 - * 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 each and every person by appreciating the uniqueness that they bring to the college district.
 - * Implement faculty and staff in-service programs, professional development activities, mentoring and student orientation programs to promote multi-cultural, gender and special population awareness and sensitivity.
 - * Integrate the history, culture, accomplishments and contributions of minorities, women and special populations into curricula at each WTCS district.
 - * Insure that cultural competency is practiced at every campus.

Section I: Policy Statement Updates or Revisions

2005-2006 Results:

Revisions were made to existing Northcentral Technical College policies during the 2005-2006 fiscal year to reflect new contact information for the Affirmative Action Officer and Designated Contact Persons at Regional Campuses. Copies are located in Appendix A.

2006-2007 Results:

No new policies were adopted or revisions/updates made to existing Northcentral Technical College policies during the 2006-2007 fiscal year.

2007-2008 Results:

Revisions were made to existing Northcentral Technical College policies during the 2007-2008 fiscal year to reflect new contact information for the Designated Contact Persons at Regional Campuses.

2008-2010 Results:

No new policies were adopted or revisions/updates made to existing Northcentral Technical College policies during the 2008-2009 fiscal year.

Section II: Affirmative Action / Equal Opportunity Action Dissemination Activities

2005 - 2006 Results:

The "Affirmative Action Five Year Compliance Plan 2005-2010 and other AA/EEO information was disseminated in the same manner as reported in the College's "Affirmative Action Five Year Compliance Plan 2005-2010."

2006-2007 Results:

The "Affirmative Action Five Year Compliance Plan 2005-2010 and other AA/EEO information was disseminated in the same manner as reported in the College's "Affirmative Action Five Year Compliance Plan 2005-2010."

2007-2008 Results:

The "Affirmative Action Five Year Compliance Plan 2005-2010 and other AA/EEO information was disseminated in the same manner as reported in the College's "Affirmative Action Five Year Compliance Plan 2005-2010."

2008-2009 Results:

The "Affirmative Action Five Year Compliance Plan 2005-2010 and other AA/EEO information was disseminated in the same manner as reported in the College's "Affirmative Action Five Year Compliance Plan 2005-2010."

2009-2010 Results:

The "Affirmative Action Five Year Compliance Plan 2005-2010 and other AA/EEO information was disseminated in the same manner as reported in the College's "Affirmative Action Five Year Compliance Plan 2005-2010."

Section III: Employment Program Initiative Progress Report

A copy of the 2008-2009 Employment Results and Workforce Goals Analysis are attached in Appendix A.

Northcentral Technical College developed three employment program initiatives in its five-year plan. The following pages summarize fiscal year results.

Program 1: Increase Minority Faculty

Program Initiative A: Investigate the extension of recruitment and hiring areas for faculty category of employment and possibly develop joint statewide minority recruitment activities with other Technical Colleges and area Universities.

Activity/ Steps	Persons responsible for Implementation	Timetable
Evaluate current recruitment efforts for faculty positions; Investigate possible expansion or revisions; investigate possible cooperative efforts with area post secondary schools such as technical colleges, universities or two year university campuses.	Team Leader, Human Resources, Human Resource Staff, Equal Opportunity Officer	2006
Implement combined recruitment campaigns targeted at minority faculty.	Equal Opportunity Officer, Assistant Director of Human Resources, Human Resources Staff, Consortia Participants	2006-07
Implement a pre-screening of applicants to assure certification eligibility; establish an eligible for interview list of qualified candidates to be shared with consortia participants.	Equal Opportunity Officer, Assistant Director of Human Resources, Consortia Participants	2007-08

Program Initiative B: Expand within-district outreach and recruitment contacts with community based organizations, tribal affiliates and minority organizations.

Activity/ Steps	Persons Responsible for Implementation	Timetable
Develop a comprehensive listing of various community based organizations, minority clubs and organizations, and tribal organizations within the district.	Equal Opportunity Officer; Minority Recruitment Specialist, Human Resources Staff, Diversity Committee	2005-06
Design outreach materials and prepare a presentation on NTC faculty employment targeted at minorities in all employment categories	Equal Opportunity Officer, Minority Recruitment Specialist, Diversity Committee, Director of Marketing & Public Relations	2007-08
Contact all organizations and/or make presentations to elicit assistance in minority faculty recruitment for the college	Equal Opportunity Officer, Minority Recruitment Specialist	2008-09

Program Initiative C: Contact current minority adjunct faculty to investigate expansion of employment to over 50% time or appointment to full time vacancies as program needs warrant.

Activity/Steps	Persons Responsible for Implementation	Timetable
Identify minority adjunct faculty who may be interested in expansion of employment to over 50% time as program needs warrant.	Deans, Equal Opportunity Officer	2005-06
Develop list of pre-qualified minority faculty candidates for employment expansion or appointment to full time vacancies from current part time employees	Certification Officer; Equal Opportunity Officer; Human Resources	2006-2009

Program Initiative D: Develop and implement a faculty candidate mentoring program to assist candidates during interview and post interview situations.

Activity/Steps	Persons Responsible for Implementation	Timetable
Design a Host Program to host and assist faculty candidates while on campus for recruitment or interview situations.	Equal Opportunity Officer, Diversity Committee, V.P. for Learning, Deans,	2008-09
Establish budgetary support for payment of interview expenses for candidates	Equal Opportunity Officer; V.P. Operations; Vice President of Human Resources	2008-09

Program 1: Methods of Evaluation:

The number of minority faculty will be evaluated annually by the Equal Opportunity Officer. Increased minority faculty will be a general indicator of success. Each initiative involved in a specific recruitment will be reviewed during the post review of the recruitment conducted by the Equal Opportunity Officer, Deans and Human Resource Staff.

Annual Progress: (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

Initiative A: NTC continues to work with the WTCS Recruitment Committee investigating possible cooperative efforts with other Technical Colleges. We jointly participate with the WTCS in Job Fairs across the state. This will be an ongoing initiative as our applicant pools grow smaller.

Initiative B: A survey was sent to approximately 200 community based organizations, minority clubs and organizations and tribal organizations within the District to help the District expand our recruitment contacts. This survey allowed us to gather new contact information and update current information utilized. This information is utilized as we send out job postings.

The L2K5 Group developed a Diversity Resource Guide (available to staff and students) which includes information on resources relating to diversity services and community based advocacy

organizations available through NTC, our regional campuses, and the surrounding area. This information is utilized as we send out job postings.

Initiative C: Only 9 out of 430 adjuncts and 1 out of 9 part-time faculty are currently of a minority status. The Certification Officer has identified the areas these individuals are certified in. Upon posting part or full-time Faculty vacancies with the College, each minority adjunct/part-time faculty member will receive a special invitation to apply for the vacancy. Each year this list will be reviewed, updated and incorporated into our recruitment activities.

Initiative D: NA

2006-2007 Results:

Initiative A: NTC continues to work with the WTCS Recruitment Committee investigating possible cooperative efforts with other Technical Colleges. We jointly participate with the WTCS in Job Fairs across the state. This will be an ongoing initiative as our applicant pools grow smaller.

During 2006-2007 NTC did not combine recruitment campaigns targeted at minority faculty with other Colleges and area University as our needs are very different. NTC will continue to work with the WTCS Recruitment Committee in participating in Job Fairs across the state and will continue to monitor opportunities for joint recruitment campaigns.

Initiative B: A survey was sent to approximately 200 community based organizations, minority clubs and organizations and tribal organizations within the District and outside of the District to help the District expand our recruitment contacts. This survey allowed us to gather new contact information and update current information utilized. This information is utilized as we send out job postings. This survey is sent out yearly to allow us to update our records.

Initiative C: Only 10 out of 428 adjuncts and 1 out of 7 part-time faculty are currently of a minority status. The Certification Officer has identified the areas these individuals are certified in. Upon posting part or full-time Faculty vacancies with the College, each minority adjunct/part-time faculty member will receive a special invitation to apply for the vacancy. Each year this list will be reviewed, updated and incorporated into our recruitment activities.

Initiative D: Due to the restructuring of the College in January 2007, Initiative D's timetable was moved to 2008-2009.

2007-2008 Results:

Initiative A: NTC's Human Resources staff continues to attend and participate in the WTCS Employee Recruitment consortium meetings. Technical Colleges have been sharing diversity recruitment strategies. We have also partnered with other Technical Colleges to participate in minority recruitment (job) fairs in the Midwest.

NTC currently employs 8 minority faculty members. This number has increased by 50% since 2006-2007.

Initiative B: With the assistance of other technical colleges, we have developed a comprehensive list of various community based organizations, minority clubs and organizations

and tribal organizations within the District. In upcoming years, we will develop outreach materials and make direct, person-to-person contact with these organizations.

Initiative C: Only 15 out of 492 adjuncts and 1 out of 4 part-time faculty are currently of a minority status. The Certification Officer has identified the areas these individuals are certified in. Upon posting part or full-time Faculty vacancies with the College, each minority adjunct/part-time faculty member will receive a special invitation to apply for the vacancy. Each year this list will be reviewed, updated and incorporated into our recruitment activities.

Initiative D: Due to the restructuring of the College in January 2007, Initiative D's timetable was moved to 2008-2009.

2008-2009 Results:

Initiative A: NTC's Human Resources staff continues to attend and participate in the WTCS Employee Recruitment consortium meetings. Technical Colleges have been sharing diversity recruitment strategies. Most recently we have received new interviewing strategies for addressing commitment to diversity along with discussing purchasing of a joint recruitment ad targeted at minority publications.

NTC currently employs 8 minority faculty members. The College continues to place an emphasis on hiring minority faculty.

Initiative B: With the assistance of other technical colleges, we have developed a comprehensive list of various community based organizations, minority clubs and organizations and tribal organizations within the District. We have made contact with the Wausau Area Hmong Association and asked for their support in recruitment of Nursing Instructors. As a result of this contact, the College began placing our recruitment advertisements on the Hmong Radio station. The College will continue to develop outreach materials and make direct, person-to-person contact with these organizations.

Initiative C: Only 18 out of 547 adjuncts and 1 out of 3 part-time faculty are currently of a minority status. The Certification Officer has identified the areas these individuals are certified in. Upon posting part or full-time Faculty vacancies with the College, each minority adjunct / part-time faculty member will receive a special invitation to apply for the vacancy. Each year this list will be reviewed, updated and incorporated into our recruitment activities. As a result of this initiative, we have hired one minority, faculty other professional from our adjunct faculty group.

Initiative D: The College has not made any progress toward this initiative as faculty hiring has dropped compared to past years. We hope to revisit this initiative as our minority numbers within the faculty ranks increase.

Program 2: Increase Disabled Staff employment

Program Initiative A: Expand within-district outreach and recruitment contacts with disabled advocate organizations.

Activity/ Steps	Persons Responsible for Implementation	Timetable
Develop a comprehensive listing of various community based advocacy organizations within the district.	Equal Opportunity Officer; Center for Students with Disabilities Staff, Human Resources Staff, Diversity Committee	2006-07
Design outreach materials and prepare a presentation on NTC employment targeted at disabled in all employment categories	Equal Opportunity Officer, Center for Students with Disabilities Staff, Diversity Committee, Director of Marketing & Public Relations	2007-08
Contact all organizations and/or make presentations to elicit assistance in recruitment of disabled staff	Equal Opportunity Officer, Center for Students with Disabilities Staff, Diversity Committee Member	2008-09

Program Initiative B: Develop and implement a candidate host program to assist candidates during interview and post interview situations.

Activity/Steps	Persons Responsible for Implementation	Timetable
Design a Host Program to host and assist candidates while on campus for recruitment or interview situations.	Equal Opportunity Officer, V.P. for Learning, Deans	2007-08
Establish specific budgetary support for special advertising to promote NTC as an employer of choice for disabled	Equal Opportunity Officer; V.P. of Human Resources	2008-09

Program 2: Methods of Evaluation:

The number of disabled in the total NTC workforce will be evaluated annually by the Equal Opportunity Officer. Increased disabled staff will be a general indicator of success. Each initiative involved in a specific recruitment will be reviewed during the post review of the recruitment conducted by the Equal Opportunity Officer, Deans and Human Resource Staff.

Annual Progress: (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

The L2K5 (Leadership) Group developed a Diversity Resource Guide (available to staff and students) which includes information on resources relating to diversity services and community based advocacy organizations available through NTC, our regional campuses, and the surrounding area. This information is available to our staff and students. The Diversity Resource Guide also provides additional contact information for Human Resources to use as we send out job postings.

2006-2007 Results:

A survey was sent to approximately 200 community based organizations, minority clubs, disabled advocate organizations and tribal organizations within the District and outside of the District to help the District expand our recruitment contacts. This survey allowed us to gather

new contact information and update current information utilized. This information is utilized as we send out job postings. This survey is sent out yearly to allow us to update our records.

2007-2008 Results:

Initiative A: With the assistance of other technical colleges, we have developed a comprehensive list of various community based organizations, minority clubs and organizations and tribal organizations within the District. In upcoming years, we will develop outreach materials and make direct, person-to-person contact with these organizations.

Initiative B: After careful review of this initiative, we have determined that it would be inappropriate to develop a host program to assist only disabled applicants. The College feels that it would be better for this initiative to be all inclusive for all applicants. Therefore, at this time we will be placing this initiative on hold.

2008-2009 Results:

Initiative A: With the assistance of other technical colleges, we have developed a comprehensive list of various community based organizations, minority clubs and organizations and tribal organizations within the District. In upcoming years, we will develop outreach materials and make direct, person-to-person contact with these organizations once we have made progress in this initiative.

Program 3: Develop and implement faculty and staff in service and orientation programs to promote Special Population (Disabled) employment awareness and sensitivity.

Activity/Steps	Persons responsible for Implementation	Timetable
Review of current programs, training, and curriculum on Special Population employment for faculty and staff	Equal Opportunity Officer, Diversity Committee, Director Support Services, Professional Development Committee, Minority Specialist	2008-09
Development of new curriculum as necessary	Equal Opportunity Officer, Director Support Services, Minority Student Coordinator/Advisor	2008-2009
Conduct Orientation of all staff	Equal Opportunity Officer, Director Support Services, Minority Specialist, Professional Development Committee	2009-2010

Program 3: Methods of Evaluation:

The improvement in attitudes and support for Special Population (Disabled) employment in the organization will be measured by conduct of a survey at the initial training session on diversity and a follow up survey when review training is conducted. In addition, the Diversity Committee will be consulted on a regular basis to assess their feelings on the issue of diversity awareness, support and sensitivity to Special Populations.

Annual Progress: (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results: N/A

2006-2007 Results: During the month of October, our Center for Students with Disabilities sent out an email a day on different topics to make our staff aware of Disabilities Awareness Month. Topics included: Frequently asked questions, when you meet a working guide dog team, when you meet a person who is blind, student's rights as a college student, disability awareness quiz, what are support services, assistive listening devices, attention disorders and visual impairments etc.

Presentation and practice at Leadership Institute May 2007 of appropriate ways to assist staff and students with a disability.

2007-2008 Results:

NTC held an open house showcasing our Chairs and Cares Model Assessible Home on October 27, 2007. Chairs and Cares is a model accessible home displaying technology, building processes and equipment that can help people with disabilities lead independent lives. Chairs and Cares offers solutions for people with challenges in mobility, vision and hearing.

2008-2009 Results:

The in-service in February 2009 provided a diverse select of learning opportunities. A total of 275 employees registered to attend the required session "Not Until You Know My Story." "Not Until You Know My Story" is a play which includes the stories of fourteen diverse characters. These characters share their stories with the audience, and then a workshop ensues where participants discuss diversity issues triggered by the play as they relate to the workplace.

Additional sessions offered during this in-service were:

- Working with People with Disabilities - This session focused on learning how NTC provides accommodations to assist learners.
- Dealing with Diverse Customers – This was a session about demographics, race, ethnicity and diversity. The ultimate goal of this session was to become a better advocate and service provider to the diverse peoples of our community.

Section IV: Student Progress Report

Enrollment—General

Northcentral Technical College has conducted an analysis and is establishing the following goals/ initiatives for educational and service program areas, which are under-utilized for minorities, females or disabled students. The analysis was conducted using data from the client accounting system and the series of equal opportunity reports provided by the State Office of the Wisconsin Technical College System.

Results:

Report VE 215660, Compliance Indicator I (Students by Program) shows one overall area of probable concern when looking at “all programs”:

In Compliance Indicator I –All Programs data shows relatively positive minority student statistics for many minority categories --service percentages compared to availability percentages— statistics for the American Indian student population are lagging. “All Program” data shows an availability of 2.37% in the eligible student population while American Indian students in programs (or taking a majority of their courses in a program area) is reported at 1.00%--a difference of -1.37%. Thus, the data indicates this looks like an area of concern, which should be addressed.

When the Five Year Affirmative Action Plan was created a deficiency existed within our Disabled Student Population. As we review the data for the 2008-2009 year, NTC can report that disabled students in college programs (or taking a majority of their courses in a program area) total 291 or 4.57% of all students reported in a program area. This figure exceeds the disabled student population at a rate of 3.77% within the district. We believe we show this gain of +.48% for disabled students in college programs)or taking majority of their courses in a program area for the 2006-2007 year due to new procedures put into place with the Center for Students with Disabilities during the 2005-2006 plan year. Therefore, the College has no specific goal in this category. We will continue to monitor disabled students.

Item 1: Disabled

An on site compliance review conducted by the Wisconsin Technical College System Office in 2000 found and commended the college’s commitment to providing accessibility in facilities. In addition, special services staff were also commended for their commitment and service provision to disabled students. That review noted that the college was the system leader for assistive technology and service to sensory impaired students. The review also expressed the concern that “the college may have been “under-reporting the number of disabled students....served in occupational programs and services.”¹ This concern was apparently addressed by the College. However, it needs to be reviewed again as part of the 5-year plan initiative to assure that the reporting is generating the correct counts. If the counts are correct, other program initiatives may need to be undertaken to recruit and serve disabled students eligible for enrollment in programs provided by the college.

Program Initiatives

¹ See Chin, Edward, State Director, Wisconsin Technical College System Board; Letter of April 25, 2000 to Dr. Robert Ernst, President, Northcentral Technical College District, page 4.

Part A: Review and develop, as necessary, a proactive approach to the collection and reporting of accurate data on student disability status and services provided, especially for “program” students.

Part B: Review, revise and/or develop informational programs for instructors, counselors and assessment personnel on referrals of disabled students to special services; devise a recruitment program targeted at disabled students; review the need for involvement of special services staff in other program areas such as Learning Center.

Activity/ Steps	Persons Responsible for Implementation	Timetable
Review the collection and reporting of data on student disability status and services provided, especially for program students. Work with the state office disability specialist to resolve concerns related to under reporting of disabled students and services.	Team Leader, Student Success; Dean; Director Support Services	2005-2006
Develop disabled student informational programs for instructors, counselors and assessment personnel. Conduct appropriate briefings and follow up to insure appropriate referrals.	Dean of Community Services; Director Support Services	2006
Devise a college wide recruitment program targeted at disabled students.	Dean of Community Services; Director Support Services	2006-2007
Continue programs above and assess numbers of disabled students compared to availability. If numbers have increased to availability, continue to monitor. If numbers have not increased to availability, revise and implement new programs related to reporting, referrals and recruitment.	Dean of Community Services	2007-2008
Same as above.	Dean of Community Services	2008-2009

Method of Evaluation

Review progress of numbers of disabled students receiving services each year. If numbers have increased, conduct analysis as to where and how achieved. Revise long-range plan (above) accordingly.

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

Processes within the Center for Students with Disabilities have been implemented specific to the completion of Client Reporting before any student receives services. In addition, a system has been developed to track accommodations provided and the total number served on a quarterly basis. Based on implementing this, we believe this is why we show a gain of +1.11% in the enrollment of disabled students.

New informational materials and training have been developed and are presently being shared with the appropriate contacts. All forms specific to disability and accommodations provided are kept on file in the Center for Students with Disabilities Director’s office. The new informational materials developed are:

- Basic Tips for Faculty
- A Guide to Support Services & Assistive Technology
- Admissions Follow Up Letter
- Request for Test Accommodations
- Special Needs Accommodations Form
- New Faculty Orientation
- Syllabi

2006-2007 Results:

The number of disabled students 3.93% has exceeded the number of disabled student population at rate of 3.77% within the district. Therefore, the College has completed this initiative. We will continue to monitor disabled students.

We believe our results are due to the initiatives put into place during the 2005-2006 Affirmative Action Plan along with additional activities reported below.

Part A: Any student with a qualified disability can register and request accommodations from NTC's Center for Students with Disabilities (CSD). Accommodations will be determined according to the disability and need. Students must register with the Center and provide acceptable documentation before receiving any services. Disability documentation is kept on file within the Center only.

Students are informed of the Center through various means, student handbook, follow up letter when applying for a program, course syllabus, and referrals.

All accommodations provided are tracked with CSD support staff report out quarterly on types of accommodations provided, total number of students and as well as total number of service hours provided. Program students are tracked through a data base query.

Part B: The Center continues to provide disability and service information during new faculty orientation. All Faculty are provided with informational sheets on how to refer students to the Center. The CSD Counselor and Transition Specialist meet biweekly with Admission Specialists and Counseling staff. They are also members of NTC's Retention team. These face to face meetings have enhanced NTC Faculty and staff in understanding services CSD can provide students with special needs. Referrals from Student Services as well as Faculty continue to increase. Recruitment efforts targeting high school students with special needs are in full swing. The Transition Specialist makes contact with every high school and alternative high school in the district. Informational packets are sent regarding transition services, assistive technology demonstrations and training, types of accommodations provided and campus visit dates. CSD piloted group admissions testing for special needs Juniors and Seniors during the 2005-2006 school year. The pilot was well received serving 5 high schools in the district. The Center has provided group testing and on site follow-up to 9 high schools. CSD staff meets with faculty and staff from the Learning Center upon request. Meetings are to discuss student progress, how to support learning with a disability and provided resources on an as needed basis.

2007-2008 Results:

The number of disabled students 4.25% has exceeded the number of disabled student population at rate of 3.77% within the district. Therefore, the College has completed this initiative. We will continue to monitor disabled students.

2008-2009 Results:

The College continues to meet our goal of serving disabled students. The number of disabled students 4.57% served has exceeded the number of disabled student population at a rate of 3.77% within the District.

Item 2: Native American minority recruitment and retention

Statistics for the American Indian student population are below expectations based upon district availability figures from the 2000 census data. The report for “All Program” data shows an availability of 2.37% in the eligible student population while American Indian students actually in programs (or taking a majority of their courses in a program area) is reported at 1.00%--a difference of -1.34%.

Program Initiative

The College should review and perhaps increase its efforts to recruit and retain Native American students. It should also investigate and consider the provision of vocational and technical educational programs and services through, perhaps, distance education techniques or cooperative arrangements with educational institutions in locations near population centers for this specific minority group.

Activity/ Steps	Persons Responsible for Implementation	Timetable
An ad hoc Subcommittee on Native American recruitment and retention will be formed and charged with reviewing current and recent past efforts to recruit and retain Native American students; and it will also be charged with developing recommendations to resolve the less than expected student population statistics for Native American students.	Team Leader, Student Success; Admissions Lead; Minority Admissions Specialist; NTO Specialist, Regional Director - Antigo	2005-2006
Report and recommendations of Subcommittee due to the Executive Leadership Team.	Team Leader, Student Success; Admissions Lead; Minority Admissions Specialist; NTO Specialist	2005-2006
Implement appropriate recommendations of Task Force	Vice President Student Services; Director of Marketing & PR; Minority Student Coordinator/Advisor	2006-2007
Implement appropriate recommendations of Task Force	Vice President Student Services; Director of Admissions; Minority Student Coordinator/Advisor	2007-2008
Monitor and adjust efforts to recruit and maintain a stable and representative population of Native	Dean of Counseling & Advising; Dean of Student	2006 through

American Students	Success; Minority Student Coordinator/Advisor	2009
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Method of Evaluation

The Equal Opportunity Officer together with the Vice President Student Services will annually evaluate efforts to recruit and retain Native American students. In addition, careful attention will be paid to monitoring and documenting changes in data for the college as it relates to this special target population group. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

A Native American Indian Recruitment & Retention Committee was formed. This Committee consisted of staff, a Native American student, and representatives from tribal organizations within the District. Six objectives have been identified to be implemented within the five year plan and they are:

1. NTC will develop a marketing strategy, which will promote NTC's program services to the Native American Indian Communities that are served in the NTC District.
2. NTC's Executive Team will make site visits to reservations to establish personal connections with tribal leaders to discuss needs and services in the tribal communities.
3. Provide additional training opportunities that are not currently in existence on reservations such as Certified Nursing Assistant, Emergency Medical Technician, Medical Assistant, and 1+1 programs to schools with Native American populations and/or on the reservation (Keshena and Stockbridge).
4. NTC will develop strategies for recruiting Native American Indian applicants for Faculty & staff positions, particularly counselors/admissions staff.
5. NTC will implement changes and additions to programming and NTC's culture to be more inclusive of Native American Indian students.
6. NTC will develop training opportunities for students, staff, and community.

2006-2007 Results:

- Discussions have taken place with NTC's President and the President of the College of Menominee Nation on several occasions to begin dialogue about NTC programs, services, and opportunities for collaboration.
- A Community Forum was conducted at the Stock-Bridge Munsee Reservation to discuss and share NTC programs and services with the tribal leaders and to explore collaboration efforts.
- An EMT-Basic class was offered during the fall of 2006 on the Menominee reservation. Approximately 24 students from the Stock-Bridge Munsee and Menominee reservations took advantage of this opportunity.
- NTC Hosted "Fast Horse" on campus in the fall of 2006 over 50 students and staff attended this event.
- The Minority Student Coordinator/Advisor conducts high school visits to the Menominee Indian High School and drops off marketing materials to the Stock-Bridge Munsee reservation. Along with participating in an annual "College Fair" held in the College of Menominee Nation to talk with local Native American Indian Students

- NTC offers Certified Nursing Assistant training at least three times per year to the Menominee Reservation.
- NTC is partnering with the College of Menominee Nation in Keshena to offer programs in welding and machine tool.

2007-2008 Results:

- Many Task force recommendations implemented (to the extent allowed by budget constraints)
- Minority Student Coordinator/Advisor serves on advisory board for Menominee Indian High School
- Responsibility for recruiting Native Americans has been incorporated into Career Coach responsibilities in order to provide more comprehensive Career Services to Menominee Indian High School
- NTC Minority Student Club sponsored a Pow-Wow
- Minority Student Coordinator/Advisor has been re-assigned to report directly to the Dean of Enrollment Management. This provides a closer connection to all enrollment services for minority students

2008-2009 Results:

- NTC continues to expand minority recruitment efforts by having the minority representative and the College Career Coaches going to schools that have a large number of minority high school students such as: Wausau East High School, Wausau West High School, D.C. Everest, Bowler High School, Wittenberg Ho-Chunk Youth & Learning Center and Keshena High School on the Menominee Reservation to conduct classroom presentations, high school visits, and participate in educational fairs.
- The Minority Student Coordinator/Advisor also visits local non-profits to speak with their clientele about NTC's programs and services.

Part A
Enrollment—Programs

Analysis of Students by Programs contained in Compliance Indicator I—Programs (Report VE 215660) reveals the need for action in four reported program areas: Health, Marketing, Industrial, and Technical and Television. Analysis was conducted using a one percent confidence interval in availability/participation as suggested by the state office. The following findings resulted:

Health: Derived statistics show a participation rate of 15.36% for males as opposed to an availability rate of 49.50% in the district population. As health services is a traditionally female dominated occupation, efforts will be made to enlighten and recruit males into this occupational area. The health program is large with 2,207 students. As a result, a significant number of males will need to be recruited over some period of time to effectuate compliance at the minimal level of 25%. In addition, planning will be needed to assure that waiting lists will not deter male students from declaring this program area.

Activity/Steps	Persons responsible for Implementation	Timetable
Develop new long term recruitment activities targeted at males	V.P. for Learning; Dean; Student Services; Admissions Lead, NTO Specialist, Instructors	2005-2006
Implement Recruitment Activities	Student Services; Dean and Instructors	2006-2007
Conduct Analysis of Enrollment in program	Institutional Research; Equal Opportunity Officer; V.P. for Learning	2007-2008 and Continuing
Continue, modify or discontinue targeted efforts to insure narrow tailoring.	V.P. for Learning, Dean, and Equal Opportunity Officer	2007-2008
Conduct Analysis of waiting List and possible use of Administrative Rule TCS 10.07 (5m)	V.P. for Learning, Dean, Equal Opportunity Officer, District Counsel and State Board Office staff	2008-2009

Method of Evaluation:

The statistical reports will be reviewed annually by the Equal Opportunity Officer in consultation with the V.P. for Learning, the Director of Continuous Improvement, Dean of the Health program, and the Director of Admissions. Appropriate involvement of Student Services staff and the instructional staff participating in recruitment activities will be assured. Where programs have had a positive effect on male enrollments they will be continued or modified as necessary. Where programs have been unsuccessful, they will be replaced with other types of efforts. If enrollments have come into minimal balance, programs will be evaluated for the need to continue on an on-going basis so as to institute narrow tailoring of the targeted activities.

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

NTC no longer has a position dedicated to NTO recruitment and retention under the non-traditional grant. However, the responsibilities for recruitment were given to the Admissions Specialist and Counselors. NTO information continued to be spoken to in the Pathways to Health Careers programs. The Admissions Specialists did all follow-up with male students seeking admissions to health programs. Male students were also offered the opportunity to speak to or shadow other male students in health programs. The Health counselor also provided support for male students considering enrollment or to those who were actually enrolled in programs.

2006-2007 Results:

Career Coaches (Recruiters) were hired in the spring of 2007 to begin efforts to provide career information and recruit high school students to NTC. Recruiters will emphasize NTO with high school students they work with and use career tools and case-management to erase stereotypes surrounding gender based career choices. For 2008 and beyond we will be placing greater emphasis on NTO activities in our Perkins IV grant application.

2007-2008 Results:

At the beginning of the year the Career Coaches were assisting with NTO and information giving. In the spring of 2008 the decision was made to make NTO recruiting a permanent part of the Career Coach responsibilities. Career Coaches will be taking a proactive role in NTO recruiting. A staff member was also permanently assigned to take the lead and responsibility for all NTO activities (recruitment and retention).

2008-2009 Results:

In light of the slight increase in the number of males in the health programs the College has decided not to pursue the action step of conducting an analysis of the waiting list and utilizing Admin. Rule TCS 10.07 (5m). We will continue our recruitment and retention efforts in this area.



Marketing: Statistics show the disabled and minority populations are present in the marketing program at numbers less than those reported as available in the district populations. The goal will be to recruit disabled and minority students into the program in proportion to the numbers available in the district population.

Activity/Steps	Persons responsible for Implementation	Timetable
Develop new recruitment activities targeted at disabled and minorities	V.P. of Learning; Dean; Student Services; Instructors; Team Leader-Marketing	2005-2006
Implement Recruitment Activities	Dean of Student Success; Dean of Community Services; and Instructors	2006-2007
Conduct Analysis of Enrollment in program	Institutional Research; Equal Opportunity Officer; V.P. for Learning, Dean of Community Services and V.P. for Student Services	2007-2008 and Continuing
Continue, modify or	V.P. for Learning; V.P. for Student Services;	2007-2008

discontinue targeted efforts to insure narrow tailoring.	Dean of Community Services; and Equal Opportunity Officer	
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Method of Evaluation:

The statistical reports will be reviewed annually by the Equal Opportunity Officer in consultation with the V.P. for Learning the Dean of the Marketing program and the Director of Admissions. Appropriate involvement of Student Services staff and the instructional staff participating in recruitment activities will be assured. Where programs have had a positive effect on disabled and minority enrollments they will be continued or modified as necessary. Where programs have been unsuccessful, they will be replaced with other types of efforts. If enrollments have come into minimal balance, programs will be evaluated for the need to continue on an on-going basis so as to institute narrow tailoring of the targeted activities.

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

During FY 2005-2006, NTC re-invigorated efforts to recruit student with disabilities to enroll at NTC. A new Transition Specialist made contact with all area high schools, DVR and Job Services to let them know of NTC's Transition program that is focused on helping students with disabilities access post-secondary education. Students are assisted in making appropriate career decisions. All programs are represented equally by the Transitions Specialist, Admissions Specialists and counselors. Perhaps, because NTC is still in the process of rebuilding its Marketing Program with a new emphasis on marketing to businesses, students are still not fully aware of their potential to get a marketing degree from NTC.

The Minority Specialist also provides recruitment activities and support to minority students seeking to enter NTC. This same situation of rebuilding the marketing program's image and purpose may still be having negative impact on students' perceptions. However, efforts have been made by the Admissions Staff, who also served as high school recruiters, the school to work staff and counselors to help potential students with disabilities and minority students see the value of the Marketing to Business Program as a viable choice.

2006-2007 Results:

Overall minority enrollment has increased. The College is placing a particular emphasis on minority enrollment in postsecondary programs to provide minorities with opportunities leading to productive employment which is approximately even with the percentages of minorities in the district population. The College has created numerous certificate programs with simple application procedures and minimal or no admissions requirements to remove barriers to success. Business and Marketing Certificates are reducing the barriers to minority enrollments.

The General Studies Certificate in particular has attracted a very high percentage of minorities. When students complete 21 credits in the General Studies Certificate an NTC Specialist meets with the students and assists them in transferring to another NTC program or to other four year colleges. This certificate is a good entry point to NTC programs and also transfers to UW-MC providing a stepping stone to a four year degree.

2007-2008 Results:

Overall minority enrollment has increased. We believe as the initiatives are more fully developed in upcoming years, we will see an increase in minority and disabled students.

2008-2009 Results:

Overall minority enrollment has decreased by .42% this year, while disabled students in this area have increased by +.63%. We will continue our recruitment and retention efforts in this area. We believe as the initiatives are more fully developed in upcoming years, we will see an increase in minority and disabled students.



Trade and Industry:

Statistics show two program areas reported in Compliance Indicator I—Program Areas (Industrial and Technical & Television) which are under utilized for females. Both programs are located in the Trades and Industrial instructional area of the college. In the Industrial area, statistics show that females constitute 5.17 % of the enrollment compared to general availability in the population of 50.05%. Since the program is relatively large at 715 students, the number of females (37) is significantly below the 25 % minimal target rate suggested by the state office. The goal, therefore, is to meet the 25% goal over the period of this plan. In the Technical and Television area, females constitute a slightly higher percentage showing 10.36% of the enrollment compared to availability in the population of 50.05%. Again, the program is relatively large at 521 students. The number of females (54) is below the 25% minimal target rate. The goal, therefore, is to meet the 25% goal over the period of this plan. As goals for both areas are similar and since the breakouts are combined at the college, one plan can be developed and administered for the state data breakouts.

Activity/Steps	Persons responsible for Implementation	Timetable
Develop new long-term recruitment and retention activities targeted at females including team visits to schools to promote female participation in the trade and industry programs.	V.P. for Learning; Dean; Student Services; Instructors; Admissions Lead; NTO Specialist; Team Leader- Marketing	2005-2006
Implement Recruitment Activities	Student Services; Dean and Instructors; Director of Admissions; NTO Specialist	2006-2007
Conduct Analysis of Enrollment in program, conduct training of teachers to celebrate male/female diversity and to assure non discrimination based upon sex in class situations	Institutional Research; Equal Opportunity Officer; V.P. for Learning. Training by Equal Opportunity Officer	2007-2008 and Continuing
Continue, modify or discontinue targeted efforts to insure narrow tailoring.	V.P. for Learning, Dean, Director of Admissions; and Equal Opportunity Officer	2007-2008

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

NTO student are encouraged to be involved in open houses and as program ambassadors. The NOT Instructors have served as excellent role models of types of work women can do. This is showcase at open houses, within tours of program areas and within daily classroom activities. The school to career staff has completed a grant to do Manufacturing Apprenticeship

workshops for high school students with an emphasis on also encouraging young women to see the potential of careers in these fields. These workshops will begin in Summer/Fall of 2007.

2006-2007 Results:

Overall minority enrollment has increased. The College is placing a particular emphasis on minority enrollment in postsecondary programs to provide minorities with opportunities leading to productive employment which is approximately even with the percentages of minorities in the district population. The College has created numerous certificate programs with simple application procedures and minimal or no admissions requirements to remove barriers to success.

The Trade and Tech program has been working with tech-prep offering instruction in manufacturing (welding, mechanical design, machine tool, electronics, and electromechanical), and construction, through academies. These academies are geared toward 11th and 12th grade students that are disadvantaged and minorities. This helps get students interested in programs at NTC. Part of the academies is career counseling. Other activities we have implemented are: Recruiting staff and instructors make presentations at high schools in the district, NTC hosts experience days, more programs are offering flexible schedules for incumbent workers, the enrollment fee and testing has been removed for certificates. We have partnered with the College of Menominee Nation in Keshena to offer programs in welding and machine tool.

2007-2008 Results:

The Technology and Trades division continues to work with tech-prep to offer academies in the trades areas. The division also works closely with the career coaches at NTC to ensure that opportunities are communicated to the non-traditional populations at the high school level. The College was the recipient of a grant from the United States Department of Labor's Community Based Job Training program the focus of this grant is in advanced manufacturing. Included in this grant is money specified for a comprehensive marketing campaign aimed at changing the image of manufacturing in the Northcentral Technical College district. By showing manufacturing careers in a positive light it can be concluded that more non-traditional learners will enter into the Technology and Trades program areas.

2008-2009 Results:

The Technology and Trades division continues to work closely the Non-Traditional Occupations area of the College to build interest of the divisions program areas to the non-traditional populations in the district. Faculty and staff have put together a career exploration event in the "STEM" (Science, Technology, Engineering, and Math) areas geared at female participants in the 6-9 grade levels. The focus of the events is to provide a fun hands-on environment for learners to explore careers in the "STEM" areas. The entire event involved students and staff who participate in non-traditional occupations so learners are able to gain this perspective from people actually engaged in those non-traditional occupations. The division is also utilizing grant dollars from the United States Department of Labor Community Based Job Training grant program in partnership with local businesses to offer a day of industry tours for students and professional development for the high school instructors. The purpose of this type of event is to grow interest of all populations into the manufacturing fields.

Part B
Completion Rates

Completion rates have been used as a measure of student success. However, recent research on why students go to college raises questions on using such data for a measurement of success in technical education. A July 2004 study indicates that these “students have many different goals; that an individual student often has more than one; and that, especially if the college does its job right, the goals are likely to change over time” (Keeping America’s Promise, A Joint Project of Education Commission of the States and League for Innovation in the Community College, page 9). Often the educational goals of learners attending Northcentral Technical College are tied to achieving more education or re-training which will enable the individual to achieve a job in a certain field or qualify them for advancement within their current occupation. As a result, Northcentral Technical College is interested in focusing on “student goal achievement” as an attainment of “success.” As part of this 5-year plan, the District will investigate, develop, and analyze alternative measurements related to student declared goals as an attainment of “success” for the College’s program areas including minority student goals.

Activity/Steps	Persons responsible for Implementation	Timetable
Investigate and develop student declared goals by program area including minority student goals.	Institutional Research; Equal Opportunity Officer; V.P. for Learning, Dean, Student Services, and NTO Specialist/Admissions Lead.	2005-2006
Design and implement data collection system for student declared goals.	V.P. for Learning; Dean; Institutional Research, Senior Systems Analyst - DBA	2006-2007
Establish a consortium of different size WTCS colleges to also investigate, design, and pilot (with WTCS funding) alternative measurements using student declared goals as an attainment of “success.”	Institutional Research	2006-2007
Conduct analysis of student declared goals by program area including minority student goals to determine student goal achievement as an attainment of “success.”	Institutional Research; Equal Opportunity Officer; V.P. for Learning, Dean of Counseling & Advising	2008-2010
Evaluate and identify gaps to design and put in place intervention strategies to assure completion of student declared goals as attainment of “success.”	Institutional Research; Equal Opportunity Officer; V.P. for Learning, Dean of Counseling & Advising.	2008-2010
Continue, modify or discontinue programs to assure narrow tailoring.	V.P. for Learning, Dean, and Equal Opportunity Officer	2009-2010

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

NTC currently collects student goal information through a Student Opinion Survey. The survey question provides aggregate results for the following – My reason for attending NTC is to: Complete one course only, complete a series of course, attend two or more semesters, complete a program or certificate, other, and don’t know. Since NTC is not interested in collecting student goal information for each and every student, the College is transitioning from this survey to collecting the same student goal information at registration.

Once the decision was made on the student goal information to be collected, the College investigated and developed the collection of student goal information with the NTC PeopleSoft Steering Team. The target goal is to collect student goal information from all students during registration and have the information housed within student administration of PeopleSoft. This allows the linkage of student goal information from all students (not just program students) with other demographics and student information. The college will be able to further segment the data into minority groups to further access student goals with student success at NTC.

As a result of the PeopleSoft Steering Team work, a field was found to locate the student goal information without additional costs. NTC piloted the collection of student goal information in 2005-2006. At first, NTC planned to align the collection of student information with the implementation of the Learner Academic Achievement Assessment Plan (Higher Learning Commission requirement) so as to not burden the registration process. Upon recommendation of the Student Services staff, NTC piloted the collection with all in-person or phoned-in registration. The pilot experience will assist in accomplishing next years goal of designing and implementing a data collection system for student declared goals.

2006-2007 Results:

Due to the restructuring of the College in January 2007, the analysis of completion rates has been refocused and realigned with the College’s new Program Quality Review Process and WTCS Scorecards. The College plans to pilot the new Quality Review Process with ten programs in 2007-2008 with full implementation in 2008-2009. The timeline for the analysis of student goal achievement has been revised and is reflected in the timetable.

2007-2008 Results:

The College has had success in increasing enrollments of minority students in certificate and programs. As of December 2008 enrollment in programs is up 15% for 2008/2009.

Pre-college program for minority students was offered as part of DPI grant to educate minority students in middle school about college opportunities.

Minority Student Coordinator Advisor implemented a systematic follow-up with all minority students enrolled in basic skills or GED courses.

Minority Student Coordinator Advisor was re-assigned to report directly to the Dean of Enrollment Management for increased accountability and a more direct connection to all of enrollment services

2008-2009 Results:

The College has had success in increasing minority enrollments; minority graduates and completion of our minority students compare 2007-2008 to 2008-2009 data.

Minority	2007-2008	2008-2009	%Chg
Program Enrollments	263	279	+6%
Program Graduates	133	165	+24%

Course Completion 76% 80% +4%

Source: PeopleSoft. Program Enrollments included Associate Degree, Technical Diploma, Short-Term Program, Apprenticeship and Certificate Programs. Graduates did not include Apprenticeships. Course Completion information included post-secondary courses only.

Part C
Student Counseling

Northcentral Technical College provides counseling and placement services to all students based upon voluntary student participation. Student records are not kept which identify the protected status of students participating in or requesting services for either counseling or placement services. Northcentral Technical College does require employers to file a notice of non-discrimination in employment in order to be eligible for referrals of graduates to employment opportunities.

To assure non-discrimination in counseling and in placement services two initiatives will take place during the 5-year plan period. First, the district will develop a data reporting system, which will enable the generation of statistics on use of the system by students. The system will be tied in with the basic student records system currently at the college. Thus, reports using protected status breakouts will be able to be produced. Percentages of those utilizing services will be analyzed against percentages of students in those protected categories. Second, counseling and placement services will make a special educational effort to outreach to protected category students to make them aware of the services provided by the college and encouraging them to utilize them to their benefit.

Records Initiative:

Activity/Steps	Persons responsible for Implementation	Timetable
Design data collection system to document students using counseling or placement services. The basic design could use student number so that reports could be generated from the basic student records system	V.P. for Learning, VP. Operations, Vice President Student Services; Counseling and Placement Staff; ISIT Staff	2005-2006
Design reports showing usage of placement and counseling services by protected category students	Vice President, Student Services, Counseling and Placement Staff, ISIT Staff, Equal Opportunity Officer	2008-2009
Conduct analysis of placement and counseling services to determine usage by protective category students comparable to availability in student body	Vice President Student Services; Equal Opportunity Officer; V.P. for Learning.	2008-2010
Confirm appropriate usage or design informational program targeted to protected category students covering availability and suggested usage of placement and counseling services	Equal Opportunity Officer, Vice President Student Services	2010

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

NTC developed a PeopleSoft process for clearly documenting and tracking counseling and placement services provided to students in protected categories as part of our effort to better document service to special populations under the Perkins grant. Efforts are underway to expand the documentation process for all students who are receiving counseling and placement services. On-going efforts are in place to coordinate and monitor counseling and placement services to all students. This will allow the College to analyze the percentages of utilization by all students and those in protected categories. Counseling and placement services are already making a special effort to reach out to protected category students because of the early identification initiatives that have been put into place. These unified efforts by the Retention Team include: phone calls, email contact, the academic alert system, work with faculty who teach the students and personal appointments with students.

2006-2007 Results:

Due to the restructuring of the College in January 2007, the analysis of students using counseling or placement services has been refocused and realigned with the College’s new Program Quality Review Process and WTCS Scorecards. The College plans to pilot the new Quality Review Process with ten programs in 2007-2008 with full implementation in 2008-2009. The QRP new system is a results vs. process oriented approach. In program areas where success and placement of protective category students is below desired levels, a review team consisting of program and student services staff will further investigate the data and recommend corrective action steps. The timeline for the analysis of placement and counseling services to determine usage by protective category students comparable to availability in student body has been revised and is reflected in the timetable.

2007-2008 Results:

Minority graduation rates at the College have been increasing.

2008-2009 Results:

Minority graduation rates at the College continue to increase.

Informational Initiative:

Activity/Steps	Persons responsible for Implementation	Timetable
Design informational program covering availability and suggested usage of placement and counseling services targeting protected category students. Design and produce brochures or other informational items in both English, Spanish and Hmong.	V.P. Operations, Team Leader Student Services, Counseling and Placement Staff, Recruitment Staff and Marketing Staff	2005-2006
Confirm increased usage or re-design informational program targeted to protected category students.	Equal Opportunity Officer, Vice President Student Services	2007

Annual Progress (Give a (cumulative) report by each year of the 5 year plan.)

2005-2006 Results:

A data system on NTC’s PeopleSoft System has been developed to track students served through counseling and placement services. This system will allow the district to generate

statistics on use of these services by all categories of students. The system is being tied into the basic student records system currently used at NTC. A counselor brochure has been developed and will be translated into Spanish and Hmong by July 1, 2007. A placement brochure has been developed and will be translated into Spanish and Hmong by July 1, 2007. This information will also be available electronically in English, Hmong and Spanish and linked to NTC's website. We will be requesting a translation link to our website. Included in the brochure is the statement regarding discrimination.

2006-2007 Results:

Due to the restructuring of the College in January 2007, the design of informational brochures has been placed on hold as we refocused and realigned with the College's new Program Quality Review Process and WTCS Scorecards.

2007-2008 Results:

Targeted minority information brochure is available and has been distributed/used by all staff involved in recruiting.

2008-2009 Results:

NA

Section V: Monitoring & Evaluation Activities

2005-2006 Results:

The progress of the plan is reported in the 2005-2006 Affirmative Action Annual Report. Copies of the report are shared with the NTC District Board and the Wisconsin Technical College System Affirmative Action Consultant, as well as numerous other people and agencies.

Data collected is also incorporated into Northcentral Technical College's Monitoring Reports that are tied to our Community Benefit Statements and shared with the NTC District Board.

The Assistant Director, Human Resources monitors and participates in recruitment, screening, and selection to ensure a non-discriminatory employment process for females, minorities, and persons with disabilities when position vacancies occur.

2006-2007 Results:

The progress of the plan is reported in the 2006-2007 Affirmative Action Annual Report. Copies of the report are shared with the NTC District Board and the Wisconsin Technical College System Affirmative Action Consultant, as well as numerous other people and agencies.

Data collected is also incorporated into Northcentral Technical College's Monitoring Reports that are tied to our Community Benefit Statements and shared with the NTC District Board.

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Data collected is also incorporated into Northcentral Technical College's Monitoring Reports that are tied to our Community Benefit Statements and shared with the NTC District Board.

The Director of Human Resources monitors and participates in recruitment, screening, and selection to ensure a non-discriminatory employment process for females, minorities, and persons with disabilities when position vacancies occur.

2008-2009 Results:

The progress of the plan is reported in the 2008-2009 Affirmative Action Annual Report. Copies of the report are shared with the NTC District Board and the Wisconsin Technical College System Affirmative Action Consultant, as well as numerous other people and agencies.

Data collected is also incorporated into Northcentral Technical College's Monitoring Reports that are tied to our Community Benefit Statements and shared with the NTC District Board.

The Director of Human Resources monitors and participates in recruitment, screening, and selection to ensure a non-discriminatory employment process for females, minorities, and persons with disabilities when position vacancies occur.

Section VI: Awards, Merit Citations and Kudos

2005-2006 Results:

Northcentral Technical College places a great emphasis on leadership development throughout our ranks; therefore, the creation of a Leadership Institution. During the week of (May 21 - 25, 2006), 20 staff members were selected to participate in the *"Fifth Annual Northcentral Technical College Leadership Institute."*

Observed Martin Luther King, Jr. Holiday on January 16th – we played "I Have a Dream" speech on our radio station WNRB, along with a video presentation shown throughout the day.

International Study Tour to Thailand on January 16 – January 28, 2006. Hosted by two of our staff members.

NTC offered a Spring break tour to Europe: Germany and France led by one of our Faculty members.

Eleven staff members participated in a Web Conference on "Best Practices in Recruiting and Retaining Diverse Faculty."

Visiting Fulbright Scholar and Business Profession, Dr. Triki, from Tunisia was at NTC March 19 – 25. Dr. Triki shared information on a variety of topics including Islam, gender roles in Muslim countries, doing business in the Muslim world, and the Muslim view of U.S. foreign policy.

The Early Childhood Education program sent a team of 3 faculty members to Lithuania in June to establish a relationship with the Early Childhood Education baccalaureate program at Klaipeda University.

A presentation was given to our Middle Leader Forum entitled “What is Diversity at NTC?” This was given to help our staff gain an understanding of the diversity that exists at NTC; Identify how we, as individuals, impact NTCs diverse population; and to identify actions or resources to improve service to NTCs diverse populations.

Five hiring supervisors attended training provided by the Women in Science and Engineering Leadership Institute from UW-Madison regarding Searching for Excellence and Diversity: Implementing Training for Search committees. The College piloted a three bucket recruiting system in General Education to determine if it would help us expand our applicant pool.

Celebrated Women’s History Month – NTC welcomed four women graduates who explain the struggles and obstacles in achieving success in their lives.

NTC sponsored the 10th Annual Absence of Color Conference held at Blackhawk Technical College on April 6 & 7, 2006.

To provide an awareness of Sexual Assault Month, NTC partnered with the Women’s Community to bring the Clothesline Project to campus. This project is a visual display of shirts with graphic messages and illustrations that have been designed by survivors of violence, or by friends and/or family members of survivors.

NTC hosted 10 Russian professionals interested in civic activism. These “Community Connections” delegates are visiting many local organizations (Opportunity, Inc., United Way, Faith in Action, Children’s Service Society, etc) to learn more about how to engage their own communities for the sake of the community.

An International Study Tour to Kyiv and Crimea, was held May 6 – 30, 2006, hosted by one of our staff members.

Nancy Kirby of Lee Hecht Harrison did a presentation to the staff on Hiring for Diversity. Staff obtained a better understanding of the similarities, differences and unique gifts people or different ages, races, gender, national origin, mental or physical ability and religious belief bring to the workplace.

2006-2007 Results:

Northcentral Technical College places a great emphasis on leadership development throughout our ranks; therefore, the creation of a Leadership Institution. During the week of (May 29 – June 1, 2007), 20 staff members were selected to participate in the “*Sixth Annual Northcentral Technical College Leadership Institute.*”

Observed Martin Luther King, Jr. Holiday on January 15th – we played “I Have a Dream” video, provided staff an opportunity to write your own I have a dream speech, along with other activities to remind our staff about the contributions of this great man.

A delegation from Turkmenistan partnered with NTC to examine best practices in Agricultural credit in Wausau. These participants learned and gained experience in agricultural credit best practices through meetings with local banks, credit unions, and farm agencies. March 14 – April 4, 2007.

Celebrated Family Connections – NTC hosted a panel discussion to celebrate and recognize families whose connections to NTC cover multiple generations. The participants will explore their own NTC experiences and celebrate how their families influenced their technical college education. April 20, 2006

NTC's Residential Design/Residential Building Systems Program hosted 12 carpentry apprenticeship students from our sister school in Altotting, Germany

NTC was chosen as a host site for the Governor Doyle's Covenant Day activities. Over 200 area 8th grade students were at NTC on May 11, 2007 to meet the Governor and participate in college program activities.

NTC hosted 21 Middle Eastern and North African students who were visiting area organizations to learn about community activism. They also volunteered their time for the Neighbor's place, Faith in Action, Good News Project and other local nonprofit groups. July 29 – August 4, 2006.

NTC held a memorial/remembrance service on September 11, 2006 to mark the 5-year anniversary of the attack on America.

Celebration of Hispanic Heritage Month – NTC hosted Hispanic Culture Speaker, Melinda Kolbeck on September, 20, 2006

NTC hosted a group from Ukraine - 10 professionals who work with youth came to explore best practices and programs offered to your people in our area. September 26, 2006.

NTC hosted an informal brown bag lunch series on Brazilian Agri-Culture to explore cooperativism, culture and education as it exists in Brazil. Our guests were Nadiel Kowalksi and Claudio Purissimo, Scott Mickelsen was the facilitator. October 2, 2006.

NTC was honored to have Fast Horse a Minnesota-based Lakota (Native American) performing family on campus on November 13, 2006. Fast Horse focuses on the evolution of Native language and dance, they entertain and educate through poetry, humor, magic, storytelling, song and dance.

Diversity Committee hosted a Brown Bag discussion focusing on "The Importance of International Experiences" Janet Newman was one of 20 Wisconsin educators who participated in a five-week Fulbright seminar to Southeast Asia. Janet shared photos from Laos, Vietnam, and Thailand and discussed how international experience develops intercultural competence. November 14, 2006,

Celebrated International Education Week – November 13 – 17, 2006.

NTC signs a collaborative agreement with UWMC providing learners throughout the NTC District with expanded educational opportunities.

2007-2008 Results:

Observed Martin Luther King, Jr. Holiday on January 21st – Joseph Johnson, Director of Mentoring and Educational Services from SafeAssured Community Solutions in Wausau was our guest speaker. Growing up as a young man in the cotton fields of Mississippi left Mr. Johnson dreaming of better things. His inspiring message of hope and its impact on our area youth that was so strongly inspired by Dr. Martin Luther King's words.

NTC hosted 23 students from the Middle East and North Africa to participate in the Middle Eastern Partnership Initiative (MEPI) Study of the United States Institute for Undergraduate Student Leaders. August 1 – 8, 2007.

The Women's Community Center was on campus to meet with all students who receive accommodations in the Center for Students with Disabilities. This presentation focused on available resources including strategies to protect yourself from danger and abusive situations including the importance of trusting your instincts. October 16, 2007.

An informal discussion was held with all students who received accommodations in the Center for Students with Disabilities to review NTC's Harassment Policy and the Student Code of Conduct. October 17, 2007

Celebrated our 5th Annual International Education Week – November 12 – 16, 2007.

NTC hosted a Traditional Pow-Wow. The Pow-Wow serves as an important view into the Native American Culture. November 24, 2007.

NTC hosted a Deaf Awareness Walk on March 1, 2007.

NTC is the recipient of a U.S. Department of Labor grant totaling almost \$2 million for the development of regional manufacturing (March 20, 2008).

Hosted "Doing Business with the Muslim World: Case Study from Turkey," presenter was Turkish Fulbright Scholar Selcuk Akgul. April 1, 2008.

Co-sponsored Hmong History Month...Focus on the Future, Remembering the Past. April 2008

The ABC's of the EEOC – Overview of Federal EEO Statutes and Select Workplace Issues – Maria Flores from the EEOC gave a presentation to staff and community members. (April 10, 2008)

Presentation on Working with Generations – a day long seminar that focused on working with the various generations in your workplace and how to manage the generation gap. (June 17, 2008)

2008-2009 Results:

The Fall of 2008 marked the start of the agriculture programs at NTC. The Dairy Science degree is the first two year Associate's degree program in the state of Wisconsin.

The Marathon County Board approved spending \$1 million on a hands-on dairy learning laboratory.

NTC awarded \$625,000 Scholarships for Economic and Educational Development (SEED) grant for 2009-2011.

NTC celebrated “A Walk Around the World “ which provided the community an opportunity to celebrate International Education week.

In order to offer services provided to dislocated workers in our communities. NTC participated in rapid response meetings in collaboration with local DWD staff.

The City of Wausau and Marathon County Emergency Management in cooperation with NTC, Aspirus Wausau Hospital and St. Clare’s Hospital hosted a full-scale Emergency Training Exercise. The exercise involved a graphic depiction of an act of terrorism.

NTC held a groundbreaking ceremony for the Phillips Campus remodeling project for the new Center of Excellence in Advance Manufacturing.

The WTCS office was on campus to conduct an affirmative action audit.

Section VII: Changes in Five-Year Plan Goals & Initiatives

2005 - 2006 Results:

There have been changes to Northcentral Technical College’s Five-year Affirmative Action Plan since its submission to include updating titles of people responsible for various initiatives.

2006- 2007 Results:

There have been changes to Northcentral Technical College’s Five-year Affirmative Action Plan since its submission due to the restructuring of the College in January 2007. These changes are reflected in the timetable for initiatives to be completed along with updating titles of people responsible for various initiatives. Due to the restructuring, several initiatives timetables were revised.

2007-2008 Results:

There have been no changes to the plan.

2008-2009 Results:

There have been no changes to the plan.

APPENDIX A

- 2008 - 2009 Employment Results
- 2008 - 2009 Workforce Goals Analysis
- 2008 – 2009 Student Enrollment & Completion Data by Program Area
- WTCS Staff Accounting Report

2008-2009 EMPLOYMENT RESULTS

The table below depicts Northcentral Technical College's employee composition of females, minorities, and disabled persons in each EEO employment category. It uses 2000 census District labor force statistics for reference.

EEO CATEGORY	District Labor Force	2005-2006 Utilization	2006-2007 Utilization	2007-2008 Utilization	2008-2009 Utilization
Executive/Admin/Managerial					
Females	35.2%	57.14%	56.82%	58.49%	62.30%
Minorities	2.66%	9.5%	6.82%	5.66%	3.28%
Disabled	7.25%	6.25%	6.82%	5.66%	1.64%
Faculty					
Females	43.21%	53.21%	53.80%	54.04%	52.10%
Minorities	3.09%	2.56%	2.53%	4.97%	4.79%
Disabled	7.25%	1.28%	1.26%	3.10%	2.39%
Professional Non-Faculty					
Females	59.34%	73.47%	71.05%	59.38%	65.63%
Minorities	3.91%	4.08%	7.89%	6.25%	15.63%
Disabled	7.25%	0%	0%	3.12%	3.12%
Secretarial/Clerical					
Females	79.25%	94.29%	94.37%	95.18%	96.05%
Minorities	3.82%	2.86%	4.23%	9.64%	9.21%
Disabled	7.25%	0%	0%	0%	0%
Technical/Para-Professionals					
Females	64.14%	64.29%	66.67%	70.83%	72.92%
Minorities	2.43%	7.14%	2.38%	4.17%	6.25%
Disabled	7.25%	7.14%	4.76%	6.25%	6.25%
Skilled Craft					
Females	5.37%	0%	0%	12.5%	12.5%
Minorities	3.64%	0%	0%	0%	0%
Disabled	7.25%	0%	0%	0%	0%
Service Maintenance					
Females	53.63%	23.53%	21.05%	23.53%	25%
Minorities	7.69%	5.88%	5.26%	5.88%	6.25%
Disabled	7.25%	5.88%	5.26%	5.88%	6.25%

Workforce Goals Analysis 2008-2009

General Workforce Goals:

Total district employment of minorities is at 6.37 % (26 of 408 college full time staff). The availability percentage in the district is at 4.46 % (3,779 of 84,682). Therefore, the college is not under utilized for minorities when looking at the total district workforce. Therefore, the college has no general goal in this area.

The College employs disabled staff at a rate of 2.45 % (13 of 408). Availability is at 9.87% in the district working age population. Therefore, the college has a goal to employ disabled staff to achieve a percentage of 9.87 % (40 of 408) matching the working age disabled availability percentage.

Females are employed at a rate of 63.48 % at the district. Availability is at 50.52 %. Therefore, the college is not under utilized for females when looking at the total district workforce. Therefore, the college has no general goal in this area.

Specific Workforce Category Goals:

Exec/Admin/Mgr.: NTC currently employs two minorities with total employment of 61 in this category. Thus, current minority employment in this category is 3.28%. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. The availability percentage of minorities in the *district workforce* in this category is 2.66 %. Therefore, the college has no specific goal in this category.

Faculty: NTC currently employs 8 minority faculty members with total employment of 167 in this category. Thus, current minority employment in this category is 4.79 %. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. The availability percentage of minorities in the *district wide workforce* in this category is 3.09 %. Therefore, the college has no specific goal in this category.

Professional Non- Faculty: NTC employs 5 minority employees with total employment of 21 in this category. Thus, current minority employment in this category is 15.63 %. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. District availability figures show a minority workforce availability of 3.91 %. Therefore, the college has no goal in this category.

Secretarial/Clerical: NTC currently employs 7 minority staff with total employment of 76 in this category. Thus, current minority employment in this category is 9.21 %. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. District availability figures show a minority workforce availability of 3.82 %. Therefore, the college has no specific goal in this category.

Technical/ Para-Professional: NTC currently employs 3 minority staff with total employment of 48 in this category. Thus, current minority employment in this category is 6.25 %. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. District availability figures show a minority workforce availability of 2.43 %. Therefore, the college has no specific goal in this category.

Skilled Craft: NTC currently employs no minority staff with total employment of 8 in this category. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. District availability figures show a minority workforce availability of 3.64 %. Thus, the college has a specific goal to hire minority skilled crafts staff to achieve a category minority percentage of 3.64 % in this category (0.29 of 8).

Service Maintenance: NTC employs one minority employee in this category with total employment of 16 in this category. Thus, current minority employment in this category is 5.88 %. The appropriate recruitment and employment availability has been determined to be *district wide* based upon recruitment and hiring practices. District availability figures show a minority workforce availability of 6.99 %. Thus, the college has a specific goal to hire minority service maintenance staff to achieve a category minority percentage of 6.99% (1.12 of 16).

Section IV

Self Analysis of Work Force and Goals Establishment

DISTRICT NAME: Northcentral Technical College													
ORGANIZATIONAL LEVEL: College-wide													
2008-2009 DISTRICT WORK FORCE ANALYSIS													
CATEGORY	TOTAL	FEMALES		RACIAL / ETHNIC GROUPS								PERSONS WITH DISABILITIES	
				Black		Hispanic		Am. Indian		Other			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Exec./Adm./Mgr.²													
WTCS District Employees	61	38	62.30	1	1.64	0	0	0	0	1	1.64	1	1.64
District Labor Force	13155	4631	35.20	15	0.11	61	0.46	192	1.46	82	0.62		7.25
% Difference (+ or -)			+27.10		+1.53		-0.46		-1.46		+1.02		-5.61
Underutilizations (yes/no)			No		No		Yes		Yes		No		Yes
Faculty³													
WTCS District Employees	167	87	52.10	1	.60	1	.60	2	1.20	4	2.40	4	2.39
District Labor Force	486	210	43.21	0	0	1	0.21	5	1.03	9	1.85		7.25
% Difference (+ or -)			+8.89		+0.60		+0.39		+0.17		+0.55		-4.87
Underutilizations (yes/no)			No		No		No		No		No		Yes

² Includes supervisors of professional and non professional employees and Deans, Directors, Associate Deans, Assistant Deans, and Executive Officers of academic departments if their principal activity is administrative.

³ Includes Deans, Directors, Associate Deans and Executive Officer of academic departments if their principal activity is instructional.

DISTRICT NAME: Northcentral Technical College

ORGANIZATIONAL LEVEL: College-wide

2008-2009 DISTRICT WORK FORCE ANALYSIS

CATEGORY	TOTAL	FEMALES		RACIAL / ETHNIC GROUPS								PERSONS WITH DISABILITIES	
				Black		Hispanic		Am. Indian		Other			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Secretarial/Clerical													
NTC District Employees	76	73	96.05	1	1.32	1	1.32	0	0	5	6.58	0	0
District Labor Force	17862	14155	79.25	41	0.23	75	0.42	403	2.26	163	0.91		7.25
% Difference (+ or -)			+16.80		+1.09		+0.90		-2.26		+5.67		-7.25
Underutilizations (yes/no)			No		No		No		Yes		No		Yes
Professional Non Faculty													
NTC District Employees	32	21	65.63	0	0	0	0	0	0	5	15.63	1	3.12
District Labor Force	15281	9067	59.34	33	0.22	65	0.43	283	1.85	216	1.41		7.23
% Difference (+ or -)			+6.29		-0.22		-0.43		-1.85		+14.22		-6.00
Underutilizations (yes/no)			No		Yes		Yes		Yes		No		Yes
Technical/Para-Professional													
NTC District Employees	48	35	72.92	0	0	0	0	1	2.08	2	4.17	3	6.25
District Labor Force	2387	1531	64.14	1	0.04	18	0.75	39	1.63	0	0		7.25
% Difference (+ or -)			+8.06		-0.04		-0.75		+0.45		+4.17		-1.00
Underutilizations (yes/no)			No		Yes		Yes		No		No		Yes

DISTRICT NAME: Northcentral Technical College

ORGANIZATIONAL LEVEL: College-wide

2008-2009 DISTRICT WORK FORCE ANALYSIS

CATEGORY	TOTAL	FEMALES		RACIAL / ETHNIC GROUPS								PERSONS WITH DISABILITIES	
				Black		Hispanic		Am. Indian		Other			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Skilled Craft													
NTC District Employees	8	1	12.5	0	0	0	0	0	0	0	0	0	0
District Labor Force	12135	652	5.37	29	0.24	49	0.4	286	2.36	78	0.64		7.25
% Difference (+ or -)			+7.13		-0.24		-0.4		-2.36		-0.64		-7.25
Underutilizations (yes/no)			No		Yes		Yes		Yes		Yes		Yes
Service/Maintenance													
NTC District Employees	16	4	25.00	0	0	1	6.25	0	0	0	0	1	6.25
District Labor Force	23376	12537	53.63	73	0.31	311	1.33	907	3.88	344	1.47		7.25
% Difference (+ or -)			-28.63		-0.31		+4.92		-3.88		-1.47		-1.00
Underutilizations (yes/no)			Yes		Yes		No		Yes		Yes		Yes
District Totals													
NTC District Employees	408	259	63.48	3	.74	3	.74	3	.74	17	4.17	10	2.45
District Labor Force	84682	42783	50.52	192	0.23	580	0.68	2115	2.5	892	1.05		7.25
% Difference (+ or -)			+12.96		+0.51		+0.06		-1.76		+3.12		-4.80
Underutilizations (yes/no)			No		No		No		Yes		No		Yes

STUDENT ENROLLMENT & COMPLETION DATA BY PROGRAM AREA

2008-2009 Results

	Year	% Female Enrolled	% Female Graduated	% Disabled Enrolled	% Disabled Graduated	% Minority Enrolled	% Minority Graduated
Agribusiness	05-06	100	0.00	0.00	0.00	0.00	0.00
	06-07	80	0.00	0.00	0.00	0.00	0.00
	07-08	33.33	0.00	0.00	0.00	16.67	0.00
	08-09	44.68	0.00	10.64	0.00	4.26	0.00
	09-10						
Business	05-06	66.78	71.82	5.97	8.18	5.05	3.64
	06-07	63.33	73.04	5.28	7.83	6.30	8.70
	07-08	65.62	74.11	5.18	5.36	7.86	8.93
	08-09	66.21	73.28	7.05	10.34	8.92	6.89
	09-10						
Marketing	05-06	37.02	48.28	3.22	0.00	2.82	3.45
	06-07	46.14	63.41	2.43	2.44	3.76	2.44
	07-08	46.78	66.67	2.80	0.00	7.28	3.70
	08-09	49.43	69.23	3.43	3.85	6.86	7.70
	09-10						
Graphics	05-06	53.47	62.50	9.90	8.33	2.97	0.00
	06-07	65.67	63.64	10.45	9.09	2.98	0.00
	07-08	61.29	64.71	8.60	0.00	7.53	0.00
	08-09	50.49	100.00	15.53	14.29	9.71	0.00
	09-10						
Home Economics	05-06	91.13	100.00	6.45	5.26	7.26	0.00
	06-07	96.45	100.00	8.12	0.00	10.15	0.00
	07-08	94.41	90	7.82	10.00	6.70	10.00
	08-09	93.94	100.00	8.48	7.14	6.06	7.14
	09-10						
Industrial	05-06	2.94	6.41	4.41	14.10	3.36	1.28
	06-07	3.77	3.33	5.08	4.17	5.08	7.49
	07-08	3.77	5.43	3.63	4.65	8.10	4.65
	08-09	5.17	5.43	3.22	3.10	4.76	3.89
	09-10						
Health	05-06	86.34	84.30	2.23	1.72	5.12	4.48
	06-07	86.48	84.53	2.68	1.71	5.16	5.76
	07-08	86.63	86.43	2.71	2.20	6.37	7.21
	08-09	84.64	84.32	2.58	2.39	5.67	5.96

	Year	% Female Enrolled	% Female Graduated	% Disabled Enrolled	% Disabled Graduated	% Minority Enrolled	% Minority Graduated
	09-10						
Service	05-06	56.03	52.24	7.47	2.99	3.74	4.48
	06-07	57.24	49.15	6.46	1.69	4.01	5.08
	07-08	59.23	49.37	7.43	8.86	6.00	2.53
	08-09	57.63	49.12	8.23	5.26	7.99	3.50
	09-10						
Technical	05-06	13.39	14.75	5.13	11.48	4.02	3.28
	06-07	12.05	14.29	3.35	3.17	6.48	3.18
	07-08	12.50	10.67	5.56	5.33	3.78	2.67
	08-09	10.36	13.11	5.57	8.20	5.19	4.92
	09-10						
General Education	05-06	72.85	40.00	2.00	0.00	4.99	26.67
	06-07	67.47	100.00	2.42	0.00	8.31	0.00
	07-08	64.94	36.36	4.51	0.00	8.01	90.91
	08-09	66.86	50.00	8.20	5.00	4.92	8.90
	09-10						

WTCS STAFF ACCOUNTING REPORT

VE505533 15
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
STAFF ACCOUNTING SYSTEM (VE505533)
COMPLIANCE INDICATOR V
FISCAL YEAR 2008-09
ADMINISTRATIVE

14:07:42 03/01/10
PAGE: 2

TOTAL PERSONNEL FACTORS FOR CONSIDERATION	FEMALE		RACIAL/ETHNIC		AM INDIAN		PACIFIC ISLANDER		HISPANIC	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
DISTRICT EMPLOYEES	38	62.30	2	3.28	0	0.00	1	1.64	0	0.00
DISTRICT WORK FORCE	4,631	35.20	350	2.66	152	1.46	82	0.62	15	0.11
% DIFFERENCE		27.10		0.62					61	0.46
QUOTIENT		1.77		1.23						

FEMALE DIFFERENCE = 16.525959711
 FEMALE STANDARD DEVIATION = 7.4604181806
 RACIAL DIFFERENCE = 2
 RACIAL STANDARD DEVIATION = N/A

VE50533 15
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
STAFF ACCOUNTING SYSTEM (V850533)
COMPLIANCE INDICATOR V
FISCAL YEAR 2008-09
FACULTY

14:07:42 05/01/10
PAGE: 3

TOTAL PERSONNEL	FEMALE		RACIAL/ETHNIC		AM INDIAN		ASIAN		BLACK		HISPANIC		UNKN RACE	
FACTORS FOR CONSIDERATION	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
DISTRICT EMPLOYEES	167	87	52.10	8	4.79	2	1.20	4	2.40	1	0.60	1	0.60	0
DISTRICT WORK FORCE	486	210	43.21	15	3.09	5	1.03	9	1.85	0	0.00	1	0.21	
% DIFFERENCE			8.89											
QUOTIENT			1.21											
FEMALE DIFFERENCE														
FEMALE STANDARD DEVIATION														
RACIAL DIFFERENCE														
RACIAL STANDARD DEVIATION														

TOTAL PERSONNEL FACTORS FOR CONSIDERATION	FEMALE		RACIAL/ETHNIC		AM INDIAN		ASIAN		BLACK		HISPANIC	
	TOTAL	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
DISTRICT EMPLOYEES	48	72.92	35	6.25	3	1.25	1	2.08	2	4.17	0	0.00
DISTRICT WORK FORCE	2,387	64.14	1,531	2.43	58	1.63	39	1.63	0	0.00	1	0.04
% DIFFERENCE		0.78		3.82							18	0.75
QUOTIENT		1.14		2.57								
FEMALE DIFFERENCE = 4.2132383745												
FEMALE STANDARD DEVIATION = 6.6454236549												
RACIAL DIFFERENCE = 3												
RACIAL STANDARD DEVIATION = N/A												

TOTAL PERSONNEL FACTORS FOR CONSIDERATION	FEMALE		RACIAL/ETHNIC		AM INDIAN		ASIAN		BLACK		HISPANIC		UNKN RACE	
	TOTAL	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
DISTRICT EMPLOYEES	8	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DISTRICT WORK FORCE	12,135	5.37	442	3.64	286	2.36	78	0.64	29	0.24	49	0.40		
% DIFFERENCE			7.13	-3.64										
QUOTIENT			2.33	0.00										

FEMALE DIFFERENCE = 1

FEMALE STANDARD DEVIATION = N/A

RACIAL DIFFERENCE = 0

RACIAL STANDARD DEVIATION = N/A

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

TOTAL PERSONNEL FACTORS FOR CONSIDERATION	FEMALE		RACIAL/ETHNIC		AM INDIAN		ASIAN		BLACK		HISPANIC		
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	
DISTRICT EMPLOYEES	16	4	25.00	1	6.25	0	0.00	0	0.00	0	0.00	1	6.25
DISTRICT WORK FORCE	23,376	12,537	53.63	1,635	6.99	907	3.88	344	1.47	73	0.31	311	1.33
% DIFFERENCE			-28.63		-0.74								
QUOTIENT			0.47		0.89								
FEMALE DIFFERENCE			= 4										
FEMALE STANDARD DEVIATION			= N/A										
RACIAL DIFFERENCE			= 1										
RACIAL STANDARD DEVIATION			= N/A										

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

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

TOTAL PERSONNEL FACTORS FOR CONSIDERATION	FEMALE		RACIAL/ETHNIC		AM INDIAN		ASIAN		BLACK		HISPANIC		% UNKN RACE
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	
DISTRICT EMPLOYEES	408	259 63.46	26	6.37	3	0.74	17	4.17	3	0.74	3	0.74	0
DISTRICT WORK FORCE	84,682	42,783 50.52	3,779	4.46	907	1.07	344	0.41	73	0.09	311	0.37	
% DIFFERENCE		12.96		1.91									
QUOTIENT		1.26		1.43									
FEMALE DIFFERENCE				- 52.870432914									
FEMALE STANDARD DEVIATION				= 20.197909265									
RACIAL DIFFERENCE				= 7.7928832149									
RACIAL STANDARD DEVIATION				= 8.3336786404									

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
AGRI/BUSINESS

15:08:05 05/06/10
PAGE: 1

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
*TOTAL ENROLL	57	29 50.88	7 12.28	0 0.00	1 1.75	0 0.00	1 1.75	52 91.23	3 5.26
DIST. POP.	221,608	110,906 50.05	8,356 3.77	5,256 2.37	5,950 2.68	512 0.23	1,887 0.85	206,478 93.17	
% DIFFERENCE		0.83	8.51	-2.37	-0.93	-0.23	0.90	-1.94	

* ENROLLEES

** INDIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **
** ASIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **
** BLACK STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
TOTAL GRADS.	0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
*TOTAL ENROLL	57	29 50.88	7 12.28	0 0.00	1 1.75	0 0.00	1 1.75	52 91.23	3 5.26
% DIFFERENCE		-50.88	-12.28	0.00	-1.75	0.00	-1.75	-91.23	-5.3

** FEMALE GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** DISABLED GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
BUSINESS * ENROLLEES

15:08:05 05/06/10
PAGE: 2

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
*TOTAL ENROLL	1,470	912 62.04	82 5.58	14 0.95	98 6.67	22 1.50	19 1.29	1,257 85.51	59 4.01
DIST. POP.	221,608	110,306 50.05	8,356 3.77	5,256 2.37	5,950 2.68	512 0.23	1,887 0.85	206,478 93.17	
% DIFFERENCE		11.99	1.81	-1.42	3.99	1.27	0.44	-7.66	

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

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
TOTAL GRADS.	59	46 77.97	3 5.08	0 0.00	6 10.17	0 0.00	1 1.69	51 86.44	1 1.69
*TOTAL ENROLL	1,470	912 62.04	82 5.58	14 0.95	98 6.67	22 1.50	19 1.29	1,257 85.51	59 4.01
% DIFFERENCE		15.93	-0.50	-0.95	3.50	-1.50	0.40	0.93	-2.3

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

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
MARKETING * ENROLLEES

15:08:05 05/06/10
PAGE: 3

FACTORS FOR COMPARISON	TOTAL	FEMALES	DISABLED	AMN. INDIAN	ASIAN AMN.	BLACKS	HISPANICS	WHITES	UNKNOWN
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
*TOTAL ENROLL	443	218	6	4	13	1	0	369	56
DIST. POP.	221,608	110,906	8,356	5,256	5,950	512	1,887	206,478	56
% DIFFERENCE		-0.84	-2.42	-1.47	0.25	0.00	-0.85	-9.87	

** FEMALE STDS POPULATION MAY BE OUT OF COMPLIANCE **
** DISABLED STDS POPULATION MAY BE OUT OF COMPLIANCE **
** INDIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES	DISABLED	AMN. INDIAN	ASIAN AMN.	BLACKS	HISPANICS	WHITES	UNKNOWN
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
TOTAL GRADS.	10	5	0	0	0	0	0	9	1
*TOTAL ENROLL	443	218	6	4	13	1	0	369	56
% DIFFERENCE		0.79	-1.35	-0.90	-2.93	-0.23	0.00	6.70	-2.6

** DISABLED GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
GRAPHICS * ENROLLEES

15:08:05.05/06/10
PAGE: 4

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
*TOTAL ENROLL	97	51 52.58	8 8.25	1 1.03	8 8.25	0 0.00	0 0.00	82 84.54	6 6.19
DIST. POP.	221,608	110,906 50.05	8,356 3.77	5,256 2.37	5,950 2.68	512 0.23	1,887 0.85	206,478 93.17	
% DIFFERENCE		2.53	4.48	-1.34	5.57	-0.23	-0.85	-8.63	

** INDIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **
** BLACK STDS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
TOTAL GRADS.	5	3 60.00	0 0.00	0 0.00	2 40.00	0 0.00	0 0.00	3 60.00	0 0.00
*TOTAL ENROLL	97	51 52.58	8 8.25	1 1.03	8 8.25	0 0.00	0 0.00	82 84.54	6 6.19
% DIFFERENCE		7.42	-8.25	-1.03	31.75	0.00	0.00	-24.54	-6.2

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

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED

15:08:05 05/06/10
PAGE: 5

HOME ECONOMICS
* ENROLLEES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
*TOTAL ENROLL	200	195 97.50	12 6.00	7 3.50	9 4.50	0 0.00	1 0.50	169 84.50	14 7.00
DIST. POP.	221,608	110,906 50.05	8,356 3.77	5,256 2.37	5,950 2.68	512 0.23	1,887 0.85	206,478 93.17	
% DIFFERENCE		47.45	2.23	1.13	1.82	-0.23	-0.35		-8.67

** BLACK STDS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
TOTAL GRADS.	7	7 100.00	2 28.57	0 0.00	0 0.00	0 0.00	0 0.00	7 100.00	0 0.00
*TOTAL ENROLL	200	195 97.50	12 6.00	7 3.50	9 4.50	0 0.00	1 0.50	169 84.50	14 7.00
% DIFFERENCE		2.50	22.57	-3.50	-4.50	0.00	-0.50	15.50	-7.0

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

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
INDUSTRIAL * ENROLLEES

15:08:05 05/06/10
PAGE: 6

FACTORS FOR COMPARISON	TOTAL	FEMALES	DISABLED	AMN. INDIAN	ASIAN AMN.	BLACKS	HISPANICS	WHITES	UNKNOWN
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
		%	%	%	%	%	%	%	%
*TOTAL ENROLL	614	23	20	4	21	3	2	541	43
DIST. POP.	221,608	110,906	8,356	5,256	5,950	512	1,887	206,478	43
% DIFFERENCE		-46.30	-0.51	-1.72	0.74	0.26	-0.52	88.11	7.00
								93.17	
									-5.06

** FEMALE STDS POPULATION MAY BE OUT OF COMPLIANCE **
 ** DISABLED STDS POPULATION MAY BE OUT OF COMPLIANCE **
 ** INDIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **
 ** HISPANIC STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES	DISABLED	AMN. INDIAN	ASIAN AMN.	BLACKS	HISPANICS	WHITES	UNKNOWN
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
		%	%	%	%	%	%	%	%
TOTAL GRADS.	32	3	0	0	1	0	0	30	1
*TOTAL ENROLL	614	23	20	4	21	3	2	541	43
% DIFFERENCE		5.63	-3.26	-0.65	-0.29	-0.49	-0.33	88.11	7.00
								93.75	
									-3.9

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

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED

15:08:05 05/06/10
PAGE: 7

HEALTH * ENROLLEES

FACTORS FOR COMPARISON	TOTAL	FEMALES	DISABLED	AMN INDIAN	ASIAN AMN.	BLACKS	HISPANICS	WHITES	UNKNOWN								
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER								
		%	%	%	%	%	%	%	%								
*TOTAL ENROLL	2,369	1,972	83.24	66	2.79	50	2.11	80	3.38	14	0.59	18	0.76	2,056	86.79	147	6.21
DIST. POP.	221,608	110,906	50.05	8,356	3.77	5,256	2.37	5,950	2.68	512	0.23	1,887	0.85	206,478	93.17		
% DIFFERENCE		33.19		-0.98		-0.26		0.70		0.36		-0.09		-6.38			

** DISABLED STDS POPULATION MAY BE OUT OF COMPLIANCE **
** INDIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES	DISABLED	AMN. INDIAN	ASIAN AMN.	BLACKS	HISPANICS	WHITES	UNKNOWN								
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER								
		%	%	%	%	%	%	%	%								
TOTAL GRADS.	656	540	82.32	12	1.83	24	3.66	31	4.73	4	0.61	3	0.46	554	84.45	39	5.95
*TOTAL ENROLL	2,369	1,972	83.24	66	2.79	50	2.11	80	3.38	14	0.59	18	0.76	2,056	86.79	147	6.21
% DIFFERENCE		-0.92		-0.96		1.55		1.35		0.02		-0.30		-2.34			

** FEMALE GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** DISABLED GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
SERVICE

15:08:05 05/06/10
PAGE: 8

* ENROLLEES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
*TOTAL ENROLL	567	330 58.20	37 6.53	7 1.23	16 2.82	9 1.59	9 1.59	489 86.24	37 6.53
DIST. POP.	221,608	110,906 50.05	8,356 3.77	5,256 2.37	5,950 2.68	512 0.23	1,887 0.85	206,478 93.17	
% DIFFERENCE		8.15	2.76	-1.14	0.14	1.36	0.74	-6.93	

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

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
TOTAL GRADS.	34	17 50.00	0 0.00	0 0.00	1 2.94	1 2.94	0 0.00	30 88.24	2 5.88
*TOTAL ENROLL	567	330 58.20	37 6.53	7 1.23	16 2.82	9 1.59	9 1.59	489 86.24	37 6.53
% DIFFERENCE		-8.20	-6.53	-1.23	0.12	1.35	-1.59	2.00	- .65

** FEMALE GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** DISABLED GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)

15:08:05 05/06/10
PAGE: 9

COMPLIANCE INDICATOR 1 PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
TECHNICAL & TELEVISION * ENROLLEES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
*TOTAL ENROLL	480	53 11.04	27 5.63	6 1.25	23 4.79	2 0.42	5 1.04	417 86.88	27 5.63
DIST. POP.	221,608	110,906 50.05	8,356 3.77	5,256 2.37	5,950 2.68	512 0.23	1,887 0.85	206,478 93.17	
% DIFFERENCE		-39.01	1.86	-1.12	2.11	0.19	0.19	-6.29	

** FEMALE STDS POPULATION MAY BE OUT OF COMPLIANCE **
** INDIAN STDS POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER %	DISABLED NUMBER %	AMN. INDIAN NUMBER %	ASIAN AMN. NUMBER %	BLACKS NUMBER %	HISPANICS NUMBER %	WHITES NUMBER %	UNKNOWN NUMBER %
TOTAL GRADS.	17	3 17.65	1 5.88	0 0.00	1 5.88	0 0.00	0 0.00	16 94.12	0 0.00
*TOTAL ENROLL	480	53 11.04	27 5.63	6 1.25	23 4.79	2 0.42	5 1.04	417 86.88	27 5.63
% DIFFERENCE		6.61	0.25	-1.25	1.09	-0.42	-1.04	7.24	-5.6

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

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR I - PROGRAM AREAS
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
GENERAL EDUCATION
* ENROLLEES

15:08:05 05/06/10
PAGE: 10

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER	%	DISABLED NUMBER	%	AMN. INDIAN NUMBER	%	ASIAN AMN. NUMBER	%	BLACKS NUMBER	%	HISPANICS NUMBER	%	WHITES NUMBER	%	UNKNOWN NUMBER	%
*TOTAL ENROLL	753	483	64.14	17	2.26	6	0.80	26	3.45	6	0.80	22	2.92	626	83.13	67	8.90
DIST. POP.	221,608	110,906	50.05	8,356	3.77	5,256	2.37	5,950	2.68	512	0.23	1,887	0.85	206,478	93.17		
% DIFFERENCE			14.09		-1.51		-1.57		0.77		0.57		2.07		-10.04		

** DISABLED STDS. POPULATION MAY BE OUT OF COMPLIANCE **
** INDIAN STDS. POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER	%	DISABLED NUMBER	%	AMN. INDIAN NUMBER	%	ASIAN AMN. NUMBER	%	BLACKS NUMBER	%	HISPANICS NUMBER	%	WHITES NUMBER	%	UNKNOWN NUMBER	%
*TOTAL ENROLL	753	483	64.14	17	2.26	6	0.80	26	3.45	6	0.80	22	2.92	626	83.13	67	8.90
% DIFFERENCE			-64.14		-2.26		-0.80		-3.45		-0.80		-2.92		-33.13		41.1

** FEMALE GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** DISABLED GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** 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 **

* PROGRAM OR COURSE ENROLLMENT

VE215660
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215660)
COMPLIANCE INDICATOR Y PROGRAM AREAS

15:08:05 05/06/10
PAGE: 11

FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
ALL PROGRAMS

* ENROLLEES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER	%	DISABLED NUMBER	%	AMN. INDIAN NUMBER	%	ASIAN AMN. NUMBER	%	BLACKS NUMBER	%	HISPANICS NUMBER	%	WHITES NUMBER	%	UNKNOWN NUMBER	%
*TOTAL ENROLL	7,050	4,266	60.51	282	4.00	99	1.40	295	4.18	57	0.81	77	1.09	6,058	85.93	459	6.51
DIST. POP.	221,608	110,906	50.05	8,356	3.77	5,256	2.37	5,950	2.68	512	0.23	1,887	0.85	206,478	93.17		
% DIFFERENCE			10.46		0.23		-0.97		1.50		0.58		0.24		-7.24		

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

GRADUATES

FACTORS FOR COMPARISON	TOTAL	FEMALES NUMBER	%	DISABLED NUMBER	%	AMN. INDIAN NUMBER	%	ASIAN AMN. NUMBER	%	BLACKS NUMBER	%	HISPANICS NUMBER	%	WHITES NUMBER	%	UNKNOWN NUMBER	%
TOTAL GRADS.	822	624	75.91	18	2.19	24	2.92	42	5.11	5	0.61	4	0.49	701	85.28	45	5.47
*TOTAL ENROLL	7,050	4,266	60.51	282	4.00	99	1.40	295	4.18	57	0.81	77	1.09	6,058	85.93	459	6.51
% DIFFERENCE			15.40		-1.81		1.52		0.93		-0.20		-0.60		-0.65		-1.10

** DISABLED GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **

* PROGRAM OR COURSE ENROLLMENT

VE215670
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215670)

15:09:04 05/06/10
PAGE: 1

COMPLIANCE INDICATOR II - SEX
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
* ENROLLEE COMPARISON

	--TOTAL--	-----FEMALE-----	-----MALE-----	-----UNKNOWN SEX-----
FACTORS FOR CONSIDERATION	NUMBER	NUMBER	NUMBER	NUMBER
* TOTAL ENROLLMENT	7,050	4,266	2,657	127
DISTRICT POPULATION	221,608	110,906	110,702	0
% DIFFERENCE		60.51	37.69	1.80
QUOTIENT		50.05	49.95	0.00
		10.46	-12.26	
		1.21	0.75	

DIFFERENCE = 801.31
STANDARD DEVIATION = 83.20

GRADUATE COMPARISON

	--TOTAL--	-----FEMALE-----	-----MALE-----	-----UNKNOWN SEX-----
FACTORS FOR CONSIDERATION	NUMBER	NUMBER	NUMBER	NUMBER
TOTAL GRADUATES	822	524	183	15
* TOTAL ENROLLMENT	7,050	4,266	2,657	127
% DIFFERENCE		75.91	22.26	1.82
QUOTIENT		60.51	37.69	1.80
		15.40	-15.43	
		1.25	0.59	

DIFFERENCE = 126.72
STANDARD DEVIATION = 27.63

* PROGRAM OR COURSE ENROLLMENT

VE215680
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215680)
COMPLIANCE INDICATOR III - DISABLED
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
* ENROLLEE COMPARISON

15:09:13 05/06/10
PAGE: 1

FACTORS FOR CONSIDERATION	--TOTAL-- NUMBER	--DISABLED-- NUMBER	DISABLED PERCENTAGE
* TOTAL ENROLLMENT	7,050	282	4.00
** WORKING AGE POPULATION & DIFFERENCE QUOTIENT	84,682	8,356	9.87 -5.87 0.41
DIFFERENCE = 413.66 STANDARD DEVIATION = 50.08			

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

GRADUATE COMPARISON

FACTORS FOR CONSIDERATION	--TOTAL-- NUMBER	--DISABLED-- NUMBER	DISABLED PERCENTAGE
TOTAL GRADUATES	822	18	2.19
* TOTAL ENROLLMENT & DIFFERENCE QUOTIENT	7,050	282	4.00 -1.81 0.55
DIFFERENCE = 14.88 STANDARD DEVIATION = 11.24			

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

* PROGRAM OR COURSE ENROLLMENT

** WORKING AGE POPULATION FIGURES ARE USED AS THE BASIS FOR COMPARISON.

VE215690
15 NORTHCENTRAL

WISCONSIN TECHNICAL COLLEGE SYSTEM
CLIENT REPORTING SYSTEM (VE215690)

15:09:23 05/06/10
PAGE: 1

COMPLIANCE INDICATOR IV - LEP
FISCAL YEAR 2009-2010 NOTE: MASTER FILE IS NOT CLOSED
* LEP ENROLLEES

FACTORS FOR CONSIDERATION	--TOTAL-- NUMBER	---LEP--- NUMBER	LEP PERCENTAGE
* TOTAL ENROLLMENT	7,050	68	0.96
** ADULT POPULATION & DIFFERENCE QUOTIENT	162,662	2,878	1.77
			-0.81
			0.54
DIFFERENCE = 56.74			
STANDARD DEVIATION = 22.14			

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

GRADUATE COMPARISON

FACTORS FOR CONSIDERATION	--TOTAL-- NUMBER	---LEP--- NUMBER	LEP PERCENTAGE
TOTAL GRADUATES	822	13	1.58
* TOTAL ENROLLMENT & DIFFERENCE QUOTIENT	7,050	68	0.96
			0.62
			1.65
DIFFERENCE = 5.07			
STANDARD DEVIATION = 5.60			

* PROGRAM OR COURSE ENROLLMENT

** ADULT POPULATION FIGURES ARE USED AS THE BASIS FOR COMPARISON.