



## Academic Affairs

*Provost and Vice Chancellor*

February 2, 2009

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Dear Students, Faculty and Staff, and Campus Community Members:

The University of Wisconsin-Milwaukee (UWM) is continually evaluating its employment practices and processes in the areas of equal employment opportunity and affirmative action. To this end, during the last plan year, UWM considered and implemented several significant refinements to its Affirmative Action Plan. We are excited to share these modifications with the campus community, and, as described below, we believe they will make our plan more robust and effective.

The first modification relates to the recruitment areas for all classified job groups. In preparation for this Affirmative Action Plan, UWM's Office of Equity/Diversity Services (EDS) and Department of Human Resources initiated an extensive review of the definition of each of these recruitment areas. Specifically, they examined the postal zip codes for all applicants in the 14 classified job groups for the period of October 27, 2007 through early August 2008. These zip codes were tabulated and analyzed. As a consequence of this exercise, the recruitment area was refined in thirteen of the fourteen job groups. These changes have allowed UWM to more precisely determine the availability percentages for these job groups.

UWM also transitioned to a different data source to determine availability for its thirteen faculty job groups. Historically, UWM has utilized data published by the National Opinion Research Center (NORC), University of Chicago, to determine availability for its faculty job groups. The NORC report is based on data collected in the Survey of Earned Doctorates (SED) conducted for several national foundations and federal departments, including the National Science Foundation (NSF) and the U.S. Department of Agriculture. In 2007, however, NORC began suppressing certain data in an effort to protect the confidentiality of respondents to the SED. As a result, certain race, ethnicity and gender data is no longer available from NORC. After considering the impact of NORC's revised reporting, UWM has decided to instead utilize the U.S. Department of Education's National Center for Education Statistics (NCES) resources to calculate faculty availability data. We believe that NCES data is now the most comprehensive data available for determining the availability of minority and women faculty.

The last significant modification to the 2008-09 Plan concerns the standard of analysis used to determine underutilization. Institutions are required to set a placement goal "[w]hen the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage." 29 C.F.R. 60-

2.15. Historically, UWM has used the Rule of Any Difference to determine if placement goals for minorities and/or women should be established. However, an examination of peer institutions found that the 2 standard deviation method of analysis was the preferred method of analysis used to determine minority and female underutilization. The 2 standard deviation test is a binomial test, which calculates the probability that the actual number of minorities or women in a particular job group could have occurred by pure chance, given the known availability of minorities and women to fill positions in that job group. This test will allow UWM to focus its good faith efforts on job groups where the identified problems are less likely to have occurred by pure chance.

We are pleased to share these updates and improvements with you and hope you agree that UWM's 2008-2009 Affirmative Action Plan is UWM's best to date.

Sincerely,

A handwritten signature in cursive script, appearing to read "Anita Cheng". The signature is written in black ink and is positioned above the printed name.

Provost and Vice Chancellor

**University of Wisconsin – Milwaukee  
2008-2009 Federal Affirmative Action Plan**

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# Work Force Analysis

UW-Milwaukee 07-08 Data  
10/31/2008

Department: B19-ENGINEERING & APPLIED SCIE

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
24060-ACADEMIC DEPT ASSOC		15.25 - 20.12	5	2	5	3	2									
T16DN-RESEARCH SPECIALIST		37,080 - 45,000	3		2	2					1	1				
D80DN-LECTURER -T06-		40,795 - 56,830	2								2	2				
R12DN-ADVISOR		43,375	1	1	1					1						
83403-INSTRUMENT MAKER-ADV		20.94	1								1	1				
19410-HR ASST		20.96	1		1	1										
16410-PRG ASST ADV CONF		21.46	1		1	1										
R08FN-ASSOC ADM SPECIALIST		45,000	1		1	1										
R08BN-SR ADMIN SPECIALIST		48,358 - 49,086	2		2	2										
E05FN-ASSOC RESEARCHER		50,461	1		1	1										
E05DN-RESEARCHER		50,685 - 54,000	2								2	2				
D80BN-SENIOR LECTURER -T06-		51,764 - 78,405	5								5	5				
S52BN-SR INSTRUMENT SPEC		52,247	1	1							1				1	
T25DN-STUDENT SERVICES CORD		52,756	1		1	1										
R12BN-SR ADVISOR		53,649 - 54,942	2		2	2										
T25BN-SR STUDENT SERV COORD		56,127	1	1	1		1									
T32BN-SR SYSTEMS PROGRAMMER		65,831	1								1	1				
E20DN-INSTRMT INNOVATOR/RES		68,500	1								1	1				

Continued...

# Work Force Analysis

UW-Milwaukee 07-08 Data  
10/31/2008

Department: B19-ENGINEERING & APPLIED SCIE

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
M12DL-DIR, STUDENT SERV/L		69,984	1									1	1			
P50NS-DEVELOPT PRG MGR I		76,955	1		1	1										
D92DN-FACULTY ASSOCIATE-T06-		81,432	1									1	1			
C40NN-ASSISTANT PROFESS-F05-		87,450 - 106,102	14	9	2				2			12	5			7
C30NN-ASSOCIATE PROFESS-F05-		89,431 - 170,750	29	12	3	1			2			26	16		1	9
M95DN-DIR, UNSPECIFIED (9)		95,281	1									1	1			
C20NN-PROFESSOR -F05-		104,515 - 217,612	15	9	1	1						14	5		1	8
N22NL-ASSISTANT DEAN/L		105,066	1									1	1			
B10FN-ASSOC ACD PGM DIR		130,339	1									1	1			
A51NN-ASSOCIATE DEAN		131,778 - 140,580	2	2								2			1	1
E10BN-SENIOR SCIENTIST		150,000	1	1								1				1
A20NN-DEAN		152,011 - 240,000	2	1								2	1		1	
<b>Department Total</b>			<b>101</b>	<b>39</b>	<b>25</b>	<b>17</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>76</b>	<b>45</b>	<b>0</b>	<b>4</b>	<b>27</b>	<b>0</b>
<i>% of Total</i>				<i>38.61</i>	<i>24.75</i>	<i>16.83</i>	<i>2.97</i>	<i>.00</i>	<i>4.95</i>	<i>.00</i>	<i>75.25</i>	<i>44.55</i>	<i>.00</i>	<i>3.96</i>	<i>26.73</i>	<i>.00</i>