

Wisconsin Indianhead Technical College Affirmative Action/Equal Opportunity Five-Year Plan 2019-2024

John Will College President

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Wisconsin Indianhead Technical College
Five-Year Affirmative Action/Equal Opportunity Plan
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Introduction

The Five-Year Affirmative Action Plan (2019-2024) (Plan) affirms the continued commitment of the Wisconsin Indianhead Technical College (WITC) (College) to actively implement all appropriate federal and state equal opportunity and affirmative action laws, executive orders, plans, rules and regulations. This Plan was developed in accordance with the guidelines as established by the Wisconsin Technical College System Board.

WITC is committed to Equal Opportunity for all its employees and students in all programs and educational activities including, but not limited to: outreach, recruitment, certification, selection, transfer, referrals, promotions, testing, placement, training, compensation, support services, benefits, layoffs, terminations and committee appointments. Discrimination against persons because of their sex, sexual preference, race, religion, color, national origin or ancestry, age, disability, political affiliation or beliefs, arrest or conviction records or refusal to consent to sexual harassment is strictly prohibited.

To achieve equal employment and educational opportunities, the College recognizes the need to take appropriate Affirmative Action steps, when necessary, with respect to persons of color, women, the disabled and other protected groups, by setting policies and procedures to obtain equality. WITC will continue to make all reasonable accommodations as requested and required.

While the responsibility for overall development and implementation of the College's Affirmative Action program rests with the President, all staff are responsible for the application of Affirmative Action and Equal Opportunity policies. This includes initiating and supporting programs and practices designed to develop understanding, acceptance, commitment and compliance within the framework of this Plan.

WITC looks forward to the positive outcomes that will result from the provisions of this Plan which reflect the convictions and values of the College.

John Will President

Section I

Equal Opportunity Statement

Wisconsin Indianhead Technical College (WITC) does not discriminate on the basis of race, color, ancestry, religion, sex, service in the uniformed services, veteran status, national origin, age, disability, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions or status in any group protected by state or local law in employment, admissions or its programs or activities. WITC offers degrees, diplomas, apprenticeships and certificates in the Emergency Management Services, General Education/ABE, Business, Family & Consumer Services, Allied Health and Trade and Technical divisions. Admissions criteria vary by program and are available by calling our Admissions Office at 800-243-9482.

The following person has been designated to oversee Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973 and to handle inquiries regarding the College's nondiscrimination policies: Amanda Gohde, Affirmative Action/ Equal Opportunity Officer/ Title IX Coordinator/Director, Human Resources, Administrative Office, 505 Pine Ridge Drive, Shell Lake WI 54871, 715-468-2815 ext. 2240, TTY 711, amanda.gohde@witc.edu.

WITC Goals for Affirmative Action/Equal Opportunity

- 1. Emphasize an educational and work environment that reflects, appreciates and celebrates a diverse society.
- 2. Ensure a climate for the success of employees and students by appreciating the uniqueness he/she brings to the College.
- 3. Balance individual occupational program enrollment percentages for students by race, sex and disability percentages with the general population.
- 4. Assure non-discrimination in career planning, counseling and placement services for students.
- 5. Analyze and address employment of staff at the College to match availability percentages for race, sex and disability categories in the general population of the District.
- 6. Create additional outreach to individuals with military service and veteran status.
- 7. Program specific goals will be met to respond to identified protected/underserved populations that exist within the WITC District to address student and employee recruitment and retention.

Affirmative Action/Equal Opportunity Policy Statements

Non-Discrimination/Non-Harassment Compliance:

Wisconsin Indianhead Technical College (WITC) (College) does not discriminate on the basis of race, color, ancestry, religion, sex, service in the uniformed services, veteran status, national origin, age, disability, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions or status in any group protected by federal, state or local law in employment, admissions or its programs, services or activities in compliance with Title VI and VII of the Civil Rights Act of 1964 (Title VI, VII), Title IX of the Education Amendments of 1972 (Title IX) and Section 504 and Section 508 of the Rehabilitation Act of 1973 and Title II of The Americans with Disabilities Act of 1990, as amended (Section 504/Title II) and The Americans with Disabilities Act Amendments Act of 2008 (Amendments Act), Clery Act, as amended,

Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, and the Higher Education Act of 1965, §485(f) (20 U.S.C. 1092 (f)).

Equal Opportunity Employment includes, but it not limited to, the following areas: recruitment, selection, hiring, training, promotion, transfer, layoff, retention, return from layoff, compensation and fringe benefits, terminations, certification, testing and committee/team appointments.

The Policy of Non-Discrimination/Non-Harassment Compliance is a key to the overall commitment of the College to equal employment and equal educational opportunity and directs the College in making decisions relating to the College facilities, employment of personnel, selection of educational materials, equipment, curriculum and regulations affecting students and placement of qualified minorities at all levels of employment when deficiencies exist through affirmative action and providing reasonable accommodations for students and employees with disabilities.

The following position has been designated to oversee compliance with federal and state statutory and regulatory requirements related to equal employment and equal educational opportunities including Title IX, Title VI, Title VII, Section 504, Section 508, Title II, Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, the guidance supplied by Department of Education, Office of Civil Rights and to handle inquiries, investigations and resolve complaints regarding the College's equal opportunity and non-discrimination/non-harassment policies for students, employees and student/employee applicants: Director, Human Resources, Administrative Office, 505 Pine Ridge Drive, Shell Lake WI 54871, 715-468-2815 ext. 2240. Employees and students may also report complaints to law enforcement as appropriate.

To insure compliance with the intent of state laws and regulations and the guidance supplied by the Office of Civil Rights, procedures for resolving complaints/grievances have been adopted by the College.

Complaints of alleged acts of unlawful discrimination which are in violation of the non-discrimination/non- harassment policy under which the College operates shall be filed directly with the Director, Human Resources who has been designated the Equal Opportunity/Affirmative Action Officer and Title IX Coordinator for the College. All complaints or reports of alleged acts or charges will be handled under developed procedures that will include, but not be limited to, taking immediate action to eliminate the acts or actions in violation of the Policy, preventing its recurrence, addressing its effects, publishing a notice of non-discrimination, adopting and publishing complaint procedures and ensuring College employees are trained to respond to issues/complaints promptly and equitably.

Individuals who engage in unlawful discriminatory practices are subject to disciplinary action up to and including termination of employment or expulsion.

For more information on types of unlawful discrimination/harassment/sexual harassment/sexual misconduct/sexual violence examples, rights and responsibilities, and the complaint/grievance procedures, please contact the College's Director, Human Resources/Equal Opportunity/Affirmative Action Officer and Title IX Coordinator.

Affirmative Action:

Wisconsin Indianhead Technical College is committed to:

- 1. Designing efforts to reach and maintain employment levels for minorities, persons with disabilities and women which are reflective of the WITC District population.
- 2. Planning activities to recruit and place minorities, persons with disabilities and women in the areas where these group members are presently underutilized, Recruitment efforts and resources will be reviewed and updated to improve, to strengthen, and to broaden our recruitment efforts with under-represented populations.
- 3. Providing students with all educational and support services in a non-discriminatory manner with special emphasis in recruitment and retention on an educational climate conducive and supportive of cultural, ethnic diversity and persons with disabilities.
- 4. Supporting employees and applicants for employment with programs developed to address the recruitment, employment, training, promotion and retention needs of minorities and persons with disabilities. In response to an employee's request or an applicant's request for reasonable accommodations will be provided for disabled individuals and for religious practices.

Diversity and Inclusion:

Wisconsin Indianhead Technical College (College) is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. College employees are its most valuable asset and the collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that College employees possess and invest in his/her work represent our culture and achievement.

Diversity is respected and embraced at the College. Diversity includes being open to new and different ideas. It also implies respect for and appreciation of all staff, students and members of the community. Diversity is embraced as a means of enriching relationships and enhancing collaboration.

All employees of the College have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other College sponsored and participative events.

The College seeks a level of enrollment and graduation which proportionately represents minority populations in the district and the College is committed to pursuing the recruitment of minority employees and providing opportunities for all employees to become more knowledgeable about diversity and inclusion in ideas, programs, efforts and populations.

<u>Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence</u> Complaints:

Wisconsin Indianhead Technical College (WITC) (College) prohibits and will not tolerate unlawful discrimination, harassment or sexual harassment/sexual misconduct/sexual violence including domestic violence, dating violence, and/or stalking by or against any student, employee, student/employee applicant, vendor/customer, anyone associated with WITC or other members of the public.

To Make a Claim of Unlawful Discrimination, Harassment, or Sexual Harassment/Sexual Misconduct/Sexual Violence: Any student, employee, or student/employee applicant who believes that he/she has been unlawfully discriminated against or harassed or sexually harassed or a victim of sexual

misconduct/sexual violence including domestic violence, dating violence, and/or stalking in violation of College policy is urged to report the incident.

The following position has been designated to oversee compliance with federal and state statutory and regulatory requirements related to equal employment and equal educational opportunities including Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, as amended, Section 504 and Section 508 of the Rehabilitation Act of 1973, Title II of The Americans with Disabilities Act of 1990, as amended, and The Americans with Disabilities Act Amendments Act of 2008, Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, Higher Education Act of 1965, §485(f) (20 U.S.C. 1092 (f)) and the guidance supplied by Department of Education, Office of Civil Rights and to handle inquiries, investigations and resolve complaints regarding the College's equal opportunity and non-discrimination/non-harassment policies for students, employees and student/employee applicants: Director, Human Resources, Administrative Office, 505 Pine Ridge Drive, Shell Lake, WI 54871, (715) 468-2815, ext. 2240. Employees and students may also report complaints to any member of the College Leadership Team or to law enforcement as appropriate. If any member of the College Leadership Team is alleged to have engaged in unlawful discrimination/harassment/retaliation, the complaint must be filed directly with the President. If the President is alleged to have engaged in unlawful discrimination/harassment/retaliation, the complaint must be filed directly with the Board Chair. All allegations/complaints will be investigated promptly according to

College procedures and both the complainant and accused will be afforded equitable rights during the investigative process.

All complaints or reports of alleged acts or charges of unlawful discrimination/harassment/sexual harassment/sexual misconduct/sexual violence including domestic violence, dating violence, and/or stalking reported to the College will be handled under developed procedures that will include, but not be limited to, taking immediate action to eliminate the unlawful action, preventing its recurrence, addressing its effects, publishing a notice of non-discrimination/non-harassment/non-retaliation, adopting and publishing complaint procedures and ensuring College employees are trained to respond to issues/complaints promptly and equitably. Prompt and remedial action will be taken, if necessary, to ensure appropriate behavior in the academic/work environment.

Conduct or actions that arise out of a personal or social relationship that are not intended to have an unlawful discriminatory effect may or may not be viewed as a violation of this policy. WITC will determine whether such conduct constitutes a violation of this policy based on a review of the facts and circumstances of each situation.

For more information on types of unlawful discrimination/harassment/sexual harassment/sexual misconduct/sexual violence examples, rights, responsibilities and the complaint procedure, please contact the College's Director, Human Resources/Equal Opportunity/Affirmative Action Officer and Title IX Coordinator.

Sexual Violence Elimination Commitment:

Wisconsin Indianhead Technical College (College) is committed to providing a safe learning and working environment in compliance with federal law, specifically Title IX, Jeanne Clery Act (the Clery Act), as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women

Reauthorization Act. In keeping with this commitment, the College has adopted policies and procedures to prevent and respond to incidents of sexual misconduct, sexual assault, domestic violence, dating violence, and stalking. These policies, procedures and guidelines apply to all members of the College community, students, employees and visitors as well as contractors and vendors.

The College will not tolerate sexual assault, domestic violence, dating violence, or stalking, as defined in related procedures, in any form. Such acts of violence are prohibited by College policy, as well as state and federal laws. Individuals who the College determines more likely than not have engaged in these types of behaviors are subject to penalties up to and including dismissal or separation from the College, regardless of whether they are also facing criminal or civil charges in a court of law.

Section II

Affirmative Action/Equal Opportunity Dissemination Activities

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

- 1. Five-Year Plan will be reviewed and approved by the College Leadership Team and Board.
- 2. Annual Updates, including progress reports will be reviewed by the College Leadership Team and Board.
- 3. Electronic copies of the Five-Year Plan and Annual Updates will be distributed to all staff at all campus locations immediately after Board approval via email communication and a post to the intranet.
- 4. Electronic copies of the Five-Year Plan and Annual Updates will be provided to Wisconsin Technical College System Affirmative Action Officer and other technical college system affirmative action officers, when requested.
- 5. New employees will receive the Five-Year Plan as part of the new staff orientation process in Maestro. This will allow new staff the opportunity to learn WITC's Affirmative Action/Equal Opportunity Policy, grievance procedure and to further understand the College's commitment to a culture of diversity, equity and inclusion.
- 6. The Student Handbook, Catalog and other student directed publications have the grievance procedure included.
- 7. All recruitment materials, brochures, applications and admission forms and other College created forms will include Equal Opportunity Employer/Educator Statement. Notification of intent to accommodate disabilities in the employment process and the relay service information are included in all recruitment materials.
- 8. Annual, public notices will be published in official district newspapers at the beginning of the fall semester. Annual notice is published in three languages to represent our district population.
- 9. Special articles of achievements in equal opportunity or affirmative action will be published in College or student publications/College website.
- 10. All staff will receive training regarding the affirmative action/equal opportunity policy, the College's commitment to diversity, equity and inclusion and grievance procedure.

Section III Self-Evaluation

Self-evaluation consists of two parts, Federal and State Regulation Compliance contained in this section and Employment Compliance contained in Section IV. The Self-Evaluation document is maintained at WITC by the Director, Human Resources and is available upon request.

Section IV District Workforce Analysis

Wisconsin Indianhead Technical College (WITC) has conducted an analysis and has established goals/initiatives for employment and educational service program areas which are underutilized for minorities, females or disabled employees and students. The analysis was conducted using data from the client reporting system, staff accounting system and internal College data.

Section V

Employment Program Affirmative Action Initiatives

The goals below respond to identified protected/underserved populations that exist within the WITC district.

Program 1: Implement targeted employee recruitment plans based on protected class.

Employee Recruitment Goal 1: Build relationships with tribes within the district

According to the FY2019 Affirmative Action Compliance Report, our percentage of Native American employees (1.16%) does not align with district population, and this is currently the largest discrepancy in the race/ethnicity category.

Action Item	Responsibility	Timeline
Step 1: Identify tribal liaisons – part	Diversity, Equity and Inclusion Team – TBD	FY20
of current role (student and/or	Regional Leadership Teams	
employee goal)		
Step 2: Liaisons to establish a	Diversity, Equity and Inclusion Team – TBD	FY20
connection with each tribe	Regional Leadership Teams	
Step 3: Determine events or	Diversity, Equity and Inclusion Team – TBD	FY21
methods for best communication to		
tribal communities (job		
boards/newsletter)		
Step 4: Take action on opportunities	Human Resources Department	FY21
i.e. post jobs		
Step 5: Determine methods for	Diversity, Equity and Inclusion Team – TBD	FY22
follow up and data collection of		
success		
Step 6: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal		

Employee Recruitment Goal 2: Expand employee recruitment efforts to target the non-alignment of race/ethnicity of College employees to the comparison of district population.

According to the FY2019 Affirmative Action Compliance Report, our percentage of Race/Ethnic employees (2.05%) does not align with district population.

Action Item	Responsibility	Timeline
Step 1: Identify an internal or	Diversity, Equity and Inclusion Team – TBD	FY20
community liaison to provide	Regional Leadership Teams	
perspective/understanding of key		
issues or opportunities.		
Step 2: Plan next steps	Diversity, Equity and Inclusion Team – TBD	FY20
	Regional Leadership Teams	
Step 3: Execute determined steps	Diversity, Equity and Inclusion Team – TBD	FY21
	Regional Leadership Teams	
Step 4: Review metrics and data	Diversity, Equity and Inclusion Team – TBD	FY22
	Regional Leadership Teams	
Step 5: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal.		

Employee Recruitment Goal 3: Feature diversity as an asset to the culture of WITC's workforce to prospective employees.

Action Item	Responsibility	Timeline
Step 1: Determine an additional	Diversity, Equity and Inclusion Team – TBD	FY20
marketing source for job postings		
Step 2: Ensure that the Affirmative	Diversity, Equity and Inclusion Team – TBD	FY20
Action Plan is available to		
prospective employees		
(communicate)		
Step 3: Feature images of diversity in	Diversity, Equity and Inclusion Team – TBD	FY21
marketing materials		
Step 4: Create "commitment to	Diversity, Equity and Inclusion Team – TBD	FY21
diversity" statement to include in all		
job postings/advertisements		
(emphasize access to		
accommodations).		
Step 5: Encourage diversity on hiring	Diversity, Equity and Inclusion Team – TBD	FY21
committees		
Step 6: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal.		

Employee Recruitment Goal 4: Expand efforts to recruit Military connected employees.

Action Item	Responsibility	Timeline
Step 1: Develop a method for self-	Diversity, Equity and Inclusion Team – TBD	FY20
disclosure of military-connected		
status and tracking metrics		
Step 2: Develop training for	Diversity, Equity and Inclusion Team – TBD	FY20
interview teams to be able to		
understand how military skills		
translate to employment skills for		
College positions		
Step 3: Provide training to interview	Diversity, Equity and Inclusion Team – TBD	FY21
teams to be able to understand	Professional Development Team	
transferable skills to better		
understand how the applicant meets		
the qualifications		
Step 4: Human Resources develops	Human Resources	FY21
relations/connection with the		
County Veteran Services Officers		
Step 5: Highlight Veterans who are	Diversity, Equity and Inclusion Team – TBD	FY21
already employees with the College		
and what they do; potential		
resource; post on website		
Step 6: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal		

Program 2: Implement targeted employee retention plans based on protected class.

Employee Retention Goal 1: Centralize diversity efforts and increase internal awareness of and continue diversity efforts that are already happening.

Action Item	Responsibility	Timeline
Step 1: Build and maintain inventory	Diversity, Equity and Inclusion Team – TBD	FY20
of current diversity activities at each		
location and communicate to		
Diversity, Equity and Inclusion Team		
Step 2: Add diversity piece to Points	Diversity, Equity and Inclusion Team – TBD	FY20
of Pride email	Marketing	
	President's Office	
Step 3: DEI Team creates a diversity	Diversity, Equity and Inclusion Team – TBD	FY20
newsletter and communicates	Marketing	
efforts to all WITC staff semi-		
annually (include items like: nursing		
mothers rooms,		
ergonomics/accommodations and		
AA Plan)		
Step 4: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal		

Employee Retention Goal 2: Expand education amongst employees that fosters a culture of diversity, equity and inclusion.

Action Item	Responsibility	Timeline
Step 1: Build a presence of the	Diversity, Equity and Inclusion Team – TBD	FY20
Collegewide Diversity, Equity and		
Inclusion Team at each location		
Step 2: Develop expanded diversity	Diversity, Equity and Inclusion Team – TBD	FY20
training expectations across all	Professional Development Team	
employee groups (acknowledge		
current efforts, implement		
unconscious bias training,		
implement awareness/sensitivity		
training surrounding LGBTQ)		
Step 3: Implement a diversity lunch	Diversity, Equity and Inclusion Team – TBD	FY21
and learn series at all sites for	Professional Development Team	
students and staff (overall diversity,		
socioeconomic, mental health, Safe		
Zone, Challenging Stereotypes)		
Step 4: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal		

Section VI

Student Program Affirmative Action Initiatives

The goals below respond to identified protected/underserved populations that exist within the WITC district.

<u>Program 1: Implement targeted student recruitment plans based on protected class.</u>

Student Recruitment Goal 1: Highlight current recruitment best practices and successes with underrepresented groups.

Action Item	Responsibility	Timeline
Step 1: Inventory of current	Diversity, Equity and Inclusion Team – TBD	FY20
recruitment trends; opportunities	Student Affairs	
for admissions		
advisors/counselors/recruiters to		
share best practices		
Step 2: Education opportunity to	Diversity, Equity and Inclusion Team – TBD	FY20
increase efforts to recruit targeted	Student Affairs	
populations.		
Step 3: Assess statistics post-open	Diversity, Equity and Inclusion Team – TBD	FY21
enrollment rollout; has retention for	Student Affairs	
these groups improved? More		
diverse student population?		
Step 4: Make intentional efforts to	Diversity, Equity and Inclusion Team – TBD	FY21
increase diversity to specific	Student Affairs	
programs. (Chamber panel		

discussion featuring		
students/graduates/community		
members in nontraditional careers)		
(Continue to build partnerships to		
serve students with special needs,		
i.e. Hospitality)		
Step 5: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal		

Student Recruitment Goal 2: Increase and promote overall diversity.

Action Item	Responsibility	Timeline
Step 1: Include diversity in the Points of Pride email; students to see their likeness within the College	Diversity, Equity and Inclusion Team – TBD Marketing President's Office	FY20
Step 2: Communicate the Affirmative Action Plan to students	Diversity, Equity and Inclusion Team – TBD Student Affairs Marketing	FY20
Step 3: Create an emphasis of diversity, equity and inclusion on the website	Diversity, Equity and Inclusion Team – TBD Marketing	FY21
Step 4: Seek out opportunities to attract international students	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY21
Step 5: Explore scholarship opportunities for students in marginalized groups.	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY22
Step 6: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Student Recruitment Goal 3: Expand efforts to recruit Military connected students

Action Item	Responsibility	Timeline
Step 1: Determine a space for	Diversity, Equity and Inclusion Team – TBD	FY20
military connected students to		
connect and find resources		
Step 2: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal		

<u>Program 2: Implement targeted student retention plans based on protected class.</u>

Student Retention Goal 1: Respond to the disproportional graduation rates of students in protected minority classes.

Action Item	Responsibility	Timeline
Step 1: Research current policies,	Diversity, Equity and Inclusion Team – TBD	FY20
procedures and practices to identify	Academic Affairs	
success barriers.	Student Affairs	
Step 2: Recommend that campuses	Diversity, Equity and Inclusion Team – TBD	FY20
become more involved in carrying	Regional Leadership Teams	
out the AA Plan through RLT –		
Develop Campus Plans/Scorecards		
Step 3: Build relationships with	Diversity, Equity and Inclusion Team – TBD	FY21
Tribes in the district through tribal	Regional Leadership Teams	
liaison.		
Step 4: Foster relationships with and	Diversity, Equity and Inclusion Team – TBD	FY21
promote outreach efforts to Somali	Regional Leadership Teams	
population within the district.		
Step 5: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal.		

Student Retention Goal 2: Increase awareness of and continue diversity efforts that are already happening.

Action Item	Responsibility	Timeline
Step 1: Ensure all locations have	Diversity, Equity and Inclusion Team – TBD	FY20
similar services and those services	Student Affairs	
and efforts are communicated	Regional Leadership Team	
(include items like: nursing mothers		
rooms,		
ergonomics/accommodations)		
Step 2: Communicate the AA Plan to	Diversity, Equity and Inclusion Team – TBD	FY20
students; communicate efforts being	Student Affairs	
made to expand diversity, equity		
and inclusion.		
Step 3: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal.		

Student Retention Goal 3: Implement best practices across the College that foster of culture of diversity, equity and inclusion.

Action Item	Responsibility	Timeline
Step 1: Build a presence of the Collegewide Diversity, Equity and Inclusion Team at each location – expand diversity week to all campuses.	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Implement a diversity lunch	Diversity, Equity and Inclusion Team – TBD	FY21

and learn series at all sites for	Student Affairs	
students and staff (overall diversity,		
socioeconomic, mental health, Safe		
Zone, Challenging Stereotypes)		
Step 3: Assess and reflect, data	Diversity, Equity and Inclusion Team – TBD	FY23
drives next 5-Year Plan goal.		



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed:

12/31/2018

Fiscal Year:

2018-19

District: Wisconsin Indianhead Technical College

								ALI	STAFF										100		
Factors For Consideration	Total	Fem	ale	Disa	bility	Race	Ethnic	Ame	erican	As	ian	BI	ack	His	panic	Pa	cific	Multi	Racial	Unkno	wn Race
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	438	292	66.67%	2	0.46%	9	2.05%	3	0.68%	1	0.23%	1	0.23%	4	0.91%	0	0.00%	0	0.00%	2	0.46%
Work Force (2)	153,846	73,191	47.57%	10,114	6.57%	9,059	5.89%	2,842	1.85%	1,016	0.66%	577	0.38%	2,630	1.71%	141	0.09%	1,853	1.20%	N/A	N/A
% Difference (3)			19.09%		-6.12%		-3.83%		-1.16%		-0.43%		-0.15%		-0.80%		-0.09%		-1.20%		
Quotient (4)			1.40		0.07		0.35		0.37		0.35		0.61		0.53		0.00		0.00	1	
Female Difference (5)	83.63																				
Racial Difference (6)	16.79																				

- ** DISABILITY ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE **
- ** RACE/ETHNIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE **
- ** AMERICAN INDIAN ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE **

** MULTI RACIAL ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE **

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

Date Completed:

Fiscal Year: District:

2018-19 Wisconsin Indianhead Technical College

								ADMINE	ADMINISTRATIVE	m											
Factors For Consideration	Total	Fen	Female	Disa	Disability	Race/Ethnic	thnic	Amei	American	Asian	an	Bla	Black	Hist	Hispanic	Pacific	H	Multi Racial		Unkno	Unknown Race
		Count	Count Percent	Count	Percent Count		Percent	Count	Percent	Count	Percent	Count	Percent	Count	Count Percent	Count	Percent	Count	Percent	Count	Count Percent
Employees (1)	104	1 63	3 60.58%	2	1.92%	-	%96.0	-	%96.0	0	%00.0	0	%00.0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Vork Force (2)	13,301	6,081	1 45.72%	6 249	4.13%	269	5.24%	261	1.96%	100	0.75%	89	0.51%	140	1.05%	0	%00.0	128	%96.0	N/A	
% Difference (3)			14.86%		-2.20%		-4.28%		-1.00%		-0.75%		-0.51%		-1.05%		%00.0		-0.96%		
Quotient (4)			1.33	*	0.47		0.18		0.49		00:0		0.00		0.00		0.00		0.00		
Female Difference (5)	15.45																				
Racial Difference (6)	4.45																				
				*	ACE/ETHIN	IC ADMI	NISTRATI	VE POP(** RACE/ETHNIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ***	MAY BE	OUT OF (COMPLI	ANCE **								
				" AME	ERICAN IN	DIAN AD	MINISTRA	TIVE PC	AMERICAN INDIAN ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **	ON MAY E	3E OUT O	FCOMP	LIANCE *								
				#	HISPANIC	ADMIN	STRATIVE	POPUL	" HISPANIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE "	AY BE O	UT OF CO	MPLIAN	CE **								

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	*1							M	EACULTY	1									7		
Factors For Consideration	Total	Fer	Fernale	D	Disability	Race	Race/Ethnic	Amk	American	Asi	Asian	BI	Black	His	Hispanic	Pac	Pacific	Multi F	Racial	Unkno	Multi Racial Unknown Race
		Count	Count Percent	nt Count		Percent Count	Percent	Count	Percent	Count	Percent	Count	Percent Count Percent	Count	Percent	Count	Count Percent	Count	Percent		Count Percent
Employees (1)	122		89 72.95%	2%	0 0.00%	3%	2.46%	٢	0.82%	-	0.82%	٦	0.82%	0	%00.0	0	0.00%	0	0.00%	ľ	0.82%
Work Force (2)	718	391	11 54.46%		47 6.55%	73	10.17%	21	2.92%	35	4.87%	0	0.00%	0	%00.0	0	%00.0	17	2.37%	N/A	N/A
% Difference (3)			18.49%	%€	-6.55%	y 0	-7.71%		-2.11%		4.05%		0.82%		%00.0		%00.0		-2.37%		
Quotient (4)			1.	1.34	0.00	0	0.24		0.28		0.17	1000	00.00		00.00		00.0		00.0		
Female Difference (5)	22.56	10																			
Racial Difference (6)	9.40	-																			
					** DIS	4BILITY F	*ACULTY!	POPULA	** DISABILITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE **	BE OUT	OF COMF	LIANCE	#								
					** RACE	:/ETHNIC	FACULTY	POPUL	** RACE/ETHNIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE **	Y BE OU	T OF COM	IPLIANC	ž Į								
					** AMERIC	'AN INDI	AN FACUL	TY POP(** AMERICAN INDIAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE **	IAY BE C	OUT OF C	OMPLIA	NCE **								
					** ASIAN	AMERICA	IN FACUL	TY POPL	** ASIAN AMERICAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE **	AY BE C	UT OF CC	MPLIA	NCE **								
					" MUL	'I RACIAL	FACULT	r POPUL	** MULTI RACIAL FACULTY POPULATION MAY BE OUT OF COMPLIANCE **	Y BE OU	T OF CON	APLIANC	* !!								

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Factors For Consideration Total Female Disability Race/Ethnic American Asian Black Hispanic Pacific Multi Racial Unknown Racial mployees (1) Count Percent Count								PROFES	SIONA	PROFESSIONAL NONFACULTY	CULTY											
1) 17 13 76.47% Court Percent	actors For Consideration		Fel	male	Disa	bility	Race/E	thnic	Amer	rican	Asi	an	Bla	ck	Hisp	anic	Pac	H	Multi R	Racial 1	Jnkno	wn Race
1) 17 13 76.47% 0 0.00			Count	Percent	Count				Count	_				Percent (Count	_	Count				Count	Percent
(2) 3,812 2,726 71.51% 160 4.20% 256 6.72% 153 4.01% 3 0.08% 29 0.76% 62 1.63% 0 0.00% 9 0.24% NIA	Employees (1)	17					0	0.00%	0	%00.0	0	0.00%	0	0.00%	0		0	0.00%	0	%00.0	0	0.00%
1.07 1.07	Work Force (2)	3,812					256	6.72%	153	4.01%	3	0.08%	29	0.76%	62		D	0.00%	O	0.24%	N/A	N/A
1.07 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	% Difference (3)			4.96%		-4.20%		-6.72%		4.01%		-0.08%		-0.76%		-1.63%		%00.0		-0.24%		
0.84	Quotient (4)			1.07		0.00		0.00		00.00		0.00		0.00		00.0		0.00		00.0		
1.14	Female Difference (5)	0.84	₹\$																			
** DISABILITY PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ** ** RACE/ETHNIC PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ** ** AMERICAN INDIAN PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **	Racial Difference (6)	1.14	w+																			
** RACE/ETHNIC PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ** ** AMERICAN INDIAN PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **				•	" DISABIL	JTY PROF	ESSION	IL NONFA	CULTY	POPULAT	TON MAY	(BE OUT	OF COM	PLIANCE	:							
** AMERICAN INDIAN PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **				#	RACE/ETI	HNIC PRC	FESSION	IAL NONF	ACULTY	Y POPULA	TION MA	Y BE OUT	T OF CO	MPLIANC	‡ µı							
				# AR	MERICAN	INDIAN P	ROFESSI	ON TRNC	NFACUL	TY POPUI	LATION	MAY BE O	UT OF C	OMPLIAR	ICE **							
					** HISPAR	VIC PROF	SSIONA	L NONFA	CULTY F	POPULATI	ON MAY	BE OUT (JF COM	PLIANCE	f							
** HISPANIC PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **																						

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							3	FRICAL	/SECRE	AKIAL											
Factors For Consideration	Total		Female	Disa	Disability	Race/	Race/Ethnic	Ame	American	Asi	Asian	B	Black	His	Hispanic	Pac	Pacific	Multi	Multi Racial	Unkno	Unknown Race
		Count	Count Percent	Count	Percent	Percent Count	Percent	Count	Percent	Count		Count	Percent Count Percent Count Percent	Count	Percent	Count	Count Percent C	Count	Count Percent	Count	Percent
Employees (1)	43		43 100.00%		0.00%	٦	2.33%	0	0.00%	0	0.00%	0	0.00%	٢	2.33%	0	0.00%	0	0.00%	-	2.33%
Work Force (2)	9,917		9,227 93.04%	929	5.81%	571	2.76%	218	2.20%	27	0.27%	80	0.81%	172	1.73%	0	%00.0	73	0.74%	N/A	N/A
% Difference (3)			6.96%	. ^	-5.81%		-3.43%		-2.20%		-0.27%		-0.81%		0.59%		%00.0		-0.74%		
Quotient (4)			1.07		0.00		0.40		0.00	3	00.0		0.00		1.34		00.0		00.00		
Female Difference (5)	2.99																				
Racial Difference (6)	1.48																				

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

** RACE/ETHNIC CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **

** AMERICAN INDIAN CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **



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					-		GD.	KILLEL	SKILLED CRAFTS	10											
Factors For Consideration	Total	Fer	Female	Dis	Disability	Race/	Race/Ethnic	Ame	American	Asian	an	Bla	Black	Hispanic	anic	Pacific	H	Multi R	lacial	Unkno	Multi Racial Unknown Race
		Count	Count Percent	Count	Percent Count	Count	Percent	Count	Percent	Count	Percent	Count	Percent Count Percent	Count		Count Percent		Count	Percent	Count	Count Percent
Employees (1)	58		1 3.45%	0 %	0.00%	0	0.00%	0	%00.0	0	%00.0	0	0.00%	0	%00.0	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	2,833	1,401	1 49.45%	4 301	10.62%	307	10.84%	63	2.22%	58	1.02%	0	0.00%	138	4.87%	0	%00.0	78	2.75%	N/A	N/A
% Difference (3)			-46.00%	90	-10.62%		-10.84%		-2.25%		-1.02%		0.00%		4.87%		%00.0		-2.75%		
Quotient (4)			0.07	7	00'0		00.00		0.00		00.0		00.0		0.00		00.0		0.00		
Female Difference (5)	13.34	7+																			
Racial Difference (6)	3.14	¥+																			
				* 1	** FEMALE SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ** ** DISABILITY SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **	SKILLE Y SKILLE	CRAFTS D CRAFT	POPUL/	ATION MA	Y BE OU'	T OF CON	MPLIANC	# # CE #								
				*	RACE/ETHNIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ***	IC SKILL	ED CRAF	IS POPL	JLATION N	AAY BE (OUT OF C	OMPLIA	NCE **								
				** AMI	MERICAN INDIAN SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ***	DIAN SK	LLED CRA	(FTS PO	PULATION	MAY BE	OUT OF	COMPL	JANCE **								
				* ASI	** ASIAN AMERICAN SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **	CAN SKI	LLED CRA	FTS PO	PULATION	I MAY BE	OUT OF	COMPL	ANCE **								
				ī	** HISPANIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **	SKILLEI) CRAFTS	POPUL	ATION MA	Y BE OU	T OF COA	WPLIANC	菲 兴								
				¥	MULTI RACIAL SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ***	AL SKILI	ED CRAF	TS POPL	JLATION IN	AAY BE (OUT OF C	OMPLIA	NCE #								

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Factors For Consideration Total Employees (1) 20 Work Force (2) 14,165 % Difference (3) 14,165 Guotient (4) 8.49 Female Difference (5) 8.49 Racial Difference (6) 0.41																				
14.1	Leu	Female	Disat	sability	Race/Ethnic	thnic	American	rican	Asian	an	Black	ıck	Hisp	Hispanic	Pacific	ific	Multi Racial		Unkno	Unknown Race
14,1	Count Percent	Percent	Count	Percent Count		Percent	Count	Percent	Count	Percent	Count	Percent	Count	Count Percent	Count	Percent	Count	Percent	Count Percent	Percent
41	2	10.00%	0	%00.0	-	2.00%	-	2.00%	0	%00.0	0	0.00%	0	%00.0	0	0.00%	0	0.00%	0	0.00%
	7,432	52.47%	1,470	10.38%	1,002	7.07%	307	2.17%	112	0.79%	30	0.21%	338	2.39%	0	%00.0	214	1.51%	N/A	N/A
		42.47%		-10.38%		-2.07%		2.83%		-0.79%		-0.21%		-2.39%		%00.0		-1.51%		
		0.19		00.00		0.71		2.31		00.0		0.00		0.00		0.00		0.00		
			** FEN	(ALE SER BILITY SE	VICE/MA RVICE/M	INTENAN. AINTENA!	CE POPI	** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** DISABILITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **	MAY BE I MAY BI	OUT OF (COMPLI	ANCE "								
			** RACE/	ETHNIC S	ERVICE/I	MAINTEN/	ANCE P(** RACE/ETHNIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **	N MAY I	3E OUT O	F COMP	LIANCE *								
			# HISE	ANIC SEF	VICE/MA	UNTENAN	CE POP	HISPANIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ***	MAYBE	OUT OF	COMPLI	ANCE **								
			** MULTI	RACIAL S	ERVICE	MAINTEN	ANCE P	ILTI RACIAL SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ***	N MAY	BE OUT C	F COMF	LIANCE '	1							



CLI660A Compliance Indicator I - Program Areas Client Reporting System

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0.20 %		0.04 %		-0.15 %		-0.19 %		0.32 %		-0.15 %		0.28 %		-0.36 %			% Difference (5)
1.76 %	96	2.12 %	116	0.15 %	8	90.67 %	4,955	0.90 %	49	1.02 %	56	0.93 %	51	2.45 %	134	5,465	Total Enrollment (1)
1.96 %	29	2.16 %	32	0.00 %	0	90.47 %	1,339	1.22 %	18	0.88 %	13	1.22 %	18	2.09 %	31	1,480	Total Graduates (4)
Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
Unknown Race	Unknov	Multi Race	Multi	awalian ilander	Native Hawaiian Pacific Islander	Te T	White	anic	Hispanic	ıck	Black	an	Asian	Native American Alaskan Native	Native Alaska	Total Population	Factors For Consideration
100								NOIS	OMPAR	GRADUATE COMPARISION	GR						
		0.92 %		0.05 %		-3.44 %		-0.81 %		0.65 %		0.27 %		0.60 %	L		% Difference (3)
		1.20 %	1,853	0.09 %	141	94.11 %	144,787	1.71 %	2,630	0.38 %	577	0.66 %	1,016	1.85 %	2,842	153,846	District POP (2)
1.76 %	96	2.12 %	116	0.15 %	8	90.67 %	4,955	0.90 %	49	1.02 %	56	0.93 %	51	2.45 %	134	5,465	Total Enrollment (1)
Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
Unknown Race	Unkno	Multi Race	Multi	awaiian slander	Native Hawaiian Pacific Islander	fe	White	anic	Hispanic	ick	Black	an	Asian	Native American Alaskan Native	Native Alaska	Total Population	Consideration
								NOIS	OMPAR	ENROLLEE COMPARISION	mz						
									ALL PROGRAMS	ALL PRO							

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



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							Agric	Agriculture									
			THE PERSON			EN	ENROLLEE COMPARISION	OMPAR	NOIS								
Factors For Consideration	Total Population	Native / Alaska	Native American Alaskan Native	Asian	an	B	Black	Hispanic	anic	White	ite	Native Hawaiian Pacific Islander	Native Hawaiian Pacific Islander	Multi	Multi Race	Unknown Race	vn Race
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		Count	Percent	Count Percent	Percent
Total Enrollment (1)	163	0	0.00 %	0	0.00 %	0	0.00%	0	0.00 %	159	97.55 %	0	9		0	2	1.23 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11%	141	0.09 %	1.853	1.20 %		
% Difference (3)			-1.85 %		-0.66 %		-0.38 %		-1.71 %		3.43 %		-0.09 %		0.02 %		
			** NATIVI	= AMERIC/	AN / ALASI	CAN NATIV	** NATIVE AMERICAN / ALASKAN NATIVE STUDENT POPULATION MA	T POPUL	ATION MA	Y BE OUT OF COMPLIANCE	F COMPLI	ANCE **					
						GR.	GRADUATE COMPARISION	OMPAR	SION		Ì						
Factors For	Total	Native /	Native American	Asian	an	묘	Black	Hispanic	anic	White	र्क	Native Hawaiian	awaiian	Multi Race		Unknown Race	n Race
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count Percent	Percent	Count	Percent	Count Percent	Percent
Total Graduates (4)	31	0	0.00 %	0	0.00%	0	0.00%	0	0.00%	29	93.55 %	0	0.00 %	2	٠.	0	0.00%
Total Enrollment (1)	163	0	0.00 %	0	0.00%	0	0.00 %	0	0.00%	159	97.55 %	0	0.00%	2	1.23 %	N	1.23 %
% Difference (5)			0.00 %		0.00%		0.00 %		0.00%		-4.00 %		0.00 %		5.22 %		-1.23 %

^{(1):} Student Program Or Course Enrollment Count
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% Difference (5) Total Enrollment (1) Total Graduates (4) District POP (2) % Difference (3) Total Enrollment (1) Consideration Consideration **Factors For** Factors For Population Population Total Total 153,846 1,447 1,447 255 Count Count **Native American** Native American Alaskan Native Alaskan Native 2,842 38 38 Percent Percent 2.63 % -0.67 % 1.85 % 2.63 % 1.96 % 0.78 % Count Percent Count Percent 1,016 Asian Asian 21 23 Ch 0.66 % 1.45 % 1.96 % 0.51 % 0.79 % 1.45 % Count Count Percent 577 Black GRADUATE COMPARISION Black 17 17 **ENROLLEE COMPARISION** Percent 1.17% 0.00% 1.18 % 0.38 % 0.80 % 1.17 % **Business** Count Percent Count Percent 2,630 Hispanic Hispanic 17 17 N 1.71 % 1.17% -0.39 % 0.78 % 1.17 % -0.53 % Count Count 144,787 1,297 1,297 White White 231 Percent Percent 89.63 % 94.11 % 90.59 % 89.63 % -4.48 % 0.95% Native Hawaiian Pacific Islander Pacific Islander Native Hawaiian Count Count 141 Percent Percent 0.14% 0.00 % -0.14 % 0.05 % 0.09 % 0.14 % Count Percent Count Percent Count Percent 1,853 Multi Race Multi Race 4 4 2.83 % 3.53 % 1.20 % 0.70 % 1.63 % 2.83 % Unknown Race Count | Percent Unknown Race 14 0 0.97 % 0.00 % 0.97 % **-0.97** %

^{(1):} Student Program Or Course Enrollment Count
(2): District Population (18-64 years old) Value from 5-year ACS
(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
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Native American Asiar As		9																
Native American Asian As	1.15 %		-0.04 %		-0.30 %		-1.70 %		2.17 %		-2.08 %		0.43 %		0.38 %			% Difference (5)
Native American Asian Richard	0.89 %	w	2.08 %	7	0.30 %	_	90.48 %	304	0.89 %	ယ	2.08 %	7		2	2.68 %	9	336	I otal Enrollment (1)
Native American Asian As	2.04 %	2	2.04 %	2	0.00%	0	88.78 %	87	3.06 %	ζu	0.00 %	c	1.02 %		3.00%	C	90	Table Conductor (4)
Native American Asian Black Hispanic Count Percent Count Decent Decent Count Decent Decent Count Decent Dece	Percent	Count	-	Count	-		PEICEIL		reiceill	Court	Leiceil	-	1000	1	2000		00	Total Graduates (4)
Native American Asian A)	4			2	Domont		Downant	Count	Dorroont	Count	Percent	Count	Percent	Count		
Native American Asian Asian Black Percent Count Perc	n Race	Unknow		Multi	awaiian slander	Native Ha	์ดั	Whit	anic	Hisp	ick	<u>B</u>	an	Asi	merican Native	Native A Alaskar	Total Population	Factors For Consideration
Native American Asian Alaskan Native Count Percent Cou	1								NOISI	OMPAR	ADUATE C	GR	CERT					
Native American Asian Asian Black Hispanic Count Percent Count Per			0.88%		0.21 %		-3.64 %		-0.82 %		1.71 %		-0.07 %		0.83 %			% Difference (3)
Hamily & Consumer Ed ENROLLEE COMPARISION Native American Alaskan Native Count Percent Count Perc			1.20 %	1,853	0.09 %	141	94.11 %	144,787	1.71 %		0.38 %	577		1,016	1.85 %	2,842	153,846	District POP (2)
Family & Consumer Ed ENROLLEE COMPARISION Native American Alaskan Native Count Percent	0.89 %	ω	2.08 %	7	0.30 %	_	90.48 %	304	0.89 %	;	2.08 %	7		2	2.68 %		336	Total Enrollment (1)
Family & Consumer Ed ENROLLEE COMPARISION Native American Alaskan Native Asian Black Hispanic White Pacific Islander Multi Race	Percent	Count					Percent	Count	Percent	U	Percent	Count	0	Count	Percent	Count		
	n Race	Unknow		Multi	awaiian slander	Native Ha	fe	Whit	anic	Hisp	ick	BI	an	Asi	merican n Native	Native A Alaskar	Total Population	Consideration
Family & Consumer Ed									NOISI	OMPAR	ROLLEE C	EN						
									Ed.	onsume	amily & Co	77						

^{(1):} Student Program Or Course Enrollment Count
(2): District Population (18-64 years old) Value from 5-year ACS
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(4): Student Graduate



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						m :	MPLIANCE COMPLIANCE	JT OF COL	N MAY BE	** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIAN	GRADS POP	BLACK GI	: MU				
					NCE *	OUT OF COMPLIANCE	BE OUT OF	T OF COM	AY BE OU	** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE	ADS POPU	ASIAN GR	E AMEX	NAIN			
-4.31 %		-1.52 %		0.00 %		-88.83 %		-0.76 %		-1.52 %		-1./8 %		-1.2/ %			70 Cilierense (2)
4.31 %	17	1.52 %	6	0.00 %	0	88.83 %	350	0.76 %	w	1.52 %	O.	10	,	1.21 %	C	094	% Difference (5)
0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00%	0	0.00 %	0	П	1 0	0.00%	n c	204	Total Engliment (1)
Percent	Count	Count Percent Count Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	70	Count	Percent	Count		Total Candinaton (4)
m Race	Unknown Race		Multi Race	waiian lander	Native Hawaiian Pacific Islander	्रिक वि	White	anic	Hispanic	Black	Bla	ian	Asian	Native American Alaskan Native	Native A Alaska	Total Population	Consideration
								ISION	OMPAR	GRADUATE COMPARISION	GR	To The					
		0.32 %		-0.09 %		-5.28 %		-0.95 %		1.15 %		1.12 %		-0.58 %			% Difference (3)
		1.20 %	1,853	0.09 %	141	94.11%	144,787	171%	2,630	0.38 %	577		1,016	1.85 %	2,842	153,846	District POP (2)
4.31 %	17	1.52 %	6	0.00 %	0	88.83 %	350	0.76 %	w	1.52 %	6	ı	7	1.27 %	0	394	Pictist COL (C)
Percent		Percent Count	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
Unknown Race	Unknov		Multi Race	awaiian alander	Native Hawaiian Pacific Islander	fe	White	ánic	Hispanic	Black	Bl	Asian	As	Native American Alaskan Native	Native / Alaska	Total Population	Consideration
ly,								NOISI	OMPAR	ENROLLEE COMPARISION	EN						
									General Ed	Gene							

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



CLI660A Compliance Indicator I - Program Areas Client Reporting System

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
District: Wisconsin Indianhead Technical College

4000		-0 41 %		-0.21 %		-0.69 %		0.11%		0.09 %		0.58 %		-0.61 %			% Difference (5)
1,49 %	29	2.20 %	43	0.21 %	4	91.03 %	1,776	0.72 %	14	0.87 %	17	0.67 %	13	2.82 %	55	1,951	Total Enrollment (1)
2.62 %	19	1.79 %	13	0.00 %	0	90.34 %	655	0.83 %	6	0.97 %	7	1.24 %	9	2.21 %	16	725	Total Graduates (4)
Percen	Count Percent		Count Percent		Count Percent	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
vn Rac	Unknown Race	Multi Race	Multi	awaiian ilander	Native Hawaiian Pacific Islander	TO TO	White	anic	Hispanic	ck	Black	an	Asian	merican n Native	Native American Alaskan Native	Total Population	Factors For Consideration
								SION	OMPARI	GRADUATE COMPARISION	GRA						
		1.00 %		0.11 %		-3.08 %		-0.99 %		0.50 %		0.01 %		0.97 %			% Difference (3)
		1.20 %	1,853	0.09 %	141	94.11 %	144,787	1.71 %	2,630	0.38 %	577	0.66 %	1,016	1.85%	2,842	153,846	District POP (2)
1.49 %	29	2.20 %	43	0.21 %	4	91.03 %	1,776	0.72 %	14	0.87 %	17	0.67 %	13	2.82 %	33	1,951	i otal Enrollment (1)
Percen	Count Percent	Count Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
wn Rac	Unknown Race	Multi Race	Multi	awaiian slander	Native Hawaiian Pacific Islander	'n	White	anic	Hispanic	ck	Black	an	(O)	merican n Native	Native American Alaskan Native	Total Population	Factors For Consideration
1								SION	OMPARI	ENROLLEE COMPARISION	EN						
									alth	Health							

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



Run On: 8/27/2018 9:02:59 AM

CLI660A Compliance Indicator I - Program Areas

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

Total Enrollment (1) Total Graduates (4) % Difference (3) District POP (2) Total Enrollment (1) Consideration Consideration **Factors For Factors For** Population Population Total Total 153,846 264 692 692 Count Count **Native American Native American** Alaskan Native Alaskan Native 2,842 - Percent Percent 2.60 % 1.85 % 2.65 % 2.60 % 0.75 % Count Percent Count Percent 1,016 Asian Asian N 0.58 % -0.08 % 0.66 % 0.58 % 0.76 % Count Percent Count **Black** 577 GRADUATE COMPARISION **ENROLLEE COMPARISION** Black Percent 0.43% 0.38 % 0.76 % 0.06 % 0.43 % Industrial Count Percent Count Percent 2,630 Hispanic Hispanic o 6 1.71 % 1.52 % -0.84 % 0.87 % 0.87 % Count Percent Count 144,787 White White 640 237 640 Percent 94.11 % 92.49 % 89.77 % -1.63 % 92.49 % Native Hawaiian Pacific Islander Count Count Percent Pacific Islander Native Hawaiian 141 0 Percent -0.09 % 0.00% 0.09 % 0.00% 0.00% Count Count Percent 1,853 Multi Race Multi Race 00 O Percent 1.20 % 1.16 % 1.89 % -0.05 % 1.16 % Count | Percent Unknown Race Count Percent **Unknown Race** 3 13

1.88 %

% Difference (5)

0.05 %

0.18 %

0.32 %

0.65 %

-2.71 %

0.00%

0.74%

0.77 % 1.88 % 2.65 %

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



CLI660A Compliance Indicator I - Program Areas Client Reporting System

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
District: Wisconsin Indianhead Technical College

					ĈE *	OUT OF COMPLIANCE		TON MAY	POPULA	** ASIAN CRADS BORN ATION MAY BE COULD OF SOME	ADS DODI	ASIAN CO	E AMERIC	NAIIV			
-6.75 %		0.00 %		0.00 %		10.43 %		-0.61 %		-0.61 %		-1.23 %		-1.23 %			% Difference (5)
6.75 %	11	0.00%	0	0.00 %	0	89.57 %	146	0.61 %	_	0.61 %	1		21	1.23 %	. 2	163	Total Enrollment (1)
0.00 %	0	0.00%	0	0.00 %	0	100.00 %	14	0.00%	0	0.00 %	0	0.00%	0	0.00%	.0	14	Fotal Graduates (4)
Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		THE REAL PROPERTY.
Unknown Race	Unkno	Multi Race	Multi	awaiian ilander	Native Hawaiian Pacific Islander	ie i	White	anic	Hispanic	ick	Black	an	Asian	Native American Alaskan Native	Native / Alaska	Total Population	Factors For Consideration
								NOISI	OMPAR	GRADUATE COMPARISION	GR.					The same of the sa	THE RESIDENCE
						CE #	** MULTI RACE STUDENT POPULATION MAY BE OUT OF COMPLIANCE	E OUT OF	N MAY B	POPULATIO	STUDENT F	LTI RACE (INM **				
						¥	COMPLIANCE	OUT OF	N MAY BE	** HISPANIC STUDENT POPULATION MAY BE OUT OF COM	TUDENT P	IISPANIC S	‡ =				
		-1.20 %		-0.09 %		-4.54 %		-1.10 %		0.24 %		0.57 %		-0.62 %			% Difference (3)
		1.20 %	1,853	0.09 %	141	94.11 %	144,787	1.71 %	2,630	0.38 %	577	0.66 %	1,016	1.85 %	2,842	153,846	District POP (2)
6.75 %	11	0.00%	0	0.00 %	0	89.57 %	146	0.61 %	_	0.61 %	_	1.23 %	12	1.23 %	2	163	Total Enrollment (1)
Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
Unknown Race	Unkno	Multi Race	Multi	awaiian ilander	Native Hawaiian Pacific Islander	te	White	anic	Hispanic	ick	Black	an	Asian	Native American Alaskan Native	Native / Alaska	Total Population	Factors For Consideration
								NOISI	OMPAR	ENROLLEE COMPARISION	ENT						
									Marketing	Mark							

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

CLI660A Compliance Indicator I - Program Areas Client Reporting System

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
District: Wisconsin Indianhead Technical College

						m *	MPLIANCE COMPLIANCE		MAY BE OU	** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIAN	RADS POP	BLACK GI	* **				
					ICE **	COMPLIAN	** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE	TION MAY	POPULA.	IVE GRADS	KAN NAT	SAN / ALAS	'E AMERIC	** NATIV			
-2.01 %		-3.21 %		-0.40 %		8.57 %		1.47 %		-1.20 %		-0.40 %		-2.81 %			% Difference (5)
2.01 %	6	3.21 %	8	0.40 %		88.35 %	220	1.61 %	4	1.20 %	w	0.40 %	_	2.81 %	7	249	Total Enrollment (1)
0.00 %	0	0.00 %	0	0.00%	0	96.92 %	63	3.08 %	2	0.00 %	0	0.00%	0	0.00%	0	65	Total Graduates (4)
Percent	Count Percent	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count		
n Race	Unknown Race		Multi Race	awaiian alander	Native Hawaiian Pacific Islander	Ö	White	anic	Hispanic	Black	Bla	an	Asian	Native American Alaskan Native	Native American Alaskan Native	Total Population	Factors For Consideration
								NOIS	OMPAR	GRADUATE COMPARISION	GR						
		2.01 %		0.31 %		-5.76 %		-0.10 %		0.83 %		-0.26 %		0.96 %			% Difference (3)
		1.20 %	1,853	0.09 %	141	94.11 %	144,787	1.71 %	2,630	0.38 %	577	0.66 %	1,016	1.85 %	2,842	153,846	District POP (2)
2.01 %	5	3.21 %	8	0.40 %	_	88.35 %	220	1.61 %	4	1.20 %	ω	0.40 %	_	2.81 %	7	249	Total Enrollment (1)
Percent	Count Percent	Percent	Count	Percent	Count	Percent	Count	Percent	Count Percent	Percent	Count	Percent	Count	Percent	Count		
n Race	Unknown Race		Multi Race	awaiian Hander	Native Hawaiian Pacific Islander	'n.	White	anic	Hispanic	Black	Bla	an	Asian	Native American Alaskan Native	Native A Alaskar	Total Population	Factors For Consideration
N. P.								SION	OMPARI	ENROLLEE COMPARISION	EN						
									Service	Ser							

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



Run On: 8/27/2018 9:02:59 AM

CLI660A Compliance Indicator I - Program Areas

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

% Difference (3) District POP (2) % Difference (5) Total Enrollment (1) Total Graduates (4) Total Enrollment (1) Consideration Consideration **Factors For Factors For** Population Population Total Total 153,846 70 70 Count Count **Native American** Native American Alaskan Native Alaskan Native 2,842, 0 0 Percent Percent ** NATIVE AMERICAN / ALASKAN NATIVE STUDENT POPULATION MAY BE OUT OF COMPLIANCE 0.00% 0.00 % -1.85 % 1.85 %, 0.00% 0.00% Count Percent Count Percent 1,016 Asian Asian 0.66 % 3.57 % 1.43 % 1.43 % 2.14 % 0.77 % Count Percent Count 577 Black **GRADUATE COMPARISION** Black **ENROLLEE COMPARISION** Percent **Technical And TV** 0.38 % 0.71% 2.86 % 3.57 % 2.48 % 2.86 % Count Percent Count | Percent 2,630 Hispanic Hispanic 1.71 % 1.43 % 3.57 % 1.43 % -0.28 % 2.14% Count Count 144,787 White White යු တ္သ 23 Percent Percent 94.11 % 90.00% 90.00% -7.86 % 82.14 % -4.11 % Native Hawaiian Native Hawaiian Count Percent Pacific Islander Count Pacific Islander 141 * 0 Percent 0.00 % 0.00% -0.09 % 0.09 % 0.00% 0.00% Count Percent Count Percent Count 1,853 Multi Race Multi Race Percent 2.14 % 1.43 % 1.20 % 1.43 % 3.57 % 0.22 % **Unknown Race Unknown Race** Count Percent N 3.57 % 0.71 % 2.86 % 2.86 %

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



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

			ALL PROGRA	AMS			
		ENR	OLLEE COMP	ARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	5,465	3,380	61.85 %	399	7.30 %	414	7.58%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			14.27 %		0.73 %	-,	1.69%
		GR	ADUATE COM	PARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minori	ty
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,480	963	65.07 %	113	7.64 %	112	7.57%
Total Enrollment (1)	5,465	3,380	61.85 %	399	7.30 %	414	7.58%
% Difference (5)			3.22 %		0.33 %		-0.01%

(1): Student Program Or Course Enrollment Count

(2): District Population (18-64 years old) Value from 5-year ACS

(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

			Agricultur	е			
		ENR	OLLEE COMP	ARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	163	35	21.47 %	6	3.68 %	2	1.23%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			-26.10 %		-2.89 %		-4.66%

- ** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **
- ** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **
- ** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

		GR	ADUATE COM	PARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	31	6	19.35 %	3	9.68 %	2	6.45%
Total Enrollment (1)	163	35	21.47 %	6	3.68 %	2	1.23%
% Difference (5)			-2.12 %		6.00 %	-	5.22%

^{(1):} Student Program Or Course Enrollment Count

^{(2):} District Population (18-64 years old) Value from 5-year ACS

^{(3): (} Student Program Or Course Enrollment Count% - District Population Value from Census Records%)



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

			Business				
	4	ENF	ROLLEE COMP.	ARISION			nac some
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,447	811	56.05 %	99	6.84 %	136	9.40%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			8.47 %		0.27 %	0,000	3.51%
		GR	ADUATE COM	PARISION			No. of the last
Factors For Consideration	Total Population	Fem	ale	Disable	ed	Minor	ity
NERSEN LEADING		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	255	167	65.49 %	24	9.41 %	24	9.41%
Total Enrollment (1)	1,447	811	56.05 %	99	6.84 %	136	9.40%
% Difference (5)			9.44 %		2.57 %	100	0.01%

(1): Student Program Or Course Enrollment Count

(2): District Population (18-64 years old) Value from 5-year ACS

(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

		F	amily & Consu	mer Ed			
		ENF	ROLLEE COMP.	ARISION	1 1 12 12		ST JE BY
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	336	318	94.64 %	37	11.01 %	29	8.63%
District POP (2)	153,846	73,191	47.57 %	10.114	6.57 %	9,059	5.89%
% Difference (3)			47.07 %		4.44 %	0,000	2.74%
		GR	ADUATE COM	PARISION	A HE S	20, 10 1 110	20 -11
Factors For Consideration	Total Population	Fem	ale	Disable	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	98	95	96.94 %	13	13.27 %	9	9.18%
Total Enrollment (1)	336	318	94.64 %	37	11.01 %	29	8.63%
% Difference (5)			2.30 %		2.25 %		0.55%

(1): Student Program Or Course Enrollment Count

(2): District Population (18-64 years old) Value from 5-year ACS

(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)



Total Graduates (4)

Total Enrollment (1)

% Difference (5)

Client Reporting System CLI660B Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:04;

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

Maker 1996 St.			General E	d			
			COLLEE COMP	ARISION			TO THE
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	394	260	65.99 %	18	4.57 %	. 27	6.85%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			18.42 %	13,1	-2.01 %	0,000	0.96%
	** DISABLED ST	UDENT POPUI	LATION MAY BE	OUT OF COMP	LIANCE **		0.0070
		GR	ADUATE COMP	PARISION			COLUMN TO
Factors For Consideration	Total Population	Fema	ale	Disable	ed	Minori	ty

Percent

0.00 %

65.99 %

-65.99 %

Count

0

18

Percent

0.00 %

4.57 %

Count

0

27

Percent

0.00%

6.85%

-6.85%

Count

0

260

0

394

^{-4.57 %} ** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE

^{**} DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **

^{**} MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **

^{(1):} Student Program Or Course Enrollment Count

^{(2):} District Population (18-64 years old) Value from 5-year ACS

^{(3): (} Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

^{(4):} Student Graduate



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

			Health				
		ENR	COLLEE COMP	ARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,951	1,665	85.34 %	157	8.05 %	146	7.48%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			37.77 %		1.47 %	0,000	1.59%
		GR	ADUATE COM	PARISION			
Factors For Consideration	Total Population	Fema	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	725	630	86.90 %	42	5.79 %	51	7.03%
Total Enrollment (1)	1,951	1,665	85.34 %	157	8.05 %	146	7.48%
% Difference (5)			1.56 %		-2.25 %	110	-0.45%
	** DISABLED	RAD POPULA	TION MAY BE OU	JT OF COMPLI			-0.7070

(1): Student Program Or Course Enrollment Count

(2): District Population (18-64 years old) Value from 5-year ACS

(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

		Industrial				
	ENR	OLLEE COMP	ARISION			in a lack
Total Population	Fem	ale	Disabl	ed	Minor	ity
	Count	Percent	Count	Percent	Count	Percent
692	58	8.38 %	42	6.07 %	39	5.64%
153,846	73,191	47.57 %	10.114			5.89%
		-39.19 %	,,,,,,		0,000	-0.25%
** FEMALE STU	DENT POPUL	TION MAY BE O	LIT OF COMPL	IANCE **		012070
** FEMALE STU	No. of Concession, Name of Street, or other party of the Concession, Name of Street, or other pa	ADUATE COMP		IANCE **	76 14 3 16 17	
** FEMALE STU	No. of Concession, Name of Street, or other party of the Concession, Name of Street, or other pa	ADUATE COMP			Minori	
Total	GR	ADUATE COMP	PARISION			ity
Total	GR. Fema	ADUATE COMP	PARISION Disable	ed Percent	Count	ity Percent
Total Population	GR. Fema	ADUATE COMP ale Percent	PARISION Disable Count	ed		ity
	692 153,846	Total Population Fem Count 692 58 153,846 73,191	Total Population Female Percent 692 58 8.38 % 153,846 73,191 47.57 % -39.19 %	Population Female Disable Count Percent Count 692 58 8.38 % 42 153,846 73,191 47.57 % 10,114 -39.19 % -39.19 %	Total Population Female Disabled	Total Population Female Disabled Minor

^{(1):} Student Program Or Course Enrollment Count

^{(2):} District Population (18-64 years old) Value from 5-year ACS

^{(3): (} Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

^{(4):} Student Graduate



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

			Marketing]			
		ENR	OLLEE COMP	ARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minori	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	163	93	57.06 %	4	2.45 %	6	3.68%
District POP (2)	153,846	73,191	47.57 %	10.114	6.57 %	9,059	5.89%
% Difference (3)			9.48 %		-4.12 %	9,009	-2.21%

^{**} MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

	GR	ADUATE COM	PARISION			
Total Population	Fem	ale	Disabl	ed	Minor	ity
	Count	Percent	Count	Percent	Count	Percent
14	9	64.29 %	1	7.14 %	n	0.00%
163	93	57.06 %	4		6	3.68%
		7.23 %		4.69 %	0)	-3.68%
	Population 14 163	Total Population Fem Count 9 163 93	Total Female	Population Female Disable Count Percent Count 14 9 64.29 % 1 163 93 57.06 % 4 7.23 % 7.23 %	Total Population Female Disabled Count Percent Count Percent 14 9 64.29 % 1 7.14 % 163 93 57.06 % 4 2.45 %	Total Population Female Disabled Minor Count Percent Count Percent Count 14 9 64.29 % 1 7.14 % 0 163 93 57.06 % 4 2.45 % 6 7.23 % 4.69 %

^{(1):} Student Program Or Course Enrollment Count

^{(2):} District Population (18-64 years old) Value from 5-year ACS

^{(3): (} Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

^{(4):} Student Graduate



Run On: 8/27/2018 9:04;

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Fiscal Year: 2018

			Service				
		ENR	COLLEE COMP	ARISION			
Factors For Consideration	Total Population	Fem	ale	Disabl	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	249	132	53.01 %	29	11.65 %	24	9.64%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			5.44 %		5.07 %	5,000	3.75%
		GR	ADUATE COM	PARISION	No ling and the	10000	0.7070
Factors For Consideration	Total Population	Fem	ale	Disable	ed	Minor	ity
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	65	33	50.77 %	5	7.69 %	2	3.08%
Total Enrollment (1)	249	132	53.01 %	29	11.65 %	24	9.64%
% Difference (5)			-2.24 %		-3.95 %		-6.56%
	** DISABLED G	RAD POPULA	ON MAY BE OUT TION MAY BE OU TION MAY BE OU	JT OF COMPLIA	ANCE **		3.0070

^{(1):} Student Program Or Course Enrollment Count

^{(2):} District Population (18-64 years old) Value from 5-year ACS

^{(3): (} Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

^{(4):} Student Graduate



Run On: 8/27/2018 9:04:

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

		Technical An	d TV			
	ENF	ROLLEE COMP.	ARISION			
Total Population	Fem	nale	Disab	led	Minor	ity
	Count	Percent	Count	Percent	Count	Percent
70	8	11.43 %	7	10.00 %		7.14%
153,846	73,191	47.57 %	10.114			5.89%
		-36.15 %	10,777		9,009	1.25%
** FEMALE STU		260000000000000000000000000000000000000		IANCE **		
Total Population				ed	Minori	ity
	Count	Percent	Count	Percent	Count	Percent
28	4	14.29 %				
70	8					14.29%
					5	7.14% 7.14%
	Population 70 153,846 ** FEMALE STU Total Population 28	Total Population Count 70 8 153,846 73,191 ** FEMALE STUDENT POPULA GR Total Population Count 28 4	Total	Total Population Female Disable	Total Population Female Disabled	Total

(1): Student Program Or Course Enrollment Count

(2): District Population (18-64 years old) Value from 5-year ACS

(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)



Client Reporting System CLI670 Compliance Indicator II - Sex

Run On: 8/27/2018 9:04:4!

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

		ENROLI	The second secon				
Factors For Consideration	Total Population	Fem	ale	Ma	e	Unknow	n Sex
Talal E D		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	5,465	3,380	61.85 %	2,059	37.68 %	26	0.48 %
District POP (2)	153,846	73,191	47.57 %	80,655	52.43 %	0	0.00 %
% Difference (3)			14.27 %		-14.75 %	- 0	0.00 %
Quotient (4)			1.30	A PROPERTY OF	0.72		
Difference = 792.44							
THE RESERVE OF THE PARTY OF THE		CRADU	TE COMPANIA				
Factors For Consideration	Total Population	GRADUA Fema	ATE COMPARIS	ION Mal	В	Unknow	ı Sex
Factors For Consideration	Population				Percent		
Factors For Consideration Total Graduates (5)	1	Fema	ale	Mai	Percent	Count	Percent
Factors For Consideration Total Graduates (5) Total Enrollment (1)	Population	Fema	Percent	Mail Count 508	Percent 34.32 %	Count 9	Percent 0.61 %
Factors For Consideration Total Graduates (5) Total Enrollment (1) % Difference (6)	Population 1,480	Count 963	Percent 65.07 %	Mal	Percent 34.32 % 37.68 %	Count	Percent 0.61 %
Factors For Consideration Total Graduates (5) Total Enrollment (1)	Population 1,480	Count 963	Percent 65.07 % 61.85 %	Mail Count 508	Percent 34.32 %	Count 9	

(1): Student Program Or Course Enrollment Count

(2): District Population (18-64 years old) Value from 5-year ACS

(3): (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4): (Student Program





Client Reporting System CLI680 Compliance Indicator III - Disabled

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

Factors For Consideration	Total Population	Disab	led
Table 1		Count	Percent
Total Enrollment (1)	5,465	399	7.30 %
Working Age Population (2)	153,846	10,114	6.57 %
% Difference (3)			0.73 %
Quotient (4)	A PROPERTY OF		1.11
	UATE COMPARISION	ON	
Difference = 39.73 GRADI Factors For Consideration	Total Population	ON Disab	led
GRADI Factors For Consideration	Total		led Percent
Factors For Consideration Total Graduates (5)	Total	Disab	
Factors For Consideration Fotal Graduates (5) Fotal Enrollment (1)	Total Population	Disab Count	Percent 7.64 %
GRADI	Total Population	Disab Count 113	Percent

^{(1):} Student Program Or Course Enrollment Count

^{(2):} District Population (18-64 years old) Value from 5-year ACS

^{(3): (}Student Program Or Course Enrollment Count% - Workage Population Value from Census Records%)

^{(4): (}Student Program O