



Equal Employment Opportunity/Affirmative Action Plan
For Women & Minorities
Executive Order 11246
**Affirmative Action Program for
Minorities and Women**

Rehabilitation Act and Vietnam Era Veterans Readjustment Assistance Act
**Affirmative Action Program for
Individuals with Disabilities and Covered Veterans**

Reporting Year: November 1, 2016- October 31, 2017

Plan Year: November 1, 2017 – October 31, 2018

Prepared by:

Division of Administrative Affairs and Office of Human Resources and Diversity

University of Wisconsin – Whitewater

800 West Main Street

Whitewater, WI 53190

Reviewed by:

Beverly Kopper, Chancellor

University of Wisconsin – Whitewater



Beverly Kopper, Chancellor

University of Wisconsin-Whitewater Affirmative Action Plan Executive Summary

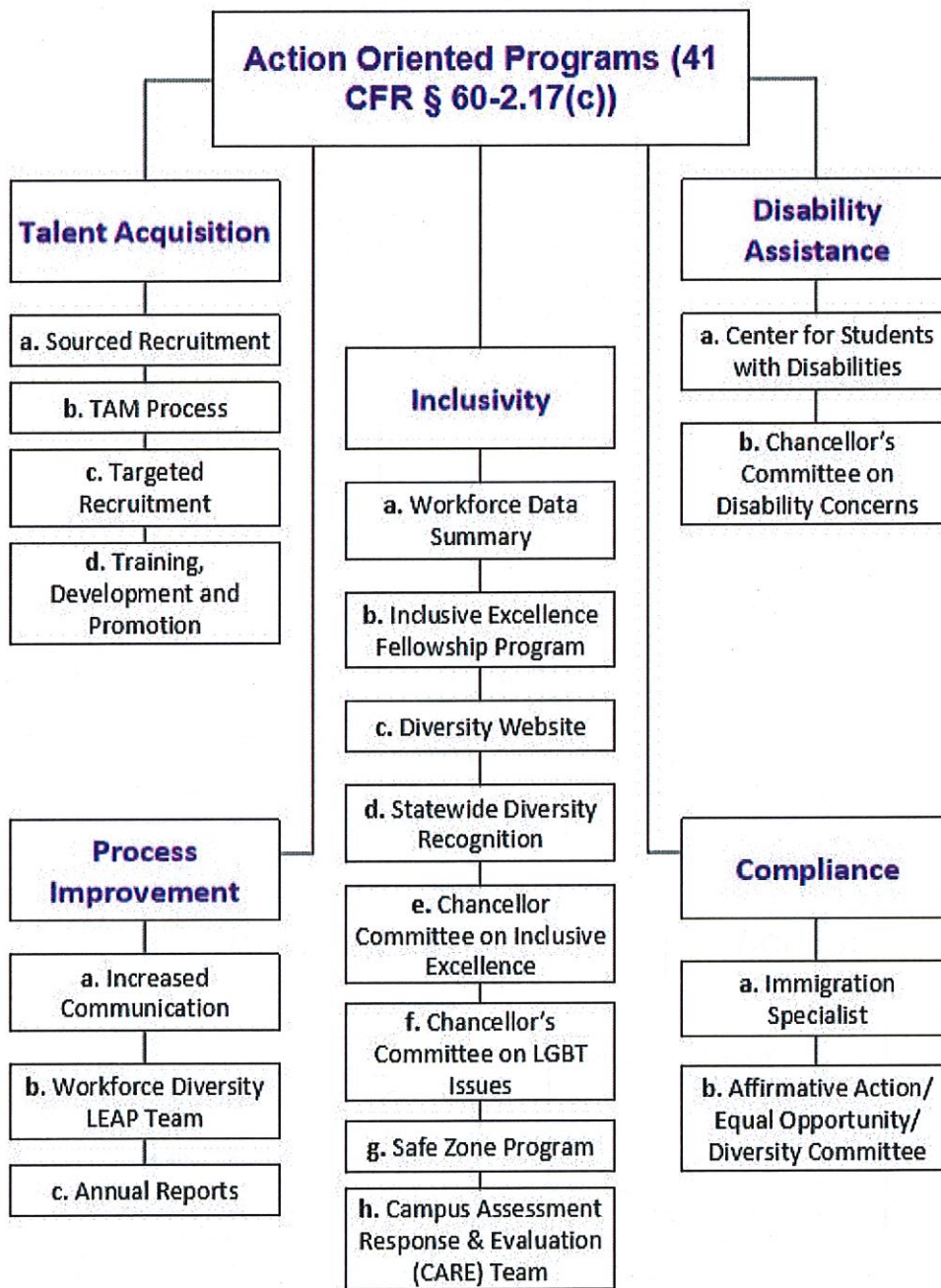
The University of Wisconsin-Whitewater's (UW-Whitewater's) Affirmative Action Plan has been prepared as a management tool and in conformance with the Office of Federal Contract Compliance Programs (OFCCP) and Executive Order 11246. UW-Whitewater annually assesses its workforce to determine whether certain populations are underrepresented, necessitating a plan to remediate the underrepresentation by recruitment, employment, training and retention of these populations, consistent with their availability and merit. UW-Whitewater analyzes and evaluates its employment and personnel policies and procedures as well as its compensation systems to ensure they are fair and equitable.

At UW-Whitewater, the Office of Human Resources and Diversity is the office responsible for annually reviewing and assesses existing processes, and developing the Affirmative Action Plan. The Chancellor and her staff have oversight for federally mandated policies and plans; the Director of Human Resources and the Immigration Specialist and Affirmative Action Program Coordinator (AA Coordinator) assist in the preparation, implementation and monitoring of the affirmative action plan. However, note that department chairs, deans, directors, managers and supervisors hold the responsibility of providing the Office of Human Resources and Diversity with information and/or statistical data necessary to measure progress toward the attainment of goals and to ensure good faith efforts in the implementation of the affirmative action plan. Such information and data are used to set reasonable placement goals. Support of and access to top management is absolutely necessary to ensure the effective implementation of the Affirmative Action Plan (AAP).

Attached is a breakout and comparison of UW-Whitewater incumbency by gender, minority (African-American, Hispanic, Asian, American Indian, Native-Hawaiian and Other Pacific Islander, and two or more races) and non-minority (Caucasian) categories for the Affirmative Action Plan reporting year of November 1, 2016 through October 31, 2017. UW-Whitewater has and continues to work on strategies intended to increase minority representation, as outlined in "Action Oriented Programs" as well as in "Good Faith Efforts."

Action Oriented Programs

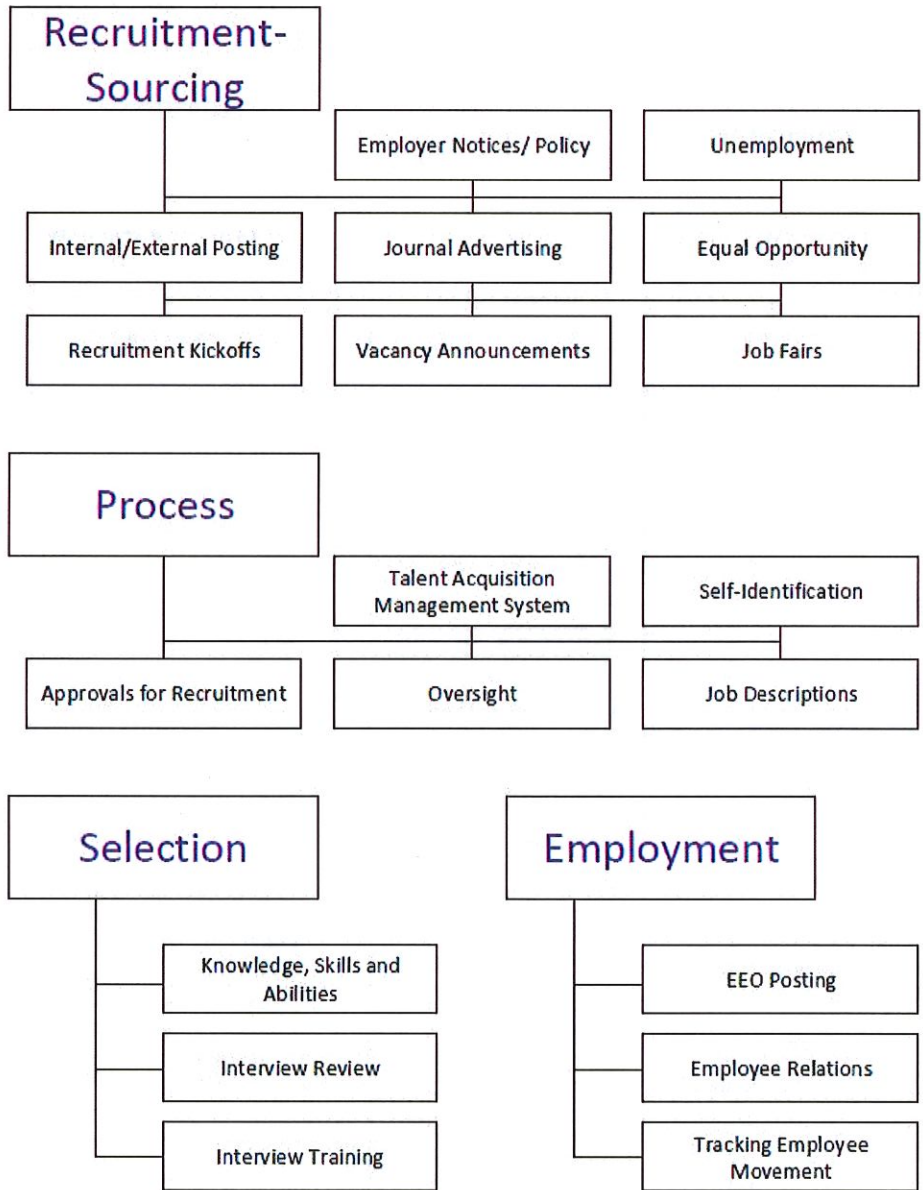
UW-Whitewater has developed and executed action-oriented programs designed to correct any problem areas identified pursuant to § 60-2.17(c) and to attain established goals and objectives. UW-Whitewater's ongoing programs and improvements in various areas in the recruitment process are designed with the intention to produce measurable results and are reviewed on a regular basis to ensure those results.



Good Faith Efforts

UW-Whitewater is fully committed to working across all departments and divisions of the university in a good faith effort to comply with Affirmative Action principles and regulations.

Good Faith Efforts



The affirmative action plans are available for review by appointment. Please contact Margaret Wheeler, Immigration Specialist and Affirmative Action Coordinator wheelerm@uww.edu, the Office of Human Resources and Diversity, University of Wisconsin-Whitewater, 800 W. Main Street, 330 Hyer Hall, Whitewater, WI 53190; (262) 472-1024.