



**NICOLET COLLEGE**

**Equal Opportunity / Affirmative Action  
Five-Year Plan  
July 1, 2014 – June 30, 2019**

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## **WTCS Equal Opportunity / Affirmative Action Goals**

**July 1, 2014 – June 30, 2019**

1. Balance individual occupational program enrollment percentages for students by race, sex and disability percentages in the general population.
2. Assure non-discrimination in career planning, counseling and placement services for students.
  - \* Analyze and report demographic, program enrollment and completion and job referral and placement data for minorities, women and disabled students and take steps to assure nondiscrimination in referral and placement services.
3. Analyze and address employment of faculty and staff within each district in the Wisconsin Technical College System to match availability percentages for race, sex and disability categories in the working population.
  - \* Implement a plan for recruiting and hiring minorities, women and disabled faculty and staff in all employment categories where there is under representation.
4. Create an educational and work environment that reflects, appreciates and celebrates the diverse society and community in which we live and one that creates a climate for the success of every person by appreciating the uniqueness that they bring to the technical college district.
  - \* Implement faculty and staff in-service programs, professional development activities, mentoring and student orientation programs to promote cultural, sex and disability awareness and sensitivity.
  - \* Integrate the history, culture, accomplishments and contributions of minorities, women and the disabled into curricula at each WTCS district.
  - \* Insure that cultural competency is practiced at every campus.

## Section I

### Equal Opportunity / Affirmative Action Policy Statement

#### **Affirmative Action**

[http://www.nicoletcollege.edu/pdfs/board\\_policies/BP%204.01%20Affirmative%20Action.pdf](http://www.nicoletcollege.edu/pdfs/board_policies/BP%204.01%20Affirmative%20Action.pdf)

As required in Chapter 38, Wis. Stats., and the Wisconsin Fair Employment Law (Sec. 111.31-111.395, Wis. Stats.), Nicolet Area Technical College maintains fair and impartial relations with employees, applicants for employment, and students without regard to race, color, creed, national origin, religion, sex, disability, age, arrest record, conviction record, political affiliation, marital status, sexual orientation, ancestry, membership in the national guard, state defense force, or any reserve component of the military forces of the United States and of this state, or the use or non-use of lawful products off the employer's premises during non-working hours.

Nicolet Area Technical College seeks continuous compliance with the following laws: Title VI and VII of the 1964 Civil Rights Act as amended, Age Discrimination in Employment Act of 1975, the Americans with Disabilities Act of 1990, Equal Pay Act of 1963 as amended, Title IX of the 1972 Education Amendments, Section 504 of the 1973 Rehabilitation Act, Wisconsin Fair Employment Law, the 1976 Vocational Education Amendments, and the Office of Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex and Handicap in Career and Technical Education Programs (34 CFR, Part 100, Appendix B).

Discrimination by supervisors, co-workers, or students on the above mentioned personal attributes is an illegal practice and is prohibited. Appropriate sanctions and preventive measures will be used to eliminate discrimination.

The principles and concepts of Affirmative Action will be integrated into all employment practices including, but not limited to, recruiting, hiring, transfers, promotions, training, compensation, benefits, layoff, terminations, retention, certification, testing and committee appointments. Affirmative Action will be utilized to achieve a work force with an appropriate balance of ethnic/racial minorities, women, and the disabled.

Nicolet Area Technical College will ask for nondiscrimination assurance from contractors and suppliers of services and their assurance that they maintain reputable Affirmative Action practices.

Nicolet Area Technical College will maintain physical accessibility for disabled persons, and will provide other reasonable accommodations in response to requests. Religious observances and practices will receive reasonable accommodations.

An Affirmative Action complaint procedure is used to process charges of discrimination on the basis of race, color, creed, national origin, religion, sex, disability, age, arrest record, conviction record, political affiliation, marital status, sexual orientation, ancestry, membership in the national guard, state defense force, or any reserve component of the military forces of the United States and of this state, or the use or non-use of lawful products off the employer's premises during non-working hours. The procedure is administered by the District EEO Officer and can be found on the College website in Board Policy 4.07 Discrimination Complaint Resolution.

Nicolet Area Technical College appoints an Affirmative Action/EEO Officer whose responsibilities include developing and implementing the Affirmative Action Plan, and monitoring compliance. Responsibilities of the Officer include: developing a written Affirmative Action Plan, monitoring internal and external communication procedures, collecting and analyzing employment and student data, identifying problem areas, setting goals and timetables, developing and implementing programs to eliminate discriminatory practices, designing and implementing an internal monitoring system, and submitting compliance plans and reports to the Wisconsin Technical College System Board Affirmative Action/EEO Officer.

The Director of Human Resources will establish an AA/EEO Advisory Committee for the purpose of active participation in the implementation of programs under the Affirmative Action Plan and outreach efforts for students and employees. This committee membership will be reviewed annually and updated. The Director of Human Resources will convene a meeting of the AA/EEO Advisory Committee as necessary to achieve this goal.

Nicolet Area Technical College reaffirms its policy of administering all educational programs and related supporting services and benefits in a manner which does not discriminate on the basis of a student's or prospective student's race, color, creed, national origin, religion, sex, disability, age, arrest record, conviction record, political affiliation, marital status, sexual orientation, ancestry, membership in the national guard, state defense force, or any reserve component of the military forces of the United States and of this state, or the use or non-use of lawful products off the employer's premises during non-working hours. Organizational structures and procedures have been established to assure equal treatment and equal access to the facilities and educational benefits of the institution to all students.

Any questions concerning Affirmative Action or Equal Opportunity should be directed to the EEO Officer, Nicolet Area Technical College, PO Box 518, Rhinelander, WI 54501. Telephone (715) 365-4449; direct TTY/TDD calls to (715) 365-4448 through 711 relay or 1-800-947-3529.

Revised: August 2014

### **Discrimination Complaint Resolution**

[http://www.nicoletcollege.edu/pdfs/board\\_policies/BP%204.07%20Discrimination%20Complaint%20Resolution.pdf](http://www.nicoletcollege.edu/pdfs/board_policies/BP%204.07%20Discrimination%20Complaint%20Resolution.pdf)

Nicolet Area Technical College maintains fair and impartial relations with employees, applicants for employment, and students without regard to race, color, creed, national origin, religion, sex, disability, age, arrest record, conviction record, political affiliation, marital status, sexual orientation or any other protected status. Discrimination by supervisors, co-workers, or students on the basis of race, sex, national origin, disability or any other protected status is prohibited by the Board of Trustees. Affirmative Action efforts will be required for individuals with protected statuses, and persons with disabilities in educational programs and in job categories. Appropriate sanctions and preventive measures will be used to eliminate discrimination.

Nicolet Area Technical College seeks continuous compliance with the following EEO/AA laws and executive orders: Title VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans With Disabilities Act of 1990 as amended, the Civil Rights Act of 1991, the Carl D. Perkins Vocational and Technical Education Act, the Equal Pay Act of 1963 as amended, the Age Discrimination

Acts of 1967, 1975, and 2010, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment Law, other appropriate laws and executive orders and/or administrative directives and codes including the Office for Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap in Career Technical Education Programs (34 CFR, Part 100, Appendix B).

Equal opportunity as required in Chapter 38 of the Wisconsin Statutes and the Wisconsin Fair Employment Law under Sec. 111.31-111.395 Wis. Stats. is for all persons regardless of political affiliation, age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest or conviction record, service in the armed forces, genetic testing, and the use or non-use of lawful products off the employer's premises during non-working hours.

Discrimination is defined as disparate treatment in any service, program, course or facility of Nicolet Area Technical College based on any protected status. Employees and students of Nicolet Area Technical College wishing to file a complaint alleging any act of discrimination in violation of equal employment or education laws or policies shall do so directly with the Director of Human Resources (EEO/Affirmative Action Officer). For employment purposes, this policy covers all personnel transactions in job classification, placement, assignment, training, promotion, termination, salary, conditions of work, leave and other employment policies.

Students are covered by this policy in all educational programs and activities, recruitment, admissions, financial aid, counseling, access to course offerings, instruction, athletics, facilities and student employment.

#### **Discrimination Complaint Procedure:**

1. Discrimination complaints must be filed in writing and include the following information:
  - Name
  - Contact information (address, phone, email)
  - Date of the alleged incident
  - Persons involved in alleged discrimination
  - Description of the alleged incident
  - Witnesses to the alleged discrimination
  - Relief sought
  
2. Written discrimination complaints should be sent to:

Director of Human Resources  
Nicolet Area Technical College  
P.O. Box 518  
Rhineland, WI 54501  
Phone: (715) 365-4449  
Direct TTY/TDD calls to (715) 365-4448 through 711 relay or 1-800-947-3529  
Fax: (715) 365-4460  
Email: [hr@nicoletcollege.edu](mailto:hr@nicoletcollege.edu)

If the discrimination complaint involves a member of the Human Resources Office the written complaint should be sent to a Vice President.

Retaliation against anyone filing a discrimination complaint under this policy is prohibited. While the most effective and timely remedies are available through this College process, the filing of a complaint under this policy does not preclude a person's right to seek remedies through avenues outside the institution.

The College encourages reporting of any discrimination complaint within 30 days to facilitate a prompt and thorough investigation of the facts and circumstances involved. Under Wisconsin Law, any staff member or student who believes he/she has been discriminated against or who alleges discrimination has occurred in violation of this policy may also file a complaint with the Equal Rights Division of the Wisconsin Department of Workforce Development within 300 days of the alleged violation.

**Notification:**

Within five (5) working days after a discrimination complaint is filed, the Director of Human Resources will notify the President and the respondent that a complaint of discrimination has been filed, and of his/her intent to investigate the complaint.

**Investigation & Decision:**

1. Within ten (10) days of receiving a discrimination complaint, the Director of Human Resources will investigate the allegations and issue a written notice of his/her findings to the parties involved.
2. If the complainant is not satisfied with the decision, he/she may appeal the decision to the appropriate Vice President or his/her designee within ten (10) days of that determination. The appeal must be in writing and specify in detail what findings, recommendations, or other aspects of the determination are being appealed.

**Appeal to the Vice President:**

The Vice President or his/her designee will meet with the relevant parties and will issue a decision within ten (10) days of receiving the appeal. Copies of the decision will be sent to the parties involved and the Director of Human Resources. The decision of the Vice President is final, and there shall be no further appeal of the matter internally.

**Consequences of Discrimination:**

Employees who discriminate against students or other employees will be subject to appropriate disciplinary action up to and including termination pursuant to relevant policies and/or appropriate collective bargaining agreements. Students who discriminate against other students will be subject to disciplinary action pursuant to student disciplinary processes.

Revised: August 2014

## Section II

### Dissemination of EO / AA Information

While the development and adoption of an equal opportunity/affirmative action plan is essential for progress toward attaining a balanced student body and work force, equally important is a comprehensive information dissemination process. The Five-Year Equal Opportunity / Affirmative Action Plan and annual updates will be published and distributed to the following persons or offices as described below.

Person or Office	Timetable	Distribution Method
District Board of Trustees	First meeting following Publication	Electronically and hard copy via Board packet
College President	Upon Publication	Hard copy and email pdf
Administrators/Managers	Upon Publication	Hard copy and email pdf
College Library	Upon Publication	Two hard copies for shelves
College Website	Upon Publication	Save pdf to College website
WTCSB – Office of Management Services	Upon Publication	Email pdf

- ❖ Students and staff can access the district’s policies and complaint procedures on the College web site. Policies and procedures are also included in various materials such as the College Catalog and other publications. They may also be requested by contacting Human Resources.
- ❖ The nondiscrimination public notice is published annually in the official district newspaper.
- ❖ Continuous nondiscrimination notification statements are included in recruitment and program materials.
- ❖ The nondiscrimination statement is on each employment page on the web site, including communication alternatives such as TTY or State Relay numbers.
- ❖ Students are directed to the website to review the EO/AA policy, complaint procedures, and other related policies at New Student Day and in communications. Class syllabi also link to these policies on the College web site and through Blackboard.
- ❖ The EO/AA policy and complaint procedures are reviewed in new employee orientation sessions. Employees are required to annually review all policies and acknowledge understanding of all Board and Administrative policies and procedures.
- ❖ Management personnel will receive training regarding the EO/AA policies and complaint procedure(s).



## **Section III**

### **Self-Analysis of Work Force**

#### **Self-Analysis of District Workforce**

Refer to the Compliance Indicator V Staff Accounting System Report (STF533), appended to this document, for the District Workforce Analysis. This data was used to analyze our workforce in an attempt to discern compliance and/or underutilization. Employment goals and initiatives were established using this data, as well as results of previous affirmative action efforts, turnover, exit interviews and other employment activities.

## Section IV

### Employment Program Affirmative Action Initiatives

**NARRATIVE:**

As referenced in the Staff Accounting System Compliance Indicator V report STF533, the negative numbers in the following discussion indicate the percent difference between employees and the district workforce. While the College meets or exceeds compliance expectations in several areas, this plan will focus on the areas where a population may be out of compliance.

The College employs faculty racial minorities at a difference of -6.79% compared to the district workforce. The College is also under-represented compared with the district population for employing individuals with disabilities in several employment groups. The rate of Administrative employees with disabilities is -4.58%, Professional Nonfaculty -3.17%, Technical/Paraprofessional -6.24%, and Clerical/Secretarial -1.96%. The goal of the College is to increase the employment rate for faculty minorities, as well as to increase employment of individuals with disabilities overall. Activities and steps, persons responsible for implementation, and timetables have been identified by Human Resources and are illustrated in the following three program objective areas:

**Program Objective 1: Implement targeted recruitment plans based on race, sex and disability.**

Initiative A: Increase minority faculty recruitment.

Activity/Steps	Persons responsible for Implementation	Timetable
Work with College staff and community experts to identify and use new minority recruitment strategies and resources.	Human Resources, Equal Opportunity Officer and Committee, Instructional Deans and Directors, Diversity Outreach Coordinator	2014-2015
Invite clients of community agencies serving minorities and disabled individuals to attend College-sponsored job fairs.	Human Resources, Equal Opportunity Officer, Instructional Deans and Directors, Accommodations Specialist, Diversity Outreach Coordinator	2015-2017
Implement successful minority recruitment strategies to create a diverse adjunct faculty applicant pool.	Human Resources, Equal Opportunity Officer, Instructional Deans and Directors, Diversity Outreach Coordinator	2017-2019

Initiative B: Expand within-district outreach and recruitment contacts with disability advocate organizations.

Activity/Steps	Persons Responsible for Implementation	Timetable
Develop a comprehensive listing of disability advocate organizations.	Human Resources, Equal Opportunity Officer and Committee, Diversity Outreach Coordinator, Accommodations Specialist, Assessment and Transitions Counselor	2014-15
Partner with community agencies such as Div. of Vocational Rehabilitation, Vocational Rehabilitation for Native Americans, Workforce Development Agencies, and Veterans Services to do targeted recruiting.	Human Resources, Equal Opportunity Officer and Committee, Accommodations Specialist, Assessment and Transitions Counselor, Veterans Liaison and Counselor	2015-2017
Research and implement at least one outreach activity with disability advocate organizations.	Human Resources, Equal Opportunity Officer and Committee, Accommodations Specialist, Assessment and Transitions Counselor, Veterans Liaison and Counselor	2017-2019

**Methods of Evaluation:**

The number of minorities, women, and employees with disabilities, both generally in the Nicolet College workforce and in specific categories of employment, will be evaluated annually by the Equal Opportunity Officer and Human Resources. Increased minority (race, sex and disability) staff will be a general indicator of success. Each program objective involved will be reviewed and evaluated by the Equal Opportunity Officer and Human Resources annually through the AA/EO Five Year Plan Annual Updates.

**Program Objective 2: Implement military service and veteran staff recruitment strategies.**

Activity/Steps	Persons responsible for Implementation	Timetable
Research and identify military service and veteran staff recruitment strategies.	Human Resources, Equal Opportunity Officer, Veterans Liaison and Counselor	2015-2016
Work with the Wisconsin Employment Resource Connection (WERC) to assist with recruitment of members of the military and veterans.	Human Resources, Equal Opportunity Officer, Veterans Liaison and Counselor	2016-2017

**Methods of Evaluation:**

The College will track the number of military service and veteran staff members by gathering the data from new employees upon hire. The College will evaluate the progress of this program by reviewing the number of military service and veteran staff members employed at the College. This program will be reviewed and evaluated by the Equal Opportunity Officer and Human Resources through the AA/EO Five Year Plan Annual Updates.

**Program Objective 3: Implement programs and services that promote a positive, diverse climate.**

Activity/Steps	Persons Responsible for Implementation	Timetable
Determine services or events that will attract minority and disabled individuals to demonstrate our appreciation for diversity.	Human Resources, Administrators, Accommodations Specialist, Diversity Outreach Coordinator, Veterans Liaison and Counselor	2015-2016
Leverage programs and events to model inclusivity and attract a diverse population to our institution.	Human Resources, Equal Opportunity Officer and Committee, Deans, Diversity Outreach Coordinator, Marketing and Community Relations, College Community	2016-17
Promote cultural competence across the curriculum and with college-wide activities and events.	Human Resources Staff, Equal Opportunity Officer and Committee, Diversity Outreach Coordinator, College Community	2017-2019

**Methods of Evaluation:**

The College will track participation rates for the above programs and events. Increased participation will be a general indicator of success. This program will be reviewed and evaluated through the AA/EO Five Year Plan Annual Updates.

## Section V

### Student Program Affirmative Action Initiatives

#### Enrollment

**NARRATIVE:**

The following student initiatives are based on data found in these Client Reporting System reports:

- CLI660A Compliance Indicator I – Program Areas (Race and Ethnicity)
- CLI660B Compliance Indicator I – Program Areas (Female, Disabled, Minority)
- CLI670 Compliance Indicator II – Sex
- CLI680 Compliance Indicator III – Disabled
- CLI690 Compliance Indicator IV – LEP (Limited English Proficiency)

The negative numbers in the following discussion indicate the percent difference between enrolled students and the district population (age 18-64). While the College meets or exceeds compliance expectations in several areas, this plan will focus on the areas where a population may be out of compliance.

The enrollment rate (across all programs) of Native American students compared with the district population is -8.05%. The primary goal of the College is to increase the enrollment rate for Native American students. However, the College will also focus on outreach activities to attract other racial minorities, students with disabilities, veterans and military students. Activities and steps, persons responsible for implementation, and timetables have been identified by a representative group of employees who are engaged with students in the respective categories and are illustrated in the following three program objective areas:

**Program Objective 1: Increase enrollment rates for racial minority students.**

Activity/Steps	Persons Responsible for Implementation	Timetable
Increase recruitment related activities for All-Nations student group.	Diversity Outreach Coordinator, Co-Curricular Engagement Coach, Faculty, Student Government, College community, Veterans Liaison and Counselor, Career Coaches	2014-2015
Increase internal education: obtain funding for events, speakers, and/or library series.	Dean of Business and Institutional Effectiveness, Marketing and Community Relations, Director of Library Services, Diversity Outreach Coordinator, Co-Curricular Engagement Coach	2015-2016

Purposeful inclusion in internal and external media of Native American students and tribal partners, go to outreach centers for photos.	Marketing and Community Relations, Diversity Outreach Coordinator, Executive Dean of Economic Development	2016-2017
Invite tribes to put information on Nicolet kiosks about programs in their communities.	Marketing and Community Relations, Diversity Outreach Coordinator, Executive Dean of Economic Development	2016-2017
Include information in student orientations about the Center for Diversity and Inclusion.	Instructional Deans, Students, Faculty, Accommodations Specialist, Academic Advisors, Career Coaches, Co-Curricular Engagement Coach, Academic Success Staff, Assessment and Transitions Counselor, Veterans Liaison and Counselor	2016-2017
Provide a broad overview of the cultural aspects of our district and students at New Employee Orientation; orient to district populations (who are our students, what are their backgrounds?).	President, Human Resources, Dean of Students, Academic Advisors, Registrar, Diversity Outreach Coordinator, Co-Curricular Engagement Coach	2017-2018
Explore the feasibility of a training opportunity for Nicolet staff on the cultures indigenous to the area.	Faculty members, Instructional Deans, Dean of Business and Institutional Effectiveness, Diversity Outreach Coordinator	2018-2019

**Method of Evaluation:**

An increase in the number of minority students will be a general indicator of success. Each program objective will be reviewed and evaluated by the Equal Opportunity Officer, persons responsible for implementation, and other staff as appropriate annually through the AA/EO Five Year Plan Annual Updates.

**Program Objective 2: Increase enrollment for students with disabilities.**

Activity/Steps	Persons Responsible for Implementation	Timetable
Explore possibility of advisory committee for disability support services.	Accommodations Specialist, Dean of Students, Veterans Liaison and Counselor	2014-2016
Develop programs or opportunities for students with disabilities.	Workforce Development Staff, Accommodations Specialist, Instructional Deans	2014-2017
Update Disability Support Services brochures.	Accommodations Specialist, Marketing and Community Relations	2015-2016
Use brochures, kiosks, and website to promote/market services for students with disabilities.	Marketing and Community Relations, Accommodations Specialist, Academic Advisors	2015-2016

Hold Transition Fairs (high school to post-secondary).	Accommodations Specialist, Academic Advisors, Career Coaches, Career Services Specialist/Career Coach, Dean of Students, Assessment and Transitions Counselor, Veterans Liaison and Counselor, Director of Financial Aid	2015-2016
Host Program Specific Orientation including a panel with multi-faceted students (disabilities, single parents, non-traditional, minorities).	Deans, Students, Faculty, Accommodations Specialist, Academic Advisors, Career Coaches, Co-Curricular Engagement Coach, Academic Success Staff, Assessment and Transitions Counselor, Veterans Liaison and Counselor	2015-2016
Partner with community agencies such as Div. of Vocational Rehabilitation, Vocational Rehabilitation for Native Americans, Tribal Social Services Agencies, Koinonia, High Schools, Human Services, Workforce Development Agencies, County Community on Transition (CCoT), Veterans Services, and Headwaters.	Accommodations Specialist, Career Coaches, Academic Success Staff, Assessment and Transitions Counselor, Veterans Liaison and Counselor, other Nicolet Staff	2016-2017
Expand knowledge of services for students with disabilities via In-service, New Employee Orientation, Faculty Innovation Council, and Adjunct Summit.	Human Resources, Dean of Business and Institutional Effectiveness, Accommodations Specialist, Career Coaches, Academic Success Staff, Assessment and Transitions Counselor, Veterans Liaison and Counselor, other Nicolet Staff	2016-2017
Explore the feasibility of relocating Academic Success, and/or locating staff in various buildings.	Administration, Facilities	2017-2019

**Methods of Evaluation:**

Increased enrollment of students with disabilities will be a general indicator of success. This program objective will be evaluated by the Equal Opportunity Officer, persons responsible for implementation, and other staff as appropriate annually through the AA/EO Five Year Plan Annual Updates.

**Program Objective 3: Implement student veterans and military student recruitment strategies.**

Activity/Steps	Persons Responsible for Implementation	Timetable
Increase internal education on serving veterans.	Instructional Deans, Veterans Liaison and Counselor, Accommodations Specialist, Career Coaches	2014-2016
Create publications/marketing materials to attract veterans and military students.	Marketing and Community Relations, Veterans Liaison and Counselor, Instructional Deans	2015-2016
Research and identify recruitment strategies for Student Veterans and Military students.	Equal Opportunity Officer, Veterans Liaison and Counselor, Instructional Deans, Dean of Students, Marketing and Community Relations	2015-2016
Implement at least two new recruitment strategies for our Military Student and Student Veteran population.	Equal Opportunity Officer, Veterans Liaison and Counselor, Instructional Deans, Dean of Students, Marketing and Community Relations	2016-2017
Work with the Wisconsin Employment Resource Connection (WERC) to assist with student recruitment of members of the military and veterans.	Equal Opportunity Officer, Veterans Liaison and Counselor, Instructional Deans, Dean of Students, Marketing and Community Relations	2017-2018

**Methods of Evaluation:**

Increased veterans and military students will be a general indicator of success. This program objective will be reviewed and evaluated by the Equal Opportunity Officer, persons responsible for implementation, and other staff as appropriate annually through the AA/EO Five Year Plan Annual Updates.



## Completion Rates

### NARRATIVE:

The primary focus will be on increasing course completion rates for Native Americans. When comparing total enrolled to total graduates, the overall course completion rate for Native Americans is -3.43% which is significantly lower compared with other students in the district population. In addition, program objectives will focus on other racial minorities, students with disabilities, veterans, and current military students. Activities and steps, persons responsible for implementation, and timetables have been identified by a representative group of employees who are engaged with students in the respective categories and are illustrated in the following three program objective areas:

### Program Objective 1: Increase course completion rates for Native Americans and other minorities.

Activity/Steps	Persons Responsible for Implementation	Timetable
<p>Assist Native American Students in understanding the Federal Financial Aid process at Nicolet, how it differs from the Tribal Aid Financial Aid process, and how to access benefits.</p> <p>Assist other racial minorities in understanding Federal Financial Aid requirements and process.</p>	Academic Advisors, Career Coaches, Director of Financial Aid, Diversity Outreach Coordinator	2015-2016
<p>Provide professional development and internal education opportunities on diversity and inclusion at In-Services and through the Faculty Innovation Council.</p> <p>Expand knowledge of services via In-service, New Employee Orientation, and Adjunct Summit.</p>	<p>Instructional Deans, Dean of Business and Institutional Effectiveness, Dean of Students, Diversity Outreach Coordinator, Faculty Innovation Council Chair</p> <p>Human Resources, Dean of Business and Institutional Effectiveness, Accommodations Specialist, Career Coaches, Academic Success Staff, Assessment and Transitions Counselor, Veterans Liaison and Counselor, other Nicolet Staff</p>	2015-2016
Access research to improve accuracy in identifying students at risk of non-persistence.	Dean of Students, Instructional Deans, Co-Curricular Engagement Coach, VP of Teaching, Learning and Student Success	2015-2017
Maximize access to college services via Telepresence course offerings to Tribal members and other racial minorities to explore the feasibility of daily transportation services to and from the reservations.	Dean of Business and Institutional Effectiveness, Dean of Students, Diversity Outreach Coordinator	2016-2018

**Methods of Evaluation:**

A general indicator of success will be increases in completion rates for Native Americans and other racial minority students. The Equal Opportunity Officer, persons responsible for implementation, and other staff as appropriate will review and evaluate course completion rates annually through the AAEO Five Year Plan Annual Updates.

**Program Objective 2: Increase retention for students with disabilities.**

Activity/Steps	Persons Responsible for Implementation	Timetable
Expand knowledge of services for students with disabilities via In-service, New Employee Orientation, Faculty Innovation Council, and Adjunct Summits.	Human Resources, Dean of Business and Institutional Effectiveness, Accommodations Specialist, Career Coaches, Academic Success Staff, Assessment and Transitions Counselor, Veterans Liaison and Counselor, Co-Curricular Engagement Coach, other Nicolet Staff	2015-2017
Explore the feasibility of relocating Academic Success, and/or locating staff in various buildings.	Administration, Facilities	2017-2019

**Method of Evaluation:**

An increase in completion rates of students with disabilities will be the indicators of success. The Equal Opportunity Officer, persons responsible for implementation, and other staff as appropriate will review and evaluate course completion rates annually through the AAEO Five Year Plan Annual Updates.

**Program Objective 3: Implement student veterans and current military student retention strategies.**

Activity/Steps	Persons Responsible for Implementation	Timetable
Implement at least one new retention strategy to increase our Military Student and Student Veteran population.	Veterans Liaison and Counselor, Academic Advisors, Co-Curricular Engagement Coach	2014-2015
Recognize veterans at graduation ceremonies and annually on Veterans Day.	Veterans Liaison and Counselor, Diversity Relations Coordinator, Dean of Students, Co-Curricular Engagement Coach	2014-2015
Attend Veterans Summit at FVTC in spring of 2015 to expand understanding of veterans' needs and obtain resources for support and retention strategies.	Veterans Liaison and Counselor, Diversity Relations Coordinator, Dean of Students, Co-Curricular Engagement Coach	2015

Veterans Liaison and Counselor will make personal one-on-one contact with every identified Student Veteran/Military Student.	Veterans Liaison and Counselor, Academic Advisors, Co-Curricular Engagement Coach	2015-2016
Research and identify programs and activities that focus on persistence and retention for Student Veterans and Military Students.	Veterans Liaison and Counselor, Diversity Relations Coordinator, Dean of Students, Co-Curricular Engagement Coach	2016-2017

**Methods of Evaluation:**

An increase in completion rates of student veterans and current military students will be the indicators of success. The Equal Opportunity Officer, persons responsible for implementation, and other staff as appropriate will review and evaluate course completion rates annually through the AA/EO Five Year Plan Annual Updates.

## **Student Support / Placement**

Nicolet Area Technical College provides support and placement services to all students based upon voluntary student participation. There is a current system wherein student records are kept which identify the protected status of students participating in or requesting services for either support or placement services.

However, to assure non-discrimination in support and in placement services two initiatives will take place during the 5-year plan period. First, the district will review the need to develop a centralized data reporting system, which will enable the generation of statistics on use of the system by all students. The system to be investigated would be tied in with the basic student records system currently at the college with the goal of institutionalizing such a record system. Percentages of those utilizing services will be routinely analyzed against percentages of students in those protected categories. Second, support 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.

## EEOC Report Categories

- 1 = ADMINISTRATIVE. Include persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Report in this category all officers holding such titles as Director or Administrator or the equivalent. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairpersons, heads or equivalents) if their principal activity is administrative. Also include supervisors of professional employees.
- 2 = FACULTY. Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or Community service as a principal activity (or activities), and now hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.
- 3 = PROFESSIONAL NON-FACULTY. Include persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who should not be reported under Executive (1) and who should not be classified under any of the four "nonprofessional" categories of activities.
- 4 = CLERICAL / SECRETARIAL. Include persons whose assignments typically are associated with clerical activities, or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk typists, office machine operators, statistical clerks, payroll clerks, etc. Also include sales clerks such as those employed full-time in the bookstore, and library clerks who are not recognized as librarians.
- 5 = TECHNICAL / PARAPROFESSIONAL. Include persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many two-year technical institutes, junior colleges or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments. Include persons who perform some

of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

- 6 = **SKILLED CRAFTS.** Include persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and typesetters.
- 7 = **SERVICE / MAINTENANCE.** Include persons whose assignments require limited degrees of previously acquired skills and knowledge, and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

## **Compliance Indicator Reports Appendix**

STF533 Compliance Indicator V – Staff – pg. 22-28

CLI660A Compliance Indicator I – Program Areas (Race/Ethnicity) – pg. 29-38

CLI660B Compliance Indicator I – Program Areas (Female, Disabled, Minority) – pg. 39-48

CLI670 Compliance Indicator II – Sex – pg. 49

CLI680 Compliance Indicator III – Disabled – pg. 50

CLI690 Compliance Indicator IV – LEP (Limited English Proficiency) – Pg. 51



**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

ALL STAFF																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	168	110	65.48%	2	1.19%	12	7.14%	8	4.76%	2	1.19%	1	0.60%	2	1.19%	1	0.60%	6	3.57%	0	0.00%
Work Force (2)	39,142	18,638	47.62%	2,446	6.25%	2,203	5.63%	551	1.41%	487	1.24%	134	0.34%	708	1.81%	11	0.03%	314	0.80%	N/A	N/A
% Difference (3)			17.86%		-5.06%		1.51%		3.35%		-0.05%		0.25%		-0.62%		0.57%		2.77%		
Quotient (4)			1.38		0.19		1.27		3.38		0.96		1.74		0.66		21.18		4.45		
Female Difference (5) = 30.00																					
Racial Difference (6) = 2.54																					

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





**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

ADMINISTRATIVE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	21	12	57.14%	0	0.00%	3	14.29%	3	14.29%	0	0.00%	1	4.76%	0	0.00%	0	0.00%	3	14.29%	0	0.00%
Work Force (2)	3,340	1,498	44.85%	153	4.58%	118	3.53%	48	1.44%	16	0.48%	6	0.18%	37	1.11%	0	0.00%	11	0.33%	N/A	N/A
% Difference (3)			12.29%		-4.58%		10.75%		12.85%		-0.48%		4.58%		-1.11%		0.00%		13.96%		
Quotient (4)			1.27		0.00		4.04		9.94		0.00		26.51		0.00		0.00		43.38		
Female Difference (5) = 2.58																					
Racial Difference (6) = 2.26																					

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



**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

FACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	65	36	55.38%	1	1.54%	4	6.15%	2	3.08%	1	1.54%	0	0.00%	1	1.54%	1	1.54%	1	1.54%	0	0.00%
Work Force (2)	224	119	53.13%	0	0.00%	29	12.95%	0	0.00%	29	12.95%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			2.26%		1.54%		-6.79%		3.08%		-11.41%		0.00%		1.54%		1.54%		1.54%		
Quotient (4)			1.04		0.00		0.48		0.00		0.12		0.00		0.00		0.00		0.00		
Female Difference (5) = 1.47																					
Racial Difference (6) = 4.42																					
<b>** MINORITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE **</b>																					

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



**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

PROFESSIONAL NONFACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	24	17	70.83%	0	0.00%	2	8.33%	2	8.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	4.17%	0	0.00%
Work Force (2)	1,575	1,264	80.25%	50	3.17%	56	3.56%	24	1.52%	10	0.63%	3	0.19%	8	0.51%	0	0.00%	10	0.63%	N/A	N/A
% Difference (3)			-9.42%		-3.17%		4.78%		6.81%		-0.63%		-0.19%		-0.51%		0.00%		3.53%		
Quotient (4)			0.88		0.00		2.34		5.47		0.00		0.00		0.00		0.00		6.56		
Female Difference (5) = 2.26																					
Racial Difference (6) = 1.15																					
<b>** FEMALE PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **</b>																					

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



**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

CLERICAL/SECRETARIAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	40	37	92.50%	1	2.50%	3	7.50%	1	2.50%	1	2.50%	0	0.00%	1	2.50%	0	0.00%	1	2.50%	0	0.00%
Work Force (2)	2,647	2,455	92.75%	118	4.46%	100	3.78%	34	1.28%	22	0.83%	6	0.23%	12	0.45%	8	0.30%	18	0.68%	N/A	N/A
% Difference (3)			-0.25%		-1.96%		3.72%		1.22%		1.67%		-0.23%		2.05%		-0.30%		1.82%		
Quotient (4)			1.00		0.56		1.99		1.95		3.01		0.00		5.51		0.00		3.68		
Female Difference (5) = .10																					
Racial Difference (6) = 1.49																					
<b>** FEMALE CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **</b>																					

- (1) : Full-time Staff Count Or Employee Count
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- (3) : ( Staff Count Or Employee Count % - District Work Force % )
- (4) : ( Staff Count Or Employee Count % / District Work Force % )
- (5) : (Total District Employees \* Female Percent of District Work Force - Female Count of District Employees)
- (6) : (Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

TECHNICAL/PARAPROFESSIONAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	11	8	72.73%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	817	542	66.34%	51	6.24%	64	7.83%	16	1.96%	7	0.86%	14	1.71%	1	0.12%	0	0.00%	27	3.30%	N/A	N/A
% Difference (3)			6.39%		-6.24%		-7.83%		-1.96%		-0.86%		-1.71%		-0.12%		0.00%		-3.30%		
Quotient (4)			1.10		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5) = .70																					
Racial Difference (6) = .86																					
<b>** MINORITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **</b>																					

- (1) : Full-time Staff Count Or Employee Count
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- (3) : ( Staff Count Or Employee Count % - District Work Force % )
- (4) : ( Staff Count Or Employee Count % / District Work Force % )
- (5) : (Total District Employees \* Female Percent of District Work Force - Female Count of District Employees)
- (6) : (Total District Employees \* Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



**Staff Accounting System (STF533)  
COMPLIANCE INDICATOR V**

Run On: 9/19/2014 9:14:07 AM

Fiscal Year: 2013  
District: Nicolet Area Technical College

SKILLED CRAFTS																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	811	374	46.12%	104	12.82%	126	15.54%	29	3.58%	23	2.84%	12	1.48%	44	5.43%	0	0.00%	17	2.10%	N/A	N/A
% Difference (3)			-46.12%		-12.82%		-15.54%		-3.58%		-2.84%		-1.48%		-5.43%		0.00%		-2.10%		
Quotient (4)			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5) = 3.23																					
Racial Difference (6) = 1.09																					
<b>** FEMALE SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** MINORITY SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **</b>																					

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



## Client Reporting System CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>ALL PROGRAMS</b>																	
<b>ENROLLEE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,698	126	7.42 %	17	1.00 %	13	0.77 %	23	1.35 %	1,488	87.63 %	0	0.00 %	31	1.83 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-8.05 %		0.63 %		0.39 %		0.47 %		5.69 %		-0.03 %		0.91 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	426	17	3.99 %	1	0.23 %	2	0.47 %	5	1.17 %	395	92.72 %	0	0.00 %	6	1.41 %	0	0.00 %
Total Enrollment (1)	1,698	126	7.42 %	17	1.00 %	13	0.77 %	23	1.35 %	1,488	87.63 %	0	0.00 %	31	1.83 %	0	0.00 %
% Difference (5)			-3.43 %		-0.77 %		-0.30 %		-0.18 %		5.09 %		0.00 %		-0.42 %		0.00 %
<b>** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

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



## Client Reporting System CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>Business</b>																	
<b>ENROLLEE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	505	66	13.07 %	2	0.40 %	3	0.59 %	7	1.39 %	421	83.37 %	0	0.00 %	6	1.19 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-2.40 %		0.02 %		0.22 %		0.50 %		1.43 %		-0.03 %		0.27 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	59	6	10.17 %	0	0.00 %	0	0.00 %	0	0.00 %	53	89.83 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	505	66	13.07 %	2	0.40 %	3	0.59 %	7	1.39 %	421	83.37 %	0	0.00 %	6	1.19 %	0	0.00 %
% Difference (5)			-2.90 %		-0.40 %		-0.59 %		-1.39 %		6.46 %		0.00 %		-1.19 %		0.00 %
<b>** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

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





## Client Reporting System

### CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>Family &amp; Consumer Ed</b>																	
<b>ENROLLEE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	211	13	6.16 %	10	4.74 %	0	0.00 %	1	0.47 %	185	87.68 %	0	0.00 %	2	0.95 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-9.31 %		4.37 %		-0.38 %		-0.41 %		5.74 %		-0.03 %		0.03 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** BLACK STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	37	2	5.41 %	0	0.00 %	0	0.00 %	0	0.00 %	35	94.59 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	211	13	6.16 %	10	4.74 %	0	0.00 %	1	0.47 %	185	87.68 %	0	0.00 %	2	0.95 %	0	0.00 %
% Difference (5)			-0.76 %		-4.74 %		0.00 %		-0.47 %		6.92 %		0.00 %		-0.95 %		0.00 %
<b>** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

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



## Client Reporting System

### CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>General Ed</b>																	
<b>ENROLLEE COMPARISION</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	114	10	8.77 %	0	0.00 %	2	1.75 %	2	1.75 %	97	85.09 %	0	0.00 %	3	2.63 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-6.70 %		-0.37 %		1.38 %		0.87 %		3.15 %		-0.03 %		1.72 %		
** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
<b>GRADUATE COMPARISION</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	2	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	114	10	8.77 %	0	0.00 %	2	1.75 %	2	1.75 %	97	85.09 %	0	0.00 %	3	2.63 %	0	0.00 %
% Difference (5)			-8.77 %		0.00 %		-1.75 %		-1.75 %		14.91 %		0.00 %		-2.63 %		0.00 %
** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

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



## Client Reporting System

### CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>Graphics</b>																	
<b>ENROLLEE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	30	3	10.00 %	0	0.00 %	0	0.00 %	3	10.00 %	23	76.67 %	0	0.00 %	1	3.33 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-5.47 %		-0.37 %		-0.38 %		9.11 %		-5.27 %		-0.03 %		2.42 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** BLACK STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	2	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	30	3	10.00 %	0	0.00 %	0	0.00 %	3	10.00 %	23	76.67 %	0	0.00 %	1	3.33 %	0	0.00 %
% Difference (5)			-10.00 %		0.00 %		0.00 %		-10.00 %		23.33 %		0.00 %		-3.33 %		0.00 %
<b>** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

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



## Client Reporting System CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>Health</b>																	
<b>ENROLLEE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	502	22	4.38 %	4	0.80 %	4	0.80 %	6	1.20 %	456	90.84 %	0	0.00 %	10	1.99 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-11.09 %		0.42 %		0.42 %		0.31 %		8.90 %		-0.03 %		1.08 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISON</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	224	7	3.13 %	0	0.00 %	1	0.45 %	3	1.34 %	210	93.75 %	0	0.00 %	3	1.34 %	0	0.00 %
Total Enrollment (1)	502	22	4.38 %	4	0.80 %	4	0.80 %	6	1.20 %	456	90.84 %	0	0.00 %	10	1.99 %	0	0.00 %
% Difference (5)			-1.26 %		-0.80 %		-0.35 %		0.14 %		2.91 %		0.00 %		-0.65 %		0.00 %
<b>** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

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



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Industrial																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	203	3	1.48 %	1	0.49 %	2	0.99 %	2	0.99 %	188	92.61 %	0	0.00 %	7	3.45 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-14.00 %		0.12 %		0.61 %		0.10 %		10.67 %		-0.03 %		2.53 %		
** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	63	1	1.59 %	1	1.59 %	0	0.00 %	1	1.59 %	57	90.48 %	0	0.00 %	3	4.76 %	0	0.00 %
Total Enrollment (1)	203	3	1.48 %	1	0.49 %	2	0.99 %	2	0.99 %	188	92.61 %	0	0.00 %	7	3.45 %	0	0.00 %
% Difference (5)			0.11 %		1.09 %		-0.99 %		0.60 %		-2.13 %		0.00 %		1.31 %		0.00 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

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



## Client Reporting System

### CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>Marketing</b>																	
<b>ENROLLEE COMPARISION</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	12	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	12	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-15.47 %		-0.37 %		-0.38 %		-0.89 %		18.06 %		-0.03 %		-0.91 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** BLACK STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISION</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	12	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	12	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
% Difference (5)			0.00 %		0.00 %		0.00 %		0.00 %		0.00 %		0.00 %		0.00 %		0.00 %

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



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Service																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	72	7	9.72 %	0	0.00 %	2	2.78 %	2	2.78 %	60	83.33 %	0	0.00 %	1	1.39 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-5.75 %		-0.37 %		2.40 %		1.89 %		1.39 %		-0.03 %		0.47 %		
** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **																	
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	32	1	3.13 %	0	0.00 %	1	3.13 %	1	3.13 %	29	90.63 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	72	7	9.72 %	0	0.00 %	2	2.78 %	2	2.78 %	60	83.33 %	0	0.00 %	1	1.39 %	0	0.00 %
% Difference (5)			-6.60 %		0.00 %		0.35 %		0.35 %		7.29 %		0.00 %		-1.39 %		0.00 %
** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

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



## Client Reporting System

### CLI660A Compliance Indicator I - Program Areas

Run On: 9/25/2014 4:32:23 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

<b>Technical And Tv</b>																	
<b>ENROLLEE COMPARISION</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	49	2	4.08 %	0	0.00 %	0	0.00 %	0	0.00 %	46	93.88 %	0	0.00 %	1	2.04 %	0	0.00 %
District POP (2)	51,913	8,033	15.47 %	194	0.37 %	196	0.38 %	461	0.89 %	42,538	81.94 %	16	0.03 %	475	0.91 %		
% Difference (3)			-11.39 %		-0.37 %		-0.38 %		-0.89 %		11.94 %		-0.03 %		1.13 %		
<b>** INDIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** BLACK STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b> <b>** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>																	
<b>GRADUATE COMPARISION</b>																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	6	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	6	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	49	2	4.08 %	0	0.00 %	0	0.00 %	0	0.00 %	46	93.88 %	0	0.00 %	1	2.04 %	0	0.00 %
% Difference (5)			-4.08 %		0.00 %		0.00 %		0.00 %		6.12 %		0.00 %		-2.04 %		0.00 %
<b>** INDIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</b>																	

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



Fiscal Year: 2014  
District: Nicolet Area Technical College

ALL PROGRAMS							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,698	1,036	61.01 %	140	8.24 %	210	12.37%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			17.57 %		-2.58 %		-5.69%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	426	287	67.37 %	33	7.75 %	31	7.28%
Total Enrollment (1)	1,698	1,036	61.01 %	140	8.24 %	210	12.37%
% Difference (5)			6.36 %		-0.50 %		-5.09%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

<b>Business</b>							
<b>ENROLLEE COMPARISON</b>							
<b>Factors For Consideration</b>	<b>Total Population</b>	<b>Female</b>		<b>Disabled</b>		<b>Minority</b>	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	505	304	60.20 %	36	7.13 %	84	16.63%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			16.75 %		-3.70 %		-1.43%
<b>** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b>							
<b>GRADUATE COMPARISON</b>							
<b>Factors For Consideration</b>	<b>Total Population</b>	<b>Female</b>		<b>Disabled</b>		<b>Minority</b>	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	59	38	64.41 %	5	8.47 %	6	10.17%
Total Enrollment (1)	505	304	60.20 %	36	7.13 %	84	16.63%
% Difference (5)			4.21 %		1.35 %		-6.46%

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Family & Consumer Ed							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	211	153	72.51 %	20	9.48 %	26	12.32%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			29.07 %		-1.35 %		-5.74%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	37	32	86.49 %	5	13.51 %	2	5.41%
Total Enrollment (1)	211	153	72.51 %	20	9.48 %	26	12.32%
% Difference (5)			13.97 %		4.03 %		-6.92%

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

General Ed							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	114	70	61.40 %	8	7.02 %	17	14.91%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			17.96 %		-3.81 %		-3.15%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2	1	50.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	114	70	61.40 %	8	7.02 %	17	14.91%
% Difference (5)			-11.40 %		-7.02 %		-14.91%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Graphics							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	30	16	53.33 %	7	23.33 %	7	23.33%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			9.89 %		12.50 %		5.27%
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	2	1	50.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	30	16	53.33 %	7	23.33 %	7	23.33%
% Difference (5)			-3.33 %		-23.33 %		-23.33%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Health							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	502	445	88.65 %	29	5.78 %	46	9.16%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			45.20 %		-5.05 %		-8.90%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	224	199	88.84 %	8	3.57 %	14	6.25%
Total Enrollment (1)	502	445	88.65 %	29	5.78 %	46	9.16%
% Difference (5)			0.19 %		-2.21 %		-2.91%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Industrial							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	203	8	3.94 %	27	13.30 %	15	7.39%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			-39.50 %		2.47 %		-10.67%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	63	5	7.94 %	11	17.46 %	6	9.52%
Total Enrollment (1)	203	8	3.94 %	27	13.30 %	15	7.39%
% Difference (5)			4.00 %		4.16 %		2.13%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Marketing							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	12	7	58.33 %	0	0.00 %	0	0.00%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			14.89 %		-10.83 %		-18.06%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1	1	100.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	12	7	58.33 %	0	0.00 %	0	0.00%
% Difference (5)			41.67 %		0.00 %		0.00%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

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



Fiscal Year: 2014  
 District: Nicolet Area Technical College

Service							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	72	19	26.39 %	6	8.33 %	12	16.67%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			-17.06 %		-2.50 %		-1.39%
<p><b>** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b></p> <p><b>** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **</b></p>							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	32	7	21.88 %	2	6.25 %	3	9.38%
Total Enrollment (1)	72	19	26.39 %	6	8.33 %	12	16.67%
% Difference (5)			-4.51 %		-2.08 %		-7.29%
<p><b>** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **</b></p> <p><b>** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **</b></p>							

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

Fiscal Year: 2014  
 District: Nicolet Area Technical College

Technical And Tv							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	49	14	28.57 %	7	14.29 %	3	6.12%
District POP (2)	51,913	22,554	43.45 %	5,622	10.83 %	9,375	18.06%
% Difference (3)			-14.87 %		3.46 %		-11.94%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	6	3	50.00 %	2	33.33 %	0	0.00%
Total Enrollment (1)	49	14	28.57 %	7	14.29 %	3	6.12%
% Difference (5)			21.43 %		19.05 %		-6.12%

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



## Client Reporting System CLI670 Compliance Indicator II - Sex

Run On: 9/25/2014 4:36:25 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,698	1,036	61.01 %	662	38.99 %	0	0.00 %
District POP (2)	51,913	22,554	43.45 %	29,359	56.55 %	0	0.00 %
% Difference (3)			17.57 %		-17.57 %		
Quotient (4)			1.40		0.69		
Difference = 298.29							
Standard Deviation = 40.85							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (5)	422	285	67.54 %	137	32.46 %	0	0.00 %
Total Enrollment (1)	1,698	1,036	61.01 %	662	38.99 %	0	0.00 %
% Difference (6)			6.52 %		-6.52 %		
Quotient (7)			1.11		0.83		
Difference = 27.53							
Standard Deviation = 20.04							

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

Fiscal Year: 2014  
District: Nicolet Area Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Enrollment (1)	1,698	140	8.24 %
Working Age Population (2)	51,913	5,622	10.83 %
% Difference (3)			-2.58 %
Quotient (4)			0.76
Difference = 43.89			
Standard Deviation = 25.61			
*** ENROLLMENT DISABLED POPULATION MAY BE OUT OF COMPLIANCE ***			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Graduates (5)	422	33	7.82 %
Total Enrollment (1)	1,698	140	8.24 %
% Difference (6)			-0.43 %
Quotient (7)			0.95
Difference = 1.79			
Standard Deviation = 11.30			
*** GRADUATE DISABLED POPULATION MAY BE OUT OF COMPLIANCE ***			

- (1) : Student Program Or Course Enrollment Count
  - (2) : District Population (18-64 years old) Value from 5-year ACS
  - (3) : ( Student Program Or Course Enrollment Count% - Workage Population Value from Census Records% )
  - (4) : ( Student Program Or Course Enrollment Count% / Workage Population Value from Census Records% )
  - (5) : Student Graduate Count
  - (6) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )
  - (7) : ( Student Graduate Count% / Student Program Or Course Enrollment Count% )
- Percent=Num/Total



## Client Reporting System CLI690 Compliance Indicator IV - LEP

Run On: 9/25/2014 4:38:21 PM

Fiscal Year: 2014  
District: Nicolet Area Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	LEP	
		Count	Percent
Total Enrollment (1)	1,698	0	0.00 %
Adult POP (2)	51,913	311	0.60 %
% Difference (3)			-0.60 %
Quotient (4)			0.00
Difference = 10.17			
Standard Deviation = 6.36			
<b>*** ENROLLMENT LEP POPULATION MAY BE OUT OF COMPLIANCE ***</b>			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	LEP	
		Count	Percent
Total Graduates (5)	422	0	0.00 %
Total Enrollment (1)	1,698	0	0.00 %
% Difference (6)			0.00 %
Quotient (7)			NaN
Difference = 0.00			
Standard Deviation = 0.00			

- (1) : Student Program Or Course Enrollment Count
  - (2) : District Population (18-64 years old) Value Speaking English Well, Not Well, and Not Well At All from 5-year ACS
  - (3) : ( Student Program Or Course Enrollment Count% - Adult Population Value from Census Records% )
  - (4) : ( Student Program Or Course Enrollment Count% / Adult Population Value from Census Records% )
  - (5) : Student Graduate Count
  - (6) : ( Student Graduate Count% - Student Program Or Course Enrollment Count% )
  - (7) : ( Student Graduate Count% / Student Program Or Course Enrollment Count% )
- Percent=Num/Total