

**AFFIRMATIVE ACTION PROGRAM
FOR
WOMEN & MINORITIES**

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue
Kenosha, Wisconsin 53144

CONTACT INFORMATION

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INTRODUCTION

Kenosha Campus develops an annual affirmative action program as one of several tools to implement the affirmative action policies effectively. The form, language and analysis of the program necessarily complies with the requirements of 41 CFR 60-2, et seq. (affirmative action programs) and other regulations established pursuant to the provisions of Executive Order 11246 and all other civil rights related laws and regulations that have or may be enacted, as amended. Accordingly, terminology such as "problem areas" appearing in this affirmative action program is that which the organization is required to use by these regulations. The criteria used in relation to these terms are those specified by the Government. These terms have no independent legal or factual significance whatsoever. Although Kenosha Campus uses this terminology and methodology in connection with this affirmative action program and the affirmative action policies, such usage does not necessarily signify that the organization agrees that these terms properly apply to any particular factual situation.

Information regarding identifiable individuals is private and confidentially maintained. Everyone who has official access to confidential data will exercise every precaution to protect this information.

DESIGNATION OF RESPONSIBILITY

41 CFR Section 60-2.17(a), 60-2.10(b)(2)(i)

, , has overall responsibility for implementation of the Equal Employment Opportunity Policy. Joshua Vollendorf, Equal Employment Opportunity Coordinator, assumes the responsibility for the development, implementation and monitoring of the affirmative action program, which includes all those positions located in subordinate and/or lower-level establishments for which the selection decisions are made at the corporate level. Joshua Vollendorf's responsibilities include but are not limited to the following:

1. Developing policy statements and affirmative action programs.
2. Developing internal and external communication procedures when appropriate.
3. Developing an internal audit and reporting system that:
 - a. Identifies areas that require remedial action, including development of programs to correct those problem areas.
 - b. Determines the degree to which the goals and objectives are reached.
4. Monitoring the following internal practices:
 - a. Proper display of EEO posters and policies.
 - b. Full participation of minority and female employees in all Kenosha Campus sponsored educational, training, recreational, and social activities.
5. Assisting management in solving any problems identified by internal audit. It is the responsibility of department heads, managers, and supervisors to provide the EEO Coordinator with such information and/or statistical data as is necessary to measure progress toward the attainment of goals and to assure good faith efforts to implement the affirmative action program. Such information and/or statistical data are used to set reasonable placement goals.
6. Keeping management informed of the latest developments in the equal employment opportunity area.
7. Assisting employees in solving problems and resolving EEO complaints.
8. Serving as a liaison between Kenosha Campus and appropriate women and minority groups.
9. Serving as a liaison between Kenosha Campus and appropriate EEO enforcement agencies.

CURRENT PROGRAM YEAR ANALYSIS

Kenosha Campus has a total of 610 employees with 363 females and 145 minorities included in this plan.

1A : Executive Admin - Executive or Senior Level - This group consists of 10 employees, 6 females and 4 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 85% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide (46.67%) and United States (53.33%), and 15% are filled through internal promotion from all jobs within job groups 1B and 1C. There was no hire activity. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

1B : Executive Admin -Director - This group consists of 28 employees, 17 females and 6 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 75% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 25% are filled through internal promotion from all jobs within job groups 1C, 2A, 2B, 2C, 3A and 3BH. There was no hire activity. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

1C : Executive Admin - Dean - This group consists of 9 employees, 3 females and 3 minorities. There are placement goals of 62.8% for females but there are no placement goals for minorities. As shown on the Availability Analysis, 65% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 35% are filled through internal promotion from all jobs within job groups 3BA, 3BH and 3D. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There is no statistically significant disparity indicated by the gender promotion rate. There is no statistically significant disparity indicated by the race promotion rate. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

1D : Executive Admin - Assoc/Assist - This group consists of 6 employees, 3 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There was no hire activity. There was no promotion activity. There was no termination activity.

1E : Executive Admin - LL Manager - This group consists of 23 employees, 14 females and 2 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 65% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 35% are filled through internal promotion from all jobs within job groups 3BA, 3BH and 3D. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There is no statistically significant disparity indicated by the gender promotion rate. There is no statistically significant disparity indicated by the race promotion rate. There was no termination activity.

2A : Faculty - This group consists of 121 employees, 80 females and 22 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

2B : Faculty - special - This group consists of 67 employees, 44 females and 14 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS

MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. The hire rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

2C : Faculty - htp - This group consists of 61 employees, 20 females and 6 minorities. There are no placement goals for females but minorities have a placement goal of 19.1%. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

3A : Professional - counselor - This group consists of 26 employees, 17 females and 10 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 75% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 25% are filled through internal promotion from all jobs within job groups 1A, 3BA, 3BH, 3D, 5AA and 5AH. There was no hire activity. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

3B : Professional - specialist - This group consists of 0 employees, 0 females and 0 minorities. There are no placement goals for females or minorities at this time. There was no hire activity. There was no promotion activity. There was no termination activity.

3BA : PROFESSIONAL A - SPECIALIST - This group consists of 8 employees, 6 females and 3 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 85% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 15% are filled through internal promotion from all jobs within job groups 4AA and 4AH. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There is no statistically significant disparity indicated by the gender promotion rate. There is no statistically significant disparity indicated by the race promotion rate. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

3BH : PROFESSIONAL H - SPECIALIST - This group consists of 16 employees, 9 females and 5 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 85% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 15% are filled through internal promotion from all jobs within job groups 4AA and 4AH. There was no hire activity. There was no promotion activity. There was no termination activity.

3C : Professional - other - This group consists of 0 employees, 0 females and 0 minorities. There are no placement goals for females or minorities at this time. There was no hire activity. There was no promotion activity. There was no termination activity.

3CA : PROFESSIONAL - OTHER - This group consists of 9 employees, 8 females and 1 minority. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

3CH : PROFESSIONAL H - OTHER - This group consists of 1 employee, 1 female and 0 minorities. There are

no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There was no hire activity. There was no promotion activity. There was no termination activity.

3D : Professional - student support - This group consists of 46 employees, 36 females and 18 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 85% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL, and 15% are filled through internal promotion from all jobs within job groups 3D, 4AA, 4AH, 4C, 5AA and 5AH. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There is no statistically significant disparity indicated by the gender promotion rate. There is no statistically significant disparity indicated by the race promotion rate. There was no termination activity.

4A : Clerical - AA - This group consists of 0 employees, 0 females and 0 minorities. There are no placement goals for females or minorities at this time. There was no hire activity. There was no promotion activity. There was no termination activity.

4AA : CLERICAL A - AA - This group consists of 3 employees, 3 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 60% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide, and 40% are filled through internal promotion from all jobs within job groups 4B and 4C. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

4AH : CLERICAL H - AA - This group consists of 35 employees, 31 females and 8 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 60% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : Brandon CDP, Florida (50%) and United States (50%), and 40% are filled through internal promotion from all jobs within job groups 4B and 4C. There was no hire activity. There was no promotion activity. There was no termination activity.

4B : Clerical - Associate - This group consists of 30 employees, 29 females and 11 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 60% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide, and 40% are filled through internal promotion from all jobs within job group 4C. There was no hire activity. There is no statistically significant disparity indicated by the gender promotion rate. There is no statistically significant disparity indicated by the race promotion rate. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

4C : Clerical - Aid - This group consists of 8 employees, 8 females and 2 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide. There was no hire activity. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

5A : Technical - Student support - This group consists of 0 employees, 0 females and 0 minorities. There are no placement goals for females or minorities at this time. There was no hire activity. There was no promotion activity. There was no termination activity.

5AA : TECHNICAL A - STUDENT SUPPORT - This group consists of 2 employees, 0 females and 0 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There was no hire activity. There was no promotion activity. There was no termination activity.

5AH : TECHNICAL - STUDENT SUPPORT - This group consists of 15 employees, 9 females and 1 minority. There are no placement goals for females but minorities have a placement goal of 22.4%. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

5D : Technical - computer - This group consists of 0 employees, 0 females and 0 minorities. There are no placement goals for females or minorities at this time. There was no hire activity. There was no promotion activity. There was no termination activity.

5DA : TECHNICAL A - COMPUTER - This group consists of 8 employees, 2 females and 2 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

5DH : TECHNICIAN H - COMPUTER - This group consists of 33 employees, 8 females and 9 minorities. There are placement goals of 36% for females but there are no placement goals for minorities. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There was no promotion activity. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

7A : Service - custodian - This group consists of 35 employees, 9 females and 14 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide. The hire rate indicates some preliminary statistical significance in gender and the items outlined in the Action Oriented section will be followed. There is no statistically significant disparity indicated by the race hire rate. There is no statistically significant disparity indicated by the gender promotion rate. The promotion rate of one or more race groups indicates some preliminary statistical significance and the items outlined in the Action Oriented section will be followed. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

7B : Service - mechanic - This group consists of 10 employees, 0 females and 3 minorities. There are no placement goals for females or minorities at this time. As shown on the Availability Analysis, 100% are hired from 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL. There is no statistically significant disparity indicated by the gender hire rate. There is no statistically significant disparity indicated by the race hire rate. There is no statistically significant disparity indicated by the gender promotion rate. There is no statistically significant disparity indicated by the race promotion rate. There is no statistically significant disparity indicated by the gender termination rate. There is no statistically significant disparity indicated by the race termination rate.

Kenosha Campus encourages employees to pursue promotion opportunities and training to prepare for new jobs and maintain and improve performance, and uses alternate recruitment sources when necessary to attract more qualified external applicants.

Custom Census Area Information

District Wide (46.67%) and United States (53.33%): United States - 0100000US (53.33%) and District Wide - CMB_VQCDCNT (46.67%)

DISTRICT WIDE PLUS MILW & NORTHERN IL: Lake County, Illinois - 0500000US17097 (14.29%), McHenry County, Illinois - 0500000US17111 (14.29%), Kenosha County, Wisconsin - 0500000US55059 (14.29%), Milwaukee County, Wisconsin - 0500000US55079 (14.29%), Racine County, Wisconsin - 0500000US55101 (14.29%), Walworth County, Wisconsin - 0500000US55127 (14.29%) and Milwaukee city, Wisconsin - 1600000US5553000 (14.26%)

District Wide: Racine County, Wisconsin - 0500000US55101 (33.33%), Walworth County, Wisconsin - 0500000US55127 (33.33%) and Racine, WI Metro Area - 310M100US39540 (33.33%)

Brandon CDP, Florida (50%) and United States (50%): United States - 0100000US (50%) and Brandon CDP, Florida - 1600000US1208150 (50%)

IDENTIFICATION OF PROBLEM AREAS

41 CFR Section 60-2.17(b)

As part of the monitoring practice, an analysis of personnel matters is conducted. The following items are considered.

- 1.** Composition of the workforce by minority group and sex. Good faith placement goals are established where necessary.
- 2.** Composition of applicant flow by race/ethnicity and sex. Corrective action is taken when appropriate whenever the referral ratio of a disfavored group indicates a significantly higher percentage is being rejected as compared to a favored group of applicants.
- 3.** Compensation system. Kenosha Campus evaluates its compensation system to determine whether there are gender, race or ethnicity-based disparities. The purpose of the analysis is to identify potential areas where impediments to equal employment opportunity may exist. Disparities alone do not necessarily indicate a problem area; there may be many non-discriminatory reasons for a disparity.
- 4.** Selection process. The selection process includes: position descriptions, titles, application forms, pre-employment forms, interview procedures, test validity and administration, referral procedures, final selection process and similar factors. The application and related pre-employment forms are in compliance with federal guidelines, and position descriptions accurately reflect actual duties and responsibilities.

The following areas are reviewed annually to ensure the success of this affirmative action program:

- Applicant flow, hires, terminations, promotions, and other personnel actions
- Facility and Kenosha Campus sponsored recreational, social and educational events
- EEO posters
- Policy statements
- Training Programs

GOALS PROGRESS
41 CFR Section 60-2.16, 60-2.17(d)

Kenosha Campus monitors progress toward goals.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Goals Progress

41 CFR Section 60-2.16

1A : EXECUTIVE ADMIN - EXECUTIVE OR SENIOR LEVEL (Total Incumbents: 0, Total Hires: 0, Total Promotions: 1)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	4.9%	2.8%	1.2%	0.0%	1.0%
Placement Rate	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	1	1	1	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	No	No	No	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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1B : EXECUTIVE ADMIN - MANAGER (Total Incumbents: 0, Total Hires: 0, Total Promotions: 2)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	1.1%
Placement Rate	100.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	2	1	0	0	1	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

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1C : EXECUTIVE ADMIN - LL MANAGER (Total Incumbents: 0, Total Hires: 2, Total Promotions: 1)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	2.0%	0.8%	0.0%	0.5%
Placement Rate	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	1	0	0	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	No	No	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

2A : FACULTY (Total Incumbents: 0, Total Hires: 5, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	4.3%	6.4%	0.0%	0.0%	0.0%
Placement Rate	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	3	1	1	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	No	No	Yes	Yes	Yes

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

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41 CFR Section 60-2.16

2C : FACULTY - HTP (Total Incumbents: 0, Total Hires: 6, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	18.3%	0.0%	0.0%	7.4%	0.0%	0.0%	0.0%
Placement Rate	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%
Placement (Hires & Prom.)	2	1	0	0	0	0	1	0
Met Goal?	Yes	No	Yes	Yes	No	Yes	Yes	Yes

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

3A : PROFESSIONAL - COUNSELOR (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	16.5%	0.0%	0.0%	0.5%	0.0%	1.6%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	Yes	No	Yes	Yes	No	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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3B : PROFESSIONAL - SPECIALIST (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.9%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	No	Yes	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Goals Progress

41 CFR Section 60-2.16

3C : PROFESSIONAL - OTHER (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	13.5%	5.0%	5.3%	0.0%	0.6%	0.0%	0.6%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	No	No	No	Yes	No	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

3D : PROFESSIONAL - STUDENT SUPPORT (Total Incumbents: 0, Total Hires: 2, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Placement Rate	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	2	1	1	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

4A : CLERICAL - AA (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	1.9%	10.0%	0.0%	0.0%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	No	No	Yes	Yes

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

4B : CLERICAL - ASSOCIATE (Total Incumbents: 0, Total Hires: 0, Total Promotions: 1)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Placement Rate	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	1	1	1	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

4C : CLERICAL - AID (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	1.1%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	No	Yes	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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41 CFR Section 60-2.16

5A : TECHNICAL - STUDENT SUPPORT (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	16.7%	5.0%	0.0%	4.3%	0.2%	0.0%	0.4%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	No	No	Yes	No	No	Yes	No

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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Goals Progress

41 CFR Section 60-2.16

5D : TECHNICAL - COMPUTER (Total Incumbents: 0, Total Hires: 0, Total Promotions: 0)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	0.0%	0.0%	0.0%	0.0%	4.4%	0.0%	0.0%	0.0%
Placement Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	0	0	0	0	0	0	0
Met Goal?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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Goals Progress

41 CFR Section 60-2.16

7A : SERVICE - CUSTODIAN (Total Incumbents: 0, Total Hires: 6, Total Promotions: 2)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	31.1%	0.0%	0.0%	12.1%	1.1%	0.0%	0.0%	0.0%
Placement Rate	50.0%	75.0%	37.5%	12.5%	0.0%	0.0%	12.5%	12.5%
Placement (Hires & Prom.)	4	6	3	1	0	0	1	1
Met Goal?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

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41 CFR Section 60-2.16

7B : SERVICE - MECHANIC (Total Incumbents: 0, Total Hires: 4, Total Promotions: 1)

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Incumbents	0	0	0	0	0	0	0	0
Prior Placement Goals	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Placement Rate	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Placement (Hires & Prom.)	0	1	0	1	0	0	0	0
Met Goal?	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Notes:

- The reporting period is from 06/01/2020 to 6/30/2021.

The Company has used the term 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

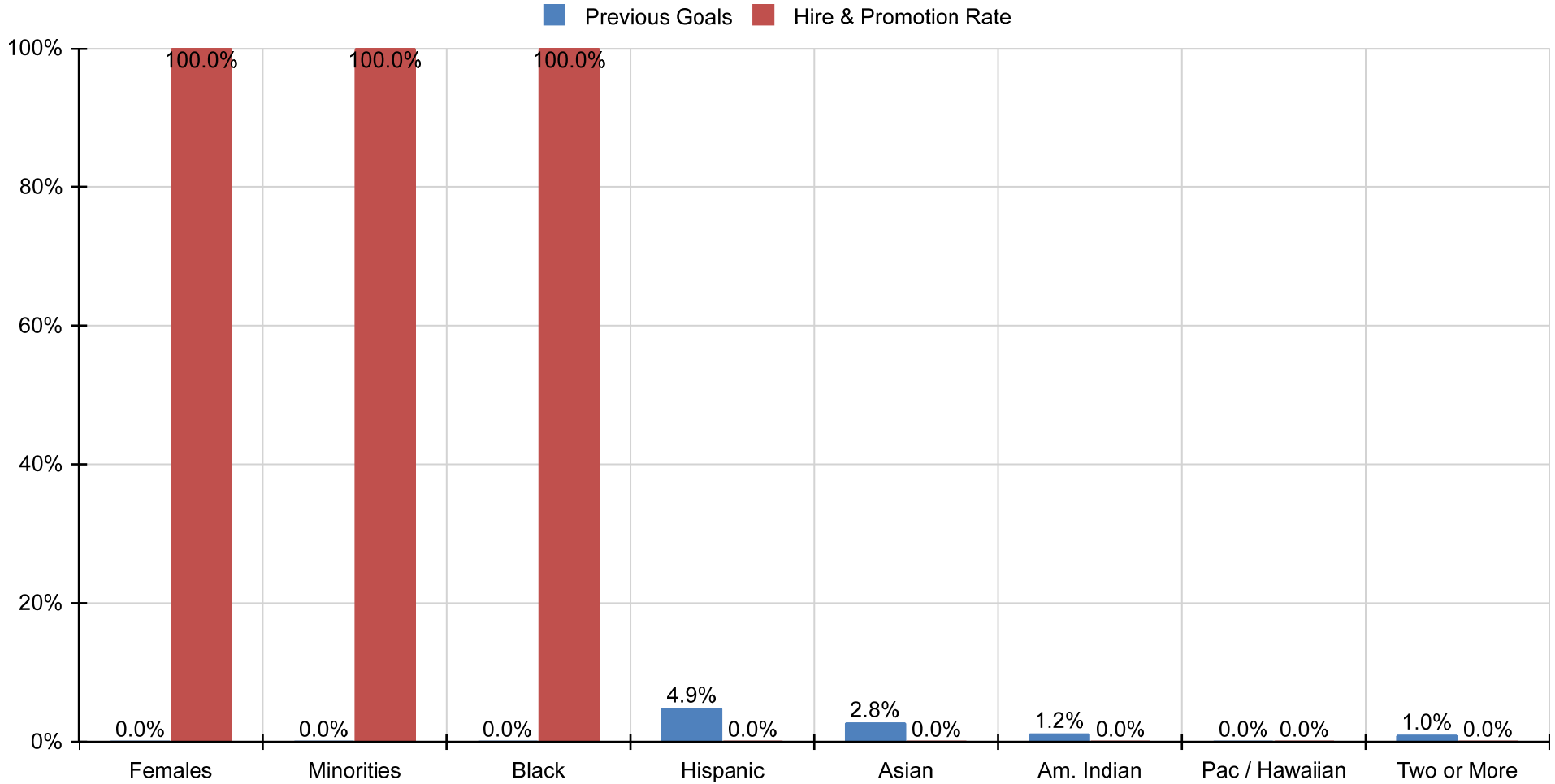
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Goals Progress Graph
1A : EXECUTIVE ADMIN - EXECUTIVE OR SENIOR LEVEL



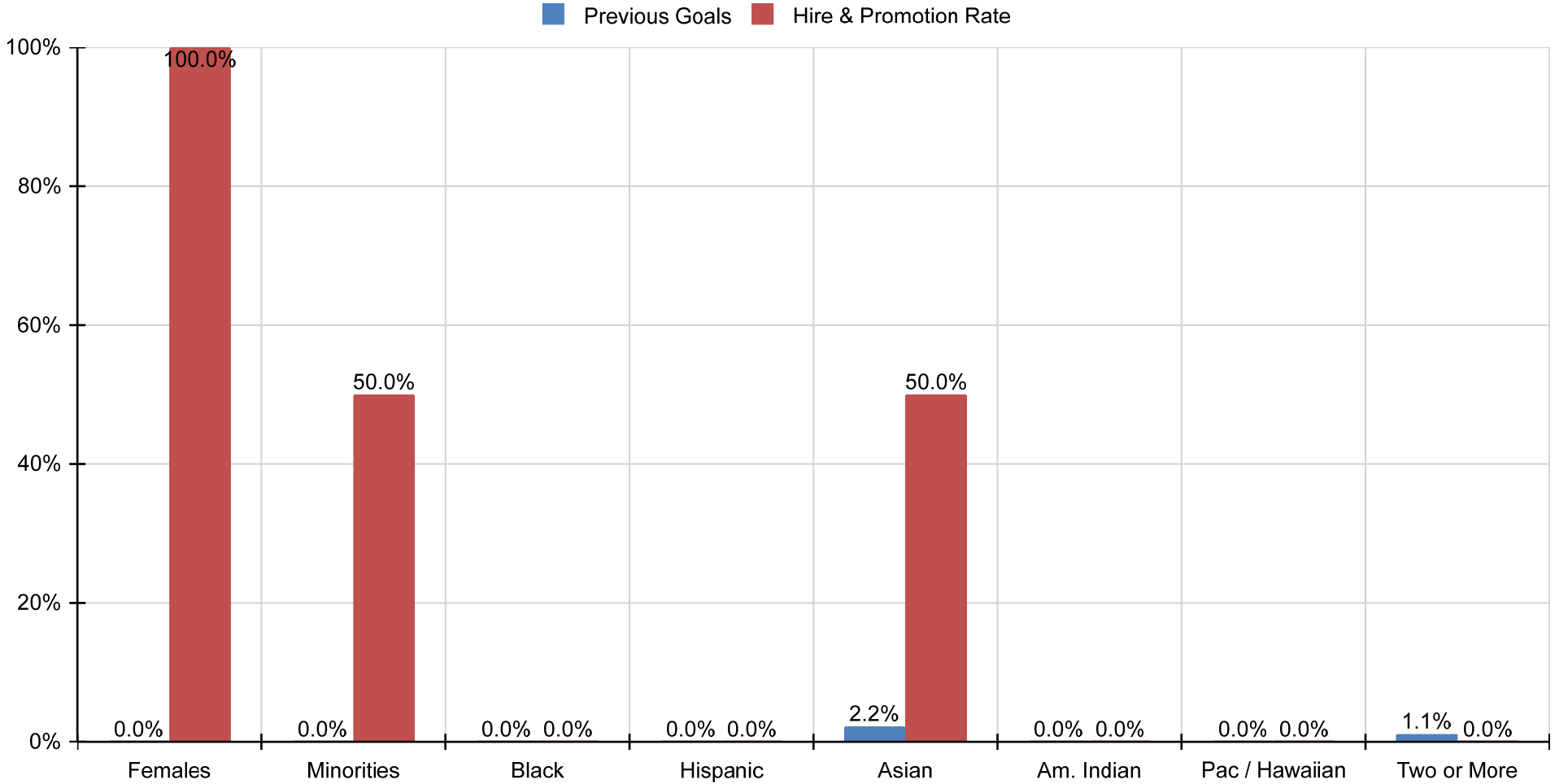
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Goals Progress Graph
1B : EXECUTIVE ADMIN - MANAGER



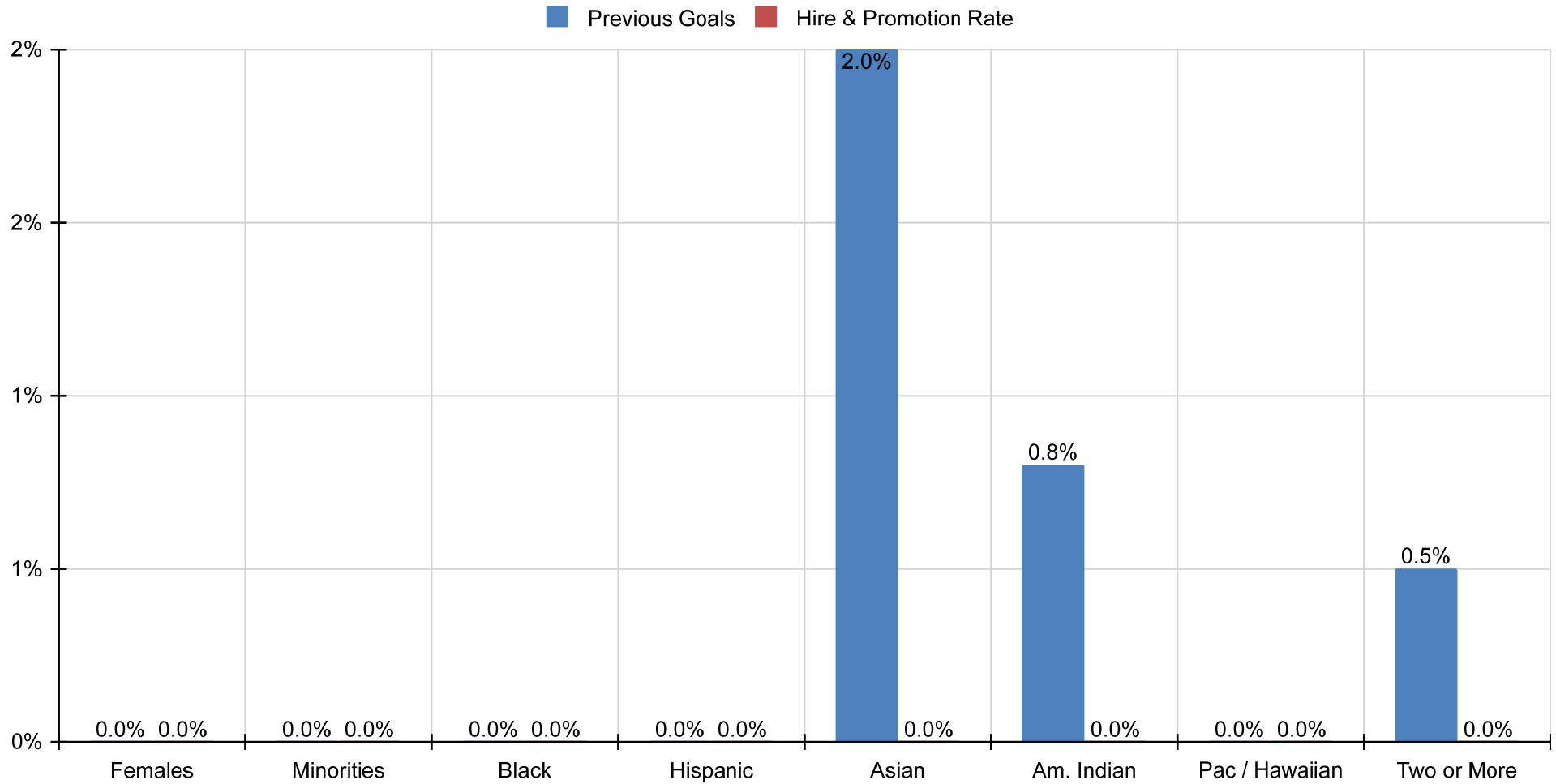
GATEWAY TECHNICAL COLLEGE

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Goals Progress Graph
1C : EXECUTIVE ADMIN - LL MANAGER



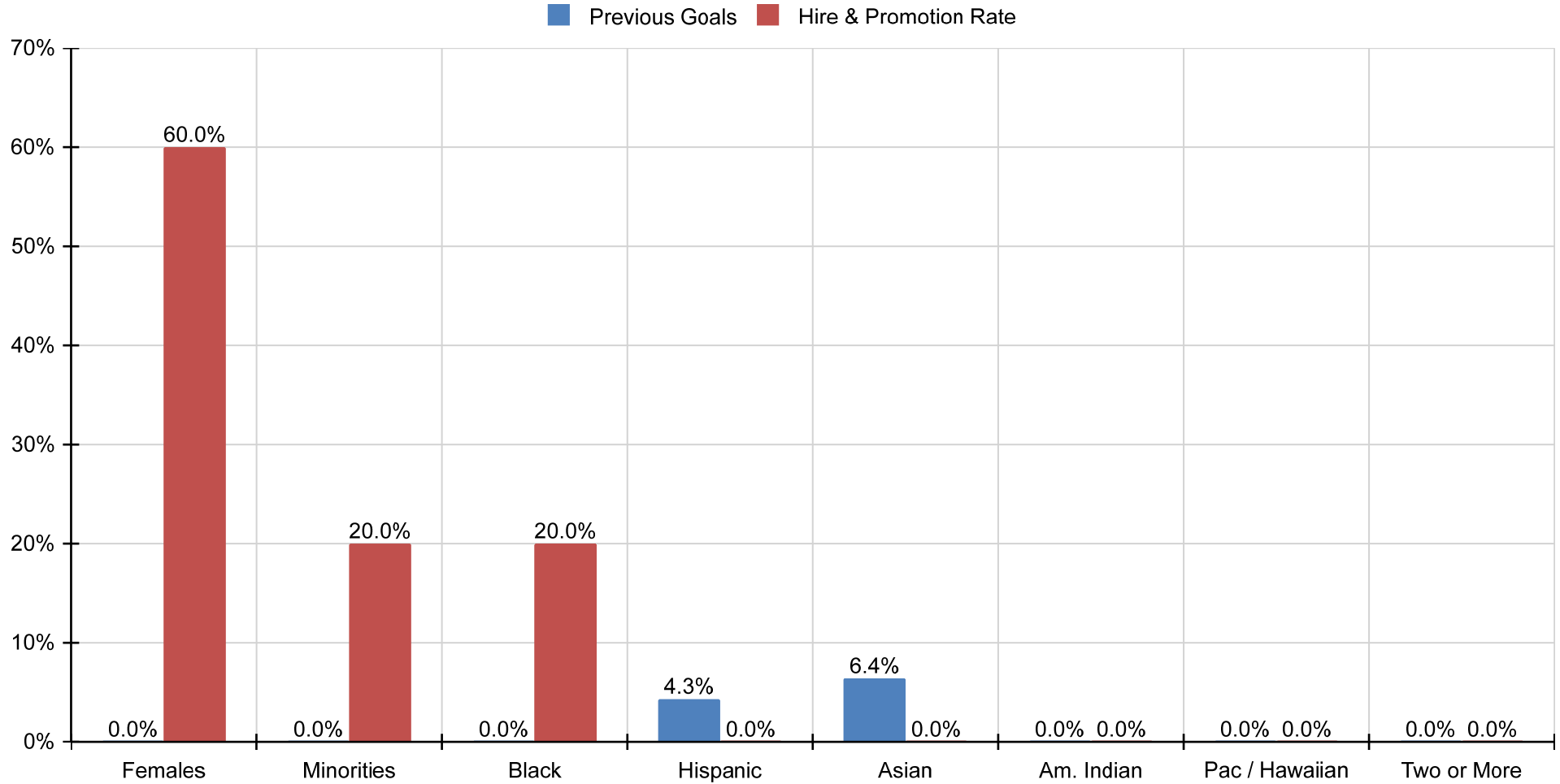
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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**Goals Progress Graph
2A : FACULTY**



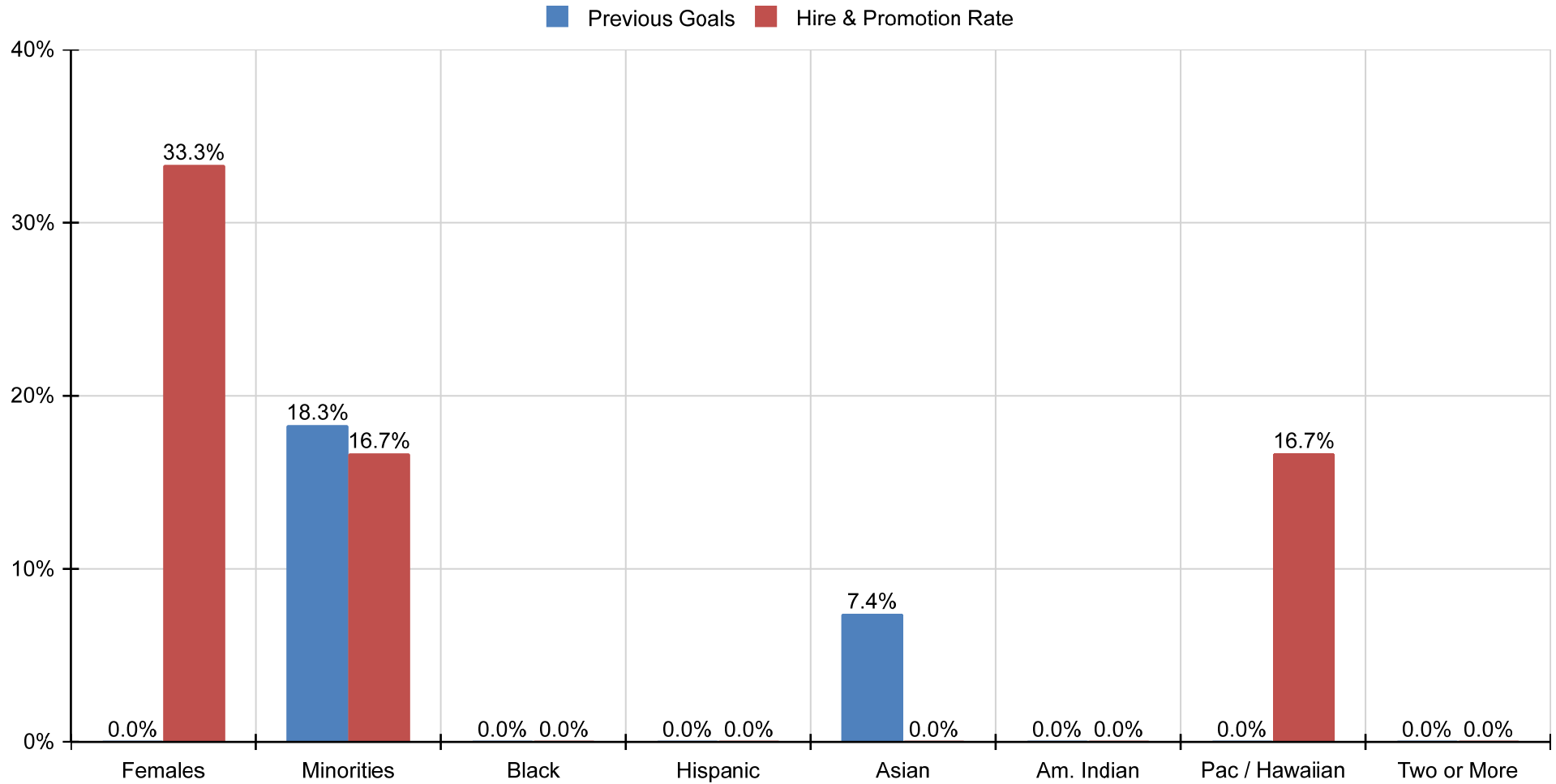
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Goals Progress Graph
2C : FACULTY - HTP



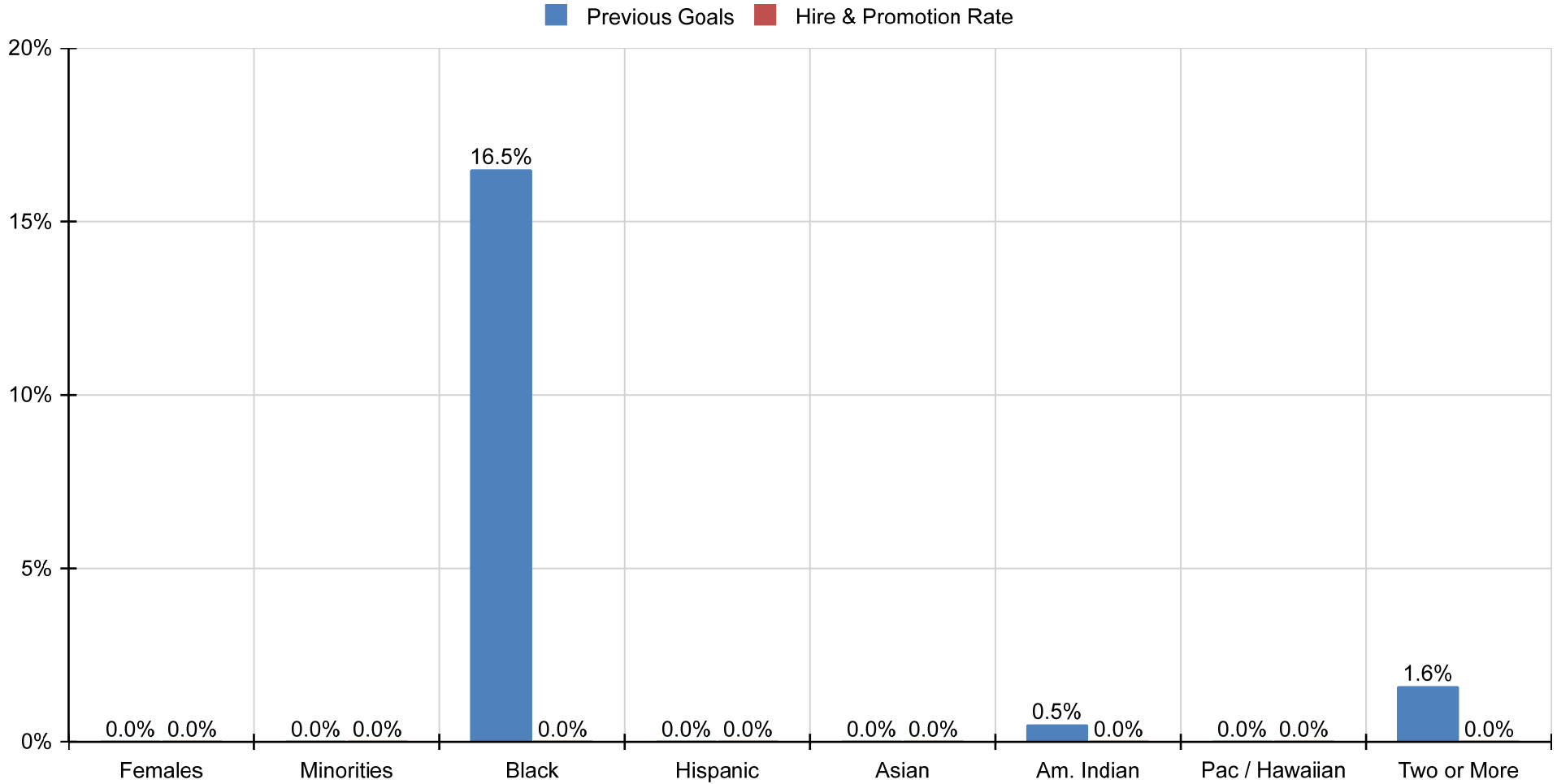
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Goals Progress Graph
3A : PROFESSIONAL - COUNSELOR



GATEWAY TECHNICAL COLLEGE

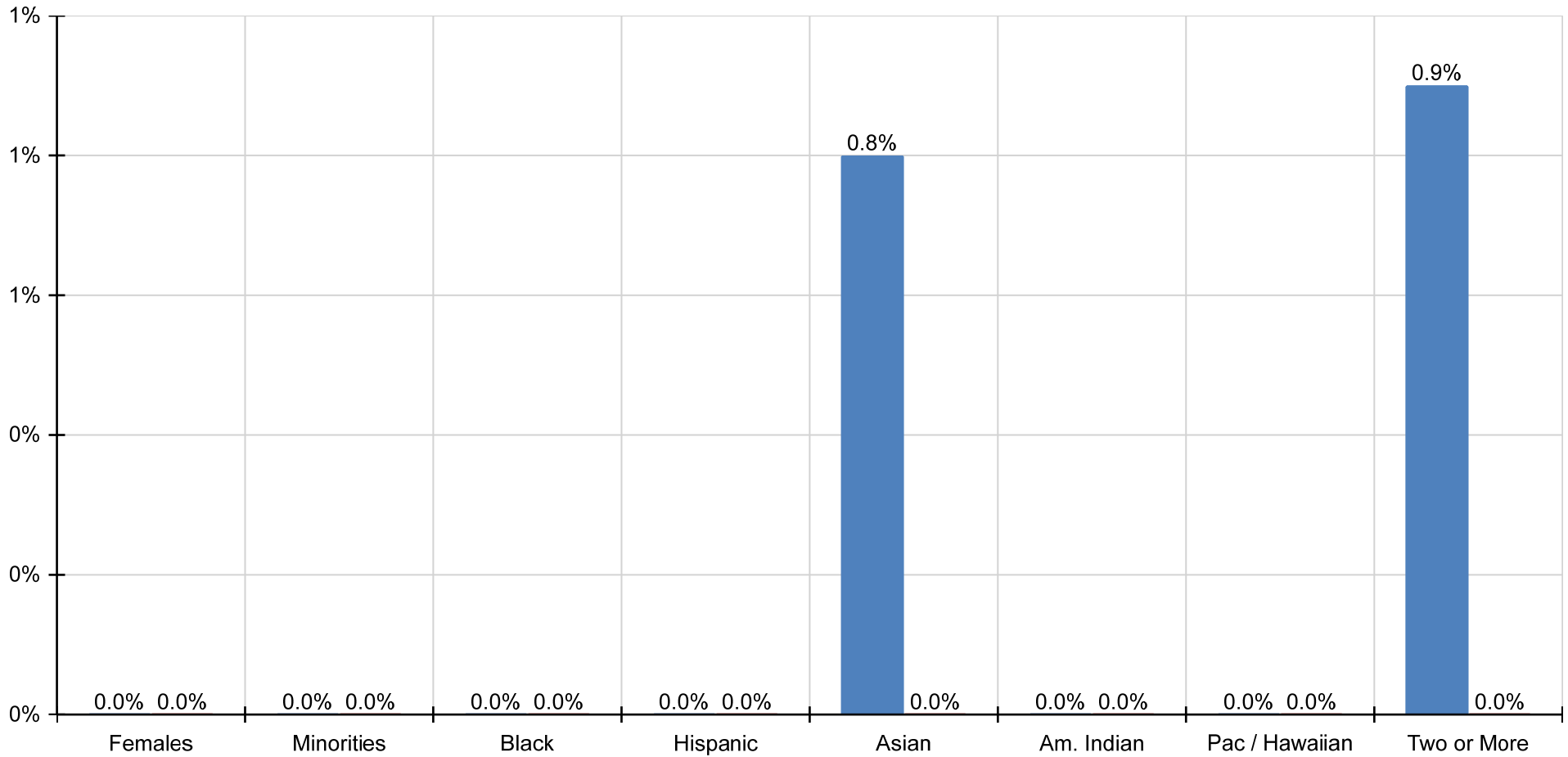
3520 30th Avenue

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Goals Progress Graph
3B : PROFESSIONAL - SPECIALIST

Previous Goals Hire & Promotion Rate



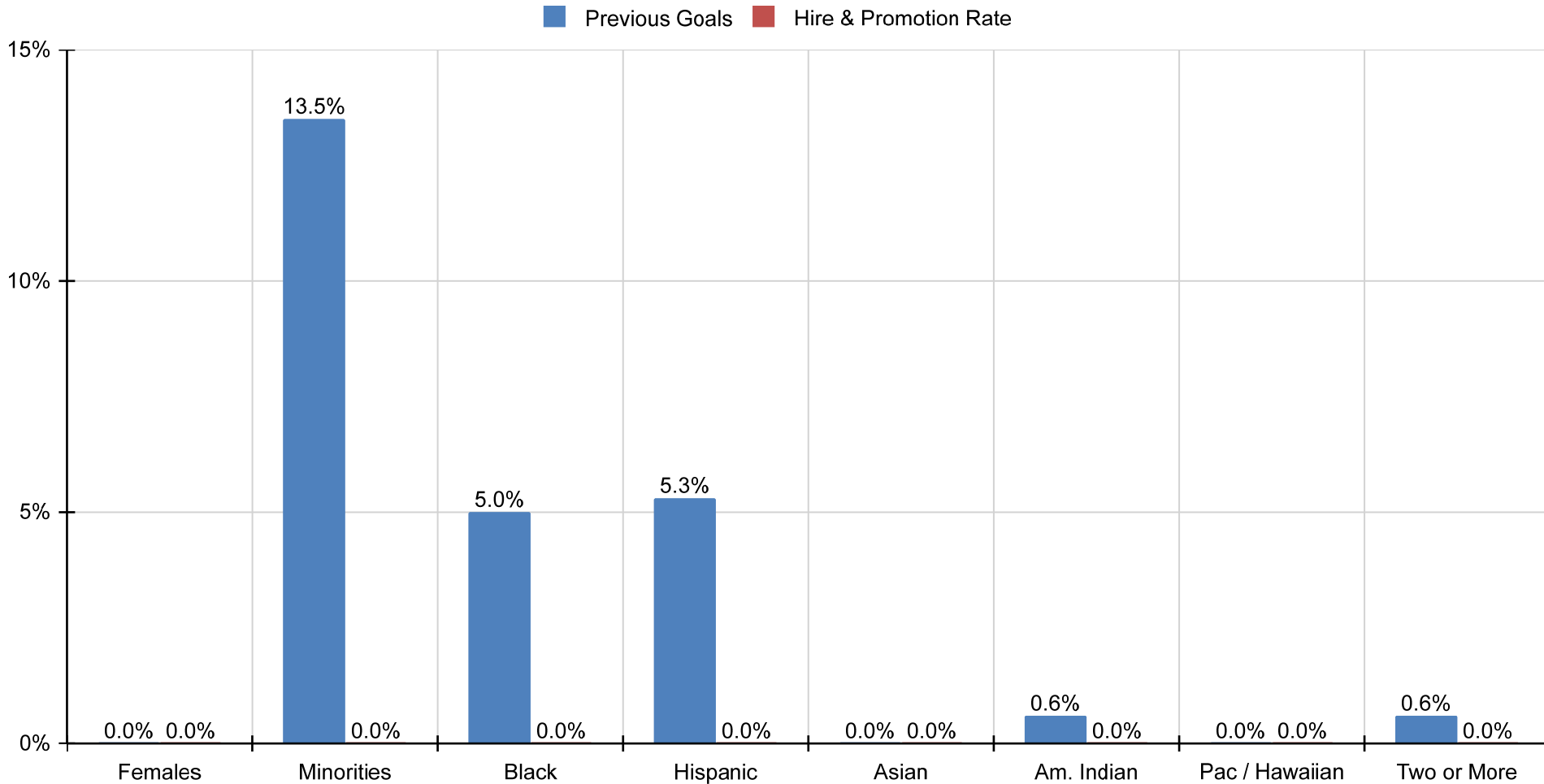
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Goals Progress Graph
3C : PROFESSIONAL - OTHER



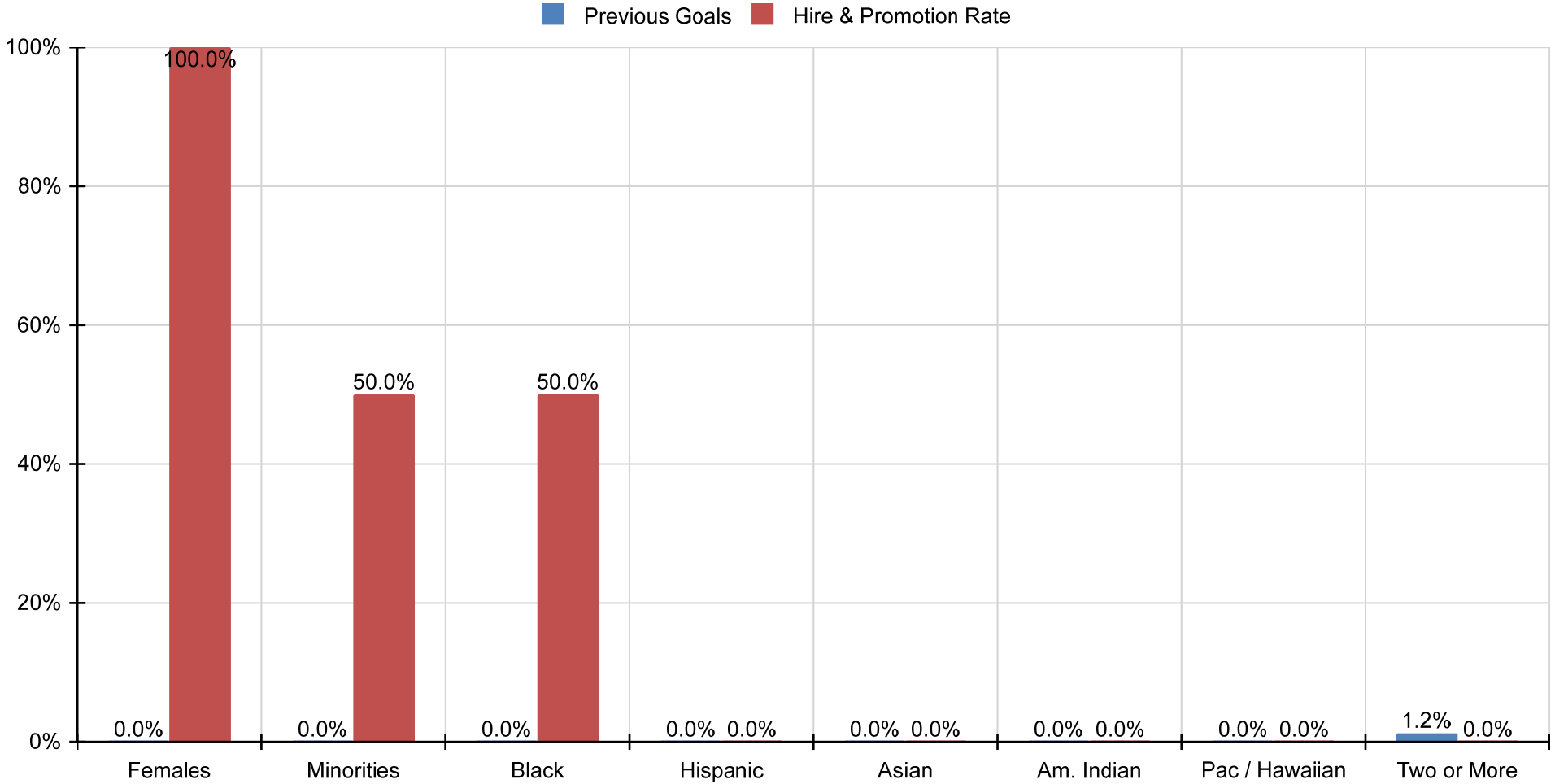
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Goals Progress Graph
3D : PROFESSIONAL - STUDENT SUPPORT



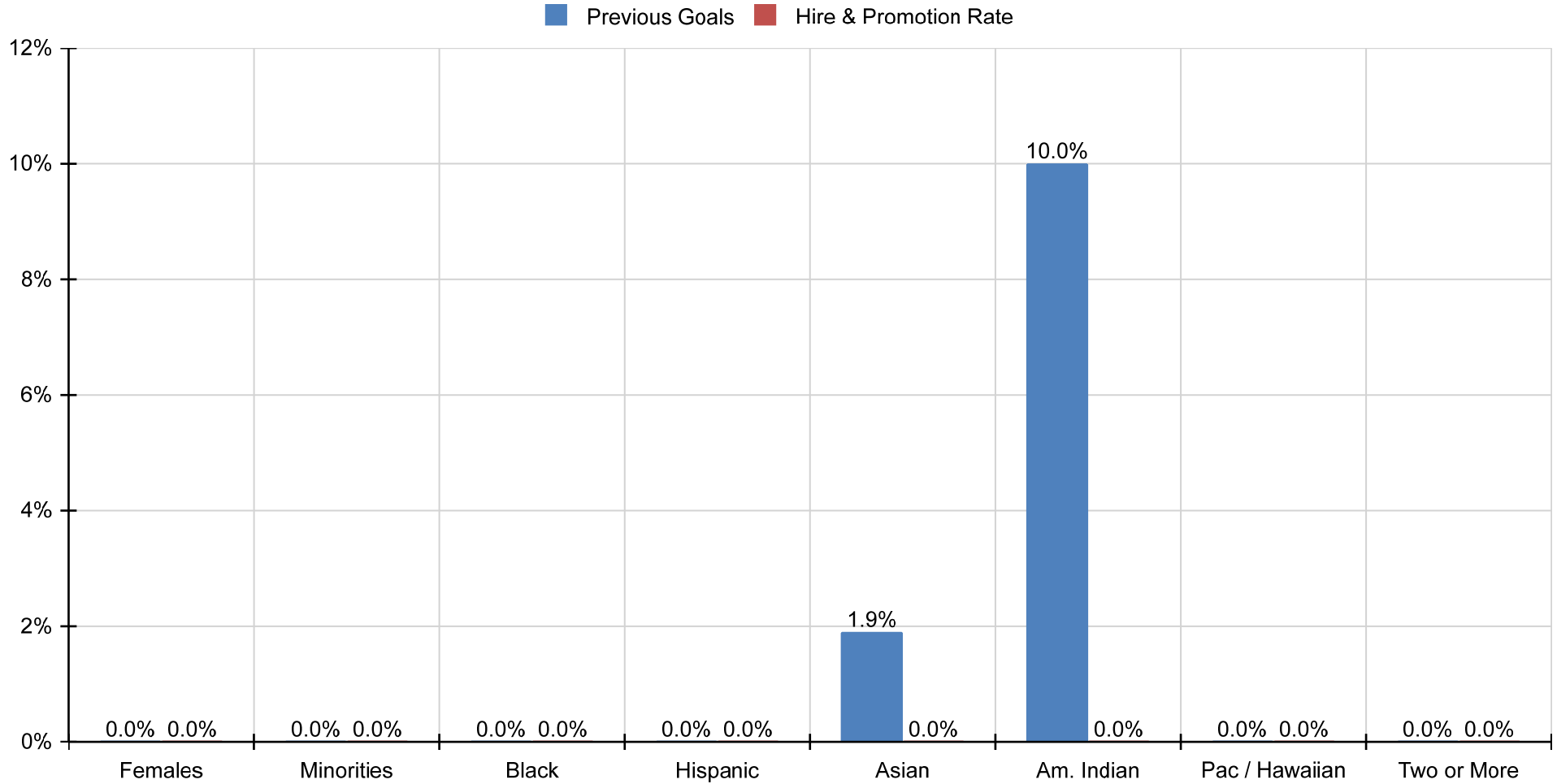
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**Goals Progress Graph
4A : CLERICAL - AA**



GATEWAY TECHNICAL COLLEGE

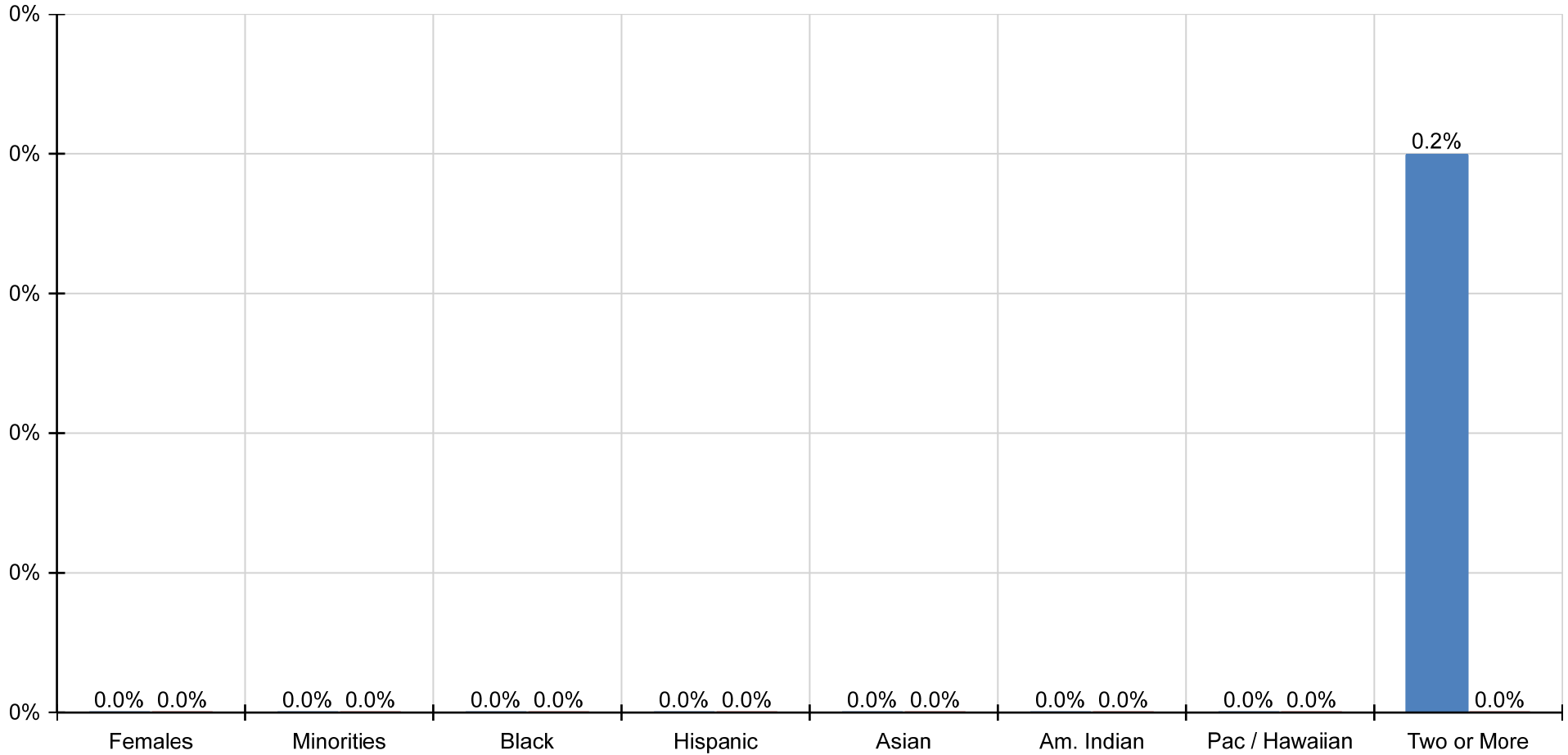
3520 30th Avenue

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Goals Progress Graph
4B : CLERICAL - ASSOCIATE

Previous Goals Hire & Promotion Rate



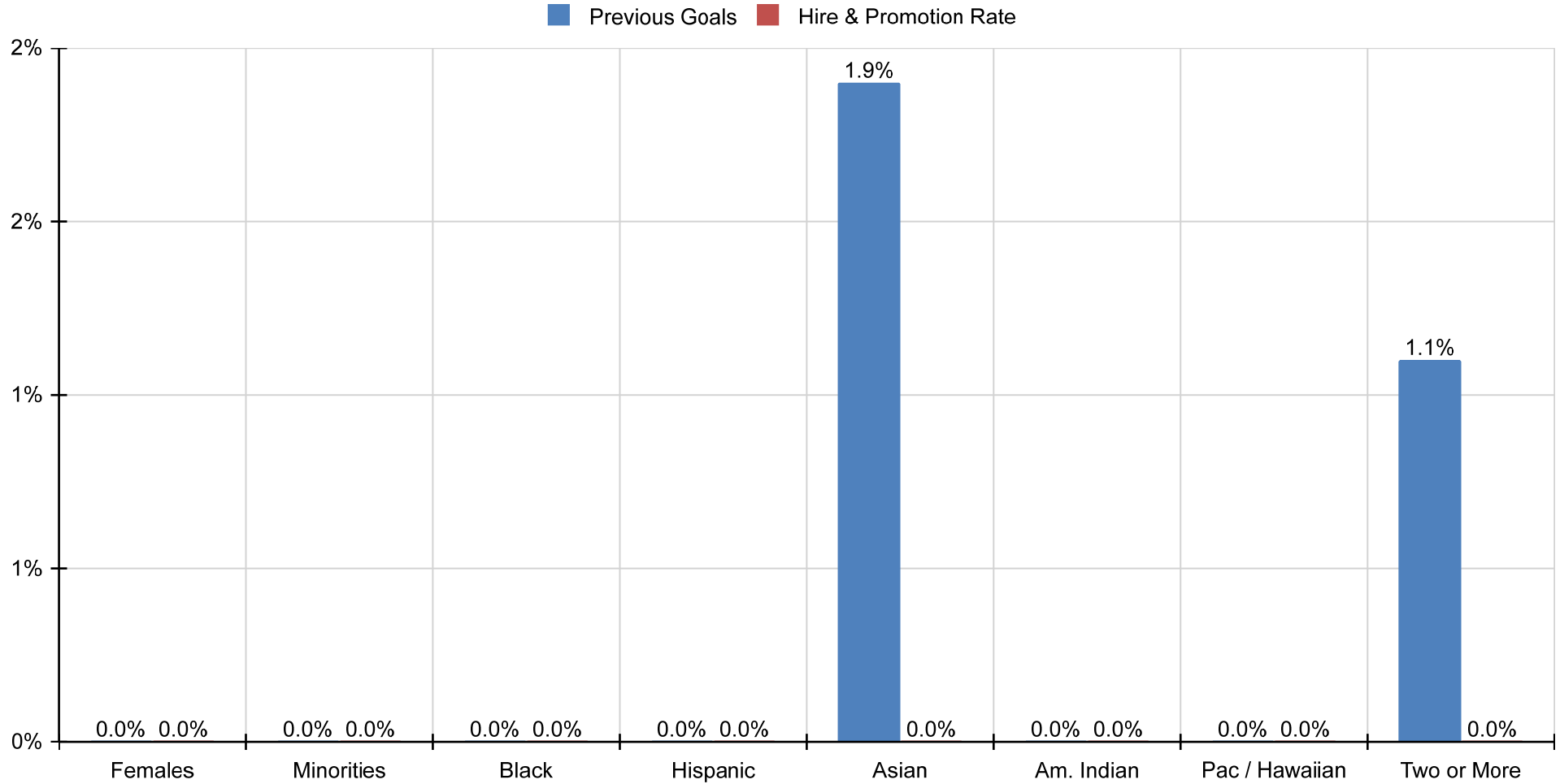
GATEWAY TECHNICAL COLLEGE

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Goals Progress Graph
4C : CLERICAL - AID



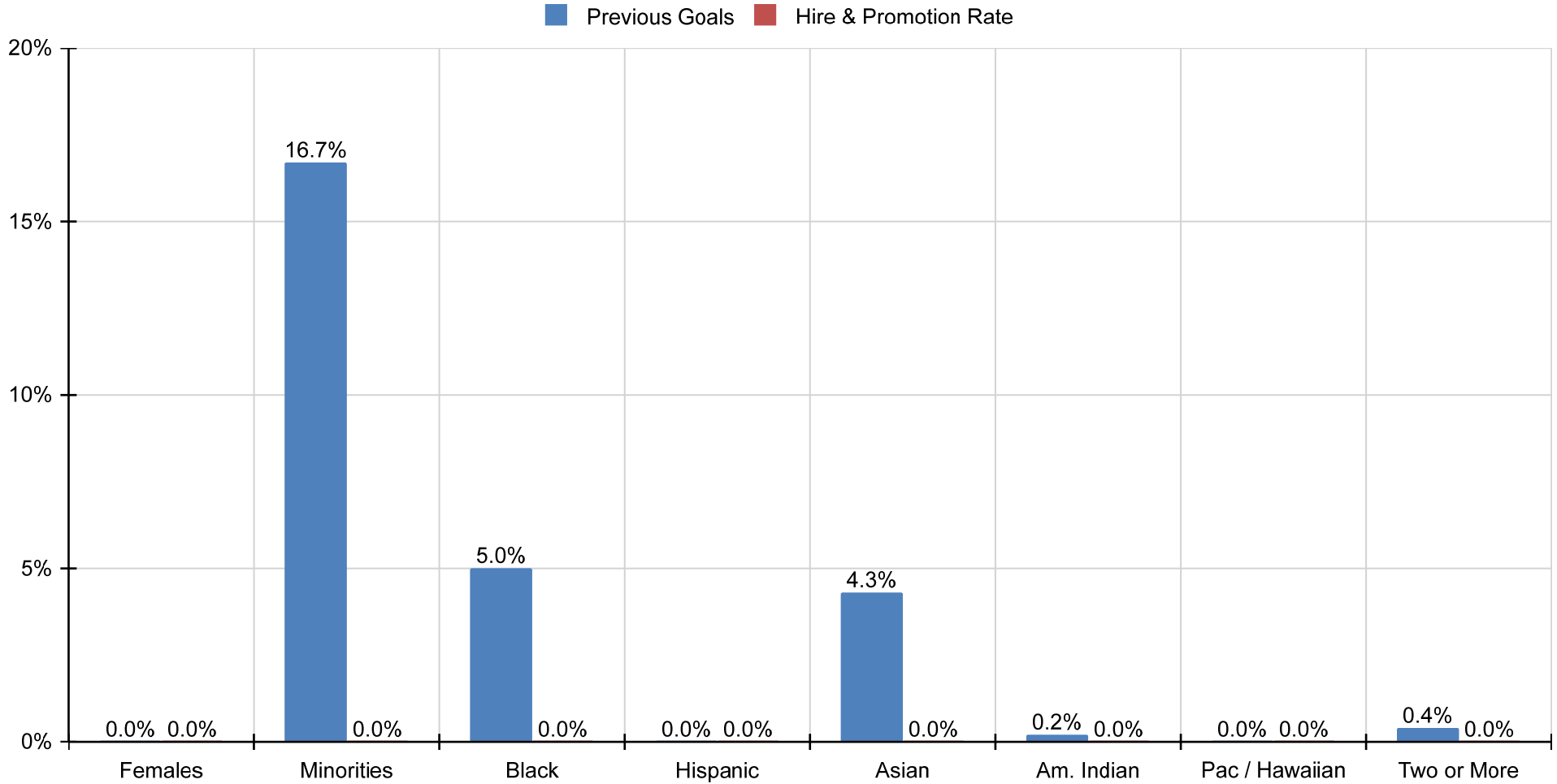
GATEWAY TECHNICAL COLLEGE

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Goals Progress Graph
5A : TECHNICAL - STUDENT SUPPORT



GATEWAY TECHNICAL COLLEGE

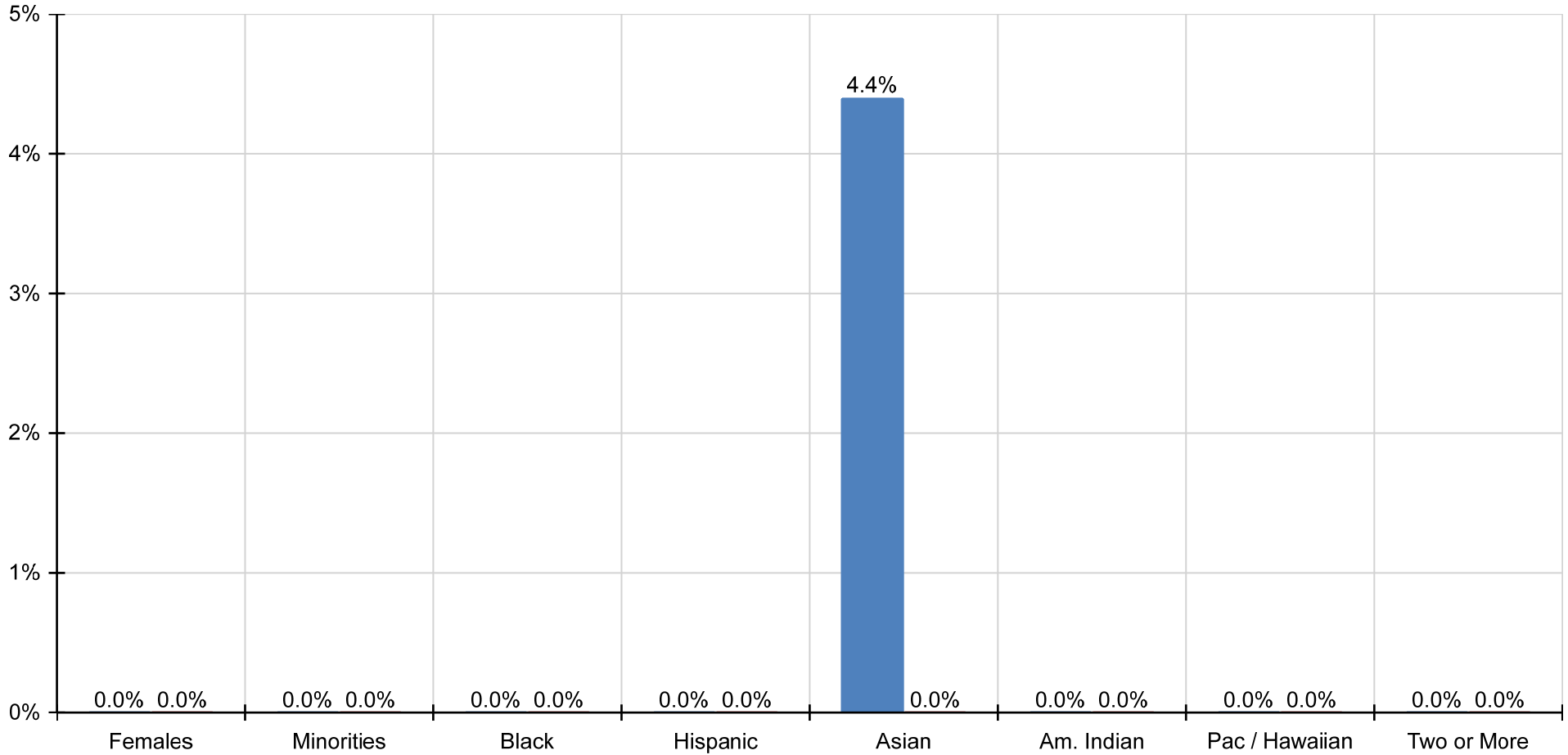
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Goals Progress Graph
5D : TECHNICAL - COMPUTER

■ Previous Goals ■ Hire & Promotion Rate



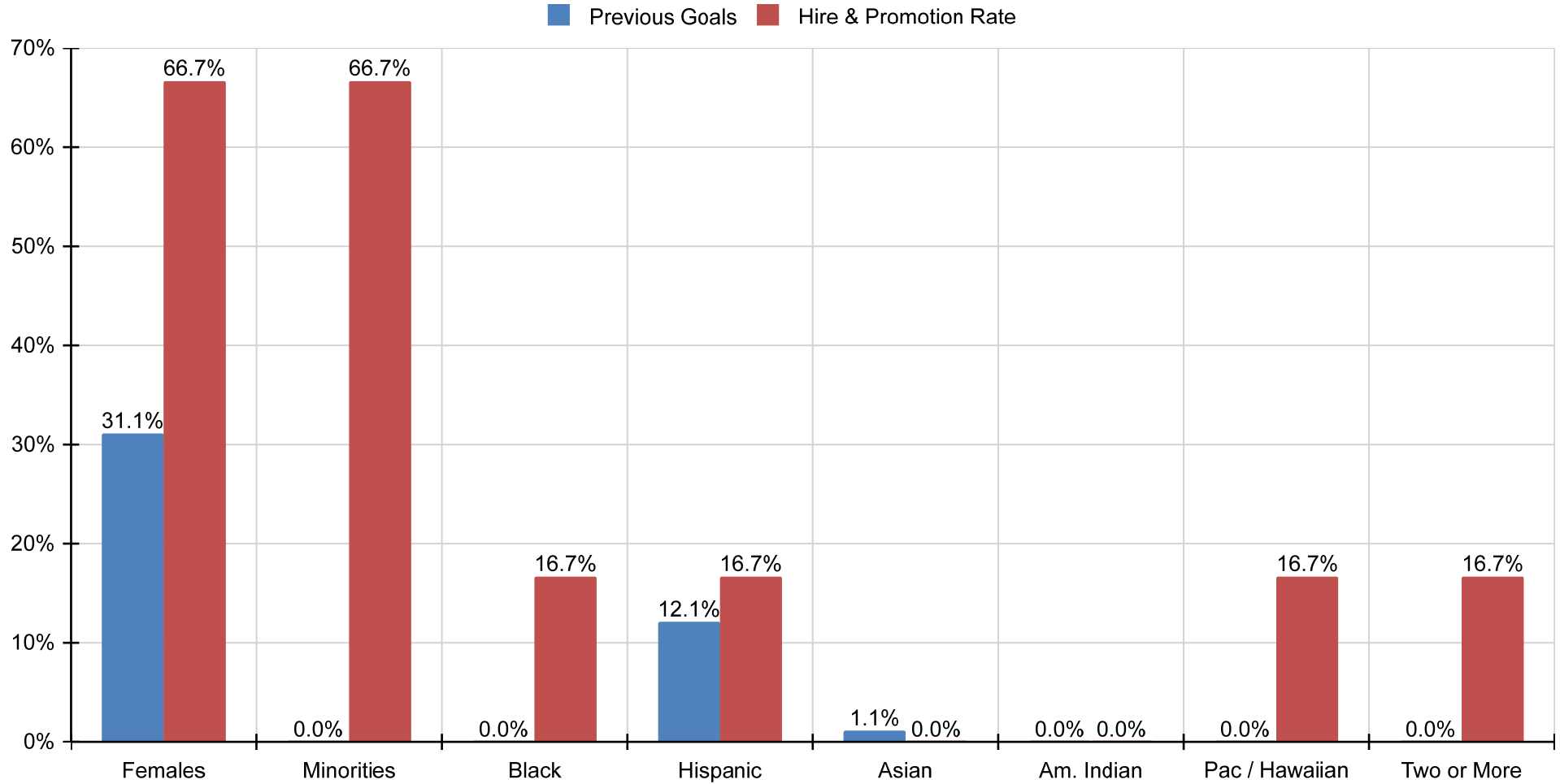
GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

**Goals Progress Graph
7A : SERVICE - CUSTODIAN**



GATEWAY TECHNICAL COLLEGE

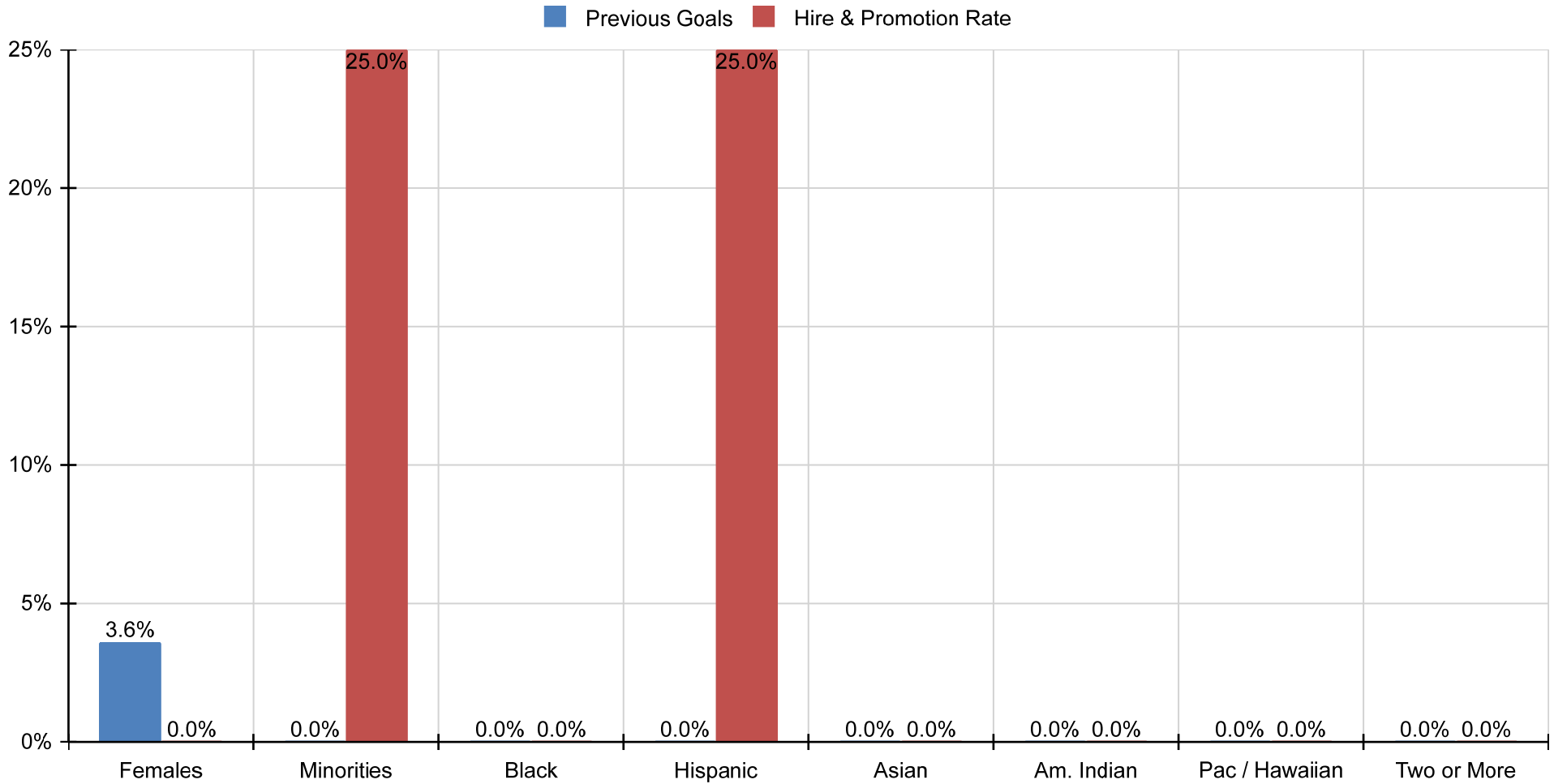
3520 30th Avenue

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Goals Progress Graph

7B : SERVICE - MECHANIC



ORGANIZATIONAL PROFILE

41 CFR Section 60-2.11(b)

Kenosha Campus determines annually whether to include the Organizational Display or the Workforce Analysis as its Organizational Profile as part of producing the yearly affirmative action program. Staffing patterns assist in identifying organization units where women or minorities may be underrepresented or concentrated.

Organizational Display

An organizational unit is any component part of the Kenosha Campus corporate structure, such as a department, division, section, branch, group, project team, job family, or similar. The Organizational Display is a detailed presentation of the Kenosha Campus organizational structure that identifies each organizational unit and shows the relationship to other organizational units.

For each organizational unit, the organizational display includes the following:

1. name of the unit;
2. job title, gender, race, and ethnicity of the unit supervisor(s) (if the unit has a supervisor);
3. total number of male and female incumbents; and
4. total number of male and female incumbents in each of the separate minority groups.

Workforce Analysis

The Workforce Analysis is a listing of each job title, as it appears in applicable collective bargaining agreements or payroll records, ranked from the lowest paid to the highest paid within each department or other similar organizational unit including departmental or unit supervision. All job titles, including all managerial job titles, are listed. The total number of incumbents in each minority classification is given for each job title.

Where there are separate work units or lines of progression within a department, a separate Line of Progression Report is provided for each such work unit or line, including unit supervisors. The order of the jobs in the line through which an employee could move to the top of the line is indicated on the report.

Where there are no formal progression lines or usual promotional sequences, job titles are listed in order of wage rates or salary ranges by departments, job families or disciplines.

The total number of incumbents in each minority classification is given for each job title. All job titles, including all managerial job titles, are listed.

GATEWAY TECHNICAL COLLEGE

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Organizational Display

952 : President/Director's Office (Total Employees: 3; 1WM / 2WF)

| 1 : President/CEO - WM

--919 : Gen Instruction/Administration (Total Employees: 53; 8WM / 31WF / 3BM / 7BF / 1HM / 3HF)

| 26 : Executive Vice President/Provost - BF

--1 : Protective and Human Services (Total Employees: 42; 14WM / 21WF / 2BM / 3BF / 1IF / 1TF)

| 706 : Program Director, EMS/Paramedic - WM

--100 : Business (Total Employees: 2; 1WM / 1WF)

| 373 : Dean, School of Business and Transportation - WM

--101 : School of Business and Trans (Total Employees: 40; 19WM / 16WF / 2BF / 1HF / 1AM / 1IM)

| 688 : Director and Chief Pilot, Aeronautics Program - WM

--500 : Service & Health Occupations (Total Employees: 12; 1WM / 8WF / 1BF / 1AF / 1IM)

| 313 : Dean, School of Health - WF

--600 : Technical (Total Employees: 1; 1WM)

| 370 : Dean, School of Manufacturing, Engineering, and IT - WM

--800 : General Education (Total Employees: 4; 1WF / 1BM / 1BF / 1HM)

| 314 : Dean, General Studies - HM

--961 : Admin Data Processing (Total Employees: 6; 4WM / 1WF / 1AF)

| 267 : Director, Information Systems - WM

--968 : General Institutional (Total Employees: 37; 24WM / 4WF / 6BM / 1BF / 1AF / 1IM)

| 274 : Director, Information Technology - WM

GATEWAY TECHNICAL COLLEGE

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Organizational Display

|
|--**938 : Student Services Other** (Total Employees: 22; 3WM / 11WF / 1BM / 3BF / 1HF / 1IF / 1TM / 1TF)
| 45 : Vice President of Diversity, Equity & Inclusion - BF
|
|--**939 : Student Services Admin.** (Total Employees: 14; 2WM / 7WF / 4BF / 1AF)
| 43 : Vice President, Student Services and Enrollment Management - WF
|
| |--**931 : Admissions/Registration** (Total Employees: 30; 5WM / 16WF / 4BF / 1HM / 2HF / 2TF)
| 346 : Registrar - WF
|
| |--**932 : Recruitment** (Total Employees: 8; 2WM / 2WF / 2BF / 1HF / 1AF)
| 387 : Director, Recruitment - AF
|
| |--**933 : Guidance/Counseling** (Total Employees: 31; 6WM / 14WF / 1BM / 1BF / 6HF / 2AM / 1IM)
| 380 : Director, Academic Advising - WF
|
| |--**935 : Financial Aid/Veterans Affairs** (Total Employees: 12; 3WM / 6WF / 3BF)
| 328 : Director, Student Financial Aid - BF
|
|--**953 : Admin/Financial Services** (Total Employees: 12; 1WM / 7WF / 2BF / 1IM / 1TF)
| 30 : CFO & VP Administration - BF
|
|--**963 : Public Relations** (Total Employees: 15; 3WM / 12WF)
| 24 : Vice President, Community & Government Relations - WF
|
| |--**991 : Radio Station** (Total Employees: 4; 3WM / 1BM)
| 223 : General Manager WGTD- FM91.1 - WM
|
|--**964 : Human Resources** (Total Employees: 11; 3WM / 5WF / 2BF / 1HF)

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Organizational Display

| 39 : Vice President, Human Resources - BF

|

| --978 : **Physical Plant** (Total Employees: 45; 21WM / 6WF / 13BM / 2HM / 1HF / 1IM / 1PF)

| 44 : Associate Vice President, Facilities and Security - WM

|

107 : School of Mfg, Eng, and IT (Total Employees: 46; 31WM / 8WF / 2BM / 1BF / 1HM / 2AM / 1PM)

400 : Industrial (Total Employees: 8; 4WM / 2WF / 1BF / 1TF)

413 : Electricity (Total Employees: 1; 1WM)

462 : Manufact, Engineer, Transport (Total Employees: 1; 1WM)

508 : School of Health (Total Employees: 57; 2WM / 44WF / 1BM / 7BF / 2HM / 1AF)

801 : General Studies Division (Total Employees: 49; 19WM / 20WF / 1BM / 1BF / 1AM / 5AF / 1PF / 1TF)

802 : Foreign Language (Total Employees: 1; 1WM)

850 : Academic Development (Total Employees: 1; 1BM)

851 : English (Total Employees: 14; 4WM / 6WF / 2BF / 2HF)

854 : Mathematics (Total Employees: 4; 3WF / 1BM)

859 : Social Science (Total Employees: 1; 1BF)

861 : English as a Second Language (Total Employees: 3; 3WF)

890 : General Studies (Total Employees: 2; 2WF)

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Display

91 : School of Allied Hlth/Vet Sci (Total Employees: 2; 1WM / 1WF)

921 : Library/Learning Resources (Total Employees: 9; 2WM / 7WF)

965 : Duplicating/Prntg/Photocopying (Total Employees: 2; 2WF)

966 : Central Service (Total Employees: 4; 4WF)

982 : Food Service (Total Employees: 1; 1WF)

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

1 : Protective and Human Services

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10615 : Barber Cosmetology Aide	4C	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
~ 10652 : Barbering Technologist Aide	4C	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8065 : Culinary Arts Technical Assistant	5AH	23	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
~ 8065 : Culinary Arts Technical Assistant	5AH	23	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
~ 8158 : Law Enforcement Training Technician	5AH	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8222 : Horticulture Technician	5AH	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10547 : Dean Associate	4B	26	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0
706 : Program Director, EMS/Paramedic	1E	31	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
# 348 : Director, Law Enforcement Training	1B	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 369 : Associate Dean, Protective and Human Services	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 379 : Dean, Business Workforce Solutions	1C	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			

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Workforce Analysis

41 CFR Section 60-2.11 (c)

1 : Protective and Human Services

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 372 : Dean, School of Protective and Human Service Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	1C		33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1027 : Instructor, Horticulture	2B	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1135 : Instructor, Early Childhood Education Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	G	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	2A	G	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology	2A	G	2	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0
~ 1136 : Instructor, Barber/Cosmetology	2A	G	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1180 : Instructor, Interpreter Technician Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	G	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1

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1 : Protective and Human Services

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
1211 : Instructor, Barber/Cosmetologist Apprenticeship	2A	G	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1294 : Instructor, Culinary Arts	2A	G	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																				
1294 : Instructor, Culinary Arts	2A	G	2	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1358 : Instructor, Horticulture/Urban Agriculture	2B	G	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1404 : Instructor, Hospitality Management Program	2A	G	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1079 : Instructor, Interior Design	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1132 : Instructor, Human Services	2B	I	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1134 : Instructor, Emergency Medical Services	2B	I	2	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																				
~ 1134 : Instructor, Emergency Medical Services	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																				
1159 : Instructor, Fire Science	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																				

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Workforce Analysis

41 CFR Section 60-2.11 (c)

1 : Protective and Human Services

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1260 : Instructor, Fire Science/Emt Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1347 : Instructor, AODA/Human Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1407 : Instructor, Urban Forestry	2C	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1283 : Instructor, Criminal Justice Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1283 : Instructor, Criminal Justice Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	K	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1283 : Instructor, Criminal Justice	2A	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ 1423 : Instructor, Law Enforcement Academy	2B	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			42	16	14	2	0	0	0	0	0	26	21	3	0	0	1	0	1
Department % :			100%	38.1%	33.3%	4.8%	0%	0%	0%	0%	0%	61.9%	50%	7.1%	0%	0%	2.4%	0%	2.4%

: Manages more than one department ~ : Part-time

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Workforce Analysis

41 CFR Section 60-2.11 (c)

100 : Business

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10547 : Dean Associate Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
373 : Dean, School of Business and Transportation	1C	33	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 26 : Executive Vice President/Provost Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department % :			100%	50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

101 : School of Business and Trans

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10547 : Dean Associate Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8128 : Learning Success Coach Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	26	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# 331 : Director, Student Support & Tutoring Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
688 : Director and Chief Pilot, Aeronautics Program	1B	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 373 : Dean, School of Business and Transportation	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1013 : Instructor, Administrative Professional	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1013 : Instructor, Administrative Professional Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1013 : Instructor, Administrative Professional	2A	G	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1013 : Instructor, Administrative Professional Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	G	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
1013 : Instructor, Administrative Professional Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1073 : Instructor, Motorcycle Marine and Outdoor Power Products	2C	G	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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41 CFR Section 60-2.11 (c)

101 : School of Business and Trans

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1426 : Instructor, CDL/Truck Driving	2C	G	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1009 : Instructor, Graphic Communications	2A	I	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1009 : Instructor, Graphic Communications	2A	I	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1009 : Instructor, Graphic Communications	2A	I	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1045 : Instructor, Marketing	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1045 : Instructor, Marketing	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1045 : Instructor, Marketing	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1082 : Instructor, Automotive Technician	2B	I	4	4	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology																			
1111 : Instructor, Leadership Development	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1111 : Instructor, Leadership Development	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1116 : Instructor, Professional Communications	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			

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Workforce Analysis

41 CFR Section 60-2.11 (c)

101 : School of Business and Trans

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1336 : Instructor, Diesel Technology Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology	2C	I	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1371 : Instructor, Automotive Technology	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1392 : Instructor, Automotive Technology Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010 : Instructor, Accounting Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	K	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1010 : Instructor, Accounting Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	K	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1010 : Instructor, Accounting Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010 : Instructor, Accounting Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	K	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1011 : Instructor, Business Management/Marketing	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1301 : Instructor, Business Management Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1084 : Instructor, Aeronautics Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology	2A	M	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			40	21	19	0	0	1	1	0	0	19	16	2	1	0	0	0	0
Department % :			100%	52.5%	47.5%	0%	0%	2.5%	2.5%	0%	0%	47.5%	40%	5%	2.5%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

107 : School of Mfg, Eng, and IT

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 379 : Dean, Business Workforce Solutions Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1C	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 370 : Dean, School of Manufacturing, Engineering, and IT Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1025 : Instructor, Welding Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2C	I	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1025 : Instructor, Welding Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2C	I	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1025 : Instructor, Welding Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2C	I	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1074 : Instructor, HVAC	2C	I	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1216 : Instructor, Electromechanical Maintenance Technician	2C	I	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1266 : Instructor, CNC/Machine Tool Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2C	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1353 : Instructor, Supervision/Leadership Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1384 : Instructor, CNC Technology Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2C	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1400 : Instructor, CNC Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2C	I	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

107 : School of Mfg, Eng, and IT

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1405 : Instructor, Tool & Die Apprenticeship	2C	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
1418 : Instructor, Facilities Maintenance/Building Trades	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1430 : Instructor, CNC/Tool & Die	2C	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
1440 : Instructor, Electromech Tech - Keno	2C	I	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1213 : Instructor, Advanced Manufacturing	2C	K	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
1295 : Instructor, Information Technology	2C	K	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1295 : Instructor, Information Technology	2C	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1415 : Instructor, Computer Support Specialist	2A	K	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1014 : Instructor, CIS Microcomputer Specialist	2C	M	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1051 : Instructor, CIS Programmer/Analyst & Micro Specialist	2C	M	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

107 : School of Mfg, Eng, and IT

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
1141 : Instructor, Mechanical Design	2C	M	3	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
1147 : Instructor, Civil Engineering/Structural	2C	M	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
1183 : Instructor, CIS Network Specialist	2C	M	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1184 : Instructor, CIS Network/Microcomputer Specialist	2C	M	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																				
1273 : Instructor, Electronics	2C	M	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
1331 : Instructor, Electrical Engineering Technology	2C	M	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
1365 : Instructor, WEB	2B	M	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1403 : Instructor, Sharepoint	2B	M	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1419 : Instructor, WEB/Software Developer	2C	M	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																				
1441 : Instructor, Electrical Engineering	2C	M	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

107 : School of Mfg, Eng, and IT

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Department Totals :			46	37	31	2	1	2	0	1	0	9	8	1	0	0	0	0	0
Department % :			100%	80.4%	67.4%	4.3%	2.2%	4.3%	0%	2.2%	0%	19.6%	17.4%	2.2%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

400 : Industrial

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8012 : Tool Crib/Preventative Maintenance Technician	7A	24	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology																			
7030 : Machine Maintenance Technician/Materials Expeditor	7B	25	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
7030 : Machine Maintenance Technician/Materials Expeditor	7B	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
10547 : Dean Associate	4B	26	3	0	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
8181 : Apprenticeship Coordinator	4AH	26	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
# 379 : Dean, Business Workforce Solutions	1C	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
# 370 : Dean, School of Manufacturing, Engineering, and IT	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
# 373 : Dean, School of Business and Transportation	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			8	4	4	0	0	0	0	0	0	4	2	1	0	0	0	0	1
Department % :			100%	50%	50%	0%	0%	0%	0%	0%	0%	50%	25%	12.5%	0%	0%	0%	0%	12.5%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

413 : Electricity

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
# 379 : Dean, Business Workforce Solutions	1C		32 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
1408 : Instructor, Electrical Construction Apprenticeship	2C	I	1 1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
Department Totals :			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

462 : Manufact, Engineer, Transport

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
# 379 : Dean, Business Workforce Solutions	1C		32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
1341 : Instructor, CNC Machining	2C	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																				
Department Totals :			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

500 : Service & Health Occupations

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10557 : Campus Affairs Associate	4B	25	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
8143 : Service Occupations Assistant	3D	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
10547 : Dean Associate	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
10547 : Dean Associate	4B	26	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
10547 : Dean Associate	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
696 : Director, Simulation Operations	1B	30	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 706 : Program Director, EMS/Paramedic	1E	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
309 : Associate Dean, School of Health	1D	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
348 : Director, Law Enforcement Training	1B	32	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
369 : Associate Dean, Protective and Human Services	1D	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
313 : Dean, School of Health	1C	33	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

500 : Service & Health Occupations

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 372 : Dean, School of Protective and Human Service Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 374 : Dean, Pre-College Programs Division	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 26 : Executive Vice President/Provost Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1417 : Instructor, Law Enforcement/Range Master	2B	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			12	2	1	0	0	0	1	0	0	10	8	1	0	1	0	0	0
Department % :			100%	16.7%	8.3%	0%	0%	0%	8.3%	0%	0%	83.3%	66.7%	8.3%	0%	8.3%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Workforce Analysis

41 CFR Section 60-2.11 (c)

508 : School of Health

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ 8127 : Learning Success Coach, Nursing	3D	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5052 : Clinical Coordinator, School of Health	3CA	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5043 : Health & Technology Learning Center (HTLC) Assistant	3D	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
5043 : Health & Technology Learning Center (HTLC) Assistant	3D	29	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
~ 5043 : Health & Technology Learning Center (HTLC) Assistant	3D	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
# 331 : Director, Student Support & Tutoring Services	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
# 696 : Director, Simulation Operations	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 309 : Associate Dean, School of Health	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 313 : Dean, School of Health	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1021 : Instructor, Medical Assistant	2A	G	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1021 : Instructor, Medical Assistant	2A	G	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

508 : School of Health

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1021 : Instructor, Medical Assistant Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1129 : Instructor, Health Information Technology Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2B	G	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
1065 : Instructor, Dental Assistant	2A	I	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1066 : Instructor, Nursing Assistant Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1066 : Instructor, Nursing Assistant	2A	I	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1066 : Instructor, Nursing Assistant Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1068 : Instructor, Physical Therapist Assistant	2B	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1069 : Instructor, Surgical Technology	2C	I	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1322 : Program Director / Instructor, Community Pharmacy Technician Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	2B	I	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1438 : Program Director/Instructor, Physical Therapy	2B	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1064 : Instructor, Nursing	2B	M	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

508 : School of Health

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1064 : Instructor, Nursing	2B	M	3	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
1064 : Instructor, Nursing	2B	M	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1064 : Instructor, Nursing	2B	M	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1064 : Instructor, Nursing	2B	M	5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0
1064 : Instructor, Nursing	2B	M	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
1064 : Instructor, Nursing	2B	M	12	0	0	0	0	0	0	0	0	12	9	3	0	0	0	0	0
1064 : Instructor, Nursing	2B	M	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
1064 : Instructor, Nursing	2B	M	4	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0
1064 : Instructor, Nursing	2B	M	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
1064 : Instructor, Nursing	2B	M	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department Totals :			57	5	2	1	2	0	0	0	0	52	44	7	0	1	0	0	0
Department % :			100%	8.8%	3.5%	1.8%	3.5%	0%	0%	0%	0%	91.2%	77.2%	12.3%	0%	1.8%	0%	0%	0%

: Manages more than one department ~ : Part-time

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Workforce Analysis

41 CFR Section 60-2.11 (c)

600 : Technical

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
370 : Dean, School of Manufacturing, Engineering, and IT	1C	33	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
# 26 : Executive Vice President/Provost	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
Department Totals :			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

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Workforce Analysis

41 CFR Section 60-2.11 (c)

800 : General Education

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10547 : Dean Associate	4B	26	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
10547 : Dean Associate	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
368 : Associate Dean, General Studies	1D	32	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
314 : Dean, General Studies	1C	33	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
# 26 : Executive Vice President/Provost	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
Department Totals :			4	2	0	1	1	0	0	0	0	2	1	1	0	0	0	0	0
Department % :			100%	50%	0%	25%	25%	0%	0%	0%	0%	50%	25%	25%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

801 : General Studies Division

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7031 : Science Technical Assistant Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3BH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7031 : Science Technical Assistant	3BH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7031 : Science Technical Assistant Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3BH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 368 : Associate Dean, General Studies Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 314 : Dean, General Studies Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1018 : Instructor, Communications	2A	I	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
1018 : Instructor, Communications Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1018 : Instructor, Communications	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1018 : Instructor, Communications Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1018 : Instructor, Communications Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	3	0	0	0	0	0	0	0	0	3	2	0	0	0	0	1	0
1018 : Instructor, Communications	2A	I	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

801 : General Studies Division

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
1018 : Instructor, Communications Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	2	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1018 : Instructor, Communications	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1018 : Instructor, Communications Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1018 : Instructor, Communications	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1057 : Instructor, Psychology/Sociology Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1057 : Instructor, Psychology/Sociology	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1058 : Instructor, Sociology	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1058 : Instructor, Sociology Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2B	I	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
1117 : Instructor, Psychology Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1117 : Instructor, Psychology	2A	I	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
1311 : Instructor, Communications Skills Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1412 : Instructor, Reading & Developmental Writing	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

801 : General Studies Division

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1037 : Instructor, Mathematics Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1037 : Instructor, Mathematics	2A	K	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1037 : Instructor, Mathematics Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1037 : Instructor, Mathematics Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1037 : Instructor, Mathematics Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	K	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
1037 : Instructor, Mathematics	2A	K	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1060 : Instructor, Life Sciences	2A	K	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
1060 : Instructor, Life Sciences Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1060 : Instructor, Life Sciences	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1060 : Instructor, Life Sciences Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	2A	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1060 : Instructor, Life Sciences	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

801 : General Studies Division

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1061 : Instructor, Mathematics/Physics	2A	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1062 : Instructor, Economics	2C	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1062 : Instructor, Economics	2C	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1315 : Instructor, Natural Science	2B	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1315 : Instructor, Natural Science	2B	K	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1315 : Instructor, Natural Science	2B	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
1315 : Instructor, Natural Science	2B	K	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
1394 : Instructor, Anatomy and Physiology and Microbiology	2C	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
Department Totals :			49	21	19	1	0	1	0	0	0	28	20	1	0	5	0	1	1
Department % :			100%	42.9%	38.8%	2%	0%	2%	0%	0%	0%	57.1%	40.8%	2%	0%	10.2%	0%	2%	2%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Workforce Analysis

41 CFR Section 60-2.11 (c)

802 : Foreign Language

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 314 : Dean, General Studies	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
1187 : Instructor, Spanish	2B	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

850 : Academic Development

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 374 : Dean, Pre-College Programs Division	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1092 : Instructor, Adult High School/History	2A	I	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
Department Totals :			1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

851 : English

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
7046 : Transition Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3BH	27	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
7046 : Transition Specialist	3BH	27	1	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
8229 : Data Specialist - Elkhorn Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3BH	27	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# 374 : Dean, Pre-College Programs Division	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1000 : Instructor, Adult Learning Center Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1000 : Instructor, Adult Learning Center	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1278 : Instructor, Adult High School/Communication Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

851 : English

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1282 : Instructor, English as a Second Language Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1298 : Instructor, Adult Basic Education/English Language Learner Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1304 : Instructor, English Language Learner	2A	I	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
1304 : Instructor, English Language Learner Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	I	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			14	4	4	0	0	0	0	0	0	10	6	2	2	0	0	0	0
Department % :			100%	28.6%	28.6%	0%	0%	0%	0%	0%	0%	71.4%	42.9%	14.3%	14.3%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Workforce Analysis

41 CFR Section 60-2.11 (c)

854 : Mathematics

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 331 : Director, Student Support & Tutoring Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B		30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 379 : Dean, Business Workforce Solutions Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1C		32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1372 : Instructor, Learning Success Center Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2A	G	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1372 : Instructor, Learning Success Center Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	G	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1037 : Instructor, Mathematics Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	2A	K	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			4	1	0	1	0	0	0	0	0	3	3	0	0	0	0	0	0
Department % :			100%	25%	0%	25%	0%	0%	0%	0%	0%	75%	75%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

859 : Social Science

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 374 : Dean, Pre-College Programs Division	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1031 : Instructor, Adult High School/Social Science Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2A	I	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department Totals :			1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

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Workforce Analysis

41 CFR Section 60-2.11 (c)

861 : English as a Second Language

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 374 : Dean, Pre-College Programs Division	1C		33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1039 : Instructor, Adult Basic Education/Reading	2A		I 1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1298 : Instructor, Adult Basic Education/English Language Learner	2A		I 1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1304 : Instructor, English Language Learner	2A		I 1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department Totals :			3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

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Workforce Analysis

41 CFR Section 60-2.11 (c)

890 : General Studies

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8090 : Impact Program Coordinator	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 374 : Dean, Pre-College Programs Division	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 37 : Assistant Provost/Vice President for Institutional Effective	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
1298 : Instructor, Adult Basic Education/English Language Learner	2A	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department Totals :			2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

91 : School of Allied Hlth/Vet Sci

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 369 : Associate Dean, Protective and Human Services	1D		32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1402 : Instructor, Veterinary Sciences Program Clinical Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2C	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1367 : Instructor/Program, Director-Veterinary Technician Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2C	M	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department % :			100%	50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

919 : Gen Instruction/Administration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ 10623 : Academic Operations Aide	4C	22	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
~ 10623 : Academic Operations Aide Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	4C	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ 10623 : Academic Operations Aide Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	4C	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10628 : Student Accounts Associate	3D	25	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
8178 : Fab Lab Technician Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	5AH	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10420 : High School Partnership Associate Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10547 : Dean Associate Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	4B	26	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
10547 : Dean Associate Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10547 : Dean Associate	4B	26	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
10589 : Institutional Effectiveness Associate Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	4B	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12324 : Dual Credit Registration Associate Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	4AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

919 : Gen Instruction/Administration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ 639 : Center for Sustainable Living Program Manager Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1E	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8075 : Virtual Learning Specialist Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	5AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8085 : Learning Innovation Division Support Specialist	5DH	26	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
8118 : Fab Lab Coordinator Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	5AA	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8157 : Scheduling Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	4AH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8157 : Scheduling Specialist	4AH	26	5	0	0	0	0	0	0	0	0	5	3	1	1	0	0	0	0
8207 : Coordinator, Customized Training Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	3CH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
618 : Administrative Assistant, Executive VP/Provost Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	4AH	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
641 : Administrative Assistant, Learning Innovation/CIO	4AH	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
658 : Administrative Assistant, Business and Workforce Solutions Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	4AH	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

919 : Gen Instruction/Administration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8037 : Program Effectiveness Specialist Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	5DH	27	2	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0
8116 : International Education Coordinator Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8185 : Coordinator, Gateway Promise Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	2	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0
349 : Manager, Employee Learning Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
660 : Account Manager, Business & Workforce Solutions Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
707 : Manager, Business & Community Outreach Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
708 : Manager, Business Partnership & Development Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8205 : Research Analyst	3BA	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
385 : Manager, Dual Credit	1E	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5041 : Instructional Technologist Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2B	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5045 : Instructional Design Strategist Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	2B	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

919 : Gen Instruction/Administration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
331 : Director, Student Support & Tutoring Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# 377 : Director, Student Financial Accounting	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
384 : Director, High School Partnerships Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	1B	31	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
695 : Director, Career Pathways and Program Effectiveness	1B	31	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
32 : Associate Vice President, Research, Planning, & Development Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center	1D	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
376 : Dean, Academic Operations Division	1C	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
379 : Dean, Business Workforce Solutions Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1C	32	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 351 : Dean, Learning Success	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
372 : Dean, School of Protective and Human Services Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	1C	33	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
374 : Dean, Pre-College Programs Division	1C	33	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

919 : Gen Instruction/Administration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 24 : Vice President, Community & Government Relations Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
33 : Vice President, Learning Innovation and CIO	1A	34	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
37 : Assistant Provost/Vice President for Institutional Effective Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1A	34	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
41 : Vice President, Business and Workforce Solutions Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center	1A	34	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 43 : Vice President, Student Services and Enrollment Management	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 : Executive Vice President/Provost Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1A	EXEC	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Department Totals :			53	12	8	3	1	0	0	0	0	41	31	7	3	0	0	0	0
Department % :			100%	22.6%	15.1%	5.7%	1.9%	0%	0%	0%	0%	77.4%	58.5%	13.2%	5.7%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

921 : Library/Learning Resources

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ 12408 : Library Assistant I	4C	21	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
7029 : Library Technician	4AH	24	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
7029 : Library Technician	4AH	24	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7029 : Library Technician	4AH	24	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
7058 : Library Technician Cataloging/Acquisitions	5AH	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8159 : Library Technician- District Lead	4AH	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
5046 : Librarian	3CA	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
5046 : Librarian	3CA	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5046 : Librarian	3CA	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
# 351 : Dean, Learning Success	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			9	2	2	0	0	0	0	0	0	7	7	0	0	0	0	0	0
Department % :			100%	22.2%	22.2%	0%	0%	0%	0%	0%	0%	77.8%	77.8%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

931 : Admissions/Registration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10642 : Welcome Center Associate	4C	23	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10631 : Student Express Associate	4AH	24	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
10631 : Student Express Associate	4AH	24	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
10631 : Student Express Associate	4AH	24	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
10633 : Contact Center Associate	4AH	24	5	0	0	0	0	0	0	0	0	5	3	2	0	0	0	0	0
10568 : Registrar's Office Associate	4B	25	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
10636 : Student Express Associate/Campus Cashier	4AH	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
10636 : Student Express Associate/Campus Cashier	4AH	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
10636 : Student Express Associate/Campus Cashier	4AH	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10639 : Admissions Associate	4B	25	3	0	0	0	0	0	0	0	0	3	1	1	1	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
10650 : Background/Health Information Associate	4B	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			

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41 CFR Section 60-2.11 (c)

931 : Admissions/Registration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8210 : College Access Outreach Specialist	3D	25	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
8087 : Student Accounts Specialist	3BA	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8176 : Admissions Specialist Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	4AH	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8182 : Transfer Credit Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8206 : Student Accounts School Certifying Official	3D	27	2	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1
8212 : Registration and Reporting Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8213 : Prior Learning & Degree Completion Coordinator Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	5AA	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8221 : Student Data & Services Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3BH	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
654 : Manager, Student Finance Compliance Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
684 : Associate Registrar Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1D	29	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
377 : Director, Student Financial Accounting	1B	30	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

931 : Admissions/Registration

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 388 : Director, Admissions & Student Services Center Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 644 : Director, Student Services Center Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 644 : Director, Student Services Center	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 387 : Director, Recruitment Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
346 : Registrar Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 43 : Vice President, Student Services and Enrollment Management	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			30	6	5	0	1	0	0	0	0	24	16	4	2	0	0	0	2
Department % :			100%	20%	16.7%	0%	3.3%	0%	0%	0%	0%	80%	53.3%	13.3%	6.7%	0%	0%	0%	6.7%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

932 : Recruitment

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8098 : New Student Specialist	3D	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8098 : New Student Specialist Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	27	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
8098 : New Student Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8098 : New Student Specialist	3D	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8098 : New Student Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8228 : Case Management Coordinator, Chance Grant Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
387 : Director, Recruitment Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	31	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# 369 : Associate Dean, Protective and Human Services	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 43 : Vice President, Student Services and Enrollment Management	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			8	2	2	0	0	0	0	0	0	6	2	2	1	1	0	0	0
Department % :			100%	25%	25%	0%	0%	0%	0%	0%	0%	75%	25%	25%	12.5%	12.5%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

933 : Guidance/Counseling

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8171 : Testing Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3BH	26	2	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
8171 : Testing Specialist	3BH	26	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
~ 8171 : Testing Specialist Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3BH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3A	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5021 : Academic Adviser	3A	27	4	0	0	0	0	0	0	0	0	4	1	0	3	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
5021 : Academic Adviser	3A	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3A	27	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3A	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
5021 : Academic Adviser	3A	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

933 : Guidance/Counseling

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
5021 : Academic Adviser	3A	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5021 : Academic Adviser Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
5030 : Career Counselor Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
5030 : Career Counselor Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3A	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5030 : Career Counselor	3A	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8144 : Student Employment Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5027 : Student Support Counselor	3A	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5027 : Student Support Counselor Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3A	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5027 : Student Support Counselor Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3A	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 331 : Director, Student Support & Tutoring Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
657 : Director, Testing Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

933 : Guidance/Counseling

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
380 : Director, Academic Advising	1B	31	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 351 : Dean, Learning Success	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 43 : Vice President, Student Services and Enrollment Management	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			31	10	6	1	0	2	1	0	0	21	14	1	6	0	0	0	0
Department % :			100%	32.3%	19.4%	3.2%	0%	6.5%	3.2%	0%	0%	67.7%	45.2%	3.2%	19.4%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

935 : Financial Aid/Veterans Affairs

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10570 : Financial Aid Associate	4B	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12322 : Financial Aid-Communication and SAP	3D	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8095 : Student Finance Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8095 : Student Finance Specialist	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8095 : Student Finance Specialist Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8095 : Student Finance Specialist	3D	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8095 : Student Finance Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8100 : Financial Aid Specialist-Awarding	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8142 : Student Support Specialist (Veterans)	3D	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8197 : Financial Aid Specialist-Reporting & Reconciliation	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
211 : Assistant Director, Financial Aid	1B	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

935 : Financial Aid/Veterans Affairs

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 331 : Director, Student Support & Tutoring Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
328 : Director, Student Financial Aid	1B	31	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# 43 : Vice President, Student Services and Enrollment Management	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			12	3	3	0	0	0	0	0	0	9	6	3	0	0	0	0	0
Department % :			100%	25%	25%	0%	0%	0%	0%	0%	0%	75%	50%	25%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

938 : Student Services Other

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ 8074 : Marketing Technician-Web & Social Media	5AH	25	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8115 : Student Life Coordinator	3D	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8115 : Student Life Coordinator Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
710 : Administrative Assistant, Vp of Diversity Equity & Inclusion	4AH	27	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
8092 : Student Support Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
8092 : Student Support Specialist	3D	27	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8092 : Student Support Specialist Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8120 : Disability Support Specialist	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8120 : Disability Support Specialist Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8120 : Disability Support Specialist	3D	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8141 : Student Support Specialist (Multicultural) Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

938 : Student Services Other

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
8142 : Student Support Specialist (Veterans) Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	3D	27	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
8214 : TRIO Program Coordinator Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3D	27	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0
~ 5050 : Student Support Counselor - TRiO Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	3A	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 331 : Director, Student Support & Tutoring Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	1B	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 692 : Director, Marketing and Communications	1B	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 351 : Dean, Learning Success	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
45 : Vice President of Diversity, Equity & Inclusion	1A	34	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1377 : Instructor, Disability Support Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2C	K	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
1377 : Instructor, Disability Support Services	2C	K	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
1377 : Instructor, Disability Support Services Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus	2C	K	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

938 : Student Services Other

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female								
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
~ 1409 : Instructor, Disability Support	2C	K	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																				
Department Totals :			22	5	3	1	0	0	0	0	1	17	11	3	1	0	1	0	1	
Department % :			100%	22.7%	13.6%	4.5%	0%	0%	0%	4.5%	77.3%	50%	13.6%	4.5%	0%	4.5%	0%	4.5%		

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

939 : Student Services Admin.

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
12310 : Welcome Center Associate, Learning Success Center	4C	23	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
10547 : Dean Associate	4B	26	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
633 : Administrative Assistant	4AH	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
709 : Administrative Assistant, Vp of Student Services_enroll Mgmt	4AH	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8234 : Student Success Programming Coordinator	5AH	27	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
~ 8220 : CRM Specialist	3BH	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
687 : Manager, Customer Relationship Management (crm) Technology	1E	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
388 : Director, Admissions & Student Services Center	1B	30	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
644 : Director, Student Services Center	1B	30	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
644 : Director, Student Services Center	1B	30	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
712 : Project Manager, Title III	1E	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

939 : Student Services Admin.

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
351 : Dean, Learning Success	1C	33	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 372 : Dean, School of Protective and Human Service Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center	1C	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 37 : Assistant Provost/Vice President for Institutional Effective Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
43 : Vice President, Student Services and Enrollment Management	1A	34	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1132 : Instructor, Human Services Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus	2B	I	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department Totals :			14	2	2	0	0	0	0	0	0	12	7	4	0	1	0	0	0
Department % :			100%	14.3%	14.3%	0%	0%	0%	0%	0%	0%	85.7%	50%	28.6%	0%	7.1%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

952 : President/Director's Office

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
690 : Executive Assistant to the President	4AA	28	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1 : President/CEO	1A	EXEC	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Department % :			100%	33.3%	33.3%	0%	0%	0%	0%	0%	0%	66.7%	66.7%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

953 : Admin/Financial Services

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10484 : Accounts Receivable Associate	4AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
10534 : Accounts Payable Associate	4AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
10630 : Accounting Associate	4AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
12416 : Finance A/P Associate	4AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
8042 : Financial Specialist	3D	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
8218 : Budget Analyst	3BA	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8227 : Grant Accounting Analyst	3BH	27	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
636 : Grant Accounting Manager	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
669 : Assistant to Cfo - VP of Finance / Risk Mgmt. Coordinator	4AA	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
367 : Director, Budgets and Purchasing	1B	32	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
253 : Controller	1B	33	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

953 : Admin/Financial Services

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
30 : CFO & VP Administration	1A	34	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			12	2	1	0	0	0	1	0	0	10	7	2	0	0	0	0	1
Department % :			100%	16.7%	8.3%	0%	0%	0%	8.3%	0%	0%	83.3%	58.3%	16.7%	0%	0%	0%	0%	8.3%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

961 : Admin Data Processing

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8216 : ERP Systems Administrator	5DH	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7000 : Programmer/Analyst	5DA	29	4	2	2	0	0	0	0	0	0	2	1	0	0	1	0	0	0
267 : Director, Information Systems	1B	32	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 33 : Vice President, Learning Innovation and CIO	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			6	4	4	0	0	0	0	0	0	2	1	0	0	1	0	0	0
Department % :			100%	66.7%	66.7%	0%	0%	0%	0%	0%	0%	33.3%	16.7%	0%	0%	16.7%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

963 : Public Relations

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10512 : Marketing & Communication Associate	4B	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8146 : Digital Marketing & Content Strategist	5AH	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8201 : Foundation Database Specialist	5DH	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
633 : Administrative Assistant	4AH	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
7083 : WEB Designer	5DA	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8036 : Marketing Communication Specialist	3BH	27	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8119 : Foundation and Alumni Relations Coordinator	3CA	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8203 : Marketing Specialist - Creative and Graphic Design	3BA	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8211 : Marketing Specialist - Creative	3BA	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
694 : Project Manager, Marketing Communications (traffic Manager)	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
704 : Manager, Community Relations and Communications	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
692 : Director, Marketing and Communications	1B	31	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Workforce Analysis

41 CFR Section 60-2.11 (c)

963 : Public Relations

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
280 : Foundation Executive Director	1B	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
24 : Vice President, Community & Government Relations	1A	34	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			15	3	3	0	0	0	0	0	0	12	12	0	0	0	0	0	0
Department % :			100%	20%	20%	0%	0%	0%	0%	0%	0%	80%	80%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

964 : Human Resources

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7003 : Payroll Technician	5AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
638 : Human Resources, Generalist	3CA	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
666 : HRIS Business Analyst	3BA	27	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
381 : Manager, Benefits	1E	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
382 : Manager, Talent Acquisition	1E	29	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
646 : Manager, Payroll	1E	29	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
686 : Manager, Organizational Excellence	1E	29	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
383 : Director, Compliance	1B	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
285 : Director, Human Resources	1B	32	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
# 32 : Associate Vice President, Research, Planning, & Development	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			
321 : Director, Employee/Labor Relations	1B	32	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADML : Administration Center / Inspire Center																			

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

964 : Human Resources

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
39 : Vice President, Human Resources	1A	34	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
# 45 : Vice President of Diversity, Equity & Inclusion	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			11	3	3	0	0	0	0	0	0	8	5	2	1	0	0	0	0
Department % :			100%	27.3%	27.3%	0%	0%	0%	0%	0%	0%	72.7%	45.5%	18.2%	9.1%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

965 : Duplicating/Prntg/Photocopying

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
12315 : Marketing Support Associate	4B	23	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8193 : Digital Production Technician	5AH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 694 : Project Manager, Marketing Communications (traffic Manager)	1E	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Workforce Analysis

41 CFR Section 60-2.11 (c)

966 : Central Service

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ 8711 : Mail Services Technician	7A	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12317 : Business Office Associate	4B	25	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
689 : Purchasing Agent Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	3BA	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
689 : Purchasing Agent	3BA	27	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# 604 : Manager, Facilities	1E	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 367 : Director, Budgets and Purchasing	1B	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 253 : Controller Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1B	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Workforce Analysis

41 CFR Section 60-2.11 (c)

968 : General Institutional

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7011 : Computer Support Technician	5DH	26	4	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
7011 : Computer Support Technician	5DH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
7011 : Computer Support Technician	5DH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
7011 : Computer Support Technician	5DH	26	4	4	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0
7011 : Computer Support Technician	5DH	26	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
7011 : Computer Support Technician	5DH	26	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
7011 : Computer Support Technician	5DH	26	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
7011 : Computer Support Technician	5DH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
7011 : Computer Support Technician	5DH	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
663 : Grants Administrator	3CA	27	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
8024 : Distance Learning Support Technician	5AH	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

968 : General Institutional

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
693 : Manager, Communications and Media Relations	1E	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7004 : Wide Area Network Technician	5DH	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8009 : Local Area Network/Communication Technician	5DH	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8054 : Infrastructure Computer Technician	5DH	28	4	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8055 : Cyber Security Analyst	5DH	28	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8134 : Network Operations Coordinator	5DH	28	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8184 : Local Area Network Technician	5DH	28	3	2	1	1	0	0	0	0	0	1	0	1	0	0	0	0	0
8231 : Network Engineer	5DA	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8219 : IIoT Technician	5DA	29	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
386 : Manager, Campus Technology - User Experience	1E	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
698 : Manager, Information Security	1E	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
274 : Director, Information Technology	1B	32	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Workforce Analysis

41 CFR Section 60-2.11 (c)

968 : General Institutional

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# 32 : Associate Vice President, Research, Planning, & Development Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
337 : Director, Information Technology - User Experience	1B	32	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 24 : Vice President, Community & Government Relations Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 33 : Vice President, Learning Innovation and CIO	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			37	31	24	6	0	0	1	0	0	6	4	1	0	1	0	0	0
Department % :			100%	83.8%	64.9%	16.2%	0%	0%	2.7%	0%	0%	16.2%	10.8%	2.7%	0%	2.7%	0%	0%	0%

: Manages more than one department ~ : Part-time

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Kenosha, Wisconsin 53144

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Workforce Analysis

41 CFR Section 60-2.11 (c)

978 : Physical Plant

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
9024 : Cleaner	7A	21	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9024 : Cleaner	7A	21	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ 12326 : Facilities Assistant	7A	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9002 : Custodian	7A	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
9002 : Custodian	7A	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9002 : Custodian	7A	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9002 : Custodian	7A	22	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
9002 : Custodian	7A	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

978 : Physical Plant

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
9002 : Custodian	7A	22	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center																			
9002 : Custodian	7A	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9002 : Custodian	7A	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
9002 : Custodian	7A	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
9002 : Custodian	7A	22	3	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center																			
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

978 : Physical Plant

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ 9002 : Custodian	7A	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9001 : Mechanic	7B	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9001 : Mechanic	7B	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
9001 : Mechanic	7B	26	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9001 : Mechanic	7B	26	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
9001 : Mechanic	7B	26	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
604 : Manager, Facilities	1E	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
604 : Manager, Facilities	1E	30	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus																			
604 : Manager, Facilities	1E	30	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

978 : Physical Plant

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
352 : Director, Facilities	1B	31	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
44 : Associate Vice President, Facilities and Security	1D	33	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
# 1 : President/CEO	1A	EXEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			45	37	21	13	2	0	1	0	0	8	6	0	1	0	0	1	0
Department % :			100%	82.2%	46.7%	28.9%	4.4%	0%	2.2%	0%	0%	17.8%	13.3%	0%	2.2%	0%	0%	2.2%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Workforce Analysis

41 CFR Section 60-2.11 (c)

982 : Food Service

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8189 : Catering Technical Assistant	5AH	23	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus																			
# 369 : Associate Dean, Protective and Human Services	1D	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Totals :			1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Department % :			100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Workforce Analysis

41 CFR Section 60-2.11 (c)

991 : Radio Station

Job Code : Job Title	Job Group	Salary	Total Emps	Male								Female							
				Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8204 : Program Producer/Development Specialist	5DA	26	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
~ 7020 : Fine Arts Director	5AH	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7036 : News Director	3CA	27	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
223 : General Manager WGTD- FM91.1	1B	29	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 24 : Vice President, Community & Government Relations	1A	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center																			
Department Totals :			4	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department % :			100%	100%	75%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
# : Manages more than one department ~ : Part-time																			
Plan Totals :			610	247	191	34	8	6	6	1	1	363	274	49	18	11	2	2	7
Plan % :			100%	40.5%	31.3%	5.6%	1.3%	1%	1%	0.2%	0.2%	59.5%	44.9%	8%	3%	1.8%	0.3%	0.3%	1.1%

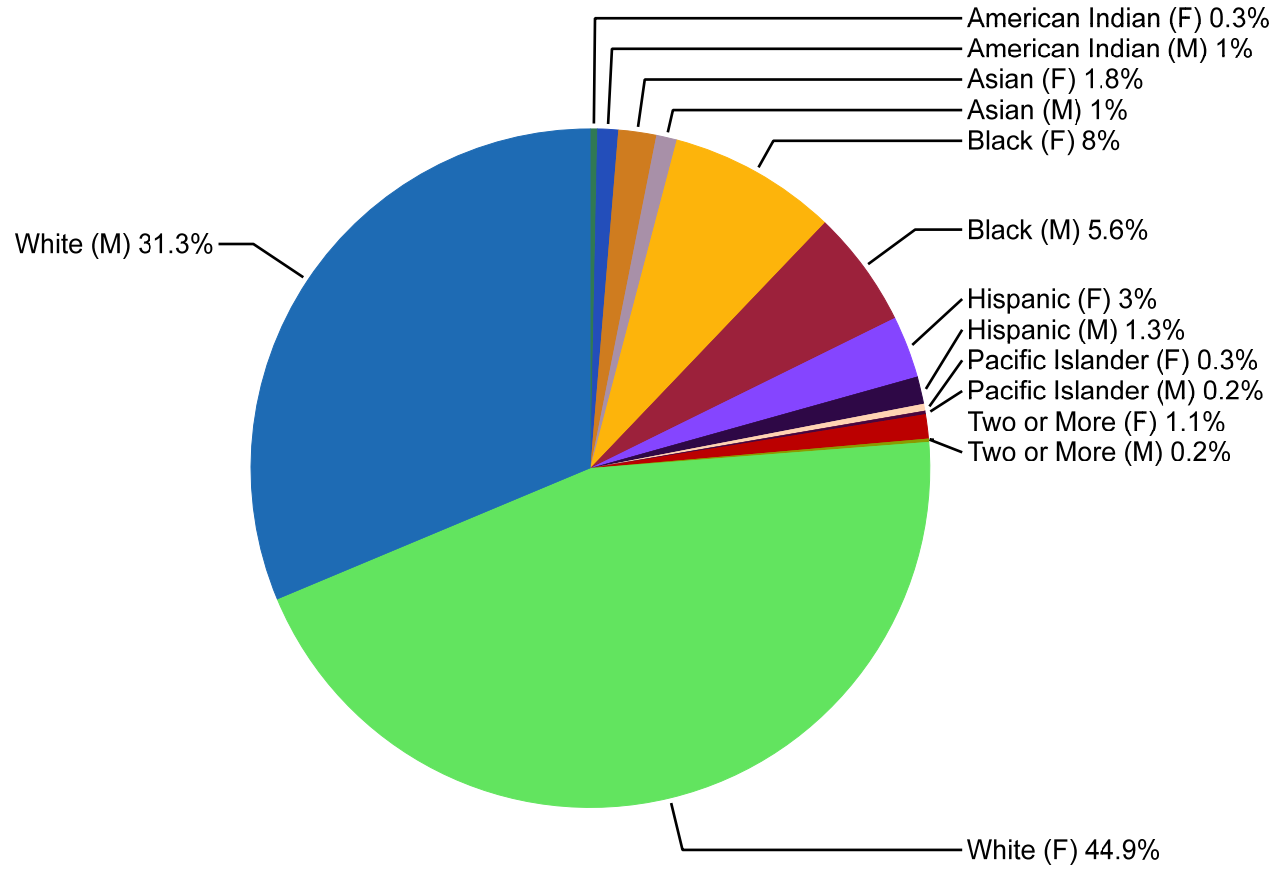
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - Companywide



**PLACEMENT OF INCUMBENTS IN JOB GROUPS, WORKFORCE BY JOB GROUP, AND
WORKFORCE BY JOB GROUP - ANNOTATIONS**
41 CFR Sections 60-2.1e, 60-2.12, 60-2.13, 60-2.17(b)(1)

Kenosha Campus groups jobs with similar content, wage rates, and opportunities into job groups. This analysis includes a list of the job titles that constitute each job group. The Job Group Analysis includes a list of the job titles that comprise each job group, and states separately the percentage of minorities and the percentage of women Kenosha Campus employs in each established job group.

Kenosha Campus prepares a separate Job Group Annotations report, that lists employees who are included in an affirmative action program for an establishment other than the one in which the employees are located, and identifies the actual location of such employees.

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

1A : EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1 : President/CEO	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24 : Vice President, Community & Government Relations	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
26 : Executive Vice President/Provost	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
30 : CFO & VP Administration	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
33 : Vice President, Learning Innovation and CIO	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
37 : Assistant Provost/Vice President for Institutional Effective	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
39 : Vice President, Human Resources	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
41 : Vice President, Business and Workforce Solutions	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
43 : Vice President, Student Services and Enrollment Management	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
45 : Vice President of Diversity, Equity & Inclusion	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Job Group Totals :	4	4	0	0	0	0	0	0	6	2	4	0	0	0	0	0
Job Group Percentages :	40%	40%	0%	0%	0%	0%	0%	0%	60%	20%	40%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

1B : EXECUTIVE ADMIN - DIRECTOR

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
211 : Assistant Director, Financial Aid	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
223 : General Manager WGTD- FM91.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
253 : Controller	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
267 : Director, Information Systems	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
274 : Director, Information Technology	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
280 : Foundation Executive Director	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
285 : Director, Human Resources	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
321 : Director, Employee/Labor Relations	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
328 : Director, Student Financial Aid	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
331 : Director, Student Support & Tutoring Services	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
337 : Director, Information Technology - User Experience	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
346 : Registrar	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
348 : Director, Law Enforcement Training	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
352 : Director, Facilities	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
367 : Director, Budgets and Purchasing	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
377 : Director, Student Financial Accounting	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
380 : Director, Academic Advising	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
383 : Director, Compliance	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
384 : Director, High School Partnerships	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
387 : Director, Recruitment	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
388 : Director, Admissions & Student Services Center	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
644 : Director, Student Services Center	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
657 : Director, Testing Services	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
688 : Director and Chief Pilot, Aeronautics Program	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
692 : Director, Marketing and Communications	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis

41 CFR Section 60-2.12-13

1B : EXECUTIVE ADMIN - DIRECTOR

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
695 : Director, Career Pathways and Program Effectiveness	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
696 : Director, Simulation Operations	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	11	9	0	0	0	2	0	0	17	13	3	0	1	0	0	0
Job Group Percentages :	39.3%	32.1%	0%	0%	0%	7.1%	0%	0%	60.7%	46.4%	10.7%	0%	3.6%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis

41 CFR Section 60-2.12-13

1C : EXECUTIVE ADMIN - DEAN

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
313 : Dean, School of Health	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
314 : Dean, General Studies	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
351 : Dean, Learning Success	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
370 : Dean, School of Manufacturing, Engineering, and IT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
372 : Dean, School of Protective and Human Servic	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
373 : Dean, School of Business and Transportation	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
374 : Dean, Pre-College Programs Division	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
376 : Dean, Academic Operations Division	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
379 : Dean, Business Workforce Solutions	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	6	4	1	1	0	0	0	0	3	2	1	0	0	0	0	0
Job Group Percentages :	66.7%	44.4%	11.1%	11.1%	0%	0%	0%	0%	33.3%	22.2%	11.1%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis

41 CFR Section 60-2.12-13

1D : EXECUTIVE ADMIN - ASSOC/ASSIST

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
309 : Associate Dean, School of Health	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
32 : Associate Vice President, Research, Planning, & Development	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
368 : Associate Dean, General Studies	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
369 : Associate Dean, Protective and Human Services	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
44 : Associate Vice President, Facilities and Security	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
684 : Associate Registrar	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	3	2	1	0	0	0	0	0	3	3	0	0	0	0	0	0
Job Group Percentages :	50%	33.3%	16.7%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis

41 CFR Section 60-2.12-13

1E : EXECUTIVE ADMIN - LL MANAGER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
349 : Manager, Employee Learning	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
381 : Manager, Benefits	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
382 : Manager, Talent Acquisition	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
385 : Manager, Dual Credit	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
386 : Manager, Campus Technology - User Experience	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
604 : Manager, Facilities	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
636 : Grant Accounting Manager	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~639 : Center for Sustainable Living Program Manager	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
646 : Manager, Payroll	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
654 : Manager, Student Finance Compliance	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
660 : Account Manager, Business & Workforce Solutions	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
686 : Manager, Organizational Excellence	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
687 : Manager, Customer Relationship Management (crm) Technology	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
693 : Manager, Communications and Media Relations	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
694 : Project Manager, Marketing Communications (traffic Manager)	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
698 : Manager, Information Security	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
704 : Manager, Community Relations and Communications	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
706 : Program Director, EMS/Paramedic	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
707 : Manager, Business & Community Outreach	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
708 : Manager, Business Partnership & Development	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
712 : Project Manager, Title III	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

1E : EXECUTIVE ADMIN - LL MANAGER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Job Group Totals :	9	8	1	0	0	0	0	0	14	13	0	1	0	0	0	0
Job Group Percentages :	39.1%	34.8%	4.3%	0%	0%	0%	0%	0%	60.9%	56.5%	0%	4.3%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1000 : Instructor, Adult Learning Center	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1009 : Instructor, Graphic Communications	2	1	0	0	1	0	0	0	3	3	0	0	0	0	0	0
1010 : Instructor, Accounting	1	1	0	0	0	0	0	0	6	6	0	0	0	0	0	0
1011 : Instructor, Business Management/Marketing	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1013 : Instructor, Administrative Professional	0	0	0	0	0	0	0	0	5	3	1	1	0	0	0	0
1018 : Instructor, Communications	3	3	0	0	0	0	0	0	12	10	0	0	1	0	1	0
1021 : Instructor, Medical Assistant	2	1	1	0	0	0	0	0	2	2	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1031 : Instructor, Adult High School/Social Science	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1037 : Instructor, Mathematics	5	3	1	0	1	0	0	0	5	4	0	0	1	0	0	0
1039 : Instructor, Adult Basic Education/Reading	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1045 : Instructor, Marketing	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1057 : Instructor, Psychology/Sociology	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1060 : Instructor, Life Sciences	3	3	0	0	0	0	0	0	2	1	0	0	1	0	0	0
1061 : Instructor, Mathematics/Physics	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1065 : Instructor, Dental Assistant	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1066 : Instructor, Nursing Assistant	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0
1079 : Instructor, Interior Design	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1084 : Instructor, Aeronautics	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1092 : Instructor, Adult High School/History	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1111 : Instructor, Leadership Development	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1116 : Instructor, Professional Communications	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1117 : Instructor, Psychology	2	1	1	0	0	0	0	0	1	0	0	0	1	0	0	0
1135 : Instructor, Early Childhood Education	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology	2	1	1	0	0	0	0	0	5	4	1	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~1136 : Instructor, Barber/Cosmetology	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1180 : Instructor, Interpreter Technician	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
1211 : Instructor, Barber/Cosmetologist Apprenticeship	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1278 : Instructor, Adult High School/Communication	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1282 : Instructor, English as a Second Language	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1283 : Instructor, Criminal Justice	1	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0
1294 : Instructor, Culinary Arts	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1298 : Instructor, Adult Basic Education/English Language Learner	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
1301 : Instructor, Business Management	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1304 : Instructor, English Language Learner	1	1	0	0	0	0	0	0	2	1	0	1	0	0	0	0
1311 : Instructor, Communications Skills	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1347 : Instructor, AODA/Human Services	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1353 : Instructor, Supervision/Leadership	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1372 : Instructor, Learning Success Center	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
1404 : Instructor, Hospitality Management Program	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1412 : Instructor, Reading & Developmental Writing	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1415 : Instructor, Computer Support Specialist	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1418 : Instructor, Facilities Maintenance/Building Trades	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	41	34	5	0	2	0	0	0	80	65	7	2	4	0	1	1
Job Group Percentages :	33.9%	28.1%	4.1%	0%	1.7%	0%	0%	0%	66.1%	53.7%	5.8%	1.7%	3.3%	0%	0.8%	0.8%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

2B : FACULTY - SPECIAL

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1027 : Instructor, Horticulture	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1058 : Instructor, Sociology	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1
1064 : Instructor, Nursing	2	0	0	2	0	0	0	0	30	25	4	0	1	0	0	0
1068 : Instructor, Physical Therapist Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1082 : Instructor, Automotive Technician	4	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0
1129 : Instructor, Health Information Technology	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
1132 : Instructor, Human Services	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0
1134 : Instructor, Emergency Medical Services	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
~1134 : Instructor, Emergency Medical Services	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1159 : Instructor, Fire Science	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1187 : Instructor, Spanish	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1260 : Instructor, Fire Science/Emt	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1315 : Instructor, Natural Science	3	3	0	0	0	0	0	0	1	0	0	0	1	0	0	0
1322 : Program Director / Instructor, Community Pharmacy Technician	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1358 : Instructor, Horticulture/Urban Agriculture	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1365 : Instructor, WEB	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1371 : Instructor, Automotive Technology	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1392 : Instructor, Automotive	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1403 : Instructor, Sharepoint	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1417 : Instructor, Law Enforcement/Range Master	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~1423 : Instructor, Law Enforcement Academy	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1438 : Program Director/Instructor, Physical Therapy	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5041 : Instructional Technologist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5045 : Instructional Design Strategist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

2B : FACULTY - SPECIAL

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Job Group Totals :	23	18	1	2	1	1	0	0	44	35	6	0	2	0	0	1
Job Group Percentages :	34.3%	26.9%	1.5%	3%	1.5%	1.5%	0%	0%	65.7%	52.2%	9%	0%	3%	0%	0%	1.5%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

2C : FACULTY - HTP

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1014 : Instructor, CIS Microcomputer Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1025 : Instructor, Welding	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1051 : Instructor, CIS Programmer/Analyst & Micro Specialist	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1062 : Instructor, Economics	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1069 : Instructor, Surgical Technology	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1073 : Instructor, Motorcycle, Marine and Outdoor Power Products	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1074 : Instructor, HVAC	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1141 : Instructor, Mechanical Design	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1147 : Instructor, Civil Engineering/Structural	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1183 : Instructor, CIS Network Specialist	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1184 : Instructor, CIS Network/Microcomputer Specialist	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1213 : Instructor, Advanced Manufacturing	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1216 : Instructor, Electromechanical Maintenance Technician	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1266 : Instructor, CNC/Machine Tool	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1273 : Instructor, Electronics	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1295 : Instructor, Information Technology	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0
1331 : Instructor, Electrical Engineering Technology	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1336 : Instructor, Diesel Technology	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1341 : Instructor, CNC Machining	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1367 : Instructor/Program, Director-Veterinary Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1377 : Instructor, Disability Support Services	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0
1384 : Instructor, CNC Technology	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1394 : Instructor, Anatomy and Physiology and Microbiology	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1400 : Instructor, CNC	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

2C : FACULTY - HTP

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1402 : Instructor, Veterinary Sciences Program Clinical	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1405 : Instructor, Tool & Die Apprenticeship	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1407 : Instructor, Urban Forestry	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1408 : Instructor, Electrical Construction Apprenticeship	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~1409 : Instructor, Disability Support	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1419 : Instructor, WEB/Software Developer	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1426 : Instructor, CDL/Truck Driving	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1430 : Instructor, CNC/Tool & Die	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1440 : Instructor, Electromech Tech - Keno	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1441 : Instructor, Electrical Engineering	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Job Group Totals :	41	36	2	1	1	0	1	0	20	19	1	0	0	0	0	0
Job Group Percentages :	67.2%	59%	3.3%	1.6%	1.6%	0%	1.6%	0%	32.8%	31.1%	1.6%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

3A : PROFESSIONAL - COUNSELOR

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
5021 : Academic Adviser	5	3	1	0	1	0	0	0	12	5	1	6	0	0	0	0
5027 : Student Support Counselor	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
5030 : Career Counselor	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0
~5050 : Student Support Counselor - TRiO	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8144 : Student Employment Specialist	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8182 : Transfer Credit Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	9	6	1	0	2	0	0	0	17	10	1	6	0	0	0	0
Job Group Percentages :	34.6%	23.1%	3.8%	0%	7.7%	0%	0%	0%	65.4%	38.5%	3.8%	23.1%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Job Group Analysis

41 CFR Section 60-2.12-13

3BA : PROFESSIONAL A - SPECIALIST

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
666 : HRIS Business Analyst	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
689 : Purchasing Agent	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
8087 : Student Accounts Specialist	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8203 : Marketing Specialist - Creative and Graphic Design	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8205 : Research Analyst	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8211 : Marketing Specialist - Creative	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8218 : Budget Analyst	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Job Group Totals :	2	2	0	0	0	0	0	0	6	3	3	0	0	0	0	0
Job Group Percentages :	25%	25%	0%	0%	0%	0%	0%	0%	75%	37.5%	37.5%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

3BH : PROFESSIONAL H - SPECIALIST

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7031 : Science Technical Assistant	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7046 : Transition Specialist	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
8036 : Marketing Communication Specialist	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8171 : Testing Specialist	2	1	0	0	0	1	0	0	2	2	0	0	0	0	0	0
~8171 : Testing Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~8220 : CRM Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8221 : Student Data & Services Specialist	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8227 : Grant Accounting Analyst	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
8229 : Data Specialist - Elkhorn	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Job Group Totals :	7	6	0	0	0	1	0	0	9	5	2	1	0	0	0	1
Job Group Percentages :	43.8%	37.5%	0%	0%	0%	6.2%	0%	0%	56.2%	31.2%	12.5%	6.2%	0%	0%	0%	6.2%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

3CA : PROFESSIONAL - OTHER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
5046 : Librarian	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
5052 : Clinical Coordinator, School of Health	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
638 : Human Resources, Generalist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
663 : Grants Administrator	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
7036 : News Director	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8119 : Foundation and Alumni Relations Coordinator	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	1	1	0	0	0	0	0	0	8	7	0	0	1	0	0	0
Job Group Percentages :	11.1%	11.1%	0%	0%	0%	0%	0%	0%	88.9%	77.8%	0%	0%	11.1%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

3CH : PROFESSIONAL H - OTHER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8207 : Coordinator, Customized Training	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

3D : PROFESSIONAL - STUDENT SUPPORT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10628 : Student Accounts Associate	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
12322 : Financial Aid-Communication and SAP	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5043 : Health & Technology Learning Center (HTLC) Assistant	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
~5043 : Health & Technology Learning Center (HTLC) Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8042 : Financial Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8090 : Impact Program Coordinator	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8092 : Student Support Specialist	1	0	1	0	0	0	0	0	2	0	1	1	0	0	0	0
8095 : Student Finance Specialist	0	0	0	0	0	0	0	0	5	3	2	0	0	0	0	0
8098 : New Student Specialist	2	2	0	0	0	0	0	0	4	1	2	1	0	0	0	0
8100 : Financial Aid Specialist-Awarding	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8115 : Student Life Coordinator	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
8116 : International Education Coordinator	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8120 : Disability Support Specialist	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
~8127 : Learning Success Coach, Nursing	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8128 : Learning Success Coach	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8141 : Student Support Specialist (Multicultural)	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8142 : Student Support Specialist (Veterans)	2	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
8143 : Service Occupations Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8185 : Coordinator, Gateway Promise	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0
8197 : Financial Aid Specialist-Reporting & Reconciliation	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8206 : Student Accounts School Certifying Official	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1
8210 : College Access Outreach Specialist	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
8212 : Registration and Reporting Specialist	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8214 : TRIO Program Coordinator	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
8228 : Case Management Coordinator, Chance Grant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

3D : PROFESSIONAL - STUDENT SUPPORT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Job Group Totals :	10	6	3	0	0	0	0	1	36	22	8	4	0	1	0	1
Job Group Percentages :	21.7%	13%	6.5%	0%	0%	0%	0%	2.2%	78.3%	47.8%	17.4%	8.7%	0%	2.2%	0%	2.2%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

4AA : CLERICAL - AA

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
669 : Assistant to Cfo - VP of Finance / Risk Mgmt. Coordinator	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
690 : Executive Assistant to the President	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

4AH : CLERICAL H - AA

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10484 : Accounts Receivable Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10534 : Accounts Payable Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10630 : Accounting Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10631 : Student Express Associate	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0
10633 : Contact Center Associate	0	0	0	0	0	0	0	0	5	3	2	0	0	0	0	0
10636 : Student Express Associate/Campus Cashier	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
12324 : Dual Credit Registration Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12416 : Finance A/P Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
618 : Administrative Assistant, Executive VP/Provost	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
633 : Administrative Assistant	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
641 : Administrative Assistant, Learning Innovation/CIO	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
658 : Administrative Assistant, Business and Workforce Solutions	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7029 : Library Technician	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
709 : Administrative Assistant, Vp of Student Services_enroll Mgmt	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
710 : Administrative Assistant, Vp of Diversity Equity & Inclusion	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
8157 : Scheduling Specialist	1	1	0	0	0	0	0	0	5	3	1	1	0	0	0	0
8159 : Library Technician-District Lead	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8176 : Admissions Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8181 : Apprenticeship Coordinator	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Job Group Totals :	4	3	0	1	0	0	0	0	31	24	4	1	0	0	0	2
Job Group Percentages :	11.4%	8.6%	0%	2.9%	0%	0%	0%	0%	88.6%	68.6%	11.4%	2.9%	0%	0%	0%	5.7%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

4B : CLERICAL - ASSOCIATE

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10420 : High School Partnership Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10512 : Marketing & Communication Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10547 : Dean Associate	0	0	0	0	0	0	0	0	18	11	5	0	1	1	0	0
10557 : Campus Affairs Associate	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
10568 : Registrar's Office Associate	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
10570 : Financial Aid Associate	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10589 : Institutional Effectiveness Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10639 : Admissions Associate	0	0	0	0	0	0	0	0	3	1	1	1	0	0	0	0
10650 : Background/Health Information Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12315 : Marketing Support Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12317 : Business Office Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	1	1	0	0	0	0	0	0	29	18	7	1	1	1	0	1
Job Group Percentages :	3.3%	3.3%	0%	0%	0%	0%	0%	0%	96.7%	60%	23.3%	3.3%	3.3%	3.3%	0%	3.3%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

4C : CLERICAL - AIDE

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10615 : Barber Cosmetology Aide	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~10623 : Academic Operations Aide	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0
10642 : Welcome Center Associate	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~10652 : Barbering Technologist Aide	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12310 : Welcome Center Associate, Learning Success Center	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~12408 : Library Assistant I	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	8	6	1	1	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	75%	12.5%	12.5%	0%	0%	0%	0%
~ : Part-time																

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

5AA : TECHNICAL A - STUDENT SUPPORT

Job Code : Job Title	Male								Female								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
8118 : Fab Lab Coordinator	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8213 : Prior Learning & Degree Completion Coordinator	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Percentages :	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

5AH : TECHNICAL H - STUDENT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7003 : Payroll Technician	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~7020 : Fine Arts Director	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7058 : Library Technician Cataloging/Acquisitions	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8024 : Distance Learning Support Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8065 : Culinary Arts Technical Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~8065 : Culinary Arts Technical Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~8074 : Marketing Technician-Web & Social Media	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8075 : Virtual Learning Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8146 : Digital Marketing & Content Strategist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~8158 : Law Enforcement Training Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8178 : Fab Lab Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8189 : Catering Technical Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8193 : Digital Production Technician	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8222 : Horticulture Technician	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8234 : Student Success Programming Coordinator	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Job Group Totals :	6	6	0	0	0	0	0	0	9	8	0	0	1	0	0	0
Job Group Percentages :	40%	40%	0%	0%	0%	0%	0%	0%	60%	53.3%	0%	0%	6.7%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

5DA : TECHNICAL A - COMPUTER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7000 : Programmer/Analyst	2	2	0	0	0	0	0	0	2	1	0	0	1	0	0	0
7083 : WEB Designer	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8204 : Program Producer/Development Specialist	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8219 : IIoT Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8231 : Network Engineer	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	6	5	1	0	0	0	0	0	2	1	0	0	1	0	0	0
Job Group Percentages :	75%	62.5%	12.5%	0%	0%	0%	0%	0%	25%	12.5%	0%	0%	12.5%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis

41 CFR Section 60-2.12-13

5DH : TECHNICAL H - COMUTER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7004 : Wide Area Network Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7011 : Computer Support Technician	13	9	3	0	0	1	0	0	2	2	0	0	0	0	0	0
8009 : Local Area Network/Communication Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8037 : Program Effectiveness Specialist	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0
8054 : Infrastructure Computer Technician	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8055 : Cyber Security Analyst	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8085 : Learning Innovation Division Support Specialist	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
8134 : Network Operations Coordinator	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8184 : Local Area Network Technician	2	1	1	0	0	0	0	0	1	0	1	0	0	0	0	0
8201 : Foundation Database Specialist	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8216 : ERP Systems Administrator	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	25	17	6	1	0	1	0	0	8	7	1	0	0	0	0	0
Job Group Percentages :	75.8%	51.5%	18.2%	3%	0%	3%	0%	0%	24.2%	21.2%	3%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Job Group Analysis

41 CFR Section 60-2.12-13

7A : SERVICE - CUSTODIAN

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~12326 : Facilities Assistant	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8012 : Tool Crib/Preventative Maintenance Technician	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~8711 : Mail Services Technician	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9002 : Custodian	22	10	11	0	0	1	0	0	6	4	0	1	0	0	1	0
~9002 : Custodian	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9024 : Cleaner	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	26	14	11	0	0	1	0	0	9	7	0	1	0	0	1	0
Job Group Percentages :	74.3%	40%	31.4%	0%	0%	2.9%	0%	0%	25.7%	20%	0%	2.9%	0%	0%	2.9%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis

41 CFR Section 60-2.12-13

7B : SERVICE - MECHANIC

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7030 : Machine Maintenance Technician/Materials Expeditor	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9001 : Mechanic	7	4	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	10	7	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Percentages :	100%	70%	10%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
~ : Part-time																
Plan Totals :	247	191	34	8	6	6	1	1	363	274	49	18	11	2	2	7
Plan Percentages :	40.5%	31.3%	5.6%	1.3%	1%	1%	0.2%	0.2%	59.5%	44.9%	8%	3%	1.8%	0.3%	0.3%	1.1%

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1A : EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
24 : Vice President, Community & Government Relations <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
26 : Executive Vice President/Provost <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
30 : CFO & VP Administration <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
37 : Assistant Provost/Vice President for Institutional Effective <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
39 : Vice President, Human Resources <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
41 : Vice President, Business and Workforce Solutions <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	2	2	0	0	0	0	0	0	4	1	3	0	0	0	0	0
Job Group Percentages :	33.3%	33.3%	0%	0%	0%	0%	0%	0%	66.7%	16.7%	50%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1B : EXECUTIVE ADMIN - DIRECTOR

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
253 : Controller <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
285 : Director, Human Resources <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
321 : Director, Employee/Labor Relations <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
331 : Director, Student Support & Tutoring Services <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
346 : Registrar <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
352 : Director, Facilities <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
384 : Director, High School Partnerships <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
387 : Director, Recruitment <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
388 : Director, Admissions & Student Services Center <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
644 : Director, Student Services Center <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1B : EXECUTIVE ADMIN - DIRECTOR

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
657 : Director, Testing Services <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	3	3	0	0	0	0	0	0	8	5	2	0	1	0	0	0
Job Group Percentages :	27.3%	27.3%	0%	0%	0%	0%	0%	0%	72.7%	45.5%	18.2%	0%	9.1%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1C : EXECUTIVE ADMIN - DEAN

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
314 : Dean, General Studies <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
370 : Dean, School of Manufacturing, Engineering, and IT <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
372 : Dean, School of Protective and Human Servic <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
379 : Dean, Business Workforce Solutions <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Percentages :	100%	50%	25%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1D : EXECUTIVE ADMIN - ASSOC/ASSIST

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
32 : Associate Vice President, Research, Planning, & Development <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
368 : Associate Dean, General Studies <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
44 : Associate Vice President, Facilities and Security <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
684 : Associate Registrar <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	3	2	1	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Percentages :	75%	50%	25%	0%	0%	0%	0%	0%	25%	25%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1E : EXECUTIVE ADMIN - LL MANAGER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
349 : Manager, Employee Learning <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
381 : Manager, Benefits <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
382 : Manager, Talent Acquisition <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
386 : Manager, Campus Technology - User Experience <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
604 : Manager, Facilities <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
604 : Manager, Facilities <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
636 : Grant Accounting Manager <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~639 : Center for Sustainable Living Program Manager <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
646 : Manager, Payroll <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
654 : Manager, Student Finance Compliance <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

1E : EXECUTIVE ADMIN - LL MANAGER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
660 : Account Manager, Business & Workforce Soutions <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
686 : Manager, Organizational Excellence <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
687 : Manager, Customer Relationship Management (crm) Technology <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
706 : Program Director, EMS/Paramedic <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
707 : Manager, Business & Community Outreach <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
708 : Manager, Business Partnership & Development <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
712 : Project Manager, Title III <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	6	6	0	0	0	0	0	0	11	10	0	1	0	0	0	0
Job Group Percentages :	35.3%	35.3%	0%	0%	0%	0%	0%	0%	64.7%	58.8%	0%	5.9%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1000 : Instructor, Adult Learning Center <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1009 : Instructor, Graphic Communications <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1009 : Instructor, Graphic Communications <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0
1010 : Instructor, Accounting <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1010 : Instructor, Accounting <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1013 : Instructor, Administrative Professional <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1013 : Instructor, Administrative Professional <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
1018 : Instructor, Communications <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	3	2	0	0	0	0	1	0
1018 : Instructor, Communications <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
1021 : Instructor, Medical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1021 : Instructor, Medical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1030 : Instructor, Adult Basic Education <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1031 : Instructor, Adult High School/Social Science <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1037 : Instructor, Mathematics <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1037 : Instructor, Mathematics <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1037 : Instructor, Mathematics <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	2	0	0	0	0	0	0	2	1	0	0	1	0	0	0
1045 : Instructor, Marketing <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1045 : Instructor, Marketing <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1057 : Instructor, Psychology/Sociology <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1060 : Instructor, Life Sciences <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1060 : Instructor, Life Sciences <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1061 : Instructor, Mathematics/Physics <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1066 : Instructor, Nursing Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1066 : Instructor, Nursing Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1084 : Instructor, Aeronautics <i>Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1092 : Instructor, Adult High School/History <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1111 : Instructor, Leadership Development <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1111 : Instructor, Leadership Development <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1116 : Instructor, Professional Communications <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1117 : Instructor, Psychology <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1135 : Instructor, Early Childhood Education <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1136 : Instructor, Barber/Cosmetology <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1180 : Instructor, Interpreter Technician <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
1278 : Instructor, Adult High School/Communication <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1282 : Instructor, English as a Second Language <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1283 : Instructor, Criminal Justice <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1283 : Instructor, Criminal Justice <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1294 : Instructor, Culinary Arts <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1294 : Instructor, Culinary Arts <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1298 : Instructor, Adult Basic Education/English Language Learner <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1301 : Instructor, Business Management <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1304 : Instructor, English Language Learner <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1311 : Instructor, Communications Skills <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1347 : Instructor, AODA/Human Services <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1353 : Instructor, Supervision/Leadership <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1372 : Instructor, Learning Success Center <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1372 : Instructor, Learning Success Center <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1404 : Instructor, Hospitality Management Program <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2A : FACULTY

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1415 : Instructor, Computer Support Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	29	24	4	0	1	0	0	0	48	40	4	1	1	0	1	1
Job Group Percentages :	37.7%	31.2%	5.2%	0%	1.3%	0%	0%	0%	62.3%	51.9%	5.2%	1.3%	1.3%	0%	1.3%	1.3%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2B : FACULTY - SPECIAL

Job Code : Job Title	Male								Female								
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
1058 : Instructor, Sociology <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
1064 : Instructor, Nursing <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	2	0	0	2	0	0	0	0	4	4	0	0	0	0	0	0	0
1064 : Instructor, Nursing <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0
1082 : Instructor, Automotive Technician <i>Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology</i>	4	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1129 : Instructor, Health Information Technology <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0
1132 : Instructor, Human Services <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0
1134 : Instructor, Emergency Medical Services <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
~1134 : Instructor, Emergency Medical Services <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1159 : Instructor, Fire Science <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1260 : Instructor, Fire Science/Emt <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2B : FACULTY - SPECIAL

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1315 : Instructor, Natural Science <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1315 : Instructor, Natural Science <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1322 : Program Director / Instructor, Community Pharmacy Technician <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1365 : Instructor, WEB <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1392 : Instructor, Automotive <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1403 : Instructor, Sharepoint <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
5041 : Instructional Technologist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5045 : Instructional Design Strategist <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	18	13	1	2	1	1	0	0	14	10	2	0	1	0	0	1
Job Group Percentages :	56.2%	40.6%	3.1%	6.2%	3.1%	3.1%	0%	0%	43.8%	31.2%	6.2%	0%	3.1%	0%	0%	3.1%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2C : FACULTY - HTP

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1014 : Instructor, CIS Microcomputer Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1025 : Instructor, Welding <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1025 : Instructor, Welding <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1051 : Instructor, CIS Programmer/Analyst & Micro Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1062 : Instructor, Economics <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1141 : Instructor, Mechanical Design <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1147 : Instructor, Civil Engineering/Structural <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1183 : Instructor, CIS Network Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1184 : Instructor, CIS Network/Microcomputer Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1213 : Instructor, Advanced Manufacturing <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2C : FACULTY - HTP

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1266 : Instructor, CNC/Machine Tool <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1273 : Instructor, Electronics <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1295 : Instructor, Information Technology <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1295 : Instructor, Information Technology <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1331 : Instructor, Electrical Engineering Technology <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1336 : Instructor, Diesel Technology <i>Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1341 : Instructor, CNC Machining <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1367 : Instructor/Program, Director-Veterinary Technician <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1377 : Instructor, Disability Support Services <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1377 : Instructor, Disability Support Services <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2C : FACULTY - HTP

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1384 : Instructor, CNC Technology <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1394 : Instructor, Anatomy and Physiology and Microbiology <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1400 : Instructor, CNC <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
1402 : Instructor, Veterinary Sciences Program Clinical <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1405 : Instructor, Tool & Die Apprenticeship <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1408 : Instructor, Electrical Construction Apprenticeship <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~1409 : Instructor, Disability Support <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
1419 : Instructor, WEB/Software Developer <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
1430 : Instructor, CNC/Tool & Die <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

2C : FACULTY - HTP

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1441 : Instructor, Electrical Engineering	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
<i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>																
Job Group Totals :	31	28	1	0	1	0	1	0	15	14	1	0	0	0	0	0
Job Group Percentages :	67.4%	60.9%	2.2%	0%	2.2%	0%	2.2%	0%	32.6%	30.4%	2.2%	0%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3A : PROFESSIONAL - COUNSELOR

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
5021 : Academic Adviser <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	0	1	0	0	0	0	0	2	2	0	0	0	0	0	0
5021 : Academic Adviser <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	1	0	0	1	0	0	0	5	1	1	3	0	0	0	0
5027 : Student Support Counselor <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5027 : Student Support Counselor <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5030 : Career Counselor <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5030 : Career Counselor <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
~5050 : Student Support Counselor - TRiO <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8144 : Student Employment Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8182 : Transfer Credit Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	7	4	1	0	2	0	0	0	10	6	1	3	0	0	0	0
Job Group Percentages :	41.2%	23.5%	5.9%	0%	11.8%	0%	0%	0%	58.8%	35.3%	5.9%	17.6%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3BA : PROFESSIONAL A - SPECIALIST

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
666 : HRIS Business Analyst <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
689 : Purchasing Agent <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	50%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3BH : PROFESSIONAL H - SPECIALIST

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7031 : Science Technical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7031 : Science Technical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7046 : Transition Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8171 : Testing Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
~8171 : Testing Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8221 : Student Data & Services Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8229 : Data Specialist - Elkhorn <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Job Group Totals :	5	4	0	0	0	1	0	0	3	1	2	0	0	0	0	0
Job Group Percentages :	62.5%	50%	0%	0%	0%	12.5%	0%	0%	37.5%	12.5%	25%	0%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3CA : PROFESSIONAL - OTHER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
5046 : Librarian <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
5046 : Librarian <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
638 : Human Resources, Generalist <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
663 : Grants Administrator <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	5	4	0	0	1	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	80%	0%	0%	20%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3CH : PROFESSIONAL H - OTHER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8207 : Coordinator, Customized Training <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3D : PROFESSIONAL - STUDENT SUPPORT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
5043 : Health & Technology Learning Center (HTLC) Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~5043 : Health & Technology Learning Center (HTLC) Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8042 : Financial Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8092 : Student Support Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
8095 : Student Finance Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8095 : Student Finance Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
8098 : New Student Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
8098 : New Student Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8115 : Student Life Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8116 : International Education Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

3D : PROFESSIONAL - STUDENT SUPPORT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8120 : Disability Support Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8128 : Learning Success Coach <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8141 : Student Support Specialist (Multicultural) <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
8142 : Student Support Specialist (Veterans) <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
8143 : Service Occupations Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8185 : Coordinator, Gateway Promise <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0
8212 : Registration and Reporting Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8214 : TRIO Program Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
8228 : Case Management Coordinator, Chance Grant <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	5	2	2	0	0	0	0	1	19	10	6	2	0	1	0	0
Job Group Percentages :	20.8%	8.3%	8.3%	0%	0%	0%	0%	4.2%	79.2%	41.7%	25%	8.3%	0%	4.2%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

4AA : CLERICAL - AA

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
669 : Assistant to Cfo - VP of Finance / Risk Mgmt. Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

4AH : CLERICAL H - AA

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10484 : Accounts Receivable Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10534 : Accounts Payable Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10630 : Accounting Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10631 : Student Express Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10631 : Student Express Associate <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10636 : Student Express Associate/Campus Cashier <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10636 : Student Express Associate/Campus Cashier <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12324 : Dual Credit Registration Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12416 : Finance A/P Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
618 : Administrative Assistant, Executive VP/Provost <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

4AH : CLERICAL H - AA

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
633 : Administrative Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
658 : Administrative Assistant, Business and Workforce Solutions <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7029 : Library Technician <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8157 : Scheduling Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8159 : Library Technician-District Lead <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8176 : Admissions Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8181 : Apprenticeship Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Job Group Totals :	3	3	0	0	0	0	0	0	15	14	0	0	0	0	0	1
Job Group Percentages :	16.7%	16.7%	0%	0%	0%	0%	0%	0%	83.3%	77.8%	0%	0%	0%	0%	0%	5.6%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

4B : CLERICAL - ASSOCIATE

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10420 : High School Partnership Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10547 : Dean Associate <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
10547 : Dean Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
10547 : Dean Associate <i>Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10547 : Dean Associate <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0
10547 : Dean Associate <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
10557 : Campus Affairs Associate <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
10568 : Registrar's Office Associate <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
10589 : Institutional Effectiveness Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10639 : Admissions Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	3	1	1	1	0	0	0	0

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41 CFR Section 60-2.12-13

4B : CLERICAL - ASSOCIATE

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10650 : Background/Health Information Associate <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	19	12	4	1	1	0	0	1
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	63.2%	21.1%	5.3%	5.3%	0%	0%	5.3%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

4C : CLERICAL - AIDE

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
10615 : Barber Cosmetology Aide <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~10623 : Academic Operations Aide <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~10623 : Academic Operations Aide <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~12408 : Library Assistant I <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Job Group Percentages :	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

5AA : TECHNICAL A - STUDENT SUPPORT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8118 : Fab Lab Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8213 : Prior Learning & Degree Completion Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Percentages :	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

~ : Part-time

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5AH : TECHNICAL H - STUDENT

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7003 : Payroll Technician <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8065 : Culinary Arts Technical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~8065 : Culinary Arts Technical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8075 : Virtual Learning Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8178 : Fab Lab Technician <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8189 : Catering Technical Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8234 : Student Success Programming Coordinator <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Job Group Totals :	1	1	0	0	0	0	0	0	6	5	0	0	1	0	0	0
Job Group Percentages :	14.3%	14.3%	0%	0%	0%	0%	0%	0%	85.7%	71.4%	0%	0%	14.3%	0%	0%	0%

~ : Part-time

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5DA : TECHNICAL A - COMPUTER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8219 : IloT Technician <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Percentages :	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

~ : Part-time

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Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

5DH : TECHNICAL H - COMPUTER

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7011 : Computer Support Technician <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7011 : Computer Support Technician <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7011 : Computer Support Technician <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0
7011 : Computer Support Technician <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
8037 : Program Effectiveness Specialist <i>Reports to/hired by KENO : Kenosha Campus and works at ADMI : Administration Center / Inspire Center</i>	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0
Job Group Totals :	5	2	2	1	0	0	0	0	3	3	0	0	0	0	0	0
Job Group Percentages :	62.5%	25%	25%	12.5%	0%	0%	0%	0%	37.5%	37.5%	0%	0%	0%	0%	0%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

7A : SERVICE - CUSTODIAN

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~12326 : Facilities Assistant <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
8012 : Tool Crib/Preventative Maintenance Technician <i>Reports to/hired by KENO : Kenosha Campus and works at HCTT : Horizon Center for Transportation Technology</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9002 : Custodian <i>Reports to/hired by KENO : Kenosha Campus and works at BURL : Burlington Center</i>	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9002 : Custodian <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	2	2	0	0	0	0	0	0	2	1	0	0	0	0	1	0
9002 : Custodian <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9002 : Custodian <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	10	2	7	0	0	1	0	0	0	0	0	0	0	0	0	0
~9002 : Custodian <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9024 : Cleaner <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	18	10	7	0	0	1	0	0	5	4	0	0	0	0	1	0
Job Group Percentages :	78.3%	43.5%	30.4%	0%	0%	4.3%	0%	0%	21.7%	17.4%	0%	0%	0%	0%	4.3%	0%

~ : Part-time

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group Analysis - Annotations

41 CFR Section 60-2.12-13

7B : SERVICE - MECHANIC

Job Code : Job Title	Male								Female							
	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
7030 : Machine Maintenance Technician/Materials Expeditor <i>Reports to/hired by KENO : Kenosha Campus and works at IMET : SC Johnson Integrated Manufacturing and Engineering Technology (IMET) Center</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7030 : Machine Maintenance Technician/Materials Expeditor <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9001 : Mechanic <i>Reports to/hired by KENO : Kenosha Campus and works at ELKH : Elkhorn Campus</i>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9001 : Mechanic <i>Reports to/hired by KENO : Kenosha Campus and works at RACI : Racine Campus</i>	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Totals :	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Job Group Percentages :	100%	71.4%	14.3%	14.3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
~ : Part-time																
Plan Totals :	150	114	21	5	5	3	1	1	194	147	26	8	6	1	2	4
Plan Percentages :	43.6%	33.1%	6.1%	1.5%	1.5%	0.9%	0.3%	0.3%	56.4%	42.7%	7.6%	2.3%	1.7%	0.3%	0.6%	1.2%

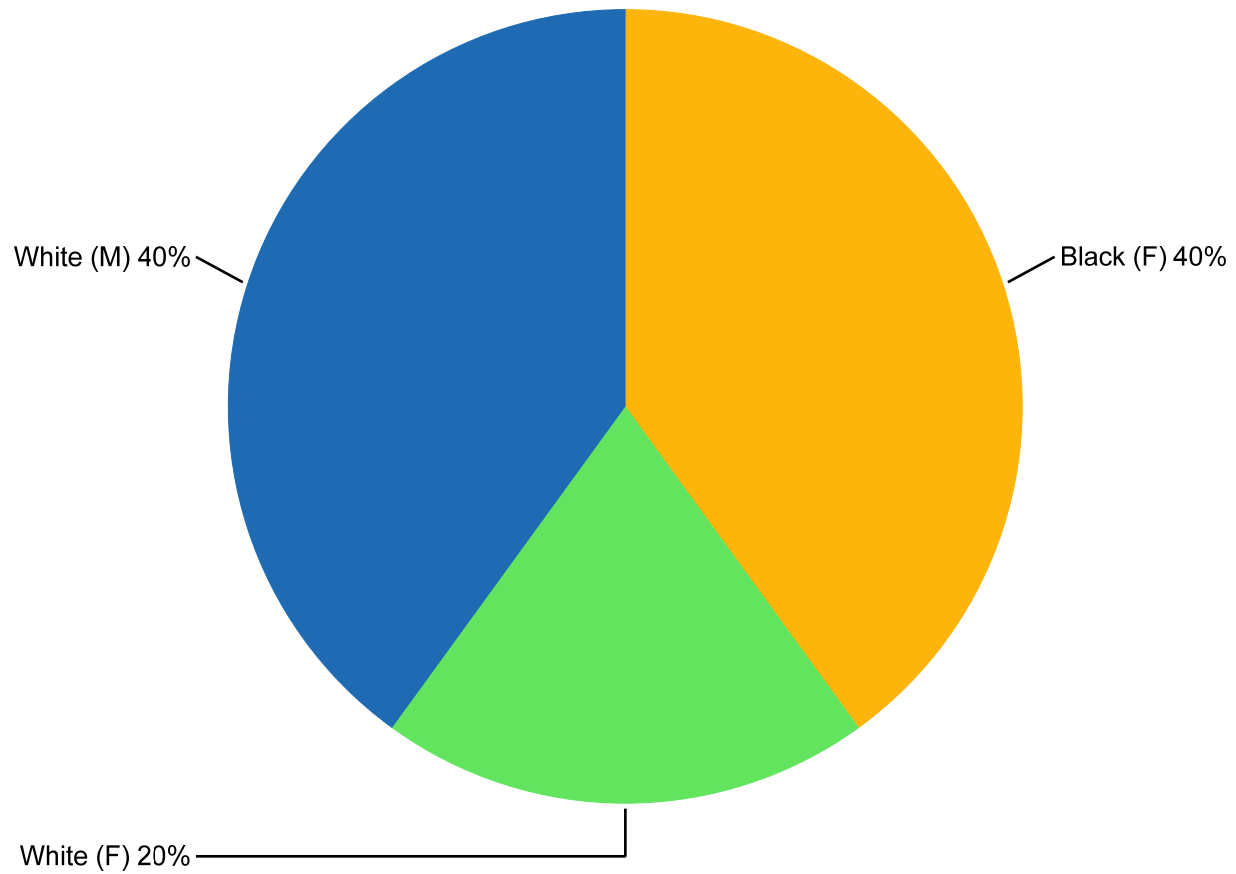
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
1A : EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL



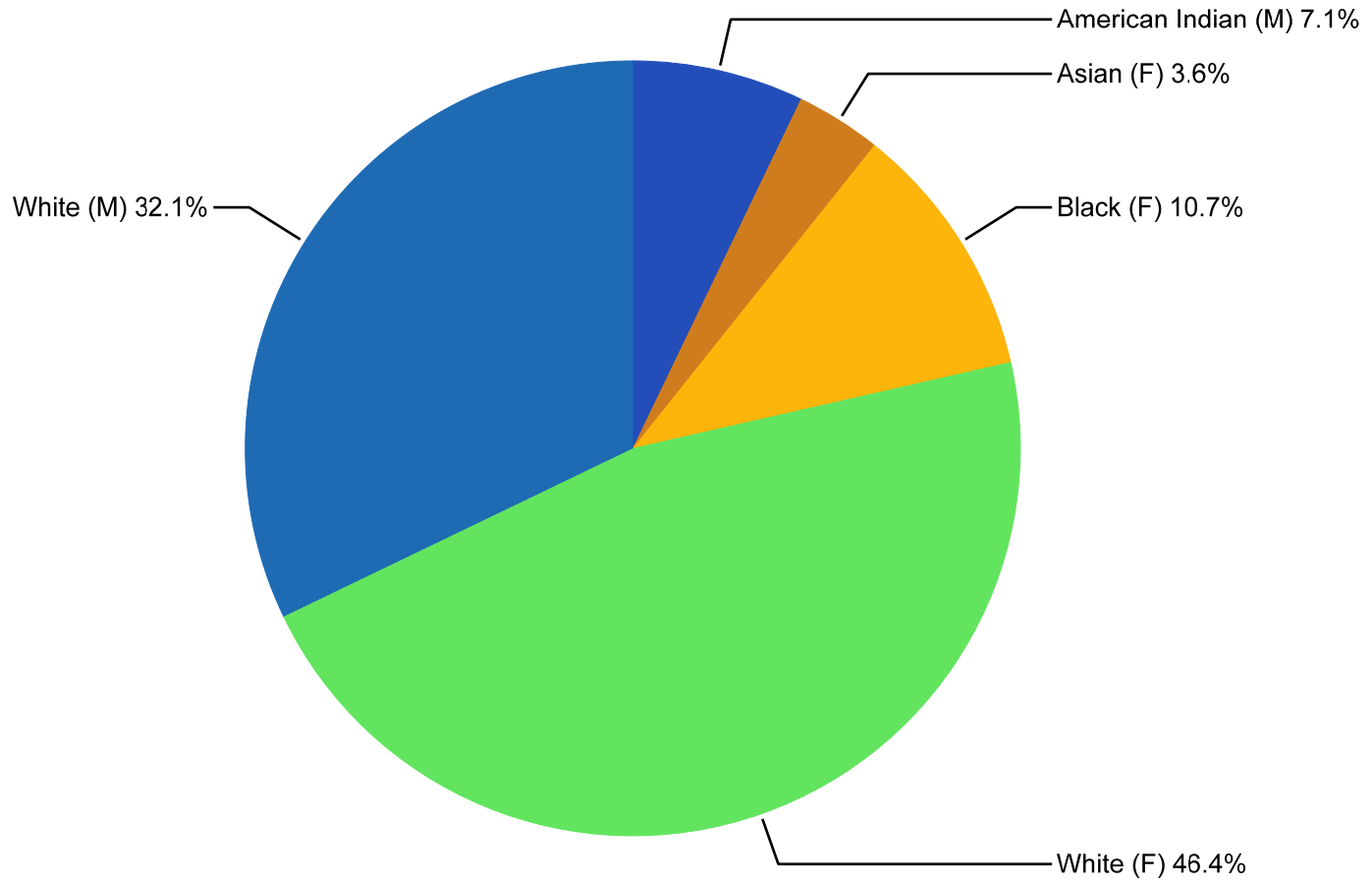
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
1B : EXECUTIVE ADMIN - DIRECTOR



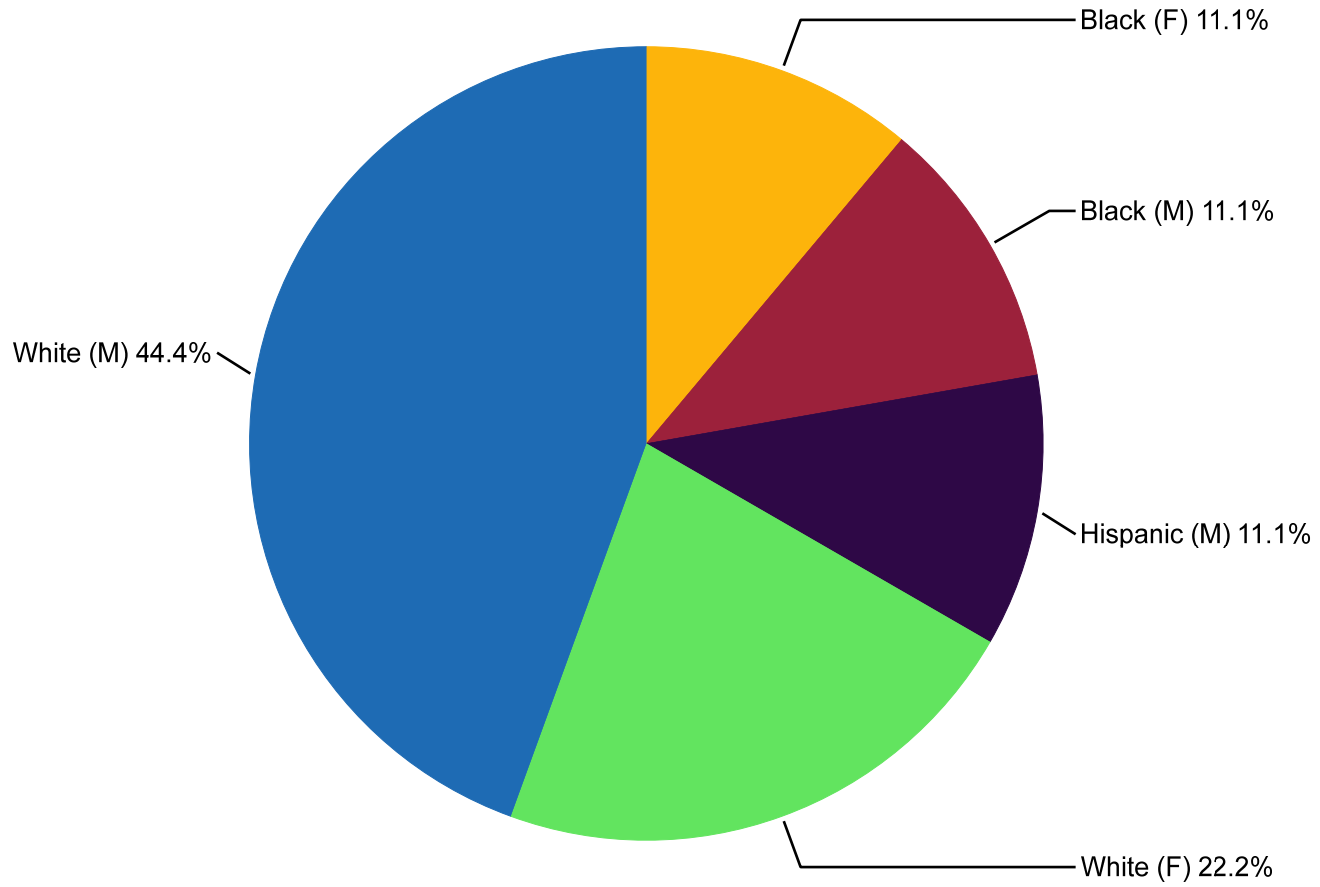
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
1C : EXECUTIVE ADMIN - DEAN



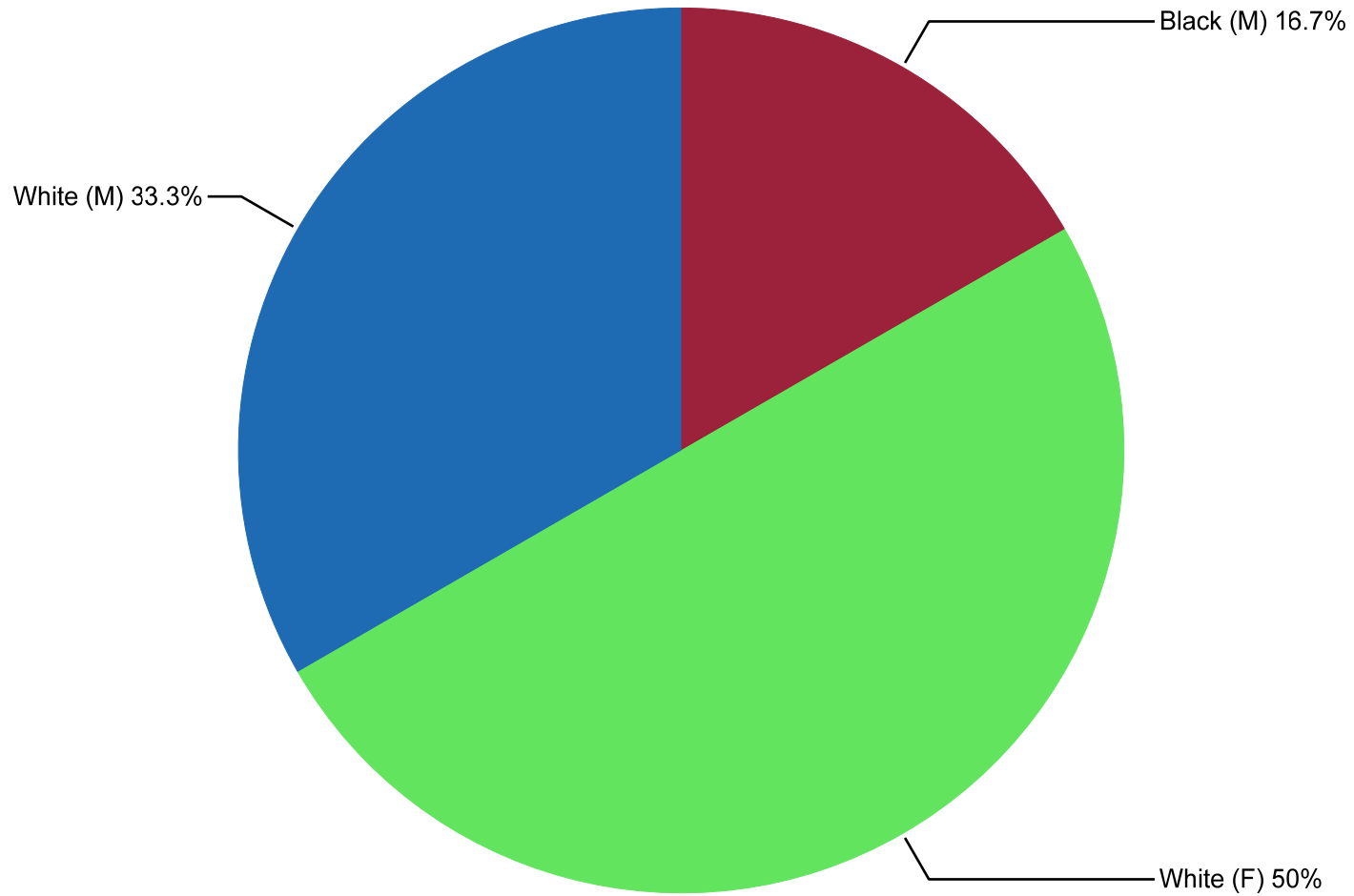
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
1D : EXECUTIVE ADMIN - ASSOC/ASSIST



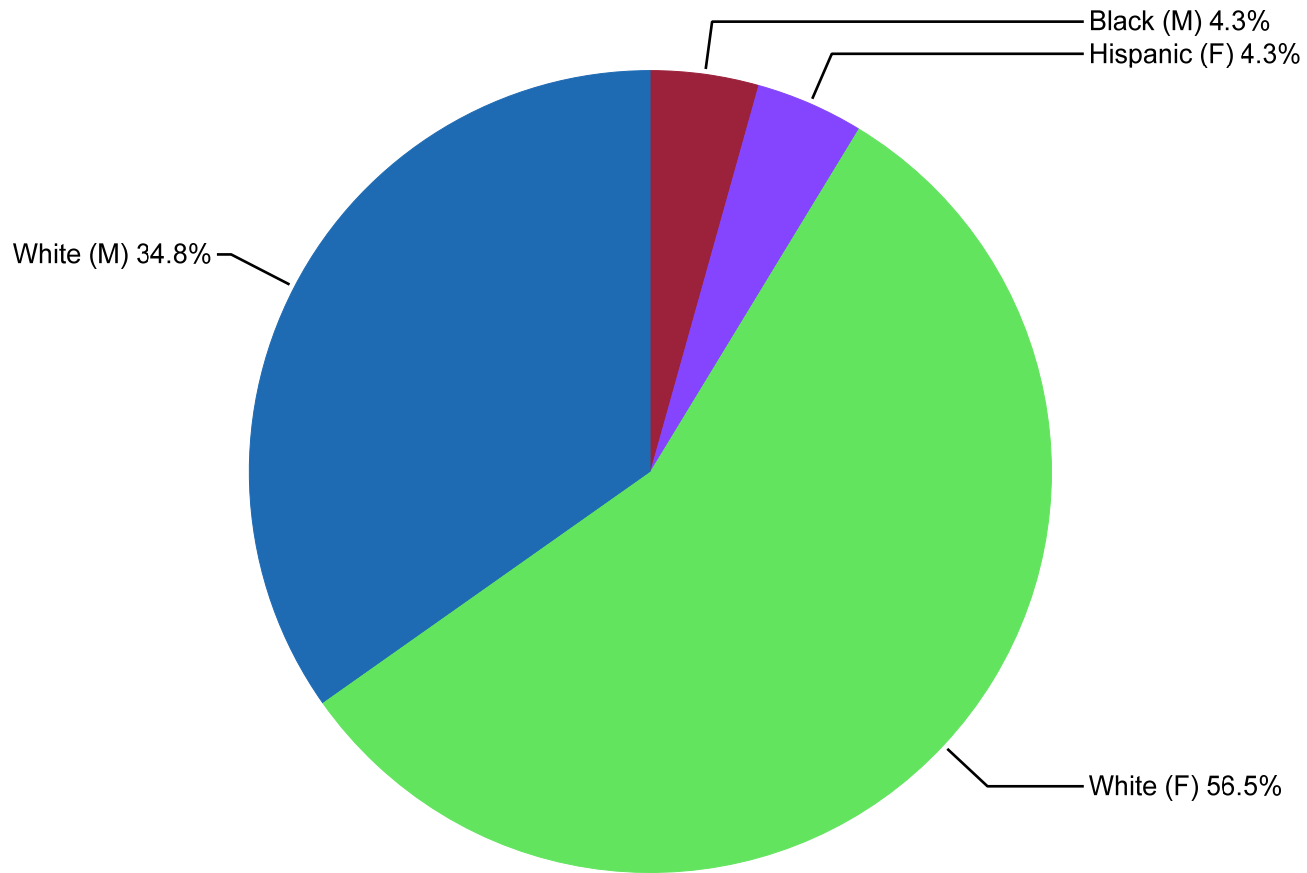
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
1E : EXECUTIVE ADMIN - LL MANAGER



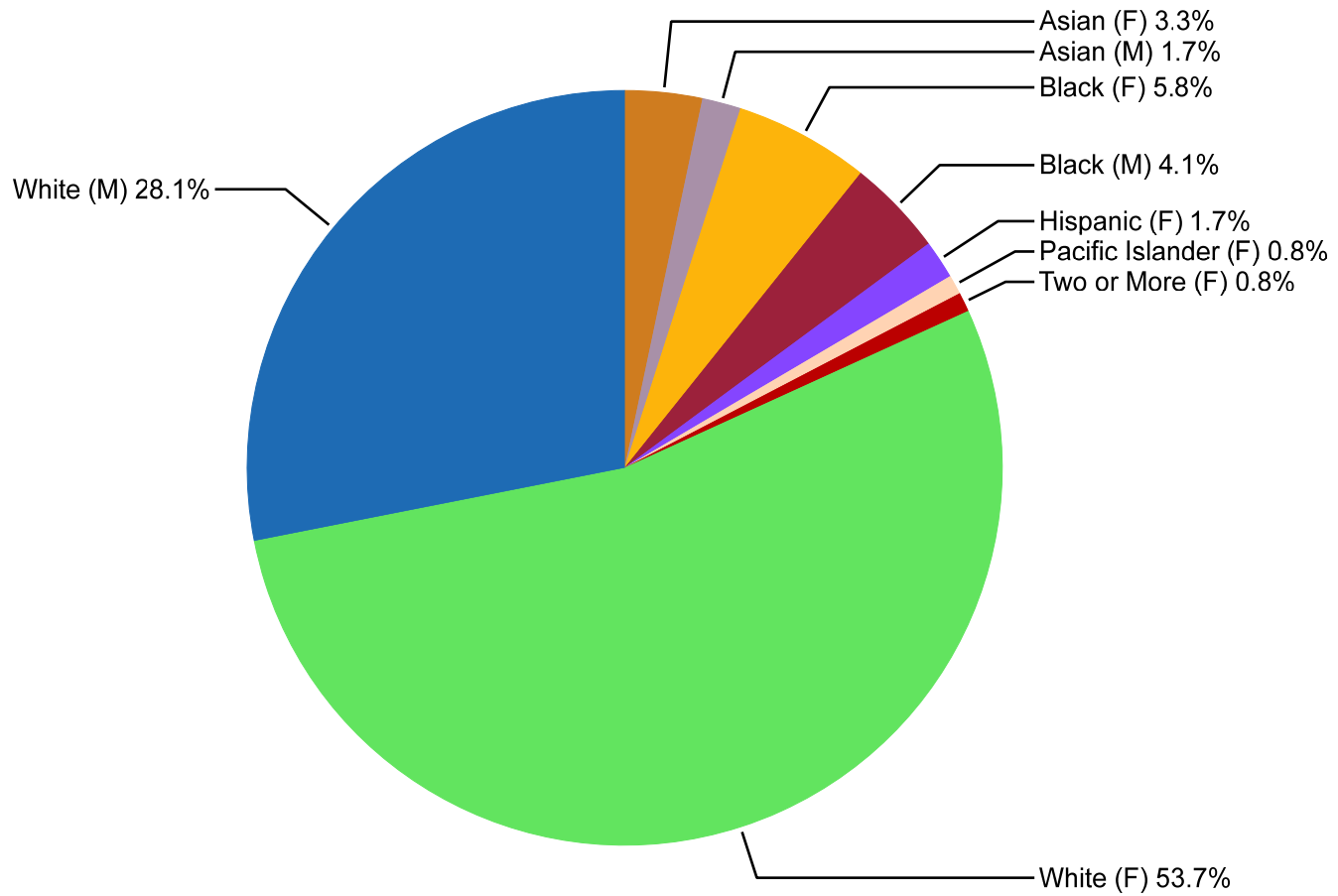
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
2A : FACULTY



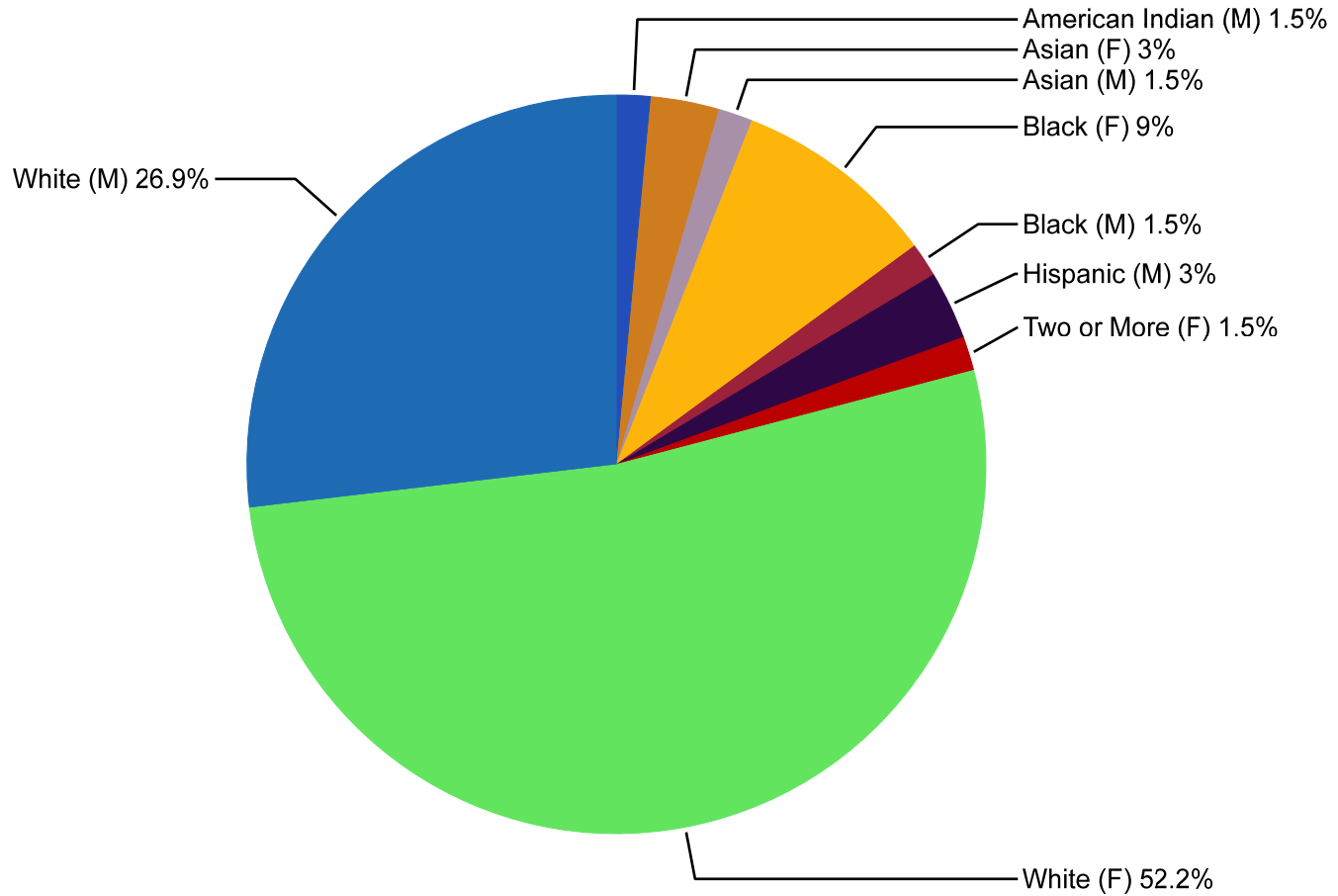
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
2B : FACULTY - SPECIAL



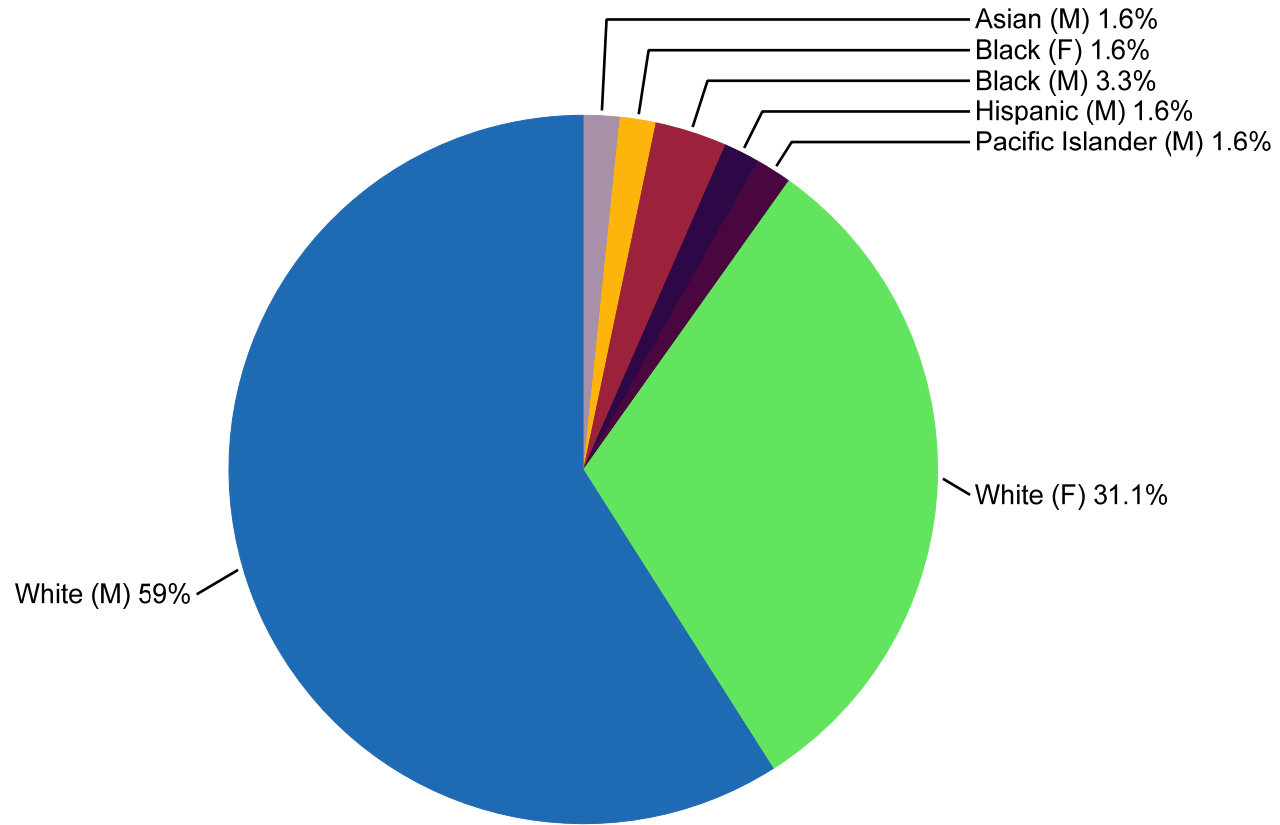
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
2C : FACULTY - HTP



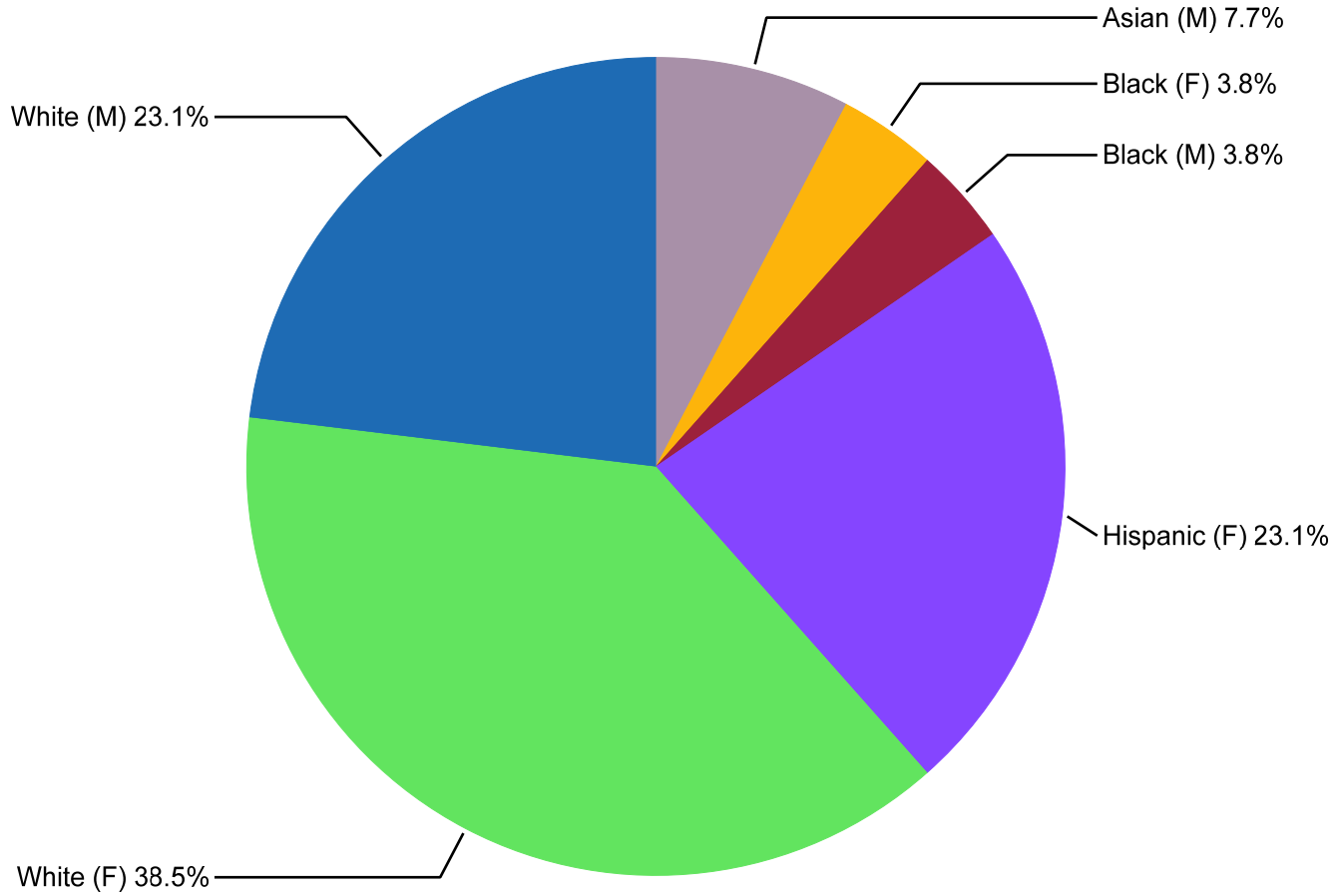
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
3A : PROFESSIONAL - COUNSELOR



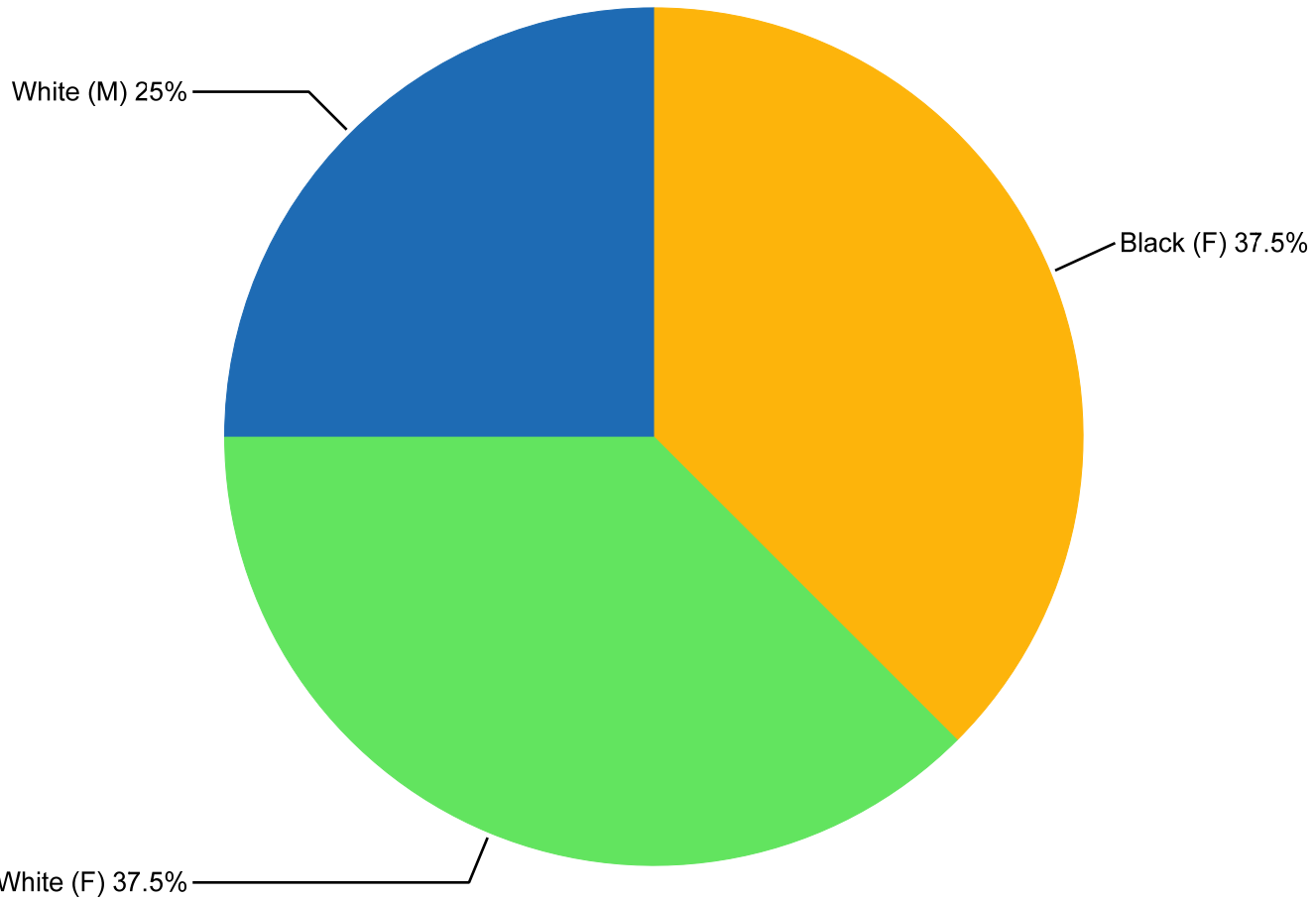
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
3BA : PROFESSIONAL A - SPECIALIST



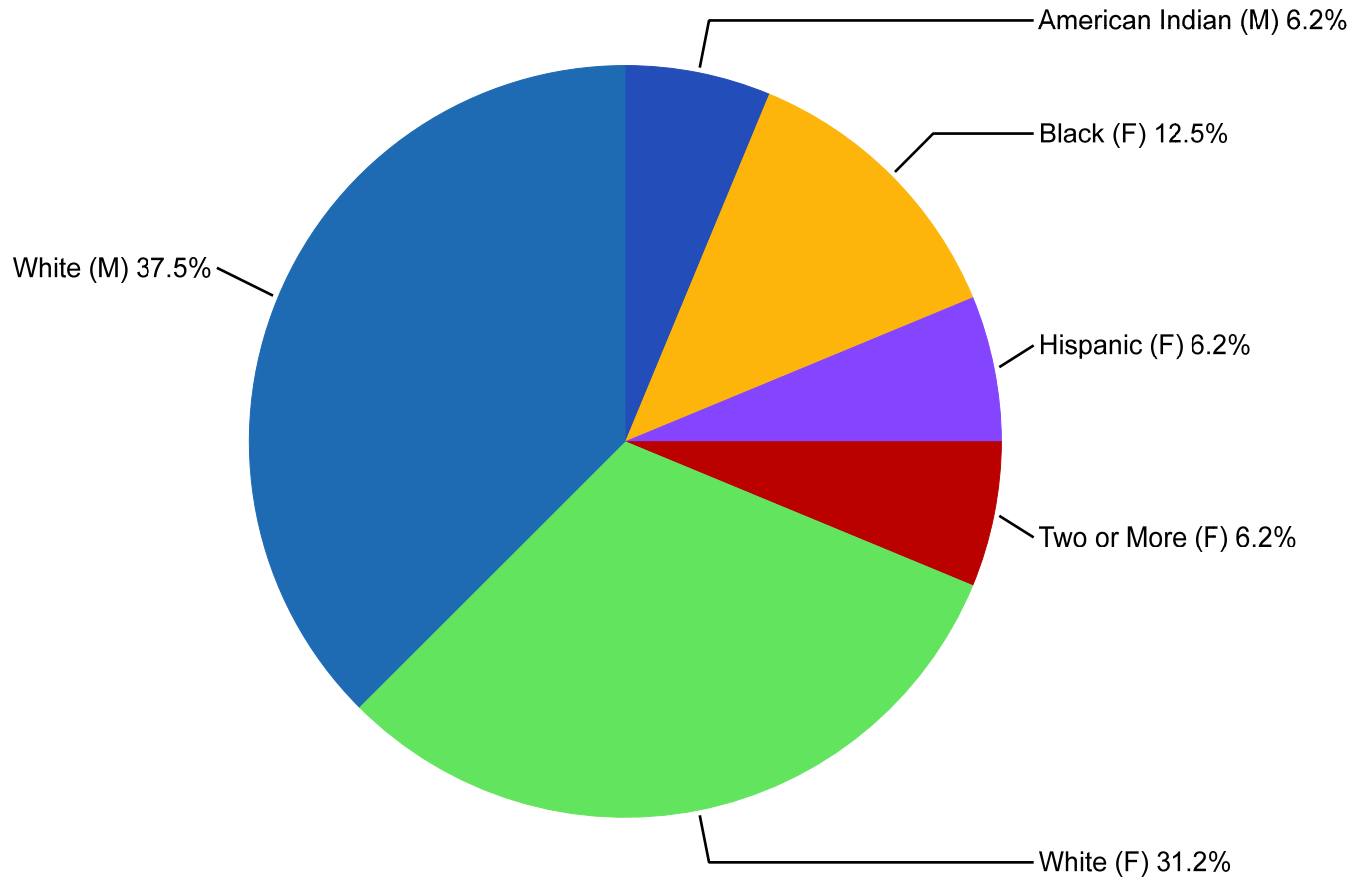
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
3BH : PROFESSIONAL H - SPECIALIST



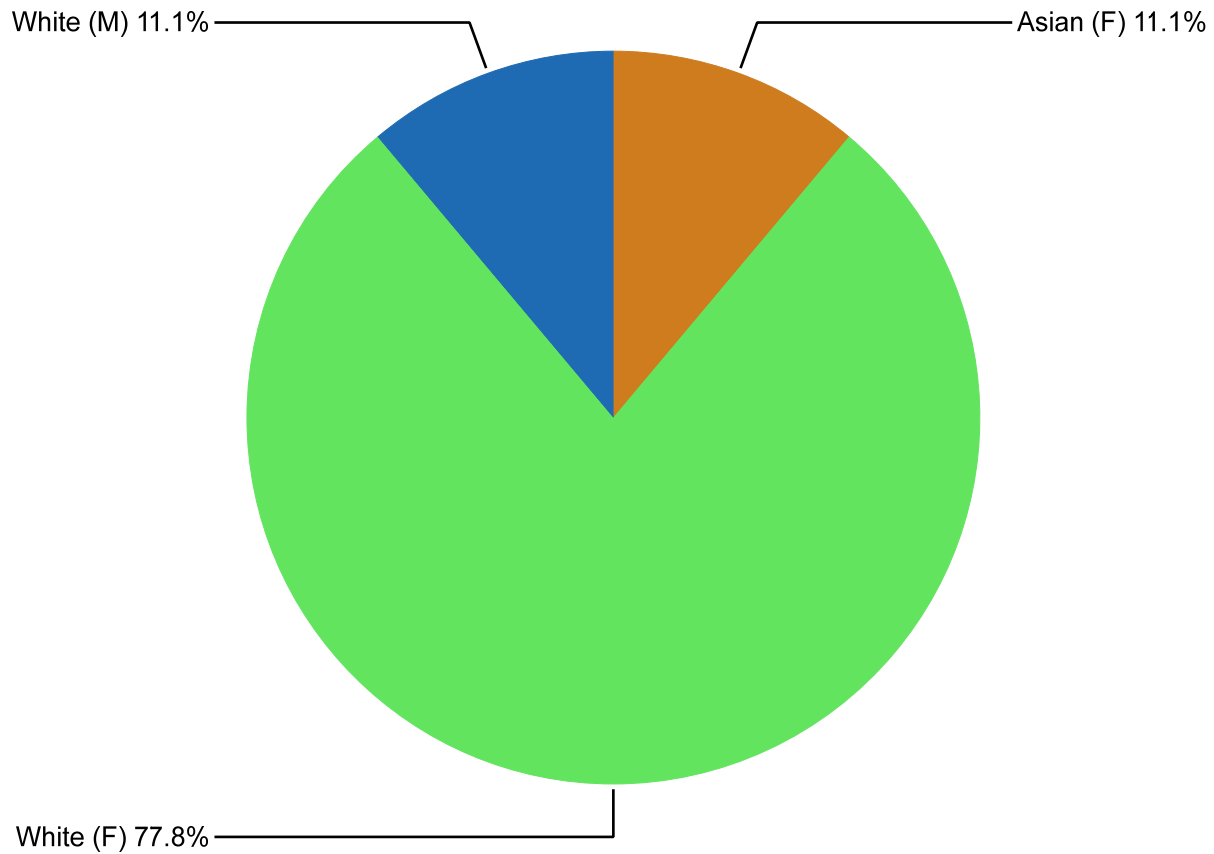
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
3CA : PROFESSIONAL - OTHER



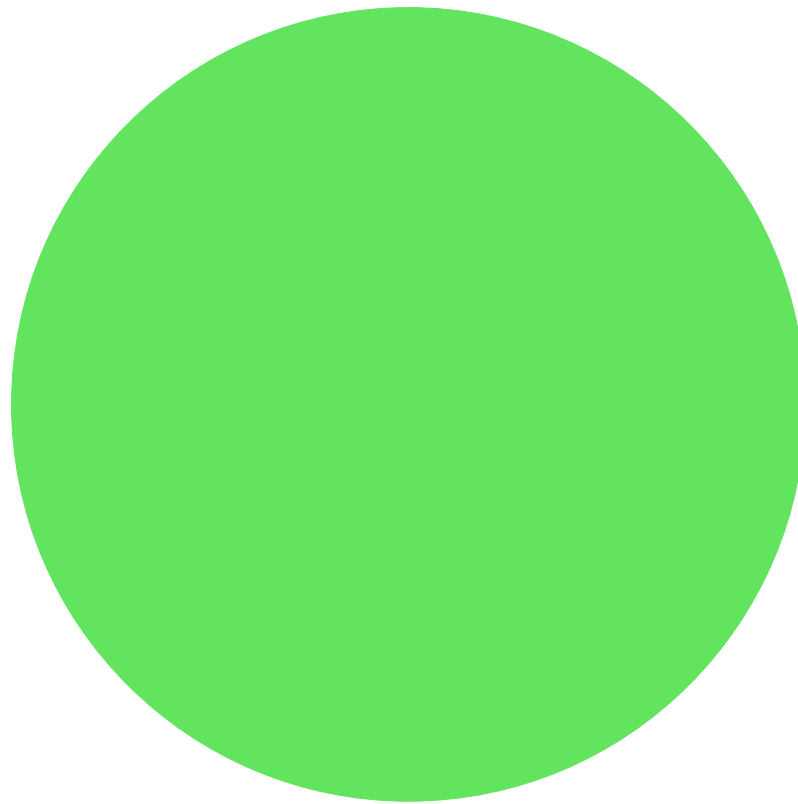
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
3CH : PROFESSIONAL H - OTHER



White (F) 100%

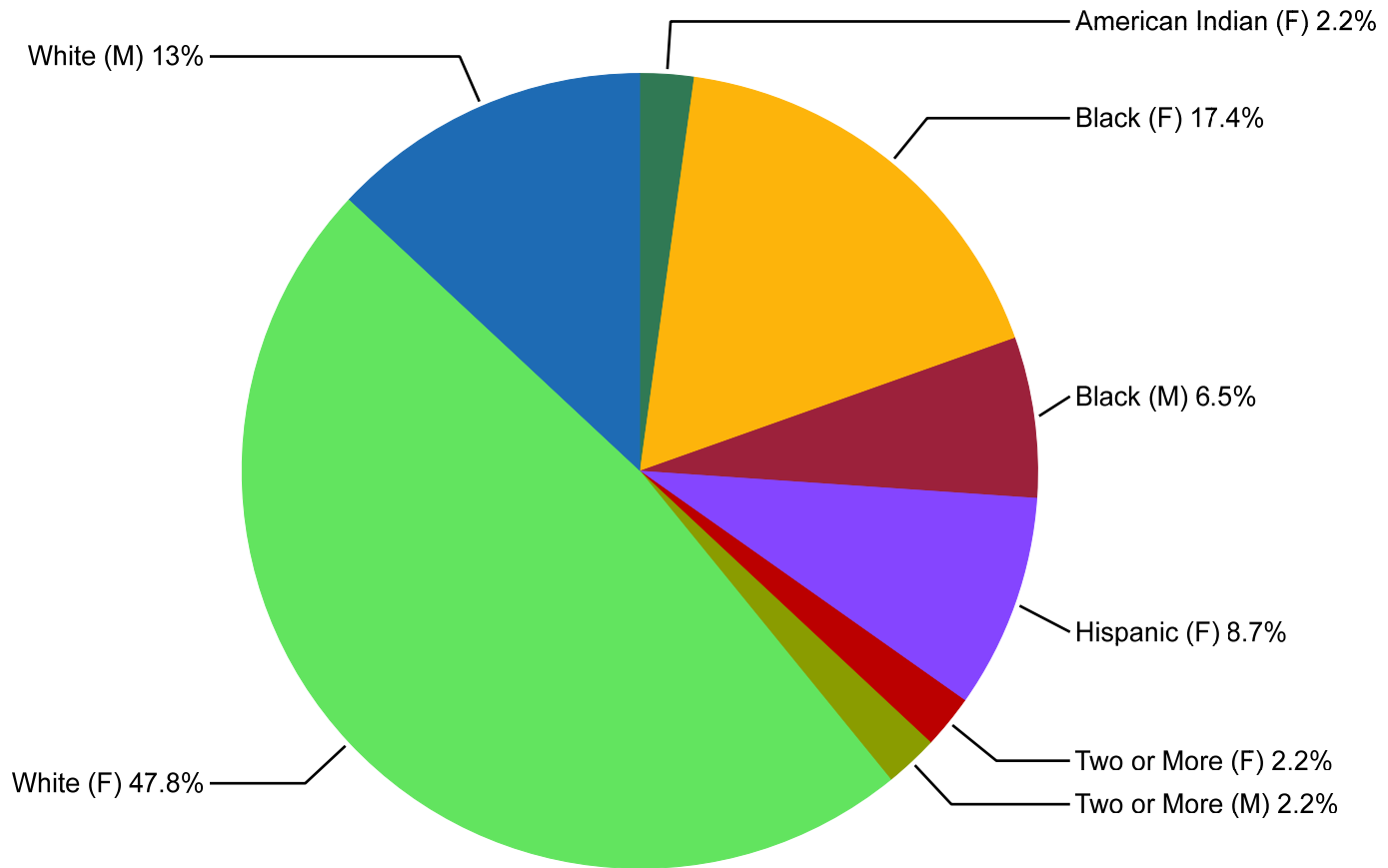
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
3D : PROFESSIONAL - STUDENT SUPPORT



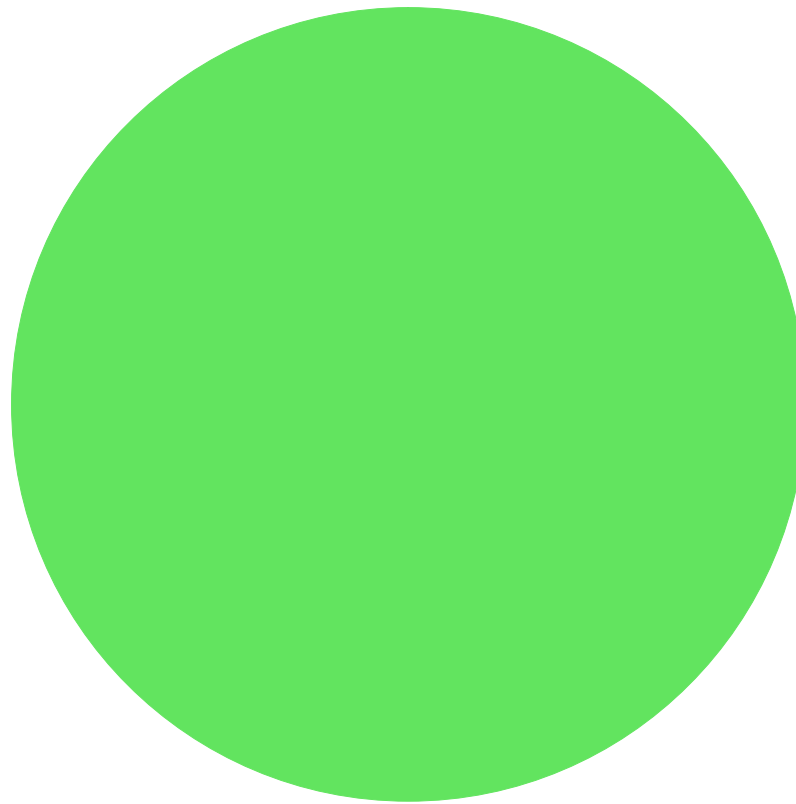
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
4AA : CLERICAL - AA



White (F) 100%

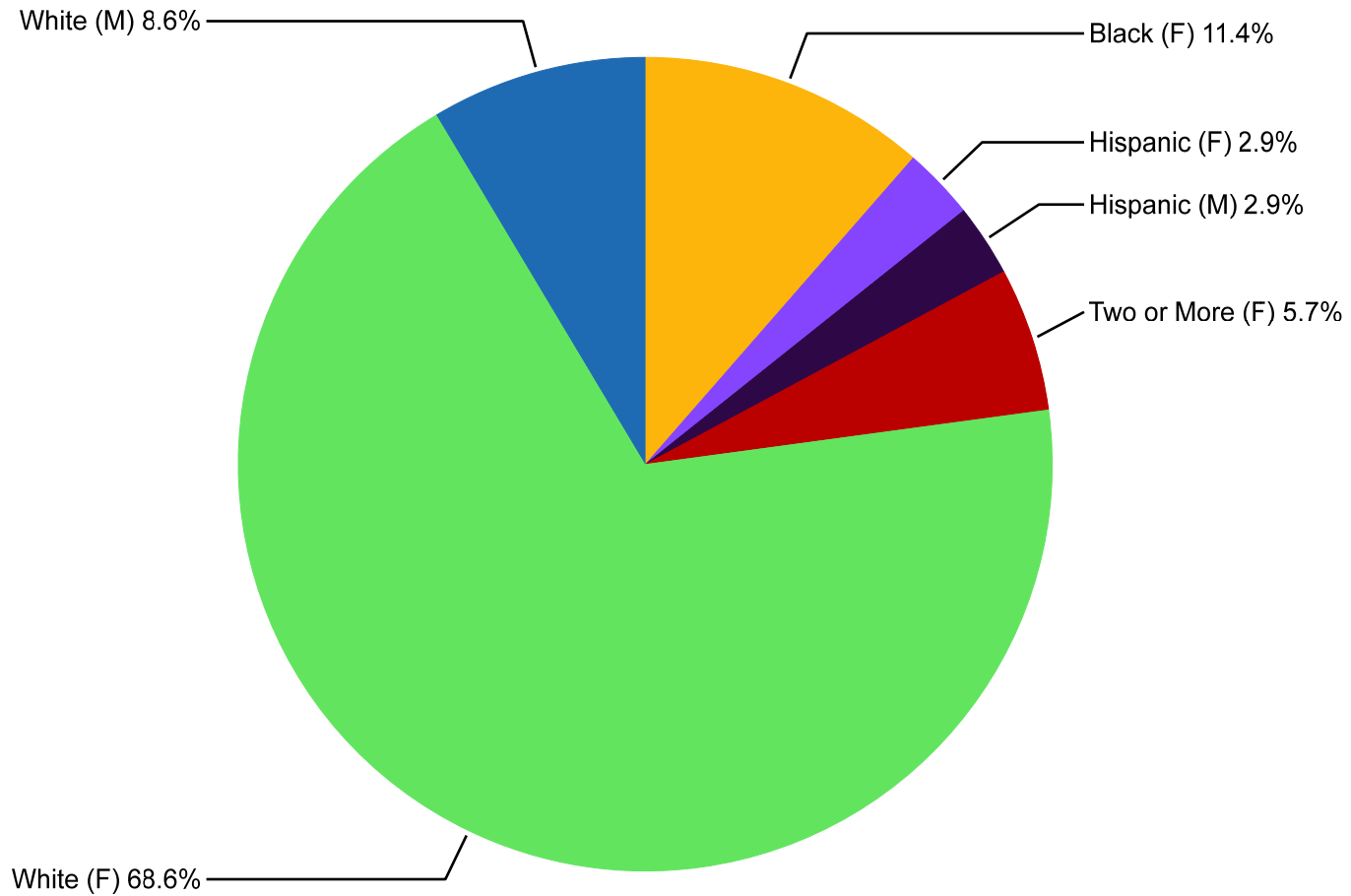
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Organizational Demographics - By Job Group
4AH : CLERICAL H - AA



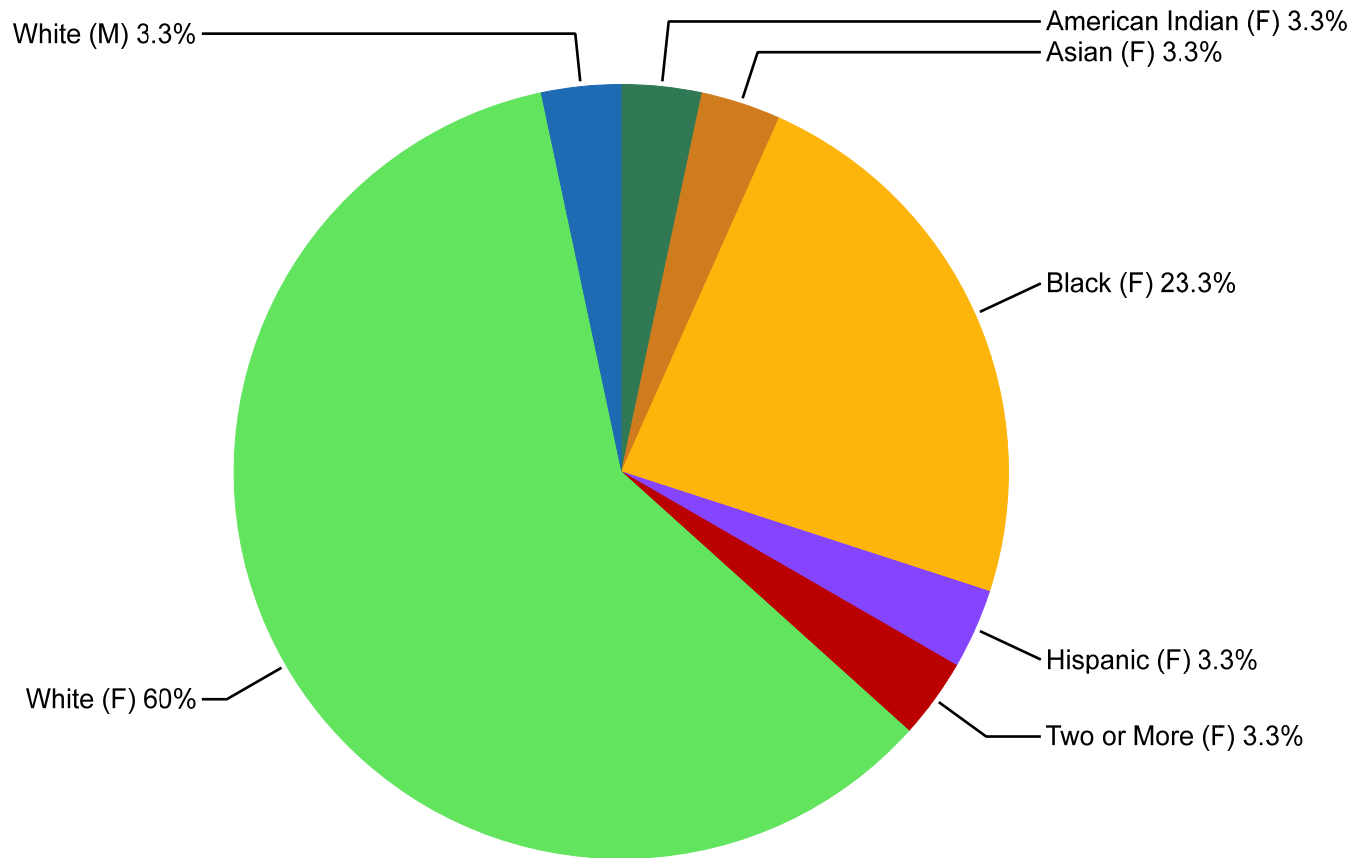
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Organizational Demographics - By Job Group
4B : CLERICAL - ASSOCIATE



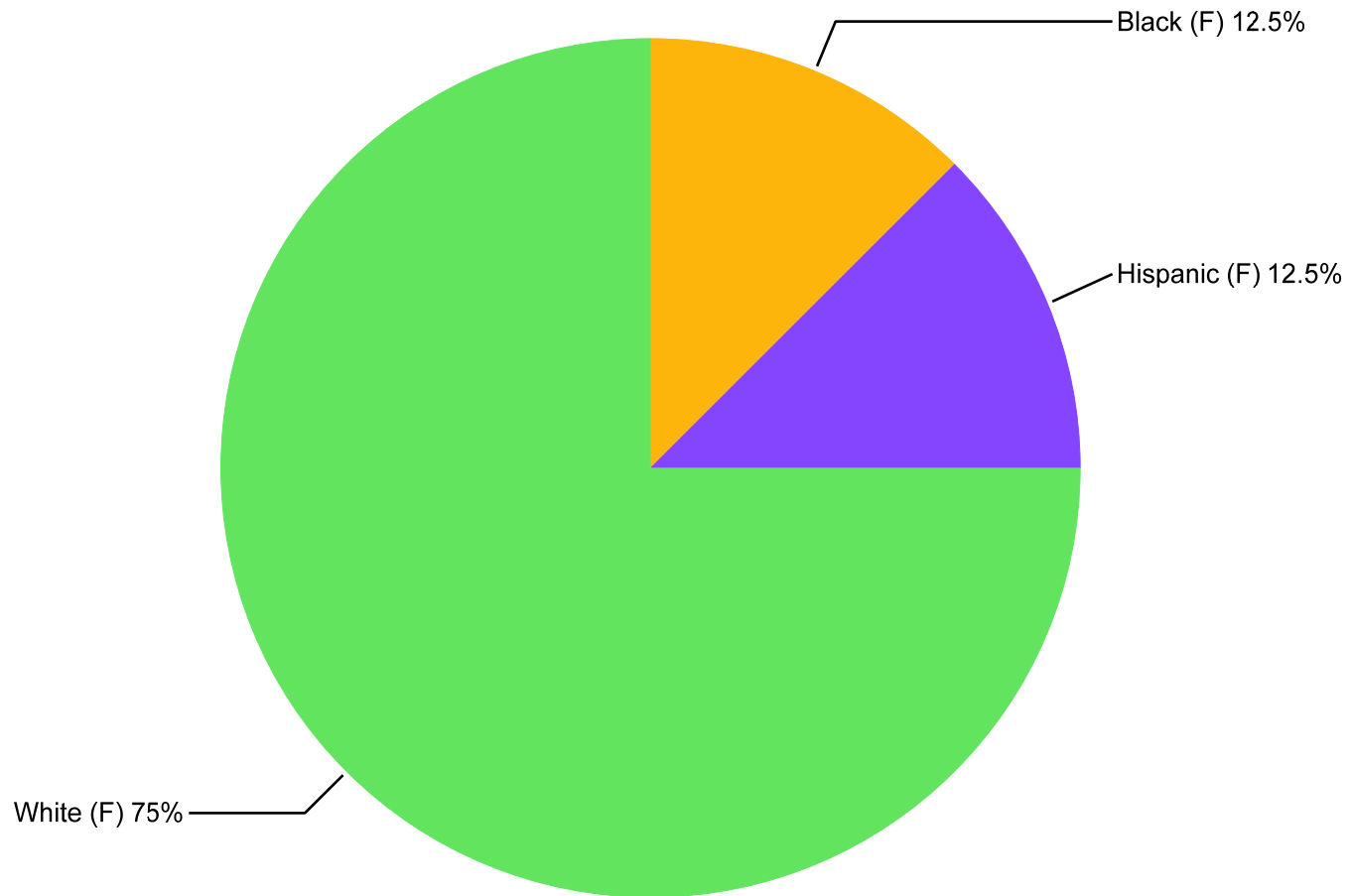
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
4C : CLERICAL - AIDE



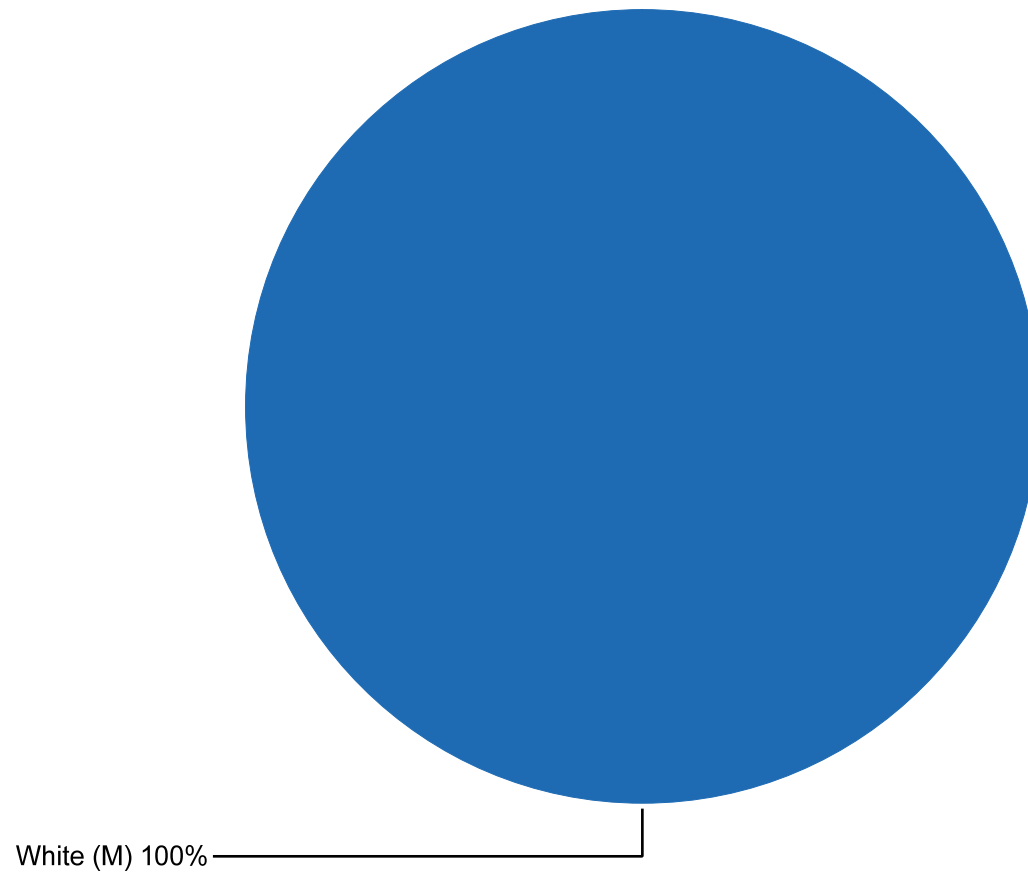
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
5AA : TECHNICAL A - STUDENT SUPPORT



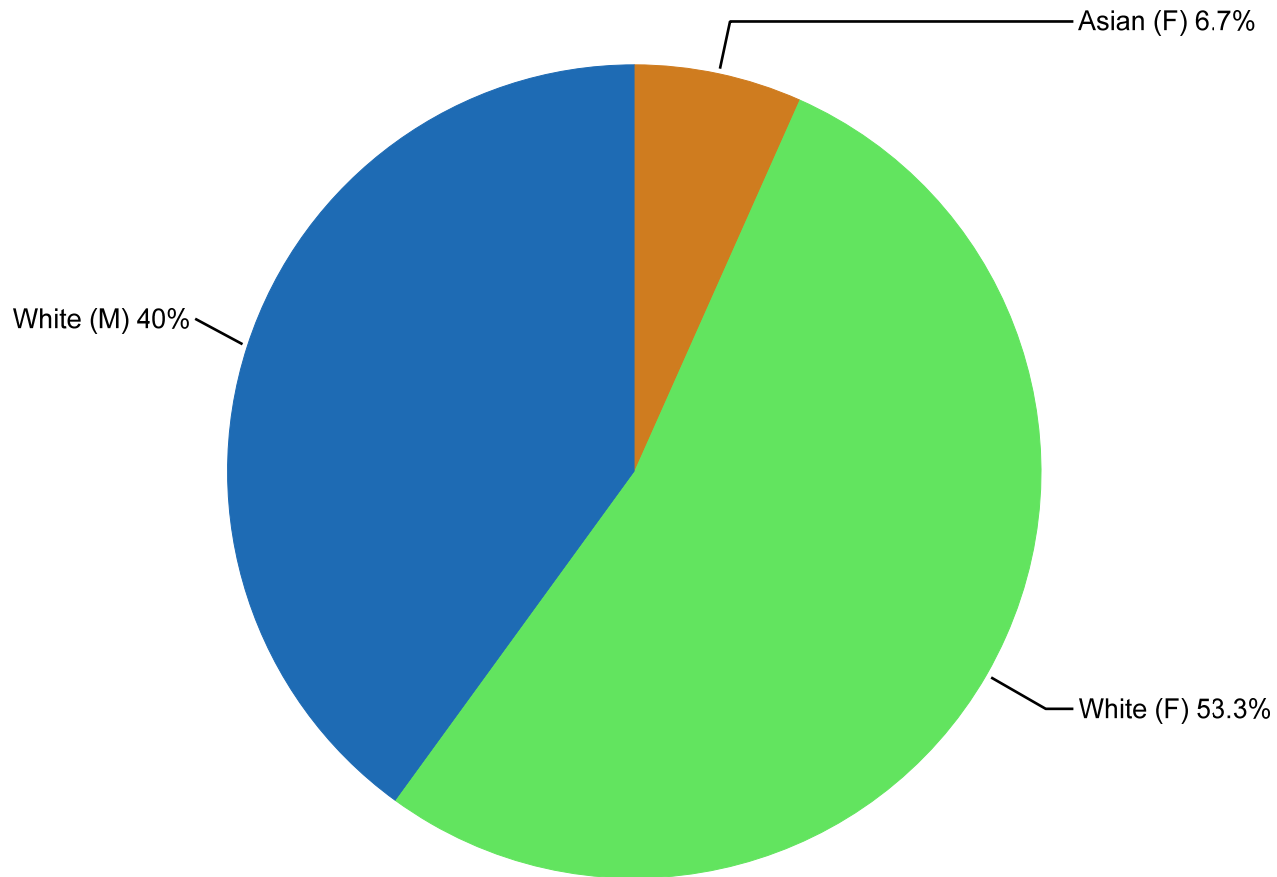
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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Organizational Demographics - By Job Group
5AH : TECHNICAL H - STUDENT



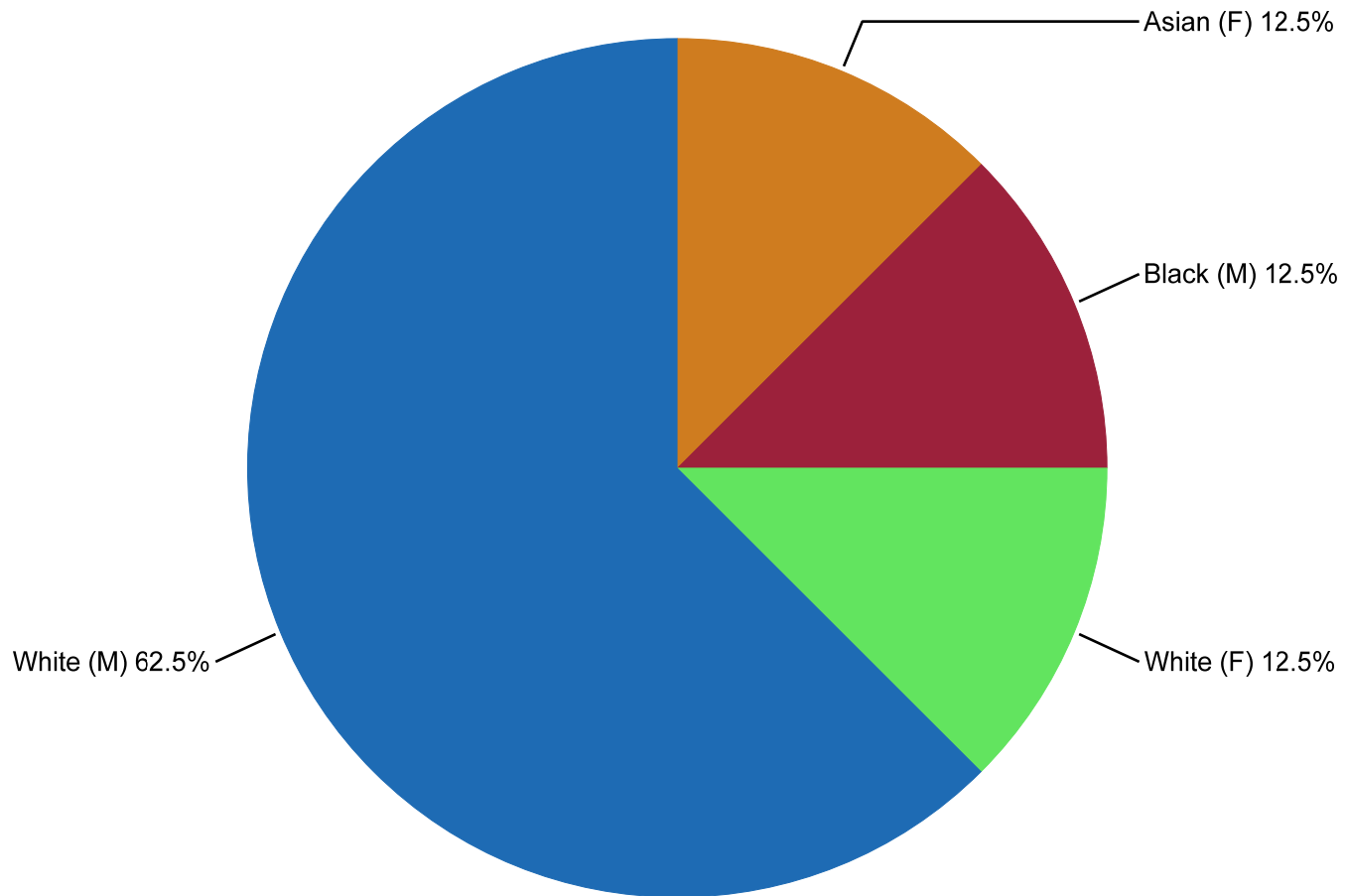
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
5DA : TECHNICAL A - COMPUTER



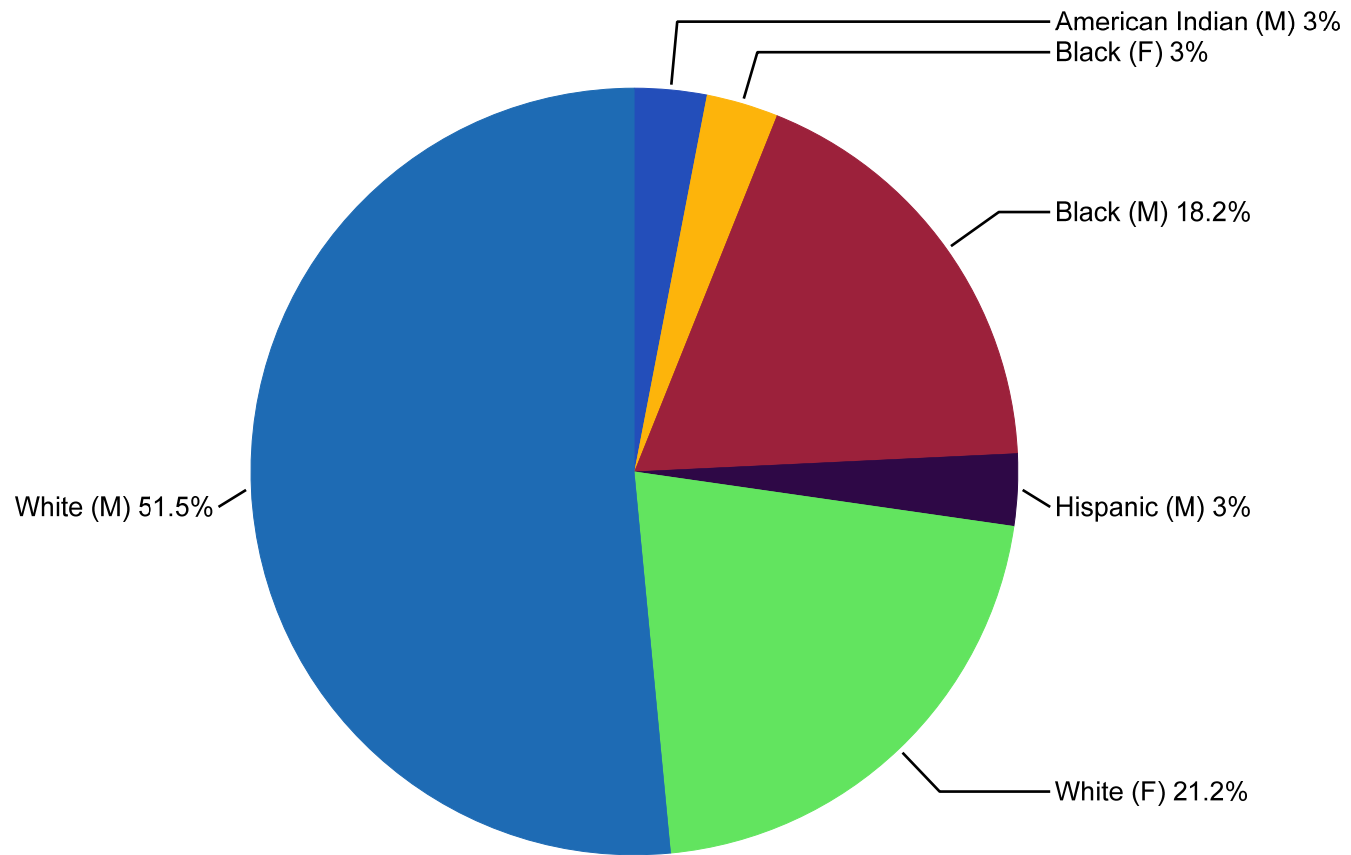
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
5DH : TECHNICAL H - COMUTER



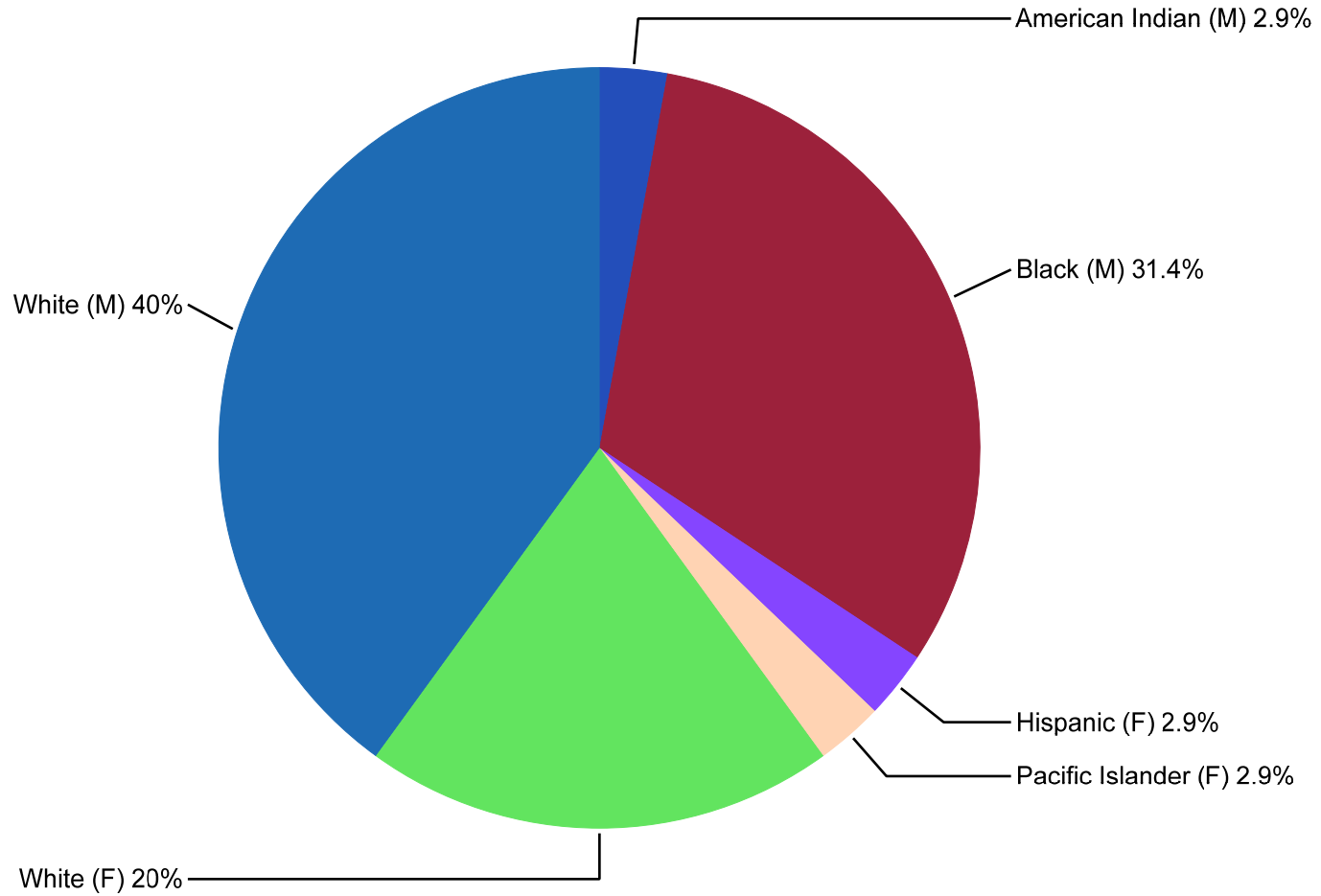
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
7A : SERVICE - CUSTODIAN



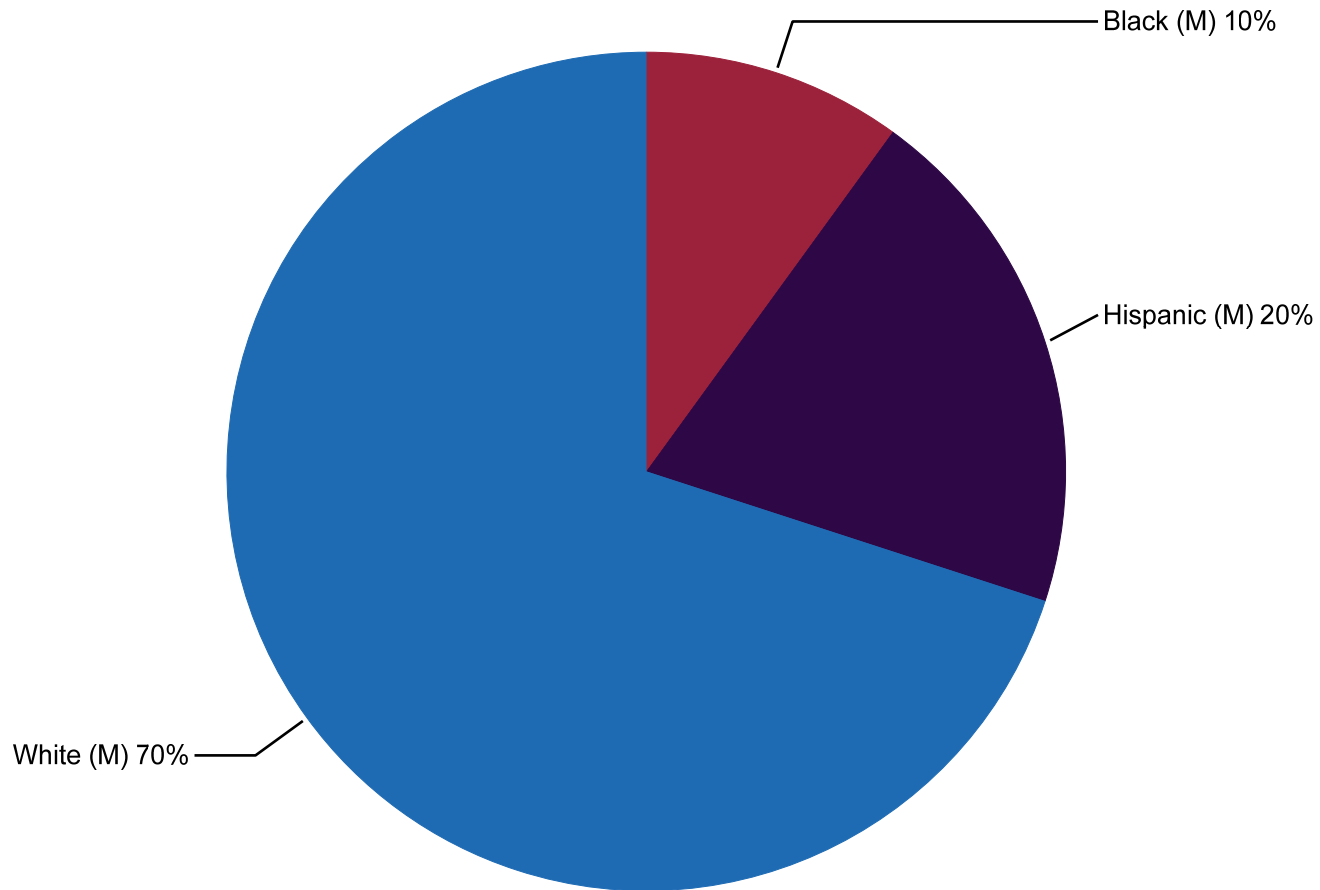
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Organizational Demographics - By Job Group
7B : SERVICE - MECHANIC



DETERMINING AVAILABILITY

41 CFR Section 60-2.14

The purpose of the availability determination is to establish a benchmark against which the demographic composition of the incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

Kenosha Campus separately determines the availability of women and minorities for each job group using one or more of the following external and internal recruitment sources:

- 1.** The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question. 41 C.F.R. 60-2.14(c)(1). The most current U.S. Census data is used to derive the availability of women and minorities. If this recruitment method is used, it is because Kenosha Campus recruits, and many of its applicants live within the selected recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

- 2.** The percentage of minorities or women in schools and training institutions where Kenosha Campus might reasonably recruit. If this recruitment method is used, it is because we post or plan to post available positions at local training institutions, or because many of the applicants who respond to open positions are graduates of these training institutions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

- 3.** The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. 41 C.F.R. 60-2.14(c)(2). If this recruitment method is chosen, it is because we fill positions by recruiting from within the workforce either through promotions or transfers. Internal applicants normally apply for these positions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

1A : EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More		
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	
Census Area ¹	85%	43.0%	36.6%	15.6%	13.3%	7.0%	6.0%	3.6%	3.1%	3.2%	2.7%	0.2%	0.2%	0.0%	0.0%	1.7%	1.4%	
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotable ³	15%	54.1%	8.1%	24.3%	3.6%	13.5%	2.0%	2.7%	0.4%	2.7%	0.4%	5.4%	0.8%	0.0%	0.0%	0.0%	0.0%	
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Results																		
Total Net Availability		44.7%		16.9%		8.0%		3.5%		3.1%		1.0%		0.0%		1.4%		

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide (46.67%) and United States (53.33%)

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 1B, [Loc: BURL] 1B, [Loc: ELKH] 1B, [Loc: IMET] 1B, 1B, [Loc: RACI] 1B, [Loc: ADMI] 1C, [Loc: BURL] 1C, [Loc: ELKH] 1C, [Loc: IMET] 1C, 1C and [Loc: RACI] 1C.

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

1B : EXECUTIVE ADMIN - DIRECTOR

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	75%	50.9%	38.2%	15.8%	11.9%	9.2%	6.9%	3.1%	2.3%	2.3%	1.7%	0.4%	0.3%	0.0%	0.0%	1.1%	0.8%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	25%	57.7%	14.4%	19.4%	4.9%	9.2%	2.3%	4.2%	1.1%	4.2%	1.1%	0.4%	0.1%	0.7%	0.2%	0.7%	0.2%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			52.6%	16.6%	9.2%	3.3%	2.7%	0.4%	0.2%	1.0%							
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups [Loc: RACI] 1C, [Loc: ADMI] 1C, [Loc: BURL] 1C, [Loc: ELKH] 1C, [Loc: IMET] 1C, 1C, [Loc: RACI] 2A, [Loc: BURL] 2A, [Loc: ELKH] 2A, [Loc: HCTT] 2A, [Loc: IMET] 2A, 2A, [Loc: RACI] 2B, [Loc: ADMI] 2B, [Loc: BURL] 2B, [Loc: ELKH] 2B, [Loc: HCTT] 2B, [Loc: IMET] 2B, 2B, [Loc: RACI] 2C, [Loc: BURL] 2C, [Loc: ELKH] 2C, [Loc: HCTT] 2C, [Loc: IMET] 2C, 2C, [Loc: RACI] 3A, [Loc: ELKH] 3A, 3A and [Loc: RACI] 3BH.

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

1C : EXECUTIVE ADMIN - DEAN

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	65%	57.4%	37.3%	19.0%	12.4%	13.2%	8.6%	2.0%	1.3%	1.7%	1.1%	0.8%	0.5%	0.0%	0.0%	1.6%	1.0%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	35%	72.9%	25.5%	37.1%	13.0%	22.9%	8.0%	7.1%	2.5%	0.0%	0.0%	2.9%	1.0%	0.0%	0.0%	4.3%	1.5%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			62.8%		25.4%		16.6%		3.8%		1.1%		1.5%		0.0%		2.5%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups 3BA, 3BH and 3D.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

1D : EXECUTIVE ADMIN - ASSOC/ASSIST

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	47.9%	47.9%	14.5%	14.5%	9.5%	9.5%	1.9%	1.9%	1.5%	1.5%	0.5%	0.5%	0.0%	0.0%	1.2%	1.2%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			47.9%		14.5%		9.5%		1.9%		1.5%		0.5%		0.0%		1.2%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

1E : EXECUTIVE ADMIN - LL MANAGER

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	65%	50.7%	33.0%	13.3%	8.6%	6.9%	4.5%	4.1%	2.7%	1.8%	1.2%	0.1%	0.1%	0.0%	0.0%	0.9%	0.6%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	35%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			33.0%		8.6%		4.5%		2.7%		1.2%		0.1%		0.0%		0.6%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 3BA, [Loc: ADMI] 3BH and [Loc: ADMI] 3D.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

2A : FACULTY

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	54.3%	54.3%	19.8%	19.8%	6.8%	6.8%	4.5%	4.5%	7.3%	7.3%	0.1%	0.1%	0.0%	0.0%	1.1%	1.1%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			54.3%		19.8%		6.8%		4.5%		7.3%		0.1%		0.0%		1.1%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

2B : FACULTY - SPECIAL

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	59.5%	59.5%	17.3%	17.3%	5.5%	5.5%	3.9%	3.9%	7.0%	7.0%	0.2%	0.2%	0.0%	0.0%	0.9%	0.9%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			59.5%		17.3%		5.5%		3.9%		7.0%		0.2%		0.0%		0.9%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

2C : FACULTY - HTP

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	37.9%	37.9%	19.1%	19.1%	5.6%	5.6%	5.1%	5.1%	7.4%	7.4%	0.3%	0.3%	0.0%	0.0%	1.0%	1.0%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability		37.9%		19.1%		5.6%		5.1%		7.4%		0.3%		0.0%		1.0%	
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

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Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

3A : PROFESSIONAL - COUNSELOR

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	75%	70.5%	52.9%	31.7%	23.8%	20.0%	15.0%	7.6%	5.7%	2.0%	1.5%	0.6%	0.5%	0.0%	0.0%	1.8%	1.4%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	25%	58.5%	14.6%	22.0%	5.5%	12.2%	3.1%	2.4%	0.6%	2.4%	0.6%	2.4%	0.6%	0.0%	0.0%	2.4%	0.6%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			67.5%		29.3%		18.0%		6.3%		2.1%		1.0%		0.0%		2.0%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 1A, [Loc: ADMI] 3BA, 3BA, [Loc: RACI] 3BH, [Loc: ADMI] 3BH, [Loc: ELKH] 3BH, 3BH, [Loc: RACI] 3D, [Loc: RACI] 5AA, [Loc: IMET] 5AA, 5AA, [Loc: RACI] 5AH, [Loc: IMET] 5AH, [Loc: ELKH] 5AH, [Loc: ADMI] 5AH, [Loc: BURL] 5AH and 5AH.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

3BA : PROFESSIONAL A - SPECIALIST

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	85%	52.2%	44.4%	10.1%	8.6%	5.8%	4.9%	2.1%	1.8%	2.2%	1.9%	0.1%	0.1%	0.0%	0.0%	0.6%	0.5%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	15%	89.5%	13.4%	21.1%	3.2%	10.5%	1.6%	5.3%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.8%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			57.8%		11.8%		6.5%		2.6%		1.9%		0.1%		0.0%		1.3%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 4AA, 4AA, [Loc: ADMI] 4AH, [Loc: ELKH] 4AH, [Loc: IMET] 4AH, 4AH and [Loc: RACI] 4AH.

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GATEWAY TECHNICAL COLLEGE

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Availability Analysis

41 CFR Section 60-2.14

3BH : PROFESSIONAL H - SPECIALIST

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	85%	64.4%	54.7%	17.4%	14.8%	10.9%	9.3%	3.5%	3.0%	2.8%	2.4%	0.3%	0.3%	0.0%	0.0%	0.5%	0.4%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	15%	89.5%	13.4%	21.1%	3.2%	10.5%	1.6%	5.3%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.8%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			68.1%		18.0%		10.9%		3.8%		2.4%		0.3%		0.0%		1.2%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 4AA, 4AA, [Loc: ADMI] 4AH, [Loc: ELKH] 4AH, [Loc: IMET] 4AH, 4AH and [Loc: RACI] 4AH.

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GATEWAY TECHNICAL COLLEGE

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Availability Analysis

41 CFR Section 60-2.14

3CA : PROFESSIONAL - OTHER

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	64.4%	64.4%	15.7%	15.7%	6.6%	6.6%	5.4%	5.4%	2.9%	2.9%	0.7%	0.7%	0.0%	0.0%	0.6%	0.6%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			64.4%		15.7%		6.6%		5.4%		2.9%		0.7%		0.0%		0.6%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

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Availability Analysis

41 CFR Section 60-2.14

3CH : PROFESSIONAL H - OTHER

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	97.0%	97.0%	14.4%	14.4%	6.0%	6.0%	6.2%	6.2%	1.5%	1.5%	0.2%	0.2%	0.0%	0.0%	0.7%	0.7%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			97.0%		14.4%		6.0%		6.2%		1.5%		0.2%		0.0%		0.7%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

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Kenosha, Wisconsin 53144

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Availability Analysis

41 CFR Section 60-2.14

3D : PROFESSIONAL - STUDENT SUPPORT

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	85%	63.0%	53.6%	19.5%	16.6%	11.6%	9.9%	4.6%	3.9%	2.3%	2.0%	0.3%	0.3%	0.0%	0.0%	1.8%	1.5%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	15%	79.8%	12.0%	26.6%	4.0%	14.7%	2.2%	6.4%	1.0%	0.9%	0.1%	0.9%	0.1%	0.0%	0.0%	3.7%	0.6%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			65.6%	20.6%		12.1%		4.9%		2.1%		0.4%		0.0%		2.1%	
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 3D, [Loc: BURL] 3D, [Loc: ELKH] 3D, 3D, [Loc: RACI] 3D, [Loc: ADMI] 4AA, 4AA, [Loc: ADMI] 4AH, [Loc: ELKH] 4AH, [Loc: IMET] 4AH, 4AH, [Loc: RACI] 4AH, [Loc: ELKH] 4C, 4C, [Loc: RACI] 4C, [Loc: IMET] 5AA, 5AA, [Loc: RACI] 5AA, [Loc: ADMI] 5AH, [Loc: BURL] 5AH, [Loc: ELKH] 5AH, [Loc: IMET] 5AH, 5AH and [Loc: RACI] 5AH.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

4AA : CLERICAL - AA

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	60%	98.0%	58.8%	9.8%	5.9%	2.9%	1.7%	6.1%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.5%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	40%	97.4%	39.0%	34.2%	13.7%	21.1%	8.4%	5.3%	2.1%	2.6%	1.0%	2.6%	1.0%	0.0%	0.0%	2.6%	1.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			97.8%		19.6%		10.1%		5.8%		1.0%		1.0%		0.0%		1.5%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 4B, [Loc: BURL] 4B, [Loc: ELKH] 4B, [Loc: HCTT] 4B, [Loc: IMET] 4B, 4B, [Loc: RACI] 4B, [Loc: ELKH] 4C, 4C and [Loc: RACI] 4C.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

4AH : CLERICAL H - AA

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	60%	67.4%	40.4%	29.1%	17.5%	13.4%	8.0%	11.2%	6.7%	2.6%	1.6%	0.4%	0.2%	0.1%	0.1%	1.4%	0.8%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	40%	97.4%	39.0%	34.2%	13.7%	21.1%	8.4%	5.3%	2.1%	2.6%	1.0%	2.6%	1.0%	0.0%	0.0%	2.6%	1.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			79.4%	31.2%		16.4%	8.8%	2.6%	1.2%	0.1%	1.8%						
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : Brandon CDP, Florida (50%) and United States (50%)

³ Internal promotions are from all jobs within job groups [Loc: ADMI] 4B, [Loc: BURL] 4B, [Loc: ELKH] 4B, [Loc: HCTT] 4B, [Loc: IMET] 4B, 4B, [Loc: RACI] 4B, [Loc: ELKH] 4C, 4C and [Loc: RACI] 4C.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

4B : CLERICAL - ASSOCIATE

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	60%	97.7%	58.6%	9.8%	5.9%	3.0%	1.8%	6.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.5%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	40%	100.0%	40.0%	25.0%	10.0%	12.5%	5.0%	12.5%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			98.6%		15.9%		6.8%		8.6%		0.0%		0.0%		0.0%		0.5%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide

³ Internal promotions are from all jobs within job groups [Loc: ELKH] 4C, 4C and [Loc: RACI] 4C.

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

4C : CLERICAL - AIDE

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	96.0%	96.0%	10.9%	10.9%	3.7%	3.7%	5.9%	5.9%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.6%	0.6%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			96.0%		10.9%		3.7%		5.9%		0.8%		0.0%		0.0%		0.6%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

5AA : TECHNICAL A - STUDENT SUPPORT

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More		
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	
Census Area ¹	100%	26.4%	26.4%	21.7%	21.7%	7.9%	7.9%	8.9%	8.9%	4.9%	4.9%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Results																		
Total Net Availability		26.4%		21.7%		7.9%		8.9%		4.9%		0.3%		0.0%		0.0%		

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

5AH : TECHNICAL H - STUDENT

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	39.9%	39.9%	22.4%	22.4%	8.1%	8.1%	9.8%	9.8%	4.1%	4.1%	0.2%	0.2%	0.0%	0.0%	0.7%	0.7%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			39.9%		22.4%		8.1%		9.8%		4.1%		0.2%		0.0%		0.7%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

5DA : TECHNICAL A - COMPUTER

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	28.8%	28.8%	21.3%	21.3%	5.1%	5.1%	2.2%	2.2%	13.1%	13.1%	0.2%	0.2%	0.0%	0.0%	1.1%	1.1%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			28.8%		21.3%		5.1%		2.2%		13.1%		0.2%		0.0%		1.1%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

5DH : TECHNICAL H - COMUTER

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	36.0%	36.0%	17.3%	17.3%	10.9%	10.9%	2.7%	2.7%	2.3%	2.3%	0.8%	0.8%	0.0%	0.0%	0.8%	0.8%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Results																	
Total Net Availability			36.0%		17.3%		10.9%		2.7%		2.3%		0.8%		0.0%		0.8%

¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability Analysis

41 CFR Section 60-2.14

7A : SERVICE - CUSTODIAN

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	31.6%	31.6%	28.9%	28.9%	10.1%	10.1%	14.9%	14.9%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	3.7%	3.7%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability		31.6%		28.9%		10.1%		14.9%		0.4%		0.0%		0.0%		3.7%	
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : District Wide

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

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Availability Analysis

41 CFR Section 60-2.14

7B : SERVICE - MECHANIC

	Weight %	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More	
		Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %
Census Area ¹	100%	7.5%	7.5%	13.6%	13.6%	3.1%	3.1%	8.3%	8.3%	1.5%	1.5%	0.5%	0.5%	0.0%	0.0%	0.6%	0.6%
Training Institutions ²	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotable ³	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
⁴	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Results

Total Net Availability			7.5%		13.6%		3.1%		8.3%		1.5%		0.5%		0.0%		0.6%
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¹ 2006-2010 American Community Survey (1W-Worksite) --> [Custom Census Area] : DISTRICT WIDE PLUS MILW & NORTHERN IL

The Company has used the term 'Availability' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of the Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

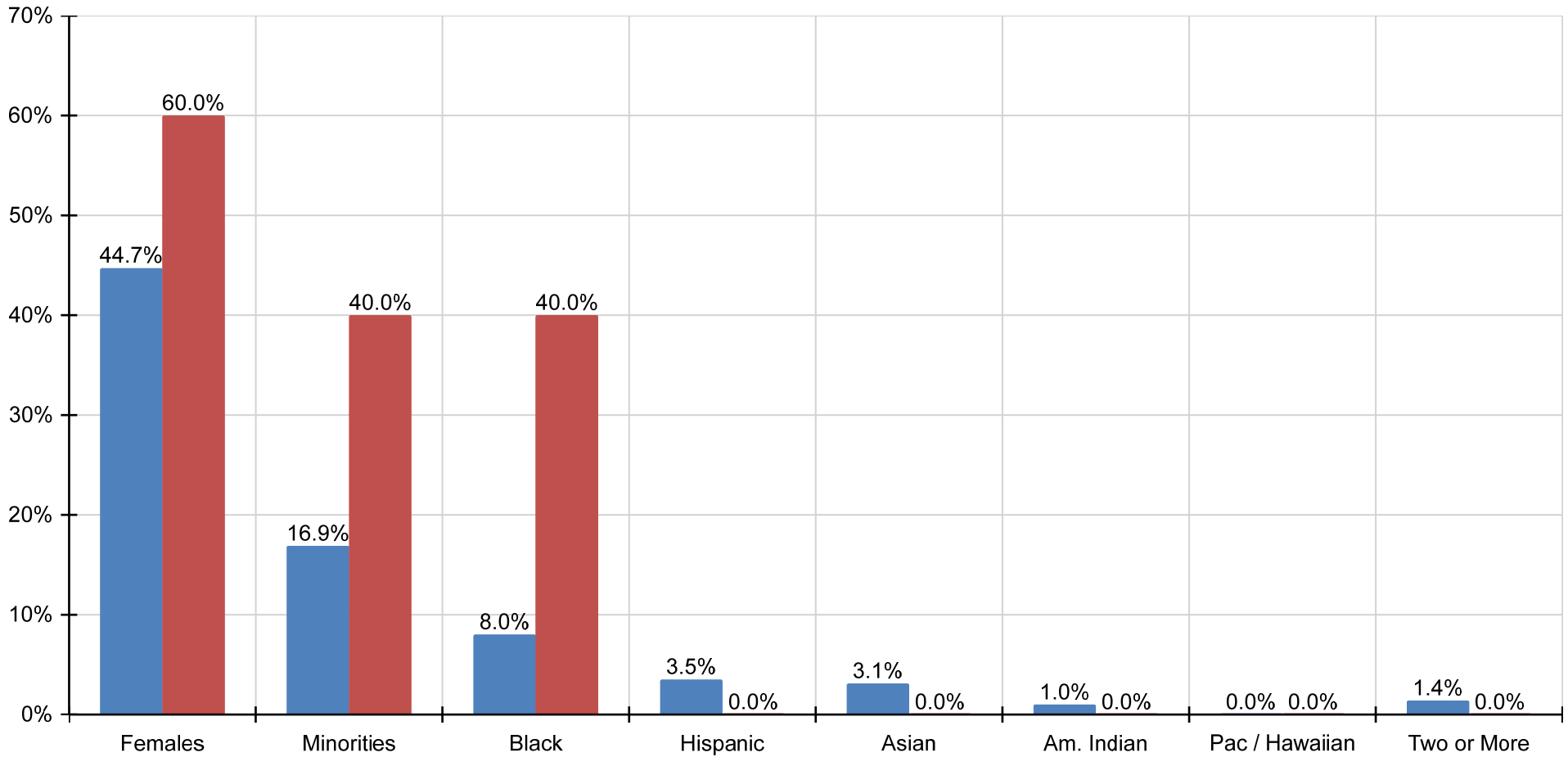
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
1A : EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL

Availability Utilization



GATEWAY TECHNICAL COLLEGE

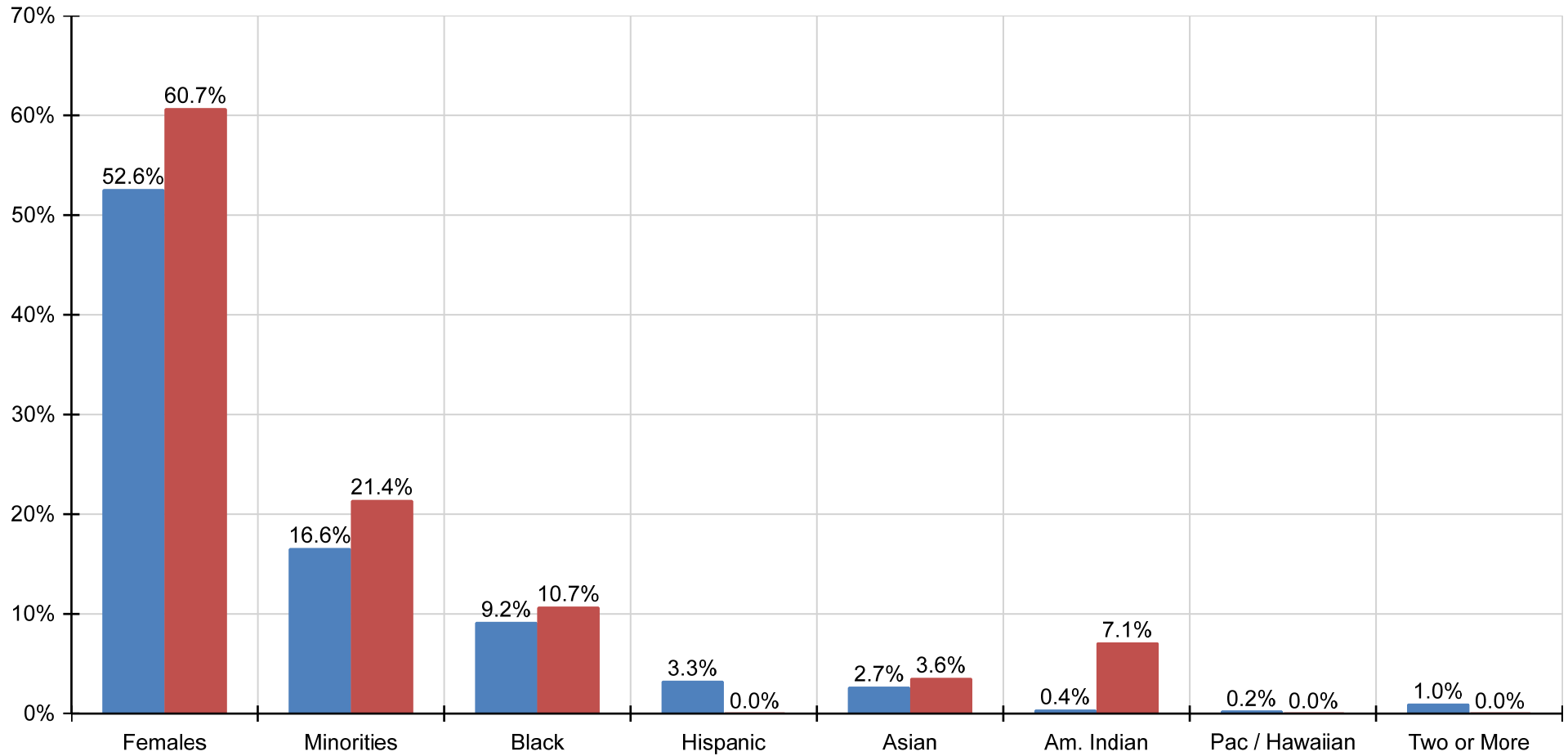
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
1B : EXECUTIVE ADMIN - DIRECTOR

Availability Utilization



GATEWAY TECHNICAL COLLEGE

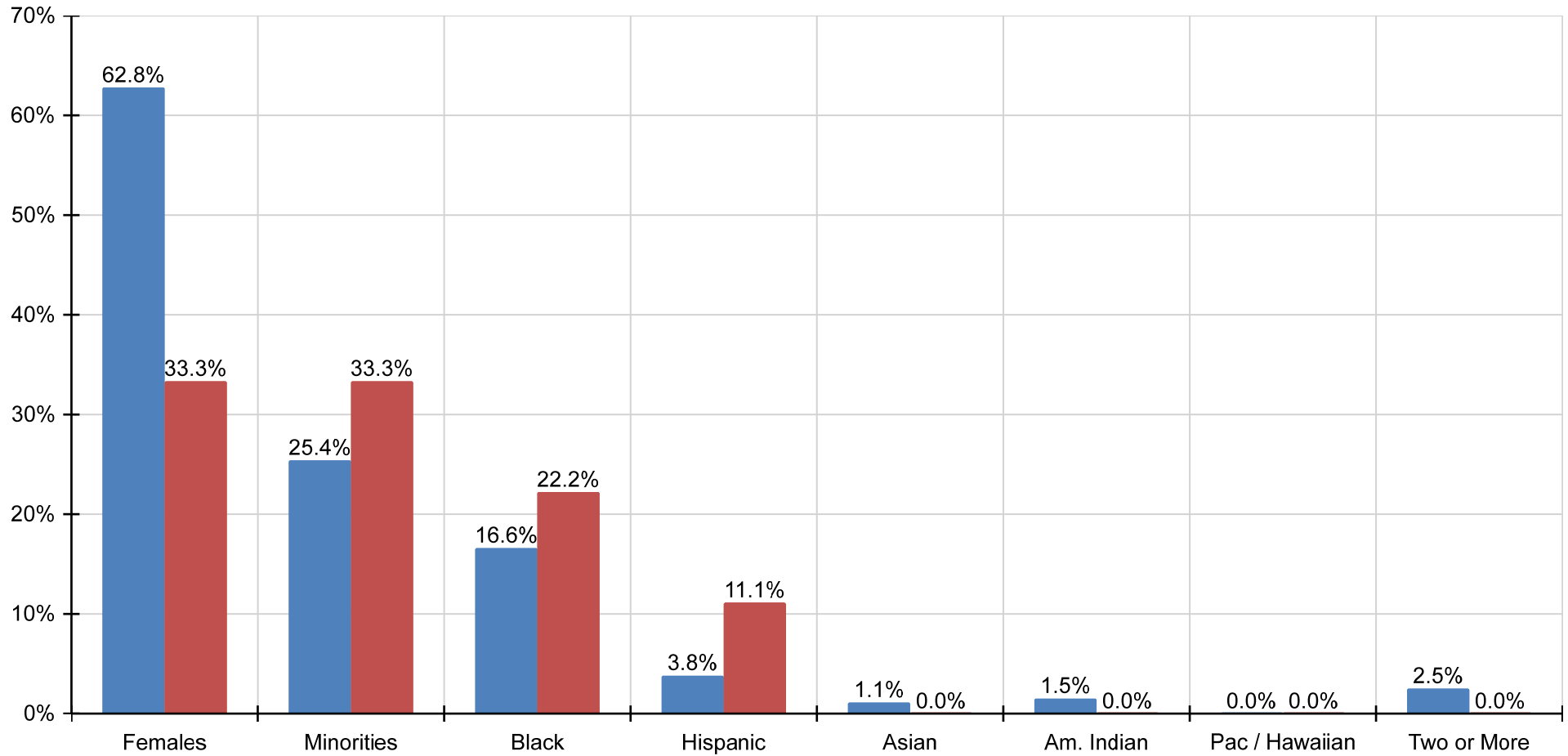
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
1C : EXECUTIVE ADMIN - DEAN

Availability Utilization



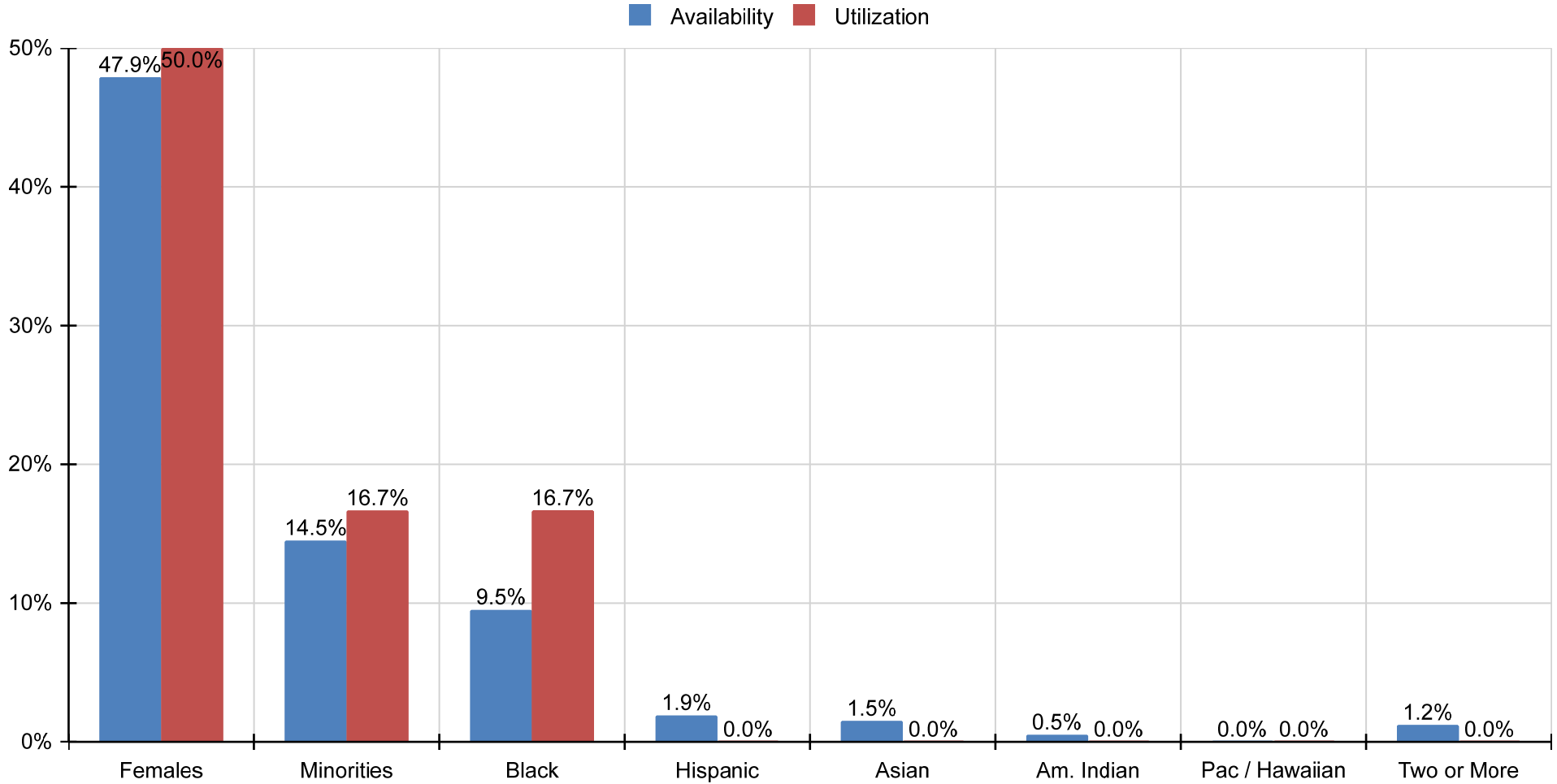
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
1D : EXECUTIVE ADMIN - ASSOC/ASSIST



GATEWAY TECHNICAL COLLEGE

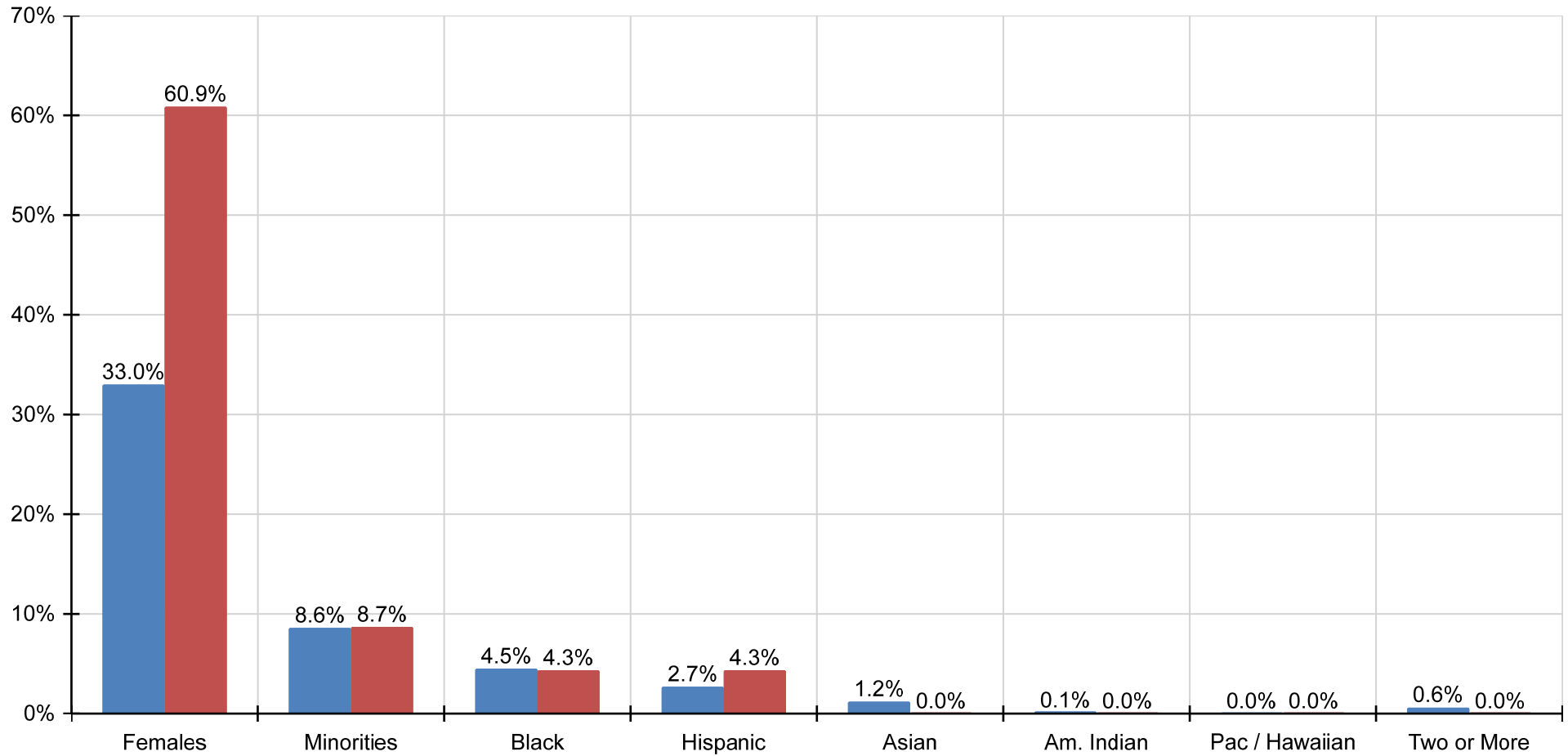
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
1E : EXECUTIVE ADMIN - LL MANAGER

Availability Utilization



GATEWAY TECHNICAL COLLEGE

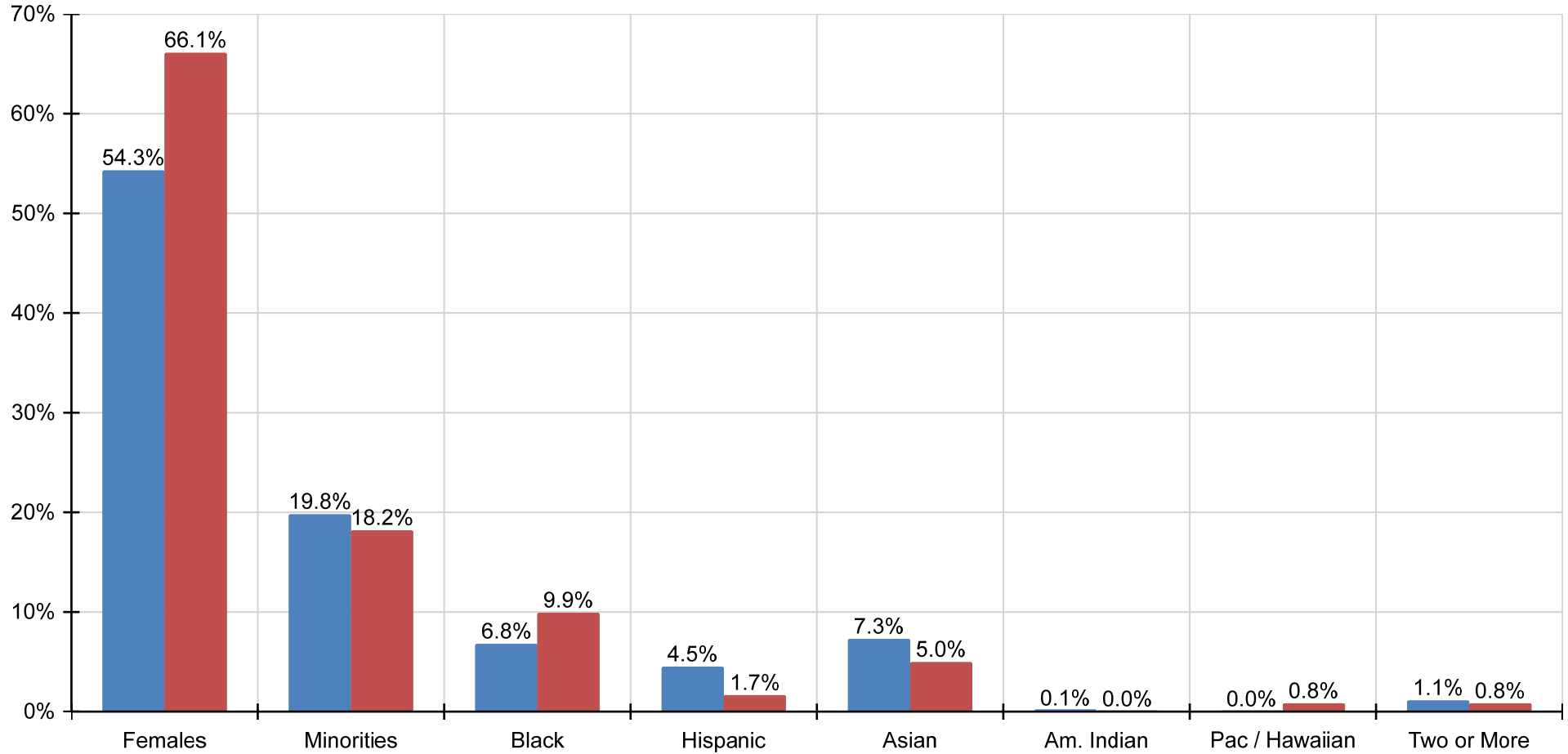
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
2A : FACULTY

Availability Utilization



GATEWAY TECHNICAL COLLEGE

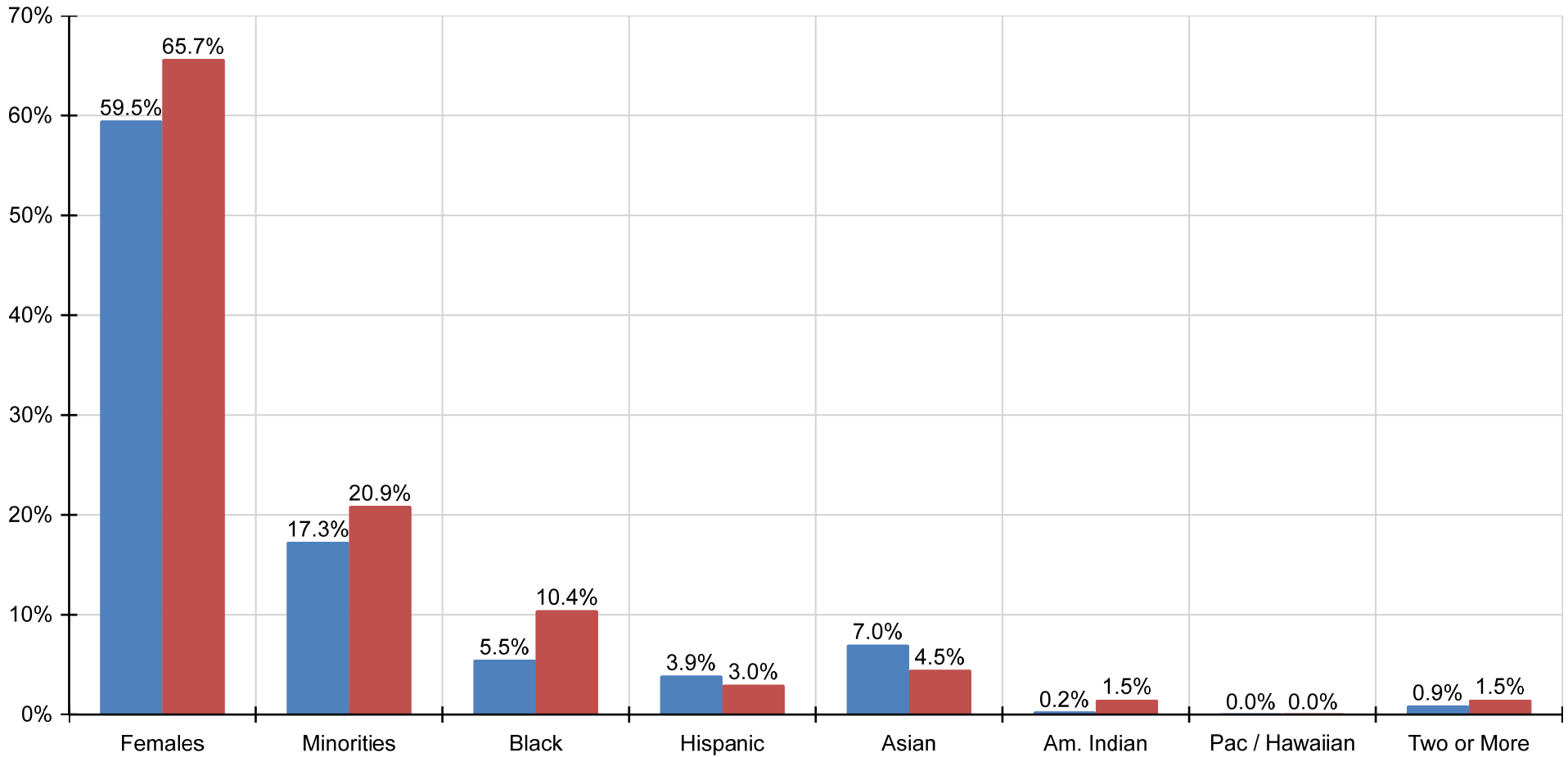
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
2B : FACULTY - SPECIAL

Availability Utilization



GATEWAY TECHNICAL COLLEGE

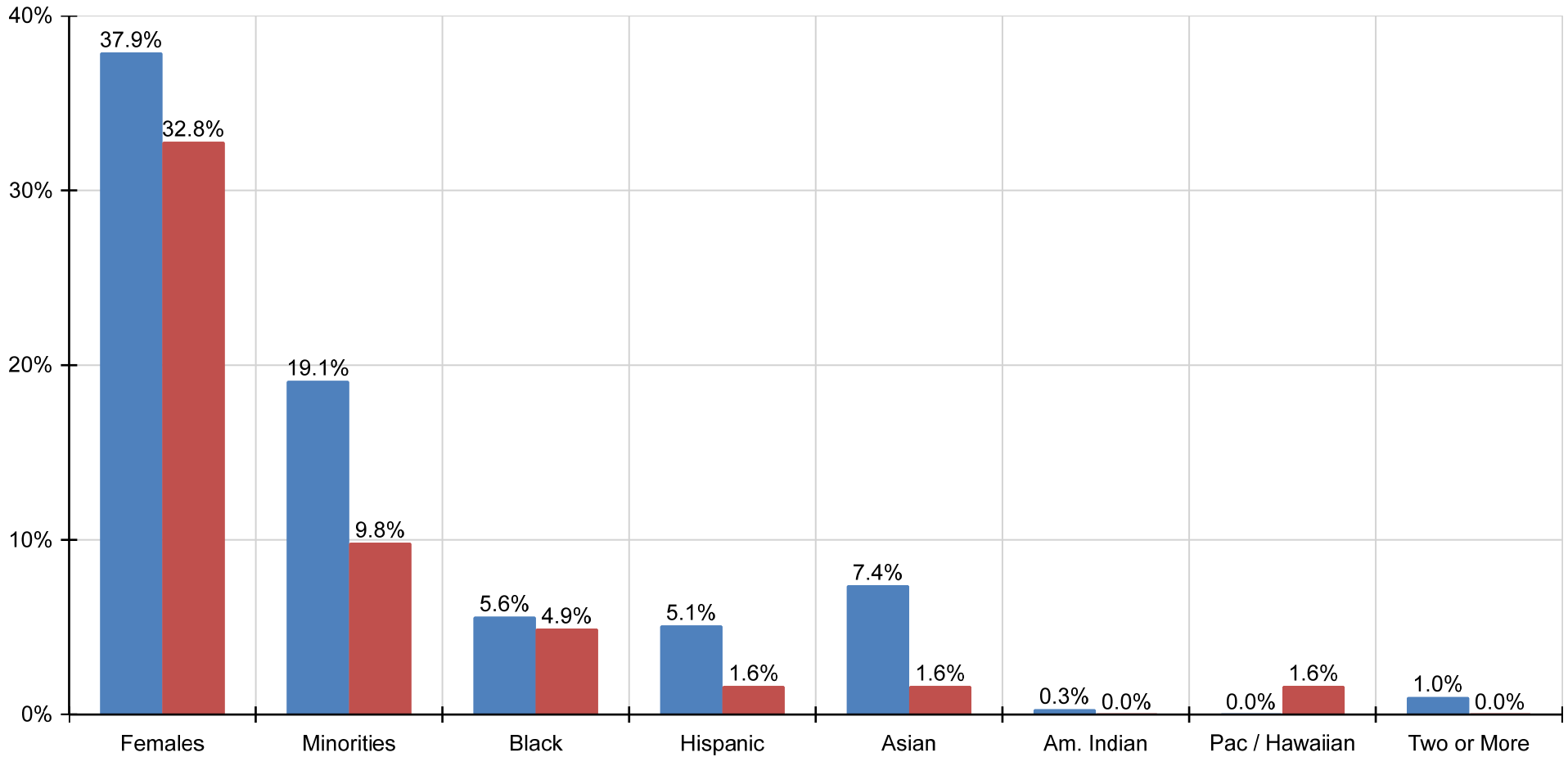
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
2C : FACULTY - HTP

Availability Utilization



GATEWAY TECHNICAL COLLEGE

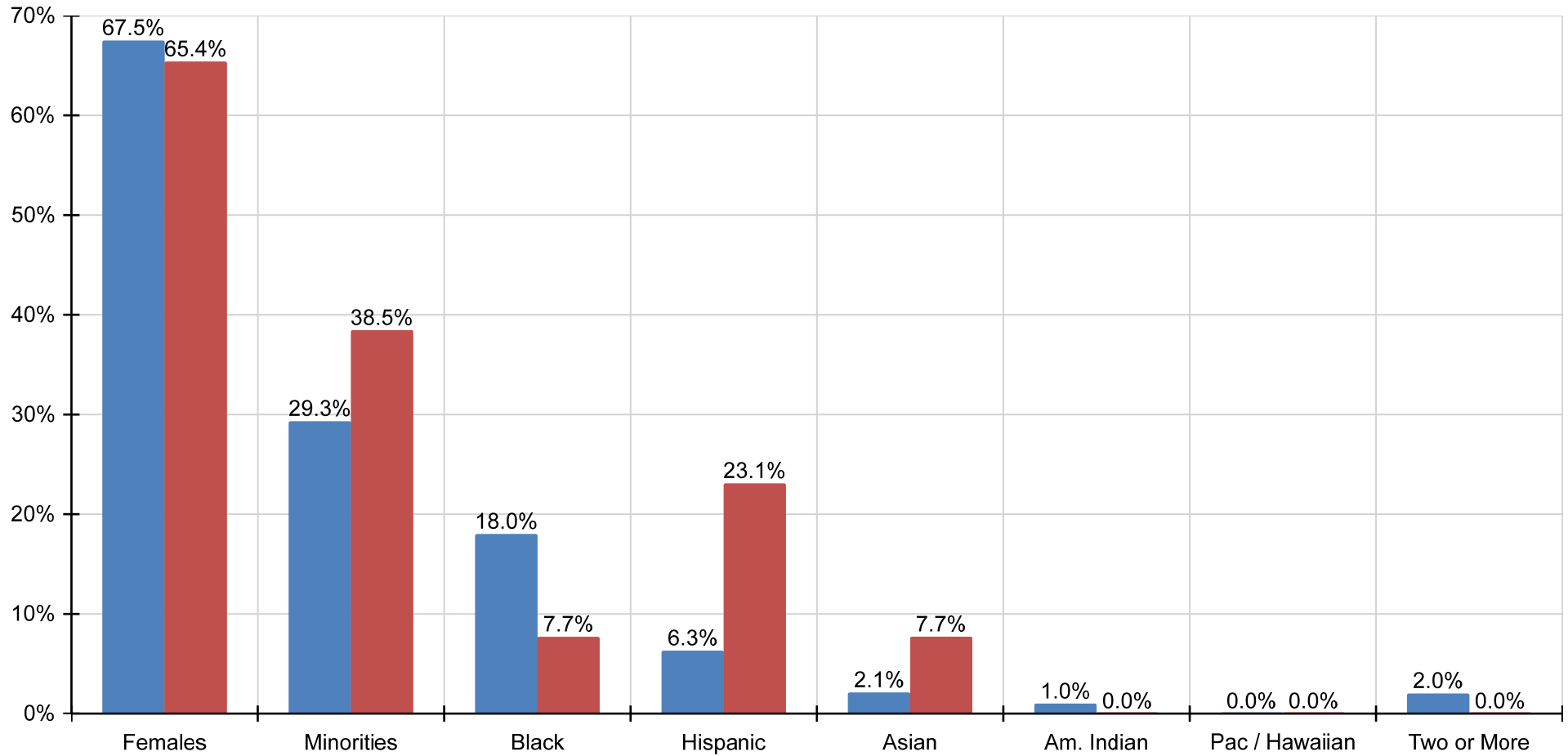
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
3A : PROFESSIONAL - COUNSELOR

Availability Utilization



GATEWAY TECHNICAL COLLEGE

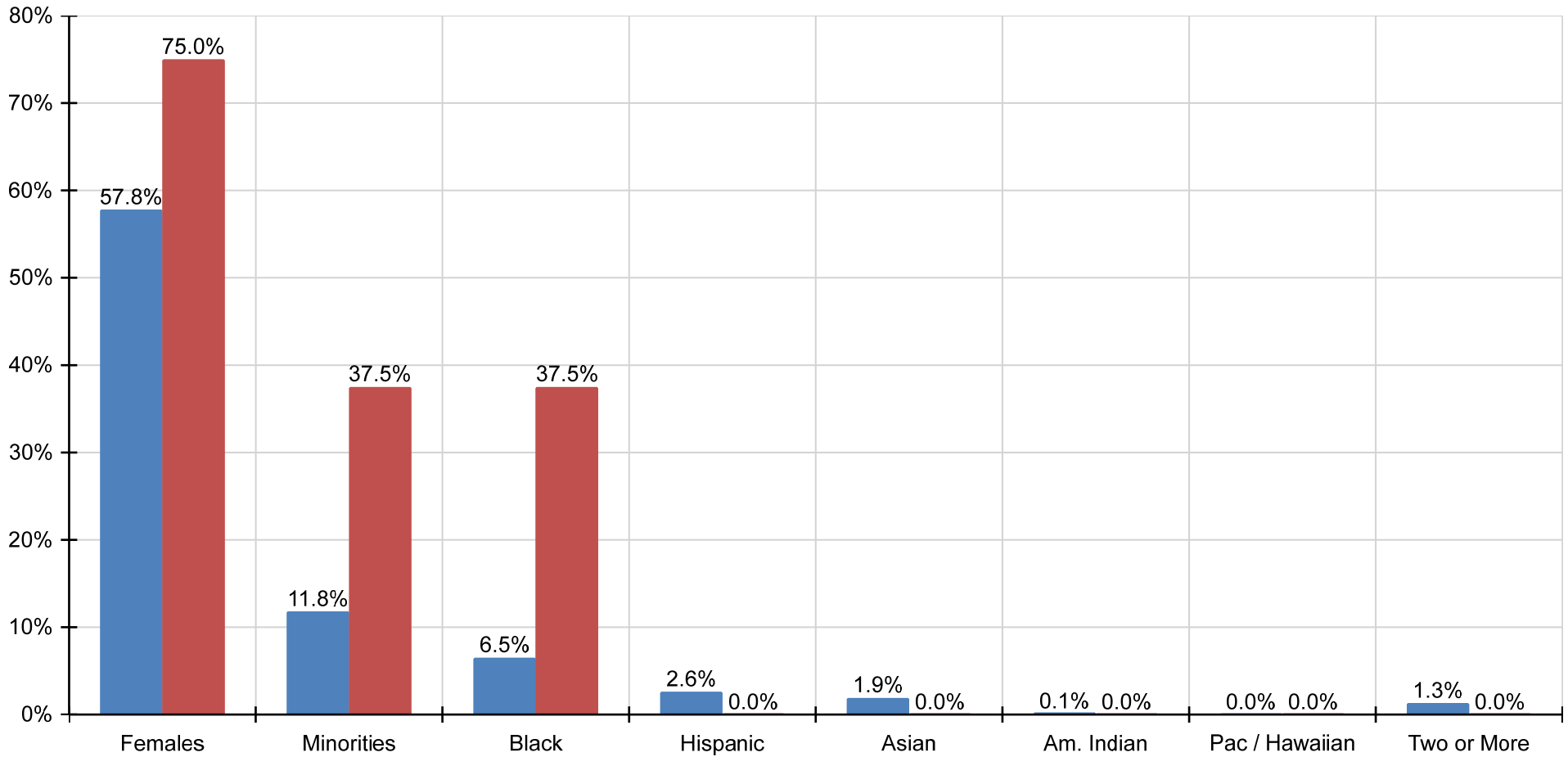
3520 30th Avenue

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07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
3BA : PROFESSIONAL A - SPECIALIST

Availability Utilization



GATEWAY TECHNICAL COLLEGE

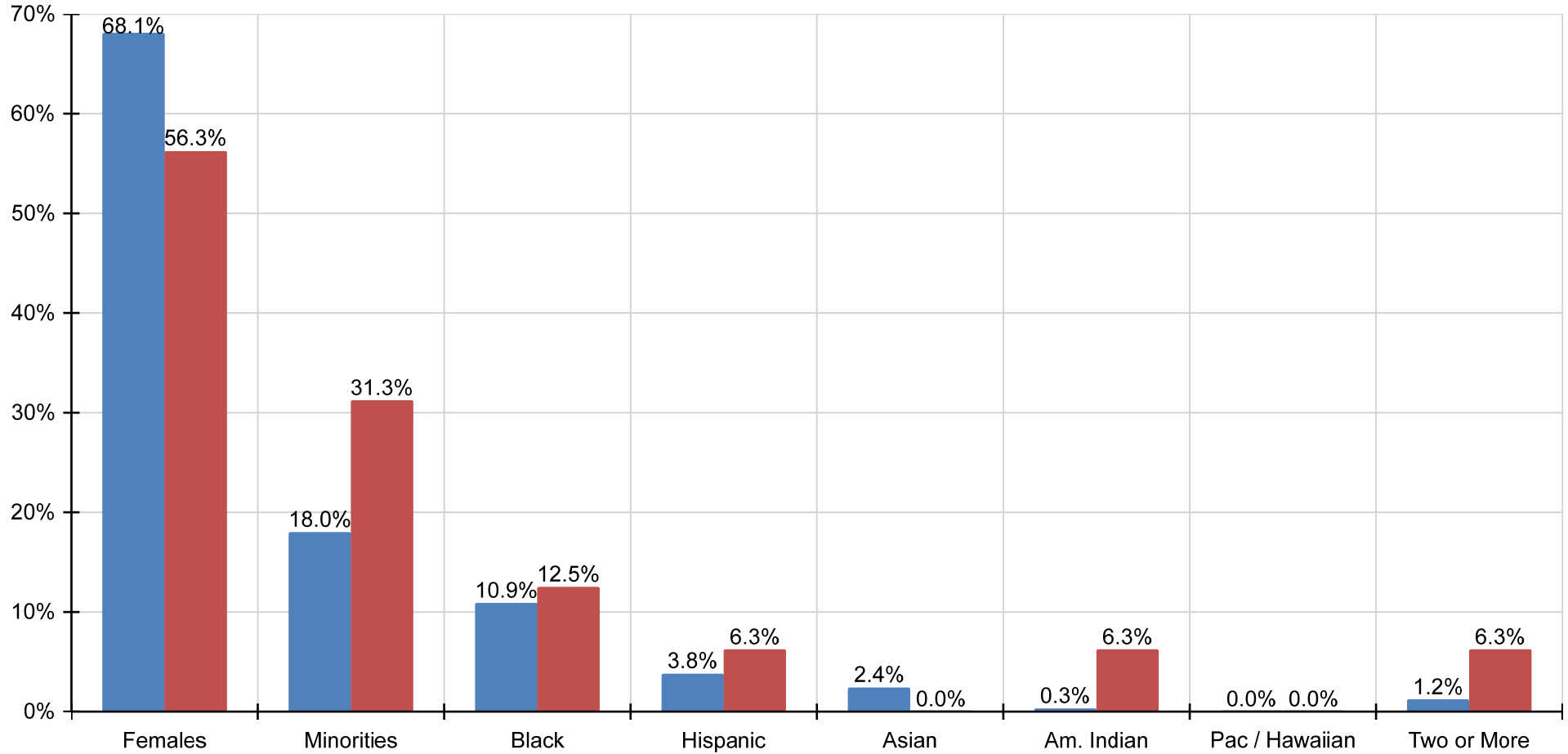
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
3BH : PROFESSIONAL H - SPECIALIST

Availability Utilization



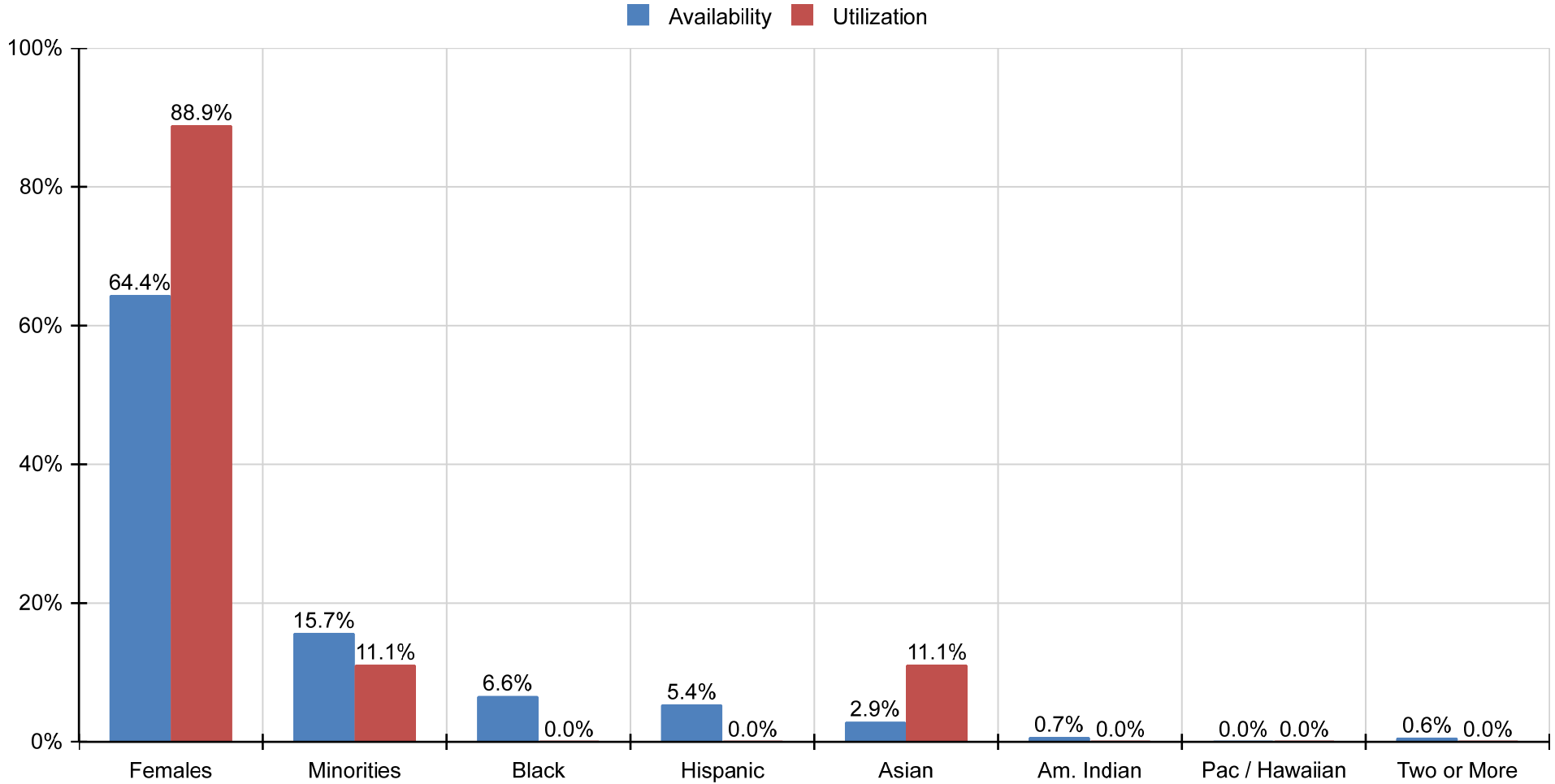
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
3CA : PROFESSIONAL - OTHER



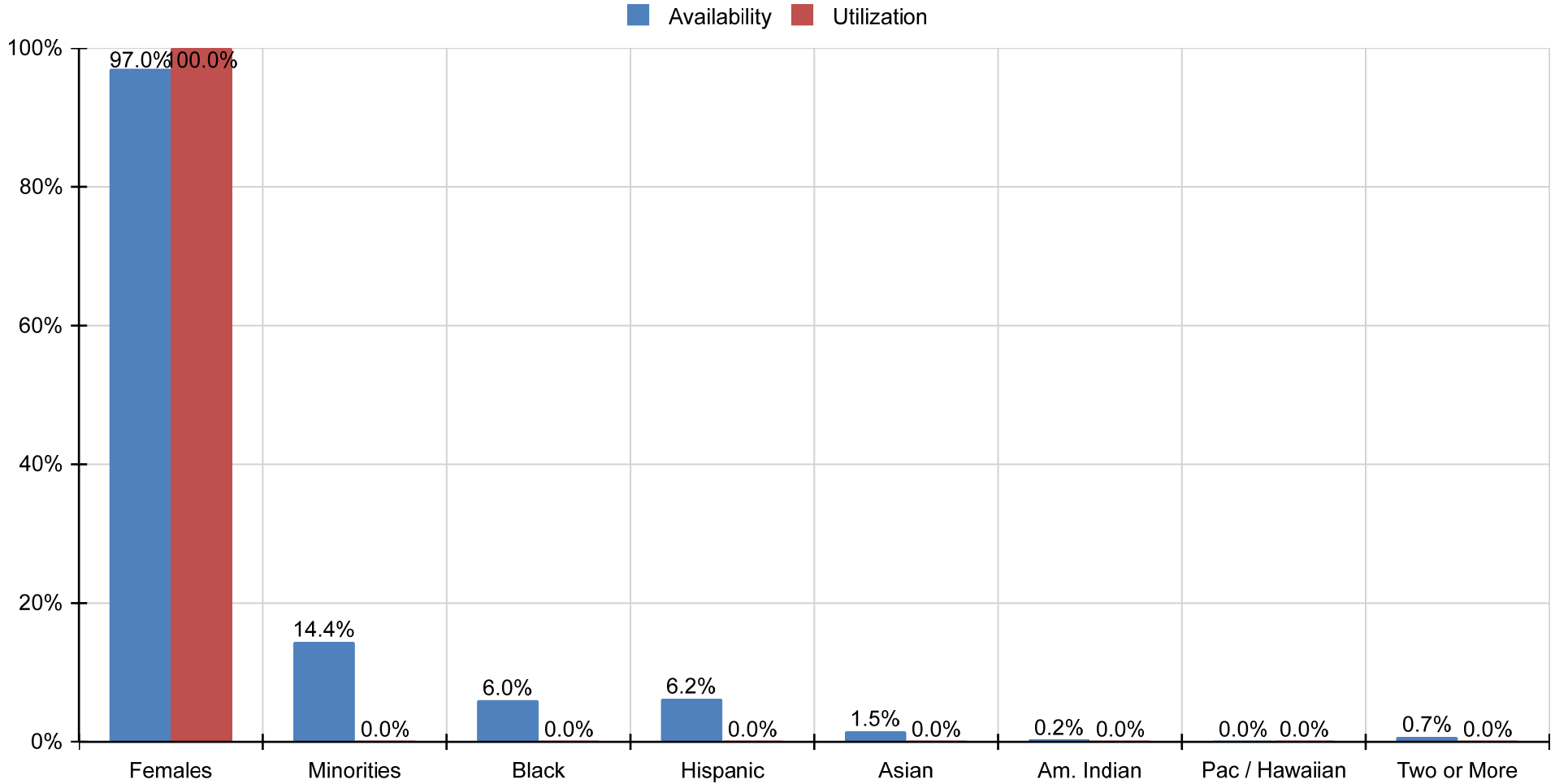
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
3CH : PROFESSIONAL H - OTHER



GATEWAY TECHNICAL COLLEGE

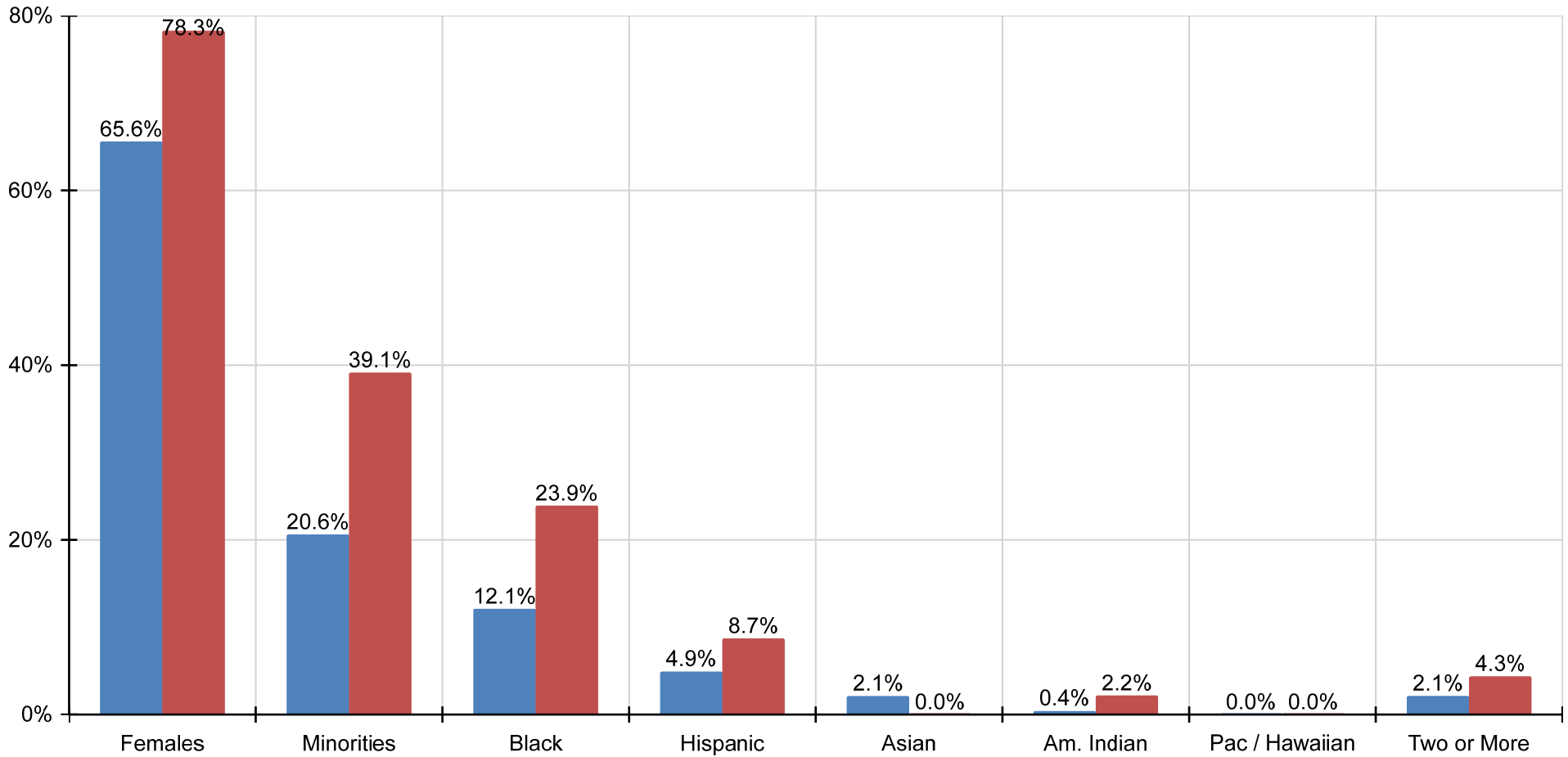
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
3D : PROFESSIONAL - STUDENT SUPPORT

Availability Utilization



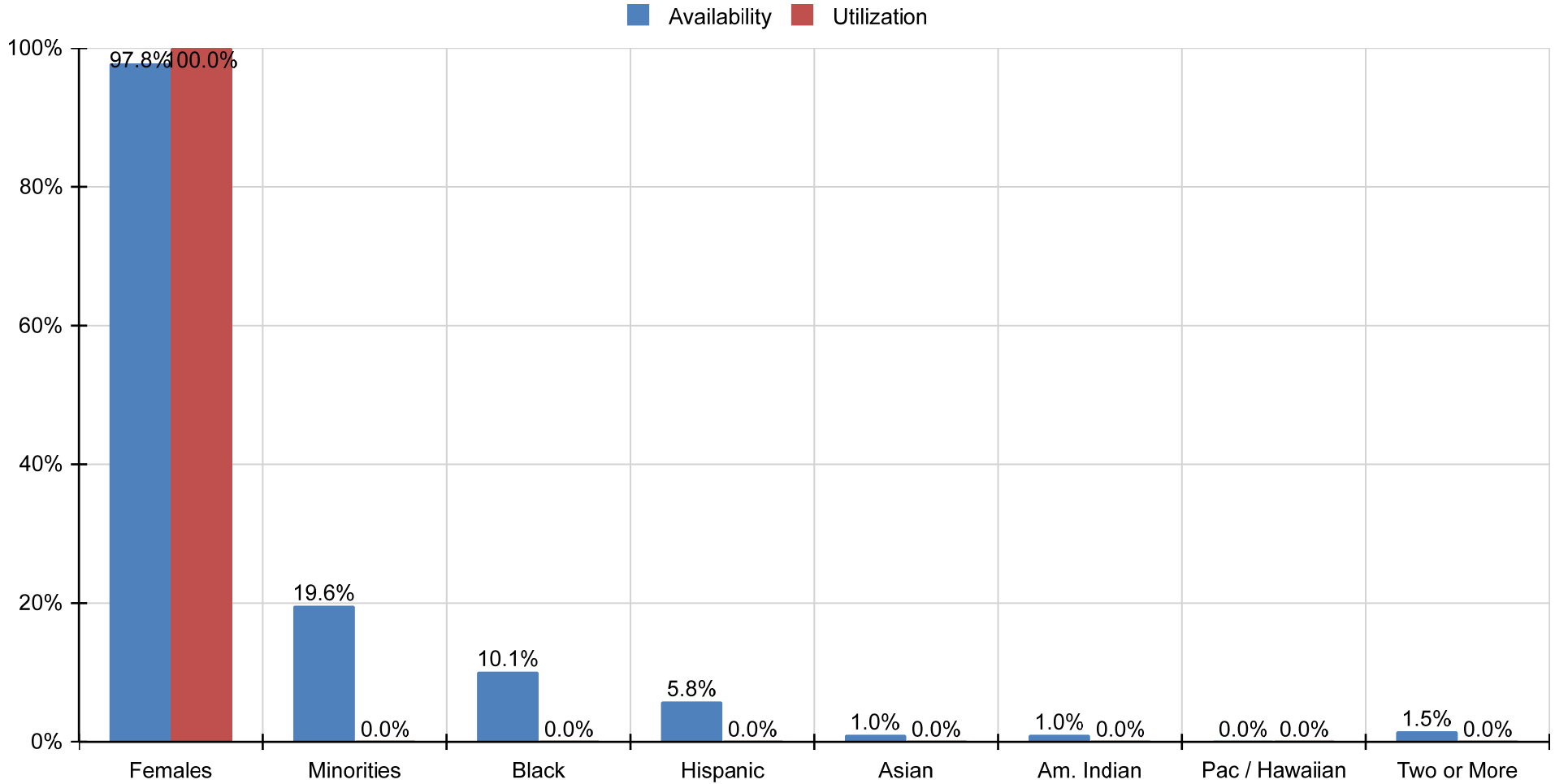
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
4AA : CLERICAL - AA



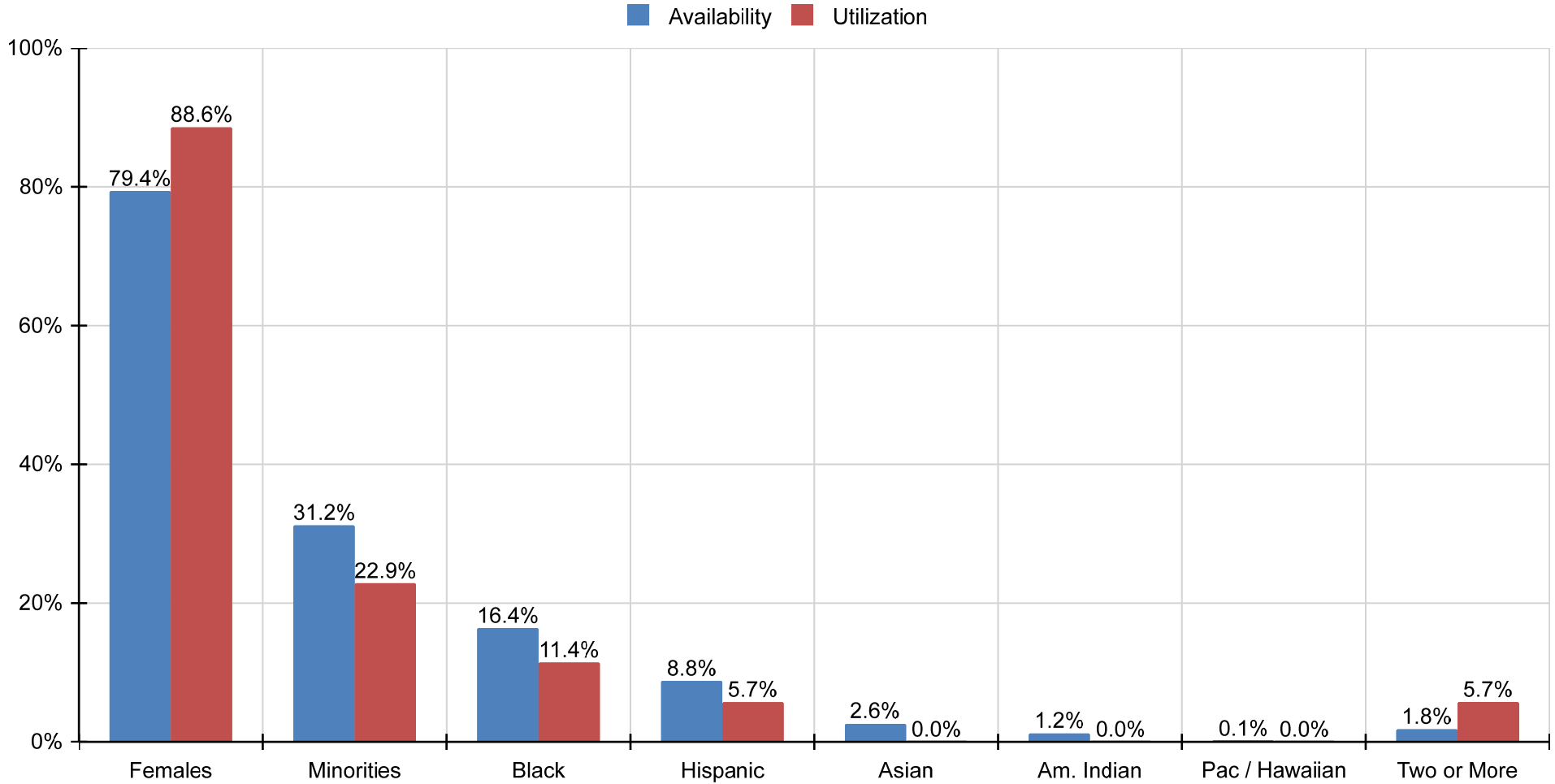
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
4AH : CLERICAL H - AA



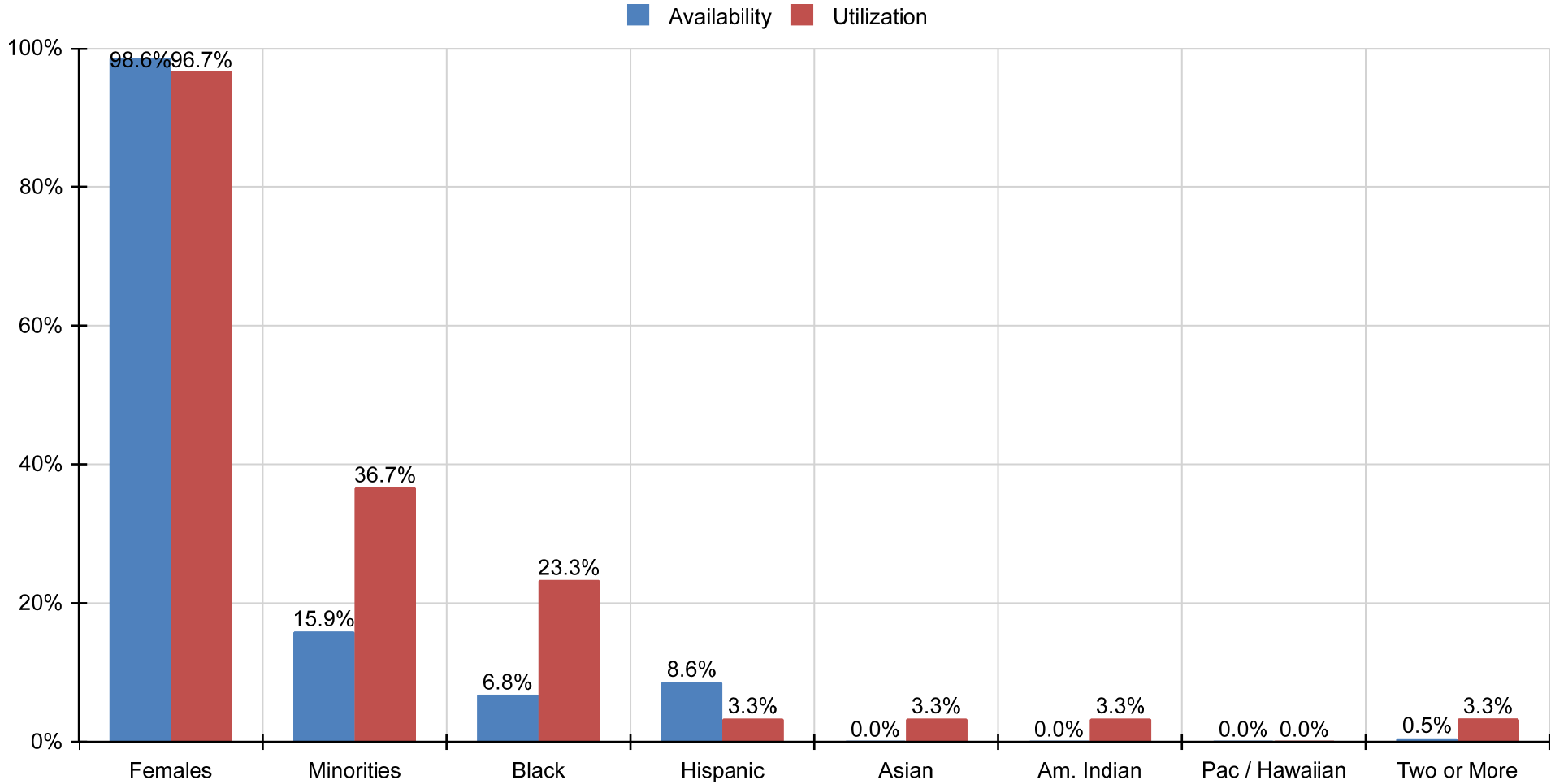
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
4B : CLERICAL - ASSOCIATE



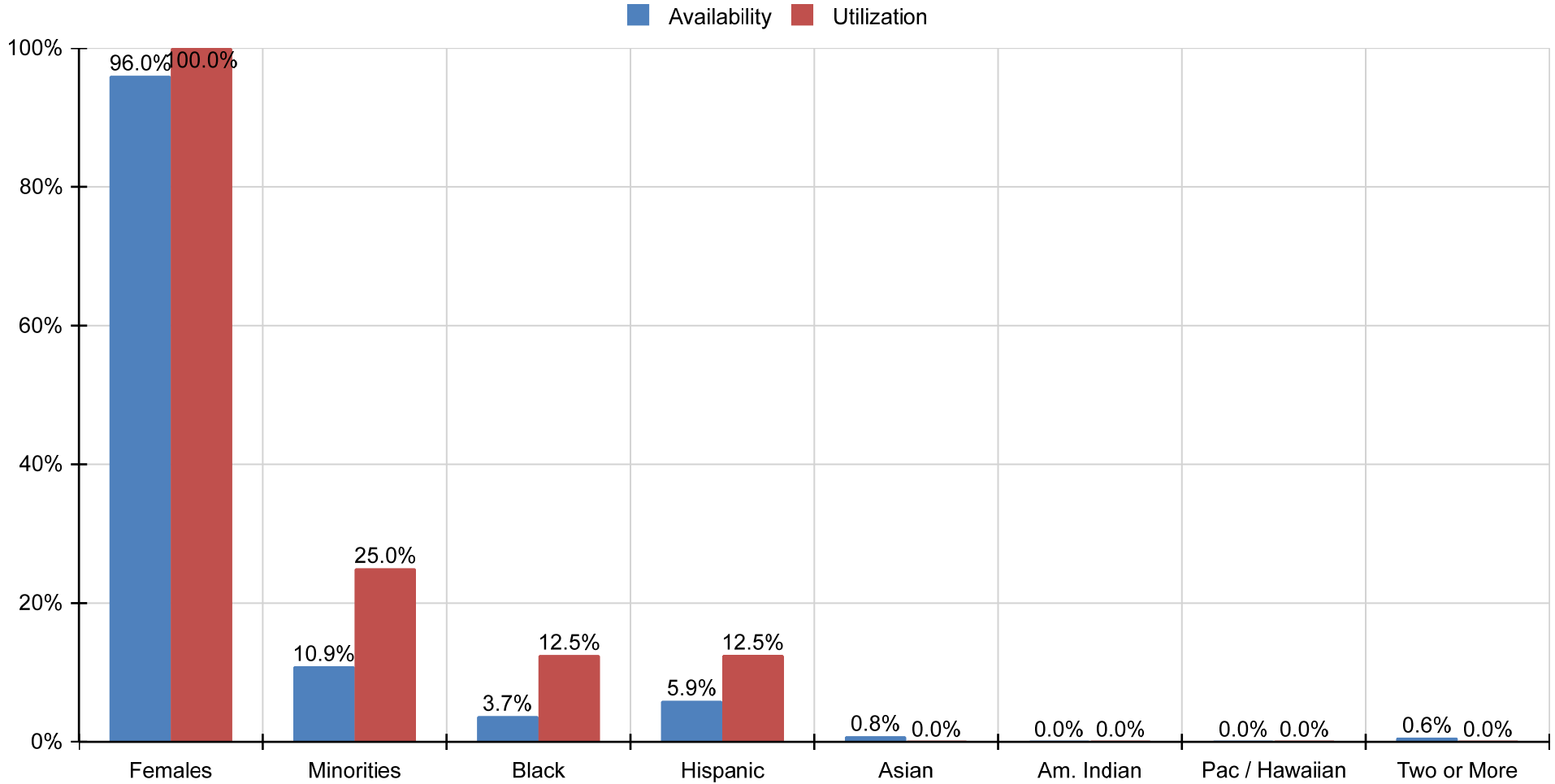
GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
4C : CLERICAL - AIDE



GATEWAY TECHNICAL COLLEGE

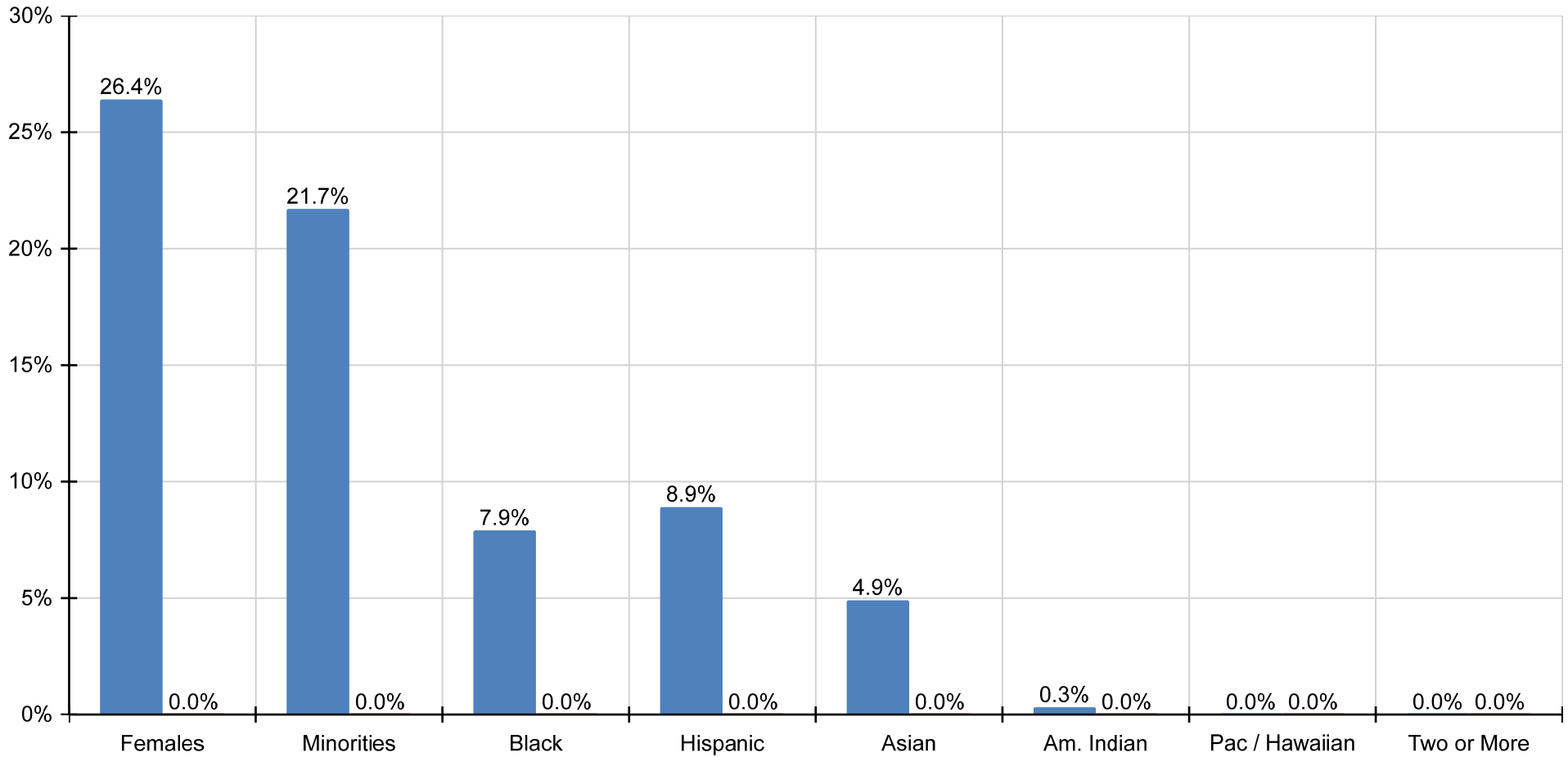
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
5AA : TECHNICAL A - STUDENT SUPPORT

Availability Utilization



GATEWAY TECHNICAL COLLEGE

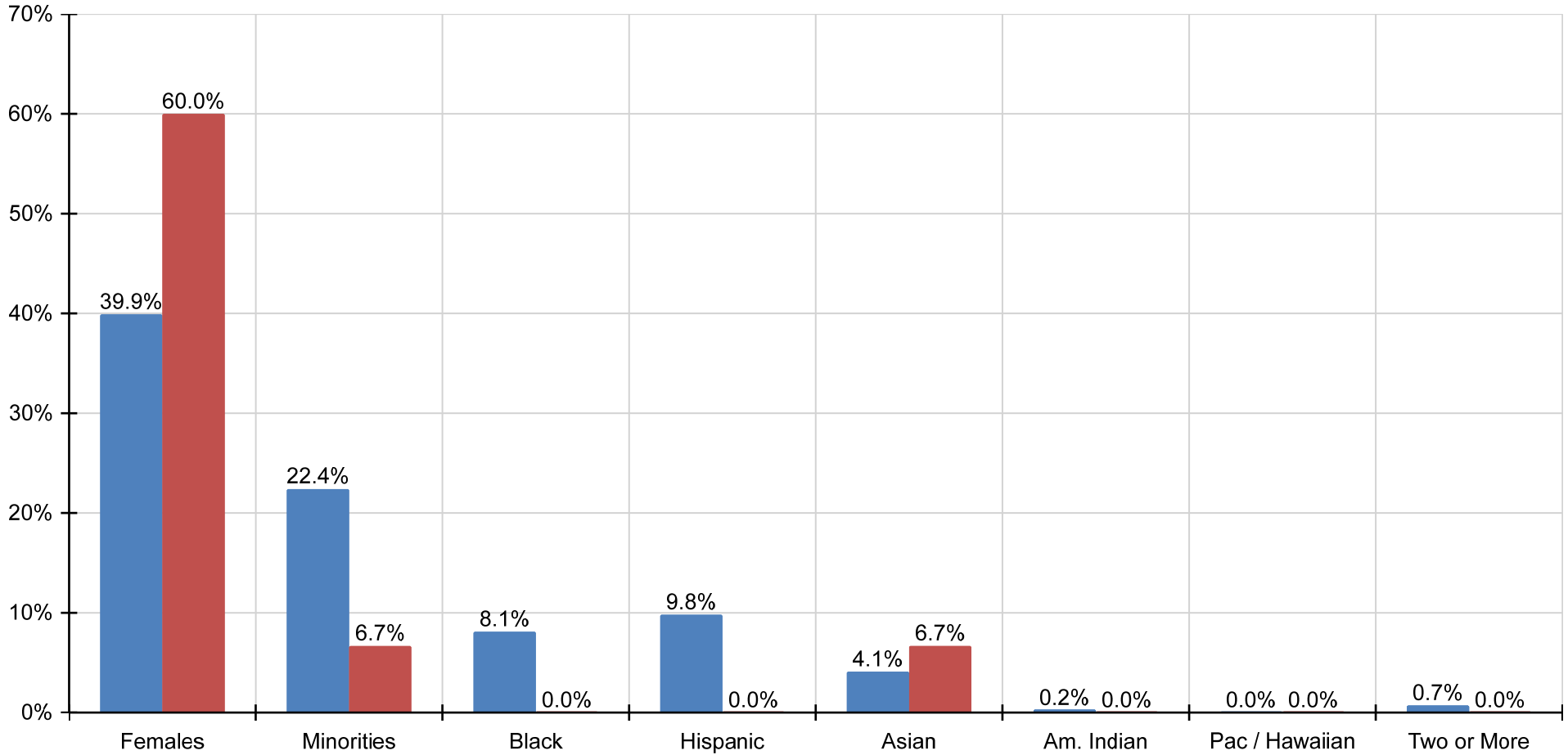
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
5AH : TECHNICAL H - STUDENT

Availability Utilization



GATEWAY TECHNICAL COLLEGE

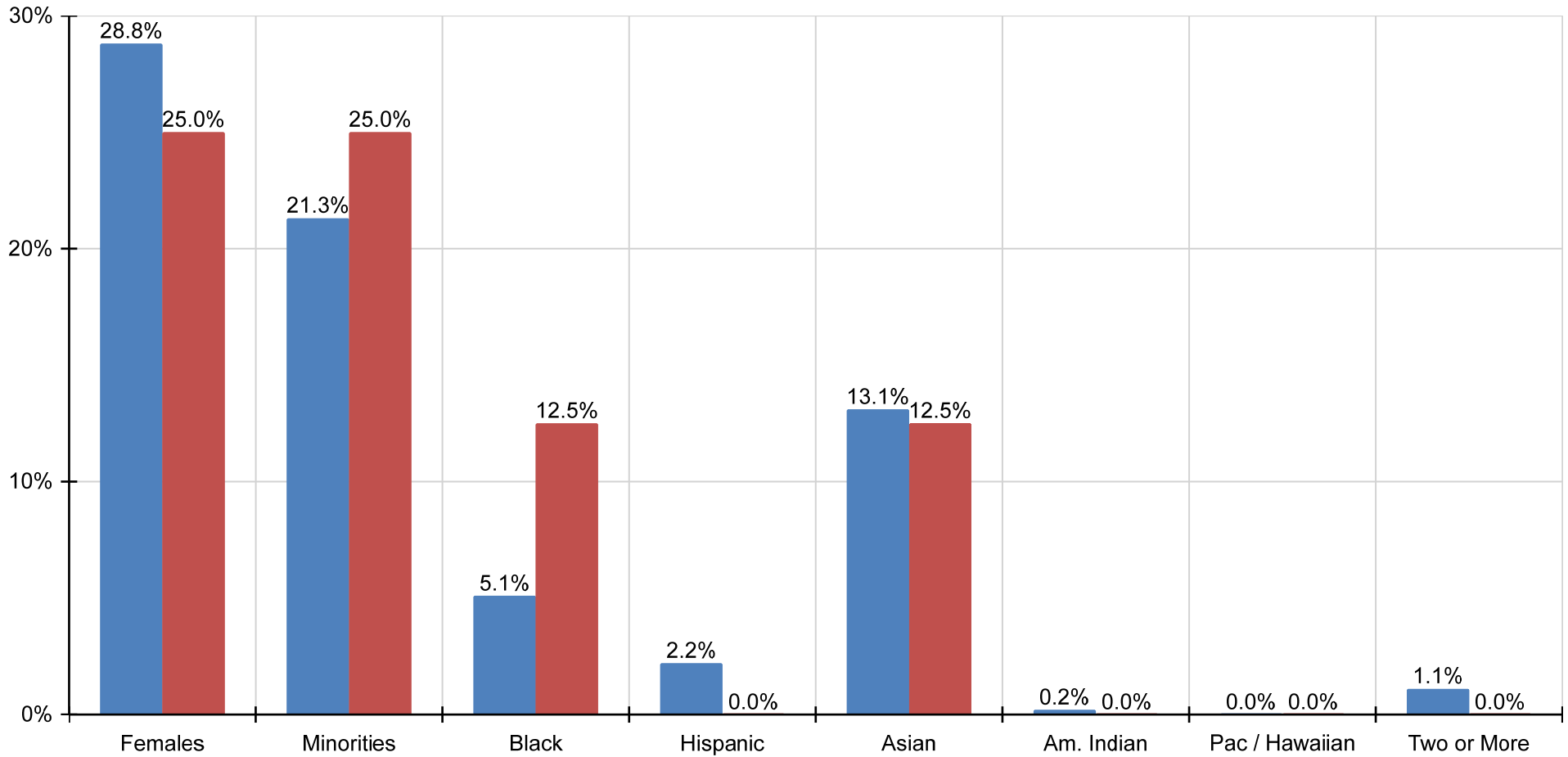
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
5DA : TECHNICAL A - COMPUTER

Availability Utilization



GATEWAY TECHNICAL COLLEGE

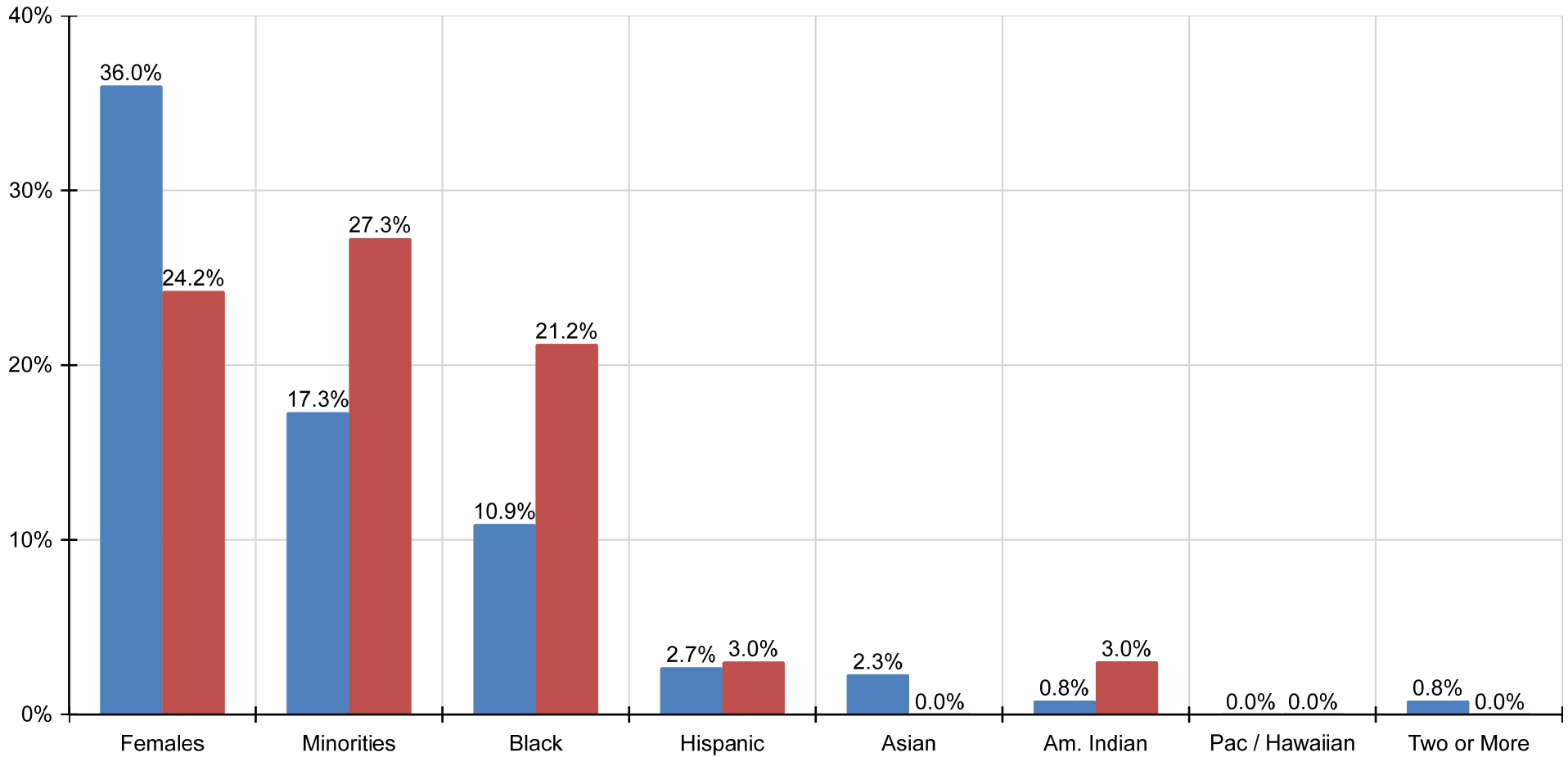
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
5DH : TECHNICAL H - COMUTER

Availability Utilization



GATEWAY TECHNICAL COLLEGE

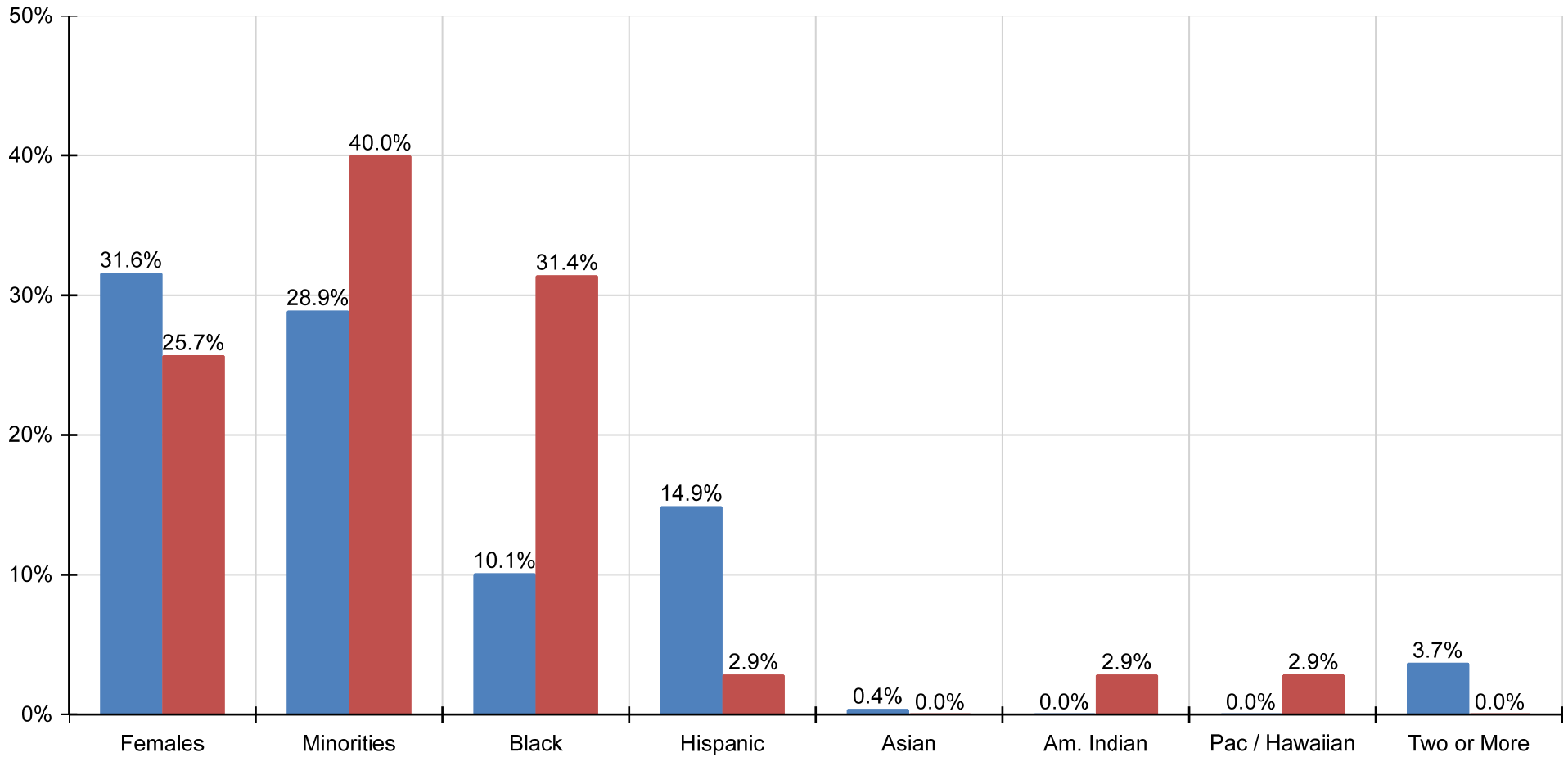
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
7A : SERVICE - CUSTODIAN

Availability Utilization



GATEWAY TECHNICAL COLLEGE

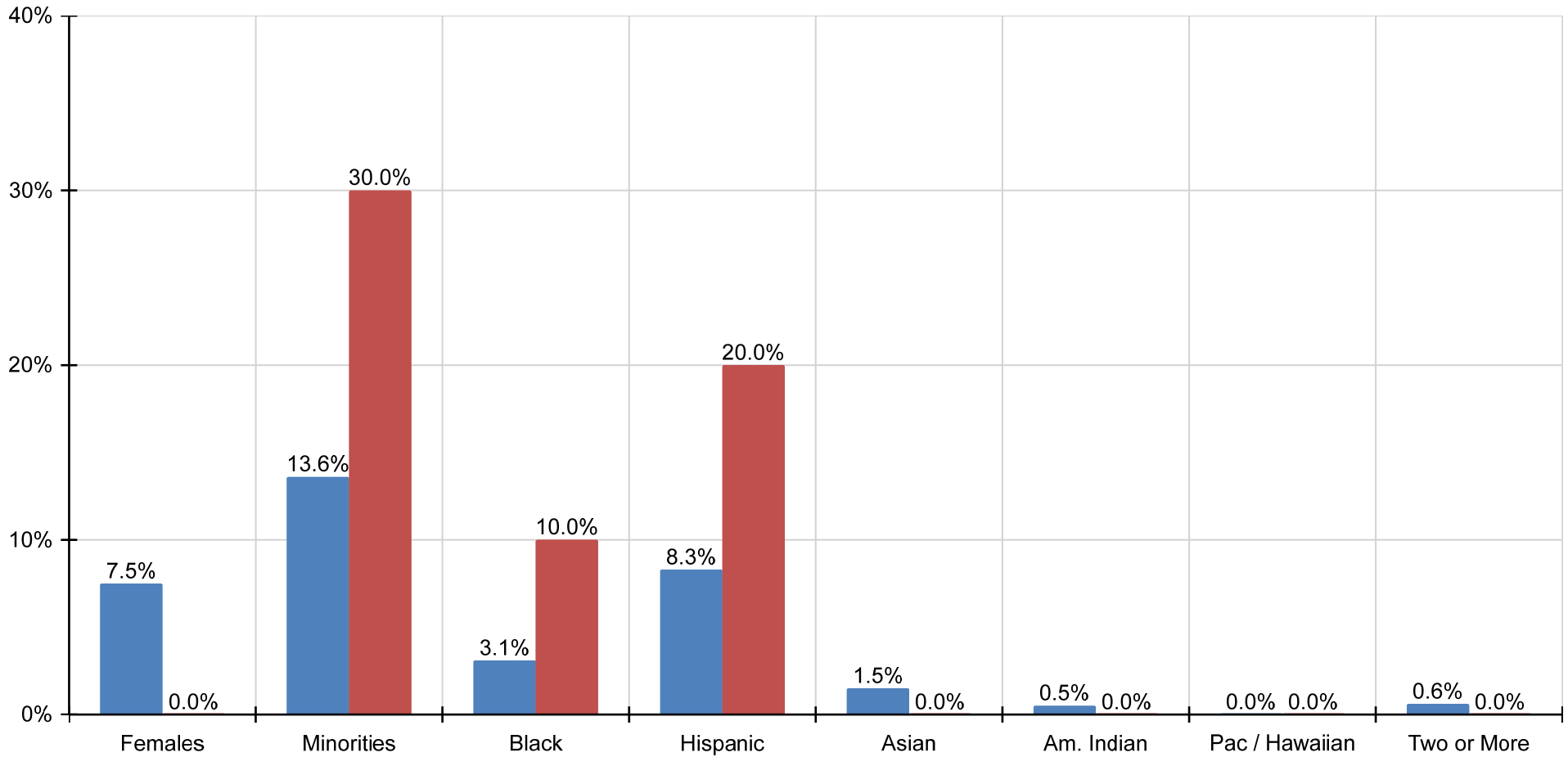
3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Availability and Utilization Summary Graph
7B : SERVICE - MECHANIC

Availability Utilization



PLACEMENT GOALS - COMPARING INCUMBENCY TO AVAILABILITY

41 CFR Section 60-2.15(b), 60-2.16 (b)

Kenosha Campus compares the percentage of women and minorities in each job group determined pursuant to Sec. 60-2.13 with the availability for those job groups determined pursuant to Sec. 60-2.14. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that particular job group, a placement goal is established in accordance with Sec. 60-2.16.

Placement goals serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals are also used to measure progress toward achieving equal employment opportunity. The establishment of a goal under Sec. 60-2.15 is neither a finding nor an admission of discrimination. Where, pursuant to Sec. 60-2.15, a placement goal for a particular job group is established, a percentage goal is equal to the availability figure derived for women or minorities, as appropriate, for that job group.

In establishing placement goals, the following principles from Sec 60-2.16(e) also apply:

- 1.** Placement goals are neither rigid nor inflexible quotas, nor are they considered to be either a ceiling or a floor for the employment of particular groups.
- 2.** All employment decisions are made in a nondiscriminatory manner. Placement goals are not used to extend a preference to any individual, to select an individual, or to adversely affect an individual's employment status on the basis of that person's race, color, religion, sex, sexual orientation, gender identity, or national origin.
- 3.** Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- 4.** Placement goals are not used to supersede merit selection principles.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

1A : EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL

Total Employees : 10

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	6	4	4	0	0	0	0	0
Current Utilization	60.0%	40.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	44.7%	16.9%	8.0%	3.5%	3.1%	1.0%	0.0%	1.4%
80% of Total Availability	35.8%	13.5%	6.4%	2.8%	2.5%	0.8%	0.0%	1.1%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	24.2%	26.5%	33.6%	-2.8%	-2.5%	-0.8%	0.0%	-1.1%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

1B : EXECUTIVE ADMIN - DIRECTOR

Total Employees : 28

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	17	6	3	0	1	2	0	0
Current Utilization	60.7%	21.4%	10.7%	0.0%	3.6%	7.1%	0.0%	0.0%
Total Availability	52.6%	16.6%	9.2%	3.3%	2.7%	0.4%	0.2%	1.0%
80% of Total Availability	42.1%	13.3%	7.4%	2.6%	2.2%	0.3%	0.2%	0.8%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	18.6%	8.1%	3.4%	-2.6%	1.4%	6.8%	-0.2%	-0.8%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

1C : EXECUTIVE ADMIN - DEAN

Total Employees : 9

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	3	3	2	1	0	0	0	0
Current Utilization	33.3%	33.3%	22.2%	11.1%	0.0%	0.0%	0.0%	0.0%
Total Availability	62.8%	25.4%	16.6%	3.8%	1.1%	1.5%	0.0%	2.5%
80% of Total Availability	50.2%	20.3%	13.3%	3.0%	0.9%	1.2%	0.0%	2.0%
Number of Persons Underutilized	2	0	0	0	0	0	0	0
80% Rule								
Test Result	-16.9%	13.0%	8.9%	8.1%	-0.9%	-1.2%	0.0%	-2.0%
Placement Goal?*	Yes	No	No	No	No	No	No	No
Current Placement Goal	62.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

1D : EXECUTIVE ADMIN - ASSOC/ASSIST

Total Employees : 6

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	3	1	1	0	0	0	0	0
Current Utilization	50.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	47.9%	14.5%	9.5%	1.9%	1.5%	0.5%	0.0%	1.2%
80% of Total Availability	38.3%	11.6%	7.6%	1.5%	1.2%	0.4%	0.0%	1.0%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	11.7%	5.1%	9.1%	-1.5%	-1.2%	-0.4%	0.0%	-1.0%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

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GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

1E : EXECUTIVE ADMIN - LL MANAGER

Total Employees : 23

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	14	2	1	1	0	0	0	0
Current Utilization	60.9%	8.7%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%
Total Availability	33.0%	8.6%	4.5%	2.7%	1.2%	0.1%	0.0%	0.6%
80% of Total Availability	26.4%	6.9%	3.6%	2.2%	1.0%	0.1%	0.0%	0.5%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	34.5%	1.8%	0.7%	2.2%	-1.0%	-0.1%	0.0%	-0.5%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

2A : FACULTY

Total Employees : 121

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	80	22	12	2	6	0	1	1
Current Utilization	66.1%	18.2%	9.9%	1.7%	5.0%	0.0%	0.8%	0.8%
Total Availability	54.3%	19.8%	6.8%	4.5%	7.3%	0.1%	0.0%	1.1%
80% of Total Availability	43.4%	15.8%	5.4%	3.6%	5.8%	0.1%	0.0%	0.9%
Number of Persons Underutilized	0	0	0	2	1	0	0	0
80% Rule								
Test Result	22.7%	2.3%	4.5%	-1.9%	-0.9%	-0.1%	0.8%	-0.1%
Placement Goal?*	No	No	No	Yes	Yes	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	4.5%	7.3%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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Annual Goals Report

41 CFR Section 60-2.16

2B : FACULTY - SPECIAL

Total Employees : 67

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	44	14	7	2	3	1	0	1
Current Utilization	65.7%	20.9%	10.4%	3.0%	4.5%	1.5%	0.0%	1.5%
Total Availability	59.5%	17.3%	5.5%	3.9%	7.0%	0.2%	0.0%	0.9%
80% of Total Availability	47.6%	13.8%	4.4%	3.1%	5.6%	0.2%	0.0%	0.7%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	18.1%	7.1%	6.0%	-0.1%	-1.1%	1.3%	0.0%	0.8%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

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Annual Goals Report

41 CFR Section 60-2.16

2C : FACULTY - HTP

Total Employees : 61

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	20	6	3	1	1	0	1	0
Current Utilization	32.8%	9.8%	4.9%	1.6%	1.6%	0.0%	1.6%	0.0%
Total Availability	37.9%	19.1%	5.6%	5.1%	7.4%	0.3%	0.0%	1.0%
80% of Total Availability	30.3%	15.3%	4.5%	4.1%	5.9%	0.2%	0.0%	0.8%
Number of Persons Underutilized	0	3	0	2	3	0	0	0
80% Rule								
Test Result	2.5%	-5.4%	0.4%	-2.4%	-4.3%	-0.2%	1.6%	-0.8%
Placement Goal?*	No	Yes	No	Yes	Yes	No	No	No
Current Placement Goal	0.0%	19.1%	0.0%	5.1%	7.4%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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41 CFR Section 60-2.16

3A : PROFESSIONAL - COUNSELOR

Total Employees : 26

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	17	10	2	6	2	0	0	0
Current Utilization	65.4%	38.5%	7.7%	23.1%	7.7%	0.0%	0.0%	0.0%
Total Availability	67.5%	29.3%	18.0%	6.3%	2.1%	1.0%	0.0%	2.0%
80% of Total Availability	54.0%	23.4%	14.4%	5.0%	1.7%	0.8%	0.0%	1.6%
Number of Persons Underutilized	0	0	2	0	0	0	0	0
80% Rule								
Test Result	11.4%	15.0%	-6.7%	18.0%	6.0%	-0.8%	0.0%	-1.6%
Placement Goal?*	No	No	Yes	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	18.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

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3BA : PROFESSIONAL A - SPECIALIST

Total Employees : 8

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	6	3	3	0	0	0	0	0
Current Utilization	75.0%	37.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	57.8%	11.8%	6.5%	2.6%	1.9%	0.1%	0.0%	1.3%
80% of Total Availability	46.2%	9.4%	5.2%	2.1%	1.5%	0.1%	0.0%	1.0%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	28.8%	28.1%	32.3%	-2.1%	-1.5%	-0.1%	0.0%	-1.0%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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3520 30th Avenue

Kenosha, Wisconsin 53144

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3BH : PROFESSIONAL H - SPECIALIST

Total Employees : 16

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	9	5	2	1	0	1	0	1
Current Utilization	56.3%	31.3%	12.5%	6.3%	0.0%	6.3%	0.0%	6.3%
Total Availability	68.1%	18.0%	10.9%	3.8%	2.4%	0.3%	0.0%	1.2%
80% of Total Availability	54.5%	14.4%	8.7%	3.0%	1.9%	0.2%	0.0%	1.0%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	1.8%	16.9%	3.8%	3.2%	-1.9%	6.0%	0.0%	5.3%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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3CA : PROFESSIONAL - OTHER

Total Employees : 9

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	8	1	0	0	1	0	0	0
Current Utilization	88.9%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%
Total Availability	64.4%	15.7%	6.6%	5.4%	2.9%	0.7%	0.0%	0.6%
80% of Total Availability	51.5%	12.6%	5.3%	4.3%	2.3%	0.6%	0.0%	0.5%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	37.4%	-1.4%	-5.3%	-4.3%	8.8%	-0.6%	0.0%	-0.5%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

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41 CFR Section 60-2.16

3CH : PROFESSIONAL H - OTHER

Total Employees : 1

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	1	0	0	0	0	0	0	0
Current Utilization	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	97.0%	14.4%	6.0%	6.2%	1.5%	0.2%	0.0%	0.7%
80% of Total Availability	77.6%	11.5%	4.8%	5.0%	1.2%	0.2%	0.0%	0.6%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	22.4%	-11.5%	-4.8%	-5.0%	-1.2%	-0.2%	0.0%	-0.6%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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3D : PROFESSIONAL - STUDENT SUPPORT

Total Employees : 46

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	36	18	11	4	0	1	0	2
Current Utilization	78.3%	39.1%	23.9%	8.7%	0.0%	2.2%	0.0%	4.3%
Total Availability	65.6%	20.6%	12.1%	4.9%	2.1%	0.4%	0.0%	2.1%
80% of Total Availability	52.5%	16.5%	9.7%	3.9%	1.7%	0.3%	0.0%	1.7%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	25.8%	22.7%	14.2%	4.8%	-1.7%	1.9%	0.0%	2.7%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

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4AA : CLERICAL - AA

Total Employees : 3

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	3	0	0	0	0	0	0	0
Current Utilization	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	97.8%	19.6%	10.1%	5.8%	1.0%	1.0%	0.0%	1.5%
80% of Total Availability	78.2%	15.7%	8.1%	4.6%	0.8%	0.8%	0.0%	1.2%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	21.8%	-15.7%	-8.1%	-4.6%	-0.8%	-0.8%	0.0%	-1.2%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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4AH : CLERICAL H - AA

Total Employees : 35

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	31	8	4	2	0	0	0	2
Current Utilization	88.6%	22.9%	11.4%	5.7%	0.0%	0.0%	0.0%	5.7%
Total Availability	79.4%	31.2%	16.4%	8.8%	2.6%	1.2%	0.1%	1.8%
80% of Total Availability	63.5%	25.0%	13.1%	7.0%	2.1%	1.0%	0.1%	1.4%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	25.1%	-2.1%	-1.7%	-1.3%	-2.1%	-1.0%	-0.1%	4.3%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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4B : CLERICAL - ASSOCIATE

Total Employees : 30

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	29	11	7	1	1	1	0	1
Current Utilization	96.7%	36.7%	23.3%	3.3%	3.3%	3.3%	0.0%	3.3%
Total Availability	98.6%	15.9%	6.8%	8.6%	0.0%	0.0%	0.0%	0.5%
80% of Total Availability	78.9%	12.7%	5.4%	6.9%	0.0%	0.0%	0.0%	0.4%
Number of Persons Underutilized	0	0	0	1	0	0	0	0
80% Rule								
Test Result	17.8%	23.9%	17.9%	-3.5%	3.3%	3.3%	0.0%	2.9%
Placement Goal?*	No	No	No	Yes	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	8.6%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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4C : CLERICAL - AIDE

Total Employees : 8

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	8	2	1	1	0	0	0	0
Current Utilization	100.0%	25.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%
Total Availability	96.0%	10.9%	3.7%	5.9%	0.8%	0.0%	0.0%	0.6%
80% of Total Availability	76.8%	8.7%	3.0%	4.7%	0.6%	0.0%	0.0%	0.5%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	23.2%	16.3%	9.5%	7.8%	-0.6%	0.0%	0.0%	-0.5%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

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5AA : TECHNICAL A - STUDENT SUPPORT

Total Employees : 2

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	0	0	0	0	0	0	0	0
Current Utilization	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	26.4%	21.7%	7.9%	8.9%	4.9%	0.3%	0.0%	0.0%
80% of Total Availability	21.1%	17.4%	6.3%	7.1%	3.9%	0.2%	0.0%	0.0%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	-21.1%	-17.4%	-6.3%	-7.1%	-3.9%	-0.2%	0.0%	0.0%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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5AH : TECHNICAL H - STUDENT

Total Employees : 15

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	9	1	0	0	1	0	0	0
Current Utilization	60.0%	6.7%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%
Total Availability	39.9%	22.4%	8.1%	9.8%	4.1%	0.2%	0.0%	0.7%
80% of Total Availability	31.9%	17.9%	6.5%	7.8%	3.3%	0.2%	0.0%	0.6%
Number of Persons Underutilized	0	2	1	1	0	0	0	0
80% Rule								
Test Result	28.1%	-11.3%	-6.5%	-7.8%	3.4%	-0.2%	0.0%	-0.6%
Placement Goal?*	No	Yes	Yes	Yes	No	No	No	No
Current Placement Goal	0.0%	22.4%	8.1%	9.8%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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5DA : TECHNICAL A - COMPUTER

Total Employees : 8

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	2	2	1	0	1	0	0	0
Current Utilization	25.0%	25.0%	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%
Total Availability	28.8%	21.3%	5.1%	2.2%	13.1%	0.2%	0.0%	1.1%
80% of Total Availability	23.0%	17.0%	4.1%	1.8%	10.5%	0.2%	0.0%	0.9%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	2.0%	8.0%	8.4%	-1.8%	2.0%	-0.2%	0.0%	-0.9%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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5DH : TECHNICAL H - COMUTER

Total Employees : 33

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	8	9	7	1	0	1	0	0
Current Utilization	24.2%	27.3%	21.2%	3.0%	0.0%	3.0%	0.0%	0.0%
Total Availability	36.0%	17.3%	10.9%	2.7%	2.3%	0.8%	0.0%	0.8%
80% of Total Availability	28.8%	13.8%	8.7%	2.2%	1.8%	0.6%	0.0%	0.6%
Number of Persons Underutilized	2	0	0	0	0	0	0	0
80% Rule								
Test Result	-4.6%	13.4%	12.5%	0.9%	-1.8%	2.4%	0.0%	-0.6%
Placement Goal?*	Yes	No	No	No	No	No	No	No
Current Placement Goal	36.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

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7A : SERVICE - CUSTODIAN

Total Employees : 35

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	9	14	11	1	0	1	1	0
Current Utilization	25.7%	40.0%	31.4%	2.9%	0.0%	2.9%	2.9%	0.0%
Total Availability	31.6%	28.9%	10.1%	14.9%	0.4%	0.0%	0.0%	3.7%
80% of Total Availability	25.3%	23.1%	8.1%	11.9%	0.3%	0.0%	0.0%	3.0%
Number of Persons Underutilized	0	0	0	3	0	0	0	1
80% Rule								
Test Result	0.4%	16.9%	23.3%	-9.1%	-0.3%	2.9%	2.9%	-3.0%
Placement Goal?*	No	No	No	Yes	No	No	No	Yes
Current Placement Goal	0.0%	0.0%	0.0%	14.9%	0.0%	0.0%	0.0%	3.7%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Annual Goals Report

41 CFR Section 60-2.16

7B : SERVICE - MECHANIC

Total Employees : 10

	Females	Minorities	Black	Hispanic	Asian	Am. Indian	Pac / Hawaiian	Two or More
Employee Count	0	3	1	2	0	0	0	0
Current Utilization	0.0%	30.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Total Availability	7.5%	13.6%	3.1%	8.3%	1.5%	0.5%	0.0%	0.6%
80% of Total Availability	6.0%	10.9%	2.5%	6.6%	1.2%	0.4%	0.0%	0.5%
Number of Persons Underutilized	0	0	0	0	0	0	0	0
80% Rule								
Test Result	-6.0%	19.1%	7.5%	13.4%	-1.2%	-0.4%	0.0%	-0.5%
Placement Goal?*	No	No	No	No	No	No	No	No
Current Placement Goal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

* Whole Person Rule

The Company has used the terms 'availability' and 'utilization' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing by the Company.

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

**Assessment of Outreach and Recruitment Activities
for Women and Minorities**

Outreach/Recruitment Activity	Date of Activity	Description	Evaluation
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There are no assessments for this reporting period.

ACTION ORIENTED PROGRAMS

41 CFR Section 60-2.17(c)

Kenosha Campus develops these action-oriented programs to correct any problem areas identified in the Identification of Problem Areas 41 C.F.R. Section 60-2.17(b) and to attain established goals and objectives.

THE SELECTION PROCESS

1. At least annually, a detailed analysis of position descriptions is conducted to ensure that they accurately reflect position functions.

2. Job requirements are validated by division, department, location or other appropriate organizational units. Special attention is given to academic, experience, physical, and skill requirements to ensure that the requirements themselves do not constitute inadvertent discrimination. Job specifications are free from bias in regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disabled or veteran status, except where there is a bona fide occupational qualification. Job requirements are validated when the number of individuals from a particular race or gender group is disproportionately selected as determined by Impact Ratio studies.

3. Position descriptions and specifications are distributed to recruiting sources and members of management involved in the recruiting, screening, selection, and promotion processes.

4. Selection processes are evaluated at least annually to ensure that they are nondiscriminatory.

5. Individuals who have a role in the selection process are chosen with special care given to their qualifications for such roles and are provided any necessary ongoing training to ensure that the selection processes remain nondiscriminatory.

RECRUITMENT

Any one or all of the following techniques are used to improve recruitment and increase the flow of minority or female applicants:

1. Linkage with recruiting sources, which may include briefing sessions, plant tours, presentations by minority and female employees, and full descriptions of appropriate job openings and the selection process;

2. Encouragement of minority and female employees to refer qualified applicants;

3. Inclusion of women and minorities on the personnel staff;

4. Minority and female participation in career days, youth motivation programs and other similar programs in the community;

5. Minority and female participation in "job fairs;"

6. Active recruiting at various training institutions, especially those that have high minority and female enrollments; and

7. Expansion of help-wanted advertising to include the minority news media and women's interest media.

PROMOTIONS

Any one or all of the following techniques are used to improve promotional opportunities for minority and female employees:

1. Posting or general announcement of all appropriate job openings;
2. Assessment of current female and minority employees' academic, skill and experience levels;
3. Provision of job training and work-study programs;
4. Completion of performance appraisals;
5. Validation of job specifications;
6. Justification by supervisors when apparently qualified minority or female employees are passed over;
7. Establishment of career counseling programs, which may include attitude development, education aid, job rotations, buddy systems and similar programs;
8. Ongoing review of seniority practices in clauses and contracts to ensure that they are nondiscriminatory; and
9. Review of all company-sponsored recreational and social activities to ensure that they are desegregated.

INTERNAL AUDIT AND REPORTING SYSTEMS

41 CFR Section 60-2.17(d)

Monitoring and reporting procedures are developed to evaluate the extent to which the goals of the affirmative action program are being met. Kenosha Campus takes the following measures:

- 1.** Information on race and sex is obtained when an application for a position is submitted.
- 2.** A Disparity (Impact Ratio) Analysis is performed when sufficient data exists on applicants, hires, promotions, and terminations to ensure compliance with the Uniform Employment Selection Guidelines.
- 3.** Any training programs are analyzed regularly to eliminate potential discrimination in participation rates.
- 4.** Any tests administered are routinely analyzed to uncover potential discrimination in grading scores or test results.
- 5.** Compensation practices are reviewed at least annually for wage discrepancies.
- 6.** The Availability Analysis for women and minorities is reviewed and good faith placement goals are established when necessary.
- 7.** Progress toward established goals is reviewed at least annually for possible adjustments to employment practices.
- 8.** Internal reporting is prepared as needed to determine why goals were not met.
- 9.** Results of the affirmative action program are reviewed with all levels of management.
- 10.** Top management is informed on a regular basis of the effectiveness of these policies and any recommendations for improvement.

RELIGION AND NATIONAL ORIGIN DISCRIMINATION GUIDELINES

41 CFR Section 60-50

Kenosha Campus reaffirms its policy to afford equal employment opportunity to all individuals. Neither national origin nor religion is a factor in recruitment, selection, promotion, transfer, termination, or participation in training. The following activities are undertaken to ensure that religion and national origin are not used as a basis for employment decisions:

- 1.** Employment practices are reviewed to ensure that members of particular religious and/or ethnic groups are given equal employment opportunities.
- 2.** All employees, including supervisors, managers, and executives are informed of our commitment to provide equal employment opportunity without regard to religion or national origin.
- 3.** Recruitment sources are informed of our commitment to provide equal employment opportunity without regard to religion or national origin.
- 4.** Internal procedures exist to implement equal employment opportunity without regard to national origin or religion.

ACCOMMODATION FOR RELIGIOUS OBSERVANCE AND PRACTICE
41 CFR Section 60-50.3

The religious observances and practices of employees are accommodated by Kenosha Campus, except where such accommodation would cause undue hardship on the conduct of business. The accommodation offered is determined by considering business necessity, financial expense and any personnel coverage problems that may result.

NONDISCRIMINATION
41 CFR Section 60-50.5

Kenosha Campus does not discriminate against any qualified employee or applicant because of race, color, sex, sexual orientation, gender identity, age, disabled, or veteran status in implementing the policy concerning nondiscrimination based on religion or national origin.

**SUPPORT DATA
WOMEN & MINORITIES AAP**

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

Kenosha, Wisconsin 53144

07/01/2021 - 06/30/2022

Job Group List

Job Group Code	Job Group Name
1A	EXECUTIVE ADMIN-EXECUTIVE OR SR LEVEL
1B	EXECUTIVE ADMIN - DIRECTOR
1C	EXECUTIVE ADMIN - DEAN
1D	EXECUTIVE ADMIN - ASSOC/ASSIST
1E	EXECUTIVE ADMIN - LL MANAGER
2A	FACULTY
2B	FACULTY - SPECIAL
2C	FACULTY - HTP
3A	PROFESSIONAL - COUNSELOR
3BA	PROFESSIONAL A - SPECIALIST
3BH	PROFESSIONAL H - SPECIALIST
3CA	PROFESSIONAL - OTHER
3CH	PROFESSIONAL H - OTHER
3D	PROFESSIONAL - STUDENT SUPPORT
4AA	CLERICAL - AA
4AH	CLERICAL H - AA
4B	CLERICAL - ASSOCIATE
4C	CLERICAL - AIDE
5AA	TECHNICAL A - STUDENT SUPPORT
5AH	TECHNICAL H - STUDENT
5DA	TECHNICAL A - COMPUTER
5DH	TECHNICAL H - COMUTER
7A	SERVICE - CUSTODIAN
7B	SERVICE - MECHANIC

Job Group Count: 24

GATEWAY TECHNICAL COLLEGE

3520 30th Avenue

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07/01/2021 - 06/30/2022

Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
1	President/CEO	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
24	Vice President, Community & Government Relations	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
26	Executive Vice President/Provost	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
30	CFO & VP Administration	1A	1.2	0120 : Financial Managers 0230 : Education Administrators
33	Vice President, Learning Innovation and CIO	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
37	Assistant Provost/Vice President for Institutional Effective	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
39	Vice President, Human Resources	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
41	Vice President, Business and Workforce Solutions	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
43	Vice President, Student Services and Enrollment Management	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
45	Vice President of Diversity, Equity & Inclusion	1A	1.2	0010 : Chief Executives 0230 : Education Administrators
211	Assistant Director, Financial Aid	1B	1.2	0230 : Education Administrators
223	General Manager WGTD- FM91.1	1B	1.2	0020 : General and Operations Managers
253	Controller	1B	1.2	0120 : Financial Managers
267	Director, Information Systems	1B	1.2	0110 : Computer and Information Systems Managers
274	Director, Information Technology	1B	1.2	0110 : Computer and Information Systems Managers
280	Foundation Executive Director	1B	1.2	0060 : Public Relations and Fundraising Managers
285	Director, Human Resources	1B	1.2	0136 : Human Resources Managers
321	Director, Employee/Labor Relations	1B	1.2	0136 : Human Resources Managers
328	Director, Student Financial Aid	1B	1.2	0230 : Education Administrators
331	Director, Student Support & Tutoring Services	1B	1.2	0230 : Education Administrators
337	Director, Information Technology - User Experience	1B	1.2	0110 : Computer and Information Systems Managers
346	Registrar	1B	1.2	0230 : Education Administrators
348	Director, Law Enforcement Training	1B	1.2	0230 : Education Administrators
352	Director, Facilities	1B	1.2	0100 : Administrative Services Managers
367	Director, Budgets and Purchasing	1B	1.2	0120 : Financial Managers
377	Director, Student Financial Accounting	1B	1.2	0230 : Education Administrators
380	Director, Academic Advising	1B	1.2	0120 : Financial Managers
383	Director, Compliance	1B	1.2	0565 : Compliance officers

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Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
384	Director, High School Partnerships	1B	1.2	0230 : Education Administrators
387	Director, Recruitment	1B	1.2	0136 : Human Resources Managers
388	Director, Admissions & Student Services Center	1B	1.2	0230 : Education Administrators
644	Director, Student Services Center	1B	1.2	0230 : Education Administrators
657	Director, Testing Services	1B	1.2	0230 : Education Administrators
688	Director and Chief Pilot, Aeronautics Program	1B	1.2	9030 : Aircraft Pilots and Flight Engineers
692	Director, Marketing and Communications	1B	1.2	0230 : Education Administrators
695	Director, Career Pathways and Program Effectiveness	1B	1.2	0230 : Education Administrators
696	Director, Simulation Operations	1B	1.2	0230 : Education Administrators
313	Dean, School of Health	1C	1.2	0230 : Education Administrators
314	Dean, General Studies	1C	1.2	0230 : Education Administrators
351	Dean, Learning Success	1C	1.2	0230 : Education Administrators
370	Dean, School of Manufacturing, Engineering, and IT	1C	1.2	0230 : Education Administrators
372	Dean, School of Protective and Human Services	1C	1.2	0230 : Education Administrators
373	Dean, School of Business and Transportation	1C	1.2	0230 : Education Administrators
374	Dean, Pre-College Programs Division	1C	1.2	0230 : Education Administrators
376	Dean, Academic Operations Division	1C	1.2	0230 : Education Administrators
379	Dean, Business Workforce Solutions	1C	1.2	0230 : Education Administrators
309	Associate Dean, School of Health	1D	1.2	0230 : Education Administrators
32	Associate Vice President, Research, Planning, & Development	1D	1.2	0020 : General and Operations Managers
368	Associate Dean, General Studies	1D	1.2	0230 : Education Administrators
369	Associate Dean, Protective and Human Services	1D	1.2	0230 : Education Administrators
44	Associate Vice President, Facilities and Security	1D	1.2	0020 : General and Operations Managers
684	Associate Registrar	1D	1.2	0230 : Education Administrators
349	Manager, Employee Learning	1E	1.2	0137 : Training and Development Managers
381	Manager, Benefits	1E	1.2	0135 : Compensation and Benefits Managers
382	Manager, Talent Acquisition	1E	1.2	0630 : Human Resources Workers
385	Manager, Dual Credit	1E	1.2	0230 : Education Administrators
386	Manager, Campus Technology - User Experience	1E	1.2	1105 : Network and Computer Systems Administrators
604	Manager, Facilities	1E	1.2	0100 : Administrative Services Managers
636	Grant Accounting Manager	1E	1.2	0740 : Business Operations Specialists, All Other
639	Center for Sustainable Living Program Manager	1E	1.2	0230 : Education Administrators
646	Manager, Payroll	1E	1.2	0800 : Accountants and Auditors
654	Manager, Student Finance Compliance	1E	1.2	0230 : Education Administrators

GATEWAY TECHNICAL COLLEGE

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Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
660	Account Manager, Business & Workforce Solutions	1E	1.2	0120 : Financial Managers
686	Manager, Organizational Excellence	1E	1.2	0137 : Training and Development Managers
687	Manager, Customer Relationship Management (crm) Technology	1E	1.2	1105 : Network and Computer Systems Administrators 1106 : Computer Network Architects
693	Manager, Communications and Media Relations	1E	1.2	0060 : Public Relations and Fundraising Managers
694	Project Manager, Marketing Communications (traffic Manager)	1E	1.2	0050 : Marketing and Sales Managers
698	Manager, Information Security	1E	1.2	1105 : Network and Computer Systems Administrators
704	Manager, Community Relations and Communications	1E	1.2	0060 : Public Relations and Fundraising Managers
706	Program Director, EMS/Paramedic	1E	1.2	0230 : Education Administrators 3400 : Emergency Medical Technicians and Paramedics
707	Manager, Business & Community Outreach	1E	1.2	0050 : Marketing and Sales Managers
708	Manager, Business Partnership & Development	1E	1.2	0060 : Public Relations and Fundraising Managers
712	Project Manager, Title III	1E	1.2	0430 : Managers, All Other
1000	Instructor, Adult Learning Center	2A	2	2200 : Postsecondary Teachers
1009	Instructor, Graphic Communications	2A	2	2200 : Postsecondary Teachers 2630 : Designers
1010	Instructor, Accounting	2A	2	2200 : Postsecondary Teachers 0800 : Accountants and Auditors
1011	Instructor, Business Management/Marketing	2A	2	2200 : Postsecondary Teachers
1013	Instructor, Administrative Professional	2A	2	2200 : Postsecondary Teachers 5700 : Secretaries and Administrative Assistants
1018	Instructor, Communications	2A	2	2200 : Postsecondary Teachers
1021	Instructor, Medical Assistant	2A	2	2200 : Postsecondary Teachers 3645 : Medical Assistants
1030	Instructor, Adult Basic Education	2A	2	2200 : Postsecondary Teachers
1031	Instructor, Adult High School/Social Science	2A	2	2200 : Postsecondary Teachers
1037	Instructor, Mathematics	2A	2	2200 : Postsecondary Teachers
1039	Instructor, Adult Basic Education/Reading	2A	2	2200 : Postsecondary Teachers
1045	Instructor, Marketing	2A	2	2200 : Postsecondary Teachers 0050 : Marketing and Sales Managers
1057	Instructor, Psychology/Sociology	2A	2	2200 : Postsecondary Teachers 2000 : Counselors
1060	Instructor, Life Sciences	2A	2	2200 : Postsecondary Teachers
1061	Instructor, Mathematics/Physics	2A	2	2200 : Postsecondary Teachers
1065	Instructor, Dental Assistant	2A	2	2200 : Postsecondary Teachers 3540 : Other Healthcare Practitioners and Technical Occupations

GATEWAY TECHNICAL COLLEGE

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07/01/2021 - 06/30/2022

Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
1066	Instructor, Nursing Assistant	2A	2	2200 : Postsecondary Teachers 3255 : Registered Nurses
1079	Instructor, Interior Design	2A	2	2200 : Postsecondary Teachers 2630 : Designers
1084	Instructor, Aeronautics	2A	2	2200 : Postsecondary Teachers 9030 : Aircraft Pilots and Flight Engineers
1092	Instructor, Adult High School/History	2A	2	2200 : Postsecondary Teachers
1111	Instructor, Leadership Development	2A	2	2200 : Postsecondary Teachers
1116	Instructor, Professional Communications	2A	2	2200 : Postsecondary Teachers 2825 : Public Relations Specialists
1117	Instructor, Psychology	2A	2	2200 : Postsecondary Teachers 2000 : Counselors
1135	Instructor, Early Childhood Education	2A	2	2200 : Postsecondary Teachers 2300 : Preschool and Kindergarten Teachers
1136	Instructor, Barber/Cosmetology	2A	2	2200 : Postsecondary Teachers 4500 : Barbers
1180	Instructor, Interpreter Technician	2A	2	2200 : Postsecondary Teachers 2860 : Miscellaneous Media and Communication Workers
1211	Instructor, Barber/Cosmetologist Apprenticeship	2A	2	2200 : Postsecondary Teachers 4500 : Barbers
1278	Instructor, Adult High School/Communication	2A	2	2200 : Postsecondary Teachers
1282	Instructor, English as a Second Language	2A	2	2200 : Postsecondary Teachers
1283	Instructor, Criminal Justice	2A	2	2200 : Postsecondary Teachers
1294	Instructor, Culinary Arts	2A	2	2200 : Postsecondary Teachers 4020 : Cooks
1298	Instructor, Adult Basic Education/English Language Learner	2A	2	2200 : Postsecondary Teachers
1301	Instructor, Business Management	2A	2	2200 : Postsecondary Teachers
1304	Instructor, English Language Learner	2A	2	2200 : Postsecondary Teachers
1311	Instructor, Communications Skills	2A	2	2200 : Postsecondary Teachers
1347	Instructor, AODA/Human Services	2A	2	2200 : Postsecondary Teachers 2000 : Counselors
1353	Instructor, Supervision/Leadership	2A	2	2200 : Postsecondary Teachers
1372	Instructor, Learning Success Center	2A	2	2200 : Postsecondary Teachers
1404	Instructor, Hospitality Management Program	2A	2	2200 : Postsecondary Teachers 4320 : First-Line Supervisors of Personal Service Workers
1412	Instructor, Reading & Developmental Writing	2A	2	2200 : Postsecondary Teachers
1415	Instructor, Computer Support Specialist	2A	2	2200 : Postsecondary Teachers

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Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
1418	Instructor, Facilities Maintenance/Building Trades	2A	2	2200 : Postsecondary Teachers
1027	Instructor, Horticulture	2B	2	0220 : Construction Managers 2200 : Postsecondary Teachers
1058	Instructor, Sociology	2B	2	1600 : Agricultural and Food Scientists 2200 : Postsecondary Teachers
1064	Instructor, Nursing	2B	2	1860 : Miscellaneous Social Scientists and Related Workers 2200 : Postsecondary Teachers
1068	Instructor, Physical Therapist Assistant	2B	2	3255 : Registered Nurses 2200 : Postsecondary Teachers
1082	Instructor, Automotive Technician	2B	2	2200 : Postsecondary Teachers
1129	Instructor, Health Information Technology	2B	2	7200 : Automotive Service Technicians and Mechanics 2200 : Postsecondary Teachers
1132	Instructor, Human Services	2B	2	3510 : Medical Records and Health Information Technicians 2200 : Postsecondary Teachers
1134	Instructor, Emergency Medical Services	2B	2	2010 : Social Workers 2200 : Postsecondary Teachers
1159	Instructor, Fire Science	2B	2	3400 : Emergency Medical Technicians and Paramedics 2200 : Postsecondary Teachers
1187	Instructor, Spanish	2B	2	3740 : Firefighters 2200 : Postsecondary Teachers
1260	Instructor, Fire Science/Emt	2B	2	2200 : Postsecondary Teachers 3740 : Firefighters
1315	Instructor, Natural Science	2B	2	2200 : Postsecondary Teachers
1322	Program Director / Instructor, Community Pharmacy Technician	2B	2	0360 : Natural Sciences Managers 2200 : Postsecondary Teachers
1358	Instructor, Horticulture/Urban Agriculture	2B	2	3050 : Pharmacists 0230 : Education Administrators 2200 : Postsecondary Teachers
1365	Instructor, WEB	2B	2	1600 : Agricultural and Food Scientists 2200 : Postsecondary Teachers
1371	Instructor, Automotive Technology	2B	2	1030 : Web Developers 2200 : Postsecondary Teachers
1392	Instructor, Automotive	2B	2	7200 : Automotive Service Technicians and Mechanics 2200 : Postsecondary Teachers
1403	Instructor, Sharepoint	2B	2	2200 : Postsecondary Teachers
1417	Instructor, Law Enforcement/Range Master	2B	2	1105 : Network and Computer Systems Administrators 2200 : Postsecondary Teachers
1423	Instructor, Law Enforcement Academy	2B	2	2200 : Postsecondary Teachers
1438	Program Director/Instructor, Physical Therapy	2B	2	2200 : Postsecondary Teachers

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Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
5041	Instructional Technologist	2B	2	2200 : Postsecondary Teachers 2550 : Other Education, Training, and Library Workers
5045	Instructional Design Strategist	2B	2	2200 : Postsecondary Teachers
1014	Instructor, CIS Microcomputer Specialist	2C	2	2200 : Postsecondary Teachers 1105 : Network and Computer Systems Administrators
1025	Instructor, Welding	2C	2	2200 : Postsecondary Teachers 8140 : Welding, Soldering, and Brazing Workers
1051	Instructor, CIS Programmer/Analyst & Micro Specialist	2C	2	2200 : Postsecondary Teachers 1010 : Computer Programmers
1062	Instructor, Economics	2C	2	2200 : Postsecondary Teachers 1800 : Economists
1069	Instructor, Surgical Technology	2C	2	2200 : Postsecondary Teachers 3420 : Health Practitioner Support Technologists and Technicians
1073	Instructor, Motorcycle, Marine and Outdoor Power Products	2C	2	2200 : Postsecondary Teachers 7240 : Small Engine Mechanics
1074	Instructor, HVAC	2C	2	2200 : Postsecondary Teachers 7315 : Heating, Air Conditioning, and Refrigeration Mechanics and Installers
1141	Instructor, Mechanical Design	2C	2	2200 : Postsecondary Teachers 1460 : Mechanical Engineers
1147	Instructor, Civil Engineering/Structural	2C	2	2200 : Postsecondary Teachers 1360 : Civil Engineers
1183	Instructor, CIS Network Specialist	2C	2	2200 : Postsecondary Teachers 1105 : Network and Computer Systems Administrators
1184	Instructor, CIS Network/Microcomputer Specialist	2C	2	2200 : Postsecondary Teachers 1105 : Network and Computer Systems Administrators
1213	Instructor, Advanced Manufacturing	2C	2	2200 : Postsecondary Teachers 0300 : Architectural and Engineering Managers
1216	Instructor, Electromechanical Maintenance Technician	2C	2	2200 : Postsecondary Teachers 1410 : Electrical and Electronics Engineers
1266	Instructor, CNC/Machine Tool	2C	2	2200 : Postsecondary Teachers 7900 : Computer Control Programmers and Operators
1273	Instructor, Electronics	2C	2	2200 : Postsecondary Teachers 1410 : Electrical and Electronics Engineers
1295	Instructor, Information Technology	2C	2	2200 : Postsecondary Teachers 1105 : Network and Computer Systems Administrators
1331	Instructor, Electrical Engineering Technology	2C	2	2200 : Postsecondary Teachers 1410 : Electrical and Electronics Engineers
1336	Instructor, Diesel Technology	2C	2	2200 : Postsecondary Teachers 7210 : Bus and Truck Mechanics and Diesel Engine Specialists
1341	Instructor, CNC Machining	2C	2	2200 : Postsecondary Teachers 7900 : Computer Control Programmers and Operators

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Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
1367	Instructor/Program, Director-Veterinary Technician	2C	2	2200 : Postsecondary Teachers 3250 : Veterinarians
1377	Instructor, Disability Support Services	2C	2	2200 : Postsecondary Teachers 2000 : Counselors
1384	Instructor, CNC Technology	2C	2	2200 : Postsecondary Teachers 7900 : Computer Control Programmers and Operators
1394	Instructor, Anatomy and Physiology and Microbiology	2C	2	2200 : Postsecondary Teachers 1650 : Medical Scientists
1400	Instructor, CNC	2C	2	2200 : Postsecondary Teachers 7900 : Computer Control Programmers and Operators
1402	Instructor, Veterinary Sciences Program Clinical	2C	2	2200 : Postsecondary Teachers 3250 : Veterinarians
1405	Instructor, Tool & Die Apprenticeship	2C	2	2200 : Postsecondary Teachers 8130 : Tool and Die Makers
1407	Instructor, Urban Forestry	2C	2	2200 : Postsecondary Teachers 6120 : Forest and Conservation Workers
1408	Instructor, Electrical Construction Apprenticeship	2C	2	2200 : Postsecondary Teachers 1410 : Electrical and Electronics Engineers
1409	Instructor, Disability Support	2C	2	2200 : Postsecondary Teachers 2000 : Counselors
1419	Instructor, WEB/Software Developer	2C	2	2200 : Postsecondary Teachers 1020 : Software Developers, Applications and Systems Software
1426	Instructor, CDL/Truck Driving	2C	2	2200 : Postsecondary Teachers 9130 : Driver/Sales Workers and Truck Drivers
1430	Instructor, CNC/Tool & Die	2C	2	2200 : Postsecondary Teachers 7900 : Computer Control Programmers and Operators
1440	Instructor, Electromech Tech - Keno	2C	2	2200 : Postsecondary Teachers 1410 : Electrical and Electronics Engineers
1441	Instructor, Electrical Engineering	2C	2	2200 : Postsecondary Teachers 1410 : Electrical and Electronics Engineers
5021	Academic Adviser	3A	3	2000 : Counselors
5027	Student Support Counselor	3A	3	2000 : Counselors
5030	Career Counselor	3A	3	2000 : Counselors
5050	Student Support Counselor - TRiO	3A	3	2000 : Counselors
8144	Student Employment Specialist	3A	3	2000 : Counselors
8182	Transfer Credit Specialist	3A	3	2550 : Other Education, Training, and Library Workers 4510 : Hairdressers, Hairstylists, and Cosmetologists
666	HRIS Business Analyst	3BA	3	0630 : Human Resources Workers
689	Purchasing Agent	3BA	3	0530 : Purchasing Agents, Except Wholesale, Retail, and Farm Products
8087	Student Accounts Specialist	3BA	3	0950 : Financial Specialists, All Other

GATEWAY TECHNICAL COLLEGE

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Job List

Job Code	Job Title	Job Group Code	EEO Code	Census Code(s)
8203	Marketing Specialist - Creative and Graphic Design	3BA	3	0735 : Market Research Analysts and Marketing Specialists
8205	Research Analyst	3BA	3	1220 : Operations Research Analysts
8211	Marketing Specialist - Creative	3BA	3	0735 : Market Research Analysts and Marketing Specialists
8218	Budget Analyst	3BA	3	0820 : Budget Analysts
7031	Science Technical Assistant	3BH	3	1910 : Biological Technicians
7046	Transition Specialist	3BH	3	2000 : Counselors
8036	Marketing Communication Specialist	3BH	3	0735 : Market Research Analysts and Marketing Specialists
8171	Testing Specialist	3BH	3	2550 : Other Education, Training, and Library Workers
8220	CRM Specialist	3BH	3	0110 : Computer and Information Systems Managers
8221	Student Data & Services Specialist	3BH	3	2000 : Counselors
8227	Grant Accounting Analyst	3BH	3	2850 : Writers and Authors
8229	Data Specialist - Elkhorn	3BH	3	0740 : Business Operations Specialists, All Other
5046	Librarian	3CA	3	2430 : Librarians
5052	Clinical Coordinator, School of Health	3CA	3	2200 : Postsecondary Teachers
638	Human Resources, Generalist	3CA	3	0630 : Human Resources Workers
663	Grants Administrator	3CA	3	0740 : Business Operations Specialists, All Other
7036	News Director	3CA	3	2900 : Broadcast and Sound Engineering Technicians and Radio Operators
8119	Foundation and Alumni Relations Coordinator	3CA	3	0230 : Education Administrators
8207	Coordinator, Customized Training	3CH	3	5700 : Secretaries and Administrative Assistants
10628	Student Accounts Associate	3D	3	0950 : Financial Specialists, All Other
12322	Financial Aid-Communication and SAP	3D	3	5120 : Bookkeeping, Accounting, and Auditing Clerks
5043	Health & Technology Learning Center (HTLC) Assistant	3D	3	0350 : Medical and Health Services Managers
8042	Financial Specialist	3D	3	5120 : Bookkeeping, Accounting, and Auditing Clerks
8090	Impact Program Coordinator	3D	3	2000 : Counselors
8092	Student Support Specialist	3D	3	0950 : Financial Specialists, All Other
8095	Student Finance Specialist	3D	3	0950 : Financial Specialists, All Other
8098	New Student Specialist	3D	3	2000 : Counselors
8100	Financial Aid Specialist-Awarding	3D	3	5120 : Bookkeeping, Accounting, and Auditing Clerks
8115	Student Life Coordinator	3D	3	0650 : Training and Development Specialists
8116	International Education Coordinator	3D	3	2000 : Counselors
8120	Disability Support Specialist	3D	3	2000 : Counselors
8127	Learning Success Coach, Nursing	3D	3	2000 : Counselors
8128	Learning Success Coach	3D	3	2000 : Counselors
8141	Student Support Specialist (Multicultural)	3D	3	2000 : Counselors
8142	Student Support Specialist (Veterans)	3D	3	0950 : Financial Specialists, All Other

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8143	Service Occupations Assistant	3D	3	2540 : Teacher Assistants
8185	Coordinator, Gateway Promise	3D	3	2000 : Counselors
8197	Financial Aid Specialist-Reporting & Reconciliation	3D	3	5120 : Bookkeeping, Accounting, and Auditing Clerks
8206	Student Accounts School Certifying Official	3D	3	0950 : Financial Specialists, All Other
8210	College Access Outreach Specialist	3D	3	2000 : Counselors
8212	Registration and Reporting Specialist	3D	3	5700 : Secretaries and Administrative Assistants
8214	TRIO Program Coordinator	3D	3	2000 : Counselors
8228	Case Management Coordinator, Chance Grant	3D	3	2000 : Counselors
669	Assistant to Cfo - VP of Finance / Risk Mgmt. Coordinator	4AA	4	5700 : Secretaries and Administrative Assistants
690	Executive Assistant to the President	4AA	4	5700 : Secretaries and Administrative Assistants
10484	Accounts Receivable Associate	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
10534	Accounts Payable Associate	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
10630	Accounting Associate	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
10631	Student Express Associate	4AH	4	2000 : Counselors
10633	Contact Center Associate	4AH	4	2000 : Counselors
10636	Student Express Associate/Campus Cashier	4AH	4	2000 : Counselors
12324	Dual Credit Registration Associate	4AH	4	5700 : Secretaries and Administrative Assistants
12416	Finance A/P Associate	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
618	Administrative Assistant, Executive VP/Provost	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
633	Administrative Assistant	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
641	Administrative Assistant, Learning Innovation/CIO	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
658	Administrative Assistant, Business and Workforce Solutions	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
7029	Library Technician	4AH	4	2440 : Library Technicians
709	Administrative Assistant, Vp of Student Services_enroll Mgmt	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
710	Administrative Assistant, Vp of Diversity Equity & Inclusion	4AH	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
8157	Scheduling Specialist	4AH	4	5940 : Office and Administrative Support Workers, All Other
8159	Library Technician-District Lead	4AH	4	2440 : Library Technicians
8176	Admissions Specialist	4AH	4	5700 : Secretaries and Administrative Assistants
8181	Apprenticeship Coordinator	4AH	4	5700 : Secretaries and Administrative Assistants
10420	High School Partnership Associate	4B	4	5700 : Secretaries and Administrative Assistants
10512	Marketing & Communication Associate	4B	4	5700 : Secretaries and Administrative Assistants
10547	Dean Associate	4B	4	5700 : Secretaries and Administrative Assistants
10557	Campus Affairs Associate	4B	4	5700 : Secretaries and Administrative Assistants

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10568	Registrar's Office Associate	4B	4	5700 : Secretaries and Administrative Assistants
10570	Financial Aid Associate	4B	4	5120 : Bookkeeping, Accounting, and Auditing Clerks
10589	Institutional Effectiveness Associate	4B	4	5700 : Secretaries and Administrative Assistants
10639	Admissions Associate	4B	4	5700 : Secretaries and Administrative Assistants
10650	Background/Health Information Associate	4B	4	5700 : Secretaries and Administrative Assistants
12315	Marketing Support Associate	4B	4	5700 : Secretaries and Administrative Assistants
12317	Business Office Associate	4B	4	5700 : Secretaries and Administrative Assistants
10615	Barber Cosmetology Aide	4C	4	5700 : Secretaries and Administrative Assistants
10623	Academic Operations Aide	4C	4	5700 : Secretaries and Administrative Assistants
10642	Welcome Center Associate	4C	4	5400 : Receptionists and Information Clerks
10652	Barbering Technologist Aide	4C	4	5700 : Secretaries and Administrative Assistants
12310	Welcome Center Associate, Learning Success Center	4C	4	5400 : Receptionists and Information Clerks
12408	Library Assistant I	4C	4	5320 : Library Assistants, Clerical
8118	Fab Lab Coordinator	5AA	5	1550 : Engineering Technicians, Except Drafters
8213	Prior Learning & Degree Completion Coordinator	5AA	5	1550 : Engineering Technicians, Except Drafters
7003	Payroll Technician	5AH	5	5140 : Payroll and Timekeeping Clerks
7020	Fine Arts Director	5AH	5	2900 : Broadcast and Sound Engineering Technicians and Radio Operators
7058	Library Technician Cataloging/Acquisitions	5AH	5	2440 : Library Technicians
8024	Distance Learning Support Technician	5AH	5	1010 : Computer Programmers
8065	Culinary Arts Technical Assistant	5AH	5	1550 : Engineering Technicians, Except Drafters
8074	Marketing Technician-Web & Social Media	5AH	5	1030 : Web Developers
8075	Virtual Learning Specialist	5AH	5	1550 : Engineering Technicians, Except Drafters
8146	Digital Marketing & Content Strategist	5AH	5	1010 : Computer Programmers
8158	Law Enforcement Training Technician	5AH	5	2000 : Counselors
8178	Fab Lab Technician	5AH	5	1550 : Engineering Technicians, Except Drafters
8189	Catering Technical Assistant	5AH	5	1550 : Engineering Technicians, Except Drafters
8193	Digital Production Technician	5AH	5	1550 : Engineering Technicians, Except Drafters
8222	Horticulture Technician	5AH	5	6050 : Miscellaneous Agricultural Workers
8234	Student Success Programming Coordinator	5AH	5	2000 : Counselors
7000	Programmer/Analyst	5DA	5	1020 : Software Developers, Applications and Systems Software
7083	WEB Designer	5DA	5	1030 : Web Developers
8204	Program Producer/Development Specialist	5DA	5	2900 : Broadcast and Sound Engineering Technicians and Radio Operators
8219	IIoT Technician	5DA	5	1050 : Computer Support Specialists
8231	Network Engineer	5DA	5	1050 : Computer Support Specialists
7004	Wide Area Network Technician	5DH	5	1050 : Computer Support Specialists

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7011	Computer Support Technician	5DH	5	1050 : Computer Support Specialists
8009	Local Area Network/Communication Technician	5DH	5	1050 : Computer Support Specialists
8037	Program Effectiveness Specialist	5DH	5	1220 : Operations Research Analysts
8054	Infrastructure Computer Technician	5DH	5	1050 : Computer Support Specialists
8055	Cyber Security Analyst	5DH	5	1050 : Computer Support Specialists
8085	Learning Innovation Division Support Specialist	5DH	5	1050 : Computer Support Specialists
8134	Network Operations Coordinator	5DH	5	1050 : Computer Support Specialists
8184	Local Area Network Technician	5DH	5	1050 : Computer Support Specialists
8201	Foundation Database Specialist	5DH	5	1050 : Computer Support Specialists
8216	ERP Systems Administrator	5DH	5	1050 : Computer Support Specialists
12326	Facilities Assistant	7A	7	4220 : Janitors and Building Cleaners
8012	Tool Crib/Preventative Maintenance Technician	7A	7	4220 : Janitors and Building Cleaners
8711	Mail Services Technician	7A	7	5850 : Mail Clerks and Mail Machine Operators, Except Postal Service
9002	Custodian	7A	7	4220 : Janitors and Building Cleaners
9024	Cleaner	7A	7	4220 : Janitors and Building Cleaners
7030	Machine Maintenance Technician/Materials Expeditor	7B	7	8630 : Miscellaneous Plant and System Operators
9001	Mechanic	7B	7	7340 : Maintenance and Repair Workers, General

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