Policy Summary

Policy #: 220 (formerly G41)
Policy Title: Affirmative Action Data Collection
Last revised: May 14, 1990

SYS 220, Affirmative Action Data Collection

Summary of Policy and Policy Revisions

• Similar to SYS 1201, Affirmative Action Data, the purpose of this policy is to ensure that Affirmative Action/Equal Employment Opportunity (AA/EEO) data is collected by all UW institutions in a manner that is consistent with federally mandated definitions using a reliable collection technique. Revisions to the policy incorporate elements of affirmative action data collection previously found in SYS 1201, Affirmative Action Data, including:
  o In Background section, added references to Integrated Postsecondary Education Data System (IPEDS) survey regulations;
  o Added “Native Hawaiian or Other Pacific Islander” and “Two or More Races” to Racial/ethnic heritage categories definition;
  o Replaced the definition for “Vietnam Era Veteran” with the definition of “Veteran”;
  o In the Policy Statement Section, removed reference to the specifications on constructing the AA/EEO database used by WARF and A.W. Peterson payroll processing centers.
• Formatted in most recent approved System Administrative Policy Template.

Affected Areas on Campuses

• This policy applies to the Human Resources departments of all UW institutions.

Campus Implementation

• All Campuses must adhere to the provisions of this policy. Institutions may not tailor to their campuses.

Additional Communication

• No additional communication is planned at this time.
Proposal to Rescind UW System Administrative (SYS) Policy

Policy: UW System Administrative Policy 1201, Affirmative Action Data

Last Revised: July 1, 2015

SYS 1201, Affirmative Action Data

Background Summary of Policy

- Similar to SYS 220, Affirmative Action Data Collection, the purpose of this policy is to ensure that Affirmative Action/Equal Employment Opportunity (AA/EEO) data is collected by all UW institutions in a manner that is consistent with federally mandated definitions using a reliable collection technique.

Rationale for Rescission

- The provisions listed in SYS 1201, Affirmative Action Data were almost perfectly mirrored in SYS 220, Affirmative Action Data Collection. Rather than maintain and revise two nearly identical policies, it was determined that the two policies should be merged into a single document to facilitate understanding of requirements and compliance.
- SYS 1201 was part of the former University Personnel System (UPS) Policy Series, and therefore applied to all UW institutions except for UW Madison. For this reason, it was decided that SYS 220 should be maintained, as it applies to all institutions including Madison.
- The provisions from SYS 1201 not previously included in SYS 220 have been incorporated into SYS 220 in the recent revision, so SYS 1201 is now obsolete and is therefore proposed for rescission.

APPROVED BY:

Raymond W. Cross
President
University of Wisconsin System