

Higher Education Institutions Need to Prioritize Pay Equity and Diversity, Equity & Inclusion

Across the country, students, alumni and faculty are urging universities to examine their practices for equity across race and gender. Ensuring fair practices and paying employees equitably is the right thing to do, but it also makes sense for your reputation and student, alumni and faculty satisfaction.



Here's Why:

Students Care and Are Demanding Action

- Students are petitioning their schools for diversity audits, equity studies and additional diversity-focused staff.
- "Our commitment to diversity, equity and inclusion is critical to our university's future" – Release from President LeBlanc of George Washington University in response to student groups commissioning a diversity audit.
- According to the University of Minnesota Law School Student Committee, groups are being established with the "aim of taking sustainable and concrete actions towards racial equity."
- Student activists at the Harvard Kennedy School are speaking out: "Many students walked away from Professor Muhammad's Race, Inequality, and American Democracy course asking why this type of conversation was not taking place elsewhere."

Alumni Care

- [Per PR Newswire](#), a survey shows that feeling proud of your alma mater is a big factor in donor decisions, with 47% of alumni donors stating they donate in part because they feel "deep school pride."
- Negative press can cost a university millions of dollars.

Faculty and Staff Care

- Faculty and staff satisfaction is critical to a university's success.
- According to [SHRM](#), 44% of people who left their positions in 2019 say it was due to pay issues within their organization.
- On average, it costs \$4,125 to onboard a new employee.

Courts Care

- The law require equitable pay.
- Lawsuits are expensive.
- See: [Princeton](#) and [University of Delaware's](#) agreements with the U.S. Department of Labor.

Why DCI?

Higher Education Experience

- Analyses of compensation for university faculty and staff should account for the unique structure and distinctive compensation practices applicable to faculty.
- We have decades of experience working with Higher Education Institutions and can offer insight into trends we see across the industry.

Metric-Based Approach

- Most universities don't have the expertise in-house to conduct a meaningful analysis – DCI does.
- Our staff are experts in law, statistics, compensation and data
- DCI experts are adept in developing similarly situated employee groupings, building robust regression models, and explaining results clearly.

97% Client Satisfaction

- We are fully dedicated to client service.
- We offer a variety of additional resources, including but not limited to white papers, webinars and checklists.