



RECOMMENDATIONS FOR HIGHER EDUCATION INSTITUTIONS

BROUGHT TO YOU BY DCI CONSULTING GROUP, INC.

Students, faculty, staff and the public are urging universities to examine their practices for equity across race and gender. Our recommendation and metric-based approach is founded in decades of experience working with higher education institutions. We understand the unique structure and challenges and will customize based on your organization's individual needs.

Phase I: Faculty and Staff Pay Equity Studies

Faculty Pay Equity Study

- Pay equity analysis based on standards established in Title VII of the Civil Rights Act of 1991
- Study of faculty as a whole
- Additional narrow analyses by school and rank
- Comparisons by gender and again by race accounting for variables such as rank, tenure, education, time in job, and experience

Staff Pay Equity Study

- Pay equity analysis based on standards established in Title VII of the Civil Rights Act of 1991
- Staff compared by gender and again by race accounting for variables such as time in job and experience
- Wage gap analysis
- Identify percent differences in compensation between men and women and between non-minority and minority employees
- Unadjusted and adjusted (accounting for factors such as job title or grade)

Phase II: Diversity, Equity & Inclusion Analyses

Step One: Initial Discovery and Project Scoping

- Identification of current risk levels and recommended actions
- Identification of organizational priorities
- Recommendations of key university staff and resources needed to accomplish activities
- Recommendations for Step Two customized analyses

Step Two: Diversity, Equity & Inclusion Analyses – Customized Based on Step One Findings

- Option A: Glass Ceiling Analysis and Diversity Life Cycle Review
 - Identify concerning patterns at the upper ranks, such as a glass ceiling effect
 - Strategic plan for addressing results and continuous monitoring
 - Measure the effectiveness of the talent acquisition cycle (attracting, selecting and retaining diverse talent)
 - Analyze the amount of time for critical employment decisions to happen
- Option B: Performance Rating Study
 - Determine statistical disparities related to who gets a high rating
 - Examination of the entire distribution of ratings by race, gender, and age