Pay Equity Analysis

Studies show that a more diverse faculty and staff population leads to higher returns on key performance metrics. A significant pay gap between men and women still exists. For this reason, governmental legislation is beginning to impact higher education institutions.

States across America require additional reporting in the effort to close the gender pay gap.

**Sibson Consulting Specializes in Developing Pay Equity Strategies**

Sibson’s deep understanding of the dynamics of compensation across higher education, enables effective collaboration with our clients in developing pay equity strategies for faculty and staff. Sibson’s methodology of multiple regression analyses creates a set of findings that will:

- Determine the extent to which there is systemic pay inequity at any institution, potentially stemming from a gender or race/ethnicity bias
- Identify the variables that have the largest influence on pay differentiation
- Provide a list of individuals for whom actual pay is significantly different than their expected pay
- Calculate associated costs necessary to remediate any issues

There are two types of statistical analyses that Sibson conducts for clients:

**Proactive**
- Identify potential systemic issues and determine follow-up actions
- “Self-evaluation” defense
- Increase employee engagement

**Reactive**
- Investigate employee claims
- Litigation defense, OFCCP compliance

Sibson’s team of higher education compensation consultants have helped institutions achieve their goals with measurable results. To learn more, contact Kelly Jones, Higher Education Practice Leader, kjones@sibson.com, 216.687.4434 or Moshe Mayefsky, mmayefsky@sibson.com, 212.251.5328.