

2019 Higher Education Compliance Symposium Agenda

March 27, 2019

8:00 A.M. - 6:30 P.M.

Georgetown University Hotel and Conference Center
3800 Reservoir Road, Washington, DC 20057

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| 8:00- 8:30 | REGISTRATION, BREAKFAST, & NETWORKING |
| 8:30- 8:45 | Conference Welcome and Introductions |
| 8:45-9:30 | What's New with OFCCP? - David Fortney; Mickey Silberman <ul style="list-style-type: none">• Leadership Updates• Review of OFCCPs 12 new enforcement directives |
| 9:30-10:00 | OFCCP Audit Trends in Higher Education - Elizabeth Bradley; Leigh Nason |
| 10:00-10:30 | EEO Compliance Obligations for Higher Education - The Basics - Joanna Colosimo; Chris Wilkinson |
| 10:30-10:45 | BREAK AND NETWORKING |
| 10:45- 11:30 | Strategically Developing Your AAP -- Elizabeth Bradley; Lynn Clements <ul style="list-style-type: none">• Structure (campus, building, etc.)• Who is an employee? (e.g. student workers, post docs, medical school residents, etc.)<ul style="list-style-type: none">○ Matching IPEDs counts to AAP counts• Timing (Time of year of snapshot)• Sources of Availability• Applicant Flow Data - challenges with accuracy, maintaining and reporting |
| 11:30-11:45 | BREAK AND NETWORKING |

- 11:45-12:30 **Employer and OFCCP practitioners Discuss Best Practices for Managing an OFCCP Audit; Lessons Learned from Recent Higher Education OFCCP Audits**
- *Teresa Malonzo - Harvard University; Joanna Colosimo; Leigh Nason*
Moderator: Mickey Silberman
- 12:30-1:30 LUNCH
- 1:30-2:15 **Unique Considerations for Higher Education Pay Reporting** - *Lynn Clements; Chris Wilkinson*
- Setting the Stage: Item 19 Requirements and How OFCCP analyzes your pay
 - Compensation Reporting Strategy
 - Additional items to consider providing to the OFCCP
 - What you can do to avoid liability
 - Attorney Client Privilege
- 2:15-3:15 **Conducting Proactive Pay Analysis** - *Michael Aamodt; Paul White*
- Determining project team
 - Developing similarly situated employee groupings
 - Determining pay factors for segments of workforce
 - Conducting analyses
- 3:15-3:30 BREAK AND NETWORKING
- 3:30-4:00 **Making and Messaging Pay Adjustments** - *David Fortney; Paul White*
- Communicating results of the study
 - Making salary adjustments
 - Timing of adjustments
 - Communicating adjustments
- 4:00-4:15 BREAK AND NETWORKING
- 4:15- 5:00 **Keynote - OFCCP Director Leen**
- 5:00- 6:30 **Post-Meeting Networking Reception**