



2020 Higher Education Symposium - East Coast

February 20

Join The Institute for Workplace Equality and the University of Miami, for the East Coast Higher Education Compliance Symposium in Coral Gables, Florida.

The Institute hosted its first Higher Education Compliance Symposium in Washington DC in 2019. There was great participation and feedback from the Higher Education community. Next week will gather again with stakeholders on the West Coast, to share the latest affirmative action and EEO enforcement developments affecting higher education. OFCCP Director Craig Leen has been invited to be our keynote speaker at both events.

8:00- 8:30

REGISTRATION, BREAKFAST, & NETWORKING

8:30- 8:45

Conference Welcome and Introductions

8:45-9:30

Washington's Insiders: What's new in D.C. and with OFCCP? – *David Cohen, David Fortney, Mickey Silberman*

- Leadership Updates
- Review of OFCCPs new enforcement directives
- “Back to School” FAQs
- Higher Education Technical Assistance Guidance
- NLRBs Target of Grad Student Unions

9:30-10:00

OFCCP Audit Trends in Higher Education – *Lynn Clements; David Fortney*

10:00-10:30

EEO and AA Requirements for Higher Education *Lynn Clements; Nancy Holt*

10:30-10:45

BREAK AND NETWORKING

10:45-11:30

OFCCP's Higher Educational Technical Assistance Guidance (TAG) – *Lynn Clements; Chris Wilkinson*

11:30-12:15

Strategically Developing your AAP *Chris Gokturk; Mickey Silberman*

- Structure (campus, building, etc.)
- Who is an employee? (e.g. student workers, post docs, medical school residents, etc.)
 - Matching IPEDs counts to AAP counts
- Timing (Time of year snapshot)
- Sources of Availability
- Applicant Flow Data – challenges with accuracy, maintaining and reporting



- 12:15-1:15 LUNCH AND NETWORKING (meal included as part of registration)
- 1:15-1:45 Employer and OFCCP practitioners Discuss Best Practices for Managing an OFCCP Audit; Lessons Learned from Recent Higher Education OFCCP Audits – *Beverly Pruitt and Chris Gokturk*.
Moderator: David Fortney
- 1:45- 2:15 Conducting a University Focused Promotions Analysis - *Nancy Holt; Chris Wilkinson*
- 2:15-2:45 Developing Strategic Pay Analysis Groups for OFCCP Audit Submissions – *Mickey Silberman; Paul White*
- 2:45-3:00 BREAK AND NETWORKING
- 3:00-3:30 Unique Considerations for Conducting a Proactive Pay Analysis in Higher Education –*Paul White & David Cohen*
- Determining project team
 - Evaluating faculty pay data
 - Developing similarly situated employee groupings
 - Determining pay factors for segments of workforce
 - Conducting analyses
- 3:30-4:00 Making and Messaging Pay Adjustments– *Nancy Holt; Chris Wilkinson*
- 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 – *Bob Gaglione and Sam Maiden*
- 5:00-6:30 Post-Meeting Networking Reception