

# Empowering equality with data analytics

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**PEOPLEADMIN**

A higher degree of talent management



## Presentation agenda

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- 01 What is adverse impact?

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  - 02 What does adverse impact look like in higher education?

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  - 03 How can PeopleAdmin help?

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  - 04 What's Next?

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# 01

What is adverse impact?



What is your current approach to balanced hiring?

# Balanced Hiring From a Legal Standpoint

## Equal Employment Opportunity

Is there discrimination in your hiring process?

Adverse Impact

## Affirmative Action

Is your hiring process addressing historical inequities?



# Balanced Hiring From a Legal Standpoint

## *Adverse Impact*

Title VII of the 1964 Civil Rights Act made it illegal for employers to discriminate against protected minority groups on the basis of race, religion, sex, or national origin.

- Complaints challenging high stakes testing programs focus on a variety of testing issues, the common denominator is fairness. Tests must be fair and accurate measures of candidate ability.
  - Litigation revolves around such questions as “Is it fair to deny promotion or a wage increase based on a failing assessment score?”
  - “Does the test discriminate against different test taker sub-groups?”

**Supreme Court:** Griggs v. Duke Power Co. (1971)



# 80/20 Rule

Equal Employment Opportunity Commission  
Office of Personnel Management  
Department of Justice  
Department of Labor and Department of Treasury.



*Uniform Guidelines on  
Employee Selection  
Procedures (1979)*

The most common method for measuring adverse impact is the “80/20 rule,” also known as the “four-fifths rule.”

- The “80/20 rule” suggests that adverse impact exists if the pass rate for protected groups is less than 80% for non-protected groups.
- Ratios at or above .80 (80%) are generally interpreted as showing no or acceptable levels of adverse impact.

[https://www.eeoc.gov/policy/docs/qanda\\_clarify\\_procedures.html](https://www.eeoc.gov/policy/docs/qanda_clarify_procedures.html)



## Calculating Adverse Impact

	Applicants	Hired	Selection Rate (Percent Hired)
White	80	48	48/80 = 60%
Black	40	12	12/40=30%

$$\frac{30\%}{60\%} = 50\%$$

< 80% ....  
**Potential Adverse Impact**



# How do you know if it's working?

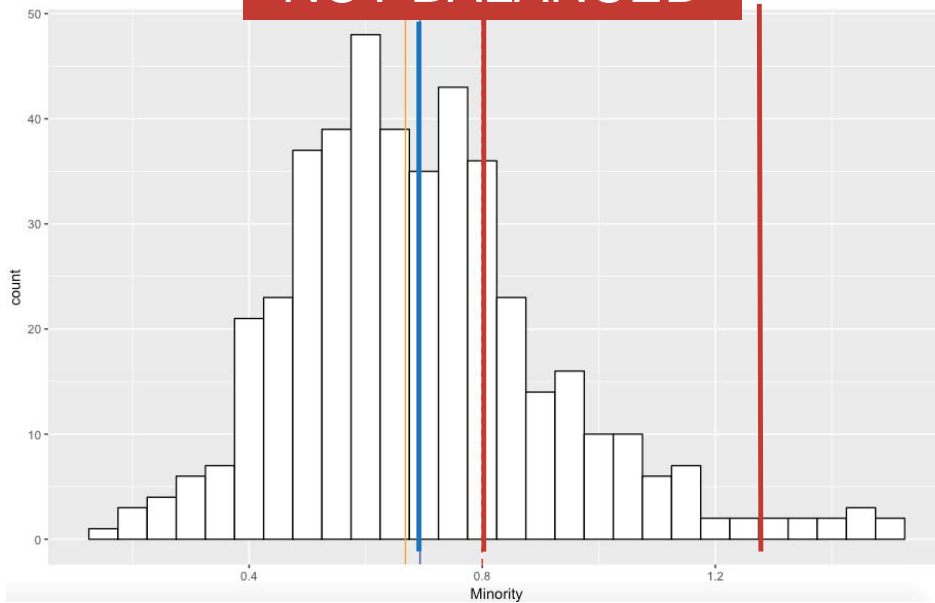


## 02

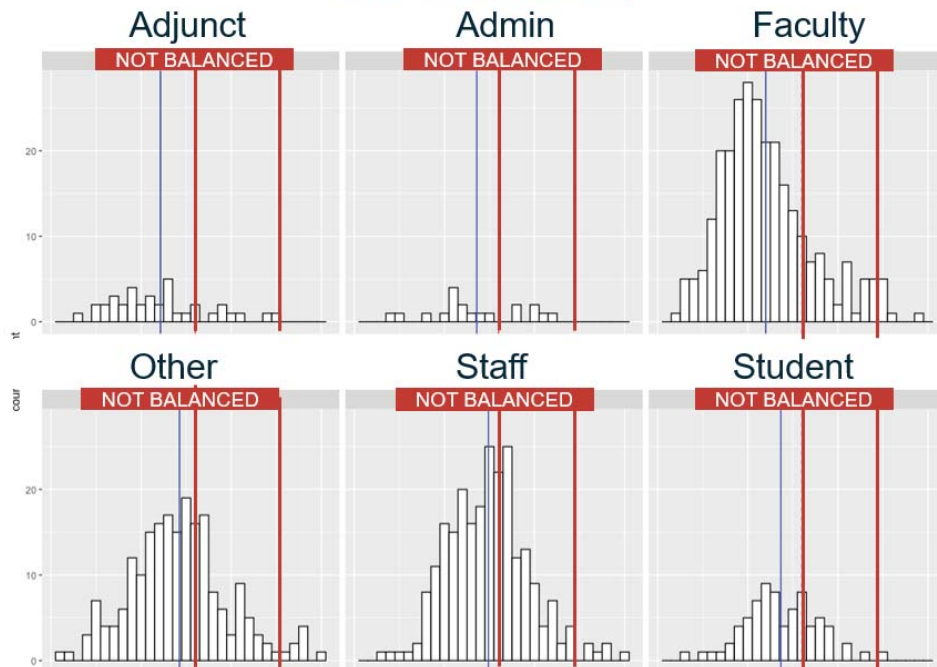
### What does adverse impact look like in higher education?

# Race and Ethnicity

NOT BALANCED

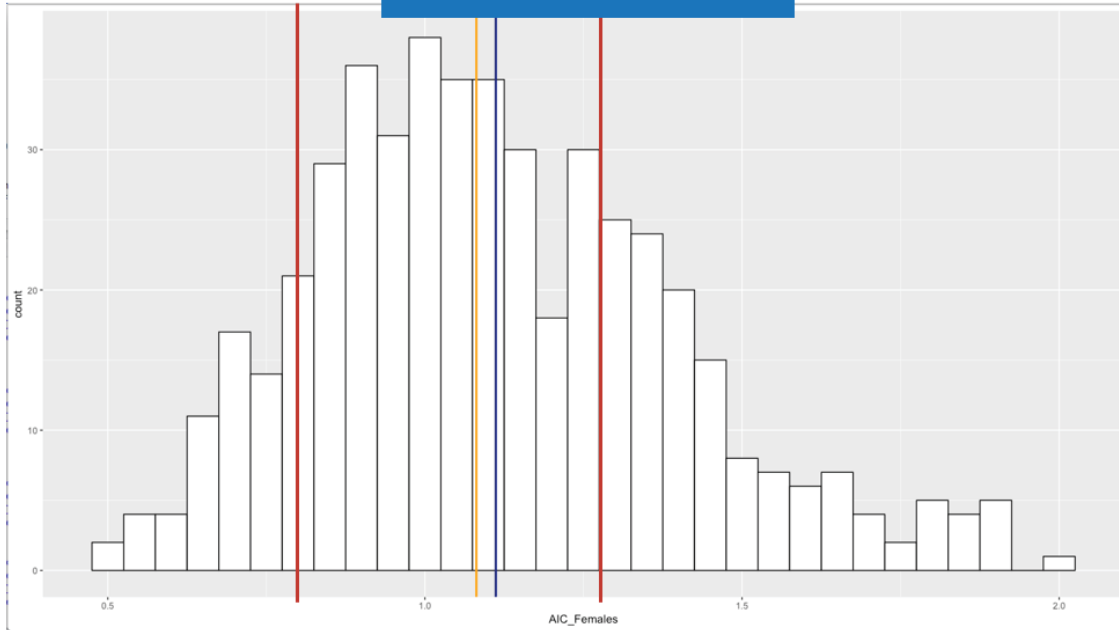


## Race and Ethnicity



# Gender

**BALANCED**

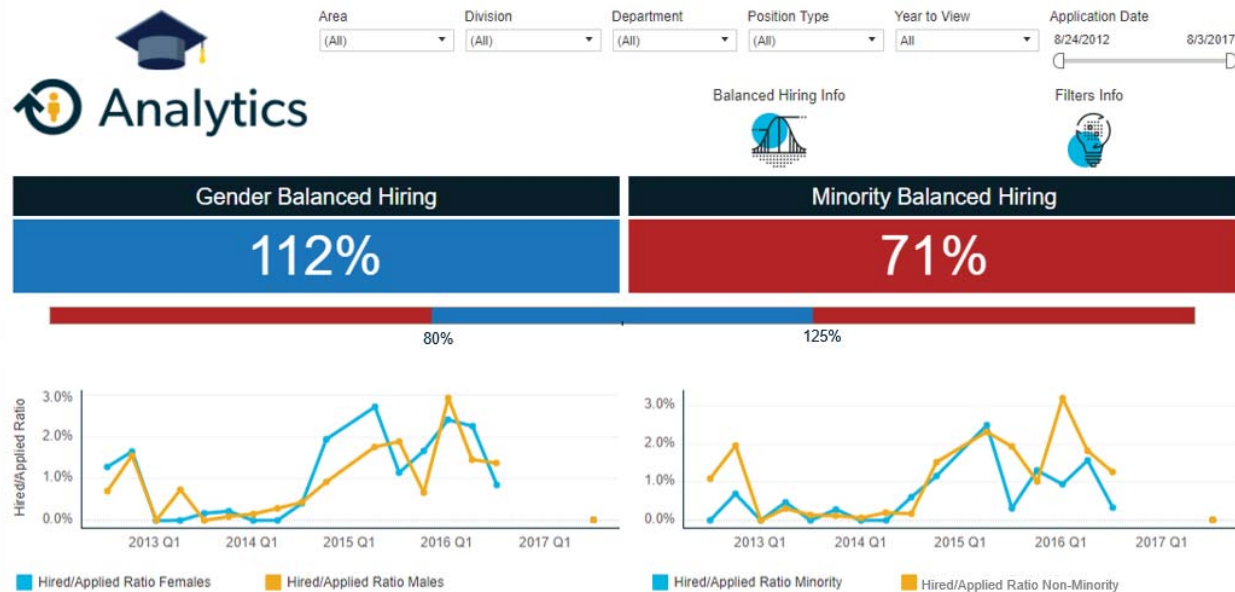


# Gender



# 03

## What can you do to improve outcomes at your institution?





# Gender Compliance Criteria

Area: (All) | Division: (All) | Department: (All) | Position Type: (All) | Year to View: All

Application... 8/24/2012 | 8/3/2017

## Gender Balanced Hiring



### Female Hired/Applied Ratio

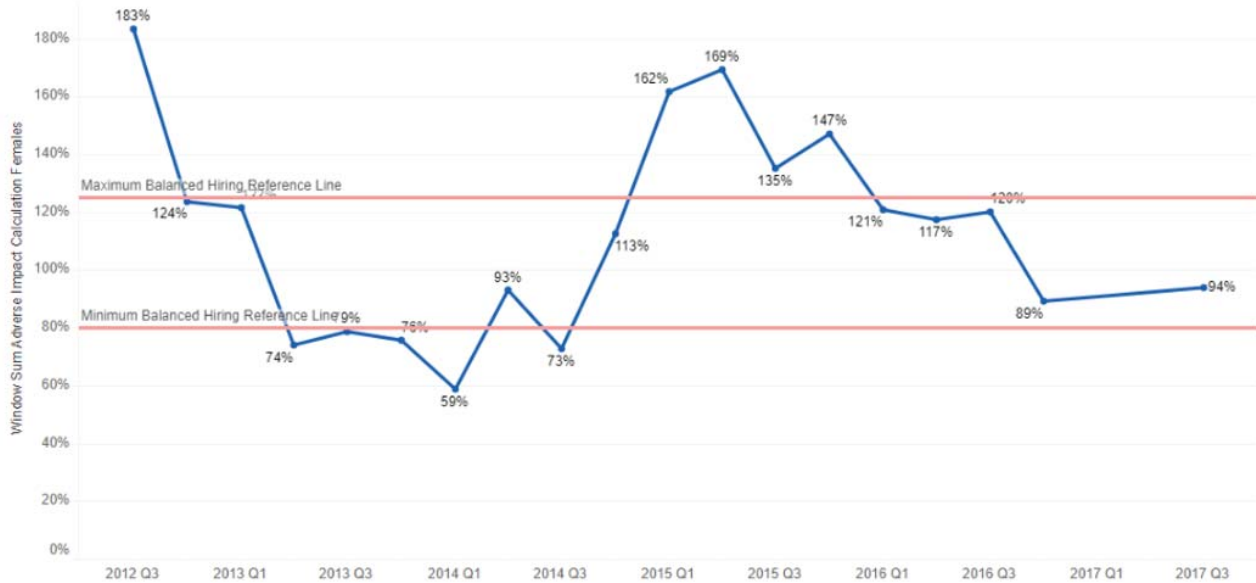
**1.0%**  
135 hired out of  
14,112 submitted applications

### Male Hired/Applied Ratio

**0.9%**  
98 hired out of  
11,502 submitted apps



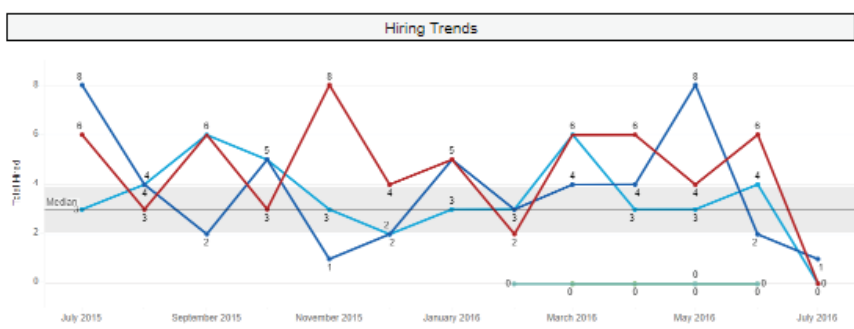
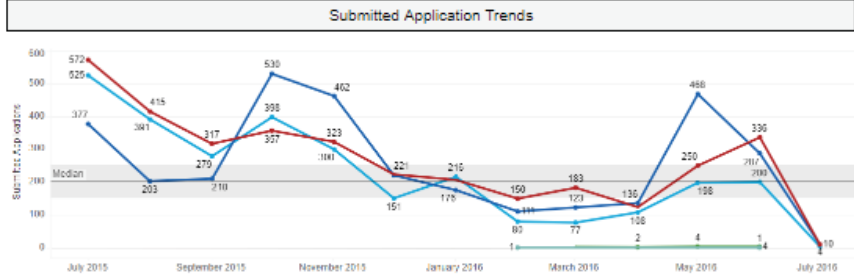
## Gender Balanced Hiring Trends



## Gender Application and Hire Trends

Area: (All) | Division: (All) | Department: (All) | Position Type: (All) | Year to View: 2015-2016 | Gender: (All) | Highlight Gender:

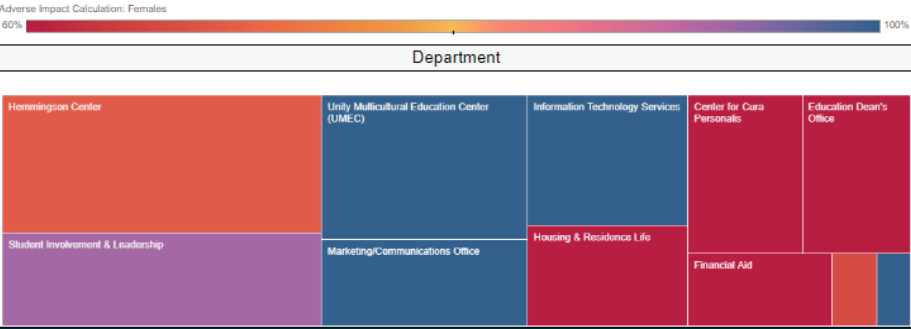
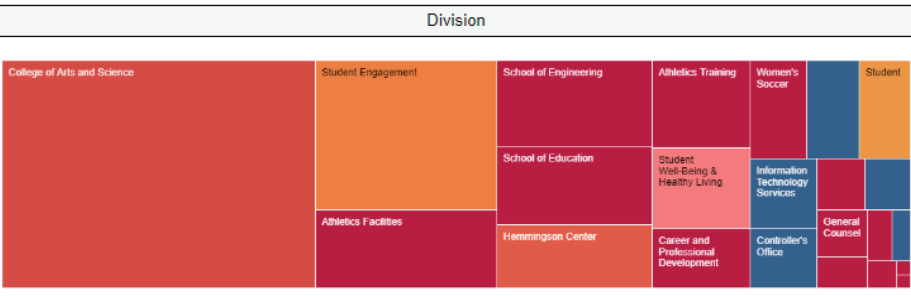
Application Date: 7/1/2015 to 7/16/2016



## Gender Breakdown by Division and Department

Area: (All) | Division: (All) | Department: (All) | Position Type: (All) | Year to View: 2015-2016

Application Date: 7/1/2015 to 7/16/2016 | Highlight Division: (All) | Highlight Department: (All)



Tabular Data Drill-down							Filters										
Gender	EEO Race Breakdown	Veteran Status	Disabled Status	Submitted Applications	Count of Total Hired	Hired/Applied Ratio											
Female	Null	Not a Veteran	Disabled	2	0	0.0%	Posting Number (All)										
			Not Disclosed	25	1	3.8%											
			Not Disclosed	5	0	0.0%											
	Not Disclosed	Not a Veteran	Not Disclosed	10	0	0.0%		Area (All)									
			Disabled	1	0	0.0%											
			Not Disclosed	22	0	0.0%											
	American Indian or Alaska Native (not of Hispanic or Latino origin)	Not a Veteran	Not Disclosed	1	0	0.0%			Division (All)								
			Disabled	4	0	0.0%											
			Not Disclosed	229	0	0.0%											
	Asian (not of Hispanic or Latino origin)	Not a Veteran	Disabled	2	0	0.0%				Department (All)							
			Not Disclosed	5	0	0.0%											
			Not Disclosed	2	0	0.0%											
	Not Disclosed	Not a Veteran	Not Disclosed	10	0	0.0%					Position Type (All)						
			Disabled	18	0	0.0%											
			Not Disclosed	84	1	1.2%											
	Black or African American (not of Hispanic or Latino origin)	Not a Veteran	Not Disclosed	1	0	0.0%						Gender (All)					
			Not Disclosed	2	0	0.0%											
			Not Disclosed	5	0	0.0%											
	Hispanic or Latino Ethnicity only	Not a Veteran	Not Disclosed	5	0	0.0%							EEO Race Breakdown (All)				
			Not Disclosed	8	0	0.0%											
			Not Disclosed	270	5	1.9%											
	Hispanic/Latino	Not a Veteran	Not Disclosed	11	0	0.0%								Veteran Status (All)			
			Not Disclosed	1	0	0.0%											
			Not Disclosed	12	1	8.3%											
	Not Disclosed	Not a Veteran	Not Disclosed	22	1	4.5%									Disabled Status (All)		
			Not Disclosed	3	0	0.0%											
			Not Disclosed	3	0	0.0%											
	Native Hawaiian or Other Pacific Islander (not of Hispanic or Latino origin)	Not a Veteran	Not Disclosed	13	0	0.0%										Year to View	
			Not Disclosed	2	0	0.0%											
			Not Disclosed	3	0	0.0%											
	Two or More Races	Not a Veteran	Not Disclosed	2	0	0.0%											
			Not Disclosed	170	2	1.2%											
			Not Disclosed	6	0	0.0%											
Not Disclosed	Not a Veteran	Not Disclosed	2	0	0.0%												
		Not Disclosed	2	0	0.0%												
		Not Disclosed	2	0	0.0%												



# 04

## What's Next?

- Included with PeopleAdmin Hire
- Available in [May](#)
- We will [email](#) you when it can be turned on
- Adverse Impact Analytics [training](#) also coming soon!



*Questions?*

*Thank  
You!*



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