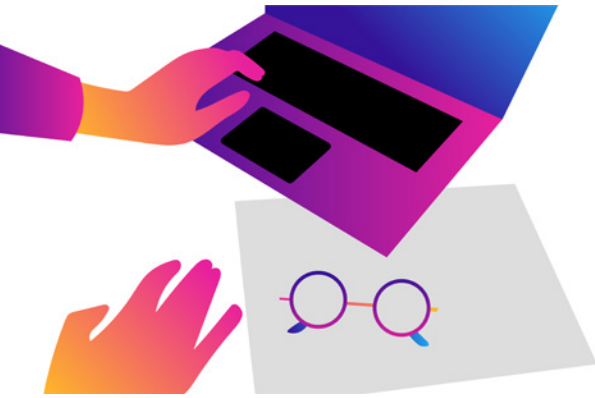




Consulting

Case study



# Uncovering pay bias

## Situation

A well-known university engaged the us to determine whether pay differences within the Faculty and Staff were the result of explainable factors, including performance and tenure, or whether gender/ethnicity pay bias existed.

## Solution

We conducted a statistical analysis for both the Staff and Faculty positions, including isolating pockets of female/minority employees within the university where pay differences were not easily explainable.

## Results

We helped the university to mitigate risk by demonstrating that pay differences were defensible and explainable, and not symptomatic of pay bias hidden within pay practices. The growing attention on the hot topic of pay discrimination positions us to deliver similar consulting solutions across industries.

## Let's talk

To find out more contact us at **1 866 355 6647** or [talktous@buck.com](mailto:talktous@buck.com).

[www.buck.com](http://www.buck.com)