

WORK TEAM NUMBER:

4B

WORK TEAM NAME:

Equal Opportunity in Employment
Year End Report – 7/21/2025

The Equal Opportunity in Employment team is responsible for reviewing NDSU's adherence to equal opportunity and non-discrimination compliance.

Progress on Goals and Outcomes

Goal 1: Increase awareness/communication of equal opportunity in employment.

- Progress on outcomes:
 - Educate campus about what an affirmative action plan is, why we have one (federally mandated - pending executive order of 1/21/2025).
 - This outcome was paused due to the executive order and NDSU is in full compliance.
 - Summarize data from NDSU affirmative action plan and inform campus.
 - This outcome was also paused in accordance with the 1/21/2025 executive order.
 - Conduct salary equity study related to all self-reported identities including race, sex, disability and veteran status, take action where necessary, and inform campus.
 - The committee conducted the study using employee pay data from December 31, 2024. Statistical analysis was run by the Office of Institutional Research and Analysis of group differences in compensation. Following statistical analysis, employee records in the indicated groups were reviewed by Human Resources to examine contextual factors – such as time at NDSU, time in job, job level, department, job function, and job family – that can influence salaries. When contextual factors could not explain the pay differences, we reached out to the units involved for further investigation. Most indicated difference were explained by the factors above and two employees received equity increases.
- Achievements:
 - Fine tuned methods to examine salary inequity and findings were addressed in two cases.
- Challenges:
 - Determined that lack of standardization in position descriptions, particularly for extension agents and specialists make salary comparisons difficult. Human Resources is working with Agriculture Extension leadership on a plan to address this standardization.

Work Group Members

Emily Berg	Director of Institutional Research and Analysis
Dilvin Habib	Senior Director for Access and Opportunity
Heather Higgins-Dochtermann	Director of Equal Opportunity/Title IX Compliance
Mark Genkinger	Director of Human Resources
Laura Oster-Aaland	Vice Provost for Student Affairs and Institutional Equity
Carrie Anne Platt	Vice Provost for Faculty

Point of Contact for Questions, Concerns, and Suggestions

Laura Oster-Aaland – Vice Provost for Student Affairs and Institutional Equity – Team lead

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