Colleges and universities face unique challenges when it comes to the business of diversity metrics and creating affirmative action plans. The difficult and time-consuming information gathering that plagues organizations both small and large is further complicated for institutions of higher learning by the very nature of their organization—schools, colleges and even departments within a single university—sometimes operating autonomously—all needing to work together.

Moreover, the kind of information vital to an affirmative action plan for a university system cannot be accurately generated from standard government census data without a tremendous amount of time and energy spent on additional data collection and customization.

With these needs in mind, Peopleclick has developed software and services uniquely designed to address the way in which universities gather data, create affirmative action plans and develop diversity initiatives. Peopleclick is the only affirmative action vendor to provide integrated higher education offerings that include national demographic data from the Survey of Earned Doctorates from the University of Chicago National Opinion Research Center.

The Survey of Earned Doctorates provides a breakout of the labor market demographics of PhD's by discipline, providing more refined availability information than that included in the standard U.S. census. It represents research doctorates awarded to U.S. citizens and permanent residents by race, sex and field of study.

We’re the only affirmative action company in the industry with the vision and extensive experience to offer you a full range of solutions that:

- Ensure complete and accurate reports across your university system
- Provide metrics to support individual college and department affirmative action obligations
- Incorporate Survey of Earned Doctorates data
- Guarantee technical compliance
OVER 175 UNIVERSITIES AND COLLEGES HAVE CHOSEN PEOPLECLICK FOR THEIR COMPLIANCE AND DIVERSITY NEEDS.

Armstrong Atlantic State University
Corning Community College
Drexel University
George Washington University
Harvard University
Massachusetts Institute of Technology
Oregon State
Portland Community College
Princeton University
Savannah State College
University of California, San Francisco
University of Massachusetts
University of Mississippi Medical Center
University of North Carolina
University of Pennsylvania Health System
University of Texas
University of Vermont
Vanderbilt University
The College of William and Mary
Winston-Salem University
The only software product that produces all your plans simultaneously.

CAAMS Product Highlights:

Industry-leading Report Generation
OFCCP-required reports, monitoring reports and numerous supporting reports.

Higher Education Organization Structure
Allow the organization structure of your institution to be used in developing affirmative action plans through multiple views. For example, views by campus, by campus and college, by department within a college, or an overall analysis of the entire institution.

Data Import and Export
Easily imports employee, history and applicant summary data.

Incumbency versus Availability
Simultaneously calculates across all plans and job groups and for all planning levels, according to OFCCP regulations.

Impact Ratio Analysis (IRA)
Simultaneously calculates for hires, promotions and terminations for all plans and job groups at all levels of the plan structure.

Multi-user Capability
Scales to fit the needs and resources of your organization, whether it be a multi-user networked environment or single-user functionality.
A contradiction in terms or an innovation in plan creation?

**Peopleclick Higher Education Edition AAPlanner** is desktop software designed for decentralized affirmative action plan creation incorporating the Survey of Earned Doctorate data. With AAPlanner, you get the benefits of an easy-to-use, robust desktop product, combined with the largest team of consultants, support and software experts in the industry.

**ONE CALCULATION. ONE IMPORT. ALL AT ONCE. ALL ACROSS THE BOARD.**

Peopleclick **CAAMS** (Complete Affirmative Action Management System) is the only software in the industry that produces all your plans at once, for all campuses—with one calculation, one import—across the entire university system and for each college and department within the AA plan.

Peopleclick CAAMS gives you a complete and accurate picture of your entire organization and uses graphical representations to make the data clear and accessible. Institutions using CAAMS are amazed by the system’s flexibility and depth of information, from analyzing their workforce representation to employment decisions. They also benefit from the time savings gained by the efficiency of producing tens to hundreds of plans within a short timeframe.

CAAMS is fully integrated with the demographic data provided by the Survey of Earned Doctorates. And what this means to you is significant time and money savings. No more energy spent trying to get what you need from a product that isn’t speaking to your industry.

The most advanced and secure web-based affirmative action report distribution application on the market.

A single affirmative action plan (AAP) can result in almost 20 associated reports. Multiply that by 30 or 50—or for some university systems—hundreds—and the number of reports becomes staggering. The challenges with this volume of reports include the time it takes to print, bind and ship; network constraints; efficient and intuitive cataloging methods; and ensuring security and confidentiality.

The Peopleclick Reporting Center is the most advanced and secure web-based affirmative action report distribution application on the market. It saves time and money and ensures that plan information is reviewed in an appropriate manner and only by those who have permission to do so.

Report recipients, department heads, human resource staff—and anyone else needing access—can easily receive AAP reports via the internet/intranet. They also can easily view and download the reports, graphs and charts they have been granted permission to see. The Reporting Center eliminates the cost and risk associated with report distribution through secure, automated paperless publication and tracking of AAP information to those individuals in your institution responsible for meeting placement goals.
Many universities often find that they lack the resources needed to accurately collect and process the appropriate data for their reports throughout the year. Peopleclick offers an alternative solution for organizations to create affirmative action plans. The Peopleclick Outsourcing Team focuses on providing you full AAP preparation services so that instead of being mired in the technical details, you can direct and manage the process from a strategic standpoint.

With Peopleclick Outsourcing you can:

- Determine whether there is compensation disparity among minorities and females
- Manage affirmative action/EEO compliance goals
- Analyze your annual EEO data and reports
- Utilize the Survey of Earned Doctorates in faculty availabilities
- Analyze your applicant pool for adverse impact indicators
- Prepare the institution for an OFCCP review
- Ensure your plans are 100% OFCCP technically compliant
Training and Consulting Services

HRCI-CERTIFIED TRAINING
We offer extensive training on affirmative action plans and methodologies as well as advanced training to fit your specific needs, including understanding affirmative action, interpreting plans, monitoring reports, the mechanics of an audit, preparing your narrative and more.

We offer a variety of training approaches to suit your needs, including regional training, train-the-trainer, virtual, as well as on-site training at your facility.

THE PEOPLECLICK RESEARCH INSTITUTE
Led by a team of nationally recognized EEO/AA research experts, the Peopleclick Research Institute helps organizations comply with federal anti-discrimination regulations, anticipate the findings of audits by government agencies and monitor the fairness of their employment practices. As authorities on quantitative analysis of equal employment opportunity, affirmative action and diversity issues, the Institute helps organizations, including employers and attorneys, manage risk and promote workforce diversity.

RESEARCH INSTITUTE TOPICS
Topics include:
- Compensation Analysis
- Systemic Discrimination/Adverse Impact
- Audit/Litigation Support
- Test Validation
- HR Consulting Services
- Diversity Services

The Peopleclick Research Institute works with many of the world’s most prominent law firms, including numerous successful appearances in court on behalf of our clients, to explain our views and the analyses behind them. The basic disciplines from which we draw upon include industrial psychology, sociology, economics, statistics and computer science. We are experts in applying these disciplines to a wide array of issues, especially those requiring the proper compilation and analysis of a large body of data.

Your People. Your Success. Our Focus.
Visit us at www.peopleclick.com and discover how to put Peopleclick’s experience and expertise to work for you.