

Jim Higgins, Ed.D.

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Bio:

Dr. Jim Higgins, has over 23 years of professional hands-on experience applying the tools of science and statistics in solving practical business-related problems as an executive, manager, consultant, and analyst. As Sr. Managing Director of The Higgins Group, LLC, he assists federal contractors in conducting the highest quality and methodologically valid compensation analyses as they comply with OFCCP requirements. In addition, he develops and validates a wide array of pre-employment tests that help employers hire the most qualified workforce and provide defense in the face of potential charges of hiring discrimination.

During his career, Dr. Higgins has managed a testing program for a large State Department of Justice, served as Principal Consultant and Director of Compensation Analysis for Biddle Consulting Group, and worked as an independent statistical/research consultant to the United States Department of Labor during the development of Forms E and F of the General Aptitude Test Battery. Finally, he has taught applied statistics and research methods for California State University Sacramento as an adjunct professor and at American River College in Sacramento California as a full time tenure track professor.