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Questions on Compensation Equity

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Mon, Oct 22, 2018 at 3:34 PM

To: "Blackie, Deborah" <deborah.blackie@tufts.edu>

Cc: "Blank, Shoshana A" <shoshana.blank@tufts.edu>

Hello Deborah,

I had a couple more questions related to equity in pay for the STARS sustainability certification that you helped me with previously, and I'd appreciate your input on these as well if you are the best person to ask.

1) Is the average compensation to adjunct professors at least \$6000? If so, please provide the average and documentation supporting that figure as an attachment or text.

2) Pay-scale ratio: Is the factor by which the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (1:X) less than 1:15? If so, please provide the ratio and documentation supporting that figure as an attachment or text.

These questions are optional, but may provide some helpful extra credit on the certification submission. Thanks for your time.

Best,
Michael