



Amy Dvorak <advorak@lclark.edu>

faculty/staff data for sustainability reporting purposes

11 messages

Amy Dvorak <advorak@lclark.edu>

Tue, Feb 7, 2017 at 11:40 AM

To: Holly Allen-Petersen <hallenpetersen@lclark.edu>

Cc: Kris Codron <kcodron@lclark.edu>

Hey Holly,

It is that time of year again! Below are the questions for the sustainability survey, please let me know if there is anything I can clarify:

- Total number of employees - faculty and staff HEADCOUNT (the timeframe can be for CY 2016 or Fall Term for 2016)
- Total number of employees - faculty and staff FTE (same timeframe)
- Number of staff and faculty that receive a living wage (\$15.79/hour, benefits excluded) - this is based on a family of four with two working adults
- The total compensation (*benefits included*) provided to the institution's lowest paid regular (i.e., permanent) employee? *Does not need to include an employee in their first six months*

Also, there is this question which is considered 'extra' credit: **The factor by which the total compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (1:X)**

I will need to check with Alan to see if he is open to releasing the data.

Thank you!

Amy Dvorak, Director of Sustainability | Office of Sustainability | [Lewis & Clark College](#) | 0615 SW Palatine Hill Road, MSC 76, Portland OR 97219 | P 503.768.7794 | advorak@lclark.edu

Amy Dvorak <advorak@lclark.edu>

Thu, Feb 16, 2017 at 8:03 AM

To: Holly Allen-Petersen <hallenpetersen@lclark.edu>

Cc: Kris Codron <kcodron@lclark.edu>

Hello ladies,

I just wanted to make sure you saw this. My reports are not due for another two weeks, but any help you can provide prior is greatly appreciated.

Thanks!

Amy Dvorak, Director of Sustainability | Office of Sustainability | [Lewis & Clark College](#) | 0615 SW Palatine Hill Road, MSC 76, Portland OR 97219 | P 503.768.7794 | advorak@lclark.edu

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Holly Allen-Petersen <hallenpetersen@lclark.edu>

Thu, Feb 16, 2017 at 9:00 AM

To: Amy Dvorak <advorak@lclark.edu>

Cc: Kris Codron <kcodron@lclark.edu>

Hi Amy,

Thanks for the reminder. **Kris** - did you see the follow-up questions I had sent you to clarify before I send Amy the numbers?

Holly Allen-Petersen
HRIS Analyst
Human Resources
Lewis & Clark College
[503-768-6232](tel:503-768-6232)
hallenpetersen@lclark.edu

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Amy Dvorak <advorak@lclark.edu>
To: Holly Allen-Petersen <hallenpetersen@lclark.edu>

Thu, Feb 16, 2017 at 9:03 AM

Thanks, Holly!

Sent from my iPhone
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Holly Allen-Petersen <hallenpetersen@lclark.edu>
To: Amy Dvorak <advorak@lclark.edu>
Cc: Kris Codron <kcodron@lclark.edu>

Tue, Feb 21, 2017 at 2:24 PM

Hi Amy,

I pulled numbers as of 12-31-16

- Total number of employees - faculty and staff HEADCOUNT (the timeframe can be for CY 2016 or Fall Term for 2016) **1,316**
- Total number of employees - faculty and staff FTE (same timeframe) **700.5**
- Number of staff and faculty that receive a living wage (\$15.79/hour, benefits excluded) - this is based on a family of four with two working adults **1,311**
- The total compensation (benefits included) provided to the institution's lowest paid regular (i.e., permanent) employee? Does not need to include an employee in their first six months **26,013.53**

Also, there is this question which is considered 'extra' credit: The factor by which the total compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (**1:13.8**)

Holly Allen-Petersen
HRIS Analyst
Human Resources
Lewis & Clark College
[503-768-6232](tel:503-768-6232)
hallenpetersen@lclark.edu

On Tue, Feb 7, 2017 at 11:40 AM, Amy Dvorak <advorak@lclark.edu> wrote:
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Amy Dvorak <advorak@lclark.edu>

Tue, Feb 21, 2017 at 2:31 PM

To: Holly Allen-Petersen <hallenpetersen@lclark.edu>
Cc: Kris Codron <kcodron@lclark.edu>

Hey Holly,

Could you please just confirm the wage for those below the \$15.79? In case Alan asks? Thanks!

Amy Dvorak, Director of Sustainability | Office of [Sustainability](#) | [Lewis & Clark College](#) | 0615 SW Palatine Hill Road, MSC
76, Portland OR 97219 | P 503.768.7794 | advorak@lclark.edu

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Holly Allen-Petersen <hallenpetersen@lclark.edu>
To: Amy Dvorak <advorak@lclark.edu>
Cc: Kris Codron <kcodron@lclark.edu>

Tue, Feb 21, 2017 at 3:57 PM

Oh, sorry I'm just seeing your email now!

Did he ask? Do you need it?

Holly Allen-Petersen
HRIS Analyst
Human Resources
Lewis & Clark College
[503-768-6232](tel:503-768-6232)
hallenpetersen@lclark.edu

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Amy Dvorak <advorak@lclark.edu>
To: Holly Allen-Petersen <hallenpetersen@lclark.edu>

Mon, Feb 27, 2017 at 10:05 AM

Hey Holly,

Alan said it was okay to report the Pay Equity scale information! Would you mind sending me some kind of documentation on how you did the calc? Could just be a simple spreadsheet - or if you want to outline it for me I can enter it. Also, Alan asked for the information on the athletic assistant coach wages. He is wondering how far off of living wage we are for this group.

Thanks!

Amy Dvorak, Director of Sustainability | Office of [Sustainability](#) | [Lewis & Clark College](#) | 0615 SW Palatine Hill Road, MSC
76, Portland OR 97219 | P 503.768.7794 | advorak@lclark.edu

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Holly Allen-Petersen <hallenpetersen@lclark.edu>
To: Amy Dvorak <advorak@lclark.edu>

Tue, Feb 28, 2017 at 9:49 AM

Hi Amy,
I'm wondering what level of detail you need for these two questions?

Holly Allen-Petersen
HRIS Analyst
Human Resources
Lewis & Clark College
503-768-6232
hallenpetersen@lclark.edu

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Amy Dvorak <advorak@lclark.edu>
To: Holly Allen-Petersen <hallenpetersen@lclark.edu>

Tue, Feb 28, 2017 at 9:55 AM

For the pay equity scale question -- I think I would just need the current compensation for the Interim President (and state whether it includes benefits) and of the lowest paid worker and state whether it includes benefits. Then the calculation is pretty straightforward for that. If you have the hourly wage for the lowest paid worker, I can send that over to Alan with info re: the living wage.

Does that help? Thank you!

Amy Dvorak, Director of Sustainability | Office of Sustainability | **Lewis & Clark College** | 0615 SW Palatine Hill Road, MSC 76, Portland OR 97219 | P 503.768.7794 | advorak@lclark.edu

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Holly Allen-Petersen <hallenpetersen@lclark.edu>
To: Amy Dvorak <advorak@lclark.edu>

Tue, Feb 28, 2017 at 10:19 AM

Here you go. Let me know if you need further information.

- For the Assistant Coaches, the lowest paid is \$25,000 annual, which translates to \$12.82 per hour (1.0 FTE)
- Pay Equity
 - \$330,000 Interim President (no benefits)
 - \$25,000 Lowest paid worker (no benefits)

Holly Allen-Petersen
HRIS Analyst
Human Resources
Lewis & Clark College
503-768-6232
hallenpetersen@lclark.edu

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