

From: Gary Evans Gary.Evans@cortland.edu
Subject: RE: Pay Scale Equity question
Date: March 1, 2018 at 12:15 PM
To: Beth Klein Beth.Klein@cortland.edu

GE

Hi Beth,

Our lowest is a FT Cleaner, \$28,440.
President: \$263,234

If I did the math right, the 1:9.26

Gary

From: Beth Klein
Sent: Wednesday, February 28, 2018 11:23 AM
To: Gary Evans <Gary.Evans@cortland.edu>
Subject: Pay Scale Equity question

Gary,

We are working on our AASHE STARS (Sustainability) assessment (due in April) One of the credit areas refers to Pay Scale Equity. Do you have data on the compensation of the lowest-paid full-time employee and the highest paid compensation? I am hopeful it falls within the 1:15 ratio.

If there is someone else in your office I should direct this question to, please let me know.

Thanks,
Beth

Criteria

Institution has a maximum compensation scale ratio of 1:15, where 1 represents the compensation of the lowest-paid full-time employee and 15 represents the compensation of the highest paid senior administrator (e.g. president or chancellor).

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"A passionate interest in what you do is the secret of enjoying life...whether it is helping old people or children, or making cheese or growing earthworms." — Julia Child