



Louis Spanias <lspanias@g.hmc.edu>

Pay Scale Equity at HMC

5 messages

Louis Spanias <lspanias@g.hmc.edu>
To: Carol Saldivar <csaldivar@g.hmc.edu>

Tue, Apr 24, 2018 at 12:04 PM

Dear Carol,

I hope this e-mail finds you well and that the week has been good to you. You may recall earlier in the academic year that a student working for the Hixon Center, Saleck Tikande, reached out to you for data that we were compiling for a sustainability report.

One component of this report was reporting Pay Scale Equity, which was reporting the factor by which the total compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (1:X). You reported to Saleck that that number is 12.32.

We are currently working on revisions sent back to us by the review committee for the report, and they need some documentation for our institution to earn credit for this particular component. Could we please have some documentation that supports HMC's reported pay scale ratio, and could you confirm if the number we have on record is correct and as of what fiscal year?

Thank you! I appreciate your time and help.

Louis Spanias, MSc

Acting Director, [Hixon Center for Sustainable Environmental Design](#)
Harvey Mudd College | 301 Platt Blvd. Claremont, CA 91711
Norman F. Sprague Center, 1st Floor
Tel: +1 (909) 607-7623 | E-mail: lspanias@g.hmc.edu

Please consider the environment before printing this e-mail. Thank you.



Louis Spanias <lspanias@g.hmc.edu>
To: Carol Saldivar <csaldivar@g.hmc.edu>

Mon, May 7, 2018 at 10:04 AM

Dear Carol,

I hope this e-mail finds you well. I was hoping to follow up with you on this matter as soon as possible.

Thank you!

Louis Spanias, MSc

Acting Director, [Hixon Center for Sustainable Environmental Design](#)
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Carol Saldivar <csaldivar@hmc.edu>
To: Louis Spanias <lspanias@g.hmc.edu>

Wed, May 9, 2018 at 4:33 PM

Hi Louis,

Sorry for the delay in responding to your emails. Can you tell me what sort of documentation would be sufficient? Based on the notes that I added to the survey I took the highest paid administrator salary of \$320,000 divide by the lowest paid full time employee at \$25,979 for the ration of 12.32. this would be for the 17/18 fiscal year.

If you can provide some sort of suggestion on the documentation that would be greatly appreciated.

Thank you,

Carol

Carol Saldivar, PHR

Associate Director for Human Resources

Investigations & Employee Relations

Harvey Mudd College

301 Platt Blvd., Kingston 121A, Claremont, CA 91711

Phone: 909.607-9807 | Fax: 909.607.0016

Email: csaldivar@hmc.edu



From: Louis Spanias <lspanias@g.hmc.edu>

Sent: Monday, May 7, 2018 10:04 AM

To: Carol Saldivar <csaldivar@g.hmc.edu>

Subject: Re: Pay Scale Equity at HMC

Dear Carol,

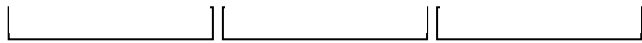
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Thank you!

Louis Spanias, MSc

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Harvey Mudd College | [301 Platt Blvd. Claremont, CA 91711](#)
Norman F. Sprague Center, 1st Floor
Tel: +1 (909) 607-7623 | E-mail: lspanias@g.hmc.edu

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On Tue, Apr 24, 2018 at 12:04 PM, Louis Spanias <lspanias@g.hmc.edu> wrote:

Dear Carol,

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Norman F. Sprague Center, 1st Floor
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Louis Spanias <lspanias@g.hmc.edu>
To: Carol Saldivar <csaldivar@hmc.edu>

Tue, May 15, 2018 at 2:09 PM

Hi Carol,

According to STARS, this e-mail thread should be sufficient documentation, actually! Thank you for getting back to me and for your time and help!

Louis Spanias, MSc

Acting Director, [Hixon Center for Sustainable Environmental Design](#)
Harvey Mudd College | 301 Platt Blvd. Claremont, CA 91711
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Carol Saldivar <csaldivar@hmc.edu>
To: Louis Spanias <lspanias@g.hmc.edu>

Wed, May 16, 2018 at 4:10 PM

Awesome. Happy to help.

Carol Saldivar, PHR

Associate Director for Human Resources

Investigations & Employee Relations

Harvey Mudd College

301 Platt Blvd., Kingston 121A, Claremont, CA 91711

Phone: 909.607-9807 | Fax: 909.607.0016

Email: csaldivar@hmc.edu



From: Louis Spanias <lspanias@g.hmc.edu>
Sent: Tuesday, May 15, 2018 2:10 PM
To: Carol Saldivar <csaldivar@hmc.edu>
Subject: Re: Pay Scale Equity at HMC

Hi Carol,

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Louis Spanias, MSc

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