

Pay Scale Equity

0.5 bonus points available

Rationale

This credit recognizes institutions that exceed the criteria outlined in the Employee Compensation credit by achieving a sustainable level of pay equity between workers and administrators.

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).

Scoring

An institution earns 0.5 bonus points for having a maximum compensation scale ratio of 1:15 or less. Partial points are not available.

Reporting Fields

Required

- ☐ The factor by which the compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee (1:X)
- ☐ Documentation supporting the institution's reported pay scale ratio (e.g., methodology used, actual compensation amounts, or letter of affirmation from the Human Resources office) (text or upload)

Optional

- ☐ Website URL where information about pay scale equity at the institution is available
- ☐ Additional documentation to support the submission (upload)
- ☐ Data source(s) and notes about the submission
- ☐ Contact information for a responsible party (an employee who can respond to questions regarding the data once it is submitted and available to the public)