

THE G

SALARY INEQUITY



New information blindsides community

MATTHEW JONES/GUILFORDIAN

NEWS

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STAFF WRITERS

Guilford College is currently addressing a \$2 million deficit for this year and the prospect of an additional \$2 million deficit for 2015-16. Positions have already been cut, and in the coming weeks President Jane Fernandes will propose further cuts in order to balance the budget.

At the same time, another issue has emerged: salary inequity. Guilford has a well-documented history of underpaying faculty and staff relative to peer institutions while paying administrators' salaries at or above average.

When it came to light that executive pay rose again last year, members of the community expressed outrage. Now, the community is working to figure out how to prevent this from happening again.

The Setup

In 2009, Guilford was much more fiscally stable than today. "At that time, enrollment, donations, giving and alumni engagement were at an all-time high," said Fernandes.

However, it did not last. In 2011 and 2012, both federal and state governments reduced aid programs available to students.

This led to a sharp decline in enrollment and revenue. According to Guilford's IRS Form 990's, a tax document all nonprofits file, revenue from tuition and fees dropped 15 percent between 2009 - 2010 and 2013 - 2014.

Despite this, the school continued to spend money to create new programs. It also maintained its staffing levels: Guilford employed the equivalent of 398 full-time employees in 2014, only five fewer than in 2009.

When Fernandes was hired in spring 2014, she, like the rest of the school, did not realize how bad the budget situation would become.

"I remember back in April last year, I was told that we could expect a deficit of \$235,000," said Fernandes. "I lost sleep over that. Then as the months passed from April to when I started in July to the board meeting in October, the (projected) deficit went from \$235,000 to \$2 million."

Guilford's History of Inequity

During this period of economic instability, faculty and staff salaries remained unchanged. When adjusted for inflation, the average salary for full professors dropped \$3,941 between 2009 - 2010 and 2013 - 2014. The average salary for associate professors,



ADMINISTRATIVE SALARIES MUST BE CUT

Highest Paid Employees of 2013	Salary	Other compensation
MICHAEL POSTON	\$250,595	\$29,337
ANDREW K STRICKLER	\$97,011	\$11,282
ADRIENNE L ISRAEL	\$178,370	\$23,309
KENT J CHABOTAR	\$379,159	\$96,564
JONATHAN VARNELL	\$144,764	\$20,022
RITA SEROTKIN	\$114,493	\$16,199
AARON FETROW	\$134,599	\$27,398



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As tax forms have become public, community members' anger has grown over bonuses received by top administrators while in crisis.

assistant professors and instructors lagged as well, according to the Chronicle of Higher Education.

Additionally, faculty salaries lagged relative to institutional peers such as Roanoke College in Virginia and Carthage College in Wisconsin. Among these schools, Guilford ranked last in the 2014 - 2015 American Association of University Professionals faculty salary survey. Guilford paid its faculty below the peer group median for all ranks: full professors alone were \$14,800 below.

Salaries for all faculty and staff ranks were well below the average for baccalaureate institutions nationwide.

The same has not been true for the highest levels of Guilford's administration.

"If you're just looking at comparisons, it's an odd sort of

structure in that you have some highly compensated presidents and VPs compared to very lowly compensated faculty," said Julie Winterich, associate professor of sociology and anthropology and a member of the Salary Equity Group, a group of faculty that has studied Guilford's faculty compensation.

Between 2009 - 2010 and 2012 - 2013, the total compensation of Guilford's seven top executives rose 15 percent according to the IRS Form 990's where Guilford reports executive compensation.

Some administrators' reportable compensation, which excludes benefits like health insurance, indicated they may have made more than similar professionals elsewhere. For example, the AAUP reports that in 2014-15 the median salary for chief

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