



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 17-35

**RELATIVE TO AMENDING RESOLUTION NO. 17-20 “RELATIVE TO APPROVING AN INTERIM STIPEND SCALE FOR INSTRUCTIONAL OVERLOAD COMPENSATION FOR FULL-TIME FACULTY”**

**WHEREAS**, the University of Guam (UOG)) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission (WSCUC) serving the post-secondary needs of the people of Guam and the region; and

**WHEREAS**, the governance and well-being of UOG is vested in the Board of Regents (BOR) which is responsible for approving budgets and plans, which together are primary controls to ensure effectiveness and financial well-being; and

**WHEREAS**, pursuant to 17 Guam Code Annotated §16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

**WHEREAS**, the BOR adopted Resolution No. 17-20 on September 21, 2017, “Relative to Approving an Interim Stipend Scale for Instructional Overload Compensation for Full-time Faculty;” and

**WHEREAS**, the resolution requires changes to clarify the purpose and application of the interim stipend scale, hereinafter referred to as the interim compensation scale; and

**WHEREAS**, having reviewed and discussed the matter at its October committee meeting, the Academic, Personnel and Tenure Committee, together with the President, recommend that the resolution be amended to elucidate the intention of the BOR to adopt an interim compensation scale for part-time faculty (previously referred to as adjunct faculty) and instructional overload for full-time faculty.

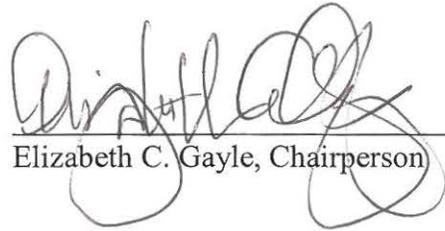
**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby amends Resolution No. 17-20 as follows:

- 1) The title of Resolution No. 17-20 be rephrased to state: “Relative to approving an Interim Compensation Scale for Part-time Faculty and Instructional Overload for Full-time Faculty;” and
- 2) that the fifth Whereas, be rephrased to state: “Whereas, it is UOG’s practice that pay for part-time faculty mirrors that of overload pay for full-time faculty;” and
- 3) that the final paragraph be rephrased to state: “Now, Therefore, Be It Resolved, that the Board of Regents hereby approves the interim compensation scale for part-time faculty and instructional overload for full-time faculty, as attached herewith;” and
- 4) that wherever the interim compensation scale and resolution uses the term “adjunct” in reference to a class of faculty, it be replaced with “part-time;” and

**BE IT FURTHER RESOLVED**, that the BOR re-affirms its intent, through the adoption of Resolution No. 17-20, to adopt an interim compensation scale for part-time faculty and overload compensation for full-time faculty; and

**BE IT FURTHER RESOLVED**, that the approved Interim Compensation Scale shall be applied effective September 22, 2017, and thereafter.

Adopted this 26<sup>th</sup> day of October, 2017.



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Elizabeth C. Gayle, Chairperson

**ATTESTED:**



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Dr. Robert A. Underwood, Executive Secretary

NOTES: There were no changes made to this BOR 20-17 memo at the time of BOR 17-35. BOR 17-35 resolution rewrote a couple of sentences to be more accurate, but no changes were made to this attachment by BOR 17-35

From BOR 17-35 Relative to approving an Interim Compensation Scale for Part-time Faculty and Instructional Overload for Full-time Faculty

MEMORANDUM

TO: FULL-TIME FACULTY AND ADJUNCT PROFESSORS  
FROM: PRESIDENT  
DATE: AUGUST 3, 2017  
RE: OVERLOAD AND ADJUNCT PAY CHANGE

The stipend for overload and adjunct pay was established more than 20 years ago and has been unchanged since that time. It is clear the stipend level is due for a modification. The ability to attract and retain adjunct professors as well as to attract overload instruction has been impacted by the declining real value of the stipend over time.

I recently received a proposed model for adjusting the stipend from the Faculty Salary Committee. The model is very complex and has significant ramifications for the University. It will require some time for the University community and executive team to analyze and assess these implications. While this model is under review, I have decided to take an interim action to help address the situation. Until a final model is adopted the stipends for adjunct and overload three credit courses will be adjusted as follows:

<u>Degree Attained</u>	<u>Stipend</u>
Bachelor's Degree	\$2,500
Master's Degree	\$3,250
Terminal Degree	\$4,000

These amounts are based on three credit hours per class. The attached sheet depicts how the change would be implemented for other than a three credit class.

INTERIM BRIDGE OVERLOAD AND ADJUNCT PAY

	<b>Undergrad \$210 CH</b>	<b>Min. # of Enrollees</b>	<b>Graduate \$285 CH</b>	<b>Min. # of Enrollees</b>
<u>Terminal/Doctoral Degree</u>				
1 Credit	\$1,333.33	10	\$1,333.33	8
2 Credits	\$2,666.67	10	\$2,666.67	8
3 Credits	\$4,000.00	10	\$4,000.00	8
4 Credits	\$5,333.33	10	\$5,333.33	8
<u>Master's Degree</u>				
1 Credit	\$1,083.33	8	\$1,083.33	6
2 Credits	\$2,166.67	8	\$2,166.67	6
3 Credits	\$3,250.00	8	\$3,250.00	6
4 Credits	\$4,333.33	8	\$4,333.33	6
<u>Bachelor's Degree</u>				
1 Credit	\$833.33	6	N/A	
2 Credits	\$1,666.67	6	N/A	
3 Credits	\$2,500.00	6	N/A	
4 Credits	\$3,333.33	6	N/A	

(Effective 2017 Fanuchanan (Fall/Rainy) Semester)