



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 24-13

**RELATIVE TO APPROVING REVISION OF THE STEPS IN THE FACULTY SALARY  
SCHEDULE AND THE FACULTY SEARCH SALARY WORKSHEET**

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

**WHEREAS**, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

**WHEREAS**, the UOG Faculty Union and Faculty Salary Committee recommended the BOR commit to seeking a 40% increase in the Faculty Salary Schedule through a planned two-pronged approach over the upcoming years, first by, seeking a 20% increase in the Faculty Salary Schedule as a line item in the upcoming budget year (FY2024), and second, through additional increases in the Schedule over the following two (2) to four (4) fiscal years, in five (5) or ten (10) percent, annual increments;

**WHEREAS**, in November 2023, the BOR approved Resolution No. 23-30, which directed the UOG President and Vice President of Administration & Finance and Chief Business Officer (VPAF/CBO), among other things to:

- 1) Adopt a Faculty Salary Schedule reflecting an increase by 20% at all salary levels for FY2023,
- 2) Formulate plans for the future years' increases noted above for action in FY2024,
- 3) Study current usage of lower Steps of the Faculty Salary Schedule for recommended action in FY2024;

**WHEREAS**, the Legislature when reviewing the FY2024 budget request asked that the University conduct a professional study to confirm whether or not the salary recommendations included in the budget request were appropriate;

**WHEREAS**, the University has hired a consultant to perform this study and the University is reviewing some draft materials provided by the consultant and is assessing how to incorporate the recommendations into the University's existing schedules;

**WHEREAS**, in the process of implementing the methodology for correction of salary inversion called for in the first step of correction, the Salary Committee concluded that the "Faculty Search: Rank/Step/Salary Worksheet" (i.e., HRO's form) does not represent the full range of faculty positions in its placement criteria;

**WHEREAS**, the UOG Faculty Salary Committee has reviewed and discussed the salary scale and determined that the steps on the scale are three steps lower than equivalent Government of Guam educator scales (like GDOE and GCC) and, additionally, found that within UOG the first three steps (Steps 1-3) are never used and Steps 4 and 5 are used rarely; and

**WHEREAS**, the President, the SVPP and the BOR Committees on Academic, Personnel, and Tenure (AP&T), and Budget, Finance, and Audit (BFA), having reviewed and discussed the Revised Faculty Salary Schedule, recommends the enclosed documents to the Board of Regents for approval.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR approves and directs the UOG President to:

1) Amend the faculty salary schedules/scales by:

- A) Dropping Steps 1-3 for all ranks on the faculty schedules/scales,
- B) Adding three steps at the top of each rank such that each step represents a 3% increase over each preceding step, and
- C) Moving all faculty to the step adjusted scale at their current salary onto the appropriate step on this scale.

2) Direct the Faculty Salary Committee to prepare a modified Faculty Search: Rank/Step/Salary Worksheet utilized by HRO by the end of June 2024, to include a review of whether experience criteria should be widened to allow credit for additional types of work experience, whether different credit should be given for publications serving as first author versus contributing author, whether or not credit should be given for a class such as FY-101 or equivalent, and other issues related to utilizing the worksheet.

3) The changes to the salary schedules/scales will take effect immediately upon approval by the Board of Regents and will be used to calculate salary offers for all new faculty hires for AY 2024/25.

Adopted this 25th day of April 2024.



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Sandra H. McKeever, Chairperson

**ATTESTED:**



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Anita B. Enriquez, D.B.A., Executive Secretary