RESEARCH CORPORATION
of the UNIVERSITY OF GUAM

RESOLUTION NO. 14-06

RELATIVE TO APPROVING THE RCUOG ADMINISTRATOR SALARY SCALE AND
POSITION DESCRIPTIONS

WHEREAS, The Research Corporation of the University of Guam (RCUOG) was
established by Public Law 32-114 as a public corporation; and

WHEREAS, the purpose of the RCUOG includes the promotion of assigned educational,
scientific and literary pursuits of the University of Guam’s grants and contracts through aiding in
the development of study, training, and research and to furnish the means and methods to do so; and

WHEREAS, the RCUOG requires a core team of administrators including the executive
director, chief business officer, and sponsored programs administrator to develop and implement
policies and manage day to day activities of the public corporation; and

WHEREAS, RCUOG administrator salaries and position descriptions have been
developed in conjunction with the UOG Human Resources Office and benchmarked using the
2002-2003 College and University Professional Association (CUPA) salary scale to ensure
consistency between RCUOG and UOG salary scales;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts
the attached administrator salary scale and position descriptions for the Research Corporation of
the University of Guam;

BE IF FURTHER RESOLVED, that the Board of Directors will annually review the
RCUOG administrator salary scale and position descriptions.

Adopted this 23th day of September, 2014.

Dr. Robert A. Underwood, Chairperson

ATTESTED:

Dr. Kate A. Moots, Secretary
<table>
<thead>
<tr>
<th>POSITION TITLE</th>
<th>QUARTILE #1</th>
<th>QUARTILE #2</th>
<th>QUARTILE #3</th>
<th>QUARTILE #4</th>
<th>MEDIAN</th>
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<tr>
<td>Executive Director</td>
<td>$73,200</td>
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<td>Chief Business Officer</td>
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<td>Sponsored Programs Administrator</td>
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