UNIVERSITY OF GUAM
UNIBETSEDAT GUANHAN
BOARD OF REGENTS

RESOLUTION NO. 16-07

RELATIVE TO THE CREATION OF THE INTERNAL AUDITOR POSITION AND
THE REVISION OF THE LIST OF ADMINISTRATIVE POSITIONS AND THE
ADMINISTRATIVE SALARY SCHEDULE

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

WHEREAS, the governance and well-being of the University is vested in the Board of
Regents (BOR); and

WHEREAS, the University’s enabling statute empowers the BOR to establish and abolish
Faculty and Administrator positions within the University; and

WHEREAS, the University’s external auditors, Deloitte & Touche, recommend increased
monitoring of the University’s federal grant programs as the number, complexity, and non-
compliance penalties have significantly increased in recent years; and

WHEREAS, the University has determined that it is most appropriate for this function to be carried
out by an Internal Audit office within the University; and

WHEREAS, the University desires to establish the position of Internal Auditor and to build the
capacity of the office over a five year period while having the Auditor immediately focus on federal
grant compliance audits; and

WHEREAS, the administration, together with the Academic Personnel and Tenure Committee
and the Budget, Finance, Investment and Audit Committee, jointly recommend to the BOR for
approval the creation of the Internal Auditor position, along with the revision of the list of
Administrative Positions and the Administrative Salary Schedule to reflect the Internal Auditor
position and recommended salary range.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby authorizes the
creation of Internal Auditor position, with the recommended salary range, as part of the development
of an Internal Audit function within the University; and

BE IT FURTHER RESOLVED, that the List of Administrative Positions and the Administrative
Salary Schedule be revised to reflect the addition of the new position and its salary range.

Adopted this 3rd day of March, 2016.

Antoinette D. Sanford, Chairperson

ATTESTED:

Robert A. Underwood, Executive Secretary
<table>
<thead>
<tr>
<th>POSITION TITLE</th>
<th>Quartile 1 80%-90% Range</th>
<th>Quartile 2 90%-100% Range</th>
<th>Quartile 3 100%-110% Range</th>
<th>Quartile 4 110%-120% Range</th>
<th>Salary Negotiated</th>
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<td>Office of the President</td>
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* Scale is managed by UOG Human Resources Office; BOR Approved 3/3/16

* Based on Faculty Salary and RRPM, Article IV Section A1.a.(6)