



UNIVERSITY OF GUAM
UNIBETSEDĀT GUÅHAN
Board of Regents

Resolution No. 25-18

**RELATIVE TO REVISING THE VICE PROVOST FOR RESEARCH AND
SPONSORED PROGRAMS POSITION TITLE, AND OFFICE OF RESEARCH AND
SPONSORED PROGRAMS, TO VICE PROVOST FOR RESEARCH AND
INNOVATION, AND CENTER FOR RESEARCH AND INNOVATION**

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 Senior College and University Commission serving the post-secondary needs of the people of Guam and the 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 Vice Provost for Research and Sponsored Programs is a BOR approved administrator position;

WHEREAS, the Vice Provost oversees the operations of the Office of Research and Sponsored Programs (ORSP);

WHEREAS, as one of over a hundred institutions designated with federal land-grant status, and later sea grant and space-grant status, ORSP leads UOG's specific role in conducting and disseminating research with pragmatic, hands-on value to the people of Micronesia and the Western Pacific;

WHEREAS, upon review of institutional needs and operations, a change from Vice Provost for Research and Sponsored Programs to Vice Provost for Research and Innovation better reflects the duties and responsibilities associated with the lead for ORSP;

WHEREAS, the change from Vice Provost for Research and Sponsored Programs to Vice Provost for Research and Innovation, a change from Office of Research and Sponsored Programs to Center for Research and Innovation better reflects the change of the Vice Provost's position title;

WHEREAS, the UOG Administrative Council has reviewed this action and recommended that it be sent to the President for consideration to forward to the BOR Academic, Personnel and Tenure committee;

WHEREAS, the BOR Academic, Personnel and Tenure committee has reviewed this action and recommends this be sent to the full BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the position title change from Vice Provost for Research and Sponsored Programs to Vice Provost for Research and Innovation, and the Office of Research and Sponsored Programs to Center for Research and Innovation.

Adopted this 25th day of September, 2025.



Agapito "Pete" A. Diaz, Chairperson

ATTESTED:



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

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 25-18, September 25, 2025

Position Title	CUPA * Position No.	BOR Reference	Quartile 1 80%-90% Range	Quartile 2 90%-100% Range	Quartile 3 100%-110% Range	Quartile 4 110%-120% Range
Office of the President						
1 President		<i>Salary Negotiated</i>				
2 Chief Marketing and Communications Officer	#1048	03-09, 03-16	\$86,544 \$97,362	\$97,362 \$108,180	\$108,180 \$118,998	\$118,998 \$129,816
3 Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464 \$65,772	\$65,772 \$73,080	\$73,080 \$80,388	\$80,388 \$87,696
4 Web Master	#5015	05-28	\$57,926 \$65,167	\$65,167 \$72,408	\$72,408 \$79,649	\$79,649 \$86,890
5 Chief Planning Officer	#1033	03-09, 03-16	\$90,116 \$101,381	\$101,381 \$112,645	\$112,645 \$123,910	\$123,910 \$135,174
6 Chief of Staff and Board Liaison	#1004	20-02	\$90,464 \$101,772	\$101,772 \$113,080	\$113,080 \$124,388	\$124,388 \$135,696
7 Vice President for University Advancement	#8001	03-09, 03-16, 11-01	<i>Salary Negotiated</i>			
8 Director, Global Learning and Engagement	#1208	20-02	\$91,694 \$103,156	\$103,156 \$114,618	\$114,618 \$126,080	\$126,080 \$137,542
9 Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209 \$73,360	\$73,360 \$81,511	\$81,511 \$89,662	\$89,662 \$97,813
10 Director, University Events Office (UEO)	(#8030+#8054)/2	20-02	\$59,573 \$67,019	\$67,019 \$74,466	\$74,466 \$81,913	\$81,913 \$89,359
11 General Counsel	#1036	03-09	\$122,400 \$137,700	\$137,700 \$153,000	\$153,000 \$168,300	\$168,300 \$183,600
Office of Academic and Student Affairs						
12 Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
13 Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102 \$122,739	\$122,739 \$136,377	\$136,377 \$150,015	\$150,015 \$163,652
14 Associate Dean, CLASS	#1404	06-06	\$82,763 \$93,109	\$93,109 \$103,454	\$103,454 \$113,799	\$113,799 \$124,145
15 Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106 \$148,619	\$148,619 \$165,132	\$165,132 \$181,645	\$181,645 \$198,158
16 Associate Dean, Instruction	#1409	06-06	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
17 Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
18 Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
19 Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000 \$112,500	\$112,500 \$125,000	\$125,000 \$137,500	\$137,500 \$150,000
20 Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767 \$85,238	\$85,238 \$94,709	\$94,709 \$104,180	\$104,180 \$113,651
21 Athletics and Field House Director [Director, Athletics and Field House. Athletics Director]	#6001	14-19	\$62,351 \$70,145	\$70,145 \$77,939	\$77,939 \$85,733	\$85,733 \$93,527
22 Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346 \$69,014	\$69,014 \$76,682	\$76,682 \$84,350	\$84,350 \$92,018
23 Director, Residence Halls	#7076	15-16	\$57,418 \$64,595	\$64,595 \$71,772	\$71,772 \$78,949	\$78,949 \$86,126
24 Dean, School of Business and Public Administration	#1206	08-11	\$119,727 \$134,693	\$134,693 \$149,659	\$149,659 \$164,625	\$164,625 \$179,591
25 Dean, School of Education	#1212	08-11	\$108,669 \$122,252	\$122,252 \$135,836	\$135,836 \$149,420	\$149,420 \$163,003
26 Dean, School of Engineering	#1213	16-27	\$124,794 \$140,394	\$140,394 \$155,993	\$155,993 \$171,592	\$171,592 \$187,192
27 Dean, School of Health	#1230	05-34, 14-01	\$115,244 \$129,650	\$129,650 \$144,055	\$144,055 \$158,461	\$158,461 \$172,866
28 Dean, University Libraries	#1226	18-14	\$104,190 \$117,213	\$117,213 \$130,237	\$130,237 \$143,261	\$143,261 \$156,284
29 Director, RFT Micronesia Area Research Center (MARC)	#1409	12-11	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
30 UOG Press Director and Publisher	#3006*.9	21-20	\$75,538 \$84,981	\$84,981 \$94,423	\$94,423 \$103,865	\$103,865 \$113,308
31 Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
32 Director, Center for Island Sustainability & Sea Grant	#1409	22-38	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
33 Director, Marine Laboratory	#1205	22-39	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
34 Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
35 Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
36 Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994 \$67,494	\$67,494 \$74,993	\$74,993 \$82,492	\$82,492 \$89,992
37 Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
38 Vice Provost for Research & Innovation	#8027	16-36	\$109,769 \$123,490	\$123,490 \$137,211	\$137,211 \$150,932	\$150,932 \$164,653
39 Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000 \$72,000	\$72,000 \$80,000	\$80,000 \$88,000	\$88,000 \$96,000
Office of Administration and Finance						
40 Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
41 Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469 \$92,777	\$92,777 \$103,086	\$103,086 \$113,395	\$113,395 \$123,703
42 Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200 \$93,600	\$93,600 \$104,000	\$104,000 \$114,400	\$114,400 \$124,800
43 Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015 \$81,017	\$81,017 \$90,019	\$90,019 \$99,021	\$99,021 \$108,023
44 Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184 \$111,582	\$111,582 \$123,980	\$123,980 \$136,378	\$136,378 \$148,776
45 Comptroller	#1040	03-09, 03-16	\$82,072 \$92,331	\$92,331 \$102,590	\$102,590 \$112,849	\$112,849 \$123,108
46 Associate Comptroller / Bursar	#3027	10-30	\$60,011 \$67,513	\$67,513 \$75,014	\$75,014 \$82,515	\$82,515 \$90,017
47 Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360 \$93,780	\$93,780 \$104,200	\$104,200 \$114,620	\$114,620 \$125,040
48 Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$104,908 \$118,022	\$118,022 \$131,135	\$131,135 \$144,249	\$144,249 \$157,362
49 Risk Officer [Internal Auditor]	#1050	16-07, 20-16	\$76,287 \$85,823	\$85,823 \$95,359	\$95,359 \$104,895	\$104,895 \$114,431

Scale managed by UOG Human Resources Office.

Originating Resolution for many positions 03-09 (confirmation or establishment) and 03-16, and 15-20 for this salary framework.

* CUPA 2008-2009, unless otherwise stated.

UNIVERSITY OF GUAM
POSITION DESCRIPTION
VICE PROVOST FOR RESEARCH AND INNOVATION
SALARY RANGE: \$109,768 - \$164,653

POSITION NARRATIVE:

Under the direction of the Senior Vice President and Provost for Academic and Student Affairs, the Vice Provost for Research and Innovation will administer all aspects of the Office of Research and Innovation Programs. This Vice Provost position is a 12-month administrator position.

MINIMUM QUALIFICATIONS:

- Earned doctoral degree with emphasis on research from a U.S. accredited institution or foreign equivalent;
- Demonstrated competence as a higher education administrator, researcher, and scholar;
- Proven record of grantsmanship and publication in professional journals; and
- Demonstrated ability to work with culturally diverse groups.

DUTIES AND RESPONSIBILITIES:

Major duties and responsibilities shall include, but will not be limited to, the following:

- Serve as Senior Advisor to the President for Research and Innovation;
- Administer all aspects of the Office of Research and Innovation Programs;
- Provide mentoring and oversight to the directors of centers/projects who report to the Vice Provost, including WERI, Marine Lab, Center for Island Sustainability, Sea Grant, CEDDERS, NSF EPSCOR, NASA EPSCOR, and UOG Cancer Research Center;
- Collaborate with the research centers on research agendas that support the University's mission of research and engagement;
- Serve as point-of-contact for all outgoing and incoming proposals and grants;
- Lead the compliance function and serve as liaison to federal agencies (i.e., human subjects);
- Conduct and administer trainings and workshops, develop newsletters and policies and procedures that will encourage research within the University community;
- Coordinate institutional, multidisciplinary, interdisciplinary proposals;
- Develop the Legislative budget request for the Office of Research and Innovation Programs;
- Actively seek grants to support research within the University and provide administrative support for externally funded research programs;
- Provide regular reports of grant and sponsored program activities to UOG executives;
- Assure nexus of research grants to academic programs, with academic unit heads;
- Serve as the focal point for federal proposals prior to their transmittal to Government of Guam's Clearinghouse, as required;
- Coordinate the activities of the human subjects Protection Committee and the Animal Care Committee as well as other Faculty Senate Committees regarding research;

August 2025

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- Serve as Chair for the UOG Research Council;
- Initiate, monitor, and report activities related to University research ethics (e.g., misconduct in science and others); and
- Perform other duties as assigned by the Senior Vice President and Provost for Academic and Student Affairs.



APPROVED BY ANITA BORJA ENRIQUEZ, D.B.A., PRESIDENT

August 2025

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