



**UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents**

**Resolution No. 22-43**

**RELATIVE TO APPROVING STEPS FOR UPDATING THE FACULTY SALARY SCHEDULE  
FOR EQUITY/PARITY WITHIN UOG AND MARKET COMPETITIVENESS**

**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 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 foundation for the current Faculty Salary Schedule for Nine (9) and Twelve (12) month faculty, and a parallel Administrator Salary Plan, were established in 1991;

**WHEREAS**, since 1991, the Administrator Salary Plan has been updated twice (2003 and 2021) since 1991, each update providing significant increases in the administrator compensation (ranging from 39-105% increase);

**WHEREAS**, over the same time the underlying faculty schedule has only been changed by an average of 11% over the same period, despite nearly annual documentation by the Faculty Salary Committee of the need for Faculty Salary Schedule update to parallel those given to administrators;

**WHEREAS**, inflation for this period (1991-2022), is 117%, thus eroding the real value of every Step of the Faculty Salary Schedule for Nine (9) and Twelve (12) month faculty by more than one-half ( $\frac{1}{2}$ );

**WHEREAS**, the Government of Guam 2014 Competitive Wage Act changed/increased the Civil Service Scale for all Civil Service employees including UOG's, this was immediately followed by UOG updating its non-civil service staff scale as well to give comparable salaries;

**WHEREAS**, Guam Department of Education educators who received salary increases in 2014 based on market competitiveness and equity, under the 2014 Competitive Wage Act, received another 20% increase in 2022;

**WHEREAS**, UOG salaries when compared to peer and aspirant institutions, using 2018-2019 Chronical of Higher Education data, showed UOG faculty salaries behind 30-40%, after adjusting for cost of living;

**WHEREAS**, all of the above have been presented and discussed throughout the UOG community, including the BOR in their September 2022 meetings, with no objections to the need for an equitable and market-based increase of 30-40% to the Faculty Salary Schedule;

**WHEREAS**, the 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 scale as a line item in the upcoming budget year (FY2024), and second, through additional increases in the scale over the following two (2) to four (4) fiscal years, in five (5) or ten (10) percent, annual increments;

**WHEREAS**, in the Faculty Salary Schedule faculty rank of Assistant Instructor/Agent I only has nine (9) Steps, unlike other faculty ranks which have 20 Steps, and currently there are no faculty placed on the schedule in Steps 1-6 at any rank except for the Assistant Instructor or Instructor rank;

**WHEREAS**, UOG has guidelines for placing new faculty hires on the Schedule, but in recent years these guidelines have not been consistently followed. Many new hires have been placed much higher on the schedule than the guidelines would allow. For many, placement on the Schedule has reflected a salary level administrators believed was the minimum salary it would take to secure the new faculty acceptance in current market conditions. This inequitable treatment of new hires over existing faculty has resulted in "salary scale inversion" where new hires are paid significantly higher, and brought in senior to, equally qualified or more qualified long-term faculty who have devoted significant portions of their professional lives to the University;

**WHEREAS**, the BOR in September 2022 meetings expressed the desire to address the above issues; and

**WHEREAS**, the Faculty Union, the UOG Administration, and the BOR Committees on Academic, Personnel, and Tenure, and Budget, Finance, and Audit, have reviewed and discussed these documents and recommend that the BOR approve the following RESOLVE below.

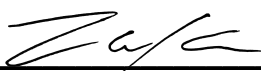
**NOW, THEREFORE, BE IT RESOLVED**, that the BOR approves and directs the UOG President to:

- 1) Include in the UOG FY 2024 budget a line item to increase the Faculty Salary Schedule by 20%,
- 2) Add Steps 10-20 to the faculty rank of Assistant Instructor/Agent I in the Faculty Salary Schedule,
- 3) Direct Vice President of Administration & Finance and Chief Business Officer (VPAF/CBO), using methodology agreed upon by the VPAF/CBO, UOG Human Resources Office, and Faculty Union, to make Step adjustments to account for faculty salary inversion,
- 4) Start formulating plans for the second set of future year increases noted above, and approve the attached scale for FY2024 that reflects 1) and 2), and
- 5) Study current usage of lower Steps of the schedule for recommended action in FY 2024.

Adopted this 17<sup>th</sup> day of November, 2022.

  
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Liza J. Prevido, Chairperson

**ATTESTED:**

  
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Thomas W. Krise, Ph.D., Executive Secretary

**FACULTY SALARY SCHEDULE - NINE & TWELVE MONTH FACULTY**

Revised: \_\_\_\_\_

<b>POSITION TITLE</b>	<b>STEP</b>	<b>NINE-MONTH SALARY</b>	<b>TWELVE-MONTH SALARY</b>	<b>POSITION TITLE</b>	<b>STEP</b>	<b>NINE-MONTH SALARY</b>	<b>TWELVE-MONTH SALARY</b>
<b>I Assistant Instructor / Extension Agent I</b>	1	\$36,740	\$47,761	<b>IV Associate Professor / Extension Agent IV</b>	1	\$52,444	\$68,176
	2	\$37,859	\$49,216		2	\$54,323	\$70,618
	3	\$39,032	\$50,741		3	\$56,296	\$73,184
	4	\$40,264	\$52,343		4	\$58,369	\$75,878
	5	\$41,556	\$54,024		5	\$60,545	\$78,708
	6	\$42,914	\$55,789		6	\$62,827	\$81,674
	7	\$44,342	\$57,643		7	\$65,225	\$84,791
	8	\$45,838	\$59,597		8	\$67,744	\$88,064
	9	\$47,411	\$61,633		9	\$70,387	\$91,502
	10	\$48,833	\$63,482		10	\$73,163	\$95,113
	11	\$50,298	\$65,387		11	\$76,078	\$98,903
	12	\$51,807	\$67,348		12	\$79,140	\$102,883
	13	\$53,361	\$69,369		13	\$82,354	\$107,058
	14	\$54,962	\$71,450		14	\$85,728	\$111,449
	15	\$56,611	\$73,593		15	\$89,274	\$116,057
	16	\$58,309	\$75,801		16	\$92,998	\$120,895
	17	\$60,059	\$78,075		17	\$96,901	\$125,576
	18	\$61,860	\$80,417		18	\$99,808	\$129,750
	19	\$63,716	\$82,830		19	\$102,803	\$133,643
	20	\$65,628	\$85,315		20	\$105,886	\$137,651
<b>II Instructor / Extension Agent II</b>	1	\$41,003	\$53,303	<b>V Professor / Extension Specialist</b>	1	\$64,079	\$83,303
	2	\$42,317	\$55,014		2	\$66,526	\$86,482
	3	\$43,702	\$56,812		3	\$69,094	\$89,822
	4	\$45,155	\$58,700		4	\$71,791	\$93,328
	5	\$46,679	\$60,683		5	\$74,623	\$97,010
	6	\$48,281	\$62,762		6	\$77,597	\$100,874
	7	\$49,960	\$64,946		7	\$80,720	\$104,935
	8	\$51,726	\$67,244		8	\$83,994	\$109,193
	9	\$53,578	\$69,652		9	\$87,438	\$113,670
	10	\$55,526	\$72,182		10	\$91,055	\$118,372
	11	\$57,571	\$74,842		11	\$94,850	\$123,306
	12	\$59,717	\$77,633		12	\$98,833	\$128,483
	13	\$61,974	\$80,567		13	\$101,796	\$132,336
	14	\$64,348	\$83,652		14	\$104,852	\$136,307
	15	\$66,844	\$86,897		15	\$107,999	\$140,398
	16	\$69,470	\$90,313		16	\$111,239	\$144,610
	17	\$72,234	\$93,907		17	\$114,576	\$148,949
	18	\$75,146	\$97,691		18	\$118,012	\$153,415
	19	\$78,212	\$101,677		19	\$121,553	\$158,020
	20	\$81,443	\$105,877		20	\$125,200	\$162,758
<b>III Assistant Professor / Extension Agent III</b>	1	\$47,368	\$61,577	<b>NOTES:</b>  1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-Faculty Union Agreement Article VII.F.  2. A Faculty when promoted to the next faculty rank, shall receive a salary increase closer to, and not less than, a two-step salary increase in the faculty rank held prior to the promotion.			
	2	\$48,966	\$63,656				
	3	\$50,646	\$65,839				
	4	\$52,408	\$68,129				
	5	\$54,262	\$70,541				
	6	\$56,204	\$73,067				
	7	\$58,247	\$75,721				
	8	\$60,391	\$78,509				
	9	\$62,644	\$81,437				
	10	\$65,003	\$84,505				
	11	\$67,484	\$87,731				
	12	\$70,091	\$91,118				
	13	\$72,827	\$94,675				
	14	\$75,701	\$98,410				
	15	\$78,715	\$102,331				
	16	\$81,884	\$106,448				
	17	\$85,207	\$110,768				
	18	\$88,700	\$115,310				
	19	\$92,368	\$120,079				
	20	\$96,218	\$125,086				