



**UNIVERSITY OF GUAM
UNIBETSEDĀT GUĀHAN
Board of Regents**

Resolution No. 20-02

**RELATIVE TO APPROVING THE UPDATED SALARY PAY SCALE FOR
ADMINISTRATORS WITH REVISED ADMINISTRATOR POSITION DESCRIPTIONS
BASED ON THE UNIVERSITY OF GUAM PARA HULO STRATEGIC PLAN AND
REVISED ORGANIZATIONAL CHART**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land 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 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 compensation of academic personnel; approve new and/or changes to administrative positions and the administrator's salary scale and non-classified employee pay scales; engage and support efforts that improve and maintain autonomy and organizational rigor in support of maintaining meaningful accreditation; and provide general oversight of financial reports;

WHEREAS, BOR Resolution 19-05 adopted the 2008-2009 College and University Professional Association for Human Resources (CUPA-HR) administrative compensation surveys as its benchmark for best practice in establishing academic administrator positions and salaries, inclusive of clarifying the research positions, and authorized the President to develop a plan (i.e. over a three to five year period) for implementing the approved salary scale when funds are available;

WHEREAS, on September 18, 2019, the BOR has reviewed and concurred with the direction of the proposed Para Hulo Strategic Plan and restructure of the UOG Organizational Chart, subject to final approval when completed;

WHEREAS, the updates to several administrator position descriptions in support of the Para Hulo Strategic Plan and restructure of the UOG Organization are completed to support the updated Salary Pay Scale for Administrators and are enclosed for BOR review and approval;

WHEREAS, the former Executive Assistant to the President position is replaced with Chief of Staff and Board Liaison, and the creation of Director, University Events Office to be in line with best practices;

WHEREAS, the minimum qualifications for Capital Projects Manager position is amended to better align with operational necessities;

WHEREAS, other revisions are also documented that are non-substantive or only administrative changes in nature to align with the Para Hulo Strategic Plan and restructure of the UOG Organization; and

WHEREAS, the Administration and the BOR Committees on Academic, Personnel, and Tenure (AP&T), and Budget, Finance, and Audit (BFA), having reviewed and discussed the updated salary pay scale for administrators and the position descriptions, recommend the enclosed documents to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the enclosed updated salary pay scale for administrators and position descriptions that aligns with the proposed Para Hulo Strategic Plan and restructure of the UOG Organizational Chart;

BE IT FURTHER RESOLVED, that the BOR authorizes the President to revise and approve administrative adjustments to BOR-approved Administrator Position Description requirements, as needed, that does not impact a salary pay scale adjustment;

BE IT FURTHER RESOLVED, that the President retains authorization to develop a plan (i.e. over a three to five year period) for implementing the salary scale when funds are available;

BE IT FURTHER RESOLVED, that the President is authorized to initiate compensation studies across all segments of employment in the University so that Academic Personnel and Staff pay plans are within five years of review recommendations from each other; and

BE IT FURTHER RESOLVED, the President and the BOR will meet annually to review the increase in non-appropriated revenue to determine if revenue increases from revenue diversification activities has been sufficient to allow for the continued implementation of the salary scale.

Adopted this 13th day of February, 2020.



Elvin Y. Chiang, Chairperson

ATTESTED:


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

Administrator's Salary Scale - AMENDED February 13, 2020
Approved by Board of Regents Resolution No. 20-02

POSITION TITLE		Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
Office of the President									
President									
General Counsel	#1036	\$ 122,400	\$ 137,700	\$ 137,700	\$ 153,000	\$ 153,000	\$ 168,300	\$ 168,300	\$ 183,600
Chief Marketing and Communications Officer		\$ 86,544	\$ 97,362	\$ 97,362	\$ 108,180	\$ 108,180	\$ 118,998	\$ 118,998	\$ 129,816
Auxiliary Services Director	#3050	\$ 58,464	\$ 65,772	\$ 65,772	\$ 73,080	\$ 73,080	\$ 80,388	\$ 80,388	\$ 87,696
Chief of Staff and Board Liaison		\$ 90,464	\$ 101,772	\$ 101,772	\$ 113,080	\$ 113,080	\$ 124,388	\$ 124,388	\$ 135,696
Chief Planning Officer	#1033	\$ 90,116	\$ 101,381	\$ 101,381	\$ 112,645	\$ 112,645	\$ 123,910	\$ 123,910	\$ 135,174
International Program Development (Coordinator, Director)	#2008	\$ 60,630	\$ 68,208	\$ 68,208	\$ 75,787	\$ 75,787	\$ 83,366	\$ 83,366	\$ 90,944
Web Master	#5015	\$ 57,926	\$ 65,167	\$ 65,167	\$ 72,408	\$ 72,408	\$ 79,649	\$ 79,649	\$ 86,890
Director, Development, Alumni Affairs, and Foundation Relations	#8006	\$ 61,248	\$ 68,904	\$ 68,904	\$ 76,560	\$ 76,560	\$ 84,216	\$ 84,216	\$ 91,872
Director, Global Learning and Engagement	#1208	\$ 91,694	\$ 103,156	\$ 103,156	\$ 114,618	\$ 114,618	\$ 126,080	\$ 126,080	\$ 137,542
Assoc Dir, PIP Profl Dev and Lifelong Learning Center	#2010	\$ 65,209	\$ 73,360	\$ 73,360	\$ 81,511	\$ 81,511	\$ 89,662	\$ 89,662	\$ 97,813
Director, University Events Office (UEO)	(#8030+#8054)/2	\$ 59,573	\$ 67,019	\$ 67,019	\$ 74,466	\$ 74,466	\$ 81,913	\$ 81,913	\$ 89,359
Office of Academic and Student Affairs									
Senior Vice President and Provost									
Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Vice Provost for Institutional Effectiveness	#2002	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Vice Provost for Research & Sponsored Programs		\$ 109,769	\$ 123,490	\$ 123,490	\$ 137,211	\$ 137,211	\$ 150,932	\$ 150,932	\$ 164,653
Director, Contracts and Grants	#3005	\$ 64,000	\$ 72,000	\$ 72,000	\$ 80,000	\$ 80,000	\$ 88,000	\$ 88,000	\$ 96,000
Dean, School of Engineering	#1213	\$ 124,794	\$ 140,394	\$ 140,394	\$ 155,993	\$ 155,993	\$ 171,592	\$ 171,592	\$ 187,192
Dean, College of Liberal Arts and Social Sciences	#1204	\$ 109,102	\$ 122,739	\$ 122,739	\$ 136,377	\$ 136,377	\$ 150,015	\$ 150,015	\$ 163,652
Associate Dean, CLASS	#1404	\$ 82,763	\$ 93,109	\$ 93,109	\$ 103,454	\$ 103,454	\$ 113,799	\$ 113,799	\$ 124,145
Dean, University Libraries	#1226	\$ 104,190	\$ 117,213	\$ 117,213	\$ 130,237	\$ 130,237	\$ 143,261	\$ 143,261	\$ 156,284
Director, RFT Micronesian Area Research Center (MARC)	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Dean, College of Natural and Applied Sciences	(#1201+1236)/2	\$ 132,106	\$ 148,619	\$ 148,619	\$ 165,132	\$ 165,132	\$ 181,645	\$ 181,645	\$ 198,158
Associate Dean, CNAS	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Associate Director, Western Pacific Tropical Research Center	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Associate Director, Cooperative Extension Service	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Dean, School of Education	#1212	\$ 108,669	\$ 122,252	\$ 122,252	\$ 135,836	\$ 135,836	\$ 149,420	\$ 149,420	\$ 163,003
Dean, School of Business and Public Administration	#1206	\$ 119,727	\$ 134,693	\$ 134,693	\$ 149,659	\$ 149,659	\$ 164,625	\$ 164,625	\$ 179,591
Dean, School of Health	#1230	\$ 115,244	\$ 129,650	\$ 129,650	\$ 144,055	\$ 144,055	\$ 158,461	\$ 158,461	\$ 172,866
Dean, Enrollment Management and Student Success	#1043	\$ 100,000	\$ 112,500	\$ 112,500	\$ 125,000	\$ 125,000	\$ 137,500	\$ 137,500	\$ 150,000
Associate Dean, EMSS and Registrar	(#1044+1045)/2	\$ 75,767	\$ 85,238	\$ 85,238	\$ 94,709	\$ 94,709	\$ 104,180	\$ 104,180	\$ 113,651
Athletics Director	#6001	\$ 62,351	\$ 70,145	\$ 70,145	\$ 77,939	\$ 77,939	\$ 85,733	\$ 85,733	\$ 93,527
Director, Financial Aid and Triton One Stop	#2082	\$ 61,346	\$ 69,014	\$ 69,014	\$ 76,682	\$ 76,682	\$ 84,350	\$ 84,350	\$ 92,018
Director, Residence Halls	#7076	\$ 57,418	\$ 64,595	\$ 64,595	\$ 71,772	\$ 71,772	\$ 78,949	\$ 78,949	\$ 86,126
Director, Student Resource Center (One-Stop Center)									
Director, Student Services / Student Life	#7026	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Director, Summer School and Off-Campus Programs	#7026	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Director, Marine Laboratory	#1205	\$ 95,578	\$ 107,525	\$ 107,525	\$ 119,472	\$ 119,472	\$ 131,419	\$ 131,419	\$ 143,366
Director, Water and Environmental Research Institute (WERI)									
<i>Based on RRP Article IV.A.1.(e), date Feb 17, 2000</i>									
Office of Administration and Finance									
Vice President, Administration and Finance and Chief Business Officer									
Chief Information Officer (<i>benchmarked to 2013 for effective recruitment</i>)	#1038	\$ 99,184	\$ 111,582	\$ 111,582	\$ 123,980	\$ 123,980	\$ 136,378	\$ 136,378	\$ 148,776
Director, Computer Center/Technology Resources	#5001	\$ 84,410	\$ 94,961	\$ 94,961	\$ 105,512	\$ 105,512	\$ 116,063	\$ 116,063	\$ 126,614
Sr. Manager, Infrastructure Services and Information Security	#5004	\$ 77,793	\$ 87,517	\$ 87,517	\$ 97,241	\$ 97,241	\$ 106,965	\$ 106,965	\$ 116,689
Assoc. Dir., Telecommunication and Distance Education Opn (TADEO)	#2012	\$ 59,994	\$ 67,494	\$ 67,494	\$ 74,993	\$ 74,993	\$ 82,492	\$ 82,492	\$ 89,992
Associate Budget and Administrative Process Officer	#3026	\$ 66,572	\$ 74,894	\$ 74,894	\$ 83,215	\$ 83,215	\$ 91,537	\$ 91,537	\$ 99,858
Chief Human Resources Officer	#1037	\$ 83,200	\$ 93,600	\$ 93,600	\$ 104,000	\$ 104,000	\$ 114,400	\$ 114,400	\$ 124,800
Director, EEO and Title IX/ADA Coordinator	#4009	\$ 72,015	\$ 81,017	\$ 81,017	\$ 90,019	\$ 90,019	\$ 99,021	\$ 99,021	\$ 108,023
Comptroller	#1040	\$ 82,072	\$ 92,331	\$ 92,331	\$ 102,590	\$ 102,590	\$ 112,849	\$ 112,849	\$ 123,108
Associate Comptroller / Bursar	#3027	\$ 60,011	\$ 67,513	\$ 67,513	\$ 75,014	\$ 75,014	\$ 82,515	\$ 82,515	\$ 90,017
Director, Facilities Management and Services	#1039	\$ 83,360	\$ 93,780	\$ 93,780	\$ 104,200	\$ 104,200	\$ 114,620	\$ 114,620	\$ 125,040
Director, Capital Projects Manager	#3103	\$ 65,317	\$ 73,481	\$ 73,481	\$ 81,646	\$ 81,646	\$ 89,811	\$ 89,811	\$ 97,975
Director, Campus Facilities		\$ 50,984	\$ 57,357	\$ 57,357	\$ 63,730	\$ 63,730	\$ 70,103	\$ 70,103	\$ 76,476
Director, Campus Construction Projects		\$ 50,923	\$ 57,289	\$ 57,289	\$ 63,654	\$ 63,654	\$ 70,019	\$ 70,019	\$ 76,385
Risk Officer	#1050	\$ 76,287	\$ 85,823	\$ 85,823	\$ 95,359	\$ 95,359	\$ 104,895	\$ 104,895	\$ 114,431

* Scale is managed by UOG Human Resources Office; last updated on 02/13/20