



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 22-23

**RELATIVE TO ESTABLISHING A PERMANENT WATER AND ENVIRONMENTAL RESEARCH  
INSTITUTE DIRECTOR POSITION IN THE ADMINISTRATOR'S SALARY PAY SCALE**

**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 BOR retains authority over Academic Personnel of the University including establishing personnel rules and regulations guiding selection, employment, salary and other compensation;

**WHEREAS**, the Water and Environmental Research Institute (WERI) was established in May 1975 and is one of 55 institutes established by U.S. Congressional legislation at each Land Grant University in the United States and in several territories;

**WHEREAS**, WERI changed its name in 1998 in line with expanding research interests in water related areas of other disciplines, e.g., meteorology, geology, hydrology, geohydrology, engineering, environmental toxicology, environmental chemistry, and mapping and modeling;

**WHEREAS**, UOG has been transitioning rotating administrator positions to permanent positions providing more stability and continuity to the organization's leadership, management, and operations;

**WHEREAS**, the WERI Director position was the next position reviewed for this transition and will work under the direction of the Vice Provost for Research and Sponsored Programs; and

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

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR approves the WERI Director position as a permanent position from its previous rotational nature.

Adopted this 15<sup>th</sup> day of September, 2022.

  
Liza J. Provideo, Chairperson

**ATTESTED:**

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

**UNIVERSITY OF GUAM  
POSITION DESCRIPTION  
DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE  
OF THE WESTERN PACIFIC (WERI)  
SALARY RANGE: \$107,744 - \$161,616**

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**POSITION NARRATIVE:**

The Director of the Water and Environmental Research Institute of the Western Pacific (WERI) leads, manages, and administers WERI under the direction of the Vice Provost for Research and Sponsored Programs. The WERI Directorship is a 12-month administrator position.

**MINIMUM QUALIFICATIONS:**

1. Ph.D. in a discipline of science or engineering related to water resources, e.g., hydrology, hydrogeology, water quality, or water resources economics or management; or a Ph.D. in a discipline of basic science, e.g., applied mathematics, physics, chemistry, earth science, life science with applications to the origin, occurrence, or uses of freshwater.
2. Ten years' practice in hydrologic scientific research or engineering, water resources management, or related fields.
3. Successful mid-career standing, at or above the academic rank of tenured associate professor or professional equivalent, with an established reputation for professional excellence and integrity.
4. Record of demonstrated success in acquiring research funding and managing projects, and in reporting, publishing, and facilitating outreach and applications of results.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

1. Understanding of WERI's mission, vision, and roles in Guam, the Commonwealth of the Northern Mariana Islands (CNMI), and the Federated States of Micronesia (FSM).
2. Leadership and management skills, including interpersonal skills to establish and maintain successful collegial relationships among WERI faculty, staff, and students; and UOG administrators.
3. Understanding of WERI's stake in the success of graduate education related to its research program, most especially the university's Environmental Science Program.
4. Interest and skills to identify mutual interests and initiate, foster, and maintain collaborative relationships with other institutions and with local and regional professional and civic leaders.<sup>1</sup>

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<sup>1</sup> In particular, the Director works closely with the administrators of the US Geological Survey's (USGS) national *Water Resources Research Act* (WRRRA) Program which provides core federal funding under section 104 of the national *Water Resources Research Act of 1984*; the Guam Legislature and Guam Waterworks Authority (GWA), which provide core local funding for the *Guam Comprehensive Water Monitoring Program* (CWMP) and *Guam Hydrologic Survey* (GHS) Program established in 1998 under *Guam Public Laws 24-161 and 247*, respectively; and with the USGS Pacific Islands Water Science Center (PIWSC), GWA, and Naval Facilities Engineering Systems Command Marianas (NFM) which share the funding and collaborate to administer the CWMP and associated analytical programs through the *One-Guam Water Resources Information Program* (OGWRIP) established under the *NFM-GWA Memorandum of Understanding of December 6, 2016*.

WERI Director Position Description

5. Working knowledge of university budget and procurement procedures and requirements.
6. Ability to institute and administer useful standard operating procedures, compile electronic reports and surveys, and manage timely submission of grant application packages.
7. Entrepreneurial and “out-of-the-box” approach to management.
8. Leadership by past and present example in research, teaching, and service.

**DUTIES AND RESPONSIBILITIES:**

Major duties and responsibilities include, but are not limited to, the following:

1. Achieve WERI’s mission to provide: a) Trustworthy and timely research, instruction, and advice to support scientifically informed development and effective management of the freshwater resources of Guam, CNMI, and FSM; and b) Basic research that leverages distinctive strengths through collaboration with strategic partners.
2. Supervise, advise, and support the WERI Water Quality Laboratory Manager.
3. Guide, mentor, supervise, and evaluate WERI faculty, laboratory personnel, and administrative staff in accordance with university requirements and procedures.
4. Promote collegiality and teamwork within the institute and forge mutually productive and mission-promoting collaborations with other scientific and academic institutions, public agencies, commercial enterprises, and professional organizations.
5. Ensure adequate institutional reach and impact by networking, bridging, partnering, and team-building.
6. With faculty and staff input, develop, implement, and periodically evaluate and update a strategic plan for the continued growth and development of WERI.
7. Ensure safe, comfortable, and productive work conditions, timely maintenance of facilities, and compliance of institute activities with local and federal laws and with university rules and regulations.
8. Foster the local, regional, national, and international reputations of WERI for useful, innovative, and significant science by leading, joining, and contributing to significant projects, expeditions, and documentaries and making results accessible through professional, educational, and popular media.
9. Provide administrative oversight of federal and local grants through correspondence and cooperation with principal members and staffs of agencies that appropriate, allocate, dispense, and manage funding, including the preparation of annual budgets and routine reports.
10. Promote designated community outreach, teaching, and training activities, and respond to outside enquires relating to WERI’s expertise and services.
11. Serve as the point of contact for contract and survey work (e.g., Environmental Impact Studies) and as principal investigator (PI) or co-PI with faculty on such contracts, as appropriate.
12. Coordinate with the university’s Telecommunication and Distant Education Operation,

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*The University of Guam is a U.S. Land Grant Institution accredited by the Western Association of Schools and Colleges Senior College and University Commission and is an equal opportunity provider and employer.*

WERI Director Position Description

Marketing and Communications Office, and Global Learning and Engagement Center to promote quality and participation in workshops and field trips, and maximize visibility and access to WERI's institutional websites, technical reports, journal articles, and scientific advisory papers.

13. To the extent that administrative duties allow, engage in research and graduate instruction to lead by example, foster teamwork, and contribute to WERI's research and teaching missions.
14. Carry out other duties assigned by the Vice Provost for Research and Sponsored Programs.

**Approved:**



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Thomas W. Krise, Ph.D., President

Date: 09/15/2022

# UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 22-nn, Sept 15, 2022

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
<b>Office of the President</b>							
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	Director, Development, Alumni Affairs, and Foundation Relations	#8006	03-09, 03-16, 11-01	\$61,248 \$68,904	\$68,904 \$76,560	\$76,560 \$84,216	\$84,216 \$91,872
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	(Associate) Director, Professional International Programs (International Program Development)	#2008	03-09, 03-16, 09-01, 12-10	\$60,630 \$68,208	\$68,208 \$75,787	\$75,787 \$83,366	\$83,366 \$90,944
11	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
12	General Counsel	#1036	03-09	\$122,400 \$137,700	\$137,700 \$153,000	\$153,000 \$168,300	\$168,300 \$183,600
<b>Office of Academic and Student Affairs</b>							
13	Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
14	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
15	Associate Dean, CLASS	#1404	06-06	\$82,763 \$93,109	\$93,109 \$103,454	\$103,454 \$113,799	\$113,799 \$124,145
16	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
17	Associate Dean, Instruction	#1409	06-06	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
18	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
19	Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
20	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
21	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
22	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
23	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
24	Director, Residence Halls	#7076	15-16	\$57,418 \$64,595	\$64,595 \$71,772	\$71,772 \$78,949	\$78,949 \$86,126
25	Director, Student Resource Center (One-Stop Center)		03-09, 03-16				
26	Director, Student Services / Student Life	#7026	03-09, 03-16	\$48,001 \$54,001	\$54,001 \$60,001	\$60,001 \$66,001	\$66,001 \$72,001
27	Director, Summer School and Off-Campus Programs	#7026	03-09, 03-16	\$48,001 \$54,001	\$54,001 \$60,001	\$60,001 \$66,001	\$66,001 \$72,001
28	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
29	Dean, School of Education	#1212	08-11	\$108,669 \$122,252	\$122,252 \$135,836	\$135,836 \$149,420	\$149,420 \$163,003
30	Dean, School of Engineering	#1213	16-27	\$124,794 \$140,394	\$140,394 \$155,993	\$155,993 \$171,592	\$171,592 \$187,192
31	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
32	Dean, University Libraries	#1226	18-14	\$104,190 \$117,213	\$117,213 \$130,237	\$130,237 \$143,261	\$143,261 \$156,284
33	Director, RFT Micronesian Area Research Center (MARC)	#1409	12-11	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
34	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
35	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
36	Director, Marine Laboratory	#1205		\$95,578 \$107,525	\$107,525 \$119,472	\$119,472 \$131,419	\$131,419 \$143,366
37	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
38	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
39	Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994 \$67,494	\$67,494 \$74,993	\$74,993 \$82,492	\$82,492 \$89,991
40	Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
41	Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769 \$123,490	\$123,490 \$137,211	\$137,211 \$150,932	\$150,932 \$164,653
41	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
<b>Office of Administration and Finance</b>							
42	Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
43	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
44	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
45	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
46	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
48	Director, Computer Center/Technology Resources	#5001	03-09, 03-16	\$84,410 \$94,961	\$94,961 \$105,512	\$105,512 \$116,063	\$116,063 \$126,614
49	Senior Manager, Infrastructure Services and Information Security	#5004	17-08	\$77,793 \$87,517	\$87,517 \$97,241	\$97,241 \$106,965	\$106,965 \$116,689
50	Comptroller	#1040	03-09, 03-16	\$82,072 \$92,331	\$92,331 \$102,590	\$102,590 \$112,849	\$112,849 \$123,108
51	Associate Comptroller / Bursar	#3027	10-30	\$60,011 \$67,513	\$67,513 \$75,014	\$75,014 \$82,515	\$82,515 \$90,017
52	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
53	Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$92,358 \$103,903	\$103,903 \$115,448	\$115,448 \$126,993	\$126,993 \$138,538
54	Director, Campus Facilities		03-09, 03-16	\$50,984 \$57,357	\$57,357 \$63,730	\$63,730 \$70,103	\$70,103 \$76,476
55	Director, Campus Construction Projects		04-06	\$50,923 \$57,289	\$57,289 \$63,654	\$63,654 \$70,019	\$70,019 \$76,385
56	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.