



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

Resolution No. 23-30

**RELATIVE TO APPROVING A REVISED FACULTY SALARY SCALE AND ADOPTING AN
IMPLEMENTATION METHODOLOGY**

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, multiple reports and evidence were reviewed by the BOR showing how far the Faculty Salary Schedule has fallen behind the rest of the UOG community, other local government salaries, and peer and aspirant institutions;

WHEREAS, UOG has guidelines for placing new faculty hires on the Schedule, but in the recent 6-7 years these guidelines have not been consistently followed. Many new hires have been placed much higher on the schedule than the approved guidelines would allow. For many, a higher placement on the Schedule, above many current faculty, established a salary level that hiring authorities believed was the minimum salary required to secure a new faculty employee given 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 UOG;

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

WHEREAS, in November 2022, the BOR approved Resolution No. 22-43, 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 FY2024; and

WHEREAS, the UOG 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) Adopt the attached Faculty Salary Schedule as approved in the November 2022 BOR meeting for UOG FY2024 forward, the effective date will be the pay period ending on October 21, 2023.

2) Direct VPAF/CBO, and UOG Human Resources Office to:

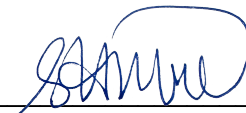
A) Place all faculty hired prior to January 1, 2017, on the updated Faculty Salary Schedule in their current Rank and Step.

B) For faculty hired between January 1, 2017 and September 20, 2023, to use the attached methodology agreed upon by the VPAF/CBO, UOG Human Resources Office, and UOG Faculty Union, to make specific faculty Step adjustments to account for faculty salary inversion.

C) Start formulating plans for the second set of future year increases noted above.

D) Study current usage of lower Steps of the schedule for recommended action in FY 2024.

Adopted this 28th day of September, 2023.



Sandra H. McKeever, Chairperson

ATTESTED:



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

Enclosure 1. Faculty Salary Schedule

FACULTY SALARY SCHEDULE - NINE & TWELVE MONTH FACULTY							
Updated by BOR Resolution No. 22-43, Nov 17, 2022.							
POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY	POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor / Extension Agent I	1	\$36,740	\$47,761	IV Associate Professor / Extension Agent IV	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
II Instructor / Extension Agent II	1	\$41,003	\$53,303	V Professor / Extension Specialist	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
III Assistant Professor / Extension Agent III	1	\$47,368	\$61,577	NOTES: 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				

Methodology for Determining Step Placement of Faculty Hired Between January 1, 2017 and September 30, 2023 on the FY2024 Faculty Salary Schedule

- 1) For all faculty members with the initial hire Rank of: Assistant Instructor/Agent I, Instructor/Agent II, or Assistant Professor/Agent III, if their hiring step was Step 6 or lower place them on the updated Faculty Salary Schedule at their current (September 30, 2023) Rank and Step.
- 2) For all faculty members with the initial hire Rank of: Associate Professor/Agent IV, or Professor/Extension Specialist.
 - a. HRO staff will review the initial hiring files and verify the information used to fill out their approved form for recommended step placement. Where this form was not completed or can't be found they will fill out the form for recommended Step placement. This review will be completed by the end of business on Thursday, October 5, 2023.
 - b. The difference will be noted between, the Step recommended using the approved form and the actual step the faculty member was hired at, for use in Step adjustment as described in Step 4 below.
- 3) For all faculty members with the initial hire Rank of: Assistant Instructor/Agent I, Instructor/Agent II, or Assistant Professor/Agent III, if their hiring Step was Step 7 or higher.
 - a. HRO staff will review the initial hiring files and verify the information used to fill out their approved form for recommended Step placement. Where this form was not completed or can't be found they will fill out the form for recommended step placement. This review will be completed by the end of business on Thursday, October 5, 2023.
 - b. The difference will be noted between, the Step recommended using the approved form and the actual Step the faculty member was hired at, for use in Step adjustment as described in Step 4 below.
- 4) Adjusted Step placement
 - a. If the Step difference was just one (1) or two (2) Steps different they will be placed on the updated Faculty Salary Schedule at their current (September 30, 2023) Rank and Step.
 - b. If the step difference is three (3) to four (4) Steps different they will be placed on the updated Faculty Salary Schedule at one (1) step below their current (September 30, 2023) Rank and Step.
 - c. If the Step difference is five (5) to six (6) Steps different they will be placed on the updated Faculty Salary Schedule at two (2) Steps below their current (September 30, 2023) Rank and Step.
 - d. If the Step difference is seven (7) or more steps different they will be placed on the updated Faculty Salary Schedule at three (3) Steps below their current (September 30, 2023) Rank and Step.
 - e. No full-time faculty member will realize a salary increase of less than 10% over their September 30, 2023 salary as part of this adjustment.
- 5) HRO, Office of VPAF/CBO, and UOG Faculty Union representatives will meet to review each case to approve HRO recommendation prior to implementation. All faculty not being placed on the updated Salary Schedule at their current Step will receive a letter noting the adjustment made, the HRO worksheet used, and explaining the following appeal process.

The review will be completed by the end of business on Tuesday, Oct. 10, 2023, and the letters will be sent no later than the end of business on Monday, Oct. 16, 2023.

- 6) Faculty may have 20 business days from receipt of the letter noting a Step adjustment to appeal the decision. The appeal committee will be comprised of a representative of HRO, Office of VPAF/CBO, and UOG Faculty Union, and the faculty member's Dean/Director.
 - a. Using the HRO worksheet and the Faculty Search Rank/Step Worksheet as a guide the faculty member may provide additional information or unconsidered factors that may impact placement on the updated Faculty Salary Schedule (market conditions are not to be considered as we recognize UOG will still be more than 20% behind for all faculty).
 - b. The appeal committee will have 20 business days to consider and make a vote on changing the Step placement or not.
 - c. If faculty member does not agree with, the faculty may appeal to the SVPP whose decision will be final.
 - d. Faculty member(s) may bring an advisor to the appeal process.