

# RELATIVE TO APPROVING AN AMENDMENT TO THE ADMINISTRATOR'S SALARY SCALE, FACULTY SALARY SCALE, AND SABBATICAL SALARY SCHEDULES BASED ON THE 1% PAY ADJUSTMENT AS APPROVED IN THE FY2015 BUDGET

WHEREAS, the University of Guam (UOG)) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges (WASC) serving the post-secondary needs of the people of Guam and the region; and

WHEREAS, the governance and well-being of UOG is vested in the Board of Regents (BOR) which is responsible for approving budgets and plans, which together are primary controls to ensure effectiveness and financial well-being; and

WHEREAS, pursuant to 17 Guam Code Annotated 16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

**WHEREAS**, on September 25, 2014, the BOR approved BOR Resolution No. 14-19, Relative to Revising the List of Administrative Positions and Salary Schedule at the University of Guam and BOR Resolution 14-23 Relative to Approving Reapportioned FY2015 General Operations, NAF, and Auxiliary Fund Budgets; and

WHEREAS, UOG adopted the College and University Professional Association (CUPA) for Human Resources administrative compensation surveys (2002-2003) as its benchmark for best practice in establishing academic administrator positions and salaries; and

WHEREAS, the approved UOG FY2015 budget called for a 1% pay adjustment for academic personnel (i.e., faculty and administrators); an adjustment which respectively changes the appropriate salaries and pay scales; and

**WHEREAS**, on April 22, 2010, the BOR approved BOR Resolution No. 10-10, Relative to Adopting a Revised Sabbatical Leave Policy for the University of Guam; and

WHEREAS, the President and the Academic, Personnel and Tenure (AP&T) Committee reviewed the proposed change to the Administrator's Salary Scale, Faculty Salary Schedule, and Sabbatical Salary Schedules resulting from the 1% pay adjustment; and

WHEREAS, based upon the approved 1% pay adjustment for academic personnel, the President and the AP&T Committee recommends the BOR approve the attached revised Administrative Salary Schedule, Faculty Salary Scale, and Sabbatical Salary Schedules.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby approves the revised Administrative Salary Schedule, Faculty Salary Scale, and Sabbatical Salary Schedules.

Adopted this 19<sup>th</sup> day of February, 2015.

William D. Leon Guerrero, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Administrator's Salary Scale
Approved by Board of Regents Resolution No. 03-16
Amended on 02/19/15 Resolution No. 15-02

DOCKET COMPANY									
		Quartile 1 80%-90% Range		Quartile 2 90%-100% Range	e 2 Range	Quartile 3	920	Quartile 4	
Office of the President							20	TO 10-170 / WAIIS	
President   Level Courses	(				- Street				
Director Interested MacLetina Communications	en e	95,014 S		106,891	_			130,645 \$	142,522
Executive Assistant to the President	n u			67,940	_		_		785,06
Director Planning and Accessment Director Chief Planning Office	n u			75,054	-		_		100,072
Institutional Compliance Officer	n u	82,746 5	93,090	93,090					124,120
International Program Development (Coordinator Director)	n 0		_	55,425			_		73,900
Web Master	9 V	32,403 \$	_	58,956					78,608
Director, Development and Alumni Affairs	o vo	56.962 S		5 50,007 5	71 015	40,408 S	44,449	44,449 \$	48,490
		1	-	0.200	-		-	/9,107 \$	86,298
Office of Academic and Student Affairs	L								
Senior Vice President, Academic and Student Affairs	_				Salary Negotiated				
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	60	107,616 S	121,068	121.068		134 520 8	3 670 771	2 620 67	101
Dean, College of Liberal Studies and Social Sciences	60		_	92.953	103.281		_	113 600 6	101,424
Dean, College of Natural and Applied Sciences	s			109,356	-		-	6 99 3 86	145,937
Dean, School of Education	S			100.929	-			10	134 573
Dean, School of Business and Public Administration	S		_	107,035	118.928				14,572
Dean, School of Nursing and Health Sciences	S		065,76	97,590				6 950	130,120
Associate Director, Western Pacific Tropical Research Center	S		96,233	96,233	106,926			10050	128311
Associate Director, Cooperative Extension Service	S			87,486				0.05	116,911
Dean, Enrollment Management and Student Success	S			90,924	-		-		121 232
Registrar	S	51,807 \$	_	\$ 58,282 \$	64,758 \$	64.758 \$	71 234 \$	71.234 \$	272,121
Associate/ Assistant Deans	8			83,455	_				111.274
Grants Officer	S		63,630	63,630					84 840
Director, Coordinator:									25
Learning Resources	S		55,740	\$ 55,740 S	61,933 \$	61,933 \$	68.127	68.127 \$	74 320
Computer Center/Technology Resources	S	65,128 S	73,269	\$ 73,269 \$	~		89,551 S		97 692
Graduate Studies	s		100,306	100,306	111,451 S	_	_	122,597 \$	133,742
Centers of Excellence and Research Institutes		*		Salary and RRPM,	Article IV Section A1.a.(6)		_		
Financial Aid	S	50,914 \$	57,278 S	57,278	63,642 \$	63,642 \$	\$ 900'02	\$ 900'02	76,371
Student Kesource (Lenter (one-stop center)							_		
Student Services/ Student Life	S		_	46,464		51,627 \$	_	56,790 \$	61,953
Summer School and Off-Campus Programs	s o		_	58,574			_	71,591 \$	78,099
Director of Meronesian Area Research Center	n 4	62,911 \$	60,775	\$ 70,775 \$	78,639 \$	78,639 \$	86,502 \$	86,502 \$	94,366
TANKS INVESTIGATION OF THE PROPERTY OF THE PRO	9		_	09,407	_	77,119 \$	84,831	84,831 \$	92,543
Office of Administration and Finance	L								
Vice President, Administration and Finance					Salary Nepotiated				
Comptroller/Chief Financial Officer	S	63,822 \$	71,800	71,800 \$		2 877 67	2 727 78	3 742 6	05 733
Associate Comptroller, Bursar	S	51,569 \$	58,015	58,015	64,461 S	64.461 \$			77.353
Associate Budget and Administrative Process Officer	S		_						505.77
Chief Human Resources Officer	S		73,952	73,952					205,77
Chief Plant and Facilities Officer	S	64,512 S	72,575			\$ 62,08	88,703 \$	88,703 \$	26,267
Director/Manager/Coordinator:					8				
Campus Facilities	S		-	49,659 \$	55,176 \$	55,176 \$	60,694	60,694 \$	66.212
Campus Construction Projects	S		_	48,154	_	53,505 \$	58,855 \$		64,206
Bookstore and Auxiliary Services	s o		_	57,404	_		_	70,161 \$	76,539
Nimital Different Description of the Principle Different Description of the Principle Description of th	so e			59,623	_		_	72,873 \$	79,498
Associate Dir Did Telecommunications and Distance Education and Occasion	es c		_	73,893	_		_		98,523
Associate Dit, FTF Telecommunications and Distance Education and Outreach Associate Dir PTP Professional Development and Utfolong Loguitor Contact	s o	44,719 S	50,309		55,898 \$	55,898 \$	61,488 \$	61,488 \$	870,78
הפסכומני בחי, בנו בנסבפוטומו בכניכיסטוונות מוע בחבוטוצן בכמווווצן כבוונכו	0	44,017	49,520	49,520	55,022 \$	55,022 \$	60,524 \$	60,524 \$	66,026
	-								

<sup>\*</sup> Scale is managed by UOG Human Revources Office; last updated 021915

#### **FACULTY SALARY SCHEDULE**

Revised: 02/19/15

## NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-02, February 19, 2015

#### (Recommended for Implementation FY2015)

Effective: October 1, 2014

POSITION <u>TITLE</u>	<u>STEP</u>	NINE-MONTH <u>SALARY</u>	TWELVE-MONTH <u>SALARY</u>
	1	\$30,017	\$39,021
I	2	\$30,930	\$40,209
	3	\$31,889	\$41,455
Assistant Instructor / Extension	4	\$32,895	\$42,764
Agent I	5	\$33,951	\$44,137
	6	\$35,061	\$45,579
	7	\$36,227	\$47,094
	8	\$37,449	\$48,690
	9	\$38,734	\$50,354
	1	\$33,499	A40.540
II	2		\$43,548
11	3	\$34,573	\$44,946
		\$35,704	\$46,415
	<u>4</u> 5	\$36,891	\$47,958
	6	\$38,136	\$49,577
	7	\$39,445	\$51,276
	8	\$40,817	\$53,061
	9	\$42,260	\$54,938
	10	\$43,773	\$56,905
	11	\$45,365	\$58,973
instructor / Extension Agent II	12	\$47,035	\$61,145
Instructor / Extension Agent in	13	\$48,788	\$63,425
	14	\$50,632	\$65,823
	15	\$52,572	\$68,343
	16	\$54,611	\$70,994
	17	\$56,757	\$73,785
	18	\$59,015	\$76,722
	19	\$61,394	\$79,813
	20	\$63,899 \$66,538	\$83,070
	20	\$00,536	\$86,501
	1	\$38,699	\$50,308
III	2	\$40,005	\$52,007
-	3	\$41,377	\$53,790
	4	\$42,817	\$55,661
	5	\$44,331	\$57,631
	6	\$45,919	\$59,695
	7	\$47,587	\$61,864
	8	\$49,339	\$64,141
	9	\$51,179	\$66,533
	10	\$53,107	\$69,040
ssistant Professor / Extension	11	\$55,134	\$71,675
Agent III	12	\$57,264	\$74,443
ngent in	13	\$59,499	\$77,349
	14	\$61,847	\$80,400
	15	\$64,310	\$83,604
	16	\$66,899	\$86,968
	17	\$69,614	\$90,497
	18	\$72,468	\$94,208
	19	\$75,465	\$98,104
- PS E -	20	\$78,611	\$102,194

Page 2 Faculty Salary Schedule

	1	\$42,846	\$55,699
IV	2	\$44,381	\$57,694
	3	\$45,993	\$59,791
	4	\$47,687	\$61,992
	5	\$49,465	\$64,304
	6	\$51,329	\$66,727
	7	\$53,288	\$69,274
	8	\$55,346	\$71,948
	9	\$57,506	\$74,757
	10	\$59,774	\$77,707
Associate Professor / Extension	11	\$62,155	\$80,803
Agent IV	12	\$64,657	\$84,055
Agentiv	13	\$67,282	\$87,466
	14	\$70,039	\$91,053
	15	\$72,936	\$94,818
	16	\$75,978	\$98,771
	17	\$79,168	\$102,595
	18	\$81,542	\$106,005
	19	\$83,989	\$109,185
	20	\$86,508	\$112,460
	1	\$52,352	\$68,058
V	2	\$54,369	\$70,655
	3	\$56,449	\$73,384
	4	\$58,653	\$76,248
	5	\$60,967	\$79,257
	6	\$63,396	\$82,414
	7	\$65,948	\$85,731
	8	\$68,623	\$89,210
	9	\$71,436	\$92,868
	10	\$74,391	\$96,709
	11	\$77,492	\$100,740
Professor / Extension Specialist	12	\$80,746	\$104,970
	13	\$83,167	\$108,118
	14	\$85,664	\$111,362
	15	\$88,234	\$114,704
	16	\$90,881	\$118,145
2	17	\$93,608	\$121,690
	18	\$96,415	\$125,339
	19	\$99,308	\$129,101
	20	\$102,287	\$132,973

<sup>1.</sup>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-GFT Agreement Article VII.F.

<sup>2.</sup> All faculty in the ranks of Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV may reach Step 16 of the respective ranks. All faculty have the potential to reach Step 20 of the Professional/Extension Specialist rank.

<sup>3.</sup> Additionally, absent extraordinary circumstances, Steps 17 and above at the Instructor rank (bolded/shaded area) are reserved for hard-hire positions. See HRO for procedures using hard-to-hire scale for any faculty rank.

<sup>4.</sup> The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University. Absent extraordinary circumstances, Steps 17 and above at Assistant Professor/Extension Agent IV (shaded area) are reserved for hard-to-hire positions with a terminal degree. See HRO for procedures using the hard-to-hire scale for any faculty rank.

<sup>5.</sup> 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.

#### SABBATICAL SALARY SCHEDULE A

#### Revised: 02/019/15

## NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-02, February 19, 2015

(Recommended for Implementation FY2015)

Effective: October 1,2014

POSITION		NINE-MONTH	TWELVE-MONTH
TITLE	<u>STEP</u>	SALARY	<u>SALARY</u>
	1	\$30,017	\$39,021
I	2	\$30,930	\$40,209
	3	\$31,889	\$41,455
Assistant Instructor / Extension	4	\$32,895	\$42,764
Agent I	5	\$33,951	\$44,137
	6	\$35,061	\$45,579
	7	\$36,227	\$47,094
<u></u>	8	\$37,449	\$48,690
	9	\$38,734	\$50,354
	1	\$33,499	#42.540
II	2	\$34,573	\$43,548
	3		\$44,946
Instructor / Extension Agent II	4	\$35,704	\$46,415
mod detai / Extension rigent ii	5	\$36,891	\$47,958
	6	\$38,136 \$39,445	\$49,577
	7		\$51,276
	8	\$40,817	\$53,061
	9	\$42,260 \$43,773	\$54,938
	10	\$45,773	\$56,905
	11	\$47,035	\$58,973
	12		\$61,145
	13	\$48,788 \$50,632	\$63,425
	14	\$50,032	\$65,823
	15	\$54,611	\$68,343
	16	\$56,757	\$70,994
	17	\$59,015	\$73,785 \$76,722
	18	\$61,394	\$79,813
	19	\$63,899	\$83,070
	20	\$66,538	\$86,501
***	1	\$38,699	\$50,308
III	2	\$40,005	\$52,007
A	3	\$41,377	\$53,790
Assistant Professor / Extension Agent III	4	\$42,817	\$55,661
	5	\$44,331	\$57,631
	6	\$45,919	\$59,695
	7	\$47,587	\$61,864
	8	\$49,339	\$64,141
	9	\$51,179	\$66,533
	10	\$53,107	\$69,040
	11	\$55,134	\$71,675
	12	\$57,264	\$74,443
	13	\$59,499	\$77,349
	14	\$61,847	\$80,400
	15	\$64,310	\$83,604
	16	\$66,899	\$86,968
	17	\$69,614	\$90,497
	18	\$72,468	\$94,208
	19	\$75,465	\$98,104
	20	\$78,611	\$102,194

Page 2 Sabbatical Salary Schedule A

	1	\$42,846	\$55,699
IV	2	\$44,381	\$57,694
	3	\$45,993	\$59,791
Associate Professor / Extension	4	\$47,687	\$61,992
Agent IV	5	\$49,465	\$64,304
	6	\$51,329	\$66,727
	7	\$53,288	\$69,274
	8	\$55,346	\$71,948
menting Pade	9	\$57,506	\$74,757
	10	\$59,774	\$77,707
	11	\$62,155	\$80,803
	12	\$64,657	\$84,055
1995	13	\$67,282	\$87,466
	14	\$70,039	\$91,053
	15	\$72,936	\$94,818
	16	\$75,978	\$98,771
	17	\$79,168	\$102,595
	18	\$81,542	\$106,005
	19	\$83,989	\$109,185
	20	\$86,508	\$112,460
	1	\$52,352	\$68,058
V	2	\$54,369	\$70,655
	3	\$56,449	\$73,384
Professor /	4	\$58,653	\$76,248
Extension Specialist	5	\$60,967	\$79,257
	6	\$63,396	\$82,414
	7	\$65,948	\$85,731
	8	\$68,623	\$89,210
	9	\$71,436	\$92,868
	10	\$74,391	\$96,709
	11	\$77,492	\$100,740
	12	\$80,746	\$104,970
	13	\$83,167	\$108,118
	14	\$85,664	\$111,362
	15	\$88,234	\$114,704
	16	\$90,881	\$118,145
	17	\$93,608	\$121,690
	18	\$96,415	\$125,339
	19	\$99,308	\$129,101
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- 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-GFT Agreement Article VII.F.
- 2. All faculty in the ranks of Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV may reach Step 16 of the respective ranks. All faculty have the potential to reach Step 20 of the Professional/Extension Specialist rank.
- 3. Additionally, absent extraordinary circumstances, Steps 17 and above at the Instructor rank (bolded/shaded area) are reserved for hard-hire positions. See HRO for procedures using hard-to-hire scale for any faculty rank.
- 4. The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University. Absent extraordinary circumstances, Steps 17 and above at Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV (shaded area) are reserved for hard-to-hire positions with a terminal degree. See HRO for procedures using the hard-to-hire scale for any faculty rank.
- 5. 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.

#### SABBATICAL SALARY SCHEDULE B

Revised: 02/19/15

#### NINE & TWELVE MONTH ACADEMIC EMPLOYEES

### AS PER BOR RESOLUTION No. 15-02, February 19, 2015

(Recommended for Implementation FY2015)

Effective: October 1,2014

POSITION <u>TITLE</u>	STEP	NINE-MONTH <u>SALARY</u>	TWELVE-MONTH <u>SALARY</u>
	1	\$19,811	\$25,754
I	2	\$20,414	\$26,538
	3	\$21,047	\$27,360
Assistant Instructor /	4	\$21,711	\$28,224
Extension Agent I	5	\$22,408	\$29,130
	6	\$23,140	\$30,082
	7	\$23,910	\$31,082
	8	\$24,716	\$32,135
	9	\$25,564	\$33,234
	1	\$22,109	\$28,742
II	2	\$22,818	\$29,664
	3	\$23,565	\$30,634
Instructor /	4	\$24,348	
Extension Agent II	5	\$25,170	\$31,652 \$32,721
DATE IN THE IT	6	\$26,034	\$33,842
	7	\$26,939	\$35,020
	8	\$27,892	\$36,259
Section Control Contro	9	\$28,890	\$37,557
	10	\$29,941	\$38,922
	11	\$31,043	\$40,356
	12	\$32,200	\$40,336
	13	\$33,417	\$43,443
	14	\$34,698	\$45,106
	15	\$36,043	\$46,856
	16	\$37,460	\$48,698
	17	\$38,950	\$50,637
	18	\$40,520	\$50,637
	19	\$42,173	\$54,826
	20	\$43,915	\$57,091
	1	\$25,541	¢22.202
III	2		\$33,203
	3	\$26,403	\$34,325
Assistant Professor /	4	\$27,309 \$28,259	\$35,501 \$36,736
Extension Agent III	5	\$28,259	
Extension Agent III	6	\$30,307	\$38,036
	7	\$30,307	\$39,399
	8	\$32,564	\$40,830 \$42,333
	9	\$32,364	\$42,333
	10	\$35,051	
	11	\$36,388	\$45,566 \$47,306
	12	\$37,794	\$49,132
	13	\$39,269	\$49,132
	14	\$40,819	\$53,064
	15	\$42,445	
	16	\$44,153	\$35,379 \$57,399
	17	\$45,945	
Barrier and the second	41	ずせつ,フザン	\$59,728
	18	\$47.020	¢(2.477
	18 19	\$47,829 \$49,807	\$62,177 \$64,749

Page 2
Sabbatical Salary Schedule B

	1	\$28,278	\$36,761
IV	2	\$29,291	\$38,078
	3	\$30,355	\$39,462
Associate Professor /	4	\$31,473	\$40,915
Extension Agent IV	5	\$32,647	\$42,441
	6	\$33,877	\$44,040
	7	\$35,170	\$45,721
	8	\$36,528	\$47,486
	9	\$37,954	\$49,340
	10	\$39,451	\$51,287
	11	\$41,022	\$53,330
,	12	\$42,674	\$55,476
	13	\$44,406	\$57,728
	14	\$46,226	\$60,095
	15	\$48,138	\$62,580
	16	\$50,145	\$65,189
	17	\$52,251	\$67,713
	18	\$53,818	\$69,963
	19	\$55,433	\$72,062
	20	\$57,095	\$74,224
	1	\$35,884	\$44,918
V	2	\$54,913	\$71,362
	3	\$57,013	\$74,118
Professor /	4	\$59,240	\$77,010
Extension Specialist	5	\$61,577	\$80,050
•	6	\$64,030	\$83,238
	7	\$66,607	\$86,588
	8	\$69,309	\$90,102
	9	\$72,150	\$93,797
	10	\$75,135	\$97,676
	11	\$78,267	\$101,747
	12	\$81,553	\$106,020
	13	\$83,999	\$109,199
	14	\$86,521	\$112,476
	15	\$89,116	\$115,851
	16	\$91,790	\$119,326
	17	\$94,544	\$122,907
	18	\$97,379	\$126,592
	40	4400.004	
	19	\$100,301	\$130,392

<sup>1.</sup>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-GFT Agreement Article VII.F.

<sup>2.</sup> All faculty in the ranks of Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV may reach Step 16 of the respective ranks. All faculty have the potential to reach Step 20 of the Professional/Extension Specialist rank.

<sup>3.</sup> Additionally, absent extraordinary circumstances, Steps 17 and above at the Instructor rank (bolded/shaded area) are reserved for hard-hire positions. See HRO for procedures using hard-to-hire scale for any faculty rank.

<sup>4.</sup> The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University. Absent extraordinary circumstances, Steps 17 and above at Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV (shaded area) are reserved for hard-to-hire positions with a terminal degree. See HRO for procedures using the hard-to-hire scale for any faculty rank.

<sup>5.</sup> 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.