



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 16-07

**RELATIVE TO THE CREATION OF THE INTERNAL AUDITOR POSITION AND
THE REVISION OF THE LIST OF ADMINISTRATIVE POSITIONS AND THE
ADMINISTRATIVE SALARY SCHEDULE**

WHEREAS, the University of Guam (University) 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 the University is vested in the Board of Regents (BOR); and

WHEREAS, the University's enabling statute empowers the BOR to establish and abolish Faculty and Administrator positions within the University; and

WHEREAS, the University's external auditors, Deloitte & Touche, recommend increased monitoring of the University's federal grant programs as the number, complexity, and non-compliance penalties have significantly increased in recent years; and

WHEREAS, the University has determined that it is most appropriate for this function to be carried out by an Internal Audit office within the University; and

WHEREAS, the University desires to establish the position of Internal Auditor and to build the capacity of the office over a five year period while having the Auditor immediately focus on federal grant compliance audits; and

WHEREAS, the administration, together with the Academic Personnel and Tenure Committee and the Budget, Finance, Investment and Audit Committee, jointly recommend to the BOR for approval the creation of the Internal Auditor position, along with the revision of the list of Administrative Positions and the Administrative Salary Schedule to reflect the Internal Auditor position and recommended salary range.


NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby authorizes the creation of Internal Auditor position, with the recommended salary range, as part of the development of an Internal Audit function within the University; and

BE IT FURTHER RESOLVED, that the List of Administrative Positions and the Administrative Salary Schedule be revised to reflect the addition of the new position and its salary range.

Adopted this 3rd day of March, 2016.


Antoinette D. Sanford, Chairperson

ATTESTED:


Robert A. Underwood, Executive Secretary

Administrator's Salary Scale
 Approved by Board of Regents Resolution No. 16-07
 Amended on 03/03/16

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	Salary Negotiated							
President								
Legal Counsel	\$ 96,914	\$ 109,029	\$ 109,029	\$ 121,143	\$ 121,143	\$ 133,257	\$ 133,257	\$ 145,372
Director, Integrated Marketing Communications	\$ 61,599	\$ 69,299	\$ 69,299	\$ 76,999	\$ 76,999	\$ 84,699	\$ 84,699	\$ 92,399
Executive Assistant to the President	\$ 68,050	\$ 76,556	\$ 76,556	\$ 85,062	\$ 85,062	\$ 93,568	\$ 93,568	\$ 102,074
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 84,402	\$ 94,952	\$ 94,952	\$ 105,502	\$ 105,502	\$ 116,052	\$ 116,052	\$ 126,602
Institutional Compliance Officer	\$ 50,253	\$ 56,534	\$ 56,534	\$ 62,816	\$ 62,816	\$ 69,098	\$ 69,098	\$ 75,379
International Program Development (Coordinator, Director)	\$ 53,454	\$ 60,135	\$ 60,135	\$ 66,817	\$ 66,817	\$ 73,499	\$ 73,499	\$ 80,180
Web Master	\$ 32,973	\$ 37,094	\$ 37,094	\$ 41,216	\$ 41,216	\$ 45,338	\$ 45,338	\$ 49,459
Director, Development and Alumni Affairs	\$ 58,682	\$ 66,018	\$ 66,018	\$ 73,353	\$ 73,353	\$ 80,688	\$ 80,688	\$ 88,024
Office of Academic and Student Affairs	Salary Negotiated							
Senior Vice President, Academic and Student Affairs								
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	\$ 109,768	\$ 123,489	\$ 123,489	\$ 137,210	\$ 137,210	\$ 150,931	\$ 150,931	\$ 164,652
Dean, College of Liberal Studies and Social Sciences	\$ 84,278	\$ 94,812	\$ 94,812	\$ 105,347	\$ 105,347	\$ 115,882	\$ 115,882	\$ 126,416
Dean, College of Natural and Applied Sciences	\$ 99,150	\$ 111,543	\$ 111,543	\$ 123,937	\$ 123,937	\$ 136,331	\$ 136,331	\$ 148,724
Dean, School of Education	\$ 91,509	\$ 102,947	\$ 102,947	\$ 114,386	\$ 114,386	\$ 125,825	\$ 125,825	\$ 137,263
Dean, School of Business and Public Administration	\$ 97,046	\$ 109,176	\$ 109,176	\$ 121,307	\$ 121,307	\$ 133,438	\$ 133,438	\$ 145,568
Dean, School of Nursing and Health Sciences	\$ 88,482	\$ 99,543	\$ 99,543	\$ 110,603	\$ 110,603	\$ 121,663	\$ 121,663	\$ 132,724
Associate Director, Western Pacific Tropical Research Center	\$ 87,252	\$ 98,159	\$ 98,159	\$ 109,065	\$ 109,065	\$ 119,972	\$ 119,972	\$ 130,878
Associate Director, Cooperative Extension Service	\$ 79,320	\$ 89,235	\$ 89,235	\$ 99,150	\$ 99,150	\$ 109,065	\$ 109,065	\$ 118,980
Dean, Enrollment Management and Student Success	\$ 82,438	\$ 92,742	\$ 92,742	\$ 103,047	\$ 103,047	\$ 113,352	\$ 113,352	\$ 123,656
Associate Dean, EMSS and Registrar	\$ 70,014	\$ 78,766	\$ 78,766	\$ 87,518	\$ 87,518	\$ 96,270	\$ 96,270	\$ 105,022
Associate/Assistant Deans	\$ 75,666	\$ 85,125	\$ 85,125	\$ 94,583	\$ 94,583	\$ 104,041	\$ 104,041	\$ 113,500
Grants Officer	\$ 57,691	\$ 64,903	\$ 64,903	\$ 72,114	\$ 72,114	\$ 79,325	\$ 79,325	\$ 86,537
Director/Coordinator:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Learning Resources	\$ 50,538	\$ 56,855	\$ 56,855	\$ 63,172	\$ 63,172	\$ 69,489	\$ 69,489	\$ 75,806
Graduate Studies	\$ 90,944	\$ 102,312	\$ 102,312	\$ 113,680	\$ 113,680	\$ 125,048	\$ 125,048	\$ 136,416
Centers of Excellence and Research Institutes								
Financial Aid	\$ 51,932	\$ 58,424	\$ 58,424	\$ 64,915	\$ 64,915	\$ 71,407	\$ 71,407	\$ 77,898
Residence Halls	\$ 51,665	\$ 58,123	\$ 58,123	\$ 64,581	\$ 64,581	\$ 71,039	\$ 71,039	\$ 77,497
Student Resource Center (one-stop center)								
Student Services / Student Life	\$ 42,128	\$ 47,394	\$ 47,394	\$ 52,660	\$ 52,660	\$ 57,926	\$ 57,926	\$ 63,192
Summer School and Off-Campus Programs	\$ 53,107	\$ 59,746	\$ 59,746	\$ 66,384	\$ 66,384	\$ 73,022	\$ 73,022	\$ 79,661
Director of Academic Assessment / Institutional Research	\$ 64,170	\$ 72,191	\$ 72,191	\$ 80,212	\$ 80,212	\$ 88,233	\$ 88,233	\$ 96,254
Director of Micronesia Area Research Center (MARC)	\$ 62,929	\$ 70,795	\$ 70,795	\$ 78,661	\$ 78,661	\$ 86,527	\$ 86,527	\$ 94,393
Director, Professional and International Programs	\$ 66,996	\$ 75,371	\$ 75,371	\$ 83,745	\$ 83,745	\$ 92,120	\$ 92,120	\$ 100,494
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ 45,613	\$ 51,314	\$ 51,314	\$ 57,016	\$ 57,016	\$ 62,718	\$ 62,718	\$ 68,419
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ 44,898	\$ 50,510	\$ 50,510	\$ 56,122	\$ 56,122	\$ 61,734	\$ 61,734	\$ 67,346
Office of Administration and Finance	Salary Negotiated							
Vice President, Administration and Finance								
Chief Information Officer	\$ 110,978	\$ 124,851	\$ 124,851	\$ 138,723	\$ 138,723	\$ 152,595	\$ 152,595	\$ 166,468
Director, Computer Center/Technology Resources	\$ 66,430	\$ 74,734	\$ 74,734	\$ 83,038	\$ 83,038	\$ 91,342	\$ 91,342	\$ 99,646
Associate Budget and Administrative Process Officer	\$ 52,762	\$ 59,358	\$ 59,358	\$ 65,953	\$ 65,953	\$ 72,548	\$ 72,548	\$ 79,144
Chief Human Resources Officer	\$ 67,050	\$ 75,431	\$ 75,431	\$ 83,812	\$ 83,812	\$ 92,193	\$ 92,193	\$ 100,574
Comptroller/Chief Financial Officer	\$ 65,099	\$ 73,237	\$ 73,237	\$ 81,374	\$ 81,374	\$ 89,511	\$ 89,511	\$ 97,649
Associate Comptroller / Bursar	\$ 52,600	\$ 59,175	\$ 59,175	\$ 65,750	\$ 65,750	\$ 72,325	\$ 72,325	\$ 78,900
Chief Plant and Facilities Officer	\$ 65,802	\$ 74,027	\$ 74,027	\$ 82,252	\$ 82,252	\$ 90,477	\$ 90,477	\$ 98,702
Director/Manager/Coordinator:								
Campus Facilities	\$ 45,024	\$ 50,652	\$ 50,652	\$ 56,280	\$ 56,280	\$ 61,908	\$ 61,908	\$ 67,536
Campus Construction Projects	\$ 43,660	\$ 49,118	\$ 49,118	\$ 54,575	\$ 54,575	\$ 60,033	\$ 60,033	\$ 65,490
Bookstore and Auxiliary Services	\$ 52,047	\$ 58,553	\$ 58,553	\$ 65,059	\$ 65,059	\$ 71,565	\$ 71,565	\$ 78,071
Athletic Director	\$ 54,058	\$ 60,816	\$ 60,816	\$ 67,573	\$ 67,573	\$ 74,330	\$ 74,330	\$ 81,088
Internal Auditor	\$ 58,835	\$ 66,190	\$ 66,190	\$ 73,544	\$ 73,544	\$ 80,898	\$ 80,898	\$ 88,253

* Scale is managed by UOG Human Resources Office; BOR Approved 3/3/16