



RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

REGULAR MEETING MINUTES

December 11, 2020

1.0 CALL TO ORDER

The Regular Meeting of the Research Corporation of the University of Guam Board of Directors was called to order by Chairperson Thomas Krise on December 11, 2020 at 2:33 p.m. via Zoom conference. Notice of the meeting having been duly and regularly provided by the Board.

Quorum:

Thomas Krise, Chairperson
Anita Borja-Enriquez, Vice Chairperson
Randall Wiegand, Treasurer
Cheryl Sanguenza, Secretary
John Jenson, Member
Artemio Hernandez, Member
Mike Naholowaa, Member
Agapito Diaz, Member
Ray Topasna, Member

Also Present:

Cathleen Moore-Linn, Executive Director
Gloria Travis, Chief Business Officer
Barbara Molarte, Accounting Specialist
Danica Batac, RCUOG
Sable Sablan, RCUOG
Colleen Bamba, RCUOG
Rachael Leon Guerrero, Vice Provost, ORSP
Anthony R. Camacho, UOG Legal Counsel

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of September 25, 2020

Motion to approve by J. Jenson and Seconded by C. Sanguenza. The motion carried.

3.0 CHAIRMAN'S REMARKS

Dr. Krise discussed the recent passage of the 21st Century Bill which will enable UOG to diversify its revenue sources and enables the institution to have the flexibility to



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enter in public private partnerships and other activities that will improve the institution's capabilities and functions.

4.0 NEW BUSINESS

4.1 Executive Director's Report to the Board

C. Moore-Linn presented highlights of RCUOG's FY2020 Annual Report to the Board. Key performance indicators show increases in the following areas: 6.8% increase in the number of grants supported, 15.7% increase in grant expenditures which underscores efficiency, and a 22% increase in the number of employees compared to the prior year. RCUOG also awarded 8 travel grants in FY2020, but only one student was able to travel due to COVID-19 travel restrictions. Required by public law to be self-sufficient, RCUOG generated \$251,611 from its share of indirect costs and \$241,439 in administrative fees for a total of \$493,050 in FY2020. The annual report is available to the public and can be downloaded from www.uog.edu/rcuog.

4.2 Resolution No. 20-06 Relative to Amending RCUOG Position Titles and Wage Grades and Student Titles and Wage Grades

C. Moore-Linn briefed the board on need to amend the list of position titles as several position titles were removed, while the minimum education and experience qualifications were modified for other position titles to ensure equity within a grade. Wage grades were also amended to factor in the \$9.25 minimum wage expected to occur in March 2021. Consultant Grace Donaldson performed a review of the positions, minimum qualifications and wage grades and provided recommendations. A side-by-side comparison of old and amended position titles was requested to be presented at the next quarterly meeting. Implementation is expected to occur in October 2021 after consultation with principal investigators and units. Motion to Approve by M. Naholowaa and seconded by A. Diaz. The motion carried.

4.3 Resolution No. 20-07 Relative to Amending the RCUOG General Pay Plan

C. Moore-Linn briefed the board on the need to amend the General Pay Plan to align with the wage grades and position titles. Implementation is expected to occur in October 2021 after consultation with principal investigators and units. Motion to Approve by M. Naholowaa and seconded by J. Jenson. The motion carried.



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5.0 ADJOURNMENT

Chairperson Krise adjourned the meeting at 3:27 p.m.

Thomas W. Krise

[Thomas W. Krise \(Mar 26, 2021 16:14 GMT+10\)](#)

Dr. Thomas Krise, Chairperson

ATTESTED:

Cheryl R. Sangueza

[Cheryl R Sangueza \(Mar 27, 2021 17:07 GMT+10\)](#)

Dr. Cheryl Sangueza, Secretary