



**UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN**

**Board of Regents**

UOG Station, Mangilao, Guam 96923  
Telephone: (671) 735-2995 Fax: (671) 734-2296

**Special Meeting Minutes  
July 27, 2023**

**1.0 CALL TO ORDER**

The Special Meeting of the Board of Regents (BOR) was called to order by Acting BOR Chairperson Sandra McKeever on July 27, 2023 at 5:02 p.m., Robert F. Kennedy Library, Silent Room. Notice of such meeting have been duly and regularly provided by the BOR.

Acting Chairperson McKeever noted that in compliance with the open government law, the public notice for the BOR Special Meeting was posted in the Guam Daily Post, the Government of Guam public notice portal and disseminated to all the main media outlets on July 19<sup>th</sup> and July 25<sup>th</sup>.

She stated that five (5) Regents are physically present, and for the record the following Regents were approved on Zoom, Regent Leon Guerrero, Regent Certeza, and Regent Valencia. She noted that Chairperson Provido is absent.

**QUORUM:**

<b>Sandra McKeever</b>	<b>Acting Chairperson</b>
<b>Mike Naholowaa</b>	<b>Treasurer</b>
<b>Lesley Leon Guerrero</b>	<b>Member (zoom)</b>
<b>Agapito "Pete" Diaz</b>	<b>Member</b>
<b>Janice Malilay</b>	<b>Member</b>
<b>Roland Certeza</b>	<b>Member (zoom)</b>
<b>Bernadette Valencia</b>	<b>Member (zoom)</b>
<b>Julie Laxamana</b>	<b>Member</b>

**ALSO PRESENT:**

<b>Thomas W. Krise</b>	<b>President</b>
<b>Anthony Camacho</b>	<b>General Counsel</b>
<b>Norman Analista</b>	<b>Acting BOR Liaison</b>
<b>David S. Okada</b>	<b>CPO/Interim Chief of Staff</b>
<b>Christine Mabayag</b>	<b>Recording Secretary</b>
<b>Tessica Duenas</b>	<b>Host for Zoom Meeting</b>
<b>Kalyne Roberto</b>	<b>Support Staff</b>

**2.0 REPORTS FROM STANDING COMMITTEES**

**2.1 Budget, Finance and Audit (BFA) Committee**

**2.1.1 Information on UOG Audit**

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Regent Naholowaa reported that the BFA Committee met today at 4:00 p.m. He stated that he was provided an update on the Fiscal Year 2022 financial audit, noting that the committee was advised of a significant audit issue which is being resolved.

He stated there will be a \$5M adjustment to the financial findings as a result of the differences in the estimated present value liability calculation. These adjustments have delayed the issuance of the audit, along with all other Government of Guam agencies and that UOG will continue to work with Ernst & Young.

The University has been proactively discussing this matter with its granting agencies and remains in good favor, and that there are currently no funding issues with federal reimbursements.

He added that the audit is purely for information purposes only.

### **3.0 Executive Committee**

#### **3.1 Discussion/Approval of Incoming UOG President's Contract**

Regent Malilay moved to approve the UOG President's Contract, which was duly seconded by Regent Naholowaa. Acting Chairperson McKeever stated that the contract is similar to the contract that was approved five (5) years ago for President Krise. She added that the difference in salary was adjusted with the inflation rate of 5 years ago to present and that the salary is \$254K and there were no changes, or adjustments to the housing and automobile allowance, and that the part of the contract that was changed was the retirement plan, as Dr. Enriquez is under the old retirement plan and that President Krise is on the newer retirement plan.

President Krise stated that he would like to make sure the Board is aware that even with this upward adjustment of the salary, the president of the University of Guam is the lowest salary of any public university President in the United States. He noted that two (2) institutions that are comparable to UOG, are the University of Hawaii (UH) at Hilo, with the Chancellor's salary of \$280K, and the University of the Virgin Islands, which is about a thousand students smaller than UOG, with the President's salary set in 2019 at \$350K.

He urged the board to be attentive to the salaries of the President going forward to keep it in line with comparable salaries, and he further pointed out that when he was appointed in 2018, the salary was slightly ahead of the of the Gov-Guam Medical Examiner. He noted the difficulty in recent years of finding a replacement for the medical examiner, and in the end couldn't fill the position until the salary reached \$310K, so he again urged the Board to pay attention to the market. Particularly, UH Hilo, the University of the Virgin Islands, and the Medical Examiner for benchmarking in the future the salary of the President of the University of Guam.

General Counsel Camacho stated that the term is different from President Krise's original contract and if approved, it would take effect on August 6, 2023, and will expire unless it's extended mutually by the Regents and the incoming President will expire on August 5, 2028.

He stated that the existing housing allowance remains at \$2K per month and the automobile allowance at \$500 per month. He further stated that Acting Chair's statement is correct with regards to the difference with the incoming President Enriquez and President Krise's retirement plans.

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He added that the key difference between President Krise's contract is that all the provisions wherein President Krise's contract, where it was agreed to reimburse the relocation expenses both to and from Guam, have been removed from this particular contract.

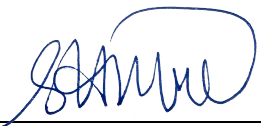
Acting Chairperson McKeever then called for a roll call vote.

- Regent Julie Laxamana - Aye
- Regent Agapito Diaz - Aye
- Regent Mike Naholowaa - Aye
- Regent Janice Malilay - Aye
- Regent Lesley Leon Guerrero - Aye
- Regent Bernadette Valencia - Aye
- Regent Roland Certeza - Aye

The motion carried unanimously.

**4.0 ADJOURNMENT**

Chairperson McKeever requested a motion to adjourn the special meeting. Regent Diaz moved to adjourn the meeting, which was duly seconded by Regent Naholowaa. The motion carried. The meeting adjourned at 5:13 p.m., CHamoru Standard Time.

  
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Sandra H. McKeever, Chairperson

**ATTESTED:**

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