



**UNIVERSITY OF GUAM
UNIBETSEDÂT GUAHAN
BOARD OF REGENTS**

RESOLUTION NO. 17-20

**RELATIVE TO APPROVING AN INTERIM STIPEND SCALE FOR
INSTRUCTIONAL OVERLOAD COMPENSATION
FOR FULL-TIME FACULTY**

WHEREAS, the University of Guam (UOG)) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission (WSCUC) 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, the Salary Committee, as specified in Article VII, B. of the current BOR and UOG Faculty Union, Local 6282 of the American Federation of Teachers (Union) negotiated agreement (Board-Union Contract), is responsible for making faculty salary recommendations for both regular and overload compensation to the administration;

WHEREAS, it is UOG's practice that overload pay for adjunct faculty mirrors that of full-time professors; and

WHEREAS, the existing stipend scale has remained flat for more than 20 years and has made it difficult to recruit adjunct faculty and to motivate existing full-time faculty to take on overload classwork; and

WHEREAS, the Salary Committee has recommended a new pay scale for faculty performing instructional overload work; and

WHEREAS, the proposed scale is comprehensive, complex, has many implications and is undergoing thorough review and close scrutiny at the executive level before being recommended to the BOR for action; and

WHEREAS, the President proposes that an interim revision to the instructional overload/adjunct faculty stipend scale be adopted in order to assist the Deans in identifying and recruiting qualified professors in order to maintain academic excellence; and

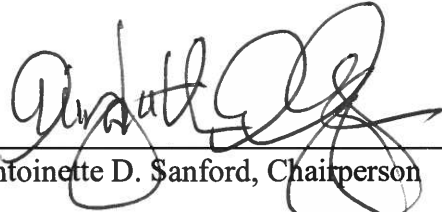
WHEREAS, the estimated cost of implementing the proposed interim revision is approximately \$500,000 per year; and

WHEREAS, while UOG continues to experience challenges with cash flow, the adoption of the interim revision is essential to the maintenance of the quality of education at UOG; and

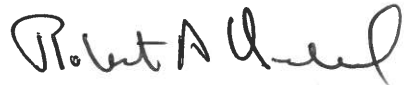
WHEREAS, the President, together with the Academic, Personnel and Tenure (AP&T) committee and the Budget, Finance, Investments and Audit (BFIA) committee, recommend that the BOR approve the attached interim stipend scale for instructional overloads and adjunct faculty pay.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the revised Faculty Salary Schedule to include instructional overload compensation for full-time faculty.

Adopted this 21st day of September, 2017.

Dr. 
Antoinette D. Sanford, Chairperson

ATTESTED:


Dr. Robert A. Underwood, Executive Secretary