



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

Resolution No. 14-01

**RELATIVE TO CHANGING THE TITLE OF DIRECTOR OF NURSING AND  
REVISING THE LIST OF ADMINISTRATIVE POSITIONS AND  
ADMINISTRATIVE SALARY SCHEDULE TO INCLUDE  
DEAN, SCHOOL OF NURSING AND HEALTH SCIENCES**

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

**WHEREAS**, the governance of UOG is vested in the Board of Regents (BOR) which has oversight over the creation and designation of administrative academic titles, positions, and salaries; and

**WHEREAS**, BOR Resolution 08-11 was passed on April 17, 2008, which changed the title of Executive Director to Dean for the School of Business and Public Administration and for the School of Education, but not for the School of Nursing and Health Sciences due to the rationale that the title "Director of Nursing" was required to maintain professional discipline accreditation; and

**WHEREAS**, it has recently been clarified by the requirements of the Accreditation Commission for Education in Nursing (ACEN) that certain requirements are required for individuals holding the nursing administrator position as the head of the School of Nursing and Health Sciences, but the title of the nursing administrator position is not specified; and

**WHEREAS**, the School of Nursing and Health Sciences is an academic unit parallel to the academic units at the University of Guam, which include the College of Liberal Arts and Social Sciences, College of Natural and Applied Sciences, School of Business and Public Administration, and School of Education; and

**WHEREAS**, the academic title of Dean is a well-recognized academic title of a head of an academic unit within universities across the United States and foreign countries, including schools and colleges; and all the heads of the other academic schools and colleges at the University of Guam currently hold the title of Dean; and

**WHEREAS**, the nursing administrator reports to the Senior Vice President for Academic and Student Affairs, as the head of the School of Nursing and Health Sciences; and

**WHEREAS**, it is appropriate that the nursing administrator position title of Director of Nursing should be replaced by the title of Dean, School of Nursing and Health Sciences; and

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

**WHEREAS**, based upon the requirements of the nursing administrator position as set forward by ACEN standards and comparable CUPA-HR salary benchmarks, a revised position description has been approved and a revised salary scale has been recommended for the title "Dean, School of Nursing and Health Sciences"; and

**WHEREAS**, the Administrative Council, Academic Officers Committee, Faculty Senate, and administration have reviewed and recommend for approval the proposed title change and revised list of Administrative Positions and Administrative Salary Schedule to incorporate the position title, "Dean, School of Nursing and Health Sciences"; and

**WHEREAS**, the Academic, Personnel and Tenure Committee reviewed the proposed changes at their meeting on February 10, 2014 and join the administration in recommending the aforementioned changes and revisions to the BOR for approval; and


**NOW, THEREFORE, BE IT RESOLVED**, that the title Director of Nursing be changed to Dean, School of Nursing and Health Sciences; and that such change take effect immediately; and

**BE IT FURTHER RESOLVED**, that the Board of Regents hereby approves the revised list of Administrative Positions and Administrative Salary Schedule, which is herein attached.

Adopted this 20<sup>th</sup> day of February 2014.

  
Dr. W. Chris Perez, Chairperson

**ATTESTED:**

  
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Dr. Robert A. Underwood, Executive Secretary