



**UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS**

RESOLUTION NO. 18-13

**RELATIVE TO REVISING THE LIST OF ADMINISTRATIVE POSITIONS
AND SALARY SCHEDULE**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges (WASC) 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 the University is vested in the Board of Regents (BOR); and

WHEREAS, pursuant to GCA 16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on May 22, 2003, the BOR approved Resolution No. 03-09, Relative to Establishing Administrative Positions at the University of Guam, and on June 19, 2003, approved Resolution No. 03-16, Relative to Establishing and Adopting the Policy for Administrative Salary and a Revised Salary Schedule at the University of Guam; 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

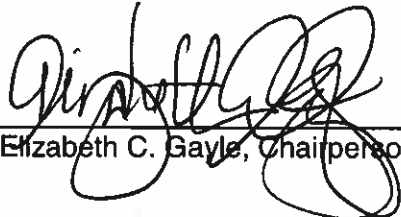
WHEREAS, the position of Director of Office of Research and Sponsored Programs is currently operating as a 9-month position and must be converted to a 12-month position due to increasing time commitment responsibilities; and

WHEREAS, based upon an assessment of the priority needs of the University, of the responsibilities of the positions, and of comparable CUPA-HR salary benchmarks, the President met with the Academic, Personnel and Tenure Committee at their meeting on April 18, 2018 to review the position and salary schedule of the Director of the Office of Research and Sponsored Programs; and

WHEREAS, the President and the Academic, Personnel and Tenure Committee now recommend to the Board the attached list of Administrative Positions and Administrative Salary Schedule, which has been revised to reflect the 12-month position and recommended 12-month salary scale for the Director of Research and Sponsored Programs.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby approves the revised list of Administrative Positions and Administrative Salary Schedule, which is herein attached.

Adopted this 26th day of April 2018.


Elizabeth C. Gayle, Chairperson

ATTESTED:



Dr. Robert A. Underwood, Executive Secretary

Administrator's Salary Scale
Resolution No. 18-XX
Amended on 04/26/2018

POSITION TITLE	Quantile 1 80%-90% Range	Quantile 2 90%-100% Range	Quantile 3 100%-110% Range	Quantile 4 110%-120% Range
Office of the President				
President	\$ 96,914 \$	\$ 109,029 \$	\$ 121,143 \$	\$ 133,257 \$
Legal Counsel	\$ 61,599 \$	\$ 69,299 \$	\$ 76,999 \$	\$ 84,699 \$
Director, Integrated Marketing Communications	\$ 68,050 \$	\$ 76,556 \$	\$ 85,062 \$	\$ 93,568 \$
Executive Assistant to the President	\$ 84,402 \$	\$ 94,952 \$	\$ 105,502 \$	\$ 116,052 \$
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 53,454 \$	\$ 60,135 \$	\$ 66,817 \$	\$ 73,499 \$
International Program Development (Coordinator, Director)	\$ 32,973 \$	\$ 37,094 \$	\$ 41,216 \$	\$ 45,338 \$
Web Master	\$ 58,682 \$	\$ 66,018 \$	\$ 73,353 \$	\$ 80,688 \$
Director, Development and Alumni Affairs				
Office of Academic and Student Affairs				
Senior Vice President, Academic and Student Affairs	\$ 88,278 \$	\$ 99,313 \$	\$ 110,348 \$	\$ 121,383 \$
Assistant Vice President of Academic Excellence / Director of Graduate Studies	\$ 80,212 \$	\$ 90,239 \$	\$ 100,265 \$	\$ 110,292 \$
Assistant Vice President of Institutional Effectiveness	\$ 125,314 \$	\$ 141,203 \$	\$ 156,892 \$	\$ 172,581 \$
Dean, School of Engineering	\$ 84,278 \$	\$ 94,812 \$	\$ 105,347 \$	\$ 115,882 \$
Dean, College of Liberal Studies and Social Sciences	\$ 82,438 \$	\$ 92,742 \$	\$ 103,047 \$	\$ 113,352 \$
Dean, College of Natural and Applied Sciences	\$ 99,150 \$	\$ 111,543 \$	\$ 123,937 \$	\$ 136,331 \$
Dean, School of Education	\$ 91,509 \$	\$ 102,947 \$	\$ 114,386 \$	\$ 125,825 \$
Dean, School of Business and Public Administration	\$ 97,046 \$	\$ 109,176 \$	\$ 121,307 \$	\$ 133,438 \$
Dean, School of Nursing and Health Sciences	\$ 88,482 \$	\$ 99,543 \$	\$ 110,603 \$	\$ 121,663 \$
Associate Director, Western Pacific Tropical Research Center	\$ 87,252 \$	\$ 98,159 \$	\$ 109,065 \$	\$ 119,972 \$
Associate Director, Cooperative Extension Service	\$ 79,320 \$	\$ 89,235 \$	\$ 99,150 \$	\$ 109,065 \$
Dean, Enrollment Management and Student Success	\$ 82,438 \$	\$ 92,742 \$	\$ 103,047 \$	\$ 113,352 \$
Associate Dean, EMSS and Registrar	\$ 70,914 \$	\$ 78,766 \$	\$ 87,518 \$	\$ 96,270 \$
Associate/Assistant Deans	\$ 75,666 \$	\$ 85,125 \$	\$ 94,583 \$	\$ 104,041 \$
Grants Officer	\$ 56,000 \$	\$ 63,000 \$	\$ 70,000 \$	\$ 77,000 \$
Director/Coordinator	\$ \$	\$ \$	\$ \$	\$ \$
Research and Sponsored Programs (2009 CLUPA)	\$ 107,056 \$	\$ 120,438 \$	\$ 133,821 \$	\$ 147,203 \$
Learning Resources	\$ 84,538 \$	\$ 96,855 \$	\$ 109,172 \$	\$ 121,489 \$
Graduate Studies	\$ 90,944 \$	\$ 102,312 \$	\$ 113,680 \$	\$ 125,048 \$
Centers of Excellence and Research Institutes				
Financial Aid	\$ 51,932 \$	\$ 58,424 \$	\$ 64,915 \$	\$ 71,407 \$
Residence Halls	\$ 51,065 \$	\$ 58,123 \$	\$ 64,581 \$	\$ 71,039 \$
Student Resource Center (one-stop center)				
Student Services / Student Life	\$ 42,128 \$	\$ 47,394 \$	\$ 52,660 \$	\$ 57,926 \$
Summer School and Off-Campus Programs	\$ 53,107 \$	\$ 59,746 \$	\$ 66,384 \$	\$ 73,022 \$
Micronesian Area Research Center (MARC)	\$ 62,929 \$	\$ 70,795 \$	\$ 78,661 \$	\$ 86,527 \$
Professional and International Programs	\$ 66,996 \$	\$ 75,371 \$	\$ 83,745 \$	\$ 92,120 \$
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ 45,013 \$	\$ 51,314 \$	\$ 57,616 \$	\$ 63,918 \$
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ 44,898 \$	\$ 50,310 \$	\$ 56,122 \$	\$ 61,734 \$
Office of Administration and Finance				
Vice President, Administration and Finance	\$ 110,978 \$	\$ 124,851 \$	\$ 138,723 \$	\$ 152,595 \$
Chief Information Officer	\$ 66,430 \$	\$ 74,734 \$	\$ 83,038 \$	\$ 91,342 \$
Director, Computer Center/Technology Resources	\$ 66,590 \$	\$ 74,913 \$	\$ 83,237 \$	\$ 91,561 \$
Sr. IT Manager, Infrastructure Services and Information Security	\$ 52,762 \$	\$ 59,358 \$	\$ 65,953 \$	\$ 72,548 \$
Associate Budget and Administrative Process Officer	\$ 67,050 \$	\$ 75,431 \$	\$ 83,812 \$	\$ 92,193 \$
Chief Human Resources Officer	\$ 60,424 \$	\$ 67,977 \$	\$ 75,530 \$	\$ 83,083 \$
Director, HEO and Title IX/ADA Coordinator	\$ 65,099 \$	\$ 73,237 \$	\$ 81,374 \$	\$ 89,511 \$
Comptroller/Chief Financial Officer	\$ 52,640 \$	\$ 59,175 \$	\$ 65,750 \$	\$ 72,325 \$
Associate Comptroller / Bursar	\$ 65,802 \$	\$ 74,027 \$	\$ 82,252 \$	\$ 90,477 \$
Chief Plant and Facilities Officer				
Director/Manager/Coordinator				
Campus Facilities	\$ 45,024 \$	\$ 50,652 \$	\$ 56,280 \$	\$ 61,908 \$
Campus Construction Projects	\$ 43,660 \$	\$ 49,118 \$	\$ 54,575 \$	\$ 60,033 \$
Bookstore and Auxiliary Services	\$ 52,047 \$	\$ 58,553 \$	\$ 65,059 \$	\$ 71,565 \$
Athletic Director	\$ 54,058 \$	\$ 60,816 \$	\$ 67,573 \$	\$ 74,330 \$
Internal Auditor	\$ 58,835 \$	\$ 66,190 \$	\$ 73,544 \$	\$ 80,898 \$

* Scale is managed by UOG Human Resources Office; last updated on April 20, 2017 by BOR Resolution No. 17-08