



**UNIVERSITY OF GUAM  
UNIBETSEDĀT GUÅHAN  
Board of Regents**

**Resolution No. 18-34**

**RELATIVE TO ADOPTING A NEW SALARY SCALE FOR ADMINISTRATORS  
BASED ON THE 2009 SURVEY OF COLLEGES AND UNIVERSITIES BY THE  
COLLEGE AND UNIVERSITY PROFESSIONAL ASSOCIATION (CUPA)**

**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 Western Pacific region;

**WHEREAS**, the Board of Regents (BOR) retains authority over Academic Personnel of the University including establishing personnel rules and regulations guiding selection, employment, salary and other compensation;

**WHEREAS**, the BOR has adopted the 2009 CUPA salary survey for institutions of higher education for purposes of adopting a salary scale for Faculty;

**WHEREAS**, the Administrators of UOG remain on a salary scale based on the 2002/2003 CUPA survey;

**WHEREAS**, UOG has been unable to attract qualified candidates based on the 2002/2003 CUPA survey and has had to utilize the 2009 scale for recent positions;

**WHEREAS**, UOG now desires to move all Administrators to the 2009 CUPA survey salary scale to bring them into parity with recent Administrator hires as well as with Faculty;

**WHEREAS**, UOG has estimated that the cost of moving all Administrators to the 2009 CUPA survey is approximately \$750,000 or about 17% of the payroll for Administrators;

**WHEREAS**, if the salaries were to be moved on an incremental basis, an adjustment of 5% of total Administrator salaries would be approximately \$225,000; and

**WHEREAS**, the President, together with the Academic, Personnel and Tenure (AP&T) committee and the Budget, Finance and Audit (BFA) committee, recommend that the BOR adopt the 2009 CUPA survey for all Administrator positions.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR adopts the attached pay scale for Administrators which is based on the 2009 CUPA survey;

**BE IT FURTHER RESOLVED**, that the President is authorized to finalize the schedule as research into several positions have been completed;

**BE IT FURTHER RESOLVED**, that the President is authorized to develop a plan (i.e. over a three to five year period) for implementing the salary scale when funds are available and when the current prohibition on changes in pay is lifted or otherwise terminated; and


**BE IT FURTHER RESOLVED**, the President and the BOR will meet annually to review the increase in non-appropriated revenue to determine if revenue increases from revenue diversification activities has been sufficient to allow for the continued implementation of the salary scale.

Adopted this 15<sup>th</sup> day of November, 2018.



Christopher K. Felix, Chairperson

**ATTESTED:**



Thomas W. Krise, Ph.D., Executive Secretary

Administrator's Salary Scale - November 2018  
Approved by Board of Regents Resolution No. 18-34

POSITION TITLE	Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
<b>Office of the President</b>								
President	Salary Negotiated							
Legal Counsel	\$ 122,400	\$ 137,700	\$ 137,700	\$ 153,000	\$ 153,000	\$ 168,300	\$ 168,300	\$ 183,600
Director, Integrated Marketing Communications	\$ 67,860	\$ 76,343	\$ 76,343	\$ 84,825	\$ 84,825	\$ 93,308	\$ 93,308	\$ 101,790
Executive Assistant to the President	\$ 82,240	\$ 92,520	\$ 92,520	\$ 102,800	\$ 102,800	\$ 113,080	\$ 113,080	\$ 123,360
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 90,116	\$ 101,380	\$ 101,380	\$ 112,645	\$ 112,645	\$ 123,909	\$ 123,910	\$ 135,174
International Program Development (Coordinator, Director)	\$ 58,049	\$ 65,305	\$ 65,305	\$ 72,561	\$ 72,561	\$ 79,817	\$ 79,817	\$ 87,073
Web Master	\$ 57,926	\$ 65,167	\$ 65,167	\$ 72,408	\$ 72,408	\$ 79,649	\$ 79,649	\$ 86,890
Director, Development and Alumni Affairs	\$ 61,248	\$ 68,904	\$ 68,904	\$ 76,560	\$ 76,560	\$ 84,216	\$ 84,216	\$ 91,872
<b>Office of Academic and Student Affairs</b>								
Senior Vice President, Academic and Student Affairs	Salary Negotiated							
Assistant Vice President of Academic Excellence / Director of Graduate Studies	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Assistant Vice President of Institutional Effectiveness	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Dean, School of Engineering	\$ 124,794	\$ 140,393	\$ 140,393	\$ 155,993	\$ 155,993	\$ 171,592	\$ 171,592	\$ 187,192
Dean, College of Liberal Studies and Social Sciences	\$ 109,102	\$ 122,739	\$ 122,739	\$ 136,377	\$ 136,377	\$ 150,015	\$ 150,015	\$ 163,652
Dean, University Libraries	\$ 104,190	\$ 117,213	\$ 117,213	\$ 130,237	\$ 130,237	\$ 143,261	\$ 143,261	\$ 156,284
Dean, College of Natural and Applied Sciences	\$ 132,106	\$ 148,619	\$ 148,619	\$ 165,132	\$ 165,132	\$ 181,645	\$ 181,645	\$ 198,158
Dean, School of Education	\$ 108,669	\$ 122,252	\$ 122,252	\$ 135,836	\$ 135,836	\$ 149,420	\$ 149,420	\$ 163,003
Dean, School of Business and Public Administration	\$ 119,727	\$ 134,693	\$ 134,693	\$ 149,659	\$ 149,659	\$ 164,625	\$ 164,625	\$ 179,591
Dean, School of Nursing and Health Sciences	\$ 115,244	\$ 129,650	\$ 129,650	\$ 144,055	\$ 144,055	\$ 158,461	\$ 158,461	\$ 172,866
Associate Director, Western Pacific Tropical Research Center	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Associate Director, Cooperative Extension Service	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Dean, Enrollment Management and Student Success	\$ 100,000	\$ 112,500	\$ 112,500	\$ 125,000	\$ 125,000	\$ 137,500	\$ 137,500	\$ 150,000
Associate Dean, EMSS and Registrar	\$ 75,767	\$ 85,238	\$ 85,238	\$ 94,709	\$ 94,709	\$ 104,180	\$ 104,180	\$ 113,651
Associate/Assistant Deans, CLASS	\$ 82,763	\$ 93,109	\$ 93,109	\$ 103,454	\$ 103,454	\$ 113,799	\$ 113,799	\$ 124,145
Associate/Assistant Deans, CNAS	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Grants Officer	\$ 64,000	\$ 72,000	\$ 72,000	\$ 80,000	\$ 80,000	\$ 88,000	\$ 88,000	\$ 96,000
Director/Coordinator:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Research and Sponsored Programs (2009 CUPA)	\$ 97,182	\$ 109,239	\$ 109,239	\$ 121,477	\$ 121,477	\$ 133,625	\$ 133,625	\$ 145,772
Center for Excellence in Developmental Disabilities, Education, Research and Service	*Based on Faculty Salary and RRP, Article IV Section A1.a.(6)							
Financial Aid	\$ 67,480	\$ 75,915	\$ 75,915	\$ 84,350	\$ 84,350	\$ 92,785	\$ 92,785	\$ 101,220
Residence Halls	\$ 56,698	\$ 63,785	\$ 63,785	\$ 70,872	\$ 70,872	\$ 77,960	\$ 77,960	\$ 85,047
Student Resource Center (one-stop center)								
Student Services / Student Life	\$ 36,528	\$ 41,094	\$ 41,094	\$ 45,660	\$ 45,660	\$ 50,226	\$ 50,226	\$ 54,792
Summer School and Off-Campus Programs	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Micronesian Area Research Center (MARC)	\$ 62,929	\$ 70,795	\$ 70,795	\$ 78,661	\$ 78,661	\$ 86,527	\$ 86,527	\$ 94,393
Professional and International Programs	\$ 91,694	\$ 103,156	\$ 103,156	\$ 114,618	\$ 114,618	\$ 126,080	\$ 126,080	\$ 137,542
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ 59,994	\$ 67,494	\$ 67,494	\$ 74,993	\$ 74,993	\$ 82,492	\$ 82,492	\$ 89,992
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ 60,630	\$ 68,208	\$ 68,208	\$ 75,787	\$ 75,787	\$ 83,366	\$ 83,366	\$ 90,944
<b>Office of Administration and Finance</b>								
Vice President, Administration and Finance	Salary Negotiated							
Chief Information Officer	\$ 99,184	\$ 111,582	\$ 111,582	\$ 123,980	\$ 123,980	\$ 136,378	\$ 136,378	\$ 148,776
Director, Computer Center/Technology Resources	\$ 64,700	\$ 72,788	\$ 72,788	\$ 80,875	\$ 80,875	\$ 88,963	\$ 88,963	\$ 97,050
Sr. IT Manager, Infrastructure Services and Information Security	\$ 73,520	\$ 82,710	\$ 82,710	\$ 91,900	\$ 91,900	\$ 101,090	\$ 101,090	\$ 110,280
Associate Budget and Administrative Process Officer	\$ 66,572	\$ 74,894	\$ 74,894	\$ 83,215	\$ 83,215	\$ 91,537	\$ 91,537	\$ 99,858
Chief Human Resources Officer	\$ 83,200	\$ 93,600	\$ 93,600	\$ 104,000	\$ 104,000	\$ 114,400	\$ 114,400	\$ 124,800
Director, EEO and Title IX/ADA Coordinator	\$ 72,015	\$ 81,017	\$ 81,017	\$ 90,019	\$ 90,019	\$ 99,021	\$ 99,021	\$ 108,023
Comptroller/Chief Financial Officer	\$ 82,072	\$ 92,331	\$ 92,331	\$ 102,590	\$ 102,590	\$ 112,849	\$ 112,849	\$ 123,108
Associate Comptroller / Bursar	\$ 60,011	\$ 67,513	\$ 67,513	\$ 75,014	\$ 75,014	\$ 82,515	\$ 82,515	\$ 90,017
Chief Plant and Facilities Officer	\$ 65,317	\$ 73,481	\$ 73,481	\$ 81,646	\$ 81,646	\$ 89,811	\$ 89,811	\$ 97,975
Director/Manager/Coordinator:								\$ -
Capital Projects	\$ 65,317	\$ 73,481	\$ 73,481	\$ 81,646	\$ 81,646	\$ 89,811	\$ 89,811	\$ 97,975
Campus Facilities	\$ 50,984	\$ 57,357	\$ 57,357	\$ 63,730	\$ 63,730	\$ 70,103	\$ 70,103	\$ 76,476
Campus Construction Projects	\$ 50,923	\$ 57,289	\$ 57,289	\$ 63,654	\$ 63,654	\$ 70,019	\$ 70,019	\$ 76,385
Bookstore and Auxiliary Services	\$ 58,464	\$ 65,772	\$ 65,772	\$ 73,080	\$ 73,080	\$ 80,388	\$ 80,388	\$ 87,696
Athletic Director	\$ 62,351	\$ 70,145	\$ 70,145	\$ 77,939	\$ 77,939	\$ 85,733	\$ 85,733	\$ 93,527
Internal Auditor	\$ 76,287	\$ 85,823	\$ 85,823	\$ 95,359	\$ 95,359	\$ 104,895	\$ 104,895	\$ 114,431

\* Scale is managed by UOG Human Resources Office; last updated on November 15, 2018 by BOR Resolution No. 18-34