



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 25-03

**RELATIVE TO UPDATING THE ADMINISTRATOR SALARY SCALE WITH A REVISED
CAPITAL PROJECTS MANAGER PAY RANGE**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the Western Pacific region;

WHEREAS, the governance and well-being of UOG is vested in the Board of Regents (BOR);

WHEREAS, when the University was applying for its construction loans with the United States Department of Agriculture (USDA) for the construction of the Student Success Center and the Engineering Annex, USDA indicated they wanted either a construction management company or a Professional Engineer to oversee the construction projects to ensure the projects were brought to successful completion;

WHEREAS, the Professional Engineer employed at the University resigned shortly before the projects started;

WHEREAS, the position remained open for more than two years as it was difficult to find someone qualified to fulfill the role of Capital Projects Manager (CPM);

WHEREAS, the University tried to estimate the cost of hiring a construction management company to manage the four planned projects and determined the cost would be \$6-8 million or higher;

WHEREAS, the University found a qualified applicant as the projects were beginning and came to the BOR to revise the Administrator Salary Scale to meet the salary requirements of the candidate;

WHEREAS, more than two years have passed, and inflation has had a devastating impact on the island; the University is trying to keep the CPM through the completion of the projects and to assist with another project on the horizon;

WHEREAS, the University has determined that this position is a very special case as a result of the difficulty finding a qualified employee for the position and because of the significant verifiable savings accruing to the University and desires to modify the Administrator Salary Scale for this purpose; and

WHEREAS, the President, together with the Academic, Personnel and Tenure Committee as well as the Physical Facilities Committee, recommend that the BOR approve the revised salary scale for the CPM position.


NOW, THEREFORE, BE IT RESOLVED that the attached draft Administrator Salary Scale is adopted.

Adopted this 20th day of February, 2025.



Lesley-Anne Leon Guerrero, Chairperson

ATTESTED:



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

MEMORANDUM

TO: PRESIDENT 
Anika Borja Enriquez, D.B.A. (Feb 9, 2025 11:14 GMT+10)

FROM: VPAF/CBO 

DATE: FEBRUARY 8, 2025

RE: RESOLUTION TO SEEK AUTHORIZATION FOR A CHANGE TO THE ADMINISTRATOR SALARY SCALE FOR THE CAPITAL PROJECTS MANAGER POSITION

When the University was seeking a loan from the United States Department of Agriculture (USDA) to construct the new Student Success Center and the Engineering Annex, they raised the issue of proper project monitoring for the construction. They had insisted that the University have a professional engineer on board to ensure professional oversight of the construction projects. We believe the Economic Development Administration (the federal authority funding part of the new WERI Building and the Nursing Annex) has similar concerns.

Before any of the projects had started, the UOG Capital Projects Manager resigned. USDA had requested that UOG put out an RFP for a construction management team to watch over the contractors constructing the buildings for which they were loaning UOG funds. UOG estimated this cost to be between \$6 million to \$8 million and possibly higher to manage the four projects ongoing on campus.

The Capital Projects Manager position was open for two years without an ability to hire a qualified candidate. Shortly before the projects started, UOG was able to secure a professional engineer for the Capital Projects Manager position. At the time we had to come to the Board of Regents (BOR) to change the Administrator Salary Scale to meet the requirements of the candidate for the position. We received approval for the position but the scale topped out near the level of the candidate's salary requirement. Two years have passed since the candidate was hired and the island has undergone a significant period of inflated prices for almost any item to be purchased.

In order to deter our Capital Projects Manager from seeking other employment options, I'm hoping to pursue a change to the Administrator Salary Scale for just this one line item on the scale.

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The University of Guam is a U.S. Land Grant Institution accredited by the Western Association of Schools and Colleges Senior College and University Commission and is an equal opportunity employer and provider.

I'm aware of the sensitivity of the salary scale and I'm aware the many other Administrators have expressed concern that their pay levels are no longer commensurate with their peers around the country and the island, however, I believe the conditions warrant for this position to be treated as a special case.

One condition is the tight labor market for professional engineers. As mentioned previously, the position stayed open for more than two years without finding a qualified candidate the last time it was open. The other condition is that fact that we have been able to avoid several million dollars worth of construction management expenses as a result of hiring the Capital Projects Manager. None of the other Administrator positions have this degree of verifiable savings attached to the position.

One added item is that the University has been asked to provide project management services for the construction of the Nāftan Mañaina-ta Shrine which is projected to provide revenues to the University which will well exceed the costs of the salary for the Capital Projects Manager.

Thus, I am seeking your approval to pursue a change to the Administrator Salary Scale for this purpose.

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 25-03, Feb. 20, 2025

Position Title	CUPA * Position No.	BOR Reference	Quartile 1 80%-90% Range	Quartile 2 90%-100% Range	Quartile 3 100%-110% Range	Quartile 4 110%-120% Range
Office of the President						
1 President			<i>Salary Negotiated</i>			
2 Chief Marketing and Communications Officer	#1048	03-09, 03-16	\$86,544	\$97,362	\$97,362	\$108,180
3 Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464	\$65,772	\$65,772	\$73,080
4 Web Master	#5015	05-28	\$57,926	\$65,167	\$65,167	\$72,408
5 Chief Planning Officer	#1033	03-09, 03-16	\$90,116	\$101,381	\$101,381	\$112,645
6 Chief of Staff and Board Liaison	#1004	20-02	\$90,464	\$101,772	\$101,772	\$113,080
7 Vice President for University Advancement	#8001	03-09, 03-16, 11-01	<i>Salary Negotiated</i>			
8 Director, Global Learning and Engagement	#1208	20-02	\$91,694	\$103,156	\$103,156	\$114,618
9 Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209	\$73,360	\$73,360	\$81,511
10 Director, University Events Office (UEO)	(#8030+#8054)/2	20-02	\$59,573	\$67,019	\$67,019	\$74,466
11 General Counsel	#1036	03-09	\$122,400	\$137,700	\$137,700	\$153,000
Office of Academic and Student Affairs						
12 Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
13 Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102	\$122,739	\$122,739	\$136,377
14 Associate Dean, CLASS	#1404	06-06	\$82,763	\$93,109	\$93,109	\$103,454
15 Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106	\$148,619	\$148,619	\$165,132
16 Associate Dean, Instruction	#1409	06-06	\$107,744	\$121,212	\$121,212	\$134,680
17 Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744	\$121,212	\$121,212	\$134,680
18 Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744	\$121,212	\$121,212	\$134,680
19 Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000	\$112,500	\$112,500	\$125,000
20 Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767	\$85,238	\$85,238	\$94,709
21 Athletics and Field House Director [Director, Athletics and Field House. Athletics Director]	#6001	14-19	\$62,351	\$70,145	\$70,145	\$77,939
22 Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346	\$69,014	\$69,014	\$76,682
23 Director, Residence Halls	#7076	15-16	\$57,418	\$64,595	\$64,595	\$71,772
24 Dean, School of Business and Public Administration	#1206	08-11	\$119,727	\$134,693	\$134,693	\$149,659
25 Dean, School of Education	#1212	08-11	\$108,669	\$122,252	\$122,252	\$135,836
26 Dean, School of Engineering	#1213	16-27	\$124,794	\$140,394	\$140,394	\$155,993
27 Dean, School of Health	#1230	05-34, 14-01	\$115,244	\$129,650	\$129,650	\$144,055
28 Dean, University Libraries	#1226	18-14	\$104,190	\$117,213	\$117,213	\$130,237
29 Director, RFT Micronesia Area Research Center (MARC)	#1409	12-11	\$107,744	\$121,212	\$121,212	\$134,680
30 UOG Press Director and Publisher	#3006* 9	21-20	\$75,538	\$84,981	\$84,981	\$94,423
31 Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744	\$121,212	\$121,212	\$134,680
32 Director, Center for Island Sustainability & Sea Grant	#1409	22-38	\$107,744	\$121,212	\$121,212	\$134,680
33 Director, Marine Laboratory	#1205	22-39	\$107,744	\$121,212	\$121,212	\$134,680
34 Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744	\$121,212	\$121,212	\$134,680
35 Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941	\$111,308	\$111,308	\$123,676
36 Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994	\$67,494	\$67,494	\$74,993
37 Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941	\$111,308	\$111,308	\$123,676
38 Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769	\$123,490	\$123,490	\$137,211
39 Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000	\$72,000	\$72,000	\$80,000
Office of Administration and Finance						
40 Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
41 Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469	\$92,777	\$92,777	\$103,086
42 Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200	\$93,600	\$93,600	\$104,000
43 Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015	\$81,017	\$81,017	\$90,019
44 Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184	\$111,582	\$111,582	\$123,980
45 Comptroller	#1040	03-09, 03-16	\$82,072	\$92,331	\$92,331	\$102,590
46 Associate Comptroller / Bursar	#3027	10-30	\$60,011	\$67,513	\$67,513	\$75,014
47 Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360	\$93,780	\$93,780	\$104,200
48 Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$104,908	\$118,022	\$118,022	\$131,135
49 Risk Officer [Internal Auditor]	#1050	16-07, 20-16	\$76,287	\$85,823	\$85,823	\$95,359

Scale managed by UOG Human Resources Office.
 Originating Resolution for many positions 03-09 (confirmation or establishment) and 03-16, and 15-20 for this salary framework.
 * CUPA 2008-2009, unless otherwise stated.