



UNIVERSITY OF GUAM
UNIBETSEDÂT GUÅHAN
Board of Regents

Resolution No. 21-35

**RELATIVE TO APPROVING THE REMOVAL OF THE HARD TO HIRE DESIGNATION FROM
THE FACULTY SALARY SCALE**

WHEREAS, the University of Guam is the primary U.S. Land 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, pursuant to 17 GCA § 16112, the Board of Regents (BOR) shall adopt rules and regulations governing selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel;

WHEREAS, academic personnel are defined as faculty and administrators;

WHEREAS, the current Faculty Salary Schedule for Nine and Twelve month faculty are linked to BOR Resolution 15-35;

WHEREAS, a hard-to-hire zone was designated to attract needed faculty in specialized areas by authorizing above step employment;

WHEREAS, an update is now needed to reflect current market conditions for all University faculty;

WHEREAS, removal of said designation will facilitate in the hiring of new faculty in all disciplines and allow current faculty to qualify for increments otherwise capped because of the hard-to-hire zone;

WHEREAS, the Faculty Union and Faculty Salary Committee recommend the immediate lifting of the hard-to-hire designation of Steps 17 to 20 for the faculty ranks of Instructor/Extension Agent II through Associate Professor/Extension Agent IV; and

WHEREAS, the Administration and the BOR Committees on Academic, Personnel, and Tenure, and Budget, Finance, and Audit, having reviewed and discussed the lifting of the hard-to-hire designation contained in the Faculty Salary Scale, recommend the enclosed documents to the BOR for approval.


NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the lifting of the hard-to-hire designation of Steps 17 to 20 for the faculty ranks of Instructor/Extension Agent II through Associate Professor/Extension Agent IV.

Adopted this 18th day of November, 2021.



Liza J. Provido, Chairperson

ATTESTED:



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

FACULTY SALARY SCHEDULE
Revised:
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
AS PER BOR RESOLUTION No. 15-35, November 19, 2015
(Recommended for Implementation FY2016)
Effective: October 1, 2015

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor/ Extension Agent I	1	\$30,617	\$39,801
	2	\$31,549	\$41,013
	3	\$32,527	\$42,284
	4	\$33,553	\$43,619
	5	\$34,630	\$45,020
	6	\$35,762	\$46,491
	7	\$36,952	\$48,036
	8	\$38,198	\$49,664
	9	\$39,509	\$51,361
II Instructor/ Extension Agent II	1	\$34,169	\$44,419
	2	\$35,264	\$45,845
	3	\$36,418	\$47,343
	4	\$37,629	\$48,917
	5	\$38,899	\$50,569
	6	\$40,234	\$52,302
	7	\$41,633	\$54,122
	8	\$43,105	\$56,037
	9	\$44,648	\$58,043
	10	\$46,272	\$60,152
	11	\$47,976	\$62,368
	12	\$49,764	\$64,694
	13	\$51,645	\$67,139
III Assistant Professor/ Extension Agent III	1	\$39,473	\$51,314
	2	\$40,805	\$53,047
	3	\$42,205	\$54,866
	4	\$43,673	\$56,774
	5	\$45,218	\$58,784
	6	\$46,837	\$60,889
	7	\$48,539	\$63,101
	8	\$50,326	\$65,424
	9	\$52,203	\$67,864
	10	\$54,169	\$70,421
	11	\$56,237	\$73,109
	12	\$58,409	\$75,932
	13	\$60,689	\$78,896
14	\$63,084	\$82,008	
15	\$65,596	\$85,276	
16	\$68,237	\$88,707	
17	\$71,006	\$92,307	
18	\$73,917	\$96,092	
19	\$76,973	\$100,066	
20	\$80,182	\$104,238	

SABBATICAL SALARY SCHEDULE A
Revised:
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
AS PER BOR RESOLUTION No. 15-35, November 19, 2015
(Recommended for Implementation FY2016)
Effective: October 1, 2015

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor/ Extension Agent I	1	\$30,617	\$39,801
	2	\$31,549	\$41,013
	3	\$32,527	\$42,284
	4	\$33,553	\$43,619
	5	\$34,630	\$45,020
	6	\$35,762	\$46,491
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	13	\$60,689	\$78,896
14	\$63,084	\$82,008	
15	\$65,596	\$85,276	
16	\$68,237	\$88,707	
17	\$71,006	\$92,307	
18	\$73,917	\$96,092	
19	\$76,973	\$100,066	
20	\$80,182	\$104,238	

SABBATICAL SALARY SCHEDULE B
Revised:
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
AS PER BOR RESOLUTION No. 15-35, November 19, 2015
(Recommended for Implementation FY2016)
Effective: October 1, 2015

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor/ Extension Agent I	1	\$20,411	\$26,534
	2	\$21,033	\$27,342
	3	\$21,685	\$28,189
	4	\$22,369	\$29,079
	5	\$23,087	\$30,013
	6	\$23,841	\$30,994
	7	\$24,635	\$32,024
	8	\$25,465	\$33,109
	9	\$26,339	\$34,241
II Instructor/ Extension Agent II	1	\$22,779	\$29,613
	2	\$23,509	\$30,563
	3	\$24,279	\$31,562
	4	\$25,086	\$32,611
	5	\$25,933	\$33,713
	6	\$26,823	\$34,868
	7	\$27,755	\$36,081
	8	\$28,737	\$37,358
	9	\$29,765	\$38,695
	10	\$30,848	\$40,101
	11	\$31,984	\$41,579
	12	\$33,176	\$43,129
	13	\$34,430	\$44,759
III Assistant Professor/ Extension Agent III	1	\$26,315	\$34,209
	2	\$27,203	\$35,365
	3	\$28,137	\$36,577
	4	\$29,115	\$37,849
	5	\$30,145	\$39,189
	6	\$31,225	\$40,593
	7	\$32,359	\$42,067
	8	\$33,551	\$43,616
	9	\$34,802	\$45,243
	10	\$36,113	\$46,947
	11	\$37,491	\$48,739
	12	\$38,939	\$50,621
	13	\$40,459	\$52,597
14	\$42,056	\$54,672	
15	\$43,731	\$56,851	
16	\$45,491	\$59,138	
17	\$47,337	\$61,538	
18	\$49,278	\$64,061	
19	\$51,315	\$66,711	
20	\$53,455	\$69,492	



APPROVED:
Randall Wiegand, VP/A&F and CBO

MEMORANDUM

APPROVED:
Rachel Cubacub, Admin Council Chair

Rachel F. Cubacub
Rachel F. Cubacub (Oct 25, 2021 16:32 GMT+10)

October 4, 2021

APPROVED:
Dr. Thomas W. Krise, President

Thomas Krise
Thomas Krise (Oct 25, 2021 17:02 GMT+10)

TO: UOG Administrative Council

VIA: UOG Senior Vice President and Provost

FROM: President UOG Faculty Union

RE: Recommendation to Remove Hard to Hire Designation from Faculty Salary Scale

The Faculty Union and the Faculty Salary committee recommend immediate lifting of the "Hard-to-Hire" designation of steps 17 to 20 for the faculty ranks of Instructor/Extension Agent II through Associate Professor/Extension Agent IV.

Under the pay levels of the current faculty salary scale, established in 1991, effectively all faculty positions are now "Hard-to-Hire". We note this is a band-aid measure that will facilitate UOG Administration's hiring of new faculty. It will also allow for this year's increments for many recent hires and others, which are currently capped for increments since they are at the top step of their rank.

This in no way addresses the urgent need to adjust the 1991 faculty salary scale for the real erosion of it levels due to inflation over the past 30 years. Nor will this address the salary scale inversion that faculty hired more than 5 years ago are now observing. New faculties are now being hired at high steps on the scale to due to the scale not being updated to reflect the current market conditions.

Any discussion of faculty salary needs to note briefly the history. Between 1989 and 1991 Civil Service implemented a major overhaul of the civil service scale, this was followed by significant updates to the UOG Administrator and Faculty Salary Scales.

- In summer session 1994, and promised only for this one session, the Board of Regents (BOR) approved overload teaching rate of 10% of 9-month faculty's salary for a 3 credit course was dropped to \$2,500 for Masters, \$3,000 PhD. Promises broken never returned to the BOR approved 10% of salary level. This represented a significant drop in faculties' earnings.
- In 2004, a new Administrator scale with significant increases was approved by the BOR, this was after more than 30% inflation erosion to both Administrator & Faculty salary scales. Faculty scale remained unchanged except for "Hard-to-Hire" scales and Full Professor steps 17-20 added (2003-04).
- Between 2006 to present several minor tweaks (1 to 2% each) were made to the faculty scale estimated to total 7.5%. This is nowhere close to even the 2003 recommendations of a CUPA study.
- In 2014 there was again a massive Government of Guam wide update of Civil Service positions salary scales, UOG faculty and administrators not included.
- In 2020 a new Administrator scale based on 2008 CUPA, was implemented bringing significant increase for the second time since 1991. Faculty scale remains unchanged except for minor changes noted.

✘ We recommend this lifting of the Hard-to-Hire designation from steps 17-20 in the faculty salary scale. We must caution that this should be regarded as a first step, sort of a low hanging fruit, to a systematic study of the current scale and its overhaul to bring UOG's faculty compensation into the modern world.

We hope that this recommendation receives favorable consideration.

L. Robert Barber, Jr.
President, UOG Faculty Union