



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 22-38

**RELATIVE TO ESTABLISHING A CENTER FOR ISLAND SUSTAINABILITY AND SEA GRANT  
DIRECTOR POSITION IN THE ADMINISTRATOR'S SALARY PAY SCALE**

**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 region;

**WHEREAS**, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

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

**WHEREAS**, the Center for Island Sustainability was established in 2009, and UOG was granted full institutional Sea Grant status in Spring 2022, and is one of 34 Sea Grant institutions established by U.S. Congressional legislation under the U.S. Department of Commerce on the U.S. Mainland;

**WHEREAS**, establishing a Center for Island Sustainability (CIS) and Sea Grant (SG) Director position is needed to further advance Sea Grant's mission to integrate and apply research, extension, and education activities to sustain and develop island environments while integrating knowledge and cultural perspectives of island people;

**WHEREAS**, the UOG Administrative Council has reviewed this action and recommended that it be sent to the President for consideration to forward to the BOR Academic, Personnel and Tenure (AP&T) Committee; and


**WHEREAS**, the BOR AP&T Committee has reviewed this action and recommends this be sent to the full BOR for approval.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR approves the CIS and SG Director position.

Adopted this 17<sup>th</sup> day of November, 2022.

  
\_\_\_\_\_  
Liza J. Provideo, Chairperson

**ATTESTED:**

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

**UNIVERSITY OF GUAM  
POSITION DESCRIPTION  
DIRECTOR, CENTER FOR ISLAND SUSTAINABILITY AND SEA GRANT  
SALARY RANGE: \$107,744 - \$161,616**

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**UNIT DESCRIPTION**

The University of Guam Center for Island Sustainability and Sea Grant (CIS/SG) Unit leads and supports the transition of our island region towards a sustainable future. CIS is a focal institute in our region for conducting sustainability-related research and community outreach to help meet island needs in the broader areas of the environment, economy, society, and education. The mission of the Sea Grant Institutional Program is to integrate and apply research, extension, and education activities to sustain and develop island environments while integrating knowledge and cultural perspectives of island people. UOG Sea Grant is one of thirty-four (34) Sea Grant Programs in the United States. Core funding for CIS/SG is provided by the National Oceanic and Atmospheric Administration (NOAA) and Government of Guam.

**POSITION NARRATIVE**

The Director of the University of Guam Center for Island Sustainability and Sea Grant (CIS/SG) reports to the Vice Provost for Research and Sponsored Programs and provides administrative leadership for CIS/SG, supports the missions and goals of UOG, and is part of a national network of 34 Sea Grant College Programs organized under the National Oceanic and Atmospheric Administration (NOAA). The CIS/SG Directorship is a 12-month administrator position.

**MINIMUM QUALIFICATIONS**

1. Ph.D. in a discipline of marine science/ecology/biology, fisheries science, environmental science, or a related field.
2. At least 2 years of experience in University Administration.
3. Successful mid-career standing, at or above the academic rank of associate professor or professional equivalent, with an established reputation for professional excellence and integrity.
4. Demonstrated high-level scientific leadership and publication record.

**MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS**

1. Professional experience and a record of excellence in research/scholarship, policy, and /or management in marine, coastal, sustainability, natural resources, or related field.
2. Expert knowledge of natural or social science related to island sustainability, healthy coastal ecosystems, sustainable fisheries and aquaculture, resilient communities, and economies, and/or environmental literacy and workforce development.
3. Strong listening, writing, and speaking skills; a record of innovative leadership and problem solving; and knowledge of island sustainability, marine, and coastal resource issues.
4. Demonstrated record of federal extramural funding and large proposal development.
5. Expert knowledge of research methodology. Expert ability to collect, analyze, interpret and

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Director, Center for Island Sustainability and Sea Grant

manage data. Ability to problem solve and implement solutions.

6. Advanced leadership skills. Ability to manage a diverse research and extension program with multiple principal investigators working on research projects in Guam and Micronesia. Ability to recommend, create, and implement process improvements and strategic plans. Ability to administer research funding competitions. Ability to develop and administer high-visibility programs.
7. Evidence of a robust professional network and ability to develop strong multisectoral partnerships.
8. Excellent verbal and written communication skills. Ability to decipher requests for information and formulate appropriate responses to a varied and culturally diverse audience.
9. Demonstrated commitment to the Land Grant/Sea Grant concept of research, education, communications, and/or extension
10. Prior experience working with NOAA/Sea Grant or other marine/natural resource organizations. Prior experience working in island and global sustainability networks.
11. Budget planning and execution experience.

#### **DUTIES AND RESPONSIBILITIES**

Major duties and responsibilities include, but are not limited to, the following:

1. Provide overall leadership for the University of Guam Center for Island Sustainability and Sea Grant (CIS/SG), which oversees a total annual budget of approximately \$2.2 million, including local funds, NOAA and other external competitive awards.
2. Direct oversight and leadership of the program's research, extension, education, and communication activities.
3. Oversee the CIS/SG management team, staff, and faculty, and will work with the regional NOAA Program Officer.
4. Oversight of CIS/SG competitive research programs including proposal solicitation, review, selection, administration, and reporting.
5. Managing/overseeing and using human resources, such as staff, faculty, associate director(s), and students, effectively and efficiently, in accordance with NOAA and UOG requirements and best practices.
6. Strategic and inclusive planning and visioning for programmatic activities with demonstrable results; thus shaping the agenda for CIS/SG within UOG, Guam, the Micronesian region, and nation.
7. Lead CIS/SG in articulating and realizing a vision for excellence by embracing collaborative opportunities and fostering alliances internally with units such as UOG Cooperative Extension, UOG Marine Lab, WERI, and WPTRC.
8. Strengthening collaboration and (external) partnership across diverse stakeholders and communities, including academia, industry, governmental, NGO and citizen groups.
9. Building relationship with elected officials to promote and enhance awareness of UOG's

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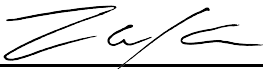
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Director, Center for Island Sustainability and Sea Grant

CIS/SG programs and their impact and value to Guam.

10. Participating in National Sea Grant activities and leadership.
11. Identifying and pursuing additional external funding to expand and improve CIS/SG's research, outreach, extension, education, and communication activities.
12. Carry out other duties assigned by the Vice Provost for Research and Sponsored Programs.

**Approved:**



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Thomas W. Krise, Ph.D., President

Date: Nov 17, 2022

# UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 22-nn, November nn, 2022

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
<b>Office of the President</b>							
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	Director, Development, Alumni Affairs, and Foundation Relations	#8006	03-09, 03-16, 11-01	\$61,248	\$68,904	\$68,904	\$76,560
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	(Associate) Director, Professional International Programs (International Program Development)	#2008	03-09, 03-16, 09-01, 12-10	\$60,630	\$68,208	\$68,208	\$75,787
11	Director, University Events Office (UEO)	(#8030-#8054)/2	20-02	\$59,573	\$67,019	\$67,019	\$74,466
12	General Counsel	#1036	03-09	\$122,400	\$137,700	\$137,700	\$153,000
<b>Office of Academic and Student Affairs</b>							
13	Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
14	Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102	\$122,739	\$122,739	\$136,377
15	Associate Dean, CLASS	#1404	06-06	\$82,763	\$93,109	\$93,109	\$103,454
16	Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106	\$148,619	\$148,619	\$165,132
17	Associate Dean, Instruction	#1409	06-06	\$107,744	\$121,212	\$121,212	\$134,680
18	Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744	\$121,212	\$121,212	\$134,680
19	Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744	\$121,212	\$121,212	\$134,680
20	Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000	\$112,500	\$112,500	\$125,000
21	Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767	\$85,238	\$85,238	\$94,709
22	Athletics and Field House Director [Director, Athletics and Field House, Athletics Director]	#6001	14-19	\$62,351	\$70,145	\$70,145	\$77,939
23	Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346	\$69,014	\$69,014	\$76,682
24	Director, Residence Halls	#7076	15-16	\$57,418	\$64,595	\$64,595	\$71,772
25	Director, Student Resource Center (One-Stop Center)		03-09, 03-16	<i>Salary Negotiated</i>			
26	Director, Student Services / Student Life	#7026	03-09, 03-16	\$48,001	\$54,001	\$54,001	\$60,001
27	Director, Summer School and Off-Campus Programs	#7026	03-09, 03-16	\$48,001	\$54,001	\$54,001	\$60,001
28	Dean, School of Business and Public Administration	#1206	08-11	\$119,727	\$134,693	\$134,693	\$149,659
29	Dean, School of Education	#1212	08-11	\$108,669	\$122,252	\$122,252	\$135,836
30	Dean, School of Engineering	#1213	16-27	\$124,794	\$140,394	\$140,394	\$155,993
31	Dean, School of Health	#1230	05-34, 14-01	\$115,244	\$129,650	\$129,650	\$144,055
32	Dean, University Libraries	#1226	18-14	\$104,190	\$117,213	\$117,213	\$130,237
33	Director, RFT Micronesian Area Research Center (MARO)	#1409	12-11	\$107,744	\$121,212	\$121,212	\$134,680
34	UOG Press Director and Publisher	#3006*.9	21-20	\$75,538	\$84,981	\$84,981	\$94,423
35	Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744	\$121,212	\$121,212	\$134,680
35	Director, Center for Island Sustainability & Sea Grant	#1409	22-nn	\$107,744	\$121,212	\$121,212	\$134,680
36	Director, Marine Laboratory	#1409	22-nn	\$107,744	\$121,212	\$121,212	\$134,680
37	Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744	\$121,212	\$121,212	\$134,680
38	Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941	\$111,308	\$111,308	\$123,676
47	Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994	\$67,494	\$67,494	\$74,993
39	Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941	\$111,308	\$111,308	\$123,676
40	Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769	\$123,490	\$123,490	\$137,211
41	Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000	\$72,000	\$72,000	\$80,000
<b>Office of Administration and Finance</b>							
42	Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
43	Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469	\$92,777	\$92,777	\$103,086
44	Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200	\$93,600	\$93,600	\$104,000
45	Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015	\$81,017	\$81,017	\$90,019
46	Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184	\$111,582	\$111,582	\$123,980
48	Director, Computer Center/Technology Resources	#5001	03-09, 03-16	\$84,410	\$94,961	\$94,961	\$105,512
49	Senior Manager, Infrastructure Services and Information Security	#5004	17-08	\$77,793	\$87,517	\$87,517	\$97,241
50	Comptroller	#1040	03-09, 03-16	\$82,072	\$92,331	\$92,331	\$102,590
51	Associate Comptroller / Bursar	#3027	10-30	\$60,011	\$67,513	\$67,513	\$75,014
52	Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360	\$93,780	\$93,780	\$104,200
53	Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$92,358	\$103,903	\$103,903	\$115,448
54	Director, Campus Facilities		03-09, 03-16	\$50,984	\$57,357	\$57,357	\$63,730
55	Director, Campus Construction Projects		04-06	\$50,923	\$57,289	\$57,289	\$63,654
56	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.