



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

**Resolution No. 21-03**

**RELATIVE TO ADJUSTING THE CAPITAL PROJECTS MANAGER SALARY RANGE IN ORDER  
TO REMAIN COMPETITIVE WITHIN INDUSTRY AND CORRECTING ALIGNMENT FOR THE  
ASSOCIATE BUDGET AND ADMINISTRATIVE PROCESS OFFICER**

**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**, 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 Board has adopted the 2008-2009 College and University Professional Association for Human Resources (CUPA-HR) administrative compensation surveys as its benchmark for best practice in establishing academic administrator positions;

**WHEREAS**, the Capital Projects Manager (CPM) position requires either a professional engineering certification or a Registered Architect license and the existing salary range has not been sufficient to attract the qualified candidates that we seek;

**WHEREAS**, the University also desires to correct an error related to the CUPA-HR position tied to the Associate Budget and Administrative Process Officer (ABAPO) position;

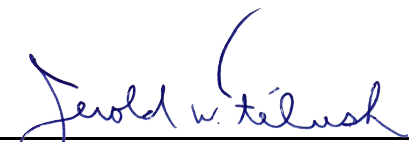
**WHEREAS**, the University now desires to make these two changes to the Administrator Salary Scale; and

**WHEREAS**, the President, together with the Academic, Personnel and Tenure committee and the Budget, Finance and Audit committee, recommend that the BOR approve the salary update for the CPM and ABAPO positions.


**NOW, THEREFORE, BE IT RESOLVED**, that the BOR approves the salary range updates for the CPM and ABAPO positions; 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 18<sup>th</sup> day of February, 2021.

  
\_\_\_\_\_  
Jerold W. Filush, Chairperson


**ATTESTED:**

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

**MEMORANDUM**

TO: PRESIDENT 

APPROVED/~~DISAPPROVED~~ For BOR Review

FROM: VPAF 

DATE: JANUARY 20, 2021

RE: CHANGES TO ADMINISTRATOR SALARY SCALE

As you are aware, the University created the position of Capital Projects Manager (CPM) to have a position focused specifically on large construction projects at the University and no longer have this as an additional duty of the FMS Director. At the June position review and the recently held UPBAC meeting although some positions were given up, we argued that this was a critical positions with the construction of the Cultural Repository ongoing, the Nursing extension and the WERI building having approval imminent, and the Student Success Center and Engineering Annex following close behind that. We have argued that with the management of contractors and construction managers, it is critical that we have a certified and experienced Engineer or Architect to oversee this construction.

The position has now been open for more than a year and we haven't received any qualified applicants. The range of the position is from 65,317 to \$97,975 per annum. I am requesting that we modify the salary scale for the position to a range from \$79,192 to \$118,788. The job market for this type of position seems very tight right now, but we believe this change is a necessary step towards recruiting for this position.

While making this change, I thought I should incorporate another change to the salary scale. While I was reviewing the salary scale for the CPM position, I noticed something that was somewhat of an anomaly. The position of ABAPO (Associate Budget and Processing Officer) is tied to a CUPA scale position of Associate Budget Director. When the 2009 CUPA Scale was adopted a few years ago, we tried to ensure the accuracy of the positions they were tied to on the CUPA scale. It appears this one was missed. Seven or eight years ago, the ABAPO position fell under the Comptroller. The Comptroller was ultimately responsible for budget presentations and budget submissions. The University then changed the reporting of the ABAPO position to be a direct report to the VPAF. Since that time, the ABAPO has been responsible for all aspects of the budget development, maintenance, management, and presentation. The ABAPO function has transformed into a position that it now equivalent to

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**OFFICE OF THE VICE PRESIDENT**  
*Administration and Finance*

the position of Budget Director or Chief Budget Officer. The University uses I view it as a mostly housekeeping change to correct this situation. The position may require a more thorough review in the future as part of the ABAPO responsibility relates to system processes such as credit card SOP's and other transaction flow issues which are not included in the CUPA position.

I would like to take the attached revision to the Administrator Salary Scale to the Board of Regents for approval at the next meeting.

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Administrator's Salary Scale - AMENDED February XX, 2021  
Approved by Board of Regents Resolution No. 21-XX

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														
General Counsel #1036	\$	122,400	\$	137,700	\$	137,700	\$	153,000	\$	153,000	\$	168,300	\$	168,300	\$	183,600
Chief Marketing and Communications Officer	\$	86,544	\$	97,362	\$	97,362	\$	108,180	\$	108,180	\$	118,998	\$	118,998	\$	129,816
Auxiliary Services Director #3050	\$	58,464	\$	65,772	\$	65,772	\$	73,080	\$	73,080	\$	80,388	\$	80,388	\$	87,696
Chief of Staff and Board Liaison	\$	90,464	\$	101,772	\$	101,772	\$	113,080	\$	113,080	\$	124,388	\$	124,388	\$	135,696
Chief Planning Officer #1033	\$	90,116	\$	101,381	\$	101,381	\$	112,645	\$	112,645	\$	123,910	\$	123,910	\$	135,174
International Program Development (Coordinator, Director) #2008	\$	60,630	\$	68,208	\$	68,208	\$	75,787	\$	75,787	\$	83,366	\$	83,366	\$	90,944
Web Master #5015	\$	57,926	\$	65,167	\$	65,167	\$	72,408	\$	72,408	\$	79,649	\$	79,649	\$	86,890
Director, Development, Alumni Affairs, and Foundation Relations #8006	\$	61,248	\$	68,904	\$	68,904	\$	76,560	\$	76,560	\$	84,216	\$	84,216	\$	91,872
Director, Global Learning and Engagement #1208	\$	91,694	\$	103,156	\$	103,156	\$	114,618	\$	114,618	\$	126,080	\$	126,080	\$	137,542
Assoc Dir, PIP Prof'l Dev and Lifelong Learning Center #2010	\$	65,209	\$	73,360	\$	73,360	\$	81,511	\$	81,511	\$	89,662	\$	89,662	\$	97,813
Director, University Events Office (UEO) (#8030+#8054)/2	\$	59,573	\$	67,019	\$	67,019	\$	74,466	\$	74,466	\$	81,913	\$	81,913	\$	89,359
<b>Office of Academic and Student Affairs</b>																
Senior Vice President and Provost		Salary Negotiated														
Vice Provost for Academic Excellence, Graduate Studies, and Online Learning #2002	\$	98,941	\$	111,308	\$	111,308	\$	123,676	\$	123,676	\$	136,044	\$	136,044	\$	148,411
Vice Provost for Institutional Effectiveness #2002	\$	98,941	\$	111,308	\$	111,308	\$	123,676	\$	123,676	\$	136,044	\$	136,044	\$	148,411
Vice Provost for Research & Sponsored Programs	\$	109,769	\$	123,490	\$	123,490	\$	137,211	\$	137,211	\$	150,932	\$	150,932	\$	164,653
Director, Contracts and Grants #3005	\$	64,000	\$	72,000	\$	72,000	\$	80,000	\$	80,000	\$	88,000	\$	88,000	\$	96,000
Dean, School of Engineering #1213	\$	124,794	\$	140,394	\$	140,394	\$	155,993	\$	155,993	\$	171,592	\$	171,592	\$	187,192
Dean, College of Liberal Arts and Social Sciences #1204	\$	109,102	\$	122,739	\$	122,739	\$	136,377	\$	136,377	\$	150,015	\$	150,015	\$	163,652
Associate Dean, CLASS #1404	\$	82,763	\$	93,109	\$	93,109	\$	103,454	\$	103,454	\$	113,799	\$	113,799	\$	124,145
Dean, University Libraries #1226	\$	104,190	\$	117,213	\$	117,213	\$	130,237	\$	130,237	\$	143,261	\$	143,261	\$	156,284
Director, RFTI Micronesian Area Research Center (MARC) #1409	\$	107,744	\$	121,212	\$	121,212	\$	134,680	\$	134,680	\$	148,148	\$	148,148	\$	161,616
Dean, College of Natural and Applied Sciences (#1201+1236)/2	\$	132,106	\$	148,619	\$	148,619	\$	165,132	\$	165,132	\$	181,645	\$	181,645	\$	198,158
Associate Dean, CNAS #1409	\$	107,744	\$	121,212	\$	121,212	\$	134,680	\$	134,680	\$	148,148	\$	148,148	\$	161,616
Associate Director, Western Pacific Tropical Research Center #1409	\$	107,744	\$	121,212	\$	121,212	\$	134,680	\$	134,680	\$	148,148	\$	148,148	\$	161,616
Associate Director, Cooperative Extension Service #1409	\$	107,744	\$	121,212	\$	121,212	\$	134,680	\$	134,680	\$	148,148	\$	148,148	\$	161,616
Dean, School of Education #1212	\$	108,669	\$	122,252	\$	122,252	\$	135,836	\$	135,836	\$	149,420	\$	149,420	\$	163,003
Dean, School of Business and Public Administration #1206	\$	119,727	\$	134,693	\$	134,693	\$	149,659	\$	149,659	\$	164,625	\$	164,625	\$	179,591
Dean, School of Health #1230	\$	115,244	\$	129,650	\$	129,650	\$	144,055	\$	144,055	\$	158,461	\$	158,461	\$	172,866
Dean, Enrollment Management and Student Success #1043	\$	100,000	\$	112,500	\$	112,500	\$	125,000	\$	125,000	\$	137,500	\$	137,500	\$	150,000
Associate Dean, EMSS and Registrar (#1044+1045)/2	\$	75,767	\$	85,238	\$	85,238	\$	94,709	\$	94,709	\$	104,180	\$	104,180	\$	113,651
Athletics and Field House Director #6001	\$	62,351	\$	70,145	\$	70,145	\$	77,939	\$	77,939	\$	85,733	\$	85,733	\$	93,527
Director, Financial Aid and Triton One Stop #2082	\$	61,346	\$	69,014	\$	69,014	\$	76,682	\$	76,682	\$	84,350	\$	84,350	\$	92,018
Director, Residence Halls #7076	\$	57,418	\$	64,595	\$	64,595	\$	71,772	\$	71,772	\$	78,949	\$	78,949	\$	86,126
Director, Student Resource Center (One-Stop Center)																
Director, Student Services / Student Life #7026	\$	48,001	\$	54,001	\$	54,001	\$	60,001	\$	60,001	\$	66,001	\$	66,001	\$	72,001
Director, Summer School and Off-Campus Programs #7026	\$	48,001	\$	54,001	\$	54,001	\$	60,001	\$	60,001	\$	66,001	\$	66,001	\$	72,001
Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS) #1409	\$	107,744	\$	121,212	\$	121,212	\$	134,680	\$	134,680	\$	148,148	\$	148,148	\$	161,616
Director, Marine Laboratory #1205	\$	95,578	\$	107,525	\$	107,525	\$	119,472	\$	119,472	\$	131,419	\$	131,419	\$	143,366
Director, Water and Environmental Research Institute (WERI)																
<i>Based on RRPM Article IV.A.1.(c), date Feb 17, 2000</i>																
<b>Office of Administration and Finance</b>																
Vice President, Administration and Finance and Chief Business Officer		Salary Negotiated														
Chief Information Officer ( <i>benchmarked to 2013 for effective recruitment</i> ) #1038	\$	99,184	\$	111,582	\$	111,582	\$	123,980	\$	123,980	\$	136,378	\$	136,378	\$	148,776
Director, Computer Center/Technology Resources #5001	\$	84,410	\$	94,961	\$	94,961	\$	105,512	\$	105,512	\$	116,063	\$	116,063	\$	126,614
Sr. Manager, Infrastructure Services and Information Security #5004	\$	77,793	\$	87,517	\$	87,517	\$	97,241	\$	97,241	\$	106,965	\$	106,965	\$	116,689
Assoc. Dir., Telecommunication and Distance Education Opn (TADEO) #2012	\$	59,994	\$	67,494	\$	67,494	\$	74,993	\$	74,993	\$	82,492	\$	82,492	\$	89,992
Associate Budget and Administrative Process Officer #3026	\$	82,469	\$	92,777	\$	92,777	\$	103,086	\$	103,086	\$	113,395	\$	113,395	\$	123,703
Chief Human Resources Officer #1037	\$	83,200	\$	93,600	\$	93,600	\$	104,000	\$	104,000	\$	114,400	\$	114,400	\$	124,800
Director, EEO and Title IX/ADA Coordinator #4009	\$	72,015	\$	81,017	\$	81,017	\$	90,019	\$	90,019	\$	99,021	\$	99,021	\$	108,023
Comptroller #1040	\$	82,072	\$	92,331	\$	92,331	\$	102,590	\$	102,590	\$	112,849	\$	112,849	\$	123,108
Associate Comptroller / Bursar #3027	\$	60,011	\$	67,513	\$	67,513	\$	75,014	\$	75,014	\$	82,515	\$	82,515	\$	90,017
Director, Facilities Management and Services #1039	\$	83,360	\$	93,780	\$	93,780	\$	104,200	\$	104,200	\$	114,620	\$	114,620	\$	125,040
Capital Projects Manager #3103	\$	79,192	\$	89,091	\$	89,091	\$	98,990	\$	98,990	\$	108,889	\$	108,889	\$	118,788
Director, Campus Facilities	\$	50,984	\$	57,357	\$	57,357	\$	63,730	\$	63,730	\$	70,103	\$	70,103	\$	76,476
Director, Campus Construction Projects	\$	50,923	\$	57,289	\$	57,289	\$	63,654	\$	63,654	\$	70,019	\$	70,019	\$	76,385
Risk Officer #1050	\$	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 01/29/21