



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

Resolution No. 22-16

**RELATIVE TO ADJUSTING THE ADMINISTRATOR SALARY SCALE FOR THE POSITION OF
CAPITAL PROJECTS MANAGER**

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 BOR 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 BOR has on at least two previous occasions modified the Administrator Salary Scale for the position of Capital Projects Manager (CPM);

WHEREAS, the CPM position requires either a professional engineering certification or a Registered Architect license and it has been a challenge to recruit for this position with our existing salary range;

WHEREAS, the credentials of a professional engineering certification or a Registered Architect license will have a significant return on investment savings by the individual filling this position in lieu of contracting these needed services required for several construction projects UOG is currently pursuing;

WHEREAS, after leaving the position open for all of 2020 and 2021, the University has now identified a candidate for the position, however, the candidate has indicated the current salary is not sufficient to entice him away from his current employer;


WHEREAS, the University now desires to utilize the 2013/2014 survey of the CUPA as the basis for the salary for the CPM position on a revised Administrator Salary Scale; and

WHEREAS, the President, together with the Academic, Personnel and Tenure committee and the Physical Facilities committee, recommend that the BOR approve the revised salary scale adjusting the salary range for the CPM position.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the revised salary scale reflected in Attachment A.

Adopted this 21st day of April, 2022.

ATTESTED:



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



Liza J. Provido, Chairperson


Attachment A

POSITION TITLE	Quartile 1 80%-90% Range	Quartile 2 90%-100% Range	Quartile 3 100%-110% Range	Quartile 4 110%-120% Range
Office of the President				
President			Salary Negotiated	
General Counsel #1036	\$ 122,400	\$ 137,700	\$ 153,000	\$ 168,300
Chief Marketing and Communications Officer	\$ 86,544	\$ 97,362	\$ 108,180	\$ 118,998
Auxiliary Services Director #3050	\$ 58,464	\$ 65,772	\$ 73,080	\$ 80,388
Chief of Staff and Board Liaison	\$ 90,464	\$ 101,772	\$ 113,080	\$ 124,388
Chief Planning Officer #1033	\$ 90,116	\$ 101,381	\$ 112,645	\$ 123,910
International Program Development (Coordinator, Director) #2008	\$ 60,630	\$ 68,208	\$ 75,787	\$ 83,366
Web Master #5015	\$ 57,926	\$ 65,167	\$ 72,408	\$ 79,649
Director, Development, Alumni Affairs, and Foundation Relations #8006	\$ 61,248	\$ 68,904	\$ 76,560	\$ 84,216
Director, Global Learning and Engagement #1208	\$ 91,694	\$ 103,156	\$ 114,618	\$ 126,080
Assoc Dir, PIP Prof'l Dev and Lifelong Learning Center #2010	\$ 65,209	\$ 73,360	\$ 81,511	\$ 89,662
Director, University Events Office (UEO) (#8030+#8054)/2	\$ 59,573	\$ 67,019	\$ 74,466	\$ 81,913
Office of Academic and Student Affairs				
Senior Vice President and Provost			Salary Negotiated	
Vice Provost for Academic Excellence, Graduate Studies, and Online Learning #2002	\$ 98,941	\$ 111,308	\$ 123,676	\$ 136,044
Vice Provost for Institutional Effectiveness #2002	\$ 98,941	\$ 111,308	\$ 123,676	\$ 136,044
Vice Provost for Research & Sponsored Programs	\$ 109,769	\$ 123,490	\$ 137,211	\$ 150,932
Director, Contracts and Grants #3005	\$ 64,000	\$ 72,000	\$ 80,000	\$ 88,000
Dean, School of Engineering #1213	\$ 124,794	\$ 140,394	\$ 155,993	\$ 171,592
Dean, College of Liberal Arts and Social Sciences #1204	\$ 109,102	\$ 122,739	\$ 136,377	\$ 150,015
Associate Dean, CLASS #1404	\$ 82,763	\$ 93,109	\$ 103,454	\$ 113,799
Dean, University Libraries #1226	\$ 104,190	\$ 117,213	\$ 130,237	\$ 143,261
Director, RFT Micronesian Area Research Center (MARC) #1409	\$ 107,744	\$ 121,212	\$ 134,680	\$ 148,148
UOG Press Director and Publisher #3006*.9	\$ 75,538	\$ 84,981	\$ 94,423	\$ 103,865
Dean, College of Natural and Applied Sciences (#1201+1236)/2	\$ 132,106	\$ 148,619	\$ 165,132	\$ 181,645
Associate Dean, CNAS #1409	\$ 107,744	\$ 121,212	\$ 134,680	\$ 148,148
Associate Director, Western Pacific Tropical Research Center #1409	\$ 107,744	\$ 121,212	\$ 134,680	\$ 148,148
Associate Director, Cooperative Extension Service #1409	\$ 107,744	\$ 121,212	\$ 134,680	\$ 148,148
Dean, School of Education #1212	\$ 108,669	\$ 122,252	\$ 135,836	\$ 149,420
Dean, School of Business and Public Administration #1206	\$ 119,727	\$ 134,693	\$ 149,659	\$ 164,625
Dean, School of Health #1230	\$ 115,244	\$ 129,650	\$ 144,055	\$ 158,461
Dean, Enrollment Management and Student Success #1043	\$ 100,000	\$ 112,500	\$ 125,000	\$ 137,500
Associate Dean, EMSS and Registrar (#1044+1045)/2	\$ 75,767	\$ 85,238	\$ 94,709	\$ 104,180
Athletics and Field House Director #6001	\$ 62,351	\$ 70,145	\$ 77,939	\$ 85,733
Director, Financial Aid and Triton One Stop #2082	\$ 61,346	\$ 69,014	\$ 76,682	\$ 84,350
Director, Residence Halls #7076	\$ 57,418	\$ 64,595	\$ 71,772	\$ 78,949
Director, Student Resource Center (One-Stop Center)				
Director, Student Services / Student Life #7026	\$ 48,001	\$ 54,001	\$ 60,001	\$ 66,001
Director, Summer School and Off-Campus Programs #7026	\$ 48,001	\$ 54,001	\$ 60,001	\$ 66,001
Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS) #1409	\$ 107,744	\$ 121,212	\$ 134,680	\$ 148,148
Director, Marine Laboratory #1205	\$ 95,578	\$ 107,525	\$ 119,472	\$ 131,419
Director, Water and Environmental Research Institute (WERI)				
<i>Based on RRPM Article IV.A.1.(e), date Feb 17, 2000</i>				
Office of Administration and Finance				
Vice President, Administration and Finance and Chief Business Officer			Salary Negotiated	
Chief Information Officer #1038	\$ 99,184	\$ 111,582	\$ 123,980	\$ 136,378
Director, Computer Center/Technology Resources #5001	\$ 84,410	\$ 94,961	\$ 105,512	\$ 116,063
Sr. Manager, Infrastructure Services and Information Security #5004	\$ 77,793	\$ 87,517	\$ 97,241	\$ 106,965
Assoc. Dir., Telecommunication and Distance Education Opn (TADEO) #2012	\$ 59,994	\$ 67,494	\$ 74,993	\$ 82,492
Associate Budget and Administrative Process Officer #3026	\$ 82,469	\$ 92,777	\$ 103,086	\$ 113,395
Chief Human Resources Officer #1037	\$ 83,200	\$ 93,600	\$ 104,000	\$ 114,400
Director, EEO and Title IX/ADA Coordinator #4009	\$ 72,015	\$ 81,017	\$ 90,019	\$ 99,021
Comptroller #1040	\$ 82,072	\$ 92,331	\$ 102,590	\$ 112,849
Associate Comptroller / Bursar #3027	\$ 60,011	\$ 67,513	\$ 75,014	\$ 82,515
Director, Facilities Management and Services #1039	\$ 83,360	\$ 93,780	\$ 104,200	\$ 114,620
Capital Projects Manager (benchmarked to 2013-2014 CUPA for effective recruitment) #121000	\$ 92,358	\$ 103,903	\$ 115,448	\$ 126,993
Director, Campus Facilities	\$ 50,984	\$ 57,357	\$ 63,730	\$ 70,103
Director, Campus Construction Projects	\$ 50,923	\$ 57,289	\$ 63,654	\$ 70,019
Risk Officer #1050	\$ 76,287	\$ 85,823	\$ 95,359	\$ 104,895

* Scale is managed by UOG Human Resources Office; last updated on 04/22



MEMORANDUM

TO: THOMAS W. KRISE, PH.D. 
Thomas Krise (Apr 8, 2022 10:54 GMT+10) Approved Disapproved

FROM: RANDALL V. WIEGAND 
VPAF

DATE: APRIL 5, 2022

RE: CHANGES TO THE ADMINISTRATOR SALARY SCALE

The Capital Projects Manager (CPM) was vacated in November 2019. The position remained open for all of 2020 and all of 2021. After there were no candidates in the first few months of 2020, the opening was extended on a continuous announcement basis. We had one interview in 2021 for which the candidate actually accepted. However, after accepting the offer, he got back to us and asked for more money. We terminated it was best to look for other candidates at that point. We allowed the position to remain open for another year. At the end of the year, there were two candidates available for interview. One of the candidates had the experience and credentials to allow him to make an immediate impact on the University. Following interviews, we inquired what it would take to attract him to the University. He responded that he would need \$135,000 per year in order to move from his current position.

The current Administrator salary scale for that position tops out at \$118,788. This position has been difficult to recruit as the University decided that the candidate should have a professional credential – either a Professional Engineer license or be a Registered Architect. However, these credentials were deemed critical for the position as the University is about to embark on the construction of four new buildings and the University will need to obtain construction management services from a private contractor at a cost likely to exceed \$2 million if an in-house Capital Projects Manager cannot be identified.

The only solution we have been able to come up with is to revise the Administrator Salary Scale and based the value for this position on the 2013/2014 College and University Professional Association survey. Thus, we are seeking your approval to bring this matter to the Board of Regents for the modification of this scale which is the purview of the Board of Regents. We are also seeking authorization to use the fourth quartile to meet the requirements of the candidate.

Thank you for your consideration of this matter.

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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.