



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

Resolution No. 23-03

**RELATIVE TO CONSOLIDATING THE NUMBER OF POSITIONS ON THE UNIVERSITY OF
GUAM ADMINISTRATOR'S SALARY 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 UOG Administrator's Salary Scale and many of the positions on it, was first introduced after the UOG reorganization in 2002 and 2003 by Resolutions 03-09, 03-16, and some positions were added or modified over time;

WHEREAS, in November 2022, many of the original positions have been found to be better managed under the new Professional, Technical, Federal and Externally Funded (PTE) category and some positions are deleted because the projected work has been absorbed by other types of positions;

WHEREAS, 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.

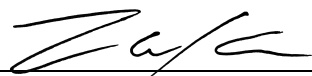
NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the consolidation of the number of positions on the UOG Administrator's Salary Scale as referenced on Attachment 1 and Attachment 2, and updated in attachment 3.

Adopted this 23rd day of February, 2023.



Liza J. Provigo, Chairperson

ATTESTED:



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

ATTACHMENT 1.

**RELATIVE TO CONSOLIDATING THE NUMBER OF POSITIONS ON THE UOG
ADMINISTRATOR'S SALARY SCALE**

November 9, 2022

These eight positions are recommended for removal from the Administrator's Pay Scale.

	Position Title	CUPA * Position No.	BOR Reference
1	(Associate) Director, Professional International Programs (International Program Development)	#2008	03-09, 03-16, 09-01, 12-10
2	Director, Student Resource Center (One-Stop Center)		03-09, 03-16
3	Director, Student Services / Student Life	#7026	03-09, 03-16
4	Director, Summer School and Off-Campus Programs	#7026	03-09, 03-16
5	Director, Computer Center/Technology Resources	#5001	03-09, 03-16
6	Senior Manager, Infrastructure Services and Information Security	#5004	17-08
7	Director, Campus Facilities		03-09, 03-16
8	Director, Campus Construction Projects		04-06

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 23-03, February 23, 2023

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	\$108,180	\$118,998
3	Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464	\$65,772	\$73,080	\$80,388
4	Web Master	#5015	05-28	\$57,926	\$65,167	\$72,408	\$79,649
5	Chief Planning Officer	#1033	03-09, 03-16	\$90,116	\$101,381	\$112,645	\$123,910
6	Chief of Staff and Board Liaison	#1004	20-02	\$90,464	\$101,772	\$113,080	\$124,388
7	Director, Development, Alumni Affairs, and Foundation Relations	#8006	03-09, 03-16, 11-01	\$61,248	\$68,904	\$76,560	\$84,216
8	Director, Global Learning and Engagement	#1208	20-02	\$91,694	\$103,156	\$114,618	\$126,080
9	Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209	\$73,360	\$81,511	\$89,662
10	(Associate) Director, Professional International Programs (International Program Development)	#2008	03-09, 03-16, 09-01, 12-10	\$60,630	\$68,208	\$75,787	\$83,366
11	Director, University Events Office (UEO)	(#8030-#8054)/2	20-02	\$59,573	\$67,019	\$74,466	\$81,913
12	General Counsel	#1036	03-09	\$122,400	\$137,700	\$153,000	\$168,300
Office of Academic and Student Affairs							
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	\$136,377	\$150,015
15	Associate Dean, CLASS	#1404	06-06	\$82,763	\$93,109	\$103,454	\$113,799
16	Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106	\$148,619	\$165,132	\$181,645
17	Associate Dean, Instruction	#1409	06-06	\$107,744	\$121,212	\$134,680	\$148,148
18	Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744	\$121,212	\$134,680	\$148,148
19	Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744	\$121,212	\$134,680	\$148,148
20	Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000	\$112,500	\$125,000	\$137,500
21	Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767	\$85,238	\$94,709	\$104,180
22	Athletics and Field House Director [Director, Athletics and Field House, Athletics Director]	#6001	14-19	\$62,351	\$70,145	\$77,939	\$85,733
23	Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346	\$69,014	\$76,682	\$84,350
24	Director, Residence Halls	#7076	15-16	\$57,418	\$64,595	\$71,772	\$78,949
25	Director, Student Resource Center (One-Stop Center)		03-09, 03-16				
26	Director, Student Services / Student Life	#7026	03-09, 03-16	\$48,001	\$54,001	\$60,001	\$66,001
27	Director, Summer School and Off-Campus Programs	#7026	03-09, 03-16	\$48,001	\$54,001	\$60,001	\$66,001
28	Dean, School of Business and Public Administration	#1206	08-11	\$119,727	\$134,693	\$149,659	\$164,625
29	Dean, School of Education	#1212	08-11	\$108,669	\$122,252	\$135,836	\$149,420
30	Dean, School of Engineering	#1213	16-27	\$124,794	\$140,394	\$155,993	\$171,592
31	Dean, School of Health	#1230	05-34, 14-01	\$115,244	\$129,650	\$144,055	\$158,461
32	Dean, University Libraries	#1226	18-14	\$104,190	\$117,213	\$130,237	\$143,261
33	Director, RFT Micronesia Area Research Center (MARO)	#1409	12-11	\$107,744	\$121,212	\$134,680	\$148,148
34	UOG Press Director and Publisher	#3006*.9	21-20	\$75,538	\$84,981	\$94,423	\$103,865
35	Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744	\$121,212	\$134,680	\$148,148
36	Director, Center for Island Sustainability & Sea Grant	#1409	22-38	\$107,744	\$121,212	\$134,680	\$148,148
37	Director, Marine Laboratory	#1205	22-39	\$107,744	\$121,212	\$134,680	\$148,148
38	Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744	\$121,212	\$134,680	\$148,148
39	Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941	\$111,308	\$123,676	\$136,044
40	Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994	\$67,494	\$74,993	\$82,492
41	Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941	\$111,308	\$123,676	\$136,044
42	Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769	\$123,490	\$137,211	\$150,932
43	Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000	\$72,000	\$80,000	\$88,000
Office of Administration and Finance							
44	Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
45	Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469	\$92,777	\$103,086	\$113,395
46	Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200	\$93,600	\$104,000	\$114,400
47	Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015	\$81,017	\$90,019	\$99,021
48	Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184	\$111,582	\$123,980	\$136,378
49	Director, Computer Center/Technology Resources	#5001	03-09, 03-16	\$84,410	\$94,961	\$105,512	\$116,063
50	Senior Manager, Infrastructure Services and Information Security	#5004	17-08	\$77,793	\$87,517	\$97,241	\$106,965
51	Comptroller	#1040	03-09, 03-16	\$82,072	\$92,331	\$102,590	\$112,849
52	Associate Comptroller / Bursar	#3027	10-30	\$60,011	\$67,513	\$75,014	\$82,515
53	Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360	\$93,780	\$104,200	\$114,620
54	Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$92,358	\$103,903	\$115,448	\$126,993
55	Director, Campus Facilities		03-09, 03-16	\$50,984	\$57,357	\$63,730	\$70,103
56	Director, Campus Construction Projects		04-06	\$50,923	\$57,289	\$63,654	\$70,019
57	Risk Officer [Internal Auditor]	#1050	16-07, 20-16	\$76,287	\$85,823	\$95,359	\$104,895

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.

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 23-03, February 23, 2023

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3 Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464 \$65,772	\$65,772 \$73,080	\$73,080 \$80,388	\$80,388 \$87,696
4 Web Master	#5015	05-28	\$57,926 \$65,167	\$65,167 \$72,408	\$72,408 \$79,649	\$79,649 \$86,890
5 Chief Planning Officer	#1033	03-09, 03-16	\$90,116 \$101,381	\$101,381 \$112,645	\$112,645 \$123,910	\$123,910 \$135,174
6 Chief of Staff and Board Liaison	#1004	20-02	\$90,464 \$101,772	\$101,772 \$113,080	\$113,080 \$124,388	\$124,388 \$135,696
7 Director, Development, Alumni Affairs, and Foundation Relations	#8006	03-09, 03-16, 11-01	\$61,248 \$68,904	\$68,904 \$76,560	\$76,560 \$84,216	\$84,216 \$91,872
8 Director, Global Learning and Engagement	#1208	20-02	\$91,694 \$103,156	\$103,156 \$114,618	\$114,618 \$126,080	\$126,080 \$137,542
9 Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209 \$73,360	\$73,360 \$81,511	\$81,511 \$89,662	\$89,662 \$97,813
10 Director, University Events Office (UEO)	(#8030+#8054)/2	20-02	\$59,573 \$67,019	\$67,019 \$74,466	\$74,466 \$81,913	\$81,913 \$89,359
11 General Counsel	#1036	03-09	\$122,400 \$137,700	\$137,700 \$153,000	\$153,000 \$168,300	\$168,300 \$183,600
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	\$136,377 \$150,015	\$150,015 \$163,652
14 Associate Dean, CLASS	#1404	06-06	\$82,763 \$93,109	\$93,109 \$103,454	\$103,454 \$113,799	\$113,799 \$124,145
15 Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106 \$148,619	\$148,619 \$165,132	\$165,132 \$181,645	\$181,645 \$198,158
16 Associate Dean, Instruction	#1409	06-06	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
17 Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
18 Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
19 Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000 \$112,500	\$112,500 \$125,000	\$125,000 \$137,500	\$137,500 \$150,000
20 Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767 \$85,238	\$85,238 \$94,709	\$94,709 \$104,180	\$104,180 \$113,651
21 Athletics and Field House Director [Director, Athletics and Field House, Athletics Director]	#6001	14-19	\$62,351 \$70,145	\$70,145 \$77,939	\$77,939 \$85,733	\$85,733 \$93,527
22 Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346 \$69,014	\$69,014 \$76,682	\$76,682 \$84,350	\$84,350 \$92,018
23 Director, Residence Halls	#7076	15-16	\$57,418 \$64,595	\$64,595 \$71,772	\$71,772 \$78,949	\$78,949 \$86,126
24 Dean, School of Business and Public Administration	#1206	08-11	\$119,727 \$134,693	\$134,693 \$149,659	\$149,659 \$164,625	\$164,625 \$179,591
25 Dean, School of Education	#1212	08-11	\$108,669 \$122,252	\$122,252 \$135,836	\$135,836 \$149,420	\$149,420 \$163,003
26 Dean, School of Engineering	#1213	16-27	\$124,794 \$140,394	\$140,394 \$155,993	\$155,993 \$171,592	\$171,592 \$187,192
27 Dean, School of Health	#1230	05-34, 14-01	\$115,244 \$129,650	\$129,650 \$144,055	\$144,055 \$158,461	\$158,461 \$172,866
28 Dean, University Libraries	#1226	18-14	\$104,190 \$117,213	\$117,213 \$130,237	\$130,237 \$143,261	\$143,261 \$156,284
29 Director, RFT Micronesia Area Research Center (MARC)	#1409	12-11	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
30 UOG Press Director and Publisher	#3006*.9	21-20	\$75,538 \$84,981	\$84,981 \$94,423	\$94,423 \$103,865	\$103,865 \$113,308
31 Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
32 Director, Center for Island Sustainability & Sea Grant	#1409	22-38	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
33 Director, Marine Laboratory	#1205	22-39	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
34 Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
35 Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
36 Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994 \$67,494	\$67,494 \$74,993	\$74,993 \$82,492	\$82,492 \$89,992
37 Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
38 Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769 \$123,490	\$123,490 \$137,211	\$137,211 \$150,932	\$150,932 \$164,653
39 Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000 \$72,000	\$72,000 \$80,000	\$80,000 \$88,000	\$88,000 \$96,000
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	\$103,086 \$113,395	\$113,395 \$123,703
42 Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200 \$93,600	\$93,600 \$104,000	\$104,000 \$114,400	\$114,400 \$124,800
43 Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015 \$81,017	\$81,017 \$90,019	\$90,019 \$99,021	\$99,021 \$108,023
44 Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184 \$111,582	\$111,582 \$123,980	\$123,980 \$136,378	\$136,378 \$148,776
45 Comptroller	#1040	03-09, 03-16	\$82,072 \$92,331	\$92,331 \$102,590	\$102,590 \$112,849	\$112,849 \$123,108
46 Associate Comptroller / Bursar	#3027	10-30	\$60,011 \$67,513	\$67,513 \$75,014	\$75,014 \$82,515	\$82,515 \$90,017
47 Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360 \$93,780	\$93,780 \$104,200	\$104,200 \$114,620	\$114,620 \$125,040
48 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	\$115,448 \$126,993	\$126,993 \$138,538
49 Risk Officer [Internal Auditor]	#1050	16-07, 20-16	\$76,287 \$85,823	\$85,823 \$95,359	\$95,359 \$104,895	\$104,895 \$114,431

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