



**UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS**

RESOLUTION NO. 15-02

**RELATIVE TO APPROVING AN AMENDMENT TO THE ADMINISTRATOR'S
SALARY SCALE, FACULTY SALARY SCALE, AND SABBATICAL SALARY
SCHEDULES BASED ON THE 1% PAY ADJUSTMENT AS
APPROVED IN THE FY2015 BUDGET**

WHEREAS, the University of Guam (UOG)) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges (WASC) serving the post-secondary needs of the people of Guam and the region; and

WHEREAS, the governance and well-being of UOG is vested in the Board of Regents (BOR) which is responsible for approving budgets and plans, which together are primary controls to ensure effectiveness and financial well-being; and

WHEREAS, pursuant to 17 Guam Code Annotated 16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on September 25, 2014, the BOR approved BOR Resolution No. 14-19, Relative to Revising the List of Administrative Positions and Salary Schedule at the University of Guam and BOR Resolution 14-23 Relative to Approving Reapportioned FY2015 General Operations, NAF, and Auxiliary Fund Budgets; and

WHEREAS, UOG adopted the College and University Professional Association (CUPA) for Human Resources administrative compensation surveys (2002-2003) as its benchmark for best practice in establishing academic administrator positions and salaries; and

WHEREAS, the approved UOG FY2015 budget called for a 1% pay adjustment for academic personnel (i.e., faculty and administrators); an adjustment which respectively changes the appropriate salaries and pay scales; and

WHEREAS, on April 22, 2010, the BOR approved BOR Resolution No. 10-10, Relative to Adopting a Revised Sabbatical Leave Policy for the University of Guam; and

WHEREAS, the President and the Academic, Personnel and Tenure (AP&T) Committee reviewed the proposed change to the Administrator's Salary Scale, Faculty Salary Schedule, and Sabbatical Salary Schedules resulting from the 1% pay adjustment; and

WHEREAS, based upon the approved 1% pay adjustment for academic personnel, the President and the AP&T Committee recommends the BOR approve the attached revised Administrative Salary Schedule, Faculty Salary Scale, and Sabbatical Salary Schedules.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the revised Administrative Salary Schedule, Faculty Salary Scale, and Sabbatical Salary Schedules.

Adopted this 19th day of February, 2015.



William D. Leon Guerrero, Chairperson

ATTESTED:



Dr. Robert A. Underwood, Executive Secretary

FACULTY SALARY SCHEDULE
 Revised: 02/19/15
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
AS PER BOR RESOLUTION No. 15-02, February 19, 2015
 (Recommended for Implementation FY2015)
 Effective: October 1, 2014

<u>POSITION TITLE</u>	<u>STEP</u>	<u>NINE-MONTH SALARY</u>	<u>TWELVE-MONTH SALARY</u>
I Assistant Instructor / Extension Agent I	1	\$30,017	\$39,021
	2	\$30,930	\$40,209
	3	\$31,889	\$41,455
	4	\$32,895	\$42,764
	5	\$33,951	\$44,137
	6	\$35,061	\$45,579
	7	\$36,227	\$47,094
	8	\$37,449	\$48,690
	9	\$38,734	\$50,354
II Instructor / Extension Agent II	1	\$33,499	\$43,548
	2	\$34,573	\$44,946
	3	\$35,704	\$46,415
	4	\$36,891	\$47,958
	5	\$38,136	\$49,577
	6	\$39,445	\$51,276
	7	\$40,817	\$53,061
	8	\$42,260	\$54,938
	9	\$43,773	\$56,905
	10	\$45,365	\$58,973
	11	\$47,035	\$61,145
	12	\$48,788	\$63,425
	13	\$50,632	\$65,823
	14	\$52,572	\$68,343
	15	\$54,611	\$70,994
	16	\$56,757	\$73,785
	17	\$59,015	\$76,722
18	\$61,394	\$79,813	
19	\$63,899	\$83,070	
20	\$66,538	\$86,501	
III Assistant Professor / Extension Agent III	1	\$38,699	\$50,308
	2	\$40,005	\$52,007
	3	\$41,377	\$53,790
	4	\$42,817	\$55,661
	5	\$44,331	\$57,631
	6	\$45,919	\$59,695
	7	\$47,587	\$61,864
	8	\$49,339	\$64,141
	9	\$51,179	\$66,533
	10	\$53,107	\$69,040
	11	\$55,134	\$71,675
	12	\$57,264	\$74,443
	13	\$59,499	\$77,349
	14	\$61,847	\$80,400
	15	\$64,310	\$83,604
	16	\$66,899	\$86,968
	17	\$69,614	\$90,497
18	\$72,468	\$94,208	
19	\$75,465	\$98,104	
20	\$78,611	\$102,194	

IV Associate Professor / Extension Agent IV	1	\$42,846	\$55,699
	2	\$44,381	\$57,694
	3	\$45,993	\$59,791
	4	\$47,687	\$61,992
	5	\$49,465	\$64,304
	6	\$51,329	\$66,727
	7	\$53,288	\$69,274
	8	\$55,346	\$71,948
	9	\$57,506	\$74,757
	10	\$59,774	\$77,707
	11	\$62,155	\$80,803
	12	\$64,657	\$84,055
	13	\$67,282	\$87,466
	14	\$70,039	\$91,053
	15	\$72,936	\$94,818
	16	\$75,978	\$98,771
	17	\$79,168	\$102,595
	18	\$81,542	\$106,005
	19	\$83,989	\$109,185
	20	\$86,508	\$112,460
V Professor / Extension Specialist	1	\$52,352	\$68,058
	2	\$54,369	\$70,655
	3	\$56,449	\$73,384
	4	\$58,653	\$76,248
	5	\$60,967	\$79,257
	6	\$63,396	\$82,414
	7	\$65,948	\$85,731
	8	\$68,623	\$89,210
	9	\$71,436	\$92,868
	10	\$74,391	\$96,709
	11	\$77,492	\$100,740
	12	\$80,746	\$104,970
	13	\$83,167	\$108,118
	14	\$85,664	\$111,362
	15	\$88,234	\$114,704
	16	\$90,881	\$118,145
	17	\$93,608	\$121,690
	18	\$96,415	\$125,339
	19	\$99,308	\$129,101
	20	\$102,287	\$132,973

1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-GFT Agreement Article VII.F.

2. All faculty in the ranks of Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV may reach Step 16 of the respective ranks. All faculty have the potential to reach Step 20 of the Professional/Extension Specialist rank.

3. Additionally, absent extraordinary circumstances, Steps 17 and above at the Instructor rank (bolded/shaded area) are reserved for hard-hire positions. See HRO for procedures using hard-to-hire scale for any faculty rank.

4. The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University. Absent extraordinary circumstances, Steps 17 and above at Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV (shaded area) are reserved for hard-to-hire positions with a terminal degree. See HRO for procedures using the hard-to-hire scale for any faculty rank.

5. A Faculty when promoted to the next faculty rank, shall receive a salary increase closer to and not less than a two-step salary increase in the faculty rank held prior to the promotion.

SCHEDULE A

SABBATICAL SALARY SCHEDULE A
 Revised: 02/019/15
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
 AS PER BOR RESOLUTION No. 15-02, February 19, 2015
 (Recommended for Implementation FY2015)
 Effective: October 1,2014

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor / Extension Agent I	1	\$30,017	\$39,021
	2	\$30,930	\$40,209
	3	\$31,889	\$41,455
	4	\$32,895	\$42,764
	5	\$33,951	\$44,137
	6	\$35,061	\$45,579
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II Instructor / Extension Agent II	1	\$33,499	\$43,548
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	6	\$45,919	\$59,695
	7	\$47,587	\$61,864
	8	\$49,339	\$64,141
	9	\$51,179	\$66,533
	10	\$53,107	\$69,040
	11	\$55,134	\$71,675
	12	\$57,264	\$74,443
	13	\$59,499	\$77,349
	14	\$61,847	\$80,400
	15	\$64,310	\$83,604
	16	\$66,899	\$86,968
	17	\$69,614	\$90,497
	18	\$72,468	\$94,208
	19	\$75,465	\$98,104
	20	\$78,611	\$102,194

IV Associate Professor / Extension Agent IV	1	\$42,846	\$55,699
	2	\$44,381	\$57,694
	3	\$45,993	\$59,791
	4	\$47,687	\$61,992
	5	\$49,465	\$64,304
	6	\$51,329	\$66,727
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	7	\$65,948	\$85,731
	8	\$68,623	\$89,210
	9	\$71,436	\$92,868
	10	\$74,391	\$96,709
	11	\$77,492	\$100,740
	12	\$80,746	\$104,970
	13	\$83,167	\$108,118
	14	\$85,664	\$111,362
	15	\$88,234	\$114,704
	16	\$90,881	\$118,145
	17	\$93,608	\$121,690
	18	\$96,415	\$125,339
	19	\$99,308	\$129,101
	20	\$102,287	\$132,973

1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-GFT Agreement Article VIII.F.

2. All faculty in the ranks of Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV may reach Step 16 of the respective ranks. All faculty have the potential to reach Step 20 of the Professional/Extension Specialist rank.

3. Additionally, absent extraordinary circumstances, Steps 17 and above at the Instructor rank (bolded/shaded area) are reserved for hard-hire positions. See HRO for procedures using hard-to-hire scale for any faculty rank.

4. The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University. Absent extraordinary circumstances, Steps 17 and above at Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV (shaded area) are reserved for hard-to-hire positions with a terminal degree. See HRO for procedures using the hard-to-hire scale for any faculty rank.

5. A Faculty when promoted to the next faculty rank, shall receive a salary increase closer to and not less than a two-step salary increase in the faculty rank held prior to the promotion.

SCHEDULE B

SABBATICAL SALARY SCHEDULE B
 Revised: 02/19/15
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
 AS PER BOR RESOLUTION No. 15-02, February 19, 2015
 (Recommended for Implementation FY2015)
 Effective: October 1, 2014

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor / Extension Agent I	1	\$19,811	\$25,754
	2	\$20,414	\$26,538
	3	\$21,047	\$27,360
	4	\$21,711	\$28,224
	5	\$22,408	\$29,130
	6	\$23,140	\$30,082
	7	\$23,910	\$31,082
	8	\$24,716	\$32,135
	9	\$25,564	\$33,234
II Instructor / Extension Agent II	1	\$22,109	\$28,742
	2	\$22,818	\$29,664
	3	\$23,565	\$30,634
	4	\$24,348	\$31,652
	5	\$25,170	\$32,721
	6	\$26,034	\$33,842
	7	\$26,939	\$35,020
	8	\$27,892	\$36,259
	9	\$28,890	\$37,557
	10	\$29,941	\$38,922
	11	\$31,043	\$40,356
	12	\$32,200	\$41,861
	13	\$33,417	\$43,443
14	\$34,698	\$45,106	
15	\$36,043	\$46,856	
16	\$37,460	\$48,698	
17	\$38,950	\$50,637	
18	\$40,520	\$52,677	
19	\$42,173	\$54,826	
20	\$43,915	\$57,091	
III Assistant Professor / Extension Agent III	1	\$25,541	\$33,203
	2	\$26,403	\$34,325
	3	\$27,309	\$35,501
	4	\$28,259	\$36,736
	5	\$29,258	\$38,036
	6	\$30,307	\$39,399
	7	\$31,407	\$40,830
	8	\$32,564	\$42,333
	9	\$33,778	\$43,912
	10	\$35,051	\$45,566
	11	\$36,388	\$47,306
	12	\$37,794	\$49,132
	13	\$39,269	\$51,050
14	\$40,819	\$53,064	
15	\$42,445	\$35,379	
16	\$44,153	\$57,399	
17	\$45,945	\$59,728	
18	\$47,829	\$62,177	
19	\$49,807	\$64,749	
20	\$51,883	\$67,448	

Sabbatical Salary Schedule B

IV Associate Professor / Extension Agent IV	1	\$28,278	\$36,761
	2	\$29,291	\$38,078
	3	\$30,355	\$39,462
	4	\$31,473	\$40,915
	5	\$32,647	\$42,441
	6	\$33,877	\$44,040
	7	\$35,170	\$45,721
	8	\$36,528	\$47,486
	9	\$37,954	\$49,340
	10	\$39,451	\$51,287
	11	\$41,022	\$53,330
	12	\$42,674	\$55,476
	13	\$44,406	\$57,728
	14	\$46,226	\$60,095
	15	\$48,138	\$62,580
	16	\$50,145	\$65,189
	17	\$52,251	\$67,713
	18	\$53,818	\$69,963
	19	\$55,433	\$72,062
	20	\$57,095	\$74,224
V Professor / Extension Specialist	1	\$35,884	\$44,918
	2	\$54,913	\$71,362
	3	\$57,013	\$74,118
	4	\$59,240	\$77,010
	5	\$61,577	\$80,050
	6	\$64,030	\$83,238
	7	\$66,607	\$86,588
	8	\$69,309	\$90,102
	9	\$72,150	\$93,797
	10	\$75,135	\$97,676
	11	\$78,267	\$101,747
	12	\$81,553	\$106,020
	13	\$83,999	\$109,199
	14	\$86,521	\$112,476
	15	\$89,116	\$115,851
	16	\$91,790	\$119,326
	17	\$94,544	\$122,907
	18	\$97,379	\$126,592
	19	\$100,301	\$130,392
	20	\$103,310	\$134,303

1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-GFT Agreement Article VII.F.
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