



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 15-16

RELATIVE TO CHANGING THE TITLE OF REGISTRAR AND REVISING THE LIST OF ADMINISTRATIVE POSITIONS AND ADMINISTRATIVE SALARY SCHEDULE TO INCLUDE DIRECTOR, RESIDENCE HALLS AND DIRECTOR OF ADMISSIONS/REGISTRAR

WHEREAS, the University of Guam (University) 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 the University is vested in the Board of Regents (BOR); and

WHEREAS, pursuant to GCA 16112, the Board the Board of Regents is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on May 22, 2003, the Board of Regents approved Resolution No. 03-09, relative to Establishing Administrative Positions at the University of Guam, and on June 19, 2003, approved Resolution No. 03-16, Relative to Establishing and Adopting the Policy for Administrative Salary and a Revised Salary Schedule at the University of Guam; and

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

WHEREAS, the University's strategic resource alignment requires the creation of a new administrative position of Director, Residence Halls to manage the duties and responsibilities associated with the operations of campus dormitories. This position will report to the Dean, Enrollment Management and Student Services.

WHEREAS, the title of the Registrar position has been modified in line with best practices and is recommended to be replaced by the title of Director of Admissions/Registrar; and

WHEREAS, both of these positions are important to the delivery of the University's mission; strategic, research, and service initiatives; and G2G implementation; and

WHEREAS, the President and the Academic, Personnel and Tenure Committee reviewed the proposed position descriptions and recommend that aforementioned changes and revisions to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the revised list of Administrative Positions and Administrative Salary Schedule, which is herein attached.

Adopted this 23rd day of April, 2015.

William D. Leon Guerrero, Chairman

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Administrator's Salary Scale
 Approved by Board of Regents Resolution No. 03-16
 Amended on 04/23/15 Resolution No. 15-16

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							
Legal Counsel	\$ 95,014	\$ 106,891	\$ 106,891	\$ 118,768	\$ 118,768	\$ 130,645	\$ 130,645	\$ 142,522
Director, Integrated Marketing Communications	\$ 60,392	\$ 67,940	\$ 67,940	\$ 75,489	\$ 75,489	\$ 83,038	\$ 83,038	\$ 90,587
Executive Assistant to the President	\$ 66,715	\$ 75,054	\$ 75,054	\$ 83,394	\$ 83,394	\$ 91,733	\$ 91,733	\$ 100,072
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 82,746	\$ 93,090	\$ 93,090	\$ 103,433	\$ 103,433	\$ 113,776	\$ 113,776	\$ 124,120
Institutional Compliance Officer	\$ 49,267	\$ 55,425	\$ 55,425	\$ 61,584	\$ 61,584	\$ 67,742	\$ 67,742	\$ 73,900
International Program Development (Coordinator, Director)	\$ 52,405	\$ 58,956	\$ 58,956	\$ 65,507	\$ 65,507	\$ 72,057	\$ 72,057	\$ 78,608
Web Master	\$ 32,006	\$ 36,007	\$ 36,007	\$ 40,408	\$ 40,408	\$ 44,449	\$ 44,449	\$ 48,490
Director, Development and Alumni Affairs	\$ 56,962	\$ 64,083	\$ 64,083	\$ 71,915	\$ 71,915	\$ 79,107	\$ 79,107	\$ 86,298
Office of Academic and Student Affairs								
Senior Vice President, Academic and Student Affairs	Salary Negotiated							
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	\$ 107,616	\$ 121,068	\$ 121,068	\$ 134,520	\$ 134,520	\$ 147,972	\$ 147,972	\$ 161,424
Dean, College of Liberal Studies and Social Sciences	\$ 82,624	\$ 92,953	\$ 92,953	\$ 103,281	\$ 103,281	\$ 113,609	\$ 113,609	\$ 123,937
Dean, College of Natural and Applied Sciences	\$ 97,206	\$ 109,356	\$ 109,356	\$ 121,507	\$ 121,507	\$ 133,658	\$ 133,658	\$ 145,808
Dean, School of Education	\$ 89,715	\$ 100,929	\$ 100,929	\$ 112,143	\$ 112,143	\$ 123,358	\$ 123,358	\$ 134,572
Dean, School of Business and Public Administration	\$ 95,142	\$ 107,035	\$ 107,035	\$ 118,928	\$ 118,928	\$ 130,820	\$ 130,820	\$ 142,713
Dean, School of Nursing and Health Sciences	\$ 86,747	\$ 97,590	\$ 97,590	\$ 108,434	\$ 108,434	\$ 119,277	\$ 119,277	\$ 130,120
Associate Director, Western Pacific Tropical Research Center	\$ 85,541	\$ 96,233	\$ 96,233	\$ 106,926	\$ 106,926	\$ 117,618	\$ 117,618	\$ 128,311
Associate Director, Cooperative Extension Service	\$ 77,765	\$ 87,486	\$ 87,486	\$ 97,206	\$ 97,206	\$ 106,927	\$ 106,927	\$ 116,648
Dean, Enrollment Management and Student Success	\$ 80,821	\$ 90,924	\$ 90,924	\$ 101,026	\$ 101,026	\$ 111,129	\$ 111,129	\$ 121,232
Director of Admissions/Registrar	\$ 52,328	\$ 58,869	\$ 58,869	\$ 65,410	\$ 65,410	\$ 71,951	\$ 71,951	\$ 78,492
Associate/Assistant Deans	\$ 74,182	\$ 83,455	\$ 83,455	\$ 92,728	\$ 92,728	\$ 102,001	\$ 102,001	\$ 111,274
Grants Officer	\$ 56,560	\$ 63,630	\$ 63,630	\$ 70,700	\$ 70,700	\$ 77,770	\$ 77,770	\$ 84,840
Director/Coordinator:								
Learning Resources	\$ 49,547	\$ 55,740	\$ 55,740	\$ 61,933	\$ 61,933	\$ 68,127	\$ 68,127	\$ 74,320
Computer Center/Technology Resources	\$ 65,128	\$ 73,269	\$ 73,269	\$ 81,410	\$ 81,410	\$ 89,551	\$ 89,551	\$ 97,692
Graduate Studies	\$ 89,161	\$ 100,306	\$ 100,306	\$ 111,451	\$ 111,451	\$ 122,597	\$ 122,597	\$ 133,742
Centers of Excellence and Research Institutes	*Based on Faculty Salary and RRPM, Article IV Section A1.a.(6)							
Financial Aid	\$ 50,914	\$ 57,278	\$ 57,278	\$ 63,642	\$ 63,642	\$ 70,006	\$ 70,006	\$ 76,371
Residence Halls	\$ 50,652	\$ 56,984	\$ 56,984	\$ 63,315	\$ 63,315	\$ 69,647	\$ 69,647	\$ 75,978
Student Resource Center (one-stop center)								
Student Services/Student Life	\$ 41,302	\$ 46,464	\$ 46,464	\$ 51,627	\$ 51,627	\$ 56,790	\$ 56,790	\$ 61,953
Summer School and Off-Campus Programs	\$ 52,066	\$ 58,574	\$ 58,574	\$ 65,082	\$ 65,082	\$ 71,591	\$ 71,591	\$ 78,099
Director of Academic Assessment/Institutional Research	\$ 62,911	\$ 70,775	\$ 70,775	\$ 78,639	\$ 78,639	\$ 86,502	\$ 86,502	\$ 94,366
Director of Micronesian Area Research Center	\$ 61,695	\$ 69,407	\$ 69,407	\$ 77,119	\$ 77,119	\$ 84,831	\$ 84,831	\$ 92,543
Office of Administration and Finance								
Vice President, Administration and Finance	Salary Negotiated							
Comptroller/Chief Financial Officer	\$ 63,822	\$ 71,800	\$ 71,800	\$ 79,778	\$ 79,778	\$ 87,756	\$ 87,756	\$ 95,733
Associate Comptroller/Bursar	\$ 51,569	\$ 58,015	\$ 58,015	\$ 64,461	\$ 64,461	\$ 70,907	\$ 70,907	\$ 77,353
Associate Budget and Administrative Process Officer	\$ 51,728	\$ 58,194	\$ 58,194	\$ 64,660	\$ 64,660	\$ 71,126	\$ 71,126	\$ 77,592
Chief Human Resources Officer	\$ 65,735	\$ 73,952	\$ 73,952	\$ 82,169	\$ 82,169	\$ 90,385	\$ 90,385	\$ 98,602
Chief Plant and Facilities Officer	\$ 64,512	\$ 72,575	\$ 72,575	\$ 80,639	\$ 80,639	\$ 88,703	\$ 88,703	\$ 96,767
Director/Manager/Coordinator:								
Campus Facilities	\$ 44,141	\$ 49,659	\$ 49,659	\$ 55,176	\$ 55,176	\$ 60,694	\$ 60,694	\$ 66,212
Campus Construction Projects	\$ 42,804	\$ 48,154	\$ 48,154	\$ 53,505	\$ 53,505	\$ 58,855	\$ 58,855	\$ 64,206
Bookstore and Auxiliary Services	\$ 51,026	\$ 57,404	\$ 57,404	\$ 63,783	\$ 63,783	\$ 70,161	\$ 70,161	\$ 76,539
Athletic Director	\$ 52,998	\$ 59,623	\$ 59,623	\$ 66,248	\$ 66,248	\$ 72,873	\$ 72,873	\$ 79,498
Director, Professional and International Programs	\$ 65,682	\$ 73,893	\$ 73,893	\$ 82,103	\$ 82,103	\$ 90,313	\$ 90,313	\$ 98,523
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ 44,719	\$ 50,309	\$ 50,309	\$ 55,898	\$ 55,898	\$ 61,488	\$ 61,488	\$ 67,078
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ 44,017	\$ 49,520	\$ 49,520	\$ 55,022	\$ 55,022	\$ 60,524	\$ 60,524	\$ 66,026

* Scale is managed by UOG Human Resources Office; last updated 04/23/15