

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 15-32

**RELATIVE TO AMENDING THE TITLE OF DIRECTOR OF ADMISSIONS/REGISTRAR
TO ASSOCIATE DEAN, EMSS AND REGISTRAR; AND REVISING THE LIST OF
ADMINISTRATIVE POSITIONS AND ADMINISTRATIVE SALARY SCHEDULE
TO INCLUDE THE AMENDED POSITION**

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 BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on May 22, 2003, the BOR 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 UOG administration has adopted the 2003 College and University Professional Association for Human Resources (CUPA-HR) 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 combined administrative position of Associate Dean, Enrollment Management and Student Success (EMSS) and Registrar to lead, plan, organize, and manage the University's student service functions including the Office of Admissions and Records Management while also serving as University Registrar. This position will report to the Dean, EMSS; and

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

WHEREAS, this position is important to the delivery of UOG's mission; strategic, research, and service initiatives; and G2G implementation; and

WHEREAS, the Administration and the Academic, Personnel and Tenure Committee have reviewed and recommend the aforementioned changes and revisions to the BOR for approval.

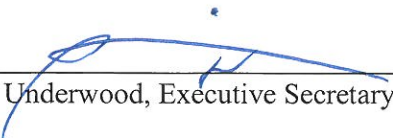
NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the revised list of Administrative Positions and Administrative Salary Schedule, which is herein attached.

Adopted this 17th day of September, 2015.



William D. Leon Guerrero, Chairperson

ATTESTED:



Dr. Robert A. Underwood, Executive Secretary

Administrator's Salary Scale
 Approved by Board of Regents Resolution No. 03-16
 Amended on 09/17/15 Resolution No. 15-32

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	\$ 95,014 \$	\$ 106,891 \$	\$ 118,768 \$	\$ 130,645 \$
Legal Counsel	\$ 60,392 \$	\$ 67,940 \$	\$ 75,489 \$	\$ 83,038 \$
Director, Integrated Marketing Communications	\$ 66,715 \$	\$ 75,054 \$	\$ 83,394 \$	\$ 91,733 \$
Executive Assistant to the President	\$ 82,746 \$	\$ 93,090 \$	\$ 103,433 \$	\$ 113,776 \$
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 49,267 \$	\$ 55,425 \$	\$ 61,584 \$	\$ 67,742 \$
Institutional Compliance Officer	\$ 52,405 \$	\$ 58,956 \$	\$ 65,507 \$	\$ 72,057 \$
International Program Development (Coordinator, Director)	\$ 32,006 \$	\$ 36,007 \$	\$ 40,408 \$	\$ 44,449 \$
Web Master	\$ 56,962 \$	\$ 64,083 \$	\$ 71,915 \$	\$ 79,107 \$
Director, Development and Alumni Affairs				
Office of Academic and Student Affairs				
Senior Vice President, Academic and Student Affairs	\$ 107,616 \$	\$ 121,068 \$	\$ 134,520 \$	\$ 147,972 \$
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	\$ 82,624 \$	\$ 92,953 \$	\$ 103,281 \$	\$ 113,609 \$
Dean, College of Liberal Studies and Social Sciences	\$ 97,206 \$	\$ 109,356 \$	\$ 121,507 \$	\$ 133,658 \$
Dean, College of Natural and Applied Sciences	\$ 89,715 \$	\$ 100,929 \$	\$ 112,143 \$	\$ 123,358 \$
Dean, School of Education	\$ 95,142 \$	\$ 107,035 \$	\$ 118,928 \$	\$ 130,820 \$
Dean, School of Business and Public Administration	\$ 86,747 \$	\$ 97,590 \$	\$ 108,434 \$	\$ 119,277 \$
Dean, School of Nursing and Health Sciences	\$ 85,541 \$	\$ 96,233 \$	\$ 106,926 \$	\$ 117,618 \$
Associate Director, Western Pacific Tropical Research Center	\$ 77,765 \$	\$ 87,486 \$	\$ 97,206 \$	\$ 106,927 \$
Associate Director, Cooperative Extension Service	\$ 80,821 \$	\$ 90,924 \$	\$ 101,026 \$	\$ 111,129 \$
Dean, Enrollment Management and Student Success	\$ 68,641 \$	\$ 77,221 \$	\$ 85,802 \$	\$ 94,382 \$
Associate Dean, EMSS and Registrar	\$ 74,182 \$	\$ 83,455 \$	\$ 92,728 \$	\$ 102,001 \$
Associate / Assistant Deans	\$ 56,560 \$	\$ 63,630 \$	\$ 70,700 \$	\$ 77,770 \$
Grants Officer				
Director/Coordinator:				
Learning Resources	\$ 49,547 \$	\$ 55,740 \$	\$ 61,933 \$	\$ 68,127 \$
Graduate Studies	\$ 89,161 \$	\$ 100,306 \$	\$ 111,451 \$	\$ 122,597 \$
Centers of Excellence and Research Institutes				
Financial Aid	\$ 50,914 \$	\$ 57,278 \$	\$ 63,642 \$	\$ 70,006 \$
Student Resource Center (one-stop center)				
Student Services /Student Life	\$ 41,302 \$	\$ 46,464 \$	\$ 51,627 \$	\$ 56,790 \$
Summer School and Off-Campus Programs	\$ 52,066 \$	\$ 58,574 \$	\$ 65,082 \$	\$ 71,591 \$
Director of Academic Assessment /Institutional Research	\$ 62,911 \$	\$ 70,775 \$	\$ 78,639 \$	\$ 86,502 \$
Director of Micronesian Area Research Center	\$ 61,695 \$	\$ 69,407 \$	\$ 77,119 \$	\$ 84,831 \$
Director, Professional and International Programs	\$ 65,682 \$	\$ 73,893 \$	\$ 82,103 \$	\$ 90,313 \$
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ 44,719 \$	\$ 50,309 \$	\$ 55,898 \$	\$ 61,488 \$
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ 44,017 \$	\$ 49,520 \$	\$ 55,022 \$	\$ 60,524 \$
Office of Administration and Finance				
Vice President, Administration and Finance	\$ 63,822 \$	\$ 71,800 \$	\$ 79,778 \$	\$ 87,756 \$
Comptroller/Chief Financial Officer	\$ 51,569 \$	\$ 58,015 \$	\$ 64,461 \$	\$ 70,907 \$
Associate Comptroller/Bursar	\$ 51,728 \$	\$ 58,194 \$	\$ 64,660 \$	\$ 71,126 \$
Associate Budget and Administrative Process Officer	\$ 65,735 \$	\$ 73,952 \$	\$ 82,169 \$	\$ 90,385 \$
Chief Human Resources Officer	\$ 64,512 \$	\$ 72,575 \$	\$ 80,639 \$	\$ 88,703 \$
Chief Plant and Facilities Officer				
Director/Manager/Coordinator:				
Campus Facilities	\$ 44,141 \$	\$ 49,659 \$	\$ 55,176 \$	\$ 60,694 \$
Campus Construction Projects	\$ 42,804 \$	\$ 48,154 \$	\$ 53,505 \$	\$ 58,855 \$
Bookstore and Auxiliary Services	\$ 51,026 \$	\$ 57,404 \$	\$ 63,783 \$	\$ 70,161 \$
Athletic Director	\$ 52,998 \$	\$ 59,623 \$	\$ 66,248 \$	\$ 72,873 \$
Office of the Chief Information Officer				
Chief Information Officer	\$ 108,802 \$	\$ 122,403 \$	\$ 136,003 \$	\$ 149,603 \$
Director, Computer Center/Technology Resources	\$ 65,128 \$	\$ 73,269 \$	\$ 81,410 \$	\$ 89,551 \$

* Salary is managed by UOG Human Resources Office; 09/08/13