



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

Resolution No. 19-05

**RELATIVE TO ADOPTING PHASE 2 OF THE NEW SALARY SCALE FOR
ADMINISTRATORS BASED ON THE 2008-2009 SURVEY OF COLLEGES AND
UNIVERSITIES BY THE COLLEGE AND UNIVERSITY PROFESSIONAL
ASSOCIATION (CUPA)**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges (WASC) Senior College and University Commission (WSCUC) 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 CUPA salary survey for institutions of higher education for purposes of adopting a salary scale for Faculty;

WHEREAS, the Administrators of UOG remained on a salary scale based on the 2002-2003 CUPA survey;

WHEREAS, UOG has been unable to attract qualified candidates based on the 2002-2003 CUPA survey and has had to utilize the 2008-2009 scale for recent positions;

WHEREAS, BOR Resolution 18-34 brought most of the Administrator positions to the 2008-2009 CUPA survey salary scale as a Phase 1 to facilitate current hiring needs;

WHEREAS, Phase 2 will complete the process of updating the Administrator salary pay scale to the 2008-2009 CUPA standards inclusive of clarifying the research positions;

WHEREAS, only the Chief Information Officer (CIO) position will be based on the 2013-2014 CUPA salary pay scale due to the competitive nature for the position;

WHEREAS, UOG has estimated that the cost of moving all Administrators to the 2009 CUPA survey is approximately \$630,000 or about 14% of the payroll for Administrators;

WHEREAS, if the salaries were to be moved on an incremental basis, an adjustment of 5% of total Administrator salaries would be approximately \$225,000; and

WHEREAS, the President, together with the Academic, Personnel and Tenure (AP&T) committee and the Budget, Finance and Audit (BFA) committee, recommend that the BOR adopt the 2008-2009 CUPA survey for all Administrator positions, except for the CIO position as stated, for Phase 2.

NOW, THEREFORE, BE IT RESOLVED, that the BOR adopts Phase 2 of the attached pay scale for Administrators which is based on the 2008-2009 CUPA survey;

BE IT FURTHER RESOLVED, that the President is authorized to develop a plan (i.e. over a three to five year period) for implementing the salary scale when funds are available and when the current prohibition on changes in pay is lifted or otherwise terminated; and


BE IT FURTHER RESOLVED, the President and the BOR will meet annually to review the increase in non-appropriated revenue to determine if revenue increases from revenue diversification activities has been sufficient to allow for the continued implementation of the salary scale.

Adopted this 13th day of February, 2019.



Christopher K. Felix, Chairperson

ATTESTED:



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

Administrator's Salary Scale - AMEND Feb 13, 2019
Approved by Board of Regents Resolution No. 19-05

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 #1036	\$ 122,400	\$ 137,700	\$ 137,700	\$ 153,000	\$ 153,000	\$ 168,300	\$ 168,300	\$ 183,600
Director, Integrated Marketing Communications #1048	\$ 78,676	\$ 88,511	\$ 88,511	\$ 98,345	\$ 84,825	\$ 108,180	\$ 93,308	\$ 118,014
Executive Assistant to the President #1003	\$ 82,240	\$ 92,520	\$ 92,520	\$ 102,800	\$ 102,800	\$ 113,080	\$ 113,080	\$ 123,360
Director, Planning and Assessment (Director, Chief Planning Officer) #1033	\$ 90,116	\$ 101,380	\$ 101,380	\$ 112,645	\$ 112,645	\$ 123,909	\$ 123,910	\$ 135,174
International Program Development (Coordinator, Director) #2008	\$ 60,630	\$ 68,208	\$ 68,208	\$ 75,787	\$ 75,787	\$ 83,366	\$ 83,366	\$ 90,944
Web Master #5015	\$ 57,926	\$ 65,167	\$ 65,167	\$ 72,408	\$ 72,408	\$ 79,649	\$ 79,649	\$ 86,890
Director, Development and Alumni Affairs #8006	\$ 61,248	\$ 68,904	\$ 68,904	\$ 76,560	\$ 76,560	\$ 84,216	\$ 84,216	\$ 91,872
Office of Academic and Student Affairs								
Senior Vice President, Academic and Student Affairs					Salary Negotiated			
Assistant Vice President of Academic Excellence / Dir of Grad Studies #2002	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Assistant Vice President of Institutional Effectiveness #2002	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Dean, School of Engineering #1213	\$ 124,794	\$ 140,393	\$ 140,393	\$ 155,993	\$ 155,993	\$ 171,592	\$ 171,592	\$ 187,191
Dean, College of Liberal Arts and Social Sciences #1204	\$ 109,102	\$ 122,739	\$ 122,739	\$ 136,377	\$ 136,377	\$ 150,015	\$ 150,015	\$ 163,652
Dean, University Libraries #1226	\$ 104,190	\$ 117,213	\$ 117,213	\$ 130,237	\$ 130,237	\$ 143,261	\$ 143,261	\$ 156,284
Dean, College of Natural and Applied Sciences (#1201+1236)/2	\$ 132,106	\$ 148,619	\$ 148,619	\$ 165,132	\$ 165,132	\$ 181,645	\$ 181,645	\$ 198,158
Dean, School of Education #1212	\$ 108,669	\$ 122,252	\$ 122,252	\$ 135,836	\$ 135,836	\$ 149,420	\$ 149,420	\$ 163,003
Dean, School of Business and Public Administration #1206	\$ 119,727	\$ 134,693	\$ 134,693	\$ 149,659	\$ 149,659	\$ 164,625	\$ 164,625	\$ 179,591
Dean, School of Nursing and Health Sciences #1230	\$ 115,244	\$ 129,650	\$ 129,650	\$ 144,055	\$ 144,055	\$ 158,461	\$ 158,461	\$ 172,866
Associate Director, Western Pacific Tropical Research Center #1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Associate Director, Cooperative Extension Service #1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Dean, Enrollment Management and Student Success #1043	\$ 100,000	\$ 112,500	\$ 112,500	\$ 125,000	\$ 125,000	\$ 137,500	\$ 137,500	\$ 150,000
Associate Dean, EMSS and Registrar (#1044+1045)/2	\$ 75,767	\$ 85,238	\$ 85,238	\$ 94,709	\$ 94,709	\$ 104,179	\$ 104,179	\$ 113,650
Associate/Assistant Deans, CLASS #1404	\$ 82,763	\$ 93,109	\$ 93,109	\$ 103,454	\$ 103,454	\$ 113,799	\$ 113,799	\$ 124,145
Associate/Assistant Deans, CNAS #1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Grants Officer #3005	\$ 64,000	\$ 72,000	\$ 72,000	\$ 80,000	\$ 80,000	\$ 88,000	\$ 88,000	\$ 96,000
Director/Coordinator:								
Research and Sponsored Programs #8027	\$ 97,182	\$ 109,239	\$ 109,239	\$ 121,477	\$ 121,477	\$ 133,625	\$ 133,625	\$ 145,772
Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS) #1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Marine Lab #1205	\$ 95,578	\$ 107,525	\$ 107,525	\$ 119,472	\$ 119,472	\$ 131,419	\$ 131,419	\$ 143,366
Water and Environmental Research Institute (WERI)				<i>Based on RRPM Article IV.A.1.(e), date Feb 17, 2000</i>				
Financial Aid #2082	\$ 61,346	\$ 69,014	\$ 69,014	\$ 76,682	\$ 84,350	\$ 84,350	\$ 92,785	\$ 92,018
Residence Halls #7076	\$ 57,418	\$ 64,595	\$ 64,595	\$ 71,772	\$ 71,772	\$ 78,950	\$ 78,950	\$ 86,127
Student Resource Center (one-stop center)								
Student Services / Student Life #7026	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Summer School and Off-Campus Programs #7026	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Micro Area Res Center (MARC) #1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Professional and International Programs #1208	\$ 91,694	\$ 103,156	\$ 103,156	\$ 114,618	\$ 114,618	\$ 126,080	\$ 126,080	\$ 137,542
Assoc Dir, PIP Profl Dev and Lifelong Learning Center #2010	\$ 65,209	\$ 73,360	\$ 73,360	\$ 81,511	\$ 81,511	\$ 89,662	\$ 89,662	\$ 97,813
Office of Administration and Finance								
Vice President, Administration and Finance					Salary Negotiated			
Chief Information Officer (benchmarked to 2013 for effective recruitment) #1038	\$ 99,184	\$ 111,582	\$ 111,582	\$ 123,980	\$ 123,980	\$ 136,378	\$ 136,378	\$ 148,776
Director, Computer Center/Technology Resources #5001	\$ 84,410	\$ 72,788	\$ 105,512	\$ 105,512	\$ 105,512	\$ 116,063	\$ 116,063	\$ 126,614
Sr. IT Manager, Infrastructure Services and Information Security #5004	\$ 73,520	\$ 87,517	\$ 87,517	\$ 97,241	\$ 97,241	\$ 106,965	\$ 106,965	\$ 116,689
Assoc. Dir., Telecommunication And Distance Education Opn (TADEO) #2012	\$ 59,994	\$ 67,494	\$ 67,494	\$ 74,993	\$ 74,993	\$ 82,492	\$ 82,492	\$ 89,992
Associate Budget and Administrative Process Officer #3026	\$ 66,572	\$ 74,894	\$ 74,894	\$ 83,215	\$ 83,215	\$ 91,537	\$ 91,537	\$ 99,858
Chief Human Resources Officer #1037	\$ 83,200	\$ 93,600	\$ 93,600	\$ 104,000	\$ 104,000	\$ 114,400	\$ 114,400	\$ 124,800
Director, EEO and Title IX/ADA Coordinator #4009	\$ 72,015	\$ 81,017	\$ 81,017	\$ 90,019	\$ 90,019	\$ 99,021	\$ 99,021	\$ 108,023
Comptroller/Chief Accounting Officer #1040	\$ 82,072	\$ 92,331	\$ 92,331	\$ 102,590	\$ 102,590	\$ 112,849	\$ 112,849	\$ 123,108
Associate Comptroller / Bursar #3027	\$ 60,011	\$ 67,513	\$ 67,513	\$ 75,014	\$ 75,014	\$ 82,515	\$ 82,515	\$ 90,017
Chief Plant and Facilities Officer #1039	\$ 83,360	\$ 93,780	\$ 93,780	\$ 104,200	\$ 104,200	\$ 114,620	\$ 114,620	\$ 125,040
Director/Manager/Coordinator:								
Capital Projects Manager #3103	\$ 65,317	\$ 73,481	\$ 73,481	\$ 81,646	\$ 81,646	\$ 89,811	\$ 89,811	\$ 97,975
Campus Facilities	\$ 50,984	\$ 57,357	\$ 57,357	\$ 63,730	\$ 63,730	\$ 70,103	\$ 70,103	\$ 76,476
Campus Construction Projects	\$ 50,923	\$ 57,289	\$ 57,289	\$ 63,654	\$ 63,654	\$ 70,019	\$ 70,019	\$ 76,385
Bookstore and Auxiliary Services #3050	\$ 58,464	\$ 65,772	\$ 65,772	\$ 73,080	\$ 73,080	\$ 80,388	\$ 80,388	\$ 87,696
Athletic Director #6001	\$ 62,351	\$ 70,145	\$ 70,145	\$ 77,939	\$ 77,939	\$ 85,733	\$ 85,733	\$ 93,526
Internal Auditor #1050	\$ 76,287	\$ 85,823	\$ 85,823	\$ 95,359	\$ 95,359	\$ 104,895	\$ 104,895	\$ 114,431

* Scale is managed by UOG Human Resources Office; last updated on 02/13/19