



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 15-35

RELATIVE TO AMENDING THE ADMINISTRATORS SALARY SCALE, FACULTY SALARY SCHEDULE AND SABBATICAL SALARY SCHEDULES BASED ON THE 2% PAY ADJUSTMENT APPROVED IN THE FY16 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 the University 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 Guam Code Annotated 16112, the Board of Regents is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on September 17, 2015, the BOR approved Resolution No. 15-33, Relative to Approving Reapportioned FY2016 General Operations and Non-Appropriated Fund (NAF) 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 University FY2016 budget called for a 2% pay adjustment for academic personnel (i.e., faculty and administrators), which respectively changes the indicated salaries and pay scales; and

WHEREAS, the President and the Academic, Personnel and Tenure (AP&T) Committee reviewed the proposed change to the Administrators Salary Scale, Faculty Salary Schedule, and Sabbatical Salary Schedules based upon the approved 2% pay adjustment for academic personnel; and

WHEREAS, the President and the AP&T Committee recommend the proposed amendments to the Administrative Salary Schedule, Faculty Salary Schedule, and Sabbatical Salary Schedules for approval by the BOR.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby approves the revised Administrators Salary Scale, Faculty Salary Schedule, and Sabbatical Salary Schedules, as attached.

Adopted this 19th day of November, 2015.



William D. Leon Guerrero, Chairman

ATTESTED:



Dr. Robert A. Underwood, Executive Secretary

Note: Refer to Administrator Salary Scale Link for updated version

Administrator's Salary Scale
Approved by Board of Regents Resolution No. 15-35
Amended on 11/19/15

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	\$ 96,914 \$	109,029 \$	121,143 \$	133,257 \$
Director, Integrated Marketing Communications	\$ 61,599 \$	69,299 \$	76,999 \$	84,699 \$
Executive Assistant to the President	\$ 68,050 \$	76,556 \$	85,062 \$	93,568 \$
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 84,402 \$	94,952 \$	105,502 \$	116,052 \$
Institutional Compliance Officer	\$ 30,253 \$	36,534 \$	42,816 \$	49,098 \$
International Program Development (Coordinator, Director)	\$ 33,454 \$	40,135 \$	46,817 \$	53,499 \$
Web Master	\$ 32,973 \$	37,094 \$	41,216 \$	45,338 \$
Director, Development and Alumni Affairs	\$ 38,682 \$	46,018 \$	53,353 \$	60,688 \$
Office of Academic and Student Affairs				
Senior Vice President, Academic and Student Affairs	\$ 109,768 \$	123,489 \$	137,210 \$	150,931 \$
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	\$ 84,278 \$	94,812 \$	105,347 \$	115,882 \$
Dean, College of Liberal Studies and Social Sciences	\$ 99,150 \$	111,543 \$	123,937 \$	136,331 \$
Dean, College of Natural and Applied Sciences	\$ 91,509 \$	102,947 \$	114,386 \$	125,825 \$
Dean, School of Education	\$ 97,046 \$	109,176 \$	121,307 \$	133,438 \$
Dean, School of Business and Public Administration	\$ 88,482 \$	99,543 \$	110,603 \$	121,663 \$
Dean, School of Nursing and Health Sciences	\$ 87,252 \$	98,159 \$	109,065 \$	119,972 \$
Associate Director, Western Pacific Tropical Research Center	\$ 79,320 \$	89,235 \$	99,150 \$	109,065 \$
Associate Director, Cooperative Extension Service	\$ 82,438 \$	92,742 \$	103,047 \$	113,352 \$
Dean, Enrollment Management and Student Success	\$ 70,014 \$	78,766 \$	87,518 \$	96,270 \$
Associate Dean, EM&S and Registrar	\$ 57,691 \$	64,903 \$	72,114 \$	79,325 \$
Associate/Assistant Deans	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Grants Officer	\$ 30,538 \$	36,855 \$	43,172 \$	49,489 \$
Director/Coordinator:	\$ 90,944 \$	102,312 \$	113,680 \$	125,048 \$
Learning Resources	\$ 51,932 \$	58,424 \$	64,915 \$	71,407 \$
Graduate Studies	\$ 51,665 \$	58,123 \$	64,581 \$	71,039 \$
Centers of Excellence and Research Institutes	\$ 42,128 \$	47,394 \$	52,660 \$	57,926 \$
Financial Aid	\$ 53,107 \$	59,746 \$	66,384 \$	73,022 \$
Residence Halls	\$ 64,170 \$	72,191 \$	80,212 \$	88,233 \$
Student Resource Center (one-stop center)	\$ 62,929 \$	70,795 \$	78,661 \$	86,527 \$
Student Services / Student Life	\$ 66,996 \$	75,371 \$	83,745 \$	92,120 \$
Summer School and Off-Campus Programs	\$ 45,613 \$	51,314 \$	57,016 \$	62,718 \$
Director of Academic Assessment / Institutional Research	\$ 44,898 \$	50,510 \$	56,122 \$	61,734 \$
Director of Micronesian Area Research Center (MARC)	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Director, Professional and International Programs	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Office of Administration and Finance				
Vice President, Administration and Finance	\$ 65,099 \$	73,237 \$	81,374 \$	89,511 \$
Comptroller/Chief Financial Officer	\$ 52,600 \$	59,175 \$	65,750 \$	72,325 \$
Associate Comptroller / Bursar	\$ 52,762 \$	59,358 \$	65,953 \$	72,548 \$
Associate Budget and Administrative Process Officer	\$ 67,050 \$	75,431 \$	83,812 \$	92,193 \$
Chief Human Resources Officer	\$ 65,802 \$	74,027 \$	82,252 \$	90,477 \$
Chief Plant and Facilities Officer	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Director/Manager/Coordinator:	\$ 45,024 \$	50,652 \$	56,280 \$	61,908 \$
Campus Facilities	\$ 43,660 \$	49,118 \$	54,575 \$	60,033 \$
Campus Construction Projects	\$ 52,047 \$	58,553 \$	65,059 \$	71,565 \$
Bookstore and Auxiliary Services	\$ 54,058 \$	60,816 \$	67,573 \$	74,330 \$
Athletic Director	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Office of the Chief Information Officer				
Chief Information Officer	\$ 110,978 \$	124,851 \$	138,723 \$	152,595 \$
Director, Computer Center/Technology Resources	\$ 66,430 \$	74,734 \$	83,038 \$	91,342 \$

* Scale is managed by UOG Human Resources Office; 11/02/15

FACULTY SALARY SCHEDULE

Revised: 11/19/15

NINE & TWELVE MONTH ACADEMIC EMPLOYEES

AS PER BOR RESOLUTION No. 15-35, November 19, 2015

(Recommended for Implementation FY2016)

Effective: October 1, 2015

<u>POSITION TITLE</u>	<u>STEP</u>	<u>NINE-MONTH SALARY</u>	<u>TWELVE-MONTH SALARY</u>
I Assistant Instructor / Extension Agent I	1	\$30,617	\$39,801
	2	\$31,549	\$41,013
	3	\$32,527	\$42,284
	4	\$33,553	\$43,619
	5	\$34,630	\$45,020
	6	\$35,762	\$46,491
	7	\$36,952	\$48,036
	8	\$38,198	\$49,664
	9	\$39,509	\$51,361
II Instructor / Extension Agent II	1	\$34,169	\$44,419
	2	\$35,264	\$45,845
	3	\$36,418	\$47,343
	4	\$37,629	\$48,917
	5	\$38,899	\$50,569
	6	\$40,234	\$52,302
	7	\$41,633	\$54,122
	8	\$43,105	\$55,486
	9	\$44,648	\$58,043
	10	\$46,272	\$60,152
	11	\$47,976	\$62,368
	12	\$49,764	\$64,694
	13	\$51,645	\$67,139
14	\$53,623	\$69,710	
15	\$55,703	\$72,414	
16	\$57,892	\$75,261	
17	\$60,195	\$78,256	
18	\$62,622	\$81,409	
19	\$65,177	\$84,731	
20	\$67,869	\$88,231	
III Assistant Professor / Extension Agent III	1	\$39,473	\$51,314
	2	\$40,805	\$53,047
	3	\$42,205	\$54,866
	4	\$43,673	\$56,774
	5	\$45,218	\$58,784
	6	\$46,837	\$60,889
	7	\$48,539	\$63,101
	8	\$50,326	\$65,424
	9	\$52,203	\$67,864
	10	\$54,169	\$70,421
	11	\$56,237	\$73,109
	12	\$58,409	\$75,932
	13	\$60,689	\$78,896
14	\$63,084	\$82,008	
15	\$65,596	\$85,276	
16	\$68,237	\$88,707	
17	\$71,006	\$92,307	
18	\$73,917	\$96,092	
19	\$76,974	\$100,066	
20	\$80,183	\$104,238	

IV Associate Professor / Extension Agent IV	1	\$43,703	\$56,813
	2	\$45,269	\$58,848
	3	\$46,913	\$60,987
	4	\$48,641	\$63,232
	5	\$50,454	\$65,590
	6	\$52,356	\$68,062
	7	\$54,354	\$70,659
	8	\$56,453	\$73,387
	9	\$58,656	\$76,067
	10	\$60,969	\$79,261
	11	\$63,398	\$82,419
	12	\$65,950	\$85,736
	13	\$68,628	\$89,215
	14	\$71,440	\$92,874
	15	\$74,395	\$96,714
	16	\$77,498	\$100,746
	17	\$80,751	\$104,647
	18	\$83,173	\$108,125
	19	\$85,669	\$111,369
	20	\$88,238	\$114,709
V Professor / Extension Specialist	1	\$53,399	\$69,419
	2	\$55,456	\$72,068
	3	\$57,578	\$74,852
	4	\$59,826	\$77,773
	5	\$62,186	\$80,842
	6	\$64,664	\$84,062
	7	\$67,267	\$87,446
	8	\$69,995	\$90,994
	9	\$72,865	\$94,725
	10	\$75,879	\$98,643
	11	\$79,042	\$102,755
	12	\$82,361	\$107,069
	13	\$84,830	\$110,280
	14	\$87,377	\$113,589
	15	\$89,999	\$116,998
	16	\$92,699	\$120,508
	17	\$95,480	\$124,124
	18	\$98,343	\$127,846
	19	\$101,294	\$131,683
	20	\$104,333	\$135,632

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: 11/19/15
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
 AS PER BOR RESOLUTION No. 15-35, November 19, 2015
 (Recommended for Implementation FY2016)
 Effective: October 1, 2015

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor / Extension Agent I	1	\$30,317	\$39,021
	2	\$31,240	\$40,209
	3	\$32,208	\$41,455
	4	\$33,224	\$42,764
	5	\$34,291	\$44,137
	6	\$35,412	\$45,579
	7	\$36,589	\$47,094
	8	\$37,823	\$48,690
	9	\$39,121	\$50,354
II Instructor / Extension Agent II	1	\$34,169	\$43,984
	2	\$34,919	\$45,395
	3	\$36,061	\$46,879
	4	\$37,260	\$48,437
	5	\$38,517	\$50,073
	6	\$39,839	\$51,788
	7	\$41,225	\$53,592
	8	\$42,683	\$55,487
	9	\$44,211	\$57,474
	10	\$45,819	\$59,563
	11	\$47,505	\$61,757
	12	\$49,276	\$64,059
	13	\$51,139	\$66,481
	14	\$53,097	\$69,026
	15	\$55,157	\$71,704
	16	\$57,325	\$74,522
17	\$59,605	\$77,489	
18	\$62,008	\$80,611	
19	\$64,538	\$83,901	
20	\$67,203	\$87,366	
III Assistant Professor / Extension Agent III	1	\$39,473	\$51,314
	2	\$40,805	\$53,047
	3	\$42,204	\$54,865
	4	\$43,673	\$56,774
	5	\$45,218	\$58,783
	6	\$46,837	\$60,889
	7	\$48,539	\$63,101
	8	\$50,325	\$65,424
	9	\$52,202	\$67,863
	10	\$54,169	\$70,420
	11	\$56,237	\$73,108
	12	\$58,409	\$75,932
	13	\$60,689	\$78,896
	14	\$63,084	\$82,008
	15	\$65,596	\$85,276
	16	\$68,237	\$88,707
17	\$71,007	\$92,307	
18	\$73,917	\$96,092	
19	\$76,974	\$100,066	
20	\$80,183	\$104,238	

IV Associate Professor / Extension Agent IV	1	\$43,703	\$56,813
	2	\$45,269	\$58,848
	3	\$46,913	\$60,987
	4	\$48,641	\$63,232
	5	\$50,454	\$65,590
	6	\$52,356	\$68,061
	7	\$54,353	\$70,659
	8	\$56,453	\$73,387
	9	\$58,656	\$76,252
	10	\$60,969	\$79,262
	11	\$63,399	\$82,419
	12	\$65,950	\$85,736
	13	\$68,628	\$89,215
	14	\$71,440	\$92,874
	15	\$74,395	\$96,714
	16	\$77,498	\$100,746
	17	\$80,751	\$104,647
18	\$83,173	\$108,125	
19	\$85,668	\$111,369	
20	\$88,238	\$114,710	

V Professor / Extension Specialist	\$1	\$53,399	\$69,419
	\$2	\$55,457	\$72,068
	\$3	\$57,578	\$74,851
	\$4	\$59,826	\$77,773
	\$5	\$62,186	\$80,842
	\$6	\$64,664	\$84,062
	\$7	\$67,267	\$87,445
	\$8	\$69,996	\$90,994
	\$9	\$72,865	\$94,726
	\$10	\$75,878	\$98,643
	\$11	\$79,042	\$102,755
	\$12	\$82,361	\$107,070
	\$13	\$84,831	\$110,281
	\$14	\$87,377	\$113,589
	\$15	\$89,998	\$116,998
	\$16	\$92,698	\$120,508
	\$17	\$95,480	\$124,124
	\$18	\$98,343	\$127,846
	\$19	\$101,294	\$131,683
	\$20	\$104,332	\$135,632

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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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.
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SCHEDULE B

SABBATICAL SALARY SCHEDULE B
 Revised: 11/19/15
NINE & TWELVE MONTH ACADEMIC EMPLOYEES
 AS PER BOR RESOLUTION No. 15-35, November 19, 2015
 (Recommended for Implementation FY2016)
 Effective: October 1,2015

POSITION TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor / Extension Agent I	1	\$20,207	\$26,269
	2	\$20,822	\$27,069
	3	\$21,468	\$27,908
	4	\$22,145	\$28,789
	5	\$22,856	\$29,713
	6	\$23,603	\$30,684
	7	\$24,388	\$31,704
	8	\$25,211	\$32,778
	9	\$26,076	\$33,898
II Instructor / Extension Agent II	1	\$22,552	\$29,317
	2	\$23,275	\$30,258
	3	\$24,036	\$31,247
	4	\$24,835	\$32,285
	5	\$25,673	\$33,375
	6	\$26,554	\$34,519
	7	\$27,478	\$35,721
	8	\$28,449	\$36,984
	9	\$29,468	\$38,308
	10	\$30,540	\$39,701
	11	\$31,664	\$41,163
	12	\$32,844	\$42,698
	13	\$34,085	\$44,312
	14	\$35,391	\$46,009
	15	\$36,764	\$47,793
	16	\$38,209	\$49,672
	17	\$39,729	\$51,649
18	\$41,330	\$53,730	
19	\$43,017	\$55,923	
20	\$44,793	\$58,232	
III Assistant Professor / Extension Agent III	1	\$26,052	\$33,867
	2	\$26,931	\$35,011
	3	\$27,855	\$36,211
	4	\$28,824	\$37,471
	5	\$29,844	\$38,797
	6	\$30,913	\$40,187
	7	\$32,036	\$41,647
	8	\$33,215	\$43,180
	9	\$34,454	\$44,790
	10	\$35,752	\$46,478
	11	\$37,116	\$48,252
	12	\$38,550	\$50,115
	13	\$40,055	\$52,071
	14	\$41,635	\$54,125
	15	\$43,293	\$36,086
	16	\$45,036	\$58,547
	17	\$46,864	\$60,923
	18	\$48,785	\$63,421
	19	\$50,803	\$66,044
	20	\$52,921	\$68,797

IV Associate Professor / Extension Agent IV	1	\$28,844	\$37,497
	2	\$29,877	\$38,840
	3	\$30,962	\$40,251
	4	\$32,103	\$41,733
	5	\$33,300	\$43,289
	6	\$34,555	\$44,921
	7	\$35,873	\$46,635
	8	\$37,259	\$48,435
	9	\$38,713	\$50,326
	10	\$40,240	\$52,312
	11	\$41,843	\$54,397
	12	\$43,527	\$56,586
	13	\$45,294	\$58,882
	14	\$47,150	\$61,297
	15	\$49,101	\$63,831
	16	\$51,148	\$66,493
	17	\$53,296	\$69,067
	18	\$54,894	\$71,363
	19	\$56,541	\$73,503
	20	\$58,237	\$75,708
V Professor / Extension Specialist	1	\$36,601	\$45,817
	2	\$56,011	\$72,789
	3	\$58,154	\$75,600
	4	\$60,424	\$78,551
	5	\$62,808	\$81,651
	6	\$65,311	\$84,903
	7	\$67,940	\$88,320
	8	\$70,695	\$91,904
	9	\$73,593	\$95,673
	10	\$76,638	\$99,630
	11	\$79,832	\$103,782
	12	\$83,185	\$108,140
	13	\$85,679	\$111,383
	14	\$88,251	\$114,725
	15	\$90,899	\$118,168
	16	\$93,626	\$121,713
	17	\$96,435	\$125,365
	18	\$99,327	\$129,124
	19	\$102,307	\$133,000
	20	\$105,376	\$136,989

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