# UNIVERSITY OF GUAM UNIBETSEDÅT GUÅHAN Board of Regents

Resolution No. 21-35

### RELATIVE TO APPROVING THE REMOVAL OF THE HARD TO HIRE DESIGNATION FROM THE FACULTY SALARY SCALE

**WHEREAS**, the University of Guam is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the Western Pacific region;

**WHEREAS,** pursuant to 17 GCA § 16112, the Board of Regents (BOR) shall adopt rules and regulations governing selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel;

WHEREAS, academic personnel are defined as faculty and administrators;

**WHEREAS**, the current Faculty Salary Schedule for Nine and Twelve month faculty are linked to BOR Resolution 15-35;

**WHEREAS**, a hard-to-hire zone was designated to attract needed faculty in specialized areas by authorizing above step employment;

**WHEREAS**, an update is now needed to reflect current market conditions for all University faculty;

**WHEREAS,** removal of said designation will facilitate in the hiring of new faculty in all disciplines and allow current faculty to qualify for increments otherwise capped because of the hard-to-hire zone;

**WHEREAS**, the Faculty Union and Faculty Salary Committee recommend the immediate lifting of the hard-to-hire designation of Steps 17 to 20 for the faculty ranks of Instructor/Extension Agent II through Associate Professor/Extension Agent IV; and

**WHEREAS**, the Administration and the BOR Committees on Academic, Personnel, and Tenure, and Budget, Finance, and Audit, having reviewed and discussed the lifting of the hard-to-hire designation contained in the Faculty Salary Scale, recommend the enclosed documents to the BOR for approval.

**NOW, THEREFORE, BE IT RESOLVED,** that the BOR approves the lifting of the hard-to-hire designation of Steps 17 to 20 for the faculty ranks of Instructor/Extension Agent II through Associate Professor/Extension Agent IV.

Adopted this 18th day of November, 2021.

Liza J. Provido, Chairpersor

ATTESTED:

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

#### FACULTY SALARY SCHEDULE

#### Revised:

#### NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-35, November 19, 2015

## (Recommended for Implementation FY2016) Effective: October 1, 2015

Effective: October 1, 2015					
POSITION <u>TITLE</u>	<u>STEP</u>	NINE-MONTH <u>SALARY</u>	TWELVE-MONTH <u>SALARY</u>		
TITEE		1			
	1	\$30,617	\$39,801		
I	2	\$31,549	\$41,013		
	3	\$32,527	\$42,284		
Assistant Instructor/	4	\$33,553	\$43,619		
Extension Agent I	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		
	1	\$34,169	\$44,419		
II	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	\$56,037		
	9	\$44,648	\$58,043		
	10	\$46,272	\$60,152		
	11	\$47,976	\$62,368		
Instructor/	12	\$49,764	\$64,694		
Extension Agent II	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		
	1	\$39,473	\$51,314		
III	<u>1</u> 2	\$40,805	\$53,047		
	3	\$42,205	\$54,866		
	<u>4</u> 5	\$43,673 \$45,218	\$56,774 \$58,784		
	5 6				
	6 7	\$46,837 \$40,520	\$60,889 \$62,101		
		\$48,539	\$63,101		
	<u>8</u> 9	\$50,326	\$65,424		
	10	\$52,203	\$67,864		
	10 11	\$54,169	\$70,421		
Assistant Professor/		\$56,237	\$73,109		
Extension Agent III	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	\$76,973	\$100,066		
	20	\$80,182	\$104,238		

Page 2 Faculty Salary Schedule

uity Sulary Schedule	1	\$43,703	\$56,813
IV	2	\$45,703	\$58,848
IV	3	\$46,913	\$60,987
	4	\$48,641	\$63,232
	5	\$50,454	\$65,590
	6	\$52,356	\$68,062
	7	\$52,330	\$70,659
	8	\$56,453	\$73,387
	9	\$58,656	\$76,252
	10	\$60,969	\$79,261
	11	\$63,398	\$82,419
Associate Professor/	12	\$65,950	\$85,736
Extension Agent IV	13	\$68,628	\$89,215
	14	\$71,440	\$92,874
	15	\$71,440	\$96,714
	16	\$77,498	\$100,746
	17	\$80,751	\$100,740
	18	\$83,173	\$104,647
	18 19	\$85,173	
_	20	\$85,669	\$111,369 \$114,709
	20	\$66,236	\$114,709
	1	\$53,399	\$69,419
V	2	\$55,438	\$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
Professor/	11	\$79,042	\$102,755
Extension Specialist	12	\$82,361	\$107,069
Extension specialist	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
			\$135,632

<sup>1.</sup> 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.

<sup>2.</sup> 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.

<sup>3.</sup> 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.

#### SABBATICAL SALARY SCHEDULE A

#### Revised:

### NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-35, November 19, 2015

(Recommended for Implementation FY2016) Effective: October 1, 2015

POSITION		NINE-MONTH	TWELVE-MONTH
<u>TITLE</u>	<u>STEP</u>	SALARY	<u>SALARY</u>
	1	\$30,617	\$39,801
I	2	\$31,549	\$41,013
1	3	\$32,527	\$42,284
Assistant Instructor/	4	\$33,553	\$43,619
Extension Agent I	5	\$34,630	\$45,020
Zinconoron rigener	6	\$35,762	\$46,491
	7	\$36,952	\$48,036
	8	\$38,198	\$49,664
	9	\$39,509	\$51,361
	1	\$34,169	\$44,419
II	2	\$35,264	\$45,845
11	3	\$36,418	\$47,343
	4	\$37,629	\$48,917
	<u>4</u> 5	\$37,629	\$50,569
	<u>5</u> 6	\$40,234	\$52,302
	7	\$41,633	\$52,302
	8	\$43,105	
	9	·	\$56,037
	10	\$44,648	\$58,043
		\$46,272	\$60,152
Instructor/	11	\$47,976	\$62,368
Extension Agent II	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
	1	\$39,473	\$51,314
III	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
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	9	\$52,203	\$67,864
	10	\$54,169	\$70,421
	11	\$56,237	\$73,109
Assistant Professor/	12	\$58,409	\$75,932
Extension Agent III	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	\$76,973	\$100,066
	20	\$80,182	\$104,238

Page 2 Sabbatical Salary Schedule A

	1	\$43,703	\$56,813
IV	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	\$76,252
	10	\$60,969	\$79,261
Associate Professor/	11	\$63,398	\$82,419
Extension Agent IV	12	\$65,950	\$85,736
Extension Agent IV	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
	1	\$53,399	\$69,419
V	2	\$55,438	\$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
Professor/	12	\$82,361	\$107,069
Extension Specialist	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

<sup>1.</sup> 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.

<sup>2.</sup> 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.

<sup>3.</sup> 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.

#### SABBATICAL SALARY SCHEDULE B

#### Revised:

### NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-35, November 19, 2015

(Recommended for Implementation FY2016) Effective: October 1, 2015

POSITION		NINE-MONTH	TWELVE-MONTH
<u>TITLE</u>	<u>STEP</u>	<u>SALARY</u>	<u>SALARY</u>
	1	\$20,411	\$26,534
I	2	\$21,033	\$27,342
•	3	\$21,685	\$28,189
Assistant Instructor/	4	\$22,369	\$29,079
Extension Agent I	5	\$23,087	\$30,013
	6	\$23,841	\$30,994
	7	\$24,635	\$32,024
	8	\$25,465	\$33,109
	9	\$26,339	\$34,241
	1	\$22,779	\$29,613
II	2	\$23,509	\$30,563
-	3	\$24,279	\$31,562
	4	\$25,086	\$32,611
	5	\$25,933	\$33,713
	6	\$26,823	\$34,868
	7	\$27,755	\$36,081
	8	\$28,737	\$37,358
	9	\$29,765	\$38,695
	10	\$30,848	\$40,101
	11	\$31,984	\$41,579
Instructor/	12	\$33,176	\$43,129
Extension Agent II	13	\$34,430	\$44,759
	14	\$35,749	\$46,473
	15	\$37,135	\$48,276
	16	\$38,595	\$50,174
	17	\$40,130	\$52,171
	18	\$41,748	\$54,273
	19	\$43,451	\$56,487
	20	\$45,246	\$58,821
		+0.5.04F	±0.4.000
	1	\$26,315	\$34,209
III	2	\$27,203	\$35,365
	3	\$28,137	\$36,577
	4	\$29,115	\$37,849
	5	\$30,145	\$39,189
	6	\$31,225	\$40,593
	7	\$32,359	\$42,067
	8	\$33,551	\$43,616
	9	\$34,802	\$45,243
	10	\$36,113	\$46,947
Assistant Professor/	11	\$37,491	\$48,739
Extension Agent III	12	\$38,939	\$50,621
-	13	\$40,459	\$52,597
	14	\$42,056	\$54,672
	15	\$43,731	\$56,851
	16	\$45,491	\$59,138
	17	\$47,337	\$61,538
	18	\$49,278	\$64,061
	19	\$51,315	\$66,711
	20	\$53,455	\$69,492

Page 2 Sabbatical Salary Schedule B

	1	\$29,135	\$37,875
IV	2	\$30,179	\$39,232
	3	\$31,275	\$40,658
	4	\$32,427	\$42,155
	5	\$33,636	\$43,727
	6	\$34,904	\$45,375
	7	\$36,236	\$47,106
	8	\$37,635	\$48,925
	9	\$39,104	\$50,835
	10	\$40,646	\$52,841
Aggariate Duefeegen/	11	\$42,265	\$54,946
Associate Professor/ Extension Agent IV	12	\$43,967	\$57,157
Extension Agent IV	13	\$45,752	\$59,477
	14	\$47,627	\$61,916
	15	\$49,597	\$64,476
	16	\$51,665	\$67,164
	17	\$53,834	\$69,765
	18	\$55,449	\$72,083
	19	\$57,113	\$74,246
	20	\$58,825	\$76,473
	1	\$35,599	\$46,279
V	2	\$36,959	\$48,045
•	3	\$38,385	\$49,901
	4	\$39,884	\$51,849
	5	\$41,457	\$53,895
	6	\$43,109	\$56,041
	7	\$44,845	\$58,297
	8	\$46,663	\$60,663
	9	\$48,577	\$63,150
	10	\$50,586	\$65,762
	11	\$52,695	\$68,503
Professor/	12	\$54,907	\$71,379
Extension Specialist	13	\$56,553	\$73,520
	14	\$50,333	\$75,726
	15	\$59,999	\$75,720
		\$61.799	<b>NXII 339</b>
	16	\$61,799 \$63,653	\$80,339 \$82,749
	16 17	\$63,653	\$82,749
	16		

<sup>1.</sup> 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.

<sup>2.</sup> 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.

<sup>3.</sup> 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.

### University of Guam Faculty Union AFT Local 6282

APPROVED:

Randall Wiegand, VP/A&F and CBO

**MEMORANDUM** 

APPROVED:

Rachel Cubacub, Admin Council Chair

October 4, 2021

APPROVED:

Dr. Thomas W. Krise, President

Thomas Krise (Oct 25, 2021 17:02 GMT+10)

TO:

**UOG Administrative Council** 

VIA:

**UOG Senior Vice President and Provost** 

FROM:

President UOG Faculty Union

RE:

Recommendation to Remove Hard to Hire Designation from Faculty Salary Scale

The Faculty Union and the Faculty Salary committee recommend immediate lifting of the "Hard-to-Hire" designation of steps 17 to 20 for the faculty ranks of Instructor/Extension Agent II through Associate Professor/Extension Agent IV.

Under the pay levels of the current faculty salary scale, established in 1991, effectively all faculty positions are now "Hard-to-Hire". We note this is a band-aide measure that will facilitate UOG Administration's hiring of new faculty. It will also allow for this year's increments for many recent hires and others, which are currently capped for increments since they are at the top step of their rank.

This in no way addresses the urgent need to adjust the 1991 faculty salary scale for the real erosion of it levels due to inflation over the past 30 years. Nor will this address the salary scale inversion that faculty hired more than 5 years ago are now observing. New faculties are now being hired at high steps on the scale to due to the scale not being updated to reflect the current market conditions.

Any discussion of faculty salary needs to note briefly the history. Between 1989 and 1991 Civil Service implemented a major overhauled the civil service scale, this was followed by significant updates to the UOG Administrator and Faculty Salary Scales.

- In summer session 1994, and promised only for this one session, the Board of Regents (BOR) approved overload teaching rate of 10% of 9-month faculty's salary for a 3 credit course was dropped to \$2,500 for Masters, \$3,000 PhD. Promises broken never returned to the BOR approved 10% of salary level. This represented a significant drop in faculties' earnings.
- In 2004, a new Administrator scale with significant increases was approved by the BOR, this was after more than 30% inflation erosion to both Administrator & Faculty salary scales. Faculty scale remained unchanged except for "Hard-to-Hire" scales and Full Professor steps 17-20 added (2003-04).
- Between 2006 to present several minor tweaks (1 to 2% each) were made to the faculty scale estimated to total 7.5%. This is nowhere close to even the 2003 recommendations of a CUPA study.
- In 2014 there was again a massive Government of Guam wide update of Civil Service positions salary scales, UOG faculty and administrators not included.
- In 2020 a new Administrator scale based on 2008 CUPA, was implemented bringing significant increase for the second time since 1991. Faculty scale remains unchanged except for minor changes noted.

We recommend this lifting of the Hard-to-Hire designation from steps 17-20 in the faculty salary scale. We must caution that this should be regarded as a first step, sort of a low hanging fruit, to a systematic study of the current scale and its overhaul to bring UOG's faculty compensation into the modern world.

We hope that this recommendation receives favorable consideration.

L. Robert Barber, Jr.

President, UOG Faculty Union