

UNIVERSITY OF GUAM UNIBETSEDÅT GUÅHAN Board of Regents

Resolution No. 22-16

RELATIVE TO ADJUSTING THE ADMINISTRATOR SALARY SCALE FOR THE POSITION OF CAPITAL PROJECTS MANAGER

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, 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 College and University Professional Association for Human Resources (CUPA-HR) administrative compensation surveys as its benchmark for best practice in establishing academic administrator positions;

WHEREAS, the BOR has on at least two previous occasions modified the Administrator Salary Scale for the position of Capital Projects Manager (CPM);

WHEREAS, the CPM position requires either a professional engineering certification or a Registered Architect license and it has been a challenge to recruit for this position with our existing salary range;

WHEREAS, the credentials of a professional engineering certification or a Registered Architect license will have a significant return on investment savings by the individual filling this position in lieu of contracting these needed services required for several construction projects UOG is currently pursuing;

WHEREAS, after leaving the position open for all of 2020 and 2021, the University has now identified a candidate for the position, however, the candidate has indicated the current salary is not sufficient to entice him away from his current employer;

WHEREAS, the University now desires to utilize the 2013/2014 survey of the CUPA as the basis for the salary for the CPM position on a revised Administrator Salary Scale; and

WHEREAS, the President, together with the Academic, Personnel and Tenure committee and the Physical Facilities committee, recommend that the BOR approve the revised salary scale adjusting the salary range for the CPM position.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the revised salary scale reflected in Attachment A.

Adopted this 21st day of April, 2022.

ATTESTED:

Liza J. Provido, Chairperson

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

Administrator's Salary Scale - AMENDED April 21, 2022 Approved by Board of Regents Resolution No. 22-16

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Administration and Finance

MEMORANDUM

- TO: THOMAS W. KRISE, PH.D. Thomas Krise (Apr 8, 2022 10:54 GMT+10) Approved Disapproved PRESIDENT
- FROM: RANDALL V. WIEGAND

DATE: APRIL 5, 2022

RE: CHANGES TO THE ADMINISTRATOR SALARY SCALE

The Capital Projects Manager (CPM) was vacated in November 2019. The position remained open for all of 2020 and all of 2021. After there were no candidates in the first few months of 2020, the opening was extended on a continuous announcement basis. We had one interview in 2021 for which the candidate actually accepted. However, after accepting the offer, he got back to us and asked for more money. We terminated it was best to look for other candidates at that point. We allowed the position to remain open for another year. At the end of the year, there were two candidates available for interview. One of the candidates had the experience and credentials to allow him to make an immediate impact on the University. Following interviews, we inquired what it would take to attract him to the University. He responded that he would need \$135,000 per year in order to move from his current position.

The current Administrator salary scale for that position tops out at \$118,788. This position has been difficult to recruit as the University decided that the candidate should have a professional credential – either a Professional Engineer license or be a Registered Architect. However, these credentials were deemed critical for the position as the University is about to embark on the construction of four new buildings and the University will need to obtain construction management services from a private contractor at a cost likely to exceed \$2 million if an inhouse Capital Projects Manager cannot be identified.

The only solution we have been able to come up with is to revise the Administrator Salary Scale and based the value for this position on the 2013/2014 College and University Professional Association survey. Thus, we are seeking your approval to bring this matter to the Board of Regents for the modification of this scale which is the purview of the Board of Regents. We are also seeking authorization to use the fourth quartile to meet the requirements of the candidate.

Thank you for your consideration of this matter.

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